

**FRESNO UNIFIED SCHOOL DISTRICT**  
**COMPREHENSIVE DISTRICT PACKAGE PROPOSAL NO. 3**

**FTA NEGOTIATIONS**

**December 12, 2013**

FUSD presents its second comprehensive package proposal to fully resolve the parties' successor contract negotiations and to that end, the District proposes that this package as set forth below be accepted in full.

1. Increase 2012-2013 all certificated salary schedules as follows:
  - 2013-2014 = 2.5%
  - 2014-2015 = 2.0%
  - 2015-2016 = 2.0%
  
2. Increase the District's current annual maximum contribution toward the Health Plan benefits provided to each active eligible unit member by \$500, effective beginning the 2014-2015 insurance year. The automatic inflator included in Article 18, Section 5, will be modified to address the Local Control Funding Formula based on the net percentage change each fiscal year in the base grant revenue received by the District. The specific details will be subject to further discussion. (This proposal is in consideration of FTA's acceptance of #8 below.)
  
3. Add a new "Professional Learning Column" to effectively begin upon the completion of the 2014-2015. The District will invest a 3% increase for teachers who engage in continuous District approved learning. It is understood and agreed that this column shall terminate if for any reason there exists an inability for full funding thereof through Local Control Funding Formula or successor legislation.
  
4. Withdraw FUSD proposal dated July 11, 2013 on Article 21, "Just Cause, Due Process and Progressive Discipline." Article 21 to remain status quo as set forth in the parties' 2010-2012 Collective Bargaining Agreement.
  
5. Accept language in FTA's September 6, 2013 proposal on Article 4, Early Childhood Professionals, to provide Lead Teachers will an additional \$1.00 per hour; Center Supervisors with an additional \$4.00 per hour and PACE Lead Teachers with an additional \$1.00 per hour. Accept language in FTA's November 14, 2013 proposal on Article 4 stating that all early childhood classrooms shall maintain a class size equivalent to or less than the guidelines outlined by the California Department of Education. Add language stating professional day for full-time Early Childhood Teachers shall be eight (8) hours. Add language that sick leave shall be provided consistent with past practice of the District.

6. Accept concept presented in FTA's September 20, 2013 proposal on Article 49, Special Education, to pay those teachers who are credentialed for and assigned to teach in the special education program their per diem rate when providing services in the extended-year program to students whose IEPs require extended-year special education services.
7. On Article 16, Evaluation, establish a two year phase-in process for incorporating multiple measures of student achievement as part of the criteria used to evaluate teachers. One hundred percent (100%) of every evaluation shall be based on the CSTPs, as outlined in the District Continuum of Standards for the Teaching Profession, including indicators/evidence for effective teaching practice. Student growth/achievement will constitute 20% of the evaluation and be measured by using assessments that are predominantly teacher-designed including grades, portfolios of student work, student outcomes on pre-/post-tests, multiple formative assessments, end-of-course tests and other objective, performance-based assessments developed by Accountable Communities. Along with the teacher-designed assessments of student growth/achievement, State assessments such as the SBAC where applicable and other indicators of professional practice will be used to determine teacher effectiveness in assessing students for learning under CSTP 5 which will constitute 30% of the overall evaluation (i.e., 20% based on a minimum of four student assessments and 10% on teacher practice).
8. Revise the District's September 19, 2013 proposal on Article 52, Shared Decision-Making, to accept the concept that site administration will make teachers aware when a vacancy arises in the lead teacher position. The lead teacher shall be selected by the site administration, in joint agreement with teachers.
9. The Extra Pay for Extra Services schedule shall be increased for unit members by double with the exception of elementary athletic coaches which will triple. This will begin effective beginning the 2013-2014 school year.
10. Increase instructional time for teachers and students at schools that have been designated by the District as needing improvement (i.e., priority and focus schools) at the affected unit members' daily rate of pay, subject to the District's 8-13-13 Article 20 proposal, Section 5.4, as follows:
  - 2014-2015: Up to ten (10) extra staff professional learning days and thirty (30) extra instructional minutes for students at 20 designated schools selected by the District.
  - 2015-2016: Up to ten (10) extra staff professional learning days and thirty (30) extra instructional minutes for students at 20 additional designated schools selected by the District.
11. Eliminate grade 5/6 combination classes, effective beginning the 2013-2014 school year.

12. Increase Instructional Aide time to mitigate kindergarten class sizes by adding two (2) six-hour roving aides at each elementary school, effective beginning the 2014-2015 school year.
13. Maintain an average class size enrollment of 25 students for each school in K-3 grades in compliance with the collective bargaining alternative ratio authorized under EC Section 42238.02, effective beginning the 2014-2015 school year, subject to the District's 9-20-13 Article 5 proposal, Section 1.1.5.

**PREVIOUSLY SUBMITTED ARTICLES/LANGUAGE-**

1. Implement the District's proposals previously submitted to FTA on the following articles: Article 5 – Class Size, Article 20 – Hours, Article 49 – Special Ed, Article 61 – Transfer and Assignment, and Article 63 – Working Conditions.
2. Modify Article 60, Term of Agreement, to extend the current certificated collective bargaining agreement by three (3) years, effective July 1, 2013, through June 30, 2016, with no reopeners.

