EDISON BETHUNE CHARTER ACADEMY
BOARD OF DIRECTORS

AGENDA ITEM: SUNSHINE NOTICE OF INITIAL PROPOSALS FOR COLLECTIVE BARGAINING NEGOTIATIONS

Meeting Date: November [Insert Date], 2026
Action Requested: Information and Public Comment

The following are the initial proposals of Edison Bethune Charter Academy ("EBCA" or the "School") and the Fresno Teachers Association, CTA/NEA ("FTA") for a successor collective bargaining agreement, presented pursuant to Government Code section 3547.

SCHOOL'S INITIAL PROPOSALS

EBCA proposes to negotiate the following articles of the collective bargaining agreement:

ARTICLE I: AGREEMENT

- Parties to the agreement
- Governing law (EERA)

School Position: EBCA proposes to update dates with technical and numbering corrections.

ARTICLE II: RECOGNITION

- Description of bargaining unit
- Excluded positions

School Position: EBCA proposes to update dates with technical and numbering corrections.

ARTICLE III: TERM

- Duration of agreement
- Reopeners
- No strike and no lockout

School Position: EBCA proposes a three year agreement running from July 1, 2026 through June 30, 2029, with each party permitted to reopen salary, health benefits, and up to two additional articles in each later year of the agreement.

ARTICLE IV: UNION RIGHTS

- Meetings, facilities, and equipment
- Employee information provided to FTA
- New employee orientation
- Release time
- Negotiation rights

School Position: EBCA proposes to conform this article to current law governing union access to public employees (Gov. Code, § 3555 et seq.), including the timing and content of employee contact information provided to FTA and access to new employee orientations.

ARTICLE V: PROFESSIONAL DUES AND PAYROLL DEDUCTIONS

- Dues authorization
- Revocation of authorization
- Remittance to FTA
- Indemnification

School Position: EBCA proposes to conform this article to current law governing public employer dues deductions (Gov. Code, § 1150 et seq.), including removing references to service fees and fee obligations and aligning dues authorization and revocation procedures with the statutory process.

ARTICLE VI: CHARTER SCHOOL RIGHTS

- Reserved rights of management
- Non waiver of rights

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE VII: GRIEVANCE PROCEDURE

- Definition of grievance
- Informal resolution (Level One)
- Formal grievance (Level Two)
- Board review (Level Three)
- Arbitration (Level Four)
- Timelines and procedural requirements

School Position: EBCA proposes to clarify the arbitration language.

ARTICLE VIII: PROCEDURES FOR EVALUATION

- Evaluation cycle, including the five year cycle
- Formal and informal observations
- Pre and post observation conferences
- Summative evaluations
- Evaluation forms (Appendix B)

School Position: EBCA proposes to improve the evaluation process.

ARTICLE IX: EMPLOYMENT TERMS

- One year employment contracts
- Just cause during the school year
- Nonrenewal between school years
- Notice of termination and written response

School Position: EBCA proposes to maintain current language with technical and numbering corrections. [Or describe proposed changes.]

ARTICLE X: LEAVES OF ABSENCE

- Paid sick leave
- Observed holidays
- Unpaid leave of absence
- Pregnancy disability, FMLA, and CFRA leave
- Industrial illness and workers' compensation
- Catastrophic illness or injury leave
- Bereavement leave
- Jury duty, witness, and military leave
- Other statutory leaves

School Position: EBCA proposes to update this article to reflect new state leave laws.

ARTICLE XI: WORK YEAR/WORK DAY

- Work year and professional development days
- Regular and special work hours
- Preparation time
- Duty free lunch

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XII: CLASS SIZE CAP

- Staffing ratios by grade span
- Deployment and deployment stipends
- Funding contingency

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XIII: PARENT TEACHER CONFERENCES

- Scheduling and conduct of conferences

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XIV: ASSIGNMENTS/TRANSFERS

- Letters of intent
- Grade level preferences and seniority
- Final staffing decisions

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XV: COMPENSATION

- Salary schedule (Appendix A)
- Initial placement on the salary schedule

- Career increment
- Coaching and athletic director stipends
- Tutoring compensation

School Position: EBCA proposes a renegotiation of compensation.

ARTICLE XVI: HEALTHCARE

- Medical insurance
- Dental insurance
- Vision insurance
- Life insurance
- Employee contribution amounts

School Position: EBCA proposes to adjust contribution rates to reflect premium changes for the 2027 plan year.

ARTICLE XVII: SAFETY

- Safe working conditions
- Reporting unsafe conditions
- Pupil suspension by teachers
- Personal safety and reasonable physical control
- Reporting assaults and threats

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XVIII: DUE PROCESS AND PROGRESSIVE DISCIPLINE

- Informal level
- Written warnings and reprimands
- Suspension without pay
- Right to representation

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XIX: PERSONNEL FILES

- Contents of personnel files
- Employee review and response
- Confidentiality and retention

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XX: SUMMER SCHOOL TEACHERS

- Requests and assignments
- Daily schedule
- Rate of pay

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XXI: LEAD DUTIES AND PAY

- Lead teacher stipend
- Interim lead stipend
- Lead teacher duties

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XXII: LABOR/MANAGEMENT HEALTH AND SAFETY COMMITTEE

- Committee composition and meetings
- Recommendations to the Board
- Written complaints

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

ARTICLE XXIII: SAVINGS CLAUSE

- Effect of invalid provisions
- Renegotiation of affected provisions

School Position: EBCA proposes to maintain current language with technical and numbering corrections.

PUBLIC COMMENT

The Board will receive public comment on the initial proposals at this meeting. The Board will consider adopting EBCA's initial proposal at its next meeting, after the public has had the opportunity to comment.