



Fresno Teachers Association/CTA/NEA



March 23, 2017

Greetings,

On November 2, 2016, the district offered us an economic proposal with a 2% wage increase for 2016-17 that made future increases for educators' contingent upon evaluations.

When we bargained last week, the district offered 2.5% for 2016-17 and still kept language in their proposal to have future educator wages tied to evaluations. Although the district is bargaining with other labor groups in the district, we are **the only group** they have proposed tying our future wages to our evaluations. This indicates that we must continue to prepare for a potential strike in this district.

We did counter with a comprehensive economic and non-economic proposal. We believe that this comprehensive counter addresses many of the critical needs for educators and students in our district.

We will talk more about all this towards the end of our educational summit on March 28th at People's Church, so please join us there from 4-7pm. 7172 N. Cedar Ave, Fresno, 93720. Free childcare and free food will be provided.

FUSD and FTA Proposal Comparison

District Proposal (Financial)	FTA Proposal (Financial)
<p>Salary: <i>Effective July 1, 2016, all Certificated Salary Schedules shall be increased by two and one half percent (2.5%)</i></p> <p><i>Annual step advancement is contingent upon receipt of an overall summative evaluation rating of "Growth Expected," "Meets Standards," or "Demonstrates Expertise." When a unit member "Does Not Meet Standards" in his/her overall summative evaluation, he/she shall not receive annual step advancement and shall remain stationary for annual step advancement until the unit member receives an overall summative evaluation rating above "Does Not Meet Standards".</i></p>	<p>Salary: Total bargaining unit salaries shall be equal to, or greater than, 43% of the outgo, or no less than 4%, 3% and 3% next three years:</p> <p>4% for 2016-17</p> <p>3% for 2017-18</p> <p>3% for 2018-19</p>
<p>JHMB: <i>0.7% contribution to the Health Fund as set forth in Article 18: Fringe Benefits, section 5.1 (may result in increased cost for all employees)</i></p>	<p>JHMB: \$28 million district contribution for all district employees to zero out premiums, zero out co-insurance cost, and reduce dental premiums for all employees</p>
	<p>Additions to placement on the salary schedule (\$3.2 million) for MA, BA+90, earned doctorate.</p>
	<p>Fresno Adult School Improvements (\$600,000)</p>
	<p>Early Learning Improvements (\$900,000)</p>
	<p>SPED Improvements (\$1 million)</p>
	<p>Obtaining substitutes to eliminate deployment (\$1 million)</p>
	<p>Class size caps/reductions (no cost in 2016-17; \$12.5 million in 2017-18; \$12.5 million in 2018-19)</p>

	Social-emotional supports-hire full-time RNs and other professionals at each site (no cost in 2016-17; \$5 million in 2017-18)
	CTE: \$1 million a year over next three years
District Proposal (Non-Financial)	FTA Proposal (Non-Financial)
Article 19: Limitations on your grievance procedure to allow arbitrary terminations Article 20: District control of your 8 th hour Article 21: Elimination of your due process protections Article 61: More restrictions on your ability transfer to another school site	Article 20: As presented by FTA, Nov 2, 2016 (elimination of all meeting hours) Article 63: As presented by FTA, October 2016 (improve safety & discipline language) (New Article-portion re University Supported Tutoring): As presented by FTA, Nov 2, 2016 (New Article-portion re Curriculum & Grading): As presented by FTA on Nov 2, 2016 (New Article-eliminate Convocation and use Money for neediest students): As presented by FTA on Nov 2, 2016

***The District MUST accept the FTA economic and non-economic proposal as detailed here or it shall be deemed rejected in its entirety**

We have received several emails and calls asking if lead teachers can attend the afternoon FTA Education Summit on Tuesday instead of attending the District lead teacher meeting. The answer is yes you can.

Because we all care about the development of our members and the education of students, and recognize that the District lead teacher meeting is important, we simply ask that you let your administrator know that you will miss the lead teacher meeting due to your attendance at the Summit. You will not be paid for the lead teacher training if you do not attend the lead teacher training. We appreciate the hard work of District staff who planned the lead teacher meeting, and are hopefully that they will schedule a follow-up meeting for those of you who choose to attend the Summit on March 28th.

See you Tuesday!

Please RSVP to Mo Kashmiri at mo@fresnoteachers.org



FUSD EDUCATION SUMMIT

TUESDAY, MARCH 28TH

4:00PM - 7:00PM
PEOPLES CHURCH
7172 N. Cedar Ave.



TOPICS OF DISCUSSION

- Improving Student Learning Environments
- Sustaining Professional Educators
- Process for choosing the next Superintendent

SCHEDULED TO APPEAR



BOARD PRESIDENT:
BROOKE ASHJIAN



BOARD CLERK:
CLAUDIA CAZARES



BOARD TRUSTEE:
VALERIE DAVIS



BOARD TRUSTEE:
ELIZABETH JONASSON-ROSAS



BOARD TRUSTEE:
CAROL MILLS



FTA PRESIDENT:
TISH RICE

FREE DINNER (FOOD TRUCKS)
FREE CHILD CARE
FREE T-SHIRTS (first 1,000 attendees)



OPEN TO THE PUBLIC



SPONSORED BY:
FRESNO TEACHERS
ASSOCIATION

Please RSVP to Mo Kashmiri at mo@fresnoteachers.org

*We will be engaging everyone through social media on March 28th, so make sure you follow us so we can share pictures and thoughts!

Instagram @fresnoteachersassociation

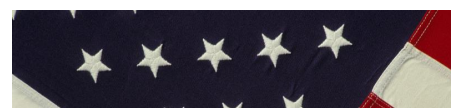
Facebook @fresnota

twitter @fresnota

Election Reminder

It's that time of year again when our members have an opportunity to vote on who will serve in leadership roles in the Fresno Teachers Association. This election cycle you will be voting to fill the 6 director-at-large positions on the FTA executive board, 4 delegate positions for the CTA State Council, and 25 delegate positions for the

NEA Representative Assembly (RA) that occurs every summer during the first week in July. **In addition, because FTA is a part of the Fresno/Madera Service**



Because FTA is a part of the Fresno/Madera Service Center, our members will have an opportunity to vote in the Fresno Madera Service Center's NEA RA election. We will add FMSC's NEA Representative Assembly candidates to our ballot.



Simply Voting will once again handle our electronic voting. If FTA has your personal email, we will forward it to Simply Voting solely for the purpose of voting electronically. Simply Voting will email you your username and password with a link to vote during the election voting period, March 16th at 9am through March 30th at 5pm.

Please go to the FTA website, www.fresnoteachers.org to find out more about this year's election. We hope you participate!

Tax Season is here!

This is the form you will need to file taxes. The form was sent to your sites and will be posted on the FTA website. Please click on the link below.

[2016 TAX FORM](#)

Please read this article, provided by NEA, to find out if you qualify for some educator tax deductions. [Are You Missing Out on These Educator Tax Deductions?](#)

Fresno Teachers Association
Income Tax Deductions
2016 FULL Calendar Year

MEMBERSHIP DUES	AGENCY SERVICE FEES
CATEGORY 1: If your teaching assignment is 81-100%	
FTA: 16.11 x 7 + 28.91 x 3 = 163.80	FTA: 16.11 x 7 + 28.91 x 3 = 163.80
CTA: 64.40 x 7 + 66.80 x 3 = 647.60	CTA: 64.40 x 7 + 66.80 x 3 = 647.60
NEA: 18.60 x 7 + 19.70 x 3 = 186.60	NEA: 18.60 x 7 + 19.70 x 3 = 186.60
Total: \$1,084.00	Total: \$1,084.00
CATEGORY 2A: If your teaching assignment is greater than 33-1/3% but not more than 50%	
FTA: 8.06 x 7 + 14.46 x 3 = 86.77	FTA: 8.06 x 7 + 14.46 x 3 = 86.77
CTA: 33.30 x 7 + 33.80 x 3 = 333.80	CTA: 33.30 x 7 + 33.80 x 3 = 333.80
NEA: 10.40 x 7 + 10.50 x 3 = 104.30	NEA: 10.40 x 7 + 10.50 x 3 = 104.30
Total: \$524.87	Total: \$524.87
CATEGORY 2B: If your teaching assignment is 51-50%	
FTA: 8.06 x 7 + 14.46 x 3 = 86.77	FTA: 8.06 x 7 + 14.46 x 3 = 86.77
CTA: 33.30 x 7 + 33.80 x 3 = 333.80	CTA: 33.30 x 7 + 33.80 x 3 = 333.80
NEA: 18.60 x 7 + 19.70 x 3 = 186.60	NEA: 18.60 x 7 + 19.70 x 3 = 186.60
Total: \$607.17	Total: \$607.17
CATEGORY 3A: If your teaching assignment is 20% or less	
FTA: 4.03 x 7 + 6.72 x 3 = 48.37	FTA: 4.03 x 7 + 6.72 x 3 = 48.37
CTA: 17.80 x 7 + 17.80 x 3 = 178.00	CTA: 17.80 x 7 + 17.80 x 3 = 178.00
NEA: 6.37 x 7 + 6.42 x 3 = 63.85	NEA: 6.37 x 7 + 6.42 x 3 = 63.85
Total: \$289.12	Total: \$289.12
CATEGORY 3B: If your teaching assignment is 20% but not more than 33-1/3%	
FTA: 4.03 x 7 + 6.72 x 3 = 48.37	FTA: 4.03 x 7 + 6.72 x 3 = 48.37
CTA: 17.80 x 7 + 17.80 x 3 = 178.00	CTA: 17.80 x 7 + 17.80 x 3 = 178.00
NEA: 10.40 x 7 + 10.50 x 3 = 104.30	NEA: 10.40 x 7 + 10.50 x 3 = 104.30
Total: \$330.67	Total: \$330.67
CATEGORY 4: For hours employees less than 20%	
FTA: 4.03 x 7 + 6.72 x 3 = 48.37	FTA: 4.03 x 7 + 6.72 x 3 = 48.37
CTA: 8.24 x 7 + 8.28 x 3 = 82.78	CTA: 8.24 x 7 + 8.28 x 3 = 82.78
NEA: 6.37 x 7 + 6.42 x 3 = 63.85	NEA: 6.37 x 7 + 6.42 x 3 = 63.85
Total: \$194.95	Total: \$194.95
CATEGORY 5 (Associates): Management personnel who were active members prior to assuming management position	
FTA: 2.78 x 7 + 5.47 x 3 = 45.87	FTA: 2.78 x 7 + 5.47 x 3 = 45.87
CTA: 64.40 x 7 + 66.80 x 3 = 647.60	CTA: 64.40 x 7 + 66.80 x 3 = 647.60
NEA: 18.60 x 7 + 19.70 x 3 = 186.60	NEA: 18.60 x 7 + 19.70 x 3 = 186.60
Total: \$879.07	Total: \$879.07

Computations shown above are for seven months (January-July) of 2016-2017 membership dues or agency service fee rates and three months (October-December) of 2016-2017 membership dues or agency service fee rates. No dues or agency service fees were collected during August or September.

If you were not employed for the full year it is necessary for you to make appropriate modifications to the above figures.

©FTA Financial Records (document) Doc/MEMBER DUES/2016 2017/2016 Income Tax Deduction.xls



Have you moved? Do you have a new phone number or email?

Don't forget to update your contact information with us, FTA, and with FUSD. Please reply to this email to send your new contact information to our office.

MEMBER BENEFITS!





Planning a trip to a Theme Park, or an outing to theater, or concert?

Please check out these links to receive discounted tickets!

Explore the websites below to find the perfect vacation for you!

<http://www.tsaspecialservices.com/>

<http://www.cta.org/en/Member-Services/Member-Benefits/Discounts-and-Travel.aspx>

<https://neamb.affinityperks.com/login>

SIGN UP & SAVE

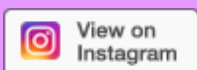
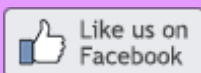
Enroll today and receive all the automatic benefits of being a member. Every connect will contain offers and benefits that come with your [membership](#). Make sure you use all your wonderful CTA/NEA benefits!

With your membership you have discounts to many destinations.
Please Check [tsaspecialservices.com](http://www.tsaspecialservices.com) or download the CTA member benefits app linked below.

Download the CTA Member Benefits App Here!
<https://play.google.com/store/apps/details?id=org.cta.benefits&hl=en>

SOCIAL MEDIA

FOLLOW, CONNECT, LIKE AND CLICK!



FTA WEBSITE

Connect with FTA

Click the link above to join our emailing list! (Useful if this email was forwarded to you)



Fresno Teachers Association | 559-224-8430 | Email Contacts | www.fresnoteachers.org