Fresno Unified School District

Amended Agenda
Board Approved
December 14, 2022
Noted on Page 4

BOARD OF EDUCATION
REGULAR MEETING
2309 TULARE STREET
BOARD ROOM, SECOND FLOOR
FRESNO, CA 93721-2287
board.fresnounified.org

AGENDA
DECEMBER 14, 2022
*4:00 P.M. (OATH OF OFFICE)
*4:30 P.M. (CLOSED SESSION) *6:00 P.M. (OPEN SESSION)

***4:00 P.M.**
ADMINISTER the Ceremonial Oath of Office to Re-elected and Newly Elected Board of Education Members
Board Members will take the ceremonial Oath of Office for the position of Trustee, Board of Education, by order of Trustee Area:

TRUSTEE AREA 3

Mayor Jerry Dyer will administer the Oath of Office to Valerie F. Davis, re-elected Board Member to Trustee Area 3. Member Davis will serve a four-year term (2022 – 2026).

TRUSTEE AREA 4

Aliyah Barajas will administer the Oath of Office to Genoveva Islas, re-elected Board Member to Trustee Area 4. Member Islas will serve a four-year term (2022 – 2026).

TRUSTEE AREA 7

Darius Assemi will administer the Oath of Office to Susan K. Wittrup, newly elected Board Member to Trustee Area 7. Member Wittrup will serve a four-year term (2022 – 2026).

RECESS for Brief Reception Honoring Re-elected and Newly Elected Board of Education Members.

PLEASE NOTE: WE ARE BACK TO IN-PERSON BOARD MEETINGS.
*DESIGNATED TIMES FOR CONFERENCE/DISCUSSION ITEMS ARE ESTIMATES.

PLEASE NOTE: PARKING WILL BE AVAILABLE FOR BOARD MEETINGS AFTER 5:00 P.M. AT THE "N" STREET PARKING PAVILION LOCATED ON THE SOUTHEAST CORNER OF TULARE AND "N" STREETS – ENTRANCE IS ON "N" STREET. Board meeting attendees without key cards should report to the parking booth to be scanned in by the attendant. Please do NOT pull a ticket. Also, the City of Fresno will not enforce the street meters in this area after 6:00 p.m., Monday through Friday.

Individuals who plan to attend the meeting in person must go through the COVID-19 Daily Self-Health Screening Tool the day of the board meeting and must answer "no" to all questions.
For the safety of all who attend Fresno Unified Board Meetings, everyone entering the Board of Education Room is subject to metal detector scanning. The use of metal detectors is approved under Board Policy 5145.12. The following items will not be permitted: alcohol, illegal drugs, knives, or firearms.

In compliance with the Americans with Disabilities Act, those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact the Board President or Board Office at 457-3727. Notification at least 48 hours prior to the meeting will enable the district to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodations, auxiliary aids, or services.

Any member of the public who wishes to address the Board shall submit a speaker card specifying the item(s) they wish to address. The card must be submitted before the Board President announces the specific agenda item.

Public materials are available for public inspection at our website at: board.fresnounified.org

TRANSLATION SERVICES**:** Available in Spanish and Hmong in the meeting room upon request.

***4:30 P.M**.
CALL Meeting to Order
OPPORTUNITY for Public Comment on Closed Session Agenda Items
RECESS for Closed Session to discuss the following**:**

1. Student Expulsions Pursuant to Education Code Section 35146.
2. Conference with Real Property Negotiator (Government Code Section 54956.8)
    a. Properties: APN 472-022-12 & 472-022-05 and APN 472-022-13, Agency Negotiator: Paul Idsvoog, Negotiating Parties: Fresno Unified School District & Mochizuki Trust, Under Negotiation: Price, Terms, and Conditions of Potential Purchase.
3. Conference with Labor Negotiator - (Government Code Section 54957.6); Fresno Unified School District Negotiator(s): David Chavez and Paul Idsvoog; Employee Organizations(s): FTA, CSEA, Chapter 125, CSEA, Chapter 143, SEIU, Local 521, FASTA/SEIU, Local 521/CTW, CLC, Fresno Unified Building & Construction Trades/FTA; International Association of Machinists and Aerospace Workers (IAMAW), Unrepresented Employees: All Management, Confidential, and Supervisory Employees.
4. Public Employee Discipline/Dismissal/Release/Reassignment/Resignation.
5. Public Employment/Appointment - (Government Code Section 54957).
    a. Chief, Equity and Access
    b. Executive Director
    c. Director
6. Conference with Legal Counsel – Anticipated/Pending/Threatened Litigation (Government Code Section 54956.9(d)(2)).
    a. Genevieve Moreno v. Fresno Unified Workers' Compensation
    Fresno Unified Case No. WC21-0802-5520

***6:00 P.M., RECONVENE** and report action taken during Closed Session, if any.

PLEDGE OF ALLEGIANCE

Tami Lundberg will lead the flag salute.

HEAR Report from Superintendent

OPPORTUNITY for Public Comment on Consent Agenda Items

ALL CONSENT AGENDA items are considered routine by the Board of Education and will be enacted by one motion. There will be no separate discussion of items unless a Board member so requests, in which event, the item(s) will be considered following approval of the Consent Agenda.

A. CONSENT AGENDA

A-1, APPROVE Personnel List

Included in the Board binders is the Personnel List, Appendix A, as submitted. The Superintendent recommends approval. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: David Chavez, telephone 457-3548.

A-2, ADOPT Findings of Fact and Recommendations of District Administrative Board

The Board of Education received and considered the Findings of Fact and Recommendations of District Administrative Panels resulting from hearings on expulsion and readmittance cases conducted during the period since the December 07, 2022, Regular Board Meeting. The Superintendent recommends adoption. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Dr. Natasha Baker, telephone 457-3731.

A-3, APPROVE Minutes from Prior Meeting

Included in the Board binders are the draft minutes for the December 07, 2022, Regular Board Meeting. The Superintendent recommends approval. Fiscal impact: There is no fiscal impact to the district. Contact person: Superintendent Dr. Robert G. Nelson, telephone 457-3884.

A-3a, ADOPT Resolution in the Matter of Declaring Certification of the November 08, 2022, Election

Included in the Board binders is a resolution in the matter of Declaring Certification of the November 08, 2022, election. Adoption of the resolution officially declares certification of the November 08, 2022, election resulting in four members being elected/re-elected to the Fresno Unified School District Board of Education for a four-year term (2022-2026). The Superintendent recommends adoption. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Ambra O'Connor, telephone 457-3838.

A-4, ADOPT Job Description Tier II Intervention Specialist and APPROVE Revision to the Classified Hourly Salary Schedule for Tier II Intervention Specialist

Included in the Board binders is the new job description of Tier II Intervention Specialist and the revised Classified Hourly Salary Schedule with Tier II Intervention Specialist placed at G-38. This position is accountable, under general direction of an assigned supervisor, for providing and coordinating targeted interventions and supports for social emotional, behavioral and attendance needs in support of student learning at grade level and beyond within a Multi-tiered System of Support (MTSS) through trauma informed and culturally responsive lens. This position will be designated non-exempt and placed G-38 on the Classified Hourly Salary Schedule. The Superintendent recommends approval. Fiscal impact: There are sufficient funds in the Department of Prevention and Intervention budget. Contact person: David Chavez, telephone 457-3548.

A. CONSENT AGENDA – continued

A-5, APPROVE 2022/23 Classified Food Services Hourly, Classified Hourly, Fresno Teachers Association– Trades, International Association of Machinists and Aerospace Workers Crafts Hourly, Confidential Hourly, Supervisory Hourly, Certificated and Classified Management, Nurses and Speech Language Pathologists, Teachers and Librarians, Teachers on Special Assignment, Designated Teachers, Career Technical Ed/Vocational Ed Teachers, Junior Reserve Officers' Training Corps Instructors, Lori Ann Infant Center, Child Development Center and Pace Teachers, Adult Education, Pre-Kindergarten Teachers, and Classified Y-Rated Salary Schedule

Included with this agenda item for the Board's consideration and approval are the 2022/23 Classified Food Services Hourly, Classified Hourly, Fresno Teachers Association – Trades, International Association of Machinists and Aerospace Workers Crafts Hourly, Confidential Hourly, Supervisory Hourly, Certificated and Classified Management, Nurses and Speech Language Pathologists, Teachers and Librarians, Teachers on Special Assignment, Designated Teachers, Career Technical Ed/Vocational Ed Teachers, Junior Reserve Officers' Training Corps Instructors, Lori Ann Infant Center, Child Development Center and Pace Teachers, Adult Education, Pre-Kindergarten Teachers, and Classified Y-Rated Salary Schedule. The Superintendent recommends approval. Fiscal impact: There are sufficient funds available in the district budget at this time. Contact person: David Chavez, telephone 457-3548.

A-6, APPROVE Certificated Retiree Contracts with Patricia Atitya and Arlene Rowan

Included in the Board binders are two Certificated Retiree Contracts between Fresno Unified School District and Patricia Atitya for $20,500 and Arlene Rowan for $18,500 to conduct initial preschool special education health evaluations at a rate of $64.15 per hour. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of $39,000 are available in the Special Education budget. Contact person: Dr. Natasha Baker, telephone 457-3731.

A-7, APPROVE Agreement with Fresno County Sheriff's Office to Place a Student Resource Officer at Wawona School

Included in the Board binders is an agreement with the Fresno County Sheriff's Office to place a Student Resource Officer (SRO) at Wawona school. Wawona is located on a county island and does not fall under the City of Fresno law enforcement jurisdiction. On June 15, 2022, the Board approved adding student resource officers to middle school campuses. Staff noted once approved it would need to contract separately with Fresno County to support Wawona. This contract includes a three-year base contract and two optional one-year extensions effective January 30, 2023. The cost for the 2022/23 agreement is $138,842 for the term January 2023 through June 2023. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of $138,842 are available in the Safety and Security Fund. Contact person: Ambra O'Connor, telephone 457-3838.

A. CONSENT AGENDA - continued

A-8, APPROVE Agreements with Intellias Inc.

Included in the Board binders are consulting agreements with Intellias Inc. to assist with the modernization of payroll processes and to conduct a review of our payroll processes and our Lawson Human Resource (HR) system. The reviews will provide objective clarity about gaps and opportunities and recommendations to improve workflow automation. The Superintendent recommends approval. Fiscal impact: The estimated cost of services is $80,600. Sufficient funds are available in the Information Technology General One-Time Funds. Contact person: Tami Lundberg, telephone 457-3560.

A-9, APPROVE Agreement with Metamorphosis Therapy Group, Inc.

Included in the Board binders is an agreement with Metamorphosis Therapy Group, Inc. in the amount of $259,200 to provide the district with Speech Language Pathology services. The vendor will allocate two full-time Speech Language Pathologists to support our students that receive Individualized Education Program services through the remainder of the school year. These services will commence December 15, 2022 and end June 08, 2023. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of $259,200 are available in the Special Education budget. Contact person: Dr. Natasha Baker, telephone 457-3731.

A-10, APPROVE Amendment to Agreement with Moreno Institute, LLC

Included in the Board binders is a request for approval of an amended agreement in the amount of $800,00.00 for the Moreno Institute, LLC, from August 01, 2022. The amended agreement is recommended to support the expanding Fresno Unified School District after school programs. The Superintendent recommends approval. Fiscal impact: The original contract total of $3,433,696 plus the additional cost of $800,000 brings the new contract total to $4,233,696. Sufficient funds in the amount of 4,233,696 are available through the Expanded Learning Opportunities Program. Contact person: Dr. Natasha Baker, telephone 457-3731.

A-11, APPROVE Award of Additional Vendors for Request for Qualifications 20-14, Professional Services – Construction Related Consultants

Included in the Board binders is a request for the Board to approve additional firms to the pool of qualified vendors previously approved under Request for Qualifications (RFQ) 20-14 in support of the district's new construction, modernization, modular, and deferred and general maintenance projects. The Board approved RFQ 20-14 on June 10, 2020. To provide additional project support, the qualified vendors listed are recommended for approval for the remaining term of the RFQ (through June 10, 2025). The Superintendent recommends approval. Fiscal impact: Funding will be established on a project-by-project basis. Contact person: Paul Idsvoog, telephone 457-3134.

A. CONSENT AGENDA - continued

A-12, APPROVE Award of Bid 23-09, Sunnyside High School New Career Technical Education Health Science Building

Included in the Board binders is information on Bid 23-09, Sunnyside High School New Career Technical Education (CTE) Health Science Building. The project is for the construction of a new Health Science CTE building. The building contains a rehabilitation therapy lab, performance lab, medical science classroom, athletic training, and sports medicine classrooms as well as collaboration spaces, offices, restrooms, and support spaces. Staff recommends award to the lowest responsive, responsible bidder: Davis Moreno Construction, Inc., (Fresno, California) $ 7,384,000. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of $ 7,384,000 are available in the Measure M Fund. Contact person: Paul Idsvoog, telephone 457-3134.

A-13, APPROVE Rejection of Bid 23-03, Ericson Elementary School New Multi-Purpose Building, and Interim Housing

Included in the Board binders is information on Bid 23-03, Ericson Elementary School New Multi-Purpose Building, and Interim Housing. The project is for the construction of a new Multi-Purpose Building to replace the existing building built in the 1950's at Ericson Elementary School. The new 9,340 square foot building will have a stage, separate music storage, student restrooms, food service area and equipment, and a staff lounge. Staff recommends rejecting all bids due to bid prices being significantly higher than the estimated amount. The project scope will be evaluated for modification and rebid in the future. The Superintendent recommends approval. Fiscal impact: Rejecting the bids results in no fiscal impact to the district at this time. Contact person: Paul Idsvoog, telephone 457-3134.

A-14, RATIFY Grant Application for 21st Century Community Learning Center and After School Safety and Enrichment for Teens Program Grant Application

Included in the Board binders for consideration is a request to ratify the Grant Application for the 21st Century Community Learning Centers (21st CCLC) and the After School Safety and Enrichment for Teens (ASSETs) Program Grant Application. The Superintendent recommends ratification. Fiscal impact: The application requests $186,251 in 21st CCLC program funds for a five-year period and $1,272,500 in ASSETs program funds for a five-year period. Fresno Unified is to provide 33% in-kind matching fund as done in previous years. Contact person: Dr. Natasha Baker, telephone 457-3731.

A-15, RATIFY Grant Application to the Action for Healthy Kids District Partnership Grant Opportunity

Included in the Board binders is a request to ratify the grant application to the Action for Healthy Kids (AFHK) District Partnership Grant Opportunity. The grant proposal was submitted by invitation and will provide $250,000 of cash and in-kind support for partner districts for a two-year period. This project will develop school site health teams. The Superintendent recommends ratification. Fiscal impact:

The grant will provide $250,000 of cash and in-kind support. No district match is required. Contact person: Paul Idsvoog, telephone 457-3134.

A-16, RATIFY Agreement with Fresno Economic Opportunities Commission Head Start Partnership and the Early Learning Department

Included in the Board binders is a request to ratify an agreement with Fresno Economic Opportunities Commission (EOC) Head Start for the 2022/23 school year. This is the second agreement with Fresno EOC to continue the existing partnership at five Fresno Unified School District preschools (seven classrooms) which offer wrap around services with extended day (six-hour) programming. The Superintendent recommends ratification. Fiscal impact: Fresno Unified Early Learning will receive up to $1,396,058 from Fresno EOC Head Start. The actual amount received is based on child enrollment at the five partnership preschools. Contact person: Dr. Natasha Baker, telephone 457-3731.

A-17, RATIFY Agreement with ASM Global

Included in the Board binders is an agreement with ASM Global to provide room rental space for the Instructional Division and monthly principal meetings. District leaders and/or principals come together periodically to receive professional leaning opportunities and district updates. The Superintendent recommends ratification. Fiscal impact: Sufficient funds in the amount of $36,114 are available in the Curriculum Instruction and Professional Learning, School Leadership and Chief Academic Office's department budgets. Contact person: Dr. Natasha Baker, telephone 457-3731.

A-18, RATIFY Two Agreements with San Diego State University and the National Center for Urban School Transformation

Included in the Board binders are two agreements with San Diego State University and the National Center for Urban School Transformation (NCUST). NCUST performed an Equity and Excellence audit at Baird and Gaston Middle Schools May - June 2022, to help district leaders understand how their schools are like and different from high-performing schools NCUST has awarded. The audit findings highlight opportunities for improving outcomes for various demographic groups served. Each audit provides school and district leaders practical recommendations for improving school culture, curricula, and instruction in ways that are likely to improve learning outcomes for all demographic groups, but especially for groups that are not performing well. The Superintendent recommends ratification. Fiscal impact: Sufficient funds in the amount of $18,800 are available in the Chief Academic Office budget. Contact person: Dr. Natasha Baker, telephone 457-3731.

END OF CONSENT AGENDA
(ROLL CALL VOTE)

B. CONFERENCE/DISCUSSION AGENDA

***6:45 P.M.**

B-19, DISCUSS and APPROVE Appointment of Board Member Voting Representative and Alternate Voting Representative to the Fresno County Committee on School District Organization Elections

California Education Code Section 35023 states, the governing board of each school district of every kind or class shall annually at its initial meeting select one of its members as its representative who shall have one vote for each member to be elected to the county committee provided by Article 1 (commencing with Section 4000) of Chapter 1 of Part 3. The secretary or clerk of the district shall furnish the county superintendent of schools with a certificate naming the representative selected by the board. The Board President recommends approval. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Ambra O'Connor, telephone 457-3838.

C. RECEIVE INFORMATION & REPORTS

C-20, RECEIVE 2021/22 School Facility Fee Public Information Report

Included in the Board binders is the 2021/22 School Facility Fee (Developer Fee) Public Information Report. School districts are authorized to levy fees on residential and commercial/industrial development for the purpose of mitigating impacts on school facilities as a result of the development. Government Code requires that certain public information regarding the fees collected be presented annually. The 2021/22 School Facility Fee Public Information Report provides the required information. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Paul Idsvoog, telephone 457-3134.

C-21, RECEIVE List of 2022 Board Member Committees and Organizations

Included in the Board binders is a current list of committees and organizations to which Board Members are appointed each year. An updated list of Board Member appointments to committees and organizations will be back for consideration in January 2023. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Ambra O'Connor, telephone 457-3838.

UNSCHEDULED ORAL COMMUNICATIONS

Individuals who wish to address the Board on topics within the Board's subject matter jurisdiction, but **not** listed on this agenda may do so at this time. If you wish to address the Board on a specific item that is listed on the agenda, you should do so when that specific item is called. Individuals shall submit a speaker card specifying the topic they wish to address. The card must be submitted before the Board President announces unscheduled oral communications.

While time limitations are at the discretion of the Board President, generally members of the public will be limited to a maximum of three (3) minutes per speaker for a total of thirty (30) minutes of public comment as designated on this agenda. The Board recognizes that individuals may ask the Board to answer questions or respond to statements made during unscheduled oral communications and in accordance with Board Bylaw 9323, the Board shall take no action or discussion on any item not appearing on the posted agenda, except as authorized by law.

Members of the public with questions on school district issues may submit them in writing. The Board will automatically refer to the Superintendent any formal requests that are brought before them at this time. The appropriate staff member will furnish answers to questions.

ORGANIZATION of the Board of Education

It is recommended Superintendent Nelson preside over the organizational meeting and accept nominations for the position of President of the Board of Education. After the President is elected, it is recommended the President preside and accept nominations for the Clerk of the Board of Education. The new Board President will adjourn the Board meeting.

D. ADJOURNMENT

NEXT SCHEDULED REGULAR MEETING
WEDNESDAY, JANUARY 11, 2023

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-1

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Personnel List

ITEM DESCRIPTION: Included in the Board binders is the Personnel List, Appendix A, as submitted.

FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: Manjit Atwal,
Executive Director

DIVISION: Human Resources
PHONE NUMBER: (559) 457-3548

CABINET APPROVAL: David Chavez
Chief of Human Resources/Labor Relations

SUPERINTENDENT APPROVAL:

BOARD OF EDUCATION APPENDIX A 1

A-1

Fresno Unified School District

Date: December 14, 2022

The Superintendent respectfully nominates for elections the following certificated and classified personnel. Classification of certificated probationary or temporary teachers is pursuant to their respective classification contained in their employment contracts. Elections are subject to the salary schedule as adopted by the Board of Education and assignment by the Superintendent, school year 2022-2023.

ELECTIONS

Certificated Personnel

1082510	Casillas	Alexis	Teacher, Middle School	Bullard Talent 7-8	11/14/2022
1069286	Chirino Paredes	Guadalupe	Teacher, Senior High	Edison High School	8/15/2022
1046910	Colindres	Cristina	Teacher, Lrng Hndcp, Sdc	Pyle Elementary	10/11/2022
1078113	Rico	Leslie	Teacher, Elementary	Wilson Elementary	10/31/2022
1080040	Rodriguez	Rene	Teacher, Handicapped, Severely	Pyle Elementary	10/11/2022
1079684	Soto	Susana	Teacher, Middle, eLearn Academy	eLearn Academy	9/2/2022
1082496	Vang	Nhia	Teacher, Senior High	Roosevelt High School	11/15/2022

Classified Personnel

1077036	Alvarez Mendoza	Cinthia	Lead, After Schl/Ext Day	Juan F Herrera Elementary	11/28/2022
1080998	Biggs	Alexis	Paraprof, Moderate/Severe	IMC Special Ed	11/16/2022
1077805	Blueian	Mark	Paraprof, Early Chldhd Mil/Mod	Holland Elementary	11/1/2022
1082659	Cruz	Cecilia	Paraprof, Moderate/Severe	Ericson Elementary	11/28/2022
1080683	Dejohnette	Jonae	Paraprof, Instructional Asst	Greenberg Elementary	11/28/2022
1082012	Dominguez	Janeth	Paraprof, Child Development	Lincoln Elementary	11/28/2022
1079306	Evans	Meagan	Representative, Customer Services	Technology Services	11/14/2022
1081208	Fuentes	Serena	Paraeducator, Autism	Yosemite Middle School	11/28/2022
1064581	Gorthy	Joshua	Assistant, Campus Safety	Independent Study	11/16/2022
1078454	Her	Sanaky	Custodian	Easterby Elementary	11/14/2022
1079735	Hooper	Mary	Paraprof, Instructional Asst	Ericson Elementary	11/14/2022
1081024	Jarquin	Emely	Representative, Customer Services	Technology Services	11/14/2022
1081849	Johnson	Reed	Paraprof, Moderate/Severe	Addicott	11/29/2022
1078372	Loza	Samuel	Paraprof, Mild/Moderate	Webster Elementary	11/14/2022
1081177	Mondragon	Shelsey	Assistant, Spec Ed Office	Special Ed	11/17/2022
1082515	Quinto	Christopher	Specialist, Tech Support I	Technology Services	11/21/2022
1079903	Ramirez Elias	Blanca Sonia	Assistant, Resrce Cnslg	Gibson Elementary	11/4/2022
1075817	Recek	Michelle	Paraprof, DHH Sign	Norseman Elementary	11/1/2022
1082101	Rojo Barrios	Pedro	Paraprof, Moderate/Severe	Yosemite Middle School	11/28/2022
1051755	Saavedra	Sandra	Paraeducator, Community Based	Sunnyside High School	11/28/2022
1080507	Silva Ochoa	Mayra	Paraprof, Instructional Asst	Ericson Elementary	11/14/2022
1080360	Thao	Cher	Custodian	Fresno High School	11/16/2022
1078491	Thao	Toua	Custodian	Birney Elementary	11/28/2022
1079373	Xiong	Emily	Representative, Customer Services	Technology Services	11/14/2022
1074126	Yang	Ong	Paraprof, Instructional Asst	Robinson Elementary	11/1/2022
1080125	Yang	Xiong	Custodian	Fresno High School	11/14/2022

1068601	Yzarra	Nina	Paraprof, Bilingual Spanish	Wawona K-8 School	11/9/2022

Management Certificated

1082524	Corzo	Joanne	Clinical School Social Worker	Prevention And Intervention	11/14/2022
1082525	Lopez-Ruelas	Anna	Clinical School Social Worker	Prevention And Intervention	11/7/2022

Management Classified

1082417	Barajas	Alexis	Behavioral Intervention Specialist	Preschool Office	11/2/2022
1082633	Suong	Lemaria	Analyst I, Fiscal Services	Payroll Department	12/1/2022

RESIGNATIONS OR RETIREMENTS

Certificated Personnel

1080438	Toves	Arianne	Teacher, Senior High	Sunnyside High School	10/20/2022

Classified Personnel

1082279	Boyadjian	Armen	Paraeducator, Community Based	Roosevelt High School	12/1/2022
1080508	Boyd	Jamesa	Paraprof, Instructional Asst	Kirk Elementary	11/18/2022
1064023	Deleon	Monica	Assistant, Attendance Records	Wawona Middle School	12/2/2022
1041058	Johns	Amalia	Driver, Bus	Transportation	2/7/2023
1053046	Jimenez	Kelly	Paraeducator, Speech	Special Ed	6/10/2022
1017557	Mendoza	Olga	Food Production Staging Techn	Nutrition Services	12/15/2022
1071108	Perez	Jamie	Paraprof, Mild/Moderate	Slater Elementary	11/5/2022
1081086	Rendon	Jacqueline	Nurse, Vocational License	Health Services	8/1/2022
1012983	Sandoval	Gloria	Driver, Bus	Transportation	10/31/2022
1069740	Vang	Alone	Plant Coordinator II	Hamilton School	11/11/2022
1075206	Vang	Ilyanne	Paraprof, After Schl/Ext Day	Jefferson Elementary	11/11/2022
1063767	Yang	Phoua	Paraprof, Moderate/Severe	Jefferson Elementary	11/15/2022

Management Classified

1067172	Erickson	Paul	Administrative Analyst, REA	Equity and Access	11/18/2022

DECEASED

Certificated Personnel

1069821	Williams	Kevin	Teacher, Vocational Education	Rutherford Gaston Middle Schoo	10/27/2022

Classified Personnel

1011757	Wilson	Priscilla	Paraprof, Instructional Asst	Bullard Talent K-6	6/19/2022

PROMOTIONS

Classified Personnel

1075859	Dominguez	Magali	Assistant, Resrce Cnslg Span	Roeding Elementary	11/10/2022
1038031	Galvez	Christina	Technician, Budget II	Cesar Chavez Adult School	11/15/2022
1079361	Lee	Pajqhoob	Technician, Libr Media-Elem	Greenberg Elementary	11/15/2022
1065049	Quevedo Melo	Angelica	Assistant, Attendance Records	eLearn Academy	12/1/2022
1070836	Sanchez	Manuel	Lead, Vehicle/Equipment Mechanic	Maintenance And Operations	10/17/2022
1008102	Velasquez	Tina	Accountant I	Nutrition Services	11/21/2022

Management Certificated

1052528	Mrkaich	Cheryl	Vice Principal I	Vinland Elementary School	11/7/2022

Management Classified

1065755	Hendrix	Tyesha	Manager II, General	Chavez Facility / Equipment	11/18/2022
1079731	Pok	Oeun	Manager, Business Operations	Fiscal Services	11/2/2022

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-3

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Minutes from Prior Meeting

ITEM DESCRIPTION: Included in the Board binders are draft minutes for the December 07, 2022, Regular Board Meeting.

FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: Ambra O'Connor,
Chief of Staff

DIVISION: Superintendent's Office
PHONE NUMBER: (559) 457-3838

CABINET APPROVAL: Ambra O'Connor,
Chief of Staff

SUPERINTENDENT APPROVAL:

BOARD OF EDUCATION
REGULAR MEETING
2309 TULARE STREET
BOARD ROOM, 2nd FLOOR
FRESNO, CA 93721
board.fresnounified.org

MINUTES – BOARD OF EDUCATION REGULAR MEETING

Fresno, California
December 07, 2022
Fresno Unified School District, Education Center, 2309 Tulare Street, Fresno, CA 93721.

At a Regular Meeting of the Board of Education of Fresno Unified School District, held on December 07, 2022, there were present Board Members Cazares, Davis, Levine, Major Slatic, and Board President Jonasson Rosas. Superintendent Dr. Nelson was also present. Board Clerk Islas was absent.

For the record, Clerk Islas out due to illness.

For the record, Board Member Thomas attended via teleconference.

Board Member Davis CONVENED the Regular Board Meeting to Closed Session at 4:32 p.m.

OPPORTUNITY for Public Comment on Closed Session Items

For the record, the Board received seventeen (17) requests to address the Board on Closed Session items. The individual's name with a summary of topic is listed as follows:

1. Manuel Bonilla: Commented the system status quo is failing.
2. Taylor Vizthum: Commented the list of interest provided by the district is soul crushing. Looking forward to a more positive path.
3. Jon Bathh: Commented on the need to work together from inside out not top down.
4. Krystle Torres: Commented the district proposal shows no plan of how students will reach their greatest potential.
5. John Jackson: Commented systems in place are not working. Teachers are prepared to respectfully fight for a world where student success is prioritized.
6. Shelli Foust: Commented that to tie a student test score to teacher performance is wrong. Evaluate teacher performance by observing classroom.
7. Tommie Martinez: Commented teachers at Fresno Adult School are only group that do not receive longevity.
8. Brenda Quispe: Commented on struggles as a first-year teacher, said she feels almost like she is set up to fail.
9. David Jones: Commented if teachers are not retained, valued, and appreciated for their work nothing else works. Education, educators, and students must be first.

OPPORTUNITY for Public Comment on Closed Session Items

10. Robert Hayes: Commented the proposal seems punitive and micro-managing. Commented there are other areas to look at rather than micro-managing teachers.
11. Patricia Renfro: Commented on the district's opening of Article 61 and the lack of understanding of why people stay or move from a site. Commented there seems to be no exit interview system.
12. Peter Beck: Read statement on behalf of special education teacher at Fresno High School and the teacher's concern with the availability and quality of substitute paraprofessionals.
13. Jose Sandoval: Commented proposal did not appear to address campus safety.
14. Andrew Colburn: Commented on the need to change for the students.
15. Amy Kohl: Commented students with special needs are not being recognized and the need they have for extra support.
16. John Lourenco: Commented on his disappointment in the district's proposal and his opinion that it is regressive and punitive. Requested teachers to be treated as professionals.
17. Ana Bustos: Commented on needs of Dual Immersion teachers. Shared handout with Board members pertaining to data she gathered regarding dual immersion teacher needs.

