



Fresno Teachers Association/CTA/NEA



May 3, 2017

The next 4 weeks may define the next three years of our association, the next three years of your profession, and how much we truly care about our students. Bargaining is reaching its 11th hour and we are approaching the time when either the district will show a renewed respect for educators, a real commitment to our students' career and college readiness, OR continued top-down poor leadership. It's also time for FTA members to decide what we're willing to accept and what's worth fighting for. To clarify the latest in bargaining and our next steps, FTA is hosting a member Tele Town Conference call on May 10th at 5pm. If we have your phone number, you will receive a call and you'll be placed in the conference call. You may also call in; the call-in number is 855-756-7520, access code 35179#.

We had bargaining with the district yesterday. Below, you can see a side-by-side comparison of what the district offered Educators on April 17th and what we countered on May 2nd. Again, join us on the conference call May 10th at 5pm for more information on what lies ahead.

District Proposals	FTA Proposals
<p>Salary: <i>Effective July 1, 2016, all Certificated Salary Schedules shall be increased by two and one half percent (2.5%) plus (1.0%) effective on the first of the month following ratification. (NO RETRO on 1%)</i></p> <p>2016-17 2.5% plus 1% 2017-18 0% 2018-19 0%</p> <p>Tying pay increases to evaluations - WITHDREW</p>	<p>Salary: Total bargaining unit salaries shall be equal to, or greater than, 43% of the outgo, or <u>no less than 5%, 3.5% and 3.5%</u> next three years:</p> <p>2016-17 5% 2017-18 3.5% 2018-19 3.5%</p>
<p>Article 18 HEALTHCARE IMPROVEMENTS- NO District's proposal would increase employee healthcare costs AGAIN</p>	<p>Article 18 HEALTHCARE IMPROVEMENTS: YES, \$28 million</p>
<p>Article 20: Additional mtgs & tasks during 8th hour - The district wants you to perform "instructional and non-instructional" duties they control during your 8th hour. NO reduction of meeting hours.</p>	<p>Article 20: As presented by FTA, Nov 2, 2016 (Elimination of all mandatory meeting hours)</p>
<p>Article 1: Adult School Improvements: NO</p>	<p>Article 1: Fresno Adult School Improvements: YES</p>
<p>Article 4: Early Learning Improvements: NO</p>	<p>Article 4: Early Learning Improvements: YES</p>
<p>Article 49: SPED improvements: NO</p>	<p>Article 49: SPED Improvements: YES</p>
<p>Article 39 Eliminating deployment: NO</p>	<p>Article 39: Eliminating deployment: YES</p>
<p>Article 5: Individual Class Sizes Caps: NO</p>	<p>Article 5: Individual Class Sizes Caps: YES</p>
<p>Additional Social-Emotional Supports: NO</p>	<p>Additional Social-Emotional Supports: YES</p>
<p>New Article - CTE improvements: NO</p>	<p>New Article - CTE improvements: YES</p>
<p>More District Proposals</p>	<p>More FTA Proposals</p>
<p>Additional \$ for MA, BA+90, Earned Doctorate: NO</p>	<p>Additional \$ for MA, BA+90, Earned Doctorate: YES (From \$100/\$200 to \$3000 each)</p>

Article 63 - Improve Working Conditions, Safety & Discipline: **NO**

Article 41- Part-Time Employees: **NO**

New Article- Entering of Test Results: **NO**

New Article - Tutoring support for Students: **NO**

New Article - Autonomy re Curriculum & Grading: **NO**

New Article - Eliminate Convocation: **NO**

[Article 63- Improve Working Conditions, Safety & Discipline: YES](#)

[Article 41- Part-Time Employees: YES](#)

[New Article- Entering of Test Results: YES](#)

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[New Article - Autonomy re Curriculum & Grading: YES](#)

[New Article-Eliminate Convocation: YES](#)

WHICH SIDE ARE YOU ON?



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, an outing to the theater, or a 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.

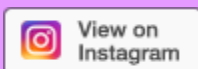
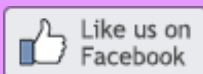
Please Check tsaspecialservices.com or download the CTA member benefits app linked below.

Download the CTA Member Benefits App Here!

<https://play.google.com/store/apps/details?id=org.cta.benefits&hl=en>

SOCIAL MEDIA

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You Tube

FTA WEBSITE

Connect with FTA

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



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www.fresnoteachers.org