



Fresno Teachers Association/CTA/NEA

October 3, 2015

Back in June we approached bargaining with the district focused on doing what's best for students and educators. Since September 15th, The FTA president, staff, and bargaining team members visited 51 school sites to give bargaining updates. During these visits, we talked about the importance of educators becoming the leading voice for real educational transformation in this district. During these visits we've given highlights about a holistic student centered plan and implementation pathway that will improve academics, social/emotional support, and safety for all students in this district. During these visits, we also said that we had three options when we returned to the bargaining table with the district today:

1. Accept the districts last, best & final offer: 5% ongoing, 2% one-time, \$3 million for health and no increases to additions to placement on the salary schedule (continue to accept \$8 per month for members who have a MA or MS, and only \$16 a month for members who have a BA +90 or a Doctorate) in addition to the other items we've already agreed on.
2. Go to impasse.
3. Make a counter-proposal.

Your FTA bargaining team and Executive Board decided to go with option 3. [The complete proposal is attached here.](#)

It's important that we continue putting students and educators first, so we made the following proposals today:

- a. Having caps to class sizes to improve academic outcomes

- b. Hiring full time registered nurses, social workers, psychologists, and health assistants to provide needed social/emotional supports for all students at all school sites
- c. Hiring full time campus assistants (CSAs) at all school sites to improve campus security for all students and every school
- d. Preserving good classroom environments by fixing the student deployment problem that arises when no substitute teacher is available. This has been a rampant issue at some of our elementary schools
- e. Implementing a standard for bargaining, where we get 43% of the out go like we had back in 2009-10 that will help prevent long and unneeded bargaining fights with the district, and allow us to use these resources for reducing class sizes

We also gave the district the opportunity to pay us the 7.5% in two cycles instead of giving it to us all by July 1, 2015. This allows the district to keep their reserves at the highest peak in November when they go for their bond rating while at the same time allowing educators to get the money we deserve. Likewise, we also proposed that Supplemental Compensation be raised to \$42 an hour over a period of three cycles and that our health fund be adequately funded with the district making a contribution of \$11 million dollars over three cycles.

The district agreed to take our counter proposal to the school board trustees for discussion and direction on October 14, 2015.

What's next? Glad you asked. Winning significant improvements for our students and our profession is next. Join us at the school board meeting on October 14th at 5pm for a press conference. Then bring parents and students with you to our next Stand with Students Community Meeting at Hope Lutheran Church on Monday, November 16 at 5pm. Stay tuned for a notification of a FTA Tele Town call for all members.

Upcoming Events

- Wednesday Oct 14, Please join us at the FUSD school board meeting

5:00pm

- Tuesday, Oct 27, School Site Council (SSC) Training for educators, parents, 5:30-7:00pm, Hope Lutheran Church
- Monday, Nov 16, FTA Stand w/ Students Task Force Meeting, 5:00-7:00pm, Hope Lutheran Church (dinner served)



Important News and Updates



- A grievance was filed around the PL Column V courses due to the district making unilateral changes-charging for classes, limiting the number of courses a member can take each cycle, and paying the our members to teach these courses for supplemental pay when we requested per diem at the end of last year.
- For those who could not attend the "I'm Being Evaluated" Training the handout is posted on our FTA website, www.fresnoteachers.org under Teacher Resources, Evaluations.
- Don't forget to VOTE by Oct 8 for FTA leadership positions currently vacant-Vice President and Director-at-Large

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