

March 30, 2017  
ESC Board Room  
1:00-4:00

**Information Updates:**

- Signed MOUs
  - Maternity/Paternity Language
  - Vista Flex-Time MOU

**Discussion Items:**

1. According to the Second Interim report, FUSD is planning to end the year with \$11M in unrestricted funds that will roll over into next year.
2. 2011-12 Teacher Salaries received 45.46% of total outgo.
3. 2017 we receive 39.54% of total outgo.
4. Out of 5 districts receiving the same funding tier as FCUSD, we are #4 in percent of benefits paid by district.
5. Career Path Earnings for 5, 10, 15, 20, and 30 years, we rank #5 in like schools funding. Year 25, we rank #4. Our district must be able to compete for qualified teachers.
6. Teacher pay per student at FCUSD is \$3872, ranking #9 out of 10 local districts, yet we rank #1 in District Performance. Investing in our teachers is an investment in students
7. We proposed that the parties sign off on the SpEd MOU, releasing \$100, 127 to help with IEP demands.
  - a. FCEA proposed to sign off the SpEd MOU, separately from the successor agreement.
  - b. The district said, "No."
8. We proposed for 3.5% salary increase, \$100 for family benefits, \$50 for individual benefits, and if we are funding at 97% of LCFF we proposed Step 30 become a Step 24. This was a reduction from our initial proposal 4.5% salary increase.
  - a. FCEA gave them a successor agreement.
  - b. The district said that they did not have the money.
9. FCEA confirmed that there is \$11 M in unrestricted reserves shown in their 2<sup>nd</sup> Interim budget.
10. FCUSD said \$10.4 Million is designated for other priorities.
11. FCEA proposed that the district make educating students a priority.

**We are filing for Impasse.**

Respectfully,

Your Bargaining Team – Fynn Carroll, Shawn Kivley, Deb Krikourian, Pat Kuzirian, Ed Marin, Michelle Mays, Kristina Messersmith, Tom Pena (TT), Dale Waldo(TT), Kevin Wheeler.