



FUSE Contract Proposals For
Contract to Commence July 1, 2020
Submitted on October 28, 2020

FUSE proposes that all terms and conditions of employment set forth in the 2015-2018 Contract, the 2018-2019 Memorandum of Understanding and the 2019-2020 Memorandum of Agreement be continued except as modified by these negotiations.

- 1) Fair and equitable salary of 6% over the 3-year term – CBA Sections 1.03:01, and 4
- 2) All salaries below \$42,000 on the 19-20 salary schedules receive salary increase of \$1000 over 3 years of: \$500, \$250 and \$250 before % increase. (Approximately 26 total positions)
- 3) Increase in payment upon retirement for unused sick days from current \$10,000 to \$15,000 and link to salary percentage increase (page 14; 1.08:01 A4)
This has not been changed since its inception in 1998.
(See breakdown on separate paper)
- 4) No class may exceed 50% IEP students unless specifically a full-time special education class. Higher percentages serve to deny these students a mainstream experience and further segregates these children.
- 5) PPS staff match attendance teacher stipend of \$2408. Both have home visits and family contacts and often include after school hours/weekends. (page 80 4.03:08) Stipend has not changed since 1998
- 6) High school content level leaders will receive stipends equivalent to grade level leaders at Middle and Elementary schools of \$500 (page 80 4.03:08)
- 7) Grade 18 upgrade for nurses
Increased responsibilities timeline and data.
- 8) Retroactively: Workers comp time back on books – all sick days returned and when no sick days the district must reimburse for lost pay. Going forward: All job injuries eligible for workers comp have been sustained on the job. Our members should NOT be harmed beyond their physical injury by the district imposing loss of sick/vacation time and/or financial loss due to receiving only workmen's compensation.

9) Lower retiree healthcare contribution. (Retirees currently pays 50% of family and 25% of individual) Change to: Retirees will pay 25% for family and 15% for individual.

10) Add stage 3 Board level grievance hearing.

11) Binding arbitration for final grievance resolutions 1.11:05 (D)(6), page 26.

12) \$1000 per teacher/support staff for classroom supplies with proper documentation. High school staff must purchase their own copy paper, tissues, snacks, books, pens, pencils, loose-leaf papers, notebooks, library books, consumable science supplies, etc. (Upgraded internet service, tablets(i-pads), updated technology, MIFI, PPE, home school setup).