**EDISON BETHUNE CHARTER ACADEMY**
**BOARD OF DIRECTORS**

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

**Meeting Date:** November 19, 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.

## FRESNO TEACHERS ASSOCIATION'S INITIAL PROPOSALS

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

### ARTICLE I: AGREEMENT

- Parties to the agreement
- Governing law (EERA)

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

### ARTICLE II: RECOGNITION

- Description of bargaining unit
- Excluded positions

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

### ARTICLE III: TERM

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

**Union Position:** FTA 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

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

## ARTICLE V: PROFESSIONAL DUES AND PAYROLL DEDUCTIONS

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

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

## ARTICLE VI: CHARTER SCHOOL RIGHTS

- Reserved rights of management
- Non waiver of rights

**Union Position:** FTA 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

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

## 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)

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

## ARTICLE IX: EMPLOYMENT TERMS

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

**Union Position:** FTA proposes notification dates for non-renewal of contract as well as a clear procedure for layoffs due to enrollment.

**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

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

**ARTICLE XI: WORK YEAR/WORK DAY**

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

**Union Position:** FTA 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

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

**ARTICLE XIII: PARENT TEACHER CONFERENCES**

- Scheduling and conduct of conferences

**Union Position:** FTA 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

**Union Position:** FTA 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

**Union Position:** FTA proposes a renegotiation of compensation.

**ARTICLE XVI: HEALTHCARE**

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

**Union Position:** FTA 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

**Union Position:** FTA 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

**Union Position:** FTA 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

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

**ARTICLE XX: SUMMER SCHOOL TEACHERS**

- Requests and assignments
- Daily schedule

- Rate of pay

**Union Position:** FTA proposes a change in application and notification dates in the hiring process for summer school.

**ARTICLE XXI: LEAD DUTIES AND PAY**

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

**Union Position:** FTA 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

**Union Position:** FTA proposes to maintain current language with technical and numbering corrections.

**ARTICLE XXIII: SAVINGS CLAUSE**

- Effect of invalid provisions
- Renegotiation of affected provisions

**Union Position:** FTA 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 FTA's initial proposal at its next meeting, after the public has had the opportunity to comment.