Board Member Davis ADJOURNED the Regular Board Meeting to Closed Session at 5:03 p.m.

For the record, Board President Jonasson Rosas arrived at 6:01 p.m.

For the record, Closed Session was extended to 6:15 p.m.

For the record, Closed Session was extended to 6:30 p.m.

Board President Jonasson Rosas RECONVENED the meeting to Open Session at 6:35 p.m.

Reporting Out of Closed Session

- On a motion by Board Member Major Slatic, seconded by Board Member Cazares, the Board acted in Closed Session on a Workers' Compensation Settlement for Virginia Livesay, Case Number WC18-0404-718, by a vote of 6-0-0-1 as follows: AYES: Board Members: Cazares, Davis, Levine, Major Slatic, Thomas and Board President Jonasson Rosas. ABSENT: Clerk Islas.

PLEDGE OF ALLEGIANCE

Patrick Jensen led the Flag Salute.

HEAR Reports from Student Board Representatives

The Board heard reports from Student Board Members Aquino, Giddens, and Laus.

HEAR Report from Superintendent

- I want to take a moment to recognize Trustee Major Slatic's years of service to this Board and to the Fresno Unified School District. Board President Jonasson Rosas, before continuing with my remarks I will pass it back to you for you and any other board members to share a few words if you would like.
- I want to recognize National Special Education Day which was celebrated on December 2. Fresno Unified serves over 9,000 students receiving specialized services, and if you know me you know that meaningful inclusion for all our students is a huge priority of mine. From our inclusion preschools to our co-teaching classrooms, to our Unified Sports and Music programs we are working each day to do our very best by our students. Thank you to Dr. Tangee Pinheiro, our Regional Instructional Managers, and all our staff serving our students receiving specialized services – we love you!
- I also want to recognize Board Clerk Islas who was awarded as a Champion of Immigrant America by the Central Valley Immigrant Integration Collaborative in November! Congratulations Clerk Islas, thank you for your dedication to our immigrant families!
- Fresno Unified Staff, you should have received an email earlier today with some great news regarding pay raises! In our collective bargaining agreements (CBAs), we have negotiated contingency language that clearly defines staff pay raises due to our first interim budget report, which will be presented tonight. This first interim report triggers a 6% ongoing pay raise for staff retroactive to July 01, 2022, AND a one-time half-percent payment. On or around December 15, staff will receive a separate check which includes the one-time half-percent payment and the retroactive payment of the ongoing raise. You will see the ongoing 6% raise reflected in all your future paychecks from here. We are grateful to be able to provide this pay raise and one-time payment in a financially responsibly way due to the negotiated contingency language in our CBAs. Happy holidays all!
- On Saturday, our middle and high school esports teams will compete at Sunnyside High School in the fall FUeL tournament. Our middle schools officially launched their first season of esports this fall. They will be competing at the same time our high schools are competing on Saturday. Matches start at 8:30 a.m., with the finals scheduled for 2:30 p.m. If you are not able to join in person, watch the live stream on Twitch at fresnounifiedesports. Way to go to our IT team and all our eFUel coaches!
- Teachers! It is time to register for our winter PL Summit happening Thursday, January 5 and Friday, January 6. There are so many great sessions available from lesson planning, engagement strategies, to collaborative co-teaching strategies, family engagement, and much more. You can quickly access the schedule by going to our website at www.fresnounified.org and clicking the PL Summit banner on our homepage. Make sure to register in iAchieve before December 31! If you have any questions, please reach out to Edith Navarro.
- I have a quick shoutout to our Foundation for Fresno Unified Schools for a great inaugural Giving Tuesday campaign! The regional competition was fierce, and our Edison region was able to capture the win for both competitions – most donors by 12pm and the largest single donation of the day. The Edison region won an

HEAR Report from Superintendent – continued

additional $1,000 of scholarships specific to their region for their efforts! We are so grateful to the 180 donors who helped us raise more than $10,000 for student scholarships!

- The Foundation also received a generous donation from Councilmember, and now Assemblymember-Elect, Soria last week. Councilmember Soria graciously donated $20,000 dollars to fund student scholarships in the Fresno High region and we could not be more grateful. Each one of these dollars makes a huge difference in us ensuring our students have every post-secondary option at their fingertips when they graduate from Fresno Unified. Student scholarships are not something we can fund within our district budget, so every single dollar of scholarship funds must be fundraised through generous donations such as these. Thank you all for supporting our students!
- Before I wrap up, I want to share a quick video from Principal Gengozian from Manchester GATE Elementary School. As you all know, our district has started moving all our district and school to home communications to ParentSquare to support our family goal and increase our culturally proficient two-way communication with our Fresno Unified families. This year about 70 of our over 100 schools are learning to use ParentSquare, and we have already seen tremendous engagement from those using the platform. We want to see even more principals, VPs, counselors, teachers, and coaches using the platform and are providing a ParentSquare professional learning (PL) session at the PL Summit, and weekly office hours with our Communications team to provide more training and answer any questions. Look at this testimonial video.
- Thank you Principal Gengozian for leading the way with this new tool and thank you to the almost 70 schools who have already started using ParentSquare! Parents, you can sign up for the App easily from any Smartphone! More info is available on our website.

OPPORTUNITY for Public Comment on Consent Agenda Items

For the record, the Board received one request to address the Board on the Consent Agenda. The individual's name with a summary of topic is listed as follows:

1. Marycela Pacheco: Commented on the need to not only be a nice person but also a strong leader.

On a motion by Board Member Davis, seconded by Board Member Levine, the Consent Agenda, apart from Agenda Items A-4, A-7, and A-22, which were pulled by Board Members for further discussion, was approved by a roll call vote of 6-0-0-1, as follows: AYES: Board Members: Cazares, Davis, Levine, Major Slatic, Thomas, and President Jonasson Rosas. ABSENT: Clerk Islas.

ALL CONSENT AGENDA items are considered routine by the Board of Education and will be enacted by one motion. There will be no separate discussion of items unless a Board member so requests, in which event, the item(s) will be considered following approval of the Consent Agenda. Pulled Consent Agenda Items will be considered for approval after the Conference/Discussion Agenda.

A. CONSENT AGENDA

A-1, APPROVE Personnel List
APPROVED as recommended, the Personnel List, Appendix A, as submitted.

A-2, ADOPT Findings of Fact and Recommendations of District Administrative Board
ADOPTED as recommended, the Findings of Fact and Recommendations of District Administrative Panels resulting from hearings on expulsion and readmittance cases conducted during the period since the November 09, 2022, Regular Board Meeting.

A-3, APPROVE Minutes from Prior Meeting
APPROVED as recommended, the draft minutes for the November 09, 2022, Regular Board Meeting.

A-4, ADOPT Resolution 23-08, Use of Design-Build Delivery Method
ADOPTED as recommended, Resolution 23-08, for the use of the Design-Build delivery method.

For the record, Board members had comments/questions pertaining to Agenda Item A-4: A summary is as follows: Requested clarity as to the design build method and differentiation of the design build method and lease-lease back. Chief of Operations Paul Idsvoog was available to provide clarity.

On a motion by Board Member Davis, seconded by Board President Jonasson Rosas, Agenda Item A-4 was adopted by a roll call vote of 6-0-0-1, as follows: AYES: Board Members Davis, Cazares, Levine, Thomas, Major Slatic, and Board President Jonasson Rosas. ABSENT: Board Clerk Islas.

A-5, ADOPT Resolution No. 23-11
ADOPTED as recommended, Resolution No. 23-11 delineating district agents to sign documents for the period beginning December 07, 2022, until revoked or superseded for operational purposes.

A-6, APPROVE Agreement with US OMNI & TSACG Compliance Services, Inc ("OMNI/TSA")
APPROVED as recommended, a contract with OMNI & TSACG Compliance Services, Inc (OMNI/TSA) to administer the district's 403(b) plan.

A. CONSENT AGENDA - continued

A-7, APPROVE Amendment No. 3 to Superintendent Robert G. Nelson's Employment Agreement

APPROVED as recommended, Amendment No. 3 to the Superintendent's Employment Agreement which extends the Superintendent's term of employment to June 30, 2026 and increases the district's additional retirement contribution to Superintendent Nelson's 403(b) Plan, effective July 01, 2022 from $18,000 per year to $20,500 for 2022, and $22,500 for 2023.

For the record, Board President Jonasson Rosas read a statement as follows:

> Government Code section 54953(c)(3) of the Brown Act requires that this Board make an oral report in open session before taking final action on an employment agreement for a local agency executive such as the Superintendent. The oral report must summarize any recommended compensation including salary and/or fringe benefits.
>
> Consistent with this requirement, the district is providing the following oral summary of the salary and fringe benefits as set forth in the proposed Amendment No. 3 to the Employment Agreement between the Fresno Unified School District and Robert G. Nelson.
>
> - Contract Term July 1, 2022 through June 30, 2026.
> - Effective July 1, 2022, increase District's additional retirement contribution payment from $18,000 per year to the maximum annual employee elective deferral allowed under the Internal Revenue Code for a 403(b) Plan, which is $20,500.00 for 2022 and $22,500.00 for 2023, but excluding any catch-up contribution for employees age 50 or older.
> - No change in salary as set forth in the Superintendent's 2022-2023 Salary Schedule of $27,530.51 per month.
> - No change in Business and Auto Allowance of $1500 per month or paid vacation.
> - Same paid medical, dental and vision insurance coverage as other management employees.
> - Lifetime health benefits on the same basis any other eligible certificated management employee.
>
> That concludes the Board's report pursuant to Government Code section 54953(c)(3). I will now open this item for discussion and action.

For the record, Board Members had comments/questions pertaining to Agenda Item A-7. A summary is as follows: Member Cazares commented there is no increase to salary, extends agreement to 2026, provides stability and strength to

the district, shows leadership of Superintendent and staff, and solidarity of the Board. Member Major Slatic stated he gave a negative appraisal over the last two years due to his view that Superintendent should be appraised on the academic performance of the students. Board President Jonasson Rosas commented the Board meets together to plan and put together metrics in which to evaluate the Superintendent. The Superintendent's evaluation is based on the shared collective metrics of the Board.

On a motion by Board Member Davis, seconded by Board Member Cazares, Agenda Item A-7 was approved by a roll call vote of 5-1-0-1 as follows: AYES: Board Members: Cazares, Davis, Levine, Thomas, and Board President Jonasson Rosas. NOES: Board Member Major Slatic. ABSENT: Board Member Islas.

A-8, APPROVE Amendment for Joint Apprenticeship Training Funds and Hourly Rate
APPROVED as recommended.

A-9, APPROVE Award of Bid 23-08, Yosemite Middle School Classroom Modernization, and Interim Housing
APPROVED as recommended, information on Bid 23-08, Yosemite Middle School Classroom Modernization, and Interim Housing.

A-10, APPROVE Renewal Agreement with Elixir Insurance Company
APPROVED as recommended, a renewal agreement with Elixir Insurance Company to provide Medicare-eligible retiree prescription benefit services.

A-11, APPROVE Amendment Six to the Agreement with Elixir Rx Solutions, LLC
APPROVED as recommended, amendment six to the agreement with Elixir Rx Solutions, LLC, related to Prescription Benefit Management (PBM) services.

A-12, APPROVE Independent Contractor Services Agreement with PresenceLearning
APPROVED as recommended, an agreement with Presence Learning in the amount of up to $25,000.

A-13, APPROVE Renewal Agreement with Kaiser Permanente
APPROVED as recommended, a renewal agreement with Kaiser Permanente to provide medical services on behalf of benefit-eligible employees and retirees.

A-14, APPROVE Renewal Agreement with Standard Life Insurance Company
APPROVED as recommended, a renewal agreement with Standard Life Insurance Company for life insurance coverage provided by the district on behalf of its active employees.

A. CONSENT AGENDA - continued

A-15, APPROVE Year Two Budget Allocation for The Wallace Foundation Equity Centered Pipeline Initiative

APPROVED as recommended, for the receipt of the year two allocation of funds for the Equity Centered Pipeline Initiative awarded by The Wallace Foundation. Through partnerships with San Diego State University, National University, the California Department of Education, and the Commission on Teacher Credentialing.

A-16, DENY Claim GL22-1025-8035

DENIED as recommended, Claim for Damages by a minor, case GL221025-8035.

A-17, DENY Claim GL22-1102-7923

DENIED as recommended, Claim for Damages by a minor, case GL221102-7923.

A-18, RATIFY Certificated Retiree Contract Between Fresno Unified School District and Nancy Harris

RATIFIED as recommended, a certificated retiree contract between Fresno Unified School District and Nancy Harris in the amount of $38,000 to provide Speech Language Services in accordance with students' Individual Educational Plans.

A-19, RATIFY Change Orders

RATIFIED as recommended, information on Change Orders for the following projects:

- Bid 21-05, Hoover High School Career Technical Education (CTE) Classroom Improvements
  Change Order 4 presented for ratification $44,765

- Bid 21-41, Duncan Polytechnical High School CTE Medical Science Building Change Order 4 presented for ratification: $1,294

- Bid 22-01, Addams Elementary School Building Additions and Modernization Change Order 3 presented for ratification: $16,182

- Bid 22-27, Addicott Elementary School Path of Travel Improvements
  Change Order 1 presented for ratification: $12,322

- Bid 22-35, Bullard and Fresno High Schools Kitchen Hood and Make-up Air Unit Replacements
  Change Order 1 (Bullard) presented for ratification: $18,995
  Change Order 1 (Fresno) presented for ratification: $13,846

A. CONSENT AGENDA – continued

- Bid 22-38, Yokomi Elementary School Portable Restroom Installation
  Change Order 1 presented for ratification: $25,778

- Bid 22-40, Hoover High School Library Modernization
  Change Order 1 presented for ratification: $36,836

- Bid 22-48 Sections A and C, Asphalt Pavement Rehabilitation at Various Sites, Group 1 (Doug Ross, Inc. dba Central Valley Asphalt)
  Change Order 1 presented for ratification: $5,329

- Bid 22-48 Sections A and B, Asphalt Pavement Rehabilitation at Various Sites, Group 1 (Tosted Asphalt, Inc.)
  Change Order 1 presented for ratification: $4,350

- Bid 22-49 Sections A, B, C and D, Asphalt Pavement Rehabilitation at Various Sites, Group 2 (Dave Christian Construction Co., Inc.)
  Change Order 1 presented for ratification: $6,337

- Bid 22-49 Sections B and D, Asphalt Pavement Rehabilitation at Various Sites, Group 2 (Doug Ross, Inc. dba Central Valley Asphalt)
  Change Order 1 presented for ratification: $1321

- Bid 22-49 Section D, Asphalt Pavement Rehabilitation at Various Sites, Group 2 (Tosted Asphalt, Inc.)
  Change Order 1 presented for ratification: $4,450

A-20, RATIFY Filing of Notice of Completion

RATIFIED as recommended, Notice of Completion for the following projects, which has been completed according to plans and specifications.

- Bid 21-38, Centennial and Wishon Elementary Schools and Scandinavian Middle School Multipurpose Room HVAC Upgrades

- Bid 22-35, Bullard and Fresno High Schools Kitchen Hood and Make-up Air Unit Replacements

- Bid 22-48, Sections A and C, Asphalt Pavement Rehabilitation at Various Sites, Group 1, Doug Ross, Inc., dba Central Valley Asphalt

- Bid 22-48, Sections A and B, Asphalt Pavement Rehabilitation at Various Sites, Group 1, Tosted Asphalt, Inc.

- Bid 22-49, Sections B and D, Asphalt Pavement Rehabilitation at Various Sites, Group 2, Doug Ross, Inc., dba Central Valley Asphalt

A. CONSENT AGENDA – continued

- Bid 22-49, Section D, Asphalt Pavement Rehabilitation at Various Sites, Group 2, Tosted Asphalt, Inc.

A-21, RATIFY Purchase Orders from September 01, 2022 through September 30, 2022 – Primary Report
RATIFIED as recommended, information on purchase orders issued from September 01, 2022 through September 30, 2022.

A-22, RATIFY Purchase Orders from September 01, 2022 through September 30, 2022 – Supplemental Report
RATIFIED as recommended, information on purchase orders issued from September 01, 2022 through September 30, 2022.

For the record, Board Member Levine read a statement as follows:

> "Agenda Item A-22 on tonight's Consent Agenda contains purchase orders for the Fresno County EOC. I have been employed by Fresno County EOC, which is a nonprofit corporation.
>
> Additionally, item A-22 also contains purchase orders for California State University Fresno, where I am currently employed. I did not participate in the making of the contracts related to these purchase orders; but, because of my employment with both Fresno EOC and Fresno State I have a remote financial interest in those contracts.
>
> Item A-22 also contains purchase orders for Apple. I have financial investment sin Apple that are valued at or above the report threshold. For these reasons, in the interest of full transparency, I am abstaining from this vote pursuant to Board Bylaw 9270."

On a motion by Board Member Davis, seconded by Board Member Cazares, Agenda Item A-22 was approved by a roll call vote of 5-0-1-1 as follows: AYES: Board Members: Cazares, Davis, Major Slatic, and Board President Jonasson Rosas. ABSTENTION: Board Member Levine. ABSENT: Board Clerk Islas.

A-23, RATIFY The College Board Agreement- Advanced Placement
RATIFIED as recommended, The College Board Service Agreement for Advance Placement exams.

A-23a, APPROVE Vendor Contracts for Extended Learning Winter Camp Enrichment Services
APPROVED as recommended, Request for Qualifications (RFQ) 22-09, to provide a pool of qualified vendors to provide enrichment services outside of the regular school day.

B. CONFERENCE/DISCUSSION AGENDA

B-24, DISCUSS and APPROVE the 2021/22 Audited Financial Statements Prepared by Crowe LLP

OPPORTUNITY for Public Comment

For the record, the Board received zero requests to address the Board on Agenda Item B-24.

For the record, Board Members had comments/questions pertaining to Agenda Item B-24. A summary is as follows: Requested clarity as to information provided on slide 8 pertaining to an error of .03 ADA. Thanked staff for their work in this process. Expressed appreciation for the opportunity provided to talk with auditor. External Auditor Jeff Jensen and Executive Director Kim Kelstrom were available to provide clarity.

On a motion by Board Member Davis, seconded by Board Member Major Slatic, Agenda Item B-24 was approved by a roll call vote of 5-0-0-2, as follows: AYES: Board Members: Cazares, Davis, Levine, Major Slatic, and President Jonasson Rosas. ABSENT: Board Members Islas and Thomas.

B-25, DISCUSS and APPROVE the 2022/23 First Interim Financial Report

OPPORTUNITY for Public Comment

For the record, the Board received zero requests to address the Board on Agenda Item B-25.

For the record, Board Members had comments/questions pertaining to Agenda Item B-25. A summary is as follows: Requested clarity on the reduction value of assets kept at the County. Requested clarity on expected fluctuation of budget with a recession looming. Requested clarity as to where $700 million ESSR funds are reflected in presentation. Requested clarity as to amount of one-time funding. Care and caution suggested when contemplating additional spending. Interim Chief Business and Financial Officer Patrick Jensen and Executive Director Kelstrom were available to provide clarity.

On a motion by Board Member Davis, seconded by Board Member Major Slatic, Agenda Item B-25 was approved by a roll call vote of 6-0-0-1, as follows: AYES: Board Members: Cazares, Davis, Levine, Major Slatic, Thomas, and President Jonasson Rosas. ABSENT: Board Clerk Islas.

C. RECEIVE INFORMATION & REPORTS

For the record, the Board was in receipt of one item as follows:

C-26, RECEIVE Constituent Services Quarterly Reporting

OPPORTUNITY FOR UNSCHEDULED ORAL COMMUNICATIONS

For the record, the Board received thirteen (13) requests to address the Board during Unscheduled Oral Communications. The individual's name along with a summary of topic is listed as follows:

1. Curtis Carlton: Commented on concern regarding the district transfer policy specifically pertaining to minority and struggling students.
2. Frank Sanchez: Shared testimony pertaining to his faith and to represent his church.
3. Renee Powers: Shared testimony pertaining to her faith and read verses from the Bible.
4. Amanda Hernandez: Shared testimony pertaining to her faith and concerns pertaining to the Pride flag flown at school sites.
5. Raquel Walker: Shared testimony pertaining to her faith and concerns pertaining to lack of Good News Clubs at middle and high schools.
6. Terajee Hakim: Commented on questions she had pertaining to safety measures at schools during and after school.
7. Holly: Thanked Trustee Major Slatic for his service. Commented on her experience when her child was enrolled with Fresno Unified.
8. Shayna Watkins: Shared testimony pertaining to her faith and struggles with drugs. Commented on her concerns of the Fentanyl epidemic.
9. Ted Laurent: Shared testimony pertaining to his faith and read verses from the Bible. Commented on drug problems people face.
10. Tre Pacheco: Commented on the lack of gym facilities for Bullard TALENT.
11. Mia Pacheco: Thanked Trustee Major Slatic for his service and presented him with flowers.
12. Matthew Pacheco: Yielded time to next speaker.
13. Marycela Pacheco: Commented on the need for safer school zones, PEBT card issue requirements, and her feelings when topic of LGBTQ arises.

D. ADJOURNMENT

Board President Jonasson Rosas ADJOURNED the meeting at 8:31 p.m.

Added by Board Approval: 12/14/22

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-3a

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Adopt
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Adopt Resolution in the Matter of Declaring Certification of the November 08, 2022, Election

ITEM DESCRIPTION: Included in the Board binders is a resolution in the matter of Declaring Certification of the November 08, 2022, election. Adoption of the resolution officially declares certification of the November 08, 2022, election resulting in four members being elected/re-elected to the Fresno Unified School District Board of Education for a four-year term (2022-2026).

FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: Ambra O'Connor,
Chief of Staff

DIVISION: Superintendent's Office
PHONE NUMBER: (559) 457-3838

CABINET APPROVAL: Ambra O'Connor,
Chief of Staff

SUPERINTENDENT APPROVAL:

STATEMENT OF VOTES CAST
AT THE
CONSOLIDATED STATEWIDE GENERAL ELECTION
HELD ON
NOVEMBER 8, 2022
IN THE
FRESNO UNIFIED SCHOOL DISTRICT
COUNTY OF FRESNO
STATE OF CALIFORNIA

CERTIFICATE OF COUNTY CLERK TO RESULTS OF THE CANVASS

STATE OF CALIFORNIA)
) ss.
County of Fresno)

I, JAMES A. KUS, County Clerk/Registrar of Voters of the County of Fresno, State of California, do hereby certify that pursuant to the provisions of Section 15301 et seq of the Elections Code of the State of California, I did canvass the returns of the votes cast in the Fresno Unified School District, County of Fresno, at the election held on November 8, 2022, for the Local Office, submitted to the vote of the voters, and that the Statement of the Votes Cast, to which this certificate is attached, shows the whole number of votes cast in the districts and in each of the respective precincts therein, and that the totals of the respective columns and the totals shown for the offices are full, true and correct.

WITNESS my hand and Official Seal this 8th day of December, 2022.



JAMES A. KUS
County Clerk/Registrar of Voters

Certificate of Election

This is to certify that

KESHIA THOMAS

was elected to the office of

Fresno Unified
Governing Board Member, Trustee Area No. 1

of the County of Fresno,
State of California, at an election duly held therein on

November 8, 2022

In Witness Whereof, I have hereunto set my hand affixed my official seal this 8th day of December, 2022

James A. Kus
County Clerk/Registrar of Voters

Certificate of Election

This is to certify that

VALERIE F. DAVIS

was elected to the office of

Fresno Unified
Governing Board Member, Trustee Area No. 3

**of the County of Fresno,
State of California, at an election duly held
therein on**

November 8, 2022

**In Witness Whereof, I have hereunto set
my hand affixed my official seal this 8th
day of December, 2022**

James A. Kus
County Clerk/Registrar of Voters

Certificate of Election

This is to certify that

VEVA ISLAS

was elected to the office of

Fresno Unified
Governing Board Member, Trustee Area No. 4

of the County of Fresno,
State of California, at an election duly held therein on

November 8, 2022

In Witness Whereof, I have hereunto set my hand affixed my official seal this 8th day of December, 2022

James A. Kus
County Clerk/Registrar of Voters

Certificate of Election

This is to certify that

SUSAN WITTRUP

was elected to the office of

Fresno Unified
Governing Board Member, Trustee Area No. 7

of the County of Fresno,
State of California, at an election duly held therein on

November 8, 2022

In Witness Whereof, I have hereunto set my hand affixed my official seal this 8th day of December, 2022

James A. Kus
County Clerk/Registrar of Voters

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-4

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Adopt Job Description Tier II Intervention Specialist and Approve Revision to the Classified Hourly Salary Schedule for Tier II Intervention Specialist

ITEM DESCRIPTION: Included in the Board binders are the new job description of Tier II Intervention Specialist and the revised Classified Hourly Salary Schedule with Tier II Intervention Specialist placed at G-38.

This position is accountable, under general direction of an assigned supervisor, for providing and coordinating targeted interventions and supports for social emotional, behavioral and attendance needs in support of student learning at grade level and beyond within a Multi-tiered System of Support (MTSS) through trauma informed and culturally responsive lens. This position will be designated non-exempt and placed G-38 on the Classified Hourly Salary Schedule.

FINANCIAL SUMMARY: There are sufficient funds in the Department of Prevention and Intervention budget.

PREPARED BY: Manjit Atwal,
Executive Director

DIVISION: Human Resources
PHONE NUMBER: (559) 457-3548

CABINET APPROVAL: David Chavez,
Chief of Human Resources/Labor Relations

SUPERINTENDENT APPROVAL:

FRESNO UNIFIED SCHOOL DISTRICT
Position Description

TITLE:	Tier II Intervention Specialist	**REPORTS TO**:	Assigned Supervisor
DEPARTMENT:	Prevention and Intervention	**CLASSIFICATION**:	Classified
FLSA:	Non-Exempt	**WORK YEAR**:	Varies
BOARD APPROVAL:		**SALARY**:	G-38/CSEA 125 Salary Schedule

Basic Function:
Under general direction of an assigned supervisor, provide and coordinate targeted interventions and supports for social emotional, behavioral and attendance needs in support of student learning at grade level and beyond within a Multi-tiered System of Support (MTSS) through trauma informed and culturally responsive lens.

REPRESENTATIVE DUTIES: (Persons employed in this position may perform any combination of the essential functions shown below. This position description is not intended to be an exhaustive list of all duties, knowledge or abilities with this classification, but is intended to accurately reflect the principal job elements.)

Serve as an active member on Targeted Support Team (TST) and coordinate (i.e., planning agenda, scheduling meetings, note taking, preparing data for analysis, conducting student profile reviews) meetings and work alongside site administrator to prepare and plan meetings. ***E***

In collaboration with the site's TST, support the implementation and sustainability of Tier II academic, social emotional and behavior infrastructures aligned to the district MTSS framework. ***E***

Use identification criteria and student outcome data to coordinate and match students in need of Tier II social emotional, behavior and attendance services to determine appropriate interventions and supports. ***E***

Assist a diverse range of students individually or in groups regarding their social emotional, behavior, attendance and learning needs to support students in achieving academic and social emotional behavioral success. ***E***

Plan learning/activities using evidence-based curriculum for small groups and facilitate small group skill building. ***E***

Provide direct intervention and supports to students in a timely manner with Tier II social emotional, behavior, and attendance needs utilizing evidenced based practices aligned to MTSS framework. ***E***

Provide direct instruction of social emotional learning skills to students, model identified skills and provide feedback to students. ***E***

Provide technical assistance in planning, coordination, implementation support and lead in facilitation of a project or task, and facilitate implementation of a social emotional behavior universal screener and

diagnostic tools (i.e., set up, assist, and monitor during assessment window, analyze data gathered, identify student in need of intervention, and match students with appropriate interventions.) ***E***

Conduct student observations, collect, review, and analyze student outcome data with outlined intervals and monitor student progress to adjust and/or identify student supports (fade, maintain or intensify intervention) and make necessary recommendation to TST for future action. ***E***

Provide technical assistance (i.e., planning, coordination, implementation support and lead in facilitation of project or task) and facilitate Targeted Support Team in assessing their fidelity of Tier II systems and practices aligned to MTSS framework. ***E***

Provide assistance to other support staff and respond to student misbehavior by implementing student responses aligned to District Discipline Guidelines. ***E***

Manage assigned projects, maintain, and review documents for accuracy of information and process paperwork in reasonable, timely manner to meet the needs of the students, families, and sites. ***E***

Maintain notes, data, and document student services on assigned data tracking tools and student informational system in a timely manner. ***E***

Case manages students on their caseload with Tier II students social emotional, behavior, and attendance needs. ***E***

Attend and participate in department and site trainings and meetings related to their job functions. ***E***

Become familiar with district and school policies/procedures. ***E***

Establish collaborative relationships with families, students, and the community to assist students; refer and link students and families to community resources and agencies ***E***

Build relationships and work collaboratively with staff such as, attendance staff, school psychologist, counselor, social worker, teachers, and administration to coordinate and implement strategies and interventions. ***E***

Provide families, students and staff with high quality, courteous and professional service to ensure students are served with Tier II interventions and supports that meet their social emotional, behavior and attendance needs. ***E***

Communicate student progress with appropriate staff and parent/guardian. ***E***

Assist support staff (i.e., school psychologist, counselor, social worker, teachers, administration, and climate culture specialist, etc.) by communicating and providing information in efforts of improving schoolwide structures and student supports. *E*

Perform related duties as assigned.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school and two years college-level course work in social sciences and/or a related field and three years of responsible experience in the area(s) of student behavior, attendance or social emotional support.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver's license.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:
Basic understanding of Multi-Tiered System of Support.
Community resources available to diverse groups.
Accurate record-keeping and case management techniques.
Operation of a variety of office equipment including but not limited to computer and data entry techniques, copiers, fax machines, and current software programs.
Policies and objectives of the assigned program and activities.
Interpersonal and intrapersonal skills using tact, patience and courtesy, self-management, decision making, problem solving, relationship management.
The diverse backgrounds of District students.
General issues relative to adolescent pressures and behavior.
Correct English usage in oral and written communication skills, grammar, spelling, punctuation and vocabulary.
Basic understanding of small skills group facilitation.

