



**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) A 3-year contract agreement - 2015-2018 CBA (hereinafter 'CBA') 1.12
- 2) Fair and equitable salary of 6% over the 3-year term – CBA Sections 1.03:01, and 4
- 3) 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
- 4) Hourly rate will receive an increase of \$15.00 over 3 years of \$5.00 each year before negotiated % increase. This shall apply to rates in clauses 4.03:12B (\$26.85 for TA) and clause 4.08 (\$42.71 through \$56.38 for the differing pedagogic employee designations on table).
- 5) Maternity leave: an additional 5 days (up to 35 days) will be made available upon return from leave, as needed. Days loaned will be paid back over 5-year period.

(Page 19 1.08:03 B and C)

Additionally, if they return the following year, and have borrowed sick days for maternity, they currently have to pay back half their annual sick leave days at the beginning of the year. This could leave them with as little as 5 days. Therefore, half of the remaining days will, instead, be paid back, at the end of each year, until the days used are paid back. This will NOT change the current 1:2 ratio for pay back of days borrowed for maternity.

- 6) 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)
- 7) SPED caseload maximums of 20 students.
- 8) SPED 4-day IEP preparation (ratio 1:5)

9) No SPED classes may begin at capacity. New sections must be opened.

10) 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.

11) All schools must have SPED facilitator and SPED clerical secretary  
SPED facilitator chairs all program, annual reviews or re-evaluations. This may not be done by psychologists/social workers nor should they do unnecessary psychological testing for 504 which are medically driven. Also, no use of PPS for CPI. SPED clerical secretary, in addition to all SPED data entry, will complete scheduling for outside PT or OT and billing.

12) Clinical staff have maximum caseloads (Current caseloads average 1: 750)  
National recommendation for scheduled services for students with intensive need support 1: 50 and general building recommendation 1: 250 Current or proposed CBA location

13) RBT trained and certified Behavioral Response Team members will receive annual stipend of \$2000. Requires 40 hours and exam for TA.

14) 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

15) Summer work beyond official 10-month calendar school days, shall be paid 1/180<sup>th</sup> contractual salary for any days worked outside of the official school calendar. 10-month administrators are paid at 1/180<sup>th</sup> of their salary. (This shall not be interpreted to include separate and distinct summer only jobs, for example: summer school)  
(page 80 4.03:08)

16) Class size maximums of:  
20:K-2; 25: 3-6; and 27: 7-12. CBA 2.08, page 33

17) High school content level leaders will receive stipends equivalent to grade level leaders at Middle and Elementary schools of \$500 (page80 4.03:08)

18) Grade 18 upgrade for nurses  
See attached increased responsibilities timeline and data.

19) Minimum overtime: This provision currently includes, only, head custodians and assistant custodians. The provision shall also include maintenance and all trade departments; carpenter, plumber, electrical, painter, HVAC technicians, glaziers, etc. (page 54 3:06 I)

20) 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.

21) Building timepiece elimination for lunch periods.

22) For unit member safety: Minimum 2 full time CPI trained General school aides (security) at elementary schools (1 must be stationed at front desk)

23) General school aide (security) received the class to maintain their license by the district on district time. Now security must personally maintain license both cost and the necessary class on their own time. Requesting \$85 annual cost paid by district and training be returned to staff development day. Class and cost back on district time. (total annual cost of approximately \$6400)

24) General school aide (security) Currently: Friday evenings, Saturdays, Sundays and holidays are all paid at same rate of \$102 per event. We are requesting Sunday and holidays receive \$152 per event. There are approximately 4-8 events per year and usually 2 supervising (total annual increase of approximately \$800)

25) Sports at elementary level receive \$1000 stipend (currently inequitable access to sports for students across elementary schools)

26) At all travel events or games, district shall provide an additional unit member to travel with the team at the General school aide (security) event rate, if there is only 1 certified coach traveling with the team (safety for player injuries) Safety for coach.

27) \$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).

28) 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.

29) Sick bank expansion of days for employees in years 1-5. If there is serious illness, these employees have the least days accumulated. In addition, they have limited access to sick bank use.

In first 3 years, the maximum days granted shall increase from 15 to 20 days beyond any accumulated days. This has only been utilized 2x. In years 4-5, the maximum days granted shall increase from 25 to 35 days beyond any accumulated days. 1.08:7 page 27

30) Delete accelerated grievance process for end of year grievances. 1.11:05 (E)(1), page 26.

31) Add stage 3 Board level grievance hearing.

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

