



## Fresno Teachers Association/CTA/NEA

You have received several updates via email regarding our 2015-16 bargaining sessions with FUSD. There are **four** key reasons why your Bargaining Team and FTA Executive Board are not settling for 5%.

- I. For 2015-16, FUSD received its largest ever one-year **funding increase from the state...\$123 million**. If we don't get our fair share now, we may never!
- II. From 2008 - 2013, FTA members received **NO wage increases, endured higher health care premiums, and furlough days**.
- III. Our CalSTRS contributions are increasing to 2.25% (1.2% more occurred by July 2015 and 1.05% more will occur in July 2016). <http://www.calstrs.com/calstrs-2014-funding-plan>. The better we do in bargaining the more we will off-set your contribution to CalSTRS.
- IV. There has **NEVER** been a **bargaining standard** established in this district. This has resulted in school board members, the superintendent and even FTA "**picking**" **random percentages** to present at the bargaining table. How much better would this process work if we agreed to become real partners, real stakeholders, and equal collaborators in this district by setting a fair standard for educator salaries? We have proposed that 43% of all outgoing dollars go to educator salaries. This is fair, has been done before, is doable now, and in the future.

To simplify the latest status of the process, here's a side by side chart showing the differences (in Red) of what FTA and FUSD are currently proposing:

### FTA Proposals:

### FUSD Proposals:

<p><b><u>ARTICLE 50 - SALARY</u></b></p> <ul style="list-style-type: none"> <li>- Effective July 1, 2015, all Certificated Salary Schedules shall be increased by Seven and one half <b>(7.5%)</b>.</li> <li>- One-time, off schedule payment of two percent (2%) of base salary based on the 2014-2015 salary schedule.</li> <li>- Speech Language Pathologists and Nurses shall receive a \$5,000 or 1.07 factor increase</li> <li>- Add <b>Nurses &amp; DIS services</b> to positions receiving the \$1500 stipend as set forth in Article 50, section 1.4.1</li> </ul> <p><b><u>Additional Service Assignments</u></b></p> <ul style="list-style-type: none"> <li>- Starting with regular summer school for the 2015-2016 school year and for each year thereafter, regular summer school contracts shall be paid based on the bargaining unit member's hourly rate of pay.</li> </ul> <p><b><u>Supplemental Compensation</u></b></p> <ul style="list-style-type: none"> <li>- Effective July 1, 2015, the Supplemental Compensation Rate shall be increased from \$31.88 to <b>\$42</b> per hour.</li> </ul> <p><b><u>Early Learning Salary Schedules</u></b></p> <ul style="list-style-type: none"> <li>- Effective for the 2015/16, CDC &amp; PACE early childhood teachers' salary schedules will be consolidated with Pre-K Salary Schedule.</li> </ul>	<p><b><u>ARTICLE 50 - SALARY</u></b></p> <ul style="list-style-type: none"> <li>- <i>Effective July 1, 2015, all Certificated Salary Schedules shall be increased by five percent <b>(5.0%)</b>.</i></li> <li>- <i>One-time, off schedule payment of two percent (2%) of base salary based on the 2014-2015 salary schedule.</i></li> <li>- <i>Speech Language Pathologists and Nurses shall receive a \$5,000 or 1.07 factor increase</i></li> <li>- <i>Add <b>DIS Services</b> to positions receiving the \$1500 stipend as set forth in Article 50, section 1.4.1</i></li> </ul> <p><b><u>Additional Service Assignments</u></b></p> <ul style="list-style-type: none"> <li>- <i>Starting with regular summer school for the 2015-2016 school year and for each year thereafter, regular summer school contracts shall be paid based on the bargaining unit member's hourly rate of pay.</i></li> </ul> <p><b><u>Supplemental Compensation</u></b></p> <ul style="list-style-type: none"> <li>- <i>Effective July 1, 2015, the Supplemental Compensation Rate shall be increased from \$31.88 to <b>\$33.47</b></i></li> </ul> <p><b><u>Early Learning Salary Schedules</u></b></p> <ul style="list-style-type: none"> <li>- <i>Effective for the 2015/16, CDC &amp; PACE early childhood teachers' salary schedules will be consolidated with Pre-K Salary Schedule.</i></li> </ul>
<p><b><u>Additional Student Resources</u></b></p> <ul style="list-style-type: none"> <li>-</li> </ul>	<p><b><u>Additional Student Resources</u></b></p> <ul style="list-style-type: none"> <li>-</li> </ul>

CONN  
Help  
CONNE  
messag

Con

Qu

CHE  
V  
FL

Pleas

[www.fac](http://www.fac)

"fo

[www.t](http://www.t)

F  
55

For the 2015-16 school year and subsequent years thereafter, each bargaining unit member will have an additional three hundred fifteen dollars (\$315) for supplies and materials to be utilized for services and instruction to students.

**Additions to Placement on the Basic Salary Schedule**

Additions to Placement on the Basic Salary Schedule (currently page 111) will be increased starting in 2015/2016 as follows:

- \$1500 for MA on all classes,**
- \$1500 for BA + 90,**
- \$1500 for earned Doctorate**
- \$1000 Certificate for Clinical Competence (for SLPs and Audiologists)**
- \$1000 National Association of School Nurses**

*For the 2015-16 school year and subsequent years thereafter, each bargaining unit member will have an additional three hundred fifteen dollars (\$315) for supplies and materials to be utilized for services and instruction to students*

**Additions to Placement on the Basic Salary Schedule**

*The district wants to remain status quo and has NOT presented a written response to our proposal:*

- \$100 for MA on all classes***
- \$200 for BA + 90***
- \$200 for earned Doctorate***
- \$0 Certificate for Clinical Competence (for SLPs and Audiologist)***
- \$0 National Association of School Nurses***

**Health Fund Stabilization**

- For the 2015-16 school year, the district shall make an additional one-time contribution to the health fund in the amount of nine million (**\$9,000,000**) dollars.

**Health Fund Stabilization**

- *For the 2015-2016 school year, the district shall make an additional one-time contribution to the health fund in the amount of three million (**\$3,000,000**) dollars.*

**\*\*\*Our Next bargaining session with the district will be on Monday, September 14, 2015\*\*\***



## UPCOMING TRAININGS!

- "I'm Being Evaluated" Training, Tuesday, September 22, 5 - 6:30pm, RSVP at celeste@fresnoteachers.org or janette@fresnoteachers.org
- FTA Site Rep Training, Saturday, September 26, 9 - 2pm, RSVP at staylor@cta.org
- School Building Committee (SBC), Tuesday, September 29, 5 - 6:30pm, RSVP at celeste@fresnoteachers.org or janette@fresnoteachers.org
- CTA Region 2 Leadership Training, Reno, NV, Oct 9 - 11



## Professional Learning Opportunities in ELA, ELD, History/Social Studies

There are many professional learning opportunities available please click below to see the information.

[CLICK HERE](#)



## Member Discounts

### Wild Water Adventure Park

Code: **SDF464**

Below you will find a **direct link** that will take you to the Wild Water Adventure Park website where you can enter in the discount promo code.

<https://www.quantixtickets8.com/php-bin/quantix.php?fn=85>

---

### PAPA JOHN'S PIZZA is giving our members a great discount.

A code was created for teachers to use any time. You may use it for work or from home. The code is, **SCHOOL30PRB**, and it will give a 30% off the order.



FTA/CTA/NEA

Fresno Teachers Association/CTA/NEA

---

[Forward this email](#)



This email was sent to louis@fresnoteachers.org by [connect@fresnoteachers.org](mailto:connect@fresnoteachers.org) | [Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe™](#) | [About our service provider](#).



Fresno Teachers Association/CTA/NEA | 5334 N. Fresno Street | 559-224-8430 | Fresno | CA | 93710

---