ABILITY TO:
Establish rapport and work effectively with individual students, groups of students and families.
Demonstrate interpersonal and intrapersonal skills empathetic listening, using tact, patience self-management, decision making, problem solving, relationship management.
Work effectively with and recognize needs of the culturally and economically diverse groups.
Work independently and determine appropriate action within clearly defined guidelines
Communicate, understand and follow both oral and written directions effectively.
Establish and maintain cooperative and effective working relationships with a diverse range of people.
Learn new or updated computer systems and programs to apply to current work, as trained.
Communicate using patience and courtesy in a manner that reflects positively on the organization.
Actively participate in meeting District goals and outcomes.
Apply integrity and trust in all situations.
Learn District organization, operations, policies, objectives and goals.

WORKING CONDITIONS:

ENVIRONMENT:
Indoor and outdoor work environment including classroom and playground; driving own vehicle to conduct work; contact with dissatisfied individuals, parents and students; home visits to potentially unsafe neighborhoods; constant interruptions; repetitive activities.

PHYSICAL ABILITIES:
With reasonable accommodations, if necessary, sitting, walking or standing for extended periods of time; dexterity to operate a computer and other office equipment; walking to locate addresses and look for students; kneeling, bending at the waist, and reaching overhead, above the shoulders and horizontally to retrieve and store files; hearing and speaking to exchange information and make presentations; seeing to read; seeing to observe and monitor students; lifting moderately heavy equipment.

Fresno Unified School District is an Equal Opportunity Employer and reasonable accommodations are made under the Americans with Disability Act as required by law.

E = Essential Functions

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G01	Noon-time Assistant	NTA2	$15.9000				

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G18	Paraprof, PE/Athletics	W041	$15.9000	$15.9000	$15.9759	$16.7452	$17.5973
G19	Office Clerk	W073	$15.9000	$15.9000	$16.3311	$17.1595	$18.0115
	Paraprof, After Schl/Ext Day	W022					
	Paraprof, Alternative Educ	W036					
	Paraprof, Child Aide	W032					
	Paraprof, Child Development	W033					
	Paraprof, Instructional Asst	W037					
	Paraprof, Library	W040					
G20	Office Assistant I	W056	$15.9000	$15.9759	$16.7452	$17.5973	$18.4732
	Paraprof, Resource Lab	W043					
G22	Mailroom Assistant	W054	$15.9759	$16.7452	$17.5973	$18.4732	$19.4197
	School Office Assistant	W060					
G23	Early Childhood Food Service Asst	W068	$16.3311	$17.1595	$18.0115	$18.9582	$19.8814
	Office Assistant II	W057					
	Paraprof, Computer Lab Asst I	W034					
	Paraprof, Mild/Moderate	W047					
	Paraprof, Visually Impaired	W050					
	School Readiness Facilitator	W108					

Year 2022-23
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G23	School Readiness Facilitator-Hmong	W100	$16.3311	$17.1595	$18.0115	$18.9582	$19.8814
	School Readiness Facilitator-Lao	W103					
	School Readiness Facilitator-Spanish	W106					
G24	Health Assistant	W020	$16.7452	$17.5973	$18.4732	$19.4197	$20.4612
	Library Media Technician-Elem	W204					
	Paraprof, Bilingual Arabic	W245					
	Paraprof, Bilingual Hmong	W024					
	Paraprof, Bilingual Lao	W027					
	Paraprof, Bilingual Spanish	W030					
	Paraprof, Child Development, Bilingual	W251					
	Paraprof, Early Childhood Mild/Mod	W044					
	Translator/Assessor Hmong	W222					
	Translator/Assessor Lao	W224					
	Translator/Assessor Spanish	W225					
G25	Accounting Payroll Technician I	W183	$17.1595	$18.0115	$18.9582	$19.8814	$20.9347
	Library Media Technician-Middle	W205					
	Paraprof, Moderate/Severe	W049					
G26	Account Clerk II	W070	$17.5973	$18.4732	$19.4197	$20.4612	$21.4314
	Attendance Records Assistant	W011					
	Instructional Materials Asst II	W052					
	Library Media Technician-High School	W206					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G26	Medi-Cal Billing Technician	W246	$17.5973	$18.4732	$19.4197	$20.4612	$21.4314
	Registrar Assistant	W158					
	Resource Counseling Assistant	W018					
	Resource Counseling Asst-Hmong	W014					
	Resource Counseling Asst-Lao	W016					
	Resource Counseling Asst-Spanish	W017					
G27	Categorical School Program Assistant	W235	$18.0115	$18.9582	$19.8814	$20.9347	$22.0350
	Choral Assistant/Accompanist	W065					
	Human Resources Assistant	W236					
	Office Assistant III	W058					
	Paraprof, Computer Lab Asst II	W035					
	Secretary I	W159					
	Special Ed Office Assistant	W214					
G28	Bookstore Technician	W189	$18.4732	$19.4197	$20.4612	$21.4314	$22.4968
	Instructional Materials Assistant III	W053					
	Library Resource Technician	W207					
	Maintenance Dispatcher	W195					
	Paraeducator, Community Based	W152					
	Printing Technician	W233					
	Purchasing Technician	W212					
	Telecommunication Operator I	W150					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G29	Accounting Payroll Technician II	W184	$18.9582	$19.8814	$20.9347	$22.0350	$23.1358
	Copier Systems Operator	W147					
	Facilities Reservation Technician	W196					
	Home/School Liaison	W228					
	Home/School Liaison-Hmong	W121					
	Home/School Liaison-Lao	W124					
	Home/School Liaison-Spanish	W125					
	Paraeducator, Speech	W153					
G30	Media Specialist/Braille Transcriber	W220	$19.4197	$20.4612	$21.4314	$22.4968	$23.6800
	Medical Lab Technician	W208					
	Paraeducator, Autism	W230					
	Paraeducator, Soc Emot Intervention	W231					
	Paraprof, Deaf/Hard of Hearing (Oral)	W063					
	Paraprof, Deaf/Hard of Hearing (Sign)	W064					
	Paraprof, Moderate/Severe: Autism	W259					
	Paraprof, Moderate/Severe: DHH Oral	W260					
	Paraprof, Moderate/Severe: DHH Sign	W261					
	Paraprof, Moderate/Severe: Soc Emot Interven	W262					
G31	Account Clerk III	W071	$19.8814	$20.9347	$22.0350	$23.1358	$24.2600
	Assistant, Campus Safety	W061					
	School Office Manager Elementary	W140					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G32	Assessment Svcs Technician-Hmong	W009	$20.4612	$21.4314	$22.4968	$23.6800	$24.8281
	Assessment Svcs Technician-Lao	W008					
	Assessment Svcs Technician-Spanish	W010					
	Lead After School/Extended Day	W076					
	Library Cataloger	W067					
	Material Translator-Hmong	W082					
	Material Translator-Khmer	W083					
	Material Translator-Lao	W085					
	Material Translator-Spanish	W088					
	Migrant Education Liaison-Hmong	W127					
	Migrant Education Liaison-Spanish	W128					
	Prevention and Intervention Technician	W216					
	Program Eligibility Technician	W072					
	Student Transfer Technician	W203					
	Telecommunication Operator II	W151					
G33	Benefits Eligibility Assistant	W012	$20.9346	$22.0350	$23.1358	$24.2600	$25.5028
	Customer Service Representative	W174					
	High School Financial Technician	W200					
	Offset Press Operator	W149					
G34	Accounting Payroll Technician III	W185	$21.4314	$22.4968	$23.6800	$24.8282	$26.0943
	Attendance Technician	W187					
	Budget Technician I	W190					
	Child Welfare & Attend Specialist I	W138					

Year 2022-23
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Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G34	Facilities Project Technician	W237	$21.4314	$22.4968	$23.6800	$24.8282	$26.0943
	Lead Campus Security	W078					
	Medical Assistant	W021					
	Program Technician	W210					
	Secretary II	W160					
	Student Records Technician	W242					
	Testing Technician	W217					
G35	Career Center Facilitator	W110	$22.0350	$23.1358	$24.2600	$25.5028	$26.7690
	Home Education Facilitator-Hmong	W093					
	Home Education Facilitator-Spanish	W096					
	Job Developer I	W079					
G35	Registrar	W157	$22.0350	$23.1358	$24.2600	$25.5028	$26.7690
	School Office Manager - Middle	W142					
	School/Community Liaison	W137					
	School/Community Liaison-Hmong	W131					
	School/Community Liaison-Indian	W132					
	School/Community Liaison-Lao	W134					
	School/Community Liaison-Spanish	W135					
	Workplace Technician	W181					
G36	Administrative Secretary I	W161	$22.4968	$23.6800	$24.8282	$26.0943	$27.5144
	Budget Technician II	W191					
	Child Welfare & Attend Specialist II	W165					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G36	Department Office Manager	W139	$22.4968	$23.6800	$24.8282	$26.0943	$27.5144
	Grants Technician	W197					
	Help Desk Support Technician	W146					
	Staff Development Technician	W215					
G37	Disability/Retirement Technician	W171	$23.0590	$24.2104	$25.4223	$26.6922	$28.0268
	Human Resources Data Specialist I	W172					
	Human Resources Specialist	W201					
	Workers' Comp Technician	W182					
G38	Technology Support Specialist I	W176	$23.6350	$24.8166	$26.0563	$27.3586	$28.7253
	Tier II Intervention Specialist	W264					
G39	Operator, Computer II	W144	$24.2600	$25.5028	$26.7690	$28.1534	$29.5616
	Education Audiologist Technician	W019					
	License Vocational Nurse	W198					
G40	Administrative Secretary II	W162	$24.8647	$26.1371	$27.4410	$28.8547	$30.2996
G41	Architectural Drafting Specialist	W066	$25.5028	$26.7690	$28.1534	$29.5616	$31.1594
	Media Technician/Driver	W219					
G42	Accountant I	W001	$26.0943	$27.5144	$28.9227	$30.3427	$31.8811
	Educational Transcriber	W221					

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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G42	Employee Service Center Specialist	W248					
	Human Resources Data Specialist II	W173					
G43	Payroll Specialist	W249	$26.7690	$28.1534	$29.5616	$31.1594	$32.7214
	Media Production Specialist	W180					
	Network Technician I	W192					
	Technology Support Specialist II	W232					
	Technical Specialist I	W239					
	Systems Technician I	W243					
G44	Community Education Specialist	W167	$27.5144	$28.9227	$30.3427	$31.8811	$33.5851
	Community Relations Liaison	W120					
	Community Relations Liaison Spanish	W256					
	Community Relations Liaison Hmong	W257					
	Community Relations Liaison Lao	W258					
	Job Developer II	W080					
G45	Primary Language Instruction Specialist	W178	$27.0706	$28.4246	$29.9610	$31.4628	$32.9990
	Speech Language Pathologist Assistant	W250					
	Mentoring Program Facilitator I	W252					
G46	Accountant II	W002	$28.9227	$30.3427	$31.8811	$33.5851	$35.2184
	Student Attend Review Board Technician	W213					
	Mentoring Program Facilitator II	W253					

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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G47	Licensed Mental Health Clinician	W074	$29.6399	$31.1367	$32.6928	$34.3270	$36.0942
G51	Network Technician II	W193	$32.7214	$34.3189	$36.0942	$37.8930	$39.7864
G51	Software Developer I	W004	$32.7214	$34.3189	$36.0942	$37.8930	$39.7864
	Systems Technician II	W244					
	Technical Specialist II	W229					
	Technology Support Specialist III	W247					
G53	DHH Cued Lang Transliterator Itinerant	W090	$34.4250	$36.1453	$37.9533	$39.8512	$41.8429
	DHH Oral Interepreter Itinerant	W091					
	DHH Sign Interepreter Itinerant	W092					
G54	Software Developer II	W005	$35.2184	$37.0168	$38.8753	$40.8043	$42.9461
G58	Network Technician III	W194	$38.8753	$40.8043	$42.9461	$45.1471	$47.4075
	Software Developer III	W006					
	Technicial Specialist III	W062					
	Web Administrator	W227					
	Systems Administrator	W238					
G59	Information System Specialist	W003	$39.7864	$41.8693	$43.9876	$46.2478	$48.5909
	Software Engineer	W240					
G60	Database Administrator	W170	$40.8185	$42.8595	$45.0031	$47.2535	$49.6164

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G60	Systems Programmer	W154					
	Systems Engineer	W241					
G62	Network Security Specialist	W177	$42.9461	$45.1471	$47.4075	$49.8218	$52.2950

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual $500 for BA +90*
Annual $1000 for Master's*
Annual $1500 for earned Doctorate*
*Credit for only one degree will be given

Year 2022-23
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022 **AGENDA ITEM A-5**

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve 2022/23 Classified Food Services Hourly, Classified Hourly, Fresno Teachers Association (FTA) – Trades, International Association of Machinists and Aerospace Workers (IAMAW) Crafts Hourly, Confidential Hourly, Supervisory Hourly, Certificated and Classified Management, Nurses and Speech Language Pathologists, Teachers and Librarians, Teachers on Special Assignment, Designated Teachers, Career Technical Ed/Vocational Ed Teachers, Junior Reserve Officers' Training Corps (JROTC) Instructors, Lori Ann Infant Center, Child Development Center and Pace Teachers, Adult Education, Pre-Kindergarten Teachers, and Classified Y-Rated Salary Schedule.

ITEM DESCRIPTION: Included for the Board's consideration and approval are the following salary schedules:

- 2022/23 Classified Food Services Hourly Salary Schedule
- 2022/23 Classified Hourly Salary Schedule
- 2022/23 Fresno Teachers Association (FTA) -Trades Hourly Salary Schedule
- 2022/23 International Association of Machinists and Aerospace Workers (IAMAW) Crafts Hourly Salary Schedule
- 2022/23 Confidential Hourly Salary Schedule
- 2022/23 Supervisory Hourly Salary Schedule
- 2022/23 Certificated Management Monthly Salary Schedule 185 Duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 197 Duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 197 Duty Days (12 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 201 Duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 201 Duty Days (12 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 206 duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 206 Duty Days (12 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 207 Duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 211 Duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 215 Duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 215 Duty Days (12 Months Work Schedule)

- 2022/23 Certificated Management Monthly Salary Schedule 216 Duty Days (11 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 225 Duty Days (12 Months Work Schedule)
- 2022/23 Certificated Management Monthly Salary Schedule 261 Duty Days (12 Months Work Schedule)
- 2022/23 Classified Management Daily Salary Schedule 197 Duty Days
- 2022/23 Classified Management Daily Salary Schedule 201 Duty Days
- 2022/23 Classified Management Daily Salary Schedule 205 Duty Days
- 2022/23 Classified Management Daily Salary Schedule 206 Duty Days
- 2022/23 Classified Management Daily Salary Schedule 215 Duty Days
- 2022/23 Classified Management Daily Salary Schedule 261 Duty Days
- 2022/23 Certificated Management Monthly Salary Schedule Competitive and Negotiable 261 Duty Days
- 2022/23 Classified Management Monthly Salary Schedule Competitive and Negotiable 261 Duty Days
- 2022/23 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 185 Duty Days
- 2022/23 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 200 Duty Days
- 2022/23 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 207 Duty Days
- 2022/23 Schedule A - Teachers and Librarians Annual Salary Schedule 185 Duty Days
- 2022/23 Schedule A - Teachers and Librarians Annual Salary Schedule 194 Duty Days
- 2022/23 Schedule A - Teachers and Librarians Annual Salary Schedule 195 Duty Days
- 2022/23 Schedule A - Teachers and Librarians Annual Salary Schedule 200 Duty Days
- 2022/23 Schedule A - Teachers and Librarians Annual Salary Schedule 203 Duty Days
- 2022/23 Schedule A - Teachers and Librarians Annual Salary Schedule 204 Duty Days
- 2022/23 Schedule A - Teachers on Special Assignment Annual Salary Schedule 185 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Teachers on Special Assignment Annual Salary Schedule 189 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Teachers on Special Assignment and Librarians Annual Salary Schedule 194 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Teachers on Special Assignment Annual Salary Schedule 197 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Teachers on Special Assignment Annual Salary Schedule 203 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Teachers on Special Assignment Annual Salary Schedule 207 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Teachers on Special Assignment Annual Salary Schedule 215 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Teachers on Special Assignment Annual Salary Schedule 217 Duty Days (8-hour Workday)
- 2022/23 Schedule A - Designated Teachers Annual Salary Schedule 192 Duty Days
- 2022/23 Schedule A - Designated Teachers Annual Salary Schedule 193 Duty Days
- 2022/23 Schedule A - Designated Teachers Annual Salary Schedule 194 Duty Days
- 2022/23 Schedule A - Designated Teachers Annual Salary Schedule 195 Duty Days
- 2022/23 Schedule A - Teachers on Special Assignment Designated Teachers Annual Salary Schedule 192 Duty Days (8.5-hour Workday)

- 2022/23 Schedule A - Teachers on Special Assignment Designated Teachers Annual Salary Schedule 193 Duty Days (8.5-hour Workday)
- 2022/23 Schedule A -Teachers on Special Assignment and Librarians Designated Teachers Annual Salary Schedule 194 Duty Days (8.5-hour Workday)
- 2022/23 Schedule A -Teachers on Special Assignment Designated Teachers Annual Salary Schedule 195 Duty Days
- 2022/23 Schedule A - Career Technical Ed/Vocational Ed Teachers Annual Salary Schedule 185 Duty Days
- 2022/23 Schedule A - Junior Reserve Officers' Training Corps (JROTC) Instructors - Army Annual Salary Schedule 218 Duty Days
- 2022/23 Schedule A - Lori Ann Infant Center Annual Salary Schedule 200 Duty Days
- 2022/23 Schedule C - Child Development Center and Pace Teachers Annual and Hourly Salary Schedule 194 Duty Days (8-hour Workday)
- 2022/23 Schedule C - Child Development Center and PACE Teachers Salary Schedule 261 Duty Days (8-hour Workday)
- 2022/23 Schedule C - Teachers on Special Assignment Child Development Center and PACE Annual Salary Schedule 195 Duty Days (8-hour Workday)
- 2022/23 Schedule C - Child Development Center Teachers on Special Assignment Annual and Hourly Salary Schedule 261 Duty Days (8-hour Workday)
- 2022/23 Schedule D - Adult Education Hourly and Daily Salary Schedule 185 Duty Days (7-hour Workday & 8-hour Workday)
- 2022/23 Schedule D - Adult Education Hourly and Daily Salary Schedule 215 Duty Days (7-hour Workday & 8-hour Workday)
- 2022/23 Schedule R - Pre-Kindergarten Teachers Annual Salary Schedule 183 Duty Days
- 2022/23 Classified Y-Rated Salary Schedules

The reason for bringing the revised current year's salary schedules for approval is to provide a publicly available board approved salary schedule as required by CalSTRS and CalPERS regulations. Annual board approval of employee salary schedules is consistent with best practices and is recommended by the Fresno County Superintendent of Schools.

FINANCIAL SUMMARY: There are sufficient funds available in the district budget at this time.

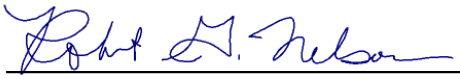
PREPARED BY: Manjit Atwal,
Executive Director

DIVISION: Human Resources/Labor Relations
PHONE NUMBER: (559) 457-3548

CABINET APPROVAL: David Chavez,
Chief Human Resources/Labor Relations



SUPERINTENDENT APPROVAL:



REVISED 12/14/2022
Classified Hourly Salary Schedule G01

FRESNO UNIFIED SCHOOL DISTRICT

Food Services Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
F01	Nutrition Services Assistant	F007	$15.9000	$15.9000	$15.9000	$15.9116	$16.7442
F03	Packaging Machine Operator	F004	$15.9000	$15.9000	$15.9000	$16.7442	$17.6238
F05	Food Services Technician - Cesar Chavez Adult Education	F006	$15.9000	$15.9000	$16.7283	$17.6079	$18.5346
F07	Food Production Staging Technician	F014	$15.9000	$16.7126	$17.5922	$18.5190	$19.4928
	Food Production Utility Technician	F013					
F09	Nutrition Services Operator	F008	$16.7126	$17.5922	$18.5034	$19.4771	$20.5139
F10	Food Service Operator	F015	$17.1368	$18.0320	$18.9900	$19.9799	$21.0323
	Food Service Operator-Educ Center	F003					
	Nutrition Services Cook/Baker	F009					
	Nutrition Services Senior Assistant	F005					
F21	Nutrition Services Manager	F001	$22.6206	$23.8121	$25.0679	$26.3882	$27.7727

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual $500 for BA +90*
Annual $1000 for Master's*
Annual $1500 for earned Doctorate*
*Credit for only one degree will be given

Year 2022-23
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
			~~15.9~~				
G01	Noon-time Assistant	NTA2	15.00				

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G18	Paraprof, PE/Athletics	W041	$15.9000	$15.9000	$15.9759	$16.7452	$17.5973
G19	Office Clerk	W073	$15.9000	$15.9000	$16.3311	$17.1595	$18.0115
	Paraprof, After Schl/Ext Day	W022					
	Paraprof, Alternative Educ	W036					
	Paraprof, Child Aide	W032					
	Paraprof, Child Development	W033					
	Paraprof, Instructional Asst	W037					
	Paraprof, Library	W040					
G20	Office Assistant I	W056	$15.9000	$15.9759	$16.7452	$17.5973	$18.4732
	Paraprof, Resource Lab	W043					
G22	Mailroom Assistant	W054	$15.9759	$16.7452	$17.5973	$18.4732	$19.4197
	School Office Assistant	W060					
G23	Early Childhood Food Service Asst	W068	$16.3311	$17.1595	$18.0115	$18.9582	$19.8814
	Office Assistant II	W057					
	Paraprof, Computer Lab Asst I	W034					
	Paraprof, Mild/Moderate	W047					
	Paraprof, Visually Impaired	W050					
	School Readiness Facilitator	W108					

Year 2022-23
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Board approved PENDING

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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G23	School Readiness Facilitator-Hmong	W100	$16.3311	$17.1595	$18.0115	$18.9582	$19.8814
	School Readiness Facilitator-Lao	W103					
	School Readiness Facilitator-Spanish	W106					
G24	Health Assistant	W020	$16.7452	$17.5973	$18.4732	$19.4197	$20.4612
	Library Media Technician-Elem	W204					
	Paraprof, Bilingual Arabic	W245					
	Paraprof, Bilingual Hmong	W024					
	Paraprof, Bilingual Lao	W027					
	Paraprof, Bilingual Spanish	W030					
	Paraprof, Child Development, Bilingual	W251					
	Paraprof, Early Childhood Mild/Mod	W044					
	Translator/Assessor Hmong	W222					
	Translator/Assessor Lao	W224					
	Translator/Assessor Spanish	W225					
G25	Accounting Payroll Technician I	W183	$17.1595	$18.0115	$18.9582	$19.8814	$20.9347
	Library Media Technician-Middle	W205					
	Paraprof, Moderate/Severe	W049					
G26	Account Clerk II	W070	$17.5973	$18.4732	$19.4197	$20.4612	$21.4314
	Attendance Records Assistant	W011					
	Instructional Materials Asst II	W052					
	Library Media Technician-High School	W206					

Year 2022-23
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Board approved PENDING

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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G26	Medi-Cal Billing Technician	W246	$17.5973	$18.4732	$19.4197	$20.4612	$21.4314
	Registrar Assistant	W158					
	Resource Counseling Assistant	W018					
	Resource Counseling Asst-Hmong	W014					
	Resource Counseling Asst-Lao	W016					
	Resource Counseling Asst-Spanish	W017					
G27	Categorical School Program Assistant	W235	$18.0115	$18.9582	$19.8814	$20.9347	$22.0350
	Choral Assistant/Accompanist	W065					
	Human Resources Assistant	W236					
	Office Assistant III	W058					
	Paraprof, Computer Lab Asst II	W035					
	Secretary I	W159					
	Special Ed Office Assistant	W214					
G28	Bookstore Technician	W189	$18.4732	$19.4197	$20.4612	$21.4314	$22.4968
	Instructional Materials Assistant III	W053					
	Library Resource Technician	W207					
	Maintenance Dispatcher	W195					
	Paraeducator, Community Based	W152					
	Printing Technician	W233					
	Purchasing Technician	W212					
	Telecommunication Operator I	W150					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G29	Accounting Payroll Technician II	W184	$18.9582	$19.8814	$20.9347	$22.0350	$23.1358
	Copier Systems Operator	W147					
	Facilities Reservation Technician	W196					
	Home/School Liaison	W228					
	Home/School Liaison-Hmong	W121					
	Home/School Liaison-Lao	W124					
	Home/School Liaison-Spanish	W125					
	Paraeducator, Speech	W153					
G30	Media Specialist/Braille Transcriber	W220	$19.4197	$20.4612	$21.4314	$22.4968	$23.6800
	Medical Lab Technician	W208					
	Paraeducator, Autism	W230					
	Paraeducator, Soc Emot Intervention	W231					
	Paraprof, Deaf/Hard of Hearing (Oral)	W063					
	Paraprof, Deaf/Hard of Hearing (Sign)	W064					
	Paraprof, Moderate/Severe: Autism	W259					
	Paraprof, Moderate/Severe: DHH Oral	W260					
	Paraprof, Moderate/Severe: DHH Sign	W261					
	Paraprof, Moderate/Severe: Soc Emot Interven	W262					
G31	Account Clerk III	W071	$19.8814	$20.9347	$22.0350	$23.1358	$24.2600
	Assistant, Campus Safety	W061					
	School Office Manager Elementary	W140					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G32	Assessment Svcs Technician-Hmong	W009	$20.4612	$21.4314	$22.4968	$23.6800	$24.8281
	Assessment Svcs Technician-Lao	W008					
	Assessment Svcs Technician-Spanish	W010					
	Lead After School/Extended Day	W076					
	Library Cataloger	W067					
	Material Translator-Hmong	W082					
	Material Translator-Khmer	W083					
	Material Translator-Lao	W085					
	Material Translator-Spanish	W088					
	Migrant Education Liaison-Hmong	W127					
	Migrant Education Liaison-Spanish	W128					
	Prevention and Intervention Technician	W216					
	Program Eligibility Technician	W072					
	Student Transfer Technician	W203					
	Telecommunication Operator II	W151					
G33	Benefits Eligibility Assistant	W012	$20.9346	$22.0350	$23.1358	$24.2600	$25.5028
	Customer Service Representative	W174					
	High School Financial Technician	W200					
	Offset Press Operator	W149					
G34	Accounting Payroll Technician III	W185	$21.4314	$22.4968	$23.6800	$24.8282	$26.0943
	Attendance Technician	W187					
	Budget Technician I	W190					
	Child Welfare & Attend Specialist I	W138					

Year 2022-23
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Board approved PENDING

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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G34	Facilities Project Technician	W237	$21.4314	$22.4968	$23.6800	$24.8282	$26.0943
	Lead Campus Security	W078					
	Medical Assistant	W021					
	Program Technician	W210					
	Secretary II	W160					
	Student Records Technician	W242					
	Testing Technician	W217					
G35	Career Center Facilitator	W110	$22.0350	$23.1358	$24.2600	$25.5028	$26.7690
	Home Education Facilitator-Hmong	W093					
	Home Education Facilitator-Spanish	W096					
	Job Developer I	W079					
G35	Registrar	W157	$22.0350	$23.1358	$24.2600	$25.5028	$26.7690
	School Office Manager - Middle	W142					
	School/Community Liaison	W137					
	School/Community Liaison-Hmong	W131					
	School/Community Liaison-Indian	W132					
	School/Community Liaison-Lao	W134					
	School/Community Liaison-Spanish	W135					
	Workplace Technician	W181					
G36	Administrative Secretary I	W161	$22.4968	$23.6800	$24.8282	$26.0943	$27.5144
	Budget Technician II	W191					
	Child Welfare & Attend Specialist II	W165					

Year 2022-23
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Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G36	Department Office Manager	W139	$22.4968	$23.6800	$24.8282	$26.0943	$27.5144
	Grants Technician	W197					
	Help Desk Support Technician	W146					
	Staff Development Technician	W215					
G37	Disability/Retirement Technician	W171	$23.0590	$24.2104	$25.4223	$26.6922	$28.0268
	Human Resources Data Specialist I	W172					
	Human Resources Specialist	W201					
	Workers' Comp Technician	W182					
G38	Technology Support Specialist I	W176	$23.6350	$24.8166	$26.0563	$27.3586	$28.7253
G39	Operator, Computer II	W144	$24.2600	$25.5028	$26.7690	$28.1534	$29.5616
	Education Audiologist Technician	W019					
	License Vocational Nurse	W198					
G40	Administrative Secretary II	W162	$24.8647	$26.1371	$27.4410	$28.8547	$30.2996
G41	Architectural Drafting Specialist	W066	$25.5028	$26.7690	$28.1534	$29.5616	$31.1594
	Media Technician/Driver	W219					
G42	Accountant I	W001	$26.0943	$27.5144	$28.9227	$30.3427	$31.8811
	Educational Transcriber	W221					
	Employee Service Center Specialist	W248					
	Human Resources Data Specialist II	W173					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G43	Payroll Specialist	W249	$26.7690	$28.1534	$29.5616	$31.1594	$32.7214
	Media Production Specialist	W180					
	Network Technician I	W192					
	Technology Support Specialist II	W232					
	Technical Specialist I	W239					
	Systems Technician I	W243					
G44	Community Education Specialist	W167	$27.5144	$28.9227	$30.3427	$31.8811	$33.5851
	Community Relations Liaison	W120					
	Community Relations Liaison Spanish	W256					
	Community Relations Liaison Hmong	W257					
	Community Relations Liaison Lao	W258					
	Job Developer II	W080					
G45	Primary Language Instruction Specialist	W178	$27.0706	$28.4246	$29.9610	$31.4628	$32.9990
	Speech Language Pathologist Assistant	W250					
	Mentoring Program Facilitator I	W252					
G46	Accountant II	W002	$28.9227	$30.3427	$31.8811	$33.5851	$35.2184
	Student Attend Review Board Technician	W213					
	Mentoring Program Facilitator II	W253					
G47	Licensed Mental Health Clinician	W074	$29.6399	$31.1367	$32.6928	$34.3270	$36.0942
G51	Network Technician II	W193	$32.7214	$34.3189	$36.0942	$37.8930	$39.7864

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G51	Software Developer I	W004	$32.7214	$34.3189	$36.0942	$37.8930	$39.7864
	Systems Technician II	W244					
	Technical Specialist II	W229					
	Technology Support Specialist III	W247					
G53	DHH Cued Lang Transliterator Itinerant	W090	$34.4250	$36.1453	$37.9533	$39.8512	$41.8429
	DHH Oral Interepreter Itinerant	W091					
	DHH Sign Interepreter Itinerant	W092					
G54	Software Developer II	W005	$35.2184	$37.0168	$38.8753	$40.8043	$42.9461
G58	Network Technician III	W194	$38.8753	$40.8043	$42.9461	$45.1471	$47.4075
	Software Developer III	W006					
	Technicial Specialist III	W062					
	Web Administrator	W227					
	Systems Administrator	W238					
G59	Information System Specialist	W003	$39.7864	$41.8693	$43.9876	$46.2478	$48.5909
	Software Engineer	W240					
G60	Database Administrator	W170	$40.8185	$42.8595	$45.0031	$47.2535	$49.6164
	Systems Programmer	W154					
	Systems Engineer	W241					

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G62	Network Security Specialist	W177	$42.9461	$45.1471	$47.4075	$49.8218	$52.2950

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual $500 for BA +90*
Annual $1000 for Master's*
Annual $1500 for earned Doctorate*
*Credit for only one degree will be given

Year 2022-23
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FRESNO UNIFIED SCHOOL DISTRICT

FTA-TRADES Hourly Salary Schedule
2022-2023
Effective July 1, 2022

FTA-TRADES Hourly Salary Schedule

Grade	Title	Job Code	Hrly Rate
M15	Laborer - HVAC - Filter Changer	M026	$32.2697
M15	Laborer - Maintenance	M027	$32.2697
M18	Irrigation Specialist	M016	$30.6448
M21	Floor Covering Worker	M019	$39.4726
M24	Equipment Operator I	M028	$36.3032
M27	Roofer	M013	$32.3979
M30	Painter	M010	$41.3613
M39	Equipment Operator II	M029	$40.3370
M46	Electrician	M004	$41.1148
M46	Electronics Services Specialist	M015	$41.1148
M46	Telecommunications Technician	M017	$41.1148
M49	Glazier	M005	$46.8683
M69	Boiler/Heating Equipment Mechanic	M007	$43.7817
M69	HVAC & Refrigeration Mechanic	M008	$43.7817
M69	Plumber	M012	$43.7817

FTA-TRADES Lead Hourly Salary Schedule

Grade	Title	Job Code	Hrly Rate (Step 18)
M22	Lead Floor Covering Worker	M030	$41.4463
M23	Lead HVAC & Refrigration Mechanic	M033	$45.9707
M33	Lead Roofer	M014	$34.0178
M36	Lead Painter	M011	$43.4294
M47	Lead Electronics Services Specialist	M031	$43.1705
M61	Lead Irrigation Specialist	M038	$32.1770
M62	Lead Glazier	M040	$49.2117
M64	Lead Electrician	M039	$43.1705
M65	Lead Equipment Operator II	M041	$42.3539
M68	Lead Plumber	M043	$45.9707
M70	Lead Mobile Maintenance	M045	$51.8150
M72	Lead Filter Changer	M046	$33.8832

Year 2022-23
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Board approved PENDING

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FRESNO UNIFIED SCHOOL DISTRICT

IAMAW CRAFTS Hourly Salary Schedule
2022-2023
Effective July 1, 2022

IAMAW CRAFTS Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M12	Vehicle Utilities Worker	IAMAW Local 653	M025	$35.2042
M51	Vehicle/Equipment Mechanic	IAMAW Local 653	M009	$43.9995
M57	Carpenter	UB Local 1109	M001	$49.3477
M57	Locksmith	UB Local 1109	M001	$49.3477
M58	Concrete Worker/Finisher	OPCM Local 300	M003	$43.9542
M60	Metal Trades II	UA Local 246	M018	$45.8504

IAMAW CRAFTS Lead Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M52	Lead Vehicle/Equipment Mechanic	IAMAW Local 653	M032	$46.1995
M63	Lead Carpenter	UB Local 1109	M002	$51.8150
M67	Lead Metal Trades II	UA Local 246	M042	$48.1429
M70	Lead Locksmith	UB Local 1109	M044	$51.8150

FRESNO UNIFIED SCHOOL DISTRICT

Confidential Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
T34	Assistant, Benefits & Risk Mgmt	C002	$23.1638	$24.3213	$25.5373	$26.8138	$28.1548
	Secretary II	C004					
T36	Secretary, Administrative I	C006	$24.3515	$25.5676	$26.8477	$28.1788	$29.5862
T40	Secretary, Administrative II	C007	$26.7858	$28.1247	$29.5300	$31.0077	$32.5581
	Trustee Area Liaison*	C012					
T46	Secretary, Administrative III	C008	$31.1789	$32.7296	$34.3751	$36.1388	$37.9617
T48	Secretary, Executive to the Board of Educ	C009	$32.7296	$34.3751	$36.1388	$37.9617	$39.9504
	Secretary, Executive to the Superintendent	C010					
T54	Officer, Community Relations	C003	$38.8657	$40.7942	$42.9357	$45.1362	$47.3960

*Not eligible for permanency or health and welfare benefits

Year 2022-2023
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Board approved PENDING

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FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S35	Supervisor, Benefits	S017	$22.4046	$23.4916	$24.6381	$25.8681	$27.1819	
S36	Supervisor, Department Office	S010	$22.8345	$24.0409	$25.2351	$26.5131	$27.9463	
	Specialist, Facilities Dept	S013						
	Specialist, School Safety/Security	S015						
S37	Supervisor, School Food Services	S026	$23.4916	$24.6381	$25.8681	$27.1819	$28.6029	
	Supervisor, Student Records	S042						
	Supervisor, Nutrition Center	S051						
S38	Supervisor, Plant High School	S039	$24.0409	$25.2351	$26.5131	$27.9463	$29.3674	
	Supervisor, Shipping/Receiving	S041						
S39	Manager, School Office IV	S011	$24.6399	$25.8709	$27.1650	$28.5218	$29.9498	
S41	Supervisor, Grounds Maintenance	S028	$25.8681	$27.1819	$28.6029	$30.0244	$31.6365	
S42	Buyer I	S001	$26.5131	$27.9463	$29.3674	$30.8125	$32.4008	
	Trainer-Bus Driver	S048						
S45	Buyer II	S002	$28.6029	$30.0244	$31.6365	$33.2369	$34.8492	
	Supervisor, Warehouse Operations	S046						
S48	Supervisor, Media Services	S034	$30.8125	$32.4008	$34.0727	$35.7568	$37.5961	

Year 2022-2023
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Board approved PENDING

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FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S50	Buyer III	S003	$32.4008	$34.0727	$35.7568	$37.5961	$39.4592	
	Technician, Energy Management	S047						
S53	Supervisor, Accounting	S016	$34.8492	$36.6526	$38.4799	$40.3788	$42.5164	
	Supervisor, Grounds & Landscape	S029						
	Supervisor, Operations-IMS	S036						
	Supervisor, Transport Operations	S045						
S56	Estimator, Planner-Electrical	S004	$37.5961	$39.4592	$41.4297	$43.5913	$45.8486	
	Estimator, Planner-Mechanical	S005						
	Manager, Assistant, Project	S009						
S59	Supervisor, Telecommunications II	S044	$40.3788	$42.5164	$44.6780	$46.9711	$49.3238	
	Scheduler, Work Control	S012						
S66	Supervisor, Building Trades - CRAFTS	S019						$57.7366
S67	Supervisor, Building Trades - TRADES	S051						$56.6273
S68	Supervisor, Bus Shop - CRAFTS	S020						$51.4517
S69	Supervisor, Concrete - CRAFTS	S022						$51.4263
S70	Supervisor, Lock Shop - CRAFTS	S032						$57.7366

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S71	Supervisor, Metal - CRAFTS	S035						$53.5761
S72	Supervisor, Mobile Unit - CRAFTS	S049						$57.7366
S73	Supervisor, Electrical Trades - TRADES	S024						$48.1031
S74	Supervisor, Electronics Shop - TRADES	S025						$48.1031
S75	Supervisor, General Maintenance - TRADES	S027						$47.1942
S76	Supervisor, HVAC & Refrigeration - TRADES	S030						$51.2247
S77	Supervisor, Irrigation - TRADES	S031						$35.8544
S78	Supervisor, Paint Shop - TRADES	S037						$48.3927
S79	Supervisor, Plumber - TRADES	S040						$51.2247

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 185 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E21	School Social Worker	E152	$6,572.55	$6,901.15	$7,246.12	$7,608.46	$7,988.95

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR.

C. CHALLENGING ASSIGNMENT INCENTIVE
Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 197 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E24	Advisor, Guidance and Learning	E044	$8,101.99	$8,507.00	$8,932.24	$9,379.16	$9,847.76
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Vice Principal I	E189					
E21	Social Worker, School	E152	$6,998.87	$7,348.79	$7,716.14	$8,101.99	$8,507.15

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 197 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E24	Advisor, Guidance and Learning	E044	$7,426.82	$7,798.09	$8,187.88	$8,597.57	$9,027.12
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Vice Principal I	E189					
E21	Social Worker, School	E152	$6,415.63	$6,736.39	$7,073.13	$7,426.82	$7,798.22

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 201 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Head Counselor	E062	$8,679.74	$9,113.60	$9,569.60	$10,047.72	$10,549.77
	Manager II - Magnet School	E247					
	Manager II, Regional Instructional	E222					
	Principal I	E144					
	Principal I on Special Assignment	E244					
	Vice Principal II	E190					
E24	Advisor, Guidance and Learning	E044	$8,266.49	$8,679.74	$9,113.60	$9,569.60	$10,047.72
	School Counselor - Site	E060					

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 201 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Head Counselor	E062	$7,956.42	$8,354.14	$8,772.14	$9,210.41	$9,670.62
	Manager II - Magnet School	E247					
	Manager II, Regional Instructional	E222					
	Principal I	E144					
	Principal I on Special Assignment	E244					
	Vice Principal II	E190					
E24	Advisor, Guidance and Learning	E044	$7,577.62	$7,956.42	$8,354.14	$8,772.14	$9,210.41
	School Counselor - Site	E060					

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 206 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E28	Principal III	E147	$10,102.61	$10,607.86	$11,138.40	$11,695.29	$12,280.01
E27	Principal II	E145	$9,807.65	$10,297.66	$10,812.20	$11,353.10	$11,921.14
	Principal II on Special Assignment	E146					
E26	Vice Principal III	E191	$9,340.31	$9,807.65	$10,297.66	$10,812.20	$11,353.10
	Vice Principal III on Special Assisgnment	E192					
E25	Manager II, - Special Education/Principal I	E062	$8,895.65	$9,340.31	$9,807.65	$10,297.66	$10,812.20
	Manager II, Regional Instructional	E222					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	$8,472.13	$8,895.65	$9,340.31	$9,807.65	$10,297.66

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 206 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E28	Principal III	E147	$9,260.73	$9,723.87	$10,210.20	$10,720.68	$11,256.68
E27	Principal II	E145	$8,990.35	$9,439.52	$9,911.18	$10,407.01	$10,927.71
	Principal II on Special Assignment	E146					
E26	Vice Principal III	E191	$8,561.95	$8,990.35	$9,439.52	$9,911.18	$10,407.01
	Vice Principal III on Special Assisgnment	E192					
E25	Manager II, - Special Education/Principal I	E062	$8,154.35	$8,561.95	$8,990.35	$9,439.52	$9,911.18
	Manager II, Regional Instructional	E222					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	$7,766.12	$8,154.35	$8,561.95	$8,990.35	$9,439.52

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
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C. CHALLENGING ASSIGNMENT INCENTIVE
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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 207 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E24	Vice Principal I	E189	$8,513.26	$8,938.83	$9,385.65	$9,855.26	$10,347.65
	Advisor, Guidance and Learning	E044					

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual $500 for B.A. + 90*

Annual $1000 for M.A. on all classes*

Annual $1500 for Earned Doctorate*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 211 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Vice Principal II	E190	$9,111.56	$9,567.02	$10,045.70	$10,547.61	$11,074.63

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual $500 for B.A. + 90*

Annual $1000 for M.A. on all classes*

Annual $1500 for Earned Doctorate*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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C. CHALLENGING ASSIGNMENT INCENTIVE

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 215 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E28	Principal III	E147	$10,543.99	$11,071.31	$11,625.03	$12,206.25	$12,816.52
	Principal III on Special Assignment	E215					
E27	Principal II on Special Assignment	E146	$10,236.14	$10,747.56	$11,284.58	$11,849.11	$12,441.96
E26	Manager III, Special Education Programs and Services	E124	$9,748.38	$10,236.14	$10,747.56	$11,284.58	$11,849.11
	Vice Principal III on Special Assignment	E192					
E25	Manager II - Specialized Programs	E245	$9,284.29	$9,748.38	$10,236.14	$10,747.56	$11,284.58
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	Manager II, Nurse Educator	E273					
	Manager II, Preschool Infant	E047					
	Manager II, Regional Instructional	E222					
	Manager II, Social Emotional Support	E028					
	School Psychologist - District	E151					
	Vice Principal II on Special Assignment	E217					
	Vice Principal II	E190					
			$8,842.27	$9,284.29	$9,748.38	$10,236.14	$10,747.56
E24	Manager I, Autism Support	E153					
	Manager I, Prevention and Intervention	E055					
	Manager I, Technology Training	E157					
	School Counselor	E060					
	Vice Principal I on Special Assignment	E187					
			$8,421.17	$8,842.27	$9,284.29	$9,748.38	$10,236.14
E23	Coordinator II, Attendance	E137					
	School Social Worker	E152					

Year 2022-2023

6% increase effective 7/1/2022

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 215 Duty Days (11 Month/August to June Work Schedule)

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 215 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E28	Principal III	E147	$9,665.33	$10,148.70	$10,656.27	$11,189.06	$11,748.47
	Principal III on Special Assignment	E215					
E27	Principal II on Special Assignment	E146	$9,383.13	$9,851.93	$10,344.19	$10,861.69	$11,405.13
E26	Manager III, Special Education Programs and Services	E124	$8,936.02	$9,383.13	$9,851.93	$10,344.19	$10,861.69
	Vice Principal III on Special Assignment	E192					
E25	Manager II - Specialized Programs	E245	$8,510.60	$8,936.02	$9,383.13	$9,851.93	$10,344.19
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	Manager II, Nurse Educator	E273					
	Manager II, Preschool Infant	E047					
	Manager II, Regional Instructional	E222					
	Manager II, Social Emotional Support	E028					
	School Psychologist - District	E151					
	Vice Principal II on Special Assignment	E217					
	Vice Principal II	E190					
E24	Manager I, Autism Support	E153	$8,105.41	$8,510.60	$8,936.02	$9,383.13	$9,851.93
	Manager I, Prevention and Intervention	E055					
	Manager I, Technology Training	E157					
	School Counselor	E060					
	Vice Principal I on Special Assignment	E187					
E23	Coordinator II, Attendance	E137	$7,719.40	$8,105.41	$8,510.60	$8,936.02	$9,383.13
E21	School Social Worker	E152	$7,001.83	$7,351.90	$7,719.40	$8,105.41	$8,510.75

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 216 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E27	Principal II	E145	$10,283.75	$10,797.55	$11,337.06	$11,904.22	$12,499.83

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual $500 for B.A. + 90*

Annual $1000 for M.A. on all classes*

Annual $1500 for Earned Doctorate*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 225 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E28	Principal III	E147	$10,114.88	$10,620.74	$11,151.92	$11,709.48	$12,294.92

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual $500 for B.A. + 90*

Annual $1000 for M.A. on all classes*

Annual $1500 for Earned Doctorate*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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Year 2022-23

6% increase effective 7/1/2022

Board approved PENDING

Year: Management Salary Schedule 2022-2023

Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 261 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E33	Assoc Superintendent, School Leadership/School Support Services	E176	$14,736.86	$15,512.41	$16,328.98	$17,188.40	$18,093.06
E32	Chief Engagement and External Partnerships Officer	E259	$13,279.71	$13,943.72	$14,640.95	$15,373.04	$16,141.67
	Instructional Superintendent, School Curriculum	E225					
	Instructional Superintendent, School Leadership	E224					
E31	Assistant Superintendent, Early Learning	E246	$11,910.07	$12,505.59	$13,130.89	$13,787.46	$14,476.83
	Assistant Superintendent, EL Program and Services	E202					
	Assistant Superintendent, School Leadership	E203					
	Assistant Superintendent, Special Education Services	E177					
E30	Principal V	E226	$11,218.84	$11,779.78	$12,368.77	$12,987.20	$13,636.59
E29	Administrator, Leadership Development	E009	$10,527.54	$11,053.72	$11,606.69	$12,186.73	$12,796.20
	Executive Director, Special Education	E233					
	Principal IV	E148					
	Principal IV on Special Assignment	E216					
E28	Principal III on Special Assignment	**E215**	$10,249.77	$10,762.40	$11,300.60	$11,865.58	$12,458.87
E27	Director, Health Services	E076	$9,950.50	$10,447.64	$10,969.66	$11,518.49	$12,094.76
	Director, Instructional Media Services	E080					
	Director, Instructional Support	E070					
	Director, School Choice	E087					
	Director, SELPA	E091					
E26	Manager III, Athletics	E110	$9,476.30	$9,950.50	$10,447.64	$10,969.66	$11,518.49
	Manager III, Community Family Engagement Network	E112					
	Manager III, Early Childhood Education	E114					

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2022-2023

Effective July 1, 2022

Management 261 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Manager II, Social Emotional Support	E028	$9,025.15	$9,476.30	$9,950.50	$10,447.64	$10,969.66
	Manager II, Special Education	E212					
	Manager II, State and Federal Programs	E056					
E24	Manager I (General)	E258	$8,595.50	$9,025.15	$9,476.30	$9,950.50	$10,447.64

Duty Year of 261 reflects 228 duty days, 13 holidays plus 20 vacation days

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

The intent is that management employees use annual vacation days. If not used, these days vest to the individual. Payment for unused vacation days at the time of separation from FUSD will be calculated using a divisor of 261 for 12-month employees.

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Associate Superintendent of HR/LR.

C. CHALLENGING ASSIGNMENT INCENTIVE
Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

*This position does not receive longevity and the District is fully reimbursed for all compensation and employer-related expenses pursuant to the vendor contract for this position.

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 197 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E24	Manager I, Program	E123	$452.40	$475.01	$498.75	$523.71	$549.88
E13	Specialist, Behavioral Intervention	E230	$264.51	$277.72	$291.61	$306.19	$321.49

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR

C. CHALLENGING ASSIGNMENT INCENTIVE
Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

The Mentor/Leadership Coach Increment and the Challenging Assignment Incentive do not fit within the definition of special compensation (2 CCR5 71) and therefore are not included in the compensation reported to CalPERS.

*May work either July to June or August to June workschedule.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 201 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Manager II (General)	E211	$475.01	$498.75	$523.71	$549.88	$577.35

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR

C. CHALLENGING ASSIGNMENT INCENTIVE
Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

The Mentor/Leadership Coach Increment and the Challenging Assignment Incentive do not fit within the definition of special compensation (2 CCR 571) and therefore are not included in the compensation reported to CalPERS.

*May work either July to June or August to June workschedule.

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 205 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E24	Advisor, Behavior Support	E275	$452.40	$475.01	$498.75	$523.71	$549.88

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR

C. CHALLENGING ASSIGNMENT INCENTIVE
Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

The Mentor/Leadership Coach Increment and the Challenging Assignment Incentive do not fit within the definition of special compensation (2 CCR5 71) and therefore are not included in the compensation reported to CalPERS.

*May work either July to June or August to June workschedule.

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 206 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Manager II (General)	E211	$475.01	$498.75	$523.71	$549.88	$577.35
	Manager II, Special Education	E212					

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR

C. CHALLENGING ASSIGNMENT INCENTIVE
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*May work either July to June or August to June workschedule.

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 215 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E26	Manager III (General)	E223	$498.75	$523.71	$549.88	$577.35	$606.23
E25	Manager II (General)	E211	$475.01	$498.75	$523.71	$549.88	$577.35
	Manager II, Specialized Programs	E245					
	Manager II, Student Conduct Hearing	E154					
E24	Manager I, Program	E123	$452.40	$475.01	$498.75	$523.71	$549.88
E23	Occupational Therapist	E186	$430.85	$452.40	$475.01	$498.75	$523.71
	Physical Therapist	E253					
E22	Coordinator II, Career Education	E207	$410.34	$430.85	$452.40	$475.01	$497.88

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR

C. CHALLENGING ASSIGNMENT INCENTIVE
Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

The Mentor/Leadership Coach Increment and the Challenging Assignment Incentive do not fit within the definition of special compensation (2 CCR 571) and therefore are not included in the compensation reported to CalPERS.

*May work either July to June or August to June workschedule.

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 261 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E33	Chief Equity and Access	E200	$677.56	$713.21	$750.76	$790.27	$831.86
	Chief Financial Officer	E260					
	Chief Operational Services	E169					
	Senior Executive	E227					
	Chief Human Resources/Labor Relations	E180					
E32	Chief Engagement and External Partnership Officer	E259	$610.56	$641.09	$673.15	$706.81	$742.15
	Chief Executive	E236					
	Chief Information Officer	E139					
	Chief of Staff (General)	E221					
	Chief Technology Officer	E179					
E31	Assistant Superintendent	E159	$547.59	$574.97	$603.72	$633.91	$665.60
	Assistant Superintendent, Operational Services	E161					
	Deputy Executive (General)	E208					
	Prevention and Intervention Executive	E263					
E30	Executive Officer, District & School Accountability & Improvement	E104	$515.81	$541.60	$568.68	$597.11	$626.97
	Executive Officer, School Leadership	E105					
	Executive Officer (General)	E220					
E29	Administrator (General)	E195	$484.02	$508.22	$533.64	$560.31	$588.33
	Administrator, Human Resources / Labor Relations	E007					
	Executive Director (General)	E210					
	Executive Director, Constituent Services	E003					
	Executive Director, Health Service and Student Health Services	E264					
	Executive Director, Human Resources/Labor Relations	E096					
	Executive Director, Maintenance & Operations	E098					
	Executive Director, Purchasing	E101					
	Executive Director, Research Evaluation and Assessment	E094					
E27	Director (General)	E219	$431.60	$453.16	$475.80	$499.61	$524.60
	Director, Benefits and Risk Management	E066					
	Director, Career Readiness	E067					
	Director, Fiscal Services	E073					

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 261 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E27	Director, Food Services	E074					
	Director, Human Resources	E079					
	Director, Transportation	E093					
	Director, Risk Management	E272	$431.60	$453.16	$475.80	$499.61	$524.60
E26	Administrative Analyst	E015	$411.03	$431.60	$453.16	$475.80	$499.61
	Administrative Analyst, Research, Evaluation & Assessment	E194					
	Manager III (General)	E223					
	Manager III, Technology Services	E113					
E25	Manager II (General)	E211	$391.46	$411.03	$431.60	$453.16	$475.80
	Manager II, Emergency Planning/Crisis Response	E042					
	Manager II, Grants	E043					
	Manager II, Information Technology	E048					
	Manager II, Maintenance and Operational Services	E119					
	Manager II, Mentoring	E053					
	Manager II, Nurse Educator	E273					
	Manager II, Special Education	E212					
	Manager II, Student Conduct Hearing	E154					
	Manager II, Specialized Programs	E245					
E24	Business Operations Manager (General)	E213	$372.83	$391.46	$411.03	$431.60	$453.16
	Design Lead	E266					
	Manager I, Applications Development and Support	E170					
	Ombudsman	E143					
	Manager I, (General)	E258					
	Manager I, Program	E123					
	Manager Program, Student Wellness	E265					
	Manager I, Communications	E142					
E23	Executive Assistant to Superintendent	E024	$355.07	$372.83	$391.46	$411.03	$431.60
E22	Analyst II, Budget	E261	$338.17	$355.07	$372.83	$391.46	$410.32
	Coordinator II, Technology Support Services	E172					
	Project Manager (General)	E214					
	Project Manager, Facilities	E122					
	Project Maintenance & Operations Manager	E256					

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 261 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E21	Analyst II, Accounting/Payroll	E199	$322.06	$338.17	$355.07	$372.83	$391.47
	Analyst II (General)	E198					
	Analyst II, Fiscal Services	E017					
E20	Coordinator I, Benefits	E032	$306.73	$322.06	$338.17	$355.07	$372.83
	Coordinator I, Energy Management	E232					
	Coordinator I, Extended Learning	E274					
E19	Coordinator I, Purchasing	E127	$292.11	$306.73	$322.06	$338.17	$355.07
	Coordinator I, Workers' Compensation	E175					
E18	Analyst I, Budget	E262					
	Analyst I, Workers' Compensation	E019	$278.20	$292.11	$306.73	$322.06	$338.17
	Coordinator I, Warehouse Services	E133					
E17	Analyst I, Fiscal Services	E016	$265.09	$278.20	$292.11	$306.73	$322.06
	Analyst I (General)	E218					
	Analyst I, Information Systems	E197					
	Analyst I, Human Resources	E018					
	District Supervisor II, Food Services	E117					
	Supervisor, Accounting	E267					
	Supervisor, Employee Service Center	E269					
	Supervisor, Environmental Services	E173					
	Supervisor, Payroll	E268					
E16	District Supervisor II, Energy Educator	E135	$252.34	$264.94	$278.20	$292.11	$306.73
E15	Athletic Trainer (Certified)	E229	$240.32	$252.34	$264.94	$278.20	$292.11
	District Supervisor I, Food Services	E116					
	District Supervisor I, Risk Management Claims	E209					
	Nutritionist	E136					
E13	District Supervisor I, Custodial Services	E030	$217.99	$228.88	$240.32	$252.34	$264.94
	District Supervisor I, Graphic Services	E174					

Fresno Unified School District

Classified Management Daily Salary Schedule 2022-23

Effective July 1, 2022

Management 261 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5

Duty Year of 261 reflects 228 duty days, 13 holidays plus 20 vacation days

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90*
Annual $1000 for M.A. on all classes*
Annual $1500 for Earned Doctorate*
Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.
*Additions are non-cumulative

The intent is that management employees use annual vacation days. If not used, these days vest to the individual. Payment for unused vacation days at the time of separation from FUSD will be calculated using a divisor of 261 for 12-month employees.

B. MENTOR/LEADERSHIP COACH INCREMENT
An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR

C. CHALLENGING ASSIGNMENT INCENTIVE
Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

The Mentor/Leadership Coach Increment and the Challenging Assignment Incentive do not fit within the definition of special compensation (2 CCR 571) and therefore are not included in the compensation reported to CalPERS.

Fresno Unified School District

Certificated Management 261 Monthly Salary Schedule

Competitive and Negotiable 2022-2023

Effective July 1, 2022

Job Code	Job Title	Grade	Neg Step
E158	Superintendent*	Neg	$29,182.34
E138	Chief Academic Officer*	Neg	$21,906.65
E270	Deputy Superintendent*	Neg	$21,455.57

All above salary include the percentage salary increase negotiated with the bargaining units.

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for B.A. + 90
Annual $1000 for M.A. on all classes
Annual $1500 for Earned Doctorate
*Additions are non-cumulative

*Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

Fresno Unified School District

Classified Management 261 Daily Salary Schedule

Competitive and Negotiable 2022-2023

Effective July 1, 2022

Job Code	Job Title	Grade	Neg Step
E271	Chief Operations and Classified Labor Officer*	Neg	$916.35
E260	Chief Financial Officer*	Neg	$857.42

All above salary include the percentage salary increase negotiated with the bargaining units.

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)
Annual $500 for M.A. on all classes*
Annual $1000 for B.A. + 90*
Annual $1500 for Earned Doctorate*
* Additions are non-cumulative

*Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Year: Management Salary Schedule 2022-2023
Salary may be pro-rated based on FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2022-2023

Effective July 1, 2022

Schedule A: Nurses and Speech Language Pathologists 185* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified nursing/SLP experience**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Nurses/SLPs					
0	$58,519.79	$61,690.40	$64,861.15	$68,031.31	$69,902.03
Full-Credentialed Nurses/SLPs					
1**	$61,690.40	$64,861.15	$68,031.31	$71,202.06	$73,167.65
2	$64,861.15	$68,031.31	$71,202.06	$74,372.66	$76,433.42
3	$68,031.31	$71,202.06	$74,372.66	$77,543.27	$79,699.04
4	$71,202.06	$74,372.66	$77,543.27	$80,713.58	$82,964.51
5	$74,372.66	$77,543.27	$80,713.58	$83,884.03	$86,230.57
6	$77,543.27	$80,713.58	$83,884.03	$87,073.58	$89,685.93
7	$80,713.58	$83,884.03	$87,073.58	$90,466.33	$93,180.06
8		$87,073.58	$90,466.33	$93,858.49	$96,674.34
9			$93,858.49	$97,251.39	$100,168.77
10				$100,643.70	$103,663.05

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, nurses with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district/outside entity, you will begin at level 3.

Nurses with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district/outside entity, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. *Nurses are able to move beyond Step 1 with less than 30 units.*

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective until July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) for 2015-16 are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Speech Pathologists and Nurses receive a $1500 stipend for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a nurse/SLP in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,610.30	$102,254.00	$105,321.66
12	3.20%	$3,220.60	$103,864.30	$106,980.27
13	4.80%	$4,830.90	$105,474.60	$108,638.87
14	6.40%	$6,441.20	$107,084.90	$110,297.48
15	8.00%	$8,051.50	$108,695.20	$111,956.09

Year 2022-2023

6% increase effective 7/1/2022

Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Nurses and Speech Language Pathologists 200* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 nursing experience or outside nursing services**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Nurses					
0	$63,264.64	$66,692.32	$70,120.16	$73,547.36	$75,569.76
Full-Credentialed Nurses					
1**	$66,692.32	$70,120.16	$73,547.36	$76,975.20	$79,100.16
2	$70,120.16	$73,547.36	$76,975.20	$80,402.88	$82,630.72
3	$73,547.36	$76,975.20	$80,402.88	$83,830.56	$86,161.12
4	$76,975.20	$80,402.88	$83,830.56	$87,257.92	$89,691.36
5	$80,402.88	$83,830.56	$87,257.92	$90,685.44	$93,222.24
6	$83,830.56	$87,257.92	$90,685.44	$94,133.60	$96,957.76
7	$87,257.92	$90,685.44	$94,133.60	$97,801.44	$100,735.20
8		$94,133.60	$97,801.44	$101,468.64	$104,512.80
9			$101,468.64	$105,136.64	$108,290.56
10				$108,804.00	$112,068.16

Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, nurses with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district/outside entity, you will begin at level 3.

Nurses with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district/outside entity, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. *Nurses are able to move beyond Step 1 with less than 30 units.*

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective until July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) for 2015-16 are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$1000 for MA on all classes*
Annual	$500 for BA + 90*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers

* Additions are non-cumulative

Nurses receive a $1500 stipend for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a nurse/SLP in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,740.86	$110,544.86	$113,861.25
12	3.20%	$3,481.73	$112,285.73	$115,654.34
13	4.80%	$5,222.59	$114,026.59	$117,447.43
14	6.40%	$6,963.46	$115,767.46	$119,240.52
15	8.00%	$8,704.32	$117,508.32	$121,033.61

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Nurses and Speech Language Pathologists 207* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 nursing experience or outside nursing services**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Nurses					
0	$65,478.90	$69,026.55	$72,574.37	$76,121.52	$78,214.70
Full-Credentialed Nurses					
1**	$69,026.55	$72,574.37	$76,121.52	$79,669.33	$81,868.67
2	$72,574.37	$76,121.52	$79,669.33	$83,216.98	$85,522.80
3	$76,121.52	$79,669.33	$83,216.98	$86,764.63	$89,176.76
4	$79,669.33	$83,216.98	$86,764.63	$90,311.95	$92,830.56
5	$83,216.98	$86,764.63	$90,311.95	$93,859.43	$96,485.02
6	$86,764.63	$90,311.95	$93,859.43	$97,428.28	$100,351.28
7	$90,311.95	$93,859.43	$97,428.28	$101,224.49	$104,260.93
8		$97,428.28	$101,224.49	$105,020.04	$108,170.75
9			$105,020.04	$108,816.42	$112,080.73
10				$112,612.14	$115,990.55

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2070 salary schedule, nurses with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district/outside entity, you will begin at level 3.

Nurses with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district/outside entity, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. *Nurses are able to move beyond Step 1 with less than 30 units.*

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective until July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) for 2015-16 are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Nurses receive a $1500 stipend for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a nurse/SLP in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,801.79	$114,413.93	$117,846.39
12	3.20%	$3,603.59	$116,215.73	$119,702.24
13	4.80%	$5,405.38	$118,017.52	$121,558.09
14	6.40%	$7,207.18	$119,819.32	$123,413.94
15	8.00%	$9,008.97	$121,621.11	$125,269.79

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers and Librarians 185* Duty Days (8 hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching or library service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers/Librarians					
0	$52,842.36	$56,012.97	$59,183.57	$62,353.88	$64,224.45
Full-Credentialed Teachers/Librarians					
1**	$56,012.97	$59,183.57	$62,353.88	$65,524.48	$67,490.07
2	$59,183.57	$62,353.88	$65,524.48	$68,695.24	$70,755.84
3	$62,353.88	$65,524.48	$68,695.24	$71,865.84	$74,021.61
4	$65,524.48	$68,695.24	$71,865.84	$75,036.00	$77,287.08
5	$68,695.24	$71,865.84	$75,036.00	$78,206.75	$80,553.00
6	$71,865.84	$75,036.00	$78,206.75	$81,377.21	$83,818.47
7	$75,036.00	$78,206.75	$81,377.21	$84,547.81	$87,084.24
8		$81,377.21	$84,547.81	$87,718.27	$90,349.86
9			$87,718.27	$90,889.02	$93,615.62
10				$94,059.48	$96,881.24

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers/librarians with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers/librarians with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.
For example, a teacher/librarian in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,504.95	$95,564.43	$98,431.34
12	3.20%	$3,009.90	$97,069.38	$99,981.44
13	4.80%	$4,514.85	$98,574.33	$101,531.54
14	6.40%	$6,019.81	$100,079.28	$103,081.64
15	8.00%	$7,524.76	$101,584.23	$104,631.74

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers and Librarians 194* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching or library service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers/Librarians					
0	$55,413.07	$55,413.07	$58,549.82	$61,686.10	$63,536.71
Full-Credentialed Teachers/Librarians					
1**	$58,737.92	$62,062.77	$65,387.31	$68,712.16	$70,773.37
2	$62,062.77	$65,387.31	$68,712.16	$72,037.17	$74,198.02
3	$65,387.31	$68,712.16	$72,037.17	$75,362.02	$77,622.66
4	$68,712.16	$72,037.17	$75,362.02	$78,686.40	$81,046.99
5	$72,037.17	$75,362.02	$78,686.40	$82,011.40	$84,471.79
6	$75,362.02	$78,686.40	$82,011.40	$85,336.10	$87,896.12
7	$78,686.40	$82,011.40	$85,336.10	$88,660.95	$91,320.77
8		$85,336.10	$88,660.95	$91,985.64	$94,745.25
9			$91,985.64	$95,310.65	$98,169.90
10				$98,635.34	$101,594.39

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers/librarians with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers/librarians with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.
For example, a teacher/librarian in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,578.17	$100,213.51	$103,219.90
12	3.20%	$3,156.33	$101,791.67	$104,845.41
13	4.80%	$4,734.50	$103,369.84	$106,470.92
14	6.40%	$6,312.66	$104,948.00	$108,096.43
15	8.00%	$7,890.83	$106,526.17	$109,721.94

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers and Librarians 195* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching or library service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers/Librarians					
0	$55,698.71	$5.00	$62,382.68	$65,724.36	$67,696.04
Full-Credentialed Teachers/Librarians					
1**	$59,040.70	$62,382.68	$65,724.36	$69,066.35	$71,138.18
2	$62,382.68	$65,724.36	$69,066.35	$72,408.49	$74,580.48
3	$65,724.36	$69,066.35	$72,408.49	$75,750.48	$78,022.78
4	$69,066.35	$72,408.49	$75,750.48	$79,092.00	$81,464.76
5	$72,408.49	$75,750.48	$79,092.00	$82,434.14	$84,907.21
6	$75,750.48	$79,092.00	$82,434.14	$85,775.98	$88,349.20
7	$79,092.00	$82,434.14	$85,775.98	$89,117.96	$91,791.49
8		$85,775.98	$89,117.96	$92,459.80	$95,233.63
9			$92,459.80	$95,801.94	$98,675.93
10				$99,143.77	$102,118.07

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-1950 salary schedule, teachers/librarians with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers/librarians with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.
For example, a teacher/librarian in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,586.30	$100,730.07	$103,751.96
12	3.20%	$3,172.60	$102,316.37	$105,385.85
13	4.80%	$4,758.90	$103,902.67	$107,019.74
14	6.40%	$6,345.20	$105,488.97	$108,653.62
15	8.00%	$7,931.50	$107,075.27	$110,287.51

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers and Librarians 200* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching or library service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers/Librarians					
0	$57,126.88	$60,554.56	$63,982.24	$67,409.60	$69,431.84
Full-Credentialed Teachers/Librarians					
1**	$60,554.56	$63,982.24	$67,409.60	$70,837.28	$72,962.24
2	$63,982.24	$67,409.60	$70,837.28	$74,265.12	$76,492.80
3	$67,409.60	$70,837.28	$74,265.12	$77,692.80	$80,023.36
4	$70,837.28	$74,265.12	$77,692.80	$81,120.00	$83,553.60
5	$74,265.12	$77,692.80	$81,120.00	$84,547.84	$87,084.32
6	$77,692.80	$81,120.00	$84,547.84	$87,975.36	$90,614.56
7	$81,120.00	$84,547.84	$87,975.36	$91,403.04	$94,145.12
8		$87,975.36	$91,403.04	$94,830.56	$97,675.52
9			$94,830.56	$98,258.40	$101,206.08
10				$101,685.92	$104,736.48

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers/librarians with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers/librarians with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher/librarian in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,626.97	$103,312.89	$106,412.26
12	3.20%	$3,253.95	$104,939.87	$108,088.05
13	4.80%	$4,880.92	$106,566.84	$109,763.83
14	6.40%	$6,507.90	$108,193.82	$111,439.61
15	8.00%	$8,134.87	$109,820.79	$113,115.40

Year 2022-23
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers and Librarians 203* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching or library service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers/Librarians					
0	$57,983.78	$61,462.88	$64,941.97	$68,420.74	$70,473.32
Non-Credentialed Teachers/Librarians					
1**	$61,462.88	$64,941.97	$68,420.74	$71,899.84	$74,056.67
2	$64,941.97	$68,420.74	$71,899.84	$75,379.10	$77,640.19
3	$68,420.74	$71,899.84	$75,379.10	$78,858.19	$81,223.71
4	$71,899.84	$75,379.10	$78,858.19	$82,336.80	$84,806.90
5	$75,379.10	$78,858.19	$82,336.80	$85,816.06	$88,390.58
6	$78,858.19	$82,336.80	$85,816.06	$89,294.99	$91,973.78
7	$82,336.80	$85,816.06	$89,294.99	$92,774.09	$95,557.30
8		$89,294.99	$92,774.09	$96,253.02	$99,140.65
9			$96,253.02	$99,732.28	$102,724.17
10				$103,211.21	$106,307.53

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers/librarians with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers/librarians with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.
For example, a teacher/librarian in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,651.38	$104,862.59	$108,008.45
12	3.20%	$3,302.76	$106,513.97	$109,709.37
13	4.80%	$4,954.14	$108,165.35	$111,410.29
14	6.40%	$6,605.52	$109,816.73	$113,111.21
15	8.00%	$8,256.90	$111,468.11	$114,812.13

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers and Librarians 204* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching or library service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers/Librarians					
0	$58,269.42	$61,765.65	$65,261.88	$68,757.79	$70,820.48
Full-Credentialed Teachers/Librarians					
1**	$61,765.65	$65,261.88	$68,757.79	$72,254.03	$74,421.48
2	$65,261.88	$68,757.79	$72,254.03	$75,750.42	$78,022.66
3	$68,757.79	$72,254.03	$75,750.42	$79,246.66	$81,623.83
4	$72,254.03	$75,750.42	$79,246.66	$82,742.40	$85,224.67
5	$75,750.42	$79,246.66	$82,742.40	$86,238.80	$88,826.01
6	$79,246.66	$82,742.40	$86,238.80	$89,734.87	$92,426.85
7	$82,742.40	$86,238.80	$89,734.87	$93,231.10	$96,028.02
8		$89,734.87	$93,231.10	$96,727.17	$99,629.03
9			$96,727.17	$100,223.57	$103,230.20
10				$103,719.64	$106,831.21

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers/librarians with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers/librarians with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.
For example, a teacher/librarian in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,659.51	$105,379.15	$108,540.51
12	3.20%	$3,319.03	$107,038.67	$110,249.81
13	4.80%	$4,978.54	$108,698.18	$111,959.11
14	6.40%	$6,638.06	$110,357.70	$113,668.41
15	8.00%	$8,297.57	$112,017.21	$115,377.71

Year 2022-23
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers on Special Assignment 185* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$52,842.36	$56,012.97	$59,183.57	$62,353.88	$64,224.45
Full-Credentialed Teachers					
1**	$56,012.97	$59,183.57	$62,353.88	$65,524.48	$67,490.07
2	$59,183.57	$62,353.88	$65,524.48	$68,695.24	$70,755.84
3	$62,353.88	$65,524.48	$68,695.24	$71,865.84	$74,021.61
4	$65,524.48	$68,695.24	$71,865.84	$75,036.00	$77,287.08
5	$68,695.24	$71,865.84	$75,036.00	$78,206.75	$80,553.00
6	$71,865.84	$75,036.00	$78,206.75	$81,377.21	$83,818.47
7	$75,036.00	$78,206.75	$81,377.21	$84,547.81	$87,084.24
8		$81,377.21	$84,547.81	$87,718.27	$90,349.86
9			$87,718.27	$90,889.02	$93,615.62
10				$94,059.48	$96,881.24

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,504.95	$95,564.43	$98,431.34
12	3.20%	$3,009.90	$97,069.38	$99,981.44
13	4.80%	$4,514.85	$98,574.33	$101,531.54
14	6.40%	$6,019.81	$100,079.28	$103,081.64
15	8.00%	$7,524.76	$101,584.23	$104,631.74

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers on Special Assignment 189* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$53,984.90	$57,224.06	$60,463.22	$63,702.07	$65,613.09
Full-Credentialed Teachers					
1**	$57,224.06	$60,463.22	$63,702.07	$66,941.23	$68,949.32
2	$60,463.22	$63,702.07	$66,941.23	$70,180.54	$72,285.70
3	$63,702.07	$66,941.23	$70,180.54	$73,419.70	$75,622.08
4	$66,941.23	$70,180.54	$73,419.70	$76,658.40	$78,958.15
5	$70,180.54	$73,419.70	$76,658.40	$79,897.71	$82,294.68
6	$73,419.70	$76,658.40	$79,897.71	$83,136.72	$85,630.76
7	$76,658.40	$79,897.71	$83,136.72	$86,375.87	$88,967.14
8		$83,136.72	$86,375.87	$89,614.88	$92,303.37
9			$89,614.88	$92,854.19	$95,639.75
10				$96,093.19	$98,975.97

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,537.49	$97,630.69	$100,559.59
12	3.20%	$3,074.98	$99,168.18	$102,143.20
13	4.80%	$4,612.47	$100,705.67	$103,726.82
14	6.40%	$6,149.96	$102,243.16	$105,310.44
15	8.00%	$7,687.46	$103,780.65	$106,894.05

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers on Special Assignment and Librarians 194 Duty Days (8 hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$55,413.07	$58,737.92	$62,062.77	$65,387.31	$67,348.88
Full-Credentialed Teachers					
1**	$58,737.92	$62,062.77	$65,387.31	$68,712.16	$70,773.37
2	$62,062.77	$65,387.31	$68,712.16	$72,037.17	$74,198.02
3	$65,387.31	$68,712.16	$72,037.17	$75,362.02	$77,622.66
4	$68,712.16	$72,037.17	$75,362.02	$78,686.40	$81,046.99
5	$72,037.17	$75,362.02	$78,686.40	$82,011.40	$84,471.79
6	$75,362.02	$78,686.40	$82,011.40	$85,336.10	$87,896.12
7	$78,686.40	$82,011.40	$85,336.10	$88,660.95	$91,320.77
8		$85,336.10	$88,660.95	$91,985.64	$94,745.25
9			$91,985.64	$95,310.65	$98,169.90
10				$98,635.34	$101,594.39

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,578.17	$100,213.51	$103,219.90
12	3.20%	$3,156.33	$101,791.67	$104,845.41
13	4.80%	$4,734.50	$103,369.84	$106,470.92
14	6.40%	$6,312.66	$104,948.00	$108,096.43
15	8.00%	$7,890.83	$106,526.17	$109,721.94

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers on Special Assignment 197 Duty Days (8 hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$56,269.98	$59,646.24	$63,022.51	$66,398.46	$68,390.36
Full-Credentialed Teachers					
1**	$59,646.24	$63,022.51	$66,398.46	$69,774.72	$71,867.81
2	$63,022.51	$66,398.46	$69,774.72	$73,151.14	$75,345.41
3	$66,398.46	$69,774.72	$73,151.14	$76,527.41	$78,823.01
4	$69,774.72	$73,151.14	$76,527.41	$79,903.20	$82,300.30
5	$73,151.14	$76,527.41	$79,903.20	$83,279.62	$85,778.06
6	$76,527.41	$79,903.20	$83,279.62	$86,655.73	$89,255.34
7	$79,903.20	$83,279.62	$86,655.73	$90,031.99	$92,732.94
8		$86,655.73	$90,031.99	$93,408.10	$96,210.39
9			$93,408.10	$96,784.52	$99,687.99
10				$100,160.63	$103,165.43

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,602.57	$101,763.20	$104,816.08
12	3.20%	$3,205.14	$103,365.77	$106,466.73
13	4.80%	$4,807.71	$104,968.34	$108,117.37
14	6.40%	$6,410.28	$106,570.91	$109,768.02
15	8.00%	$8,012.85	$108,173.48	$111,418.67

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2022-2023

Effective July 1, 2022

Schedule A: Teachers on Special Assignment 203* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$57,983.78	$61,462.88	$64,941.97	$68,420.74	$70,473.32
Full-Credentialed Teachers					
1**	$61,462.88	$64,941.97	$68,420.74	$71,899.84	$74,056.67
2	$64,941.97	$68,420.74	$71,899.84	$75,379.10	$77,640.19
3	$68,420.74	$71,899.84	$75,379.10	$78,858.19	$81,223.71
4	$71,899.84	$75,379.10	$78,858.19	$82,336.80	$84,806.90
5	$75,379.10	$78,858.19	$82,336.80	$85,816.06	$88,390.58
6	$78,858.19	$82,336.80	$85,816.06	$89,294.99	$91,973.78
7	$82,336.80	$85,816.06	$89,294.99	$92,774.09	$95,557.30
8		$89,294.99	$92,774.09	$96,253.02	$99,140.65
9			$96,253.02	$99,732.28	$102,724.17
10				$103,211.21	$106,307.53

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,651.38	$104,862.59	$108,008.45
12	3.20%	$3,302.76	$106,513.97	$109,709.37
13	4.80%	$4,954.14	$108,165.35	$111,410.29
14	6.40%	$6,605.52	$109,816.73	$113,111.21
15	8.00%	$8,256.90	$111,468.11	$114,812.13

Year 2022-2023

6% increase effective 7/1/2022

Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers on Special Assignment 207* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$59,126.32	$62,673.97	$66,221.62	$69,768.94	$71,861.95
Full-Credentialed Teachers					
1**	$62,673.97	$66,221.62	$69,768.94	$73,316.58	$75,515.92
2	$66,221.62	$69,768.94	$73,316.58	$76,864.40	$79,170.05
3	$69,768.94	$73,316.58	$76,864.40	$80,412.05	$82,824.18
4	$73,316.58	$76,864.40	$80,412.05	$83,959.20	$86,477.98
5	$76,864.40	$80,412.05	$83,959.20	$87,507.01	$90,132.27
6	$80,412.05	$83,959.20	$87,507.01	$91,054.50	$93,786.07
7	$83,959.20	$87,507.01	$91,054.50	$94,602.15	$97,440.20
8		$91,054.50	$94,602.15	$98,149.63	$101,094.16
9			$98,149.63	$101,697.44	$104,748.29
10				$105,244.93	$108,402.26

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,683.92	$106,928.85	$110,136.69
12	3.20%	$3,367.84	$108,612.76	$111,871.13
13	4.80%	$5,051.76	$110,296.68	$113,605.57
14	6.40%	$6,735.68	$111,980.60	$115,340.00
15	8.00%	$8,419.59	$113,664.52	$117,074.44

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers on Special Assignment 215* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$61,411.40	$65,096.15	$68,780.91	$72,465.32	$74,639.23
Full-Credentialed Teachers					
1**	$65,096.15	$68,780.91	$72,465.32	$76,150.08	$78,434.41
2	$68,780.91	$72,465.32	$76,150.08	$79,835.00	$82,229.76
3	$72,465.32	$76,150.08	$79,835.00	$83,519.76	$86,025.11
4	$76,150.08	$79,835.00	$83,519.76	$87,204.00	$89,820.12
5	$79,835.00	$83,519.76	$87,204.00	$90,888.93	$93,615.64
6	$83,519.76	$87,204.00	$90,888.93	$94,573.51	$97,410.65
7	$87,204.00	$90,888.93	$94,573.51	$98,258.27	$101,206.00
8		$94,573.51	$98,258.27	$101,942.85	$105,001.18
9			$101,942.85	$105,627.78	$108,796.54
10				$109,312.36	$112,591.72

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,749.00	$111,061.36	$114,393.18
12	3.20%	$3,498.00	$112,810.36	$116,194.65
13	4.80%	$5,246.99	$114,559.36	$117,996.12
14	6.40%	$6,995.99	$116,308.36	$119,797.59
15	8.00%	$8,744.99	$118,057.35	$121,599.05

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Teachers on Special Assignment 217* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$61,982.66	$65,701.70	$69,420.73	$73,139.42	$75,333.55
Full-Credentialed Teachers					
1**	$65,701.70	$69,420.73	$73,139.42	$76,858.45	$79,164.03
2	$69,420.73	$73,139.42	$76,858.45	$80,577.66	$82,994.69
3	$73,139.42	$76,858.45	$80,577.66	$84,296.69	$86,825.35
4	$76,858.45	$80,577.66	$84,296.69	$88,015.20	$90,655.66
5	$80,577.66	$84,296.69	$88,015.20	$91,734.41	$94,486.49
6	$84,296.69	$88,015.20	$91,734.41	$95,453.27	$98,316.80
7	$88,015.20	$91,734.41	$95,453.27	$99,172.30	$102,147.46
8		$95,453.27	$99,172.30	$102,891.16	$105,977.94
9			$102,891.16	$106,610.36	$109,808.60
10				$110,329.22	$113,639.08

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,765.27	$112,094.49	$115,457.31
12	3.20%	$3,530.54	$113,859.76	$117,275.53
13	4.80%	$5,295.80	$115,625.03	$119,093.76
14	6.40%	$7,061.07	$117,390.29	$120,911.98
15	8.00%	$8,826.34	$119,155.56	$122,730.21

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Designated Teachers 192* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$58,269.42	$61,765.65	$65,261.88	$68,757.79	$70,820.48
Full-Credentialed Teachers					
1**	$61,765.65	$65,261.88	$68,757.79	$72,254.03	$74,421.48
2	$65,261.88	$68,757.79	$72,254.03	$75,750.42	$78,022.66
3	$68,757.79	$72,254.03	$75,750.42	$79,246.66	$81,623.83
4	$72,254.03	$75,750.42	$79,246.66	$82,742.40	$85,224.67
5	$75,750.42	$79,246.66	$82,742.40	$86,238.80	$88,826.01
6	$79,246.66	$82,742.40	$86,238.80	$89,734.87	$92,426.85
7	$82,742.40	$86,238.80	$89,734.87	$93,231.10	$96,028.02
8		$89,734.87	$93,231.10	$96,727.17	$99,629.03
9			$96,727.17	$100,223.57	$103,230.20
10				$103,719.64	$106,831.21

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,659.51	$105,379.15	$108,540.51
12	3.20%	$3,319.03	$107,038.67	$110,249.81
13	4.80%	$4,978.54	$108,698.18	$111,959.11
14	6.40%	$6,638.06	$110,357.70	$113,668.41
15	8.00%	$8,297.57	$112,017.21	$115,377.71

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Designated Teachers 193* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$58,572.90	$62,087.35	$65,601.79	$69,115.91	$71,189.33
Full-Credentialed Teachers					
1**	$62,087.35	$65,601.79	$69,115.91	$72,630.35	$74,809.10
2	$65,601.79	$69,115.91	$72,630.35	$76,144.96	$78,429.02
3	$69,115.91	$72,630.35	$76,144.96	$79,659.40	$82,048.95
4	$72,630.35	$76,144.96	$79,659.40	$83,173.35	$85,668.55
5	$76,144.96	$79,659.40	$83,173.35	$86,687.96	$89,288.64
6	$79,659.40	$83,173.35	$86,687.96	$90,202.24	$92,908.24
7	$83,173.35	$86,687.96	$90,202.24	$93,716.68	$96,528.17
8		$90,202.24	$93,716.68	$97,230.96	$100,147.93
9			$97,230.96	$100,745.57	$103,767.86
10				$104,259.84	$107,387.62

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3. Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,668.16	$105,928.00	$109,105.82
12	3.20%	$3,336.32	$107,596.16	$110,824.03
13	4.80%	$5,004.47	$109,264.32	$112,542.23
14	6.40%	$6,672.63	$110,932.47	$114,260.43
15	8.00%	$8,340.79	$112,600.63	$115,978.63

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective-July 1, 2022
Schedule A: Designated Teachers 194* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$58,876.39	$62,409.04	$65,941.70	$69,474.02	$71,558.19
Non-Credentialed Teachers					
1**	$62,409.04	$65,941.70	$69,474.02	$73,006.67	$75,196.71
2	$65,941.70	$69,474.02	$73,006.67	$76,539.49	$78,835.39
3	$69,474.02	$73,006.67	$76,539.49	$80,072.14	$82,474.08
4	$73,006.67	$76,539.49	$80,072.14	$83,604.30	$86,112.43
5	$76,539.49	$80,072.14	$83,604.30	$87,137.12	$89,751.28
6	$80,072.14	$83,604.30	$87,137.12	$90,669.61	$93,389.63
7	$83,604.30	$87,137.12	$90,669.61	$94,202.26	$97,028.31
8		$90,669.61	$94,202.26	$97,734.75	$100,666.83
9			$97,734.75	$101,267.56	$104,305.52
10				$104,800.05	$107,944.03

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3. Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,676.80	$106,476.85	$109,671.14
12	3.20%	$3,353.60	$108,153.65	$111,398.24
13	4.80%	$5,030.40	$109,830.45	$113,125.35
14	6.40%	$6,707.20	$111,507.25	$114,852.45
15	8.00%	$8,384.00	$113,184.06	$116,579.56

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Designated Teachers 195* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$59,179.88	$62,730.74	$66,281.60	$69,832.13	$71,927.05
Full-Credentialed Teachers					
1**	$62,730.74	$66,281.60	$69,832.13	$73,382.99	$75,584.32
2	$66,281.60	$69,832.13	$73,382.99	$76,934.02	$79,241.76
3	$69,832.13	$73,382.99	$76,934.02	$80,484.89	$82,899.20
4	$73,382.99	$76,934.02	$80,484.89	$84,035.25	$86,556.31
5	$76,934.02	$80,484.89	$84,035.25	$87,586.28	$90,213.91
6	$80,484.89	$84,035.25	$87,586.28	$91,136.97	$93,871.02
7	$84,035.25	$87,586.28	$91,136.97	$94,687.84	$97,528.46
8		$91,136.97	$94,687.84	$98,238.53	$101,185.73
9			$98,238.53	$101,789.56	$104,843.17
10				$105,340.26	$108,500.45

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3. Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,685.44	$107,025.70	$110,236.45
12	3.20%	$3,370.89	$108,711.15	$111,972.46
13	4.80%	$5,056.33	$110,396.59	$113,708.47
14	6.40%	$6,741.78	$112,082.03	$115,444.48
15	8.00%	$8,427.22	$113,767.48	$117,180.48

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Designated Teachers on Special Assignment ~~and Librarians~~ 192* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$58,269.42	$61,765.65	$65,261.88	$68,757.79	$70,820.48
Full-Credentialed Teachers					
1**	$61,765.65	$65,261.88	$68,757.79	$72,254.03	$74,421.48
2	$65,261.88	$68,757.79	$72,254.03	$75,750.42	$78,022.66
3	$68,757.79	$72,254.03	$75,750.42	$79,246.66	$81,623.83
4	$72,254.03	$75,750.42	$79,246.66	$82,742.40	$85,224.67
5	$75,750.42	$79,246.66	$82,742.40	$86,238.80	$88,826.01
6	$79,246.66	$82,742.40	$86,238.80	$89,734.87	$92,426.85
7	$82,742.40	$86,238.80	$89,734.87	$93,231.10	$96,028.02
8		$89,734.87	$93,231.10	$96,727.17	$99,629.03
9			$96,727.17	$100,223.57	$103,230.20
10				$103,719.64	$106,831.21

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,659.51	$105,379.15	$108,540.51
12	3.20%	$3,319.03	$107,038.67	$110,249.81
13	4.80%	$4,978.54	$108,698.18	$111,959.11
14	6.40%	$6,638.06	$110,357.70	$113,668.41
15	8.00%	$8,297.57	$112,017.21	$115,377.71

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Designated Teachers on Special Assignment ~~and Librarians~~ 193* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$58,572.90	$62,087.35	$65,601.79	$69,115.91	$71,189.33
Full-Credentialed Teachers					
1**	$62,087.35	$65,601.79	$69,115.91	$72,630.35	$74,809.10
2	$65,601.79	$69,115.91	$72,630.35	$76,144.96	$78,429.02
3	$69,115.91	$72,630.35	$76,144.96	$79,659.40	$82,048.95
4	$72,630.35	$76,144.96	$79,659.40	$83,173.35	$85,668.55
5	$76,144.96	$79,659.40	$83,173.35	$86,687.96	$89,288.64
6	$79,659.40	$83,173.35	$86,687.96	$90,202.24	$92,908.24
7	$83,173.35	$86,687.96	$90,202.24	$93,716.68	$96,528.17
8		$90,202.24	$93,716.68	$97,230.96	$100,147.93
9			$97,230.96	$100,745.57	$103,767.86
10				$104,259.84	$107,387.62

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

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Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

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For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,668.16	$105,928.00	$109,105.82
12	3.20%	$3,336.32	$107,596.16	$110,824.03
13	4.80%	$5,004.47	$109,264.32	$112,542.23
14	6.40%	$6,672.63	$110,932.47	$114,260.43
15	8.00%	$8,340.79	$112,600.63	$115,978.63

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Designated Teachers on Special Assignment and Librarians 194* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers and Librarians					
0	$58,876.39	$62,409.04	$65,941.70	$69,474.02	$71,558.19
Full-Credentialed Teachers and Librarians					
1**	$62,409.04	$65,941.70	$69,474.02	$73,006.67	$75,196.71
2	$65,941.70	$69,474.02	$73,006.67	$76,539.49	$78,835.39
3	$69,474.02	$73,006.67	$76,539.49	$80,072.14	$82,474.08
4	$73,006.67	$76,539.49	$80,072.14	$83,604.30	$86,112.43
5	$76,539.49	$80,072.14	$83,604.30	$87,137.12	$89,751.28
6	$80,072.14	$83,604.30	$87,137.12	$90,669.61	$93,389.63
7	$83,604.30	$87,137.12	$90,669.61	$94,202.26	$97,028.31
8		$90,669.61	$94,202.26	$97,734.75	$100,666.83
9			$97,734.75	$101,267.56	$104,305.52
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ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,676.80	$106,476.85	$109,671.14
12	3.20%	$3,353.60	$108,153.65	$111,398.24
13	4.80%	$5,030.40	$109,830.45	$113,125.35
14	6.40%	$6,707.20	$111,507.25	$114,852.45
15	8.00%	$8,384.00	$113,184.06	$116,579.56

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule A: Designated Teachers on Special Assignment ~~and Librarians~~ 195* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$59,179.88	$62,730.74	$66,281.60	$69,832.13	$71,927.05
Full-Credentialed Teachers					
1**	$62,730.74	$66,281.60	$69,832.13	$73,382.99	$75,584.32
2	$66,281.60	$69,832.13	$73,382.99	$76,934.02	$79,241.76
3	$69,832.13	$73,382.99	$76,934.02	$80,484.89	$82,899.20
4	$73,382.99	$76,934.02	$80,484.89	$84,035.25	$86,556.31
5	$76,934.02	$80,484.89	$84,035.25	$87,586.28	$90,213.91
6	$80,484.89	$84,035.25	$87,586.28	$91,136.97	$93,871.02
7	$84,035.25	$87,586.28	$91,136.97	$94,687.84	$97,528.46
8		$91,136.97	$94,687.84	$98,238.53	$101,185.73
9			$98,238.53	$101,789.56	$104,843.17
10				$105,340.26	$108,500.45

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions. **Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. Bilingual Teachers receive a $500 stipend for teaching Bi-lingual classes for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,685.44	$107,025.70	$110,236.45
12	3.20%	$3,370.89	$108,711.15	$111,972.46
13	4.80%	$5,056.33	$110,396.59	$113,708.47
14	6.40%	$6,741.78	$112,082.03	$115,444.48
15	8.00%	$8,427.22	$113,767.48	$117,180.48

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2022-2023

Effective July 1, 2022

Schedule A: Career Technical Ed/Vocational Ed Teachers 185* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching or comparable service** Placement for CTE/Voc Ed teachers is found under Article 66 of the FTA CBA

Level (Step)	Class I (A01) Preliminary Cred	Class II (A02) Clear Cred	Class III (A03) Semester Units Clear Cred + 15 Units	Class IV (A04) Clear Cred + BA	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$52,842.36	$56,012.97	$59,183.57	$62,353.88	$64,224.45
Full-Credentialed Teachers					
1	$56,012.97	$59,183.57	$62,353.88	$65,524.48	$67,490.07
2	$59,183.57	$62,353.88	$65,524.48	$68,695.24	$70,755.84
3	$62,353.88	$65,524.48	$68,695.24	$71,865.84	$74,021.61
4	$65,524.48	$68,695.24	$71,865.84	$75,036.00	$77,287.08
5	$68,695.24	$71,865.84	$75,036.00	$78,206.75	$80,553.00
6		$75,036.00	$78,206.75	$81,377.21	$83,818.47
7		$78,206.75	$81,377.21	$84,547.81	$87,084.24
8			$84,547.81	$87,718.27	$90,349.86
9			$87,718.27	$90,889.02	$93,615.62
10				$94,059.48	$96,881.24

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3. Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC ANNUAL SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,504.95	$95,564.43	$98,431.34
12	3.20%	$3,009.90	$97,069.38	$99,981.44
13	4.80%	$4,514.85	$98,574.33	$101,531.54
14	6.40%	$6,019.81	$100,079.28	$103,081.64
15	8.00%	$7,524.76	$101,584.23	$104,631.74

Year 2022-2023

6% increase effective 7/1/2022

Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2022-2023

Effective July 1, 2022

Schedule A: JROTC INSTRUCTORS - ARMY 218* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service or military experience**

Level (Step)	Class I (A01) Preliminary Cred	Class II (A02) Clear Cred	Class III (A03) Semester Units Clear Cred + 15 units	Class IV (A04) Clear Cred + BA	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$62,268.30	$66,004.47	$69,740.64	$73,476.46	$75,680.71
Full-Credentialed Teachers					
1	$66,004.47	$69,740.64	$73,476.46	$77,212.64	$79,528.84
2	$69,740.64	$73,476.46	$77,212.64	$80,948.98	$83,377.15
3	$73,476.46	$77,212.64	$80,948.98	$84,685.15	$87,225.46
4	$77,212.64	$80,948.98	$84,685.15	$88,420.80	$91,073.42
5	$80,948.98	$84,685.15	$88,420.80	$92,157.15	$94,921.91
6		$88,420.80	$92,157.15	$95,893.14	$98,769.87
7		$92,157.15	$95,893.14	$99,629.31	$102,618.18
8			$99,629.31	$103,365.31	$106,466.32
9			$103,365.31	$107,101.66	$110,314.63
10				$110,837.65	$114,162.76

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3. Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,773.40	$112,611.06	$115,989.37
12	3.20%	$3,546.80	$114,384.46	$117,815.97
13	4.80%	$5,320.21	$116,157.86	$119,642.58
14	6.40%	$7,093.61	$117,931.26	$121,469.18
15	8.00%	$8,867.01	$119,704.67	$123,295.78

Year 2022-2023

6% increase effective 7/1/2022

Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2022-2023

Effective July 1, 2022

Schedule A: Lori Ann Infant Center 200* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified K-12 teaching service**

Level (Step)	Class I (A01) Semester Units BA + 30-44 units *BA <30***	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
Non-Credentialed Teachers					
0	$57,126.88	$60,554.56	$63,982.24	$67,409.60	$69,431.84
Full-Credentialed Teachers					
1**	$60,554.56	$63,982.24	$67,409.60	$70,837.28	$72,962.24
2	$63,982.24	$67,409.60	$70,837.28	$74,265.12	$76,492.80
3	$67,409.60	$70,837.28	$74,265.12	$77,692.80	$80,023.36
4	$70,837.28	$74,265.12	$77,692.80	$81,120.00	$83,553.60
5	$74,265.12	$77,692.80	$81,120.00	$84,547.84	$87,084.32
6	$77,692.80	$81,120.00	$84,547.84	$87,975.36	$90,614.56
7	$81,120.00	$84,547.84	$87,975.36	$91,403.04	$94,145.12
8		$87,975.36	$91,403.04	$94,830.56	$97,675.52
9			$94,830.56	$98,258.40	$101,206.08
10				$101,685.92	$104,736.48

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Note: Steps below **solid line** available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 (A01) is a BA+30 units; however, exceptions may be made when conditions warrant such exceptions.

**Unit members with less than a BA+30 units shall advance beyond Class 1 (A01), Step 1 only if they were hired prior to 1969-70.

***Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

Rates set forth for Class V (A05) are based on the current Salary Schedule and will be updated to reflect any negotiated changes.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

Special Education Teachers receive a $1500 stipend for a completed full school year. In an event the year is not completed, the rate is pro-rated.

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.60%	$1,626.97	$103,312.89	$106,412.26
12	3.20%	$3,253.95	$104,939.87	$108,088.05
13	4.80%	$4,880.92	$106,566.84	$109,763.83
14	6.40%	$6,507.90	$108,193.82	$111,439.61
15	8.00%	$8,134.87	$109,820.79	$113,115.40

Year 2022-2023

6% increase effective 7/1/2022

Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule C: Child Development Center & *PACE Teachers 194 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$37,292.08	$40,144.03	$42,841.10	$45,444.89	$48,482.77
C-2	$40,144.03	$42,841.10	$45,444.89	$48,482.77	$51,055.68
C-3	$42,841.10	$45,444.89	$48,482.77	$51,055.68	$53,938.67
C-4	$45,444.89	$48,482.77	$51,055.68	$53,938.67	$56,635.74
C-5		$51,055.68	$53,938.67	$56,635.74	$57,875.79
C-6			$56,635.74	$57,875.79	$62,494.69
C-7				$62,494.69	$65,160.72
C-8					$67,888.67

FRESNO UNIFIED SCHOOL DISTRICT
Basic-Hourly Rate Salary Schedule 2022-2023
Effective-July 1, 2022
Schedule C: Child Development Center & *PACE Teachers 194 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$24.0284	$25.8660	$27.6038	$29.2815	$31.2389
C-2	$25.8660	$27.6038	$29.2815	$31.2389	$32.8967
C-3	$27.6038	$29.2815	$31.2389	$32.8967	$34.7543
C-4	$29.2815	$31.2389	$32.8967	$34.7543	$36.4921
C-5		$32.8967	$34.7543	$36.4921	$37.2911
C-6			$36.4921	$37.2911	$40.2672
C-7				$40.2672	$41.9850
C-8					$43.7427

NOTE: Lead and PACE Lead teachers shall receive an additional $1.00 per hour. CDC Supervisors will receive an additional $4.00 per hour.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

******* Career Increment for FUSD Service Years *******

Career Increment: Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter.

Years of credited service for career increment purpose shall mean years of service in FUSD except, that up to five (5) years of service credit shall be granted for out-of-District service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	$999.92	$63,494.6050
12	3.20%	$1,999.83	$64,494.5201
13	4.80%	$2,999.75	$65,494.4351
14	6.40%	$3,999.66	$66,494.3502
15	8.00%	$4,999.58	$67,494.2652

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule C: Child Development Center & *PACE Teachers 261 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$50,171.30	$54,008.21	$57,636.73	$61,139.77	$65,226.82
C-2	$54,008.21	$57,636.73	$61,139.77	$65,226.82	$68,688.31
C-3	$57,636.73	$61,139.77	$65,226.82	$68,688.31	$72,566.98
C-4	$61,139.77	$65,226.82	$68,688.31	$72,566.98	$76,195.50
C-5		$68,688.31	$72,566.98	$76,195.50	$77,863.82
C-6			$76,195.50	$77,863.82	$84,077.91
C-7				$84,077.91	$87,664.68
C-8					$91,334.76

FRESNO UNIFIED SCHOOL DISTRICT
Basic Hourly Rate Salary Schedule 2022-2023
Effective July 1, 2022
Schedule C: Child Development Center & *PACE Teachers 261 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$24.0284	$25.8660	$27.6038	$29.2815	$31.2389
C-2	$25.8660	$27.6038	$29.2815	$31.2389	$32.8967
C-3	$27.6038	$29.2815	$31.2389	$32.8967	$34.7543
C-4	$29.2815	$31.2389	$32.8967	$34.7543	$36.4921
C-5		$32.8967	$34.7543	$36.4921	$37.2911
C-6			$36.4921	$37.2911	$40.2672
C-7				$40.2672	$41.9850
C-8					$43.7427

NOTE: Lead and PACE Lead teachers shall receive an additional $1.00 per hour. CDC Supervisors will receive an additional $4.00 per hour.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

******* Career Increment for FUSD Service Years *******

Career Increment: Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter.
Years of credited service for career increment purpose shall mean years of service in FUSD except, that up to five (5) years of service credit shall be granted for out-of-District service. All regular District employment will apply for career increment.
For example, a teacher in Class IV (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	$1,345.25	$85,423.1602
12	3.20%	$2,690.49	$86,768.4068
13	4.80%	$4,035.74	$88,113.6535
14	6.40%	$5,380.99	$89,458.9001
15	8.00%	$6,726.23	$90,804.1467

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule C: Child Development Center & *PACE Teachers on Special Assignment 195 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$37,484.30	$40,350.96	$43,061.93	$45,679.14	$48,732.68
C-2	$40,350.96	$43,061.93	$45,679.14	$48,732.68	$51,318.85
C-3	$43,061.93	$45,679.14	$48,732.68	$51,318.85	$54,216.71
C-4	$45,679.14	$48,732.68	$51,318.85	$54,216.71	$56,927.68
C-5		$51,318.85	$54,216.71	$56,927.68	$58,174.12
C-6			$56,927.68	$58,174.12	$62,816.83
C-7				$62,816.83	$65,496.60
C-8					$68,238.61

FRESNO UNIFIED SCHOOL DISTRICT
Basic Hourly Rate Salary Schedule 2022-2023
Effective July 1, 2022
Schedule C: Child Development Center & *PACE Teachers on Special Assignment 195 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$24.0284	$25.8660	$27.6038	$29.2815	$31.2389
C-2	$25.8660	$27.6038	$29.2815	$31.2389	$32.8967
C-3	$27.6038	$29.2815	$31.2389	$32.8967	$34.7543
C-4	$29.2815	$31.2389	$32.8967	$34.7543	$36.4921
C-5		$32.8967	$34.7543	$36.4921	$37.2911
C-6			$36.4921	$37.2911	$40.2672
C-7				$40.2672	$41.9850
C-8					$43.7427

NOTE: Lead and PACE Lead teachers shall receive an additional $1.00 per hour. CDC Supervisors will receive an additional $4.00 per hour.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

******* Career Increment for FUSD Service Years *******

Career Increment: Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter.
Years of credited service for career increment purpose shall mean years of service in FUSD except, that up to five (5) years of service credit shall be granted for out-of-District service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	$1,005.07	$63,821.8993
12	3.20%	$2,010.14	$64,826.9686
13	4.80%	$3,015.21	$65,832.0378
14	6.40%	$4,020.28	$66,837.1071
15	8.00%	$5,025.35	$67,842.1764

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule C: Child Development Center Teachers on Special Assignment 261 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$50,171.30	$54,008.21	$57,636.73	$61,139.77	$65,226.82
C-2	$54,008.21	$57,636.73	$61,139.77	$65,226.82	$68,688.31
C-3	$57,636.73	$61,139.77	$65,226.82	$68,688.31	$72,566.98
C-4	$61,139.77	$65,226.82	$68,688.31	$72,566.98	$76,195.50
C-5		$68,688.31	$72,566.98	$76,195.50	$77,863.82
C-6			$76,195.50	$77,863.82	$84,077.91
C-7				$84,077.91	$87,664.68
C-8					$91,334.76

FRESNO UNIFIED SCHOOL DISTRICT
Basic Hourly Rate Salary Schedule 2022-2023
Effective-July 1, 2022
Schedule C: Child Development Center Teachers on Special Assignment 261 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	$24.0284	$25.8660	$27.6038	$29.2815	$31.2389
C-2	$25.8660	$27.6038	$29.2815	$31.2389	$32.8967
C-3	$27.6038	$29.2815	$31.2389	$32.8967	$34.7543
C-4	$29.2815	$31.2389	$32.8967	$34.7543	$36.4921
C-5		$32.8967	$34.7543	$36.4921	$37.2911
C-6			$36.4921	$37.2911	$40.2672
C-7				$40.2672	$41.9850
C-8					$43.7427

NOTE: Lead and PACE Lead teachers shall receive an additional $1.00 per hour. CDC Supervisors will receive an additional $4.00 per hour.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

******* Career Increment for FUSD Service Years *******

Career Increment: Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purpose shall mean years of service in FUSD except, that up to five (5) years of service credit shall be granted for out-of-District service. All regular District employment will apply for career increment.

For example, a teacher in Class IV (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	$1,345.25	$85,423.1602
12	3.20%	$2,690.49	$86,768.4068
13	4.80%	$4,035.74	$88,113.6535
14	6.40%	$5,380.99	$89,458.9001
15	8.00%	$6,726.23	$90,804.1467

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule D: Adult Education 185 Duty Days

Hourly Rates

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	53.3321	1.00	54.9234	1.03	56.5292	1.06
2	54.9234	1.03	56.5292	1.06	58.1353	1.09
3	56.5292	1.06	58.1353	1.09	59.7269	1.12
4	58.1353	1.09	59.7269	1.12	61.3328	1.15
5	59.7269	1.12	61.3328	1.15	62.9092	1.18

Daily Rates (7 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	373.32	1.00	384.46	1.03	395.70	1.06
2	384.46	1.03	395.70	1.06	406.95	1.09
3	395.70	1.06	406.95	1.09	418.09	1.12
4	406.95	1.09	418.09	1.12	429.33	1.15
5	418.09	1.12	429.33	1.15	440.36	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	426.66	1.00	439.39	1.03	452.23	1.06
2	439.39	1.03	452.23	1.06	465.08	1.09
3	452.23	1.06	465.08	1.09	477.82	1.12
4	465.08	1.09	477.82	1.12	490.66	1.15
5	477.82	1.12	490.66	1.15	503.27	1.18

Placement Criteria:

Class I (D01)
Possess one of the following Credentials:
- Adult Designated Subjects (Adult and/or Vocational)
- Ryan Single Subject or Multiple Subject
- Elementary
- Secondary

Class II (D02)
Qualification for Class I (D01) and have BA + 30 semeser units or 450* continuing education credits taken as part of an approved educational plan.

Class III (D03)
Qualification for Class II (D02) and have BA + 45 semester units or 675* continuing education credits taken as part of an approved educational plan.

*Fifteen (15) continuing education credits equal one (1) semester college unit.
Initial placement on the salary schedule shall be at level 1 in the appropriate class.
Level (Step) advancement requires completion of at least 75% of the school year.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule D: Adult Education 215 Duty Days

Hourly Rates

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	53.3321	1.00	54.9234	1.03	56.5292	1.06
2	54.9234	1.03	56.5292	1.06	58.1353	1.09
3	56.5292	1.06	58.1353	1.09	59.7269	1.12
4	58.1353	1.09	59.7269	1.12	61.3328	1.15
5	59.7269	1.12	61.3328	1.15	62.9092	1.18

Daily Rates (7 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	373.32	1.00	384.46	1.03	395.70	1.06
2	384.46	1.03	395.70	1.06	406.95	1.09
3	395.70	1.06	406.95	1.09	418.09	1.12
4	406.95	1.09	418.09	1.12	429.33	1.15
5	418.09	1.12	429.33	1.15	440.36	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	426.66	1.00	439.39	1.03	452.23	1.06
2	439.39	1.03	452.23	1.06	465.08	1.09
3	452.23	1.06	465.08	1.09	477.82	1.12
4	465.08	1.09	477.82	1.12	490.66	1.15
5	477.82	1.12	490.66	1.15	503.27	1.18

Placement Criteria:

Class I (D01)

Possess one of the following Credentials:
- Adult Designated Subjects (Adult and/or Vocational)
- Ryan Single Subject or Multiple Subject
- Elementary
- Secondary

Class II (D02)

Qualification for Class I (D01) and have BA + 30 semeser units or 450* continuing education credits taken as part of an approved educational plan.

Class III (D03)

Qualification for Class II (D02) and have BA + 45 semester units or 675* continuing education credits taken as part of an approved educational plan.

*Fifteen (15) continuing education credits equal one (1) semester college unit.
Initial placement on the salary schedule shall be at level 1 in the appropriate class.
Level (Step) advancement requires completion of at least 75% of the school year.

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2022-2023
Effective July 1, 2022
Schedule R: Pre-Kindergarten Teachers 183* Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (R01) Semester Units Less than 60 Units	Class II (R02) Semester Units 60-89 Units	Class III (R03) Semester Units 90 Units No Degree	Class IV (R04) Semester Units BA w/o Credential	Class V (R05) Semester Units BA with Credential
R-1	$35,177.58	$37,867.82	$40,411.96	$42,868.12	$45,733.75
R-2	$37,867.82	$40,411.96	$42,868.12	$45,733.75	$48,160.77
R-3	$40,411.96	$42,868.12	$45,733.75	$48,160.77	$50,880.30
R-4	$42,868.12	$45,733.75	$48,160.77	$50,880.30	$53,424.43
R-5		$48,160.77	$50,880.30	$53,424.43	$54,594.17
R-6			$53,424.43	$54,594.17	$58,951.18
R-7				$58,951.18	$61,466.04
R-8					$64,039.31

FRESNO UNIFIED SCHOOL DISTRICT
Basic Hourly Rate Salary Schedule 2022-2023
Effective July 1, 2022
Schedule R: Pre-Kindergarten Teachers 183* Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: **Full credit will be given for verified teaching service with appropriate credential/permit**

Level (Step)	Class I (R01) Semester Units Less than 60 Units	Class II (R02) Semester Units 60-89 Units	Class III (R03) Semester Units 90 Units No Degree	Class IV (R04) Semester Units BA w/o Credential	Class V (R05) Semester Units BA with Credential
R-1	$24.0284	$25.8660	$27.6038	$29.2815	$31.2389
R-2	$25.8660	$27.6038	$29.2815	$31.2389	$32.8967
R-3	$27.6038	$29.2815	$31.2389	$32.8967	$34.7543
R-4	$29.2815	$31.2389	$32.8967	$34.7543	$36.4921
R-5		$32.8967	$34.7543	$36.4921	$37.2911
R-6			$36.4921	$37.2911	$40.2672
R-7				$40.2672	$41.9850
R-8					$43.7427

Pre-Kindergarten teachers who teach two class sessions shall have the option, after consulting with the principal, of scheduling a 30 minute duty-free lunch period. This period shall be outside of the four (4) hour time block required for each class session. Pre-Kindergarten teachers shall be able to submit up to three (3) hours per class per month for extra duty hours, in accordance with the existing requirements.

ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE

Annual	$500 for BA + 90*
Annual	$1000 for M.A. on all classes*
Annual	$1500 for earned Doctorate*
Annual	$1250 for National Board Certification for Teachers*

* Additions are non-cumulative

******* Career Increment for FUSD Service Years *******

Career increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credited service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increment.
For example, a teacher in Class IV (R04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	$943.2189	$59,894.3997
12	3.20%	$1,886.4378	$60,837.6186
13	4.80%	$2,829.6567	$61,780.8375
14	6.40%	$3,772.8756	$62,724.0564
15	8.00%	$4,716.0945	$63,667.2753

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on FTE (< 1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Classified Y-Rated Hourly Salary Schedule
2022-2023
Effective July 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G20	Paraprof, Instructional Asst	W037	$15.9000	$15.9759	$16.7452	$17.5973	$18.4732
G24	Paraprof, Mild/Moderate	W047	$16.7452	$17.5973	$18.4732	$19.4197	$20.4612
G28	Assistant, Office II	W057	$18.4732	$19.4197	$20.4612	$21.4314	$22.4968
G32	Assistant, Office III	W058	$20.4612	$21.4314	$22.4968	$23.6800	$24.8281
G34	Attendance Records Assistant	W011	$21.4314	$22.4968	$23.6800	$24.8282	$26.0943
	Assistant, Office III	W058					
	Program Eligibility Technician	W072					
G35	Assistant, Campus Safety	W061	$22.0350	$23.1358	$24.2600	$25.5028	$26.7690
	Home/School Liaison-Spanish	W125					
	Paraeducator, Community Based	W152					
	Paraprof, DHH Sign	W064					
G40	Paraprof, DHH Oral	W063	$24.8647	$26.1371	$27.4410	$28.8547	$30.2996
	Paraprof, DHH Sign	W064					
G44	Child Welfare & Attend Specialist II	W165	$27.5144	$28.9227	$30.3427	$31.8811	$33.5851

Year 2022-2023
6% increase effective 7/1/2022
Board approved PENDING

Salary may be pro-rated based on Duty Days and/or FTE (<1.0 FTE)

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-6

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Certificated Retiree Contracts with Patricia Atitya and Arlene Rowan

ITEM DESCRIPTION: Included in the Board binders are two Certificated Retiree Contracts between Fresno Unified School District and Patricia Atitya for $20,500 and Arlene Rowan for $18,500.

Both Ms. Atitya and Ms. Rowan will conduct initial preschool special education health evaluations at the Lori Ann Infant Program at a rate of $64.15 per hour.

The Lori Ann Infant Program currently has a growing demand to conduct preschool assessments to meet Child Find obligations and to provide appropriate services to preschoolers with disabilities.

FINANCIAL SUMMARY: Sufficient funds in the amount of $39,000 are available in the Special Education budget.

PREPARED BY: Dr. Tangee Pinheiro,
Instructional Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Dr. Natasha Baker,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

Fresno Unified School District
Retiree Contract Checklist
This Form Must BE TYPED.

1. School Site: Lori Ann Infant Program (Preschool Assessment Center)

2. Administrator: Heidi Barbis Telephone: 248-7236

3. Retiree: Patricia Atitya

4. Term January 9, 2023 Through: June 8, 2023

5. Budget: 060-3308-0785-5730-3140-1260YB

6. Contract Amount: $20,500.00

7. Scope of Work Summary: Conduct initial preschool special education health evaluations.

8. Expected Results/Student Outcome: Meet Child Find obligations/ and provide preschoolers, eligible for special education, appropriate services.

9. Date item is to appear on Board of Education Agend a : December 14, 2022
(Contracts of $15,000. or more)

Please send this form (with the cover memo and Retiree contract) **to the appropriate Assist superintendent for your school site.**

FRESNO UNIFIED SCHOOL DISTRICT
CERTIFICATED RETIREE CONTRACT
PURSUANT TO EDUCATION CODE SECTION 24214

Retiree:	Patricia Atitya	Retiree I.D. Number:	146088664
Department	Special Education	Department Number:	457-3220
Position Title:	School Nurse	Hourly/Daily Rate of Pay:	$64.1533
Contract Period:	January 9-June 8	Contract Salary Not to Exceed:	$20,500
Budget Number:	0160-3308-0785-5730-3140-1260 PG	School Site Plan:	
Funding Source:	SpEd	During this fiscal year, have you signed any other retiree contracts?	Yes

Patricia Atitya ("Retiree") is retired from service with the Fresno Unified School District and elects to accept retiree employment pursuant to Education Code section 24214.

1. Offer of Employment: Retiree is hereby offered retiree employment to serve as a retired certificated employee of the Fresno Unified School District ("District"). The assignment, duties and time of service during the school year shall be as directed by the Governing Board.

2. Employment Classification:

   a. Retiree will be classified as a retired employee who has not been reinstated as an employee of the District as set forth in Education Code section 24214.
   b. Retiree specifically acknowledges that this agreement does not establish any right to probationary or permanent employment status.
   c. Retiree further acknowledges that this agreement does not establish any right to reemployment in any status beyond the term of this agreement.

3. Length of Service: The anticipated length of time for which you are employed is from January 9, 2023, through June 8, 2023 or earlier if any of the following occur:

   a. Notification by the District that the employment hereunder is terminated for any reason including, but not limited to, failure to render satisfactory or acceptable service;
   b. Notification by the District that Retiree's services are no longer needed; or
   c. Loss, surrender or other failure to obtain or retain Retiree's credential.

4. Salary: Subject to verification of teaching experience, job duties/position and limitations set forth in Education Code section 24214.

   The District shall be entitled to recover for any erroneous excess payment, regardless of cause. Excess payments discovered within a fiscal year may be recovered, in whole or in

part, by adjustment of further payments due as a result of service provided during that fiscal year. It is Retiree's responsibility to comply with and notify the District as to earnings limitations applicable to Retiree.

5. Credential(s) Held: By accepting this offer Retiree represents that he/she processes a credential(s) authorizing service in California Schools and that Retiree has registered the credential(s) with the Fresno County Superintendent of Schools.

District specifically relies on these Representations as to "Credential(s) Held" in hiring Retiree. Retiree understands that if he/she does not hold and have the credential(s) indicated for the position being hired for, that this agreement is null and void. Retiree further understands that it is his/her responsibility to maintain the credential(s) on file with the County Superintendent of School and to keep the District informed of the status of the credential(s).

6. Conditions of Employment: This offer of employment is made subject to the laws of the State of California and to the rules and regulations of the State Board of Education and the Board of Education Of the District, including the California fingerprint and medical clearance laws, all of which are by reference made a part of the terms and conditions of this offer of employment as though they have been fully set forth herein. This contract is subject to ratification by the District Governing Board.
Ratification of this contract is subject to verification of references submitted by Retiree

7. Modifications: This contract may be changed only by the consent of both parties; any such changes shall be reduced to writing, signed and dated by both parties and attached to this contract.

Patricia Atitya
Patricia Atitya (Nov 10, 2022 10:38 PST)
Retiree's Signature Date Nov 10, 2022

Principal/Department Head Signature Date 11/27/22

Funding Source Signature
(Office of State & Federal) Date 11/16/22

Instructional Superintendent Date 11/29/22

Chief Academic Officer
(that oversee above Mentioned Program) Date 12/2/2022

Chief, Human Resources Date

Board Approval Date Item#

SF265530v1

Fresno Unified School District
Retiree Contract Checklist
This Form Must BE TYPED.

1. School Site: Lori Ann Infant Program/Preschool Assessment Center

2. Administrator: Heidi Barbis Telephone: 248-7236

3. Retiree: Arlene Rowan

4. Term December 19, 2022 Through: June 8, 2023

5. Budget: 060-3308-0785-5130-3140-1260 KS

6. Contract Amount: $18.500.00

7. Scope of Work Summary: Conduct initial preschool special education health evaluations.

8. Expected Results/Student Outcome: Meet Child Find obligations/ and provide preschoolers, eligible for special education, appropriate educational services.

9. Date item is to appear on Board of Education Agenda: December 14, 2022
(Contracts of $15,000. or more)

Please send this form (with the cover memo and Retiree contract) **to the appropriate Assist superintendent for your school site.**

FRESNO UNIFIED SCHOOL DISTRICT
CERTIFICATED RETIREE CONTRACT
PURSUANT TO EDUCATION CODE SECTION 24214

Retiree:	Arlene Rowan	Retiree I.D. Number:	1011754
Department	Special Education	Department Number:	457-3220
Position Title:	School Nurse	Hourly/Daily Rate of Pay:	64.1533
Contract Period:	December 19, 2022 -June 8, 2023	Contract Salary Not to Exceed:	$18,500
Budget Number:	060-3308-0785-5730-3140-1260	School Site Plan:	
Funding Source:	Sp Ed	During this fiscal year, have you signed any other retiree contracts?	Yes

Arlene Rowan ("Retiree") is retired from service with the Fresno Unified School District and elects to accept retiree employment pursuant to Education Code section 24214.

1. Offer of Employment: Retiree is hereby offered retiree employment to serve as a retired certificated employee of the Fresno Unified School District ("District"). The assignment, duties and time of service during the school year shall be as directed by the Governing Board.

2. Employment Classification:

   a. Retiree will be classified as a retired employee who has not been reinstated as an employee of the District as set forth in Education Code section 24214.
   b. Retiree specifically acknowledges that this agreement does not establish any right to probationary or permanent employment status.
   c. Retiree further acknowledges that this agreement does not establish any right to reemployment in any status beyond the term of this agreement.

3. Length of Service: The anticipated length of time for which you are employed is from December 19, 2022, through June 8, 2023 or earlier if any of the following occur:

   a. Notification by the District that the employment hereunder is terminated for any reason including, but not limited to, failure to render satisfactory or acceptable service;
   b. Notification by the District that Retiree's services are no longer needed; or
   c. Loss, surrender or other failure to obtain or retain Retiree's credential.

4. Salary: Subject to verification of teaching experience, job duties/position and limitations set forth in Education Code section 24214.

   The District shall be entitled to recover for any erroneous excess payment, regardless of cause. Excess payments discovered within a fiscal year may be recovered, in whole or in

part, by adjustment of further payments due as a result of service provided during that fiscal year. It is Retiree's responsibility to comply with and notify the District as to earnings limitations applicable to Retiree.

5. Credential(s) Held: By accepting this offer Retiree represents that he/she processes a credential(s) authorizing service in California Schools and that Retiree has registered the credential(s) with the Fresno County Superintendent of Schools.

District specifically relies on these Representations as to "Credential(s) Held" in hiring Retiree. Retiree understands that if he/she does not hold and have the credential(s) indicated for the position being hired for, that this agreement is null and void. Retiree further understands that it is his/her responsibility to maintain the credential(s) on file with the County Superintendent of School and to keep the District informed of the status of the credential(s).

6. Conditions of Employment: This offer of employment is made subject to the laws of the State of California and to the rules and regulations of the State Board of Education and the Board of Education Of the District, including the California fingerprint and medical clearance laws, all of which are by reference made a part of the terms and conditions of this offer of employment as though they have been fully set forth herein. This contract is subject to ratification by the District Governing Board.
Ratification of this contract is subject to verification of references submitted by Retiree

7. Modifications: This contract may be changed only by the consent of both parties; any such changes shall be reduced to writing, signed and dated by both parties and attached to this contract.

Arlene Rowan
Arlene Rowan (Nov 10, 2022 10:17 PST)
Retiree's Signature

Date Nov 10, 2022

Funding Source Signature
(Office of State & Federal)

Date 11/16/22

Principal/Department Head Signature

Date 11/27/22

Instructional Superintendent

Date 11/28/2022

Chief Academic Officer
(that oversee above Mentioned Program)

Date 12/2/2022

Chief, Human Resources

Date

Board Approval Date _____ Item# _____

SF265530v1

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-7

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Agreement with Fresno County Sheriff's Office to Place a Student Resource Officer at Wawona School

ITEM DESCRIPTION: It is recommended the Board approve the agreement providing a Student Resource Officer (SRO) to Wawona school. Wawona is located on a county island and does not fall under the City of Fresno law enforcement jurisdiction. On June 15, 2022, the Board approved adding student resource officers to middle school campuses. Staff noted once approved it would need to contract separately with Fresno County to support Wawona. This contract includes a three-year base contract and two optional one-year extensions effective January 30, 2023. The cost for the 2022/23 agreement is $138,842 for the term January 2023 through June 2023.

FINANCIAL SUMMARY: Sufficient funds in the amount of $138,842 are available in the Safety and Security Fund.

PREPARED BY: Amy Idsvoog,
Executive Officer Health Services, Safety & Emergency Response

DIVISION: School Safety and Security
PHONE NUMBER: (559) 457-3980

CABINET APPROVAL: Ambra O'Connor,
Chief of Staff

SUPERINTENDENT APPROVAL:

FEDERAL FUNDING WILL NOT BE USED

Fresno Unified School District
Achieving our Greatest Potential!

Fresno Unified School District
Contract Routing Form

Completed independent contract agreement must be attached

Sheriff-Coroner-Public Administrator	2200 Fresno St.
Vendor Name	*Address*
559-488-3699	Baldomero Berber
Phone Number	***Vendor Contact***
From: 1/20/2023	**Through:** 6/20/2026
Term (Duration)	
FUSD Contract Administrator:	
Amy Idsvoog	Health Services,Safety & Emerg 559-457-3498
Name	*Site/ Dept* *Telephone number*

Budget *(Fund-Unit-Dept.-Activity-Object)* 030-0672-0664-0000-5110

Annual Cost $ 138,842.00 (Contract will not be authorized to exceed this amount w/

Fingerprint Requirements: *All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.* *Yes* ☐ *No* ☑

Scope of Work Summary:

Provide support to Wawona K-8 School:
School Resource Officers to assist school staff with crime and safety issues; with the objective of supporting safe school environments.

Please indicate where the work will be performed: Work to be performed on FUSD property

Date Item is to appear on **Board of Education Agenda:** 12/14/22 *Will this contract be submitted with Bundled Contracts?* No
(Contracts of $15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Signed *Date*

Reviewed & approved by **Risk Management, or Exec. Dir. of Purchasing:**

Ann Loorz (Dec 8, 2022 [illegible] PST)

Signed *Date*

Please return signed contract to:
See Vang and Amy Idsvoog
Name

Health Services,Safety & Emergency Respon
Department

AGREEMENT

This Agreement ("Agreement") is dated December 15, 2022 and is between County of Fresno, a political subdivision of the State of California, hereinafter referred to as "County," and Fresno Unified School District, a public school district, whose address is 2309 Tulare Street, Fresno, CA, 93721, hereinafter referred to as "FUSD." County and FUSD may be collectively referred to herein as "Parties" or in the singular as "Party."

Recitals

A. WHEREAS, FUSD desires to secure law enforcement services from County, through the Fresno County Sheriff's Office, to be provided at Wawona Middle School, located at 4524 N. Thorne Ave., Fresno, CA 93704 (referred to herein as the "Premises"); and

B. WHEREAS, County agrees to render such law enforcement services at the Premises on the terms and conditions hereinafter set forth, and FUSD agrees to pay County the cost of performing such services at the Premises at the rates and under the terms and conditions herein set forth.

The parties therefore agree as follows:

Article 1

Contractor's Services

1.1 **Scope of Services.** The County shall perform all of the services provided in Exhibit A to this Agreement, titled "Scope of Services."

1.2 **Representation.** The County represents that it is qualified, ready, willing, and able to perform all of the services provided in this Agreement.

1.3 **Compliance with Laws.** The County shall, at its own cost, comply with all applicable federal, state, and local laws and regulations in the performance of its obligations under this Agreement, including but not limited to workers compensation, labor, and confidentiality laws and regulations.

Article 2

County's Responsibilities

2.1 General Law Enforcement Services: County agrees its Sheriff's Office will provide, within the limitations of this Agreement, law enforcement services consisting of the provision of one Deputy Sheriff, as set forth in Exhibit A, for up to 1,700 hours of services for each school year, with the exception of the first calendar school year of 2022-23, which will include 1,020 hours (170 hours x 6 months).

2.2 Duties to be performed by the Deputy Sheriff include intervention, prevention, education, and law enforcement activities at the Premises during normal school hours and operations, between mid-August and the end of June (with the exception of the first year of this Agreement, for which services will begin in January), including extended learning during the two (2) weeks of winter break in December and last three (3) weeks of summer break in June of every year (collectively, "General Law Enforcement Services").

2.3 Special Events Services: FUSD acknowledges, agrees, and represents that school events that require law enforcement services which occur or take place outside of normal school operations and hours, which are authorized by permit at the Premises, are not included in the General Law Enforcement Services set forth in 2.1, and are instead "Special Events Service(s)." FUSD shall notify the Sheriff's Office in writing at least thirty (30) days in advance of the need for any such Special Events Service(s) if and when FUSD desires County to provide law enforcement services at such an event. In the event County provides Special Events Service(s), such services may include intervention, prevention, education, and/or law enforcement activities that are agreeable to County and FUSD. The Fresno County Sheriff, or her or his designee, acting on behalf of the County, is authorized to agree in writing to provide some or all, to or decline to provide any, of the Special Events Service(s) requested by FUSD. Special Events Service(s) are chargeable to FUSD at the rates identified in Exhibit A.

2.4 The performance of General Law Enforcement Services, including the standards of performance, the discipline of officers, and all other matters incident to the performance of law enforcement services and the control of law enforcement personnel, shall be the right and

responsibility of County. In the case of dispute between the Parties as to the extent, duties, or to be rendered under this Agreement, of the minimum level or manner of such performance of such services, the determination made by the County, through County's Sheriff, or her or his designee, shall be final and conclusive.

Article 3

Compensation, Invoices, and Payments

3.1 FUSD shall pay County the cost of performing General Law Enforcement Services at the Premises, as set forth in Section 1.A, above, at the applicable rate for such services as listed in Exhibit A. For the first year of this Agreement, FUSD will compensate County for a total of 1,020 hours of General Law Enforcement Services, and these fees shall be paid in six (6) monthly payments for one hundred seventy (170) hours per payment. Thereafter for the remaining term of this Agreement, FUSD will compensate County for a total of 1,700 hours of General Law Enforcement Services each school year, which fees shall be paid in ten (10) monthly payments for one hundred seventy (170) hours per payment. In addition, FUSD shall pay County for Special Event Service(s), as set forth in Section 1.B, above, as agreed upon by County and FUSD, at the applicable rate for such services as listed in Exhibit A. The total hours for the school year may change before the school term, upon written approval of both parties no later than thirty (30) days prior to the beginning of the school term. FUSD agrees to pay, and the County agrees to receive, compensation for the performance of its services under this Agreement as described in Exhibit B to this Agreement, title "Compensation."

3.2 **Maximum Compensation.** The maximum compensation payable to the County under this Agreement if extended for two additional years under Section 4.2 shall not exceed $1,320,189. FUSD acknowledges that the County is a local government entity, and does so with notice that the County's powers are limited by the California Constitution and by State law.

As indicated in Exhibit A, the hourly rates to be charged by County are the rates set forth in the County's Master Schedule of Fees, Charges, and Recovered Costs, Section 2609, subdivision (a), for Regular (i.e. General Law Enforcement Services) and Overtime (i.e. Special Law Enforcement Services) rates, in place at the time the services are provided. The parties

further agree that if and when the Master Schedule of Fees, Charges and Recovered Costs, Section 2609, subdivision (a), is amended, changed, or revised, in any way that changes the rates being charged for the services identified in this Agreement, such amended, changed or revised rates will automatically be incorporated into this Agreement, replacing any contrary or conflicting rates, from the effective date of the amendment, change, or revision in the rate(s), and will become the new rate to be paid by FUSD to County for services provided, from the effective date of the rate change forward. County shall notify FUSD within 30 days written notice to FUSD of the rate increase, which new rate shall not exceed 10% of the rates of the prior County's Master Schedule of Fees, Charges, and Recovered Costs. The parties acknowledge that the County's Master Schedule of Fees, Charges, and Recovered Costs is subject to change and County shall provide written notice to FUSD within 30 days in advance of the approved Master Schedule of Fees, Charges and Recovered Costs, Section 2609, subdivision (a), is amended, changed, or revised.

3.3 **Invoices.** County shall submit monthly invoices to the FUSD, and FUSD shall pay County within 30 calendar days of receipt of any such invoice. At the expiration or termination of this Agreement, County may, in the discretion of Sheriff or her or his designee, submit a final invoice for all amounts then unpaid, including any remaining, unpaid portion of the 1,020 (FY 22-23) or 1,700 hours of General Law Enforcement Services, and FUSD shall pay the amount of this final invoice within 30 days of receipt thereof. County shall submit each invoice within 30 days of receipt of any such invoice. At the expiration or termination of this Agreement, County may, in the discretion of Sheriff or her or his designee, submit a final invoice for all amounts then unpaid, including any remaining, unpaid portion of the 1,020 (FY 22-23) or 1,700 hours of General Law Enforcement Services, and FUSD shall pay the amount of this final invoice within 30 days of receipt thereof. County shall submit each invoice withing 30 days after the end of the term or termination of this Agreement.

3.4 **Payment.** The FUSD shall pay each correctly completed and timely submitted invoice within 30 days after receipt. Any payment made more than 30 days after receipt of an invoice may result in contract termination of service reduction, in the sole discretion of the

Fresno County Sheriff's Office, without any penalty or recourse against County. FUSD shall remit payments to the County's address specified in the invoice.

3.5 **Incidental Expenses.** The County is solely responsible for all of its costs and expenses that are not specified as payable by the County under this Agreement.

Article 4

Term of Agreement

4.1 **Term.** This Agreement is effective January 9, 2023 ("Effective Date"), and terminates on June 30, 2025, except as provided in section 4.2, "Extension," or Article 6, "Termination and Suspension," below.

4.2 **Extension.** This Agreement may be extended for two (2) additional consecutive twelve (12) months periods upon written approval of both parties no later than thirty (30) days prior to the first day of the next twelve (12) month extension period. The Sheriff or her or his designee is authorized to execute such written approval on behalf of County based on FUSD's satisfactory performance. The term of this Agreement may be extended for no more than two, one-year periods only upon written approval of both parties at least 30 days before the first day of the next one-year extension period. The Sheriff or his or her designee is authorized to sign the written approval on behalf of the County based on FUSD's satisfactory performance. The extension of this Agreement by the County and FUSD is not a waiver or compromise of any default or breach of this Agreement by FUSD existing at the time of the extension whether or not known to the County.

Article 5

Notices

5.1 **Contact Information.** The persons and their addresses having authority to give and receive notices provided for or permitted under this Agreement include the following:

For the County:
Sheriff-Coroner-Public Administrator
County of Fresno
2200 Fresno Street
Fresno, CA 93721
Sheriff.Payables@fresnosheriff.org
Fax: 559-488-3699

For the FUSD:
Fresno Unified School District
2309 Tulare Street
Fresno, CA 93721
FAX No.: 559-457-6202
Attention: Patrick Jensen
Interim Chief Financial Officer

5.2 **Change of Contact Information.** Either party may change the information in section 5.1 by giving notice as provided in section 5.3.

5.3 **Method of Delivery.** Each notice between the County and FUSD provided for or permitted under this Agreement must be in writing, state that it is a notice provided under this Agreement, and be delivered either by personal service, by first-class United States mail, by an overnight commercial courier service, by telephonic facsimile transmission, or by Portable Document Format (PDF) document attached to an email.

(A) A notice delivered by personal service is effective upon service to the recipient.

(B) A notice delivered by first-class United States mail is effective three County business days after deposit in the United States mail, postage prepaid, addressed to the recipient.

(C) A notice delivered by an overnight commercial courier service is effective one County business day after deposit with the overnight commercial courier service, delivery fees prepaid, with delivery instructions given for next day delivery, addressed to the recipient.

(D) A notice delivered by telephonic facsimile transmission or by PDF document attached to an email is effective when transmission to the recipient is completed (but, if such transmission is completed outside of County business hours, then such delivery is deemed to be effective at the next beginning of a County business day), provided that the sender maintains a machine record of the completed transmission.

5.4 **Claims Presentation.** For all claims arising from or related to this Agreement, nothing in this Agreement establishes, waives, or modifies any claims presentation requirements or procedures provided by law, including the Government Claims Act (Division 3.6 of Title 1 of the Government Code, beginning with section 810).

Article 6

Termination and Suspension

6.1 **Termination for Non-Allocation of Funds.** The terms of this Agreement are contingent on the approval of funds by the appropriating government agency. If sufficient funds are not allocated, then the County, upon at least 30 days' advance written notice to the FUSD, may:

(A) Modify the services provided by the County under this Agreement; or

(B) Terminate this Agreement.

6.2 **Termination for Breach.**

(A) Upon determining that a breach (as defined in paragraph (C) below) has occurred, the County may give written notice of the breach to FUSD. The written notice may suspend performance under this Agreement, and must provide at least 30 days for FUSD to cure the breach.

(B) If FUSD fails to cure the breach to the County's satisfaction within the time stated in the written notice, the County may terminate this Agreement immediately.

(C) For purposes of this section, a breach occurs when, in the determination of the County, the FUSD has:

(1) Obtained or used funds illegally or improperly;

(2) Failed to comply with any part of this Agreement;

(3) Submitted a substantially incorrect or incomplete report to the County; or

(4) Improperly performed any of its obligations under this Agreement.

6.3 **Termination without Cause.** In circumstances other than those set forth above, the County may terminate this Agreement by giving at least 30 days advance written notice to FUSD.

6.4 **No Penalty or Further Obligation.** Any termination of this Agreement by the County under this Article 6 is without penalty to or further obligation of the County.

Article 7

Independent Contractor

7.1 **Status.** In performance of the work, duties and obligations assumed by County under this Agreement, it is mutually understood and agreed that County, including any and all of the County's officers, agents, and employees, will at all times be acting and performing as an independent contractor, and shall act in an independent capacity and not as an officer, agent, servant, employee, joint venturer, partner, or associate of the FUSD. However, FUSD shall retain the right to administer this Agreement so as to verify that County is performing its obligation in accordance with the terms and conditions thereof.

7.2 **Verifying Performance**. Furthermore, FUSD shall have no right to control or supervise or direct the manner or method by which County shall perform its work and function. FUSD and County shall comply with all applicable provisions of law and the rules and regulations, if any, of governmental authorities having justification over matters the subject thereof. The FUSD has no right to control, supervise, or direct the manner or method of the County's performance under this Agreement, but FUSD may verify that the County is performing according to the terms of this Agreement.

7.3 **Benefits**. The Parties shall be solely liable and responsible for providing to, or on behalf of, their employees all legally-required employee benefits. In addition, Parties shall be solely responsible and save the other Party harmless from all matters relating to payment of each Party's employees, including Social Security withholding and all other regulations governing such matters. Because of its status as an independent contractor, the Parties has no right to employment rights or benefits available to County employees

7.4 **Services to Others.** The parties acknowledge that, during the term of this Agreement, the County may provide services to others unrelated to the County.

Article 8

Indemnity and Defense

8.1 **Indemnity.** FUSD shall indemnify, save, hold harmless, and at County's request, defend the County, its officers, agents, and employees from any and all costs and expenses

(including attorney's fees and costs), damages, liabilities, claims, and losses occurring or resulting to County in connection with the performance, or failure to perform, by FUSD, its officers, agents, or employees under this Agreement, and from any and all costs and expenses (including attorney's fees and costs), damages, liabilities, claims, and losses occurring or resulting to any person, firm, or corporation who may be injured or damaged by the performance, or failure to perform, of FUSD, its officers, agents, or employees under this Agreement.

County shall indemnify, save, hold harmless, and at FUSD's request, defend the FUSD, its officers, agents, and employees from any and all costs and expenses (including attorney's fees and costs), damages, liabilities, claims, and losses occurring or resulting to FUSD in connection with the performance, or failure to perform, by County, its officers, agents, or employees under this Agreement, and from any and all costs and expenses (including attorney's fees and costs), damages, liabilities, claims, and losses occurring or resulting to any person, firm, or corporation who may be injured or damaged by the performance, or failure to perform, of County, its officers, agents, or employees under this Agreement.

8.2 **Survival.** This Article 8 survives the termination or expiration of this Agreement.

Article 9

Insurance

9.1 The FUSD and County shall comply with all the insurance requirements in Exhibit D to this Agreement.

Article 10

Inspections, Audits, and Public Records

10.1 **Inspection of Documents.** The FUSD shall make available to the County, and the County may examine at any time during business hours and as often as the County deems necessary, all of FUSD's records and data with respect to the matters covered by this Agreement, excluding attorney-client privileged communications. The FUSD shall, upon request by the County, permit the County to audit and inspect all of such records and data to ensure FUSD's compliance with the terms of this Agreement

10.2 **State Audit Requirements.** If the compensation to be paid by County under this Agreement exceeds $10,000, the FUSD is subject to the examination and audit of the California State Auditor, as provided in Government Code section 8546.7, for a period of three years after final payment under this Agreement. This section survives the termination of this Agreement.

10.3 **Public Records.** The County is not limited in any manner with respect to its public disclosure of this Agreement or any record or data that FUSD may provide to the County. The County's public disclosure of this Agreement or any record or data that FUSD may provide to the County may include but is not limited to the following:

(A) The County may voluntarily, or upon request by any member of the public or governmental agency, disclose this Agreement to the public or such governmental agency.

(B) The County may voluntarily, or upon request by any member of the public or governmental agency, disclose to the public or such governmental agency any record or data that FUSD may provide to the County, unless such disclosure is prohibited by court order.

(C) This Agreement, and any record or data that FUSD may provide to the County, is subject to public disclosure under the Ralph M. Brown Act (California Government Code, Title 5, Division 2, Part 1, Chapter 9, beginning with section 54950).

(D) This Agreement, and any record or data that FUSD may provide to the County, is subject to public disclosure as a public record under the California Public Records Act (California Government Code, Title 1, Division 7, Chapter 3.5, beginning with section 6250) ("CPRA").

(E) This Agreement, and any record or data that FUSD may provide to the County, is subject to public disclosure as information concerning the conduct of the people's business of the State of California under California Constitution, Article 1, section 3, subdivision (b).

(F) Any marking of confidentiality or restricted access upon or otherwise made with respect to any record or data that FUSD may provide to the County shall be disregarded

and have no effect on the County's right or duty to disclose to the public or governmental agency any such record or data.

10.4 **Public Records Act Requests.** If the County receives a written or oral request under the CPRA to publicly disclose any record that is in FUSD's possession or control, and which the County has a right, under any provision of this Agreement or applicable law, to possess or control, then the County may demand, in writing, that FUSD deliver to the County, for purposes of public disclosure, the requested records that may be in the possession or control of FUSD. Within five business days after the County's demand, FUSD shall (a) deliver to the County all of the requested records that are in FUSD's possession or control, together with a written statement that FUSD, after conducting a diligent search, has produced all requested records that are in FUSD's possession or control, or (b) provide to the County a written statement that FUSD, after conducting a diligent search, does not possess or control any of the requested records. FUSD shall cooperate with the County with respect to any County demand for such records. If FUSD wishes to assert that any specific record or data is exempt from disclosure under the CPRA or other applicable law, it must deliver the record or data to the County and assert the exemption by citation to specific legal authority within the written statement that it provides to the County under this section. FUSD's assertion of any exemption from disclosure is not binding on the County, but the County will give at least 10 days' advance written notice to FUSD before disclosing any record subject to FUSD's assertion of exemption from disclosure. FUSD shall indemnify the County for any court-ordered award of costs or attorney's fees under the CPRA that results from FUSD's delay, claim of exemption, failure to produce any such records, or failure to cooperate with the County with respect to any County demand for any such records.

Article 11

Disclosure of Self-Dealing Transactions

11.1 **Applicability.** This Article 11 applies if FUSD is operating as a corporation, or changes its status to operate as a corporation.

11.2 **Duty to Disclose.** If any member of FUSD's board of directors is party to a self-dealing transaction, he or she shall disclose the transaction by completing and signing a "Self-Dealing Transaction Disclosure Form" (Exhibit C to this Agreement) and submitting it to the County before commencing the transaction or immediately after.

11.3 **Definition.** "Self-dealing transaction" means a transaction to which FUSD is a party and in which one or more of its directors, as an individual, has a material financial interest.

Article 12

General Terms

12.1 **Modification.** Except as provided in Article 6, "Termination and Suspension," this Agreement may not be modified, and no waiver is effective, except by written agreement signed by both parties. The FUSD acknowledges that County employees have no authority to modify this Agreement except as expressly provided in this Agreement.

12.2 **Non-Assignment.** Neither party may assign its rights or delegate its obligations under this Agreement without the prior written consent of the other party.

12.3 **Governing Law.** The laws of the State of California govern all matters arising from or related to this Agreement.

12.4 **Jurisdiction and Venue.** This Agreement is signed and performed in Fresno County, California. FUSD consents to California jurisdiction for actions arising from or related to this Agreement, and, subject to the Government Claims Act, all such actions must be brought and maintained in Fresno County.

12.5 **Construction.** The final form of this Agreement is the result of the parties' combined efforts. If anything in this Agreement is found by a court of competent jurisdiction to be ambiguous, that ambiguity shall not be resolved by construing the terms of this Agreement against either party.

12.6 **Days.** Unless otherwise specified, "days" means calendar days.

12.7 **Headings.** The headings and section titles in this Agreement are for convenience only and are not part of this Agreement.

12.8 **Severability.** If anything in this Agreement is found by a court of competent jurisdiction to be unlawful or otherwise unenforceable, the balance of this Agreement remains in effect, and the parties shall make best efforts to replace the unlawful or unenforceable part of this Agreement with lawful and enforceable terms intended to accomplish the parties' original intent.

12.9 **Nondiscrimination.** During the performance of this Agreement, FUSD shall not unlawfully discriminate against any employee or applicant for employment, or recipient of services, because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military status or veteran status pursuant to all applicable State of California and federal statutes and regulation.

12.10 **No Waiver.** Payment, waiver, or discharge by the County of any liability or obligation of FUSD under this Agreement on any one or more occasions is not a waiver of performance of any continuing or other obligation of FUSD and does not prohibit enforcement by the County of any obligation on any other occasion.

12.11 **Entire Agreement.** This Agreement, including its exhibits, is the entire agreement between FUSD and the County with respect to the subject matter of this Agreement, and it supersedes all previous negotiations, proposals, commitments, writings, advertisements, publications, and understandings of any nature unless those things are expressly included in this Agreement. If there is any inconsistency between the terms of this Agreement without its exhibits and the terms of the exhibits, then the inconsistency will be resolved by giving precedence first to the terms of this Agreement without its exhibits, and then to the terms of the exhibits.

12.12 **No Third-Party Beneficiaries.** This Agreement does not and is not intended to create any rights or obligations for any person or entity except for the parties.

12.13 **Authorized Signature.** FUSD represents and warrants to the County that:

(A) FUSD is duly authorized and empowered to sign and perform its obligations under this Agreement.

(B) The individual signing this Agreement on behalf of FUSD is duly authorized to do so and his or her signature on this Agreement legally binds FUSD to the terms of this Agreement.

12.14 **Electronic Signatures.** The parties agree that this Agreement may be executed by electronic signature as provided in this section.

(A) An "electronic signature" means any symbol or process intended by an individual signing this Agreement to represent their signature, including but not limited to (1) a digital signature; (2) a faxed version of an original handwritten signature; or (3) an electronically scanned and transmitted (for example by PDF document) version of an original handwritten signature.

(B) Each electronic signature affixed or attached to this Agreement (1) is deemed equivalent to a valid original handwritten signature of the person signing this Agreement for all purposes, including but not limited to evidentiary proof in any administrative or judicial proceeding, and (2) has the same force and effect as the valid original handwritten signature of that person.

(C) The provisions of this section satisfy the requirements of Civil Code section 1633.5, subdivision (b), in the Uniform Electronic Transaction Act (Civil Code, Division 3, Part 2, Title 2.5, beginning with section 1633.1).

(D) Each party using a digital signature represents that it has undertaken and satisfied the requirements of Government Code section 16.5, subdivision (a), paragraphs (1) through (5), and agrees that each other party may rely upon that representation.

(E) This Agreement is not conditioned upon the parties conducting the transactions under it by electronic means and either party may sign this Agreement with an original handwritten signature.

12.15 **Counterparts.** This Agreement may be signed in counterparts, each of which is an original, and all of which together constitute this Agreement.

[*SIGNATURE PAGE FOLLOWS*]

The parties are signing this Agreement on the date stated in the introductory clause.

FRESNO UNIFIED SCHOOL DISTRICT	COUNTY OF FRESNO
Patrick Jensen, Interim Chief Financial Officer	Sal Quintero, Chairman of the Board of Supervisors of the County of Fresno
2309 Tulare St. Fresno, CA 93721	**Attest:** Bernice E. Seidel Clerk of the Board of Supervisors County of Fresno, State of California
Ann Laotz (Dec 5, 2021 [illegible]:09 PST) Approve as to Form	
Executive Director, Purchasing	By: _____ Deputy

For accounting use only:

Org No.: 31113965
Account No.: 4975
Fund No.: 0001
Subclass No.: 10000

Exhibit A

Scope of Services

Fresno Unified School District

Sheriff-Coroner-Public Administrator, County of Fresno

Scope of Services

I. General Law Enforcement Services, One Deputy

FUSD agrees to pay County for providing General Law Enforcement Services under Section 2.1 of the Agreement, as follows:

- County will provide the services of one Deputy Sheriff, at the then-current rate (i.e. the rate listed at the time the service is provided) listed in the Master Schedules of Fees Charges, and Recovered Costs, Section 2609, subdivision (a), for a Deputy Sheriff III at the "Regular" hourly rate, per hour. FUSD acknowledges that this rate is subject to change, as described in the Agreement. The total amount of the General Law Enforcement Services to be provided and paid for, and the manner of invoicing, is described in the Agreement.

II. Special Events Services

FUSD agrees to pay County for providing Special Event Services(s), under Section 2.2. of the Agreement, as follows:

- At the current rate (i.e. the rate listed at the time the service is provided) in the Master Schedule of Fees, Charges, and Recovered Codes, Section 2609, subdivision (a), for a Deputy Sheriff III at the "Overtime" hourly rate, per hour, per Deputy, and FUSD acknowledges that this rate is subject to change, as described in the Agreement.

III. First Year only of this Agreement for FY 2022-23 from January through June 2023, rates are as follow:

- FY 2022-23 for 1,020 hours at the regular hourly rate of a Deputy Sheriff III is $136.12, total amount is $138,842.

- FY 2022-23 for Special Events services at the request of FUSD at the overtime hourly rate of a Deputy Sheriff III is $65.26.

IV. Notice of Percentage Increases and changes to Master Schedule of Fees, Charges

- The rates charged by County for each year of this Agreement shall not exceed 10% of the rates in the prior County Master Schedule of Fees, Charges, and Recovered Costs for the remaining of each contract term (automatic for year 2 and 3; and year 4 and 5 with written extension of both parties) and shall notify FUSD within 30 days in advance of the approved Master Schedule of Fees, Charges and Recovered Costs, Section 2609, subdivision (a) .
- The parties acknowledge that the County's Master Schedule of Fees, Charges, and Recovered Costs is subject to change and County shall provide written notice to FUSD within 30 days in advance of the approved Master Schedule of Fees, Charges and Recovered Costs, Section 2609, subdivision (a), is amended, changed, or revised.

V. Roles and Expectations of Student Resource Officers (SROs)

SROs work under the direct supervision of the Sheriff-Coroner-Public Administrator (Sheriff's Office). The basic duties of SROs are to be visible and active to assist school staff with crime and safety issues, with the objective of supporting safe school environments.

The roles and expectations of SROs are as follows:

- Support a safe campus environment.
- Provide a link between the students, school, community and Sheriff's Office.
- Interact and build relationships with students and staff.
- Service as role models to students.
- Be visible in the halls and common areas of the campus, particularly during times of high student movement, for safety recommendations to help make the campus safer for all.

- Respond to reports of on-campus criminal activity, using proper discretion to address criminal activity which includes investigation, documentation, and enforcement of the incident based on the totality of the circumstances and the law violated.
- Develop SRO activities based on the goals of the school administration and Sheriff's Office expectations.
- Be visible after school during time of crime surges.

VI. Responsibilities of SROs, Sheriff's Office and FUSD

It is the goal of the FUSD and Sheriff's Office partnership to support safe campus environments where all students feel cared for and connected, and where policies, practices, and interactions help create a culture free from bias toward specific student groups.

SRO Responsibilities:

- Seek opportunities to engage in positive interactions and build relationships with students.
- Participate in informational sessions with students, parents/guardians and staff regarding roles and expectations of SROs.
- Track positive interactions with students.
- Track who initiates student-SRO contacts (Officer, student administrator, other staff, etc.).
- Participate in cultural proficiency and restorative practices trainings provided by FUSD, if the trainings align with Sheriff's Office standards of practice and training.
- Participate in quarterly review of student-SRO contact data with school administration and district support staff, and collaboratively develop a plan to reduce disproportionate impacts on specific student groups.
- Be present with school staff and parents/guardians in conflict resolution involving students.

- Become familiar with Youth Court as a potential referral for students when offenses are aligned to the Youth Court process.

Sheriff's Office Responsibilities:

- Clearly define roles and expectations of SROs, and consistently communicate and implement them district-wide.
- Develop a system to track positive student interactions, and regularly share this information with the community.
- Develop a system to track who initiates student-SRO contacts (Officer, school administrator, other staff, etc.).
- Collaboratively with the FUSD, develop and implement measures to track and monitor effectiveness of SRO services.
- Provide student-SRO contact data in Excel format aligned to the district's student groups.
- Continue to recruit ethnically/racially and gender diverse group of potential SROs.
- Continue involving community members.
- Consider a casual uniform for SROs without compromising safety equipment, at FUSD expense.
- Work with each school to develop school-specific graphics/wraps for SRO vehicles

FUSD Responsibilities:

- Collaboratively, with the Sheriff's Office, develop and implement measures to track and monitor effectiveness of SRO services.
- Provide SROs with cultural proficiency and restorative practices training, if aligned to Sheriff's Office standards of practice and training.
- Create opportunities for student, parent/guardian and staff engagement with SROs.
- Publicly provide SRO-related data on a semester basis.
- Develop an annual report highlighting the efforts of SROs on district campuses.

- Continue to identify and invest in mental health support services for students.

Exhibit B

Compensation

The County will be compensated for performance of its services under this Agreement as provided in this Exhibit B. The County is not entitled to any compensation except as expressly provided in this Exhibit B, and as described in the Agreement.

- FUSD shall pay County the cost of performing General Law Enforcement Services at the Premises, as set forth in Section 2.1 of the Agreement, at the applicable rate for such services as described in Exhibit A. For the first year of this Agreement, FY 2022-23, FUSD shall compensate County for a total of 1,020 hours of General Law Enforcement Services, to be paid over six (6) monthly payments for one hundred seventy (170) hours per payment. Thereafter, FUSD shall compensate County for a total of 1,700 hours of General Law Enforcement Services each school year for the term of this Agreement, to be paid over ten (10) monthly payments for one hundred seventy (170) hours per payment, except the total hours for the school year may be changed before the school term, upon written approval of both parties no later than thirty (30) days prior to the beginning of the school term.
- As indicated in Exhibit A, the hourly rates to be charged by County, and subsequently paid by FUSD, are the rates set forth in the County's Master Schedule of Fees, Charges, and Recovered Costs, Section 2609, subdivision (a), for Regular (i.e. General Law Enforcement Service) and Overtime (i.e. Special Law Enforcement Services) rates, in place at the time the services are provided. The parties further agree that if and when the Master of Schedule of Fees, Charges and Recovered Costs, Section 2609, subdivision (a), is amended, changed, or revised, in any way that changes the rates being charged for the services identified in this Agreement, such amended, changed, or revised the rates being charged for the services identified in this Agreement, such amended, changed, or revised rates will automatically and without any notice to FUSD be incorporated into this Agreement, replacing any contrary or conflicting rates, from the effective date of the amendment, change, or revision in the rate(s), and will become the new rates to be paid by FUSD for services provided, from the effective date of the rates

change forward. The parties acknowledge that the County's Master Schedule of Fees, Charges, and Recovered Costs is subject to change.

- County shall submit monthly invoices to FUSD and FUSD shall pay County within thirty (30) calendar days of receipt of any such invoice. At the expiration of termination of this Agreement, County may, in the discretion of Sheriff or Sheriff's designee, submit a final invoice for all amounts unpaid and earned, including any remaining, unpaid portion of the 1,700 hours of General Law Enforcement Services, and FUSD shall pay the full amount of this final invoice with thirty (30) days of receipt thereof. Any payment made more than 30 days after receipt of an invoice may result in termination of this Agreement or service reduction, in the sole discretion of the Fresno County Sheriff's Office, without any penalty or recourse against County.

Exhibit C

Self-Dealing Transaction Disclosure Form

In order to conduct business with the County of Fresno ("County"), members of a contractor's board of directors ("County Contractor"), must disclose any self-dealing transactions that they are a party to while providing goods, performing services, or both for the County. A self-dealing transaction is defined below:

> "A self-dealing transaction means a transaction to which the corporation is a party and in which one or more of its directors has a material financial interest."

The definition above will be used for purposes of completing this disclosure form.

Instructions

(1) Enter board member's name, job title (if applicable), and date this disclosure is being made.

(2) Enter the board member's company/agency name and address.

(3) Describe in detail the nature of the self-dealing transaction that is being disclosed to the County. At a minimum, include a description of the following:

   a. The name of the agency/company with which the corporation has the transaction; and

   b. The nature of the material financial interest in the Corporation's transaction that the board member has.

(4) Describe in detail why the self-dealing transaction is appropriate based on applicable provisions of the Corporations Code.

The form must be signed by the board member that is involved in the self-dealing transaction described in Sections (3) and (4).

Exhibit C

(1) Company Board Member Information:			
Name:		**Date:**	
Job Title:			
(2) Company/Agency Name and Address:			
(3) Disclosure (Please describe the nature of the self-dealing transaction you are a party to)			
(4) Explain why this self-dealing transaction is consistent with the requirements of Corporations Code § 5233 (a)			
(5) Authorized Signature			
Signature:		Date:	

Exhibit D

Insurance Requirements

1. Required Policies

Without limiting the County's right to obtain indemnification from FUSD or any third parties, FUSD, at its sole expense, shall maintain in full force and effect the following insurance policies throughout the term of this Agreement.

(A) **Commercial General Liability.** Commercial general liability insurance with limits of not less than Two Million Dollars ($2,000,000) per occurrence and an annual aggregate of Four Million Dollars ($4,000,000). This policy must be issued on a per occurrence basis. Coverage must include products, completed operations, property damage, bodily injury, personal injury, and advertising injury. FUSD shall obtain an endorsement to this policy naming the County of Fresno, its officers, agents, employees, and volunteers, individually and collectively, as additional insureds, but only insofar as the operations under this Agreement are concerned. Such coverage for additional insureds will apply as primary insurance and any other insurance, or self-insurance, maintained by the County is excess only and not contributing with insurance provided under FUSD's policy.

(B) **Automobile Liability.** Automobile liability insurance with limits of not less than One Million Dollars ($1,000,000) per occurrence for bodily injury and for property damages. Coverage must include any auto used in connection with this Agreement.

(C) **Workers Compensation.** Workers compensation insurance as required by the laws of the State of California with statutory limits.

(D) **Employer's Liability.** Employer's liability insurance with limits of not less than One Million Dollars ($1,000,000) per occurrence for bodily injury and for disease.

(E) **Molestation Liability.** Sexual abuse / molestation liability insurance with limits of not less than Two Million Dollars ($2,000,000) per occurrence, with an annual aggregate of Four Million Dollars ($4,000,000). This policy must be issued on a per occurrence basis.

If School is a governmental entity, it may satisfy the policy requirements above through a program of self-insurance, including an insurance pooling arrangement or joint exercise of powers agreement.

2. Additional Requirements

(A) **Verification of Coverage.** Within 30 days after FUSD signs this Agreement, and at any time during the term of this Agreement as requested by the County's Risk Manager or the County Administrative Office, FUSD shall deliver, or cause its broker or producer to deliver, to the County Risk Manager, at 2220 Tulare Street, 16th Floor, Fresno, California 93721, or HRRiskManagement@fresnocountyca.gov, and by mail or email to the person identified to receive notices under this Agreement, certificates of insurance and endorsements for all of the coverages required under this Agreement.

(i) Each insurance certificate must state that: (1) the insurance coverage has been obtained and is in full force; (2) the County, its officers, agents, employees, and volunteers are not responsible for any premiums on the policy; and (3) FUSD has

waived its right to recover from the County, its officers, agents, employees, and volunteers any amounts paid under any insurance policy required by this Agreement and that waiver does not invalidate the insurance policy.

(ii) The commercial general liability insurance certificate must also state, and include an endorsement, that the County of Fresno, its officers, agents, employees, and volunteers, individually and collectively, are additional insureds insofar as the operations under this Agreement are concerned. The commercial general liability insurance certificate must also state that the coverage shall apply as primary insurance and any other insurance, or self-insurance, maintained by the County shall be excess only and not contributing with insurance provided under FUSD's policy.

(iii) The automobile liability insurance certificate must state that the policy covers any auto used in connection with this Agreement.

(iv) The professional liability insurance certificate, if it is a claims-made policy, must also state the retroactive date of the policy, which must be prior to the date on which services began under this Agreement.

(v) The cyber liability insurance certificate must also state that it is endorsed, and include an endorsement, to cover the full replacement value of damage to, alteration of, loss of, or destruction of intangible property (including but not limited to information or data) that is in the care, custody, or control of FUSD.

(B) **Acceptability of Insurers.** All insurance policies required under this Agreement must be issued by admitted insurers licensed to do business in the State of California and possessing at all times during the term of this Agreement an A.M. Best, Inc. rating of no less than A: VII.

(C) **Notice of Cancellation or Change.** For each insurance policy required under this Agreement, FUSD shall provide to the County, or ensure that the policy requires the insurer to provide to the County, written notice of any cancellation or change in the policy as required in this paragraph. For cancellation of the policy for nonpayment of premium, FUSD shall, or shall cause the insurer to, provide written notice to the County not less than 10 days in advance of cancellation. For cancellation of the policy for any other reason, and for any other change to the policy, FUSD shall, or shall cause the insurer to, provide written notice to the County not less than 30 days in advance of cancellation or change. The County in its sole discretion may determine that the failure of FUSD or its insurer to timely provide a written notice required by this paragraph is a breach of this Agreement.

(D) **County's Entitlement to Greater Coverage.** If FUSD has or obtains insurance with broader coverage, higher limits, or both, than what is required under this Agreement, then the County requires and is entitled to the broader coverage, higher limits, or both. To that end, FUSD shall deliver, or cause its broker or producer to deliver, to the County's Risk Manager certificates of insurance and endorsements for all of the

coverages that have such broader coverage, higher limits, or both, as required under this Agreement.

(E) **Waiver of Subrogation.** FUSD waives any right to recover from the County, its officers, agents, employees, and volunteers any amounts paid under the policy of worker's compensation insurance required by this Agreement. FUSD is solely responsible to obtain any policy endorsement that may be necessary to accomplish that waiver, but FUSD's waiver of subrogation under this paragraph is effective whether or not FUSD obtains such an endorsement.

(F) **County's Remedy for Contractor's Failure to Maintain.** If FUSD fails to keep in effect at all times any insurance coverage required under this Agreement, the County may, in addition to any other remedies it may have, suspend or terminate this Agreement upon the occurrence of that failure, or purchase such insurance coverage, and charge the cost of that coverage to FUSD. The County may offset such charges against any amounts owed by the County to FUSD under this Agreement.

(G) **Subcontractors.** FUSD shall require and verify that all subcontractors used by FUSD to provide services under this Agreement maintain insurance meeting all insurance requirements provided in this Agreement. This paragraph does not authorize FUSD to provide services under this Agreement using subcontractors.

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-8

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Independent Contract Agreements with Intellias Inc.

ITEM DESCRIPTION: Included in the Board binders are consulting agreements with Intellias Inc. to assist with the modernization of payroll processes and to conduct a review of our payroll processes and our Lawson Human Resource (HR) system. The reviews will provide objective clarity about gaps and opportunities and recommendations to improve workflow automation.

FINANCIAL SUMMARY: The estimated cost of services is $80,600. Sufficient funds are available in the Information Technology General One-Time Funds.

PREPARED BY: David Jansen,
Executive Director

DIVISION: Information Technology
PHONE NUMBER: (559) 457-3813

CABINET APPROVAL: Tami Lundberg.
Chief Technology Officer

SUPERINTENDENT APPROVAL:

FEDERAL FUNDING WILL NOT BE USED

Fresno Unified School District
Achieving our Greatest Potential!

Fresno Unified School District
Contract Routing Form

Completed vendor's agreement must be attached

Intellias Inc.	4215 Bellwood Pkwy, Farmers Ranch, TX 75244
Vendor Name	***Address***
(303) 905-6846	Chandra Herrin
Phone Number	***Vendor Contact***
From: 12/15/2022	**Through:** 1/31/2023
Term (Duration)	

FUSD Contract Administrator:

Tami Lundberg	Information Technology	457-3560
Name	*Site/ Dept*	*Telephone number*

Budget *(Fund-Unit-Dept.-Activity-Object)* 030-0188-0889-0000-7200-5635

Annual Cost $ 80,600.00 (Estimated Amount)

Fingerprint Requirements: *All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, asrequired therein.* *Yes* ☐ *No* ☑

Scope of Work Summary:

1. Current State Analysis- Interviews, Report Delivery and Cloudsite Design Recommendations.
2. Technical Consulting - Update Payroll programs from COBOL to SQL. Testing and deployment support.
3. Payroll Support - Review efficiency and effectiveness, Best practices recommendations and Support implementing recommended updates.

Please indicate where the work will be performed: Work to be performed remotely out of

Date Item is to appear on **Board of Education Agenda:** 12/14/22 *(Contracts of $15,000.00 or more)* ***Will this contract be submitted with Bundled Contracts?*** No

Reviewed & approved by **Cabinet Level Officer:**

Signed *Date*

Reviewed & approved by **Risk Management, or Exec. Dir. of Purchasing:**

Ann Loorz (Dec 5, 2022 09:35 PST)

Signed *Date*

Please return signed contract to:

Tanya Seib	Information Technology
Name	*Department*

Fresno Unified School District

Independent Contractor Services Agreement

Fresno Unified School District
kltiPMAf (JJJn. ()hPAIPM ***PnfPAl!nll***

GENERAL INFORMATION

School/Department Budget: 030-0188-0889-0000-7200-5635

District Contact Person: David Jansen

Budget Manager Approval: _____

Contractor's Vendor Name: Inte llias, Inc.

Contractor's Contact Person: Chandra Herrin

Contractor's Title: Director, Business Development

Contractor's Telephone Number: (303) 905-6846

Contractor's E-mail: Cherrin@intellias.net

Contractor's Address: 4215 Beltwood Pkwy, Farmers Ranch, TX 75244

This Independent Contractor Services Agreement is made and entered into effective 12/15/2022 (the "Effective Date") by and between the Fresno Unified School District("District") and ("Contractor"). Intellias, Inc.

I. Contractor Services. Contractor agrees to provide

1. Current State Analysis- Interviews, Report Delivery and Cloudsite Design Recommendations.
2. Technical Consulting - Update Payroll programs from COBOL to SQL. Testing and deployment support.
3. Payroll Support - Review efficiency and effectiveness, Best practices recommendations and Support implementing recommended updates.

Intellias.

Work Order No. 9-S
To the Master Services Agreement
Between Fresno United School District ("Customer")
And Intellias Inc. ("Intellias")

THIS WORK ORDER #9-S is made as of the Work Order Date by and between Intellias and Customer, as follows:

(1) Scope of Work: Intellias shall perform the following services ("Consulting Services"):
   a. Update Payroll programs (ZH130 and ZH467) from COBOL to SQL
   b. Testing and deployment support

(2) Deliverables: The Consulting Services shall include development of the following deliverables ("Deliverables"): Services as described in Section 1 – Scope of Work.

(3) Customer Responsibilities: Customer shall perform the tasks and provide the following items as a condition precedent to the obligations of Intellias hereunder:
   a. Data Validation
   b. VPN access to Customer Development Infor Lawson environment
   c. Access to applicable Business Units

(4) Schedule: The anticipated schedule for the Consulting Services shall be January 2023-June 2023. Exact schedule shall be determined by the Customer in conjunction with Intellias. Work will be performed remotely.

(5) Master Services Agreement: The Master Services Agreement dated April 29, 2019, is hereby incorporated herein and made a part hereof.

(6) Work Order Date: The term "Work Order Date" for this Work Order shall mean the date this Work Order is signed by Intellias and Customer (whichever is later).

(7) Fee: The Services shall be provided on a time and material basis at the following rates. Customer shall pay the Fee as provided under Section 3.04 of the Services Agreement.

Activity	Est. Hours	Rate	Est. Total Cost
Technical Consulting	160	$185	$29,600
Estimated Total	160	-	$29,600

(8) Approvals: The parties have executed this Work Order on the date(s) indicated below.

Intellias: Digitally signed by Chad Mitchell DN: cn=Chad Mitchell, o=Intellias, ou, email=cmitchell@intellias.net, c=US Date: 2022.12.02 13:01:08 -06'00'

By: _____

Print Name: Chad Mitchell

Title: President

Date: 12/2/2022

CUSTOMER: Fresno Unified School District

By: _____

Print Name: Patrick Jensen

Title: Interim Chief Financial Officer

Date: _____

Intellias.

Work Order No. 10-S
To the Master Services Agreement
Between Fresno United School District ("Customer")
And Intellias Inc. ("Intellias")

THIS WORK ORDER #10-S is made as of the Work Order Date by and between Intellias and Customer, as follows:

(1) Scope of Work: Intellias shall perform the following services ("Consulting Services"):
   a. Review efficiency and effectiveness of each of the following:
      i. Garnishment Setup
      ii. Deductions
      iii. Payroll Jobs
   b. Best practice recommendations
   c. Support implementing recommended updates

(2) Deliverables: The Consulting Services shall include development of the following deliverables ("Deliverables"): Services as described in Section 1 – Scope of Work.

(3) Customer Responsibilities: Customer shall perform the tasks and provide the following items as a condition precedent to the obligations of Intellias hereunder:
   a. VPN access to Customer Development Infor Lawson environment
   b. Access to applicable Business Units

(4) Schedule: Exact schedule shall be determined by the Customer in conjunction with Intellias. Work will be performed remotely.

(5) Master Services Agreement: The Master Services Agreement dated April 29, 2019, is hereby incorporated herein and made a part hereof.

(6) Work Order Date: The term "Work Order Date" for this Work Order shall mean the date this Work Order is signed by Intellias and Customer (whichever is later).

(7) Fee: The Services shall be provided on a time and material basis at the following rates. Customer shall pay the Fee as provided under Section 3.04 of the Services Agreement.

Activity	Est. Hours	Rate	Est. Total Cost
Payroll Support	100	$185	$18,500
Estimated Total	100	-	$18,500

(8) Approvals: The parties have executed this Work Order on the date(s) indicated below.

Intellias: Digitally signed by Chad Mitchell DN: cn=Chad Mitchell, o=Intellias, ou, email=cmitchell@intellias.net, c=US Date: 2022.12.02 13:02:48 -06'00'

By: _____

Print Name: Chad Mitchell

Title: President

Date: 12/2/2022

CUSTOMER: Fresno Unified School District

By: _____

Print Name: Patrick Jensen

Title: Interim Chief Financial Officer

Date: _____

fnfefflas.

Work Order No. 11-S
To the Master Services Agreement
Between Fresno United School District ("Customer")
And intellias inc. ("intellias")

THIS WORKORDER#II-S is made as of the Work Order Date by and between Intelliasand Customer, as follows:

(1) Scope of Work: Intellias shall perform the following services ("Consulting Services"):

a. Detailed Project Plan
   i. Project Tasks
   ii. Milestones
   iii. Dependencies
   iv. Resource Allocation for both Intellias and Customer

b. **Reports, Interfaces, Customizations, Extensions {RICE} Assessment -Spreadsheet to map each** RICE element with the following:
   i. Application
   ii. RICE**Name**
   iii. Technology Used
   iv. Description
   v. Complexity
   vi. Frequency Needed
   vii. Flow to Lawson (Inbound/Outbound)
   viii. Lawson Program
   ix. IT Support Owner

c. Business/Functional Process Analysis
   i. Business Stakeholder Meetings/Interviews to document business processes
      1. Identify current business requirement
      2. Identify challenges and opportunities for improvement
   ii. Detailed process flow of major functions (Visio diagram)

d. Findings Report as detailed in Section 3 - Deliverables

(2) Modules Included: Modules in this analysis shall include the following:

HCM
- Core (HR/Personnel)
- Benefits
- Payroll
- Absence Management
- Talent Acquisition/Onboarding

Finance
- Activities Management
- Accounts Payable
- General Ledger

(3) Deliverables: The Consulting Services shall include development of the following deliverables ("Deliverables"):

a. Findings Report
   i. Detailed documentation of key business processes and technical components
   ii. Recommendations for existing system improvements (Quick Wins)
   iii. CloudSuite design recommendations

(4) Customer Responsibilities: Customer shall perform the tasks and provide the following items as a condition precedent to the obligations of Intellias hereunder:

a. **VPN** access to Customer Development Infor Lawson environment
b. Access to applicable Business Units

(5) Schedule: Exact schedule shall be determined by the Customer in conjunction with Intellias. Work will be performed remotely, unless otherwise requested by the Customer. No Travel Expenses have been included in the Fee.

(6) Master Services Agreement: The Master Services Agreement dated April 29, 2019, is hereby incorporated herein and made a part hereof.

(7) Work Order Date: The term "Work Order Date" for this Work Order shall mean the date this Work Order is signed by Intellias and Customer (whichever is later).

(8) Fee: The Services shall be provided on a Fixed Fee basis billed upon completion of each Activity/Milestone as described below. Customer shall pay the Fee as provided under Section 3.04 of the Services Agreement.

Activity/Milestone	Total Cost
Current State Analysis – Interviews	$15,000
Current State Analysis – Report Delivery	$15,000
CloudSuite Design Recommendations (Optional)	$2,500
Estimated Total	$32,500

(9) Approvals: The parties have executed this Work Order on the date(s) indicated below.

Intellias: Digitally signed by Chad Mitchell DN: cn=Chad Mitchell, o=Intellias, ou, email=cmitchell@intellias.net, c=US Date: 2022.12.02 13:01:55 -06'00'

By: _____

Print Name: Chad Mitchell

Title: President

Date: 12/2/2022

CUSTOMER: Fresno Unified School District

By: _____

Print Name: Patrick Jensen

Title: Interim Chief Financial Officer

Date: _____

Approved as to form

Ann Loorz (Dec 5, 2022 09:35 PST)

Executive Director, Purchasing

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-9

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Agreement with Metamorphosis Therapy Group, Inc.

ITEM DESCRIPTION: Included in the Board binders is an agreement with Metamorphosis Therapy Group, Inc. in the amount of $259,200.

In the 2022/23 fiscal year, Speech Language Pathologists were deployed to school sites to support the needs of 5,600 students. While the majority of services are provided through a virtual platform, the need still exists for in-person assessments and services.

Due to the continued vacancies and shortages of in-person Speech Language Pathology services in the district, Metamorphosis Therapy Group, Inc. will provide the district with Speech Language Pathology services to support our students that receive Individualized Education Program services.

The vendor will allocate two full-time Speech Language Pathologists to support district sites through the remainder of the school year at a rate of $150 per hour for a total of 108 days, up to 8 hours each day.

The term of this contract will commence December 15, 2022 and ends June 8, 2023.

FINANCIAL SUMMARY: Sufficient funds in the amount of $259,200 are available in the Special Education budget.

PREPARED BY: Dr. Tangee Pinheiro,
Instructional Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Dr. Natasha Baker,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

FEDERAL FUNDING WILL NOT BE USED

Fresno Unified School District
Achieving our Greatest Potential!

Fresno Unified School District
Contract Routing Form

Completed independent contract agreement must be attached

Metamorphosis Therapy Group, Inc.	265 West Bullard suite 102, Fresno, CA 93704
Vendor Name	***Address***
559-205-0930	Courtney Gebhart
Phone Number	***Vendor Contact***
From: 12/15/2022	**Through:** 6/30/2023
Term (Duration)	

FUSD Contract Administrator:

Kate Alvarado, Manager III	Special Education	559-457-3220
Name	*Site/ Dept*	*Telephone number*

***Budget** (Fund-Unit-Dept.-Activity-Object)* 060-6547-0785-5730-1130-5110

Annual Cost $ 259,200.00 Please choose an option

Fingerprint Requirements: *All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, asrequired therein.* *Yes* ☑ *No* ☐

Scope of Work Summary:

Provide Speech and Language Therapy services to include direct, collaborative, and compensatory services, reports, goal development, service documentation in district system supervision of SLPA (if licensed), and attendance at IEP team meetings. The vendor will not solicit services directly. Special education staff will be solely responsible for referring parents/students to the vendor. SLP $150 an hour for up to 2 SLPs for a total of 108 eight-hour days each. SLPs are to work within the 8 hour day.

Please indicate where the work will be performed: Choose Best Description

Date Item is to appear on **Board of Education Agenda:** 12/14/22 ***Will this contract be submitted with Bundled Contracts?*** No
(Contracts of $15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Signed — *Date* 11/18/2022

12/2/2022

Reviewed & approved by **Risk Management, or Exec. Dir. of Purchasing:**

Ann Loorz (Dec 5, 2022 12:17 PST)

Signed — *Date*

Please return signed contract to:

Kate Alvardo	Special Education
Name	*Department*

Fresno Unified School District
Independent Contractor Services Agreement

GENERAL INFORMATION

School/Department Budget: 060-6547-0785-5730-1130-5110

District Contact Person: Kate Alvarado, Manager III

Budget Manager Approval: _____

Contractor's Vendor Name: Metamorphosis Therapy Group, Inc.

Contractor's Contact Person: Courtney Gebhart

Contractor's Title: CEO

Contractor's Telephone Number: 559-205-0930

Contractor's E-mail: cgebhart@metatherapygroup.com

Contractor's Address: 265 West Bullard suite 102, Fresno, CA 93704

This Independent Contractor Services Agreement is made and entered into effective 12/15/2022 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor"). Metamorphosis Therapy Group, Inc.

1. Contractor Services. Contractor agrees to provide

Provide Speech and Language Therapy services to include direct, collaborative, and compensatory services, reports, goal development, service documentation in district system supervision of SLPA (if licensed), and attendance at IEP team meetings. The vendor will not solicit services directly. Special education staff will be solely responsible for referring parents/students to the vendor. SLP $150 an hour for up to 2 SLPs for a total of 108 eight-hour days each. SLPs are to work within the 8 hour day.

2. Contractor Qualifications. Contractor represents that it has in effect all licenses, permissions and has otherwise all legal qualifications to perform this Agreement.

3. Term. This Agreement shall begin on 12/15/2022 , and shall terminate on 6/30/2023 . There shall be no extension of the term of the agreement without express written consent from all parties.

4. Payment. District agrees to pay Contractor at following rate of $ 150.00 per hour , Not to exceed $ 259,200.00. Checks will be made payable to Metamorphosis Therapy Group, Inc. . Payment shall be limited to amount written in this paragraph, unless specifically indicated in Paragraph 5. District agrees to pay Contractor within thirty (30) days of receipt of detailed invoice.

5. Incidental Expenses. ☐ Yes (See below) ☑ No, Vendor initial here CG

   a. Lodging _____ Actual cost of single occupancy. Not to exceed $100 per night. *Receipt Required.*

   b. Meals _____ Reimbursement limited to actual cost up to the following rates: Breakfast $12.20, Lunch $18.30, Dinner $30.50. *Receipt Required.*

   c. Travel _____ Actual cost by common carrier. Private car expenses will be reimbursed at the current standard business IRS mileage rate.

   d. Supplies _____ As negotiated with school/department contracting for service.

   e. Total Estimated Cost (Sum of paragraphs 4 and 5a – d): $ 259,200.0

   f. Other _____

6. Employment. Are you a current FUSD employee? ☐ Yes ☒ No

7. CalPERS & CalSTRS. Are you a CalPERS or CalSTRS retiree? ☐ Yes ☒ No

8. California Residency. Contractor is a resident of the state of California: ☑ Yes ☐ No

9. Report Fraud, Waste and Abuse. By calling the Anti-Fraud Hotline, (559) 325-3200, or by completing the fraud, waste or abuse reporting form online at: http://www.ppcpas.com/fresno-unified-fraud-alert. The anti-fraud waste or abuse reporting hotline is available to report alleged fraud in the district. The responsibility for monitoring the hotline rests with the internal auditor for Fresno Unified School District, Price, Page & Company. A report may be made anonymously.

10. Conflict of Interest. In consideration of the Districts Conflict of Interest Code, Contractor affirms they do not have, nor does the Contractor anticipate having any interest in real property, investments, business interest in or income from sources which would provide Contractor, his/her spouse or minor child(ren) with personal financial gain as a result of any recommendation, advice or any other action taken by Contractor during the rendition of services under this Agreement.

Contractor's initials CG____ District's initials KA AL

11. Anti-discrimination. Fresno Unified School District prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived race, color, ethnicity, national origin, immigration status, ancestry, age, creed, religion, political affiliation, gender, gender identity, gender expression, genetic information, mental or physical disability, sex, sