



FCTA Bargaining Priorities for the 2024-25 School Year **(For the Negotiated Agreement effective July 1, 2025)**

Not in rank order.

- Increase competitiveness of the salary scale to recruit and retain educators throughout their career.
- Maintain the current insurance benefits while minimizing member costs.
- Reduce nonprofessional duties to maximize time during the educator workday and reduce the inequitable distribution of duties.
- Eliminate redundancy in paperwork and record keeping.
- Increase flexibility and autonomy in professional development, including reduction of directed professional learning and ALP.
- Establish consistent, transparent criteria and procedures for the voluntary and involuntary transfer process.
- Reduce workload to promote a more balanced work life.
- Address position specific concerns with contract language to meet those needs.
- Advocate for professional per diem pay for additional professional work.
- Establish educator safety protocols to address the behavior challenges interrupting instruction and provide educators with the supports needed to successfully implement them.

Adopted by the FCTA Representative Assembly 12/5/24