

**Fresno Teachers Association Student & Educator Focused Economic Proposal to FUSD  
October 6, 2015**

**FTA SUPPORTS IMPROVED ACADEMIC OUTCOMES FOR STUDENTS**

A. Class sizes shall be capped in the following way:

K-3	1:24
4-6	1:26
7-8	1:28
9-12	1:30
T-K	1:18
Pre-K	1:16
SDC Mild-Moderate	1:12
SDC Moderate-Severe	1:10

Caps shall go into effect in a two year period starting in the 2016-17 school year and be completed at the start of the 2017-18 school year.

**FTA SUPPORTS IMPROVED SOCIAL/EMOTIONAL SUPPORT FOR STUDENTS**

B. Full-time Nurses, Full-time Health Assistants, Full-time Social Workers and Full-time Psychologist shall be at each school site.

These additional student supports shall go into effect in a two year period starting in the 2016-17 school year and be completed at the start of the 2017-18 school year

**FTA SUPPORTS IMPROVED CAMPUS SAFETY FOR STUDENTS, EDUCATORS & VISITORS**

C. Full-time security (CAs) shall be provided at each school site for the 2015-16 school year and all subsequent years thereafter.

## VALUING SKILLED EDUCATORS: RECRUITING AND RETAINING ARTICLE 50 - SALARY

### D. Salary Schedule Increase (currently page 74):

1.1 For the 2015/2016 school year all FTA bargaining unit salary schedules shall be increased by 7.5%-- 5% effective July 1, 2015 and 2.5% effective February 1, 2016.

1.2 In addition to the Certificated Salary Schedule increases and changes set forth above, all bargaining unit members employed on the date this agreement is ratified by both parties shall receive a one-time, off schedule payment of two percent (2%) of base salary based on the 2014-2015 salary schedule.

1.3 For the 2016/2017 school year and the 2017-2018 school year, FTA bargaining unit salary schedules shall be based on 43% of the total outgo of the FUSD budget and shall include provision A above, class size caps. Parties agree to only bargain over how the 43% of outgo will be allocated to bargaining unit salaries and class size caps during the full successor negotiations in the spring of 2016 [**The Successor Negotiations will be considered a reopener if parties TA a multi-year deal**]

1.4 Starting July 1, 2015, Speech Language Pathologist (SLPs) and Nurses will receive a \$5000 increase or 1.07 factor, whichever is greater, in addition to their placement on the salary schedule. (*The 1.07 factor to be added on page 80 under Factor Times Placement*).

1.4.1 Add Nurses & DIS services to positions receiving the \$1500 stipend as set in article 50, section 1.4.1

E. 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

Add name SLP (Speech Language Pathologist) to salary schedule

F. Effective for 2015/16, CDC & PACE Early childhood teachers' schedules will be consolidated with the Pre-K schedule.

G. Additional Service Pay Schedule (currently page 119) will be changed to \$36 per hour effective July 1, 2015, changed to \$39 per hour effective February 1, 2016, and changed to \$42 per hour effective July 1, 2016.

H. Starting with regular summer school for the 2015-16 school year and for each year thereafter, regular summer school contracts shall be paid based on the bargaining unit members' hourly rate of pay.

I. Starting July 1, 2016 all Extra Pay for Extra Services Pay Schedules shall be increased by 7.5%, and all future increases shall be equal to salary schedule increases.

### **ADDITIONAL STUDENT RESOURCES**

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.

### **HEALTH FUND STABILIZATION**

The district shall make an additional contribution to the health fund in the amount of \$11 million (\$11,000,000); \$5 million effective July of 2015, \$3 million effective February 1, 2016, and \$3 million effective July 1, 2016. These contributions shall never be revoked.

In the 2017-18 school year, the District shall increase the annual contribution to the health fund for each active eligible employee an additional \$1,025 above the 2016-17 amount (estimated to be approximately \$16,142).

### **STUDENT DEPLOYMENT: PRESERVING GOOD CLASSROOM ENVIRONMENTS**

Before students are divided among teachers in cases when no substitute is available, the district will attempt to fill the shortage in the following order:

1. Assign a certificated staff person from district headquarters
2. Assign a certificated site Administrator from the impacted location
3. Assign a TSA (Teacher on Special Assignment) from the impacted location

In the event neither of the above is a workable solution, teachers affected shall be paid \$10 per student/per day for each student that is deployed to their classroom.

**FULL SUCCESSION AGREEMENT [will be a reopener if parties reach a TA on a multi-year deal]**

The parties agree to reopen and bargain the allocation of 43% of the outgo for class size caps and FTA bargaining unit salaries AND no more than 6 additional articles each of the reopener contract in the spring of 2016.

***\*\*All Tentative Agreements shall be included and enshrined in the Collective Bargaining Agreement between FTA and FUSD\*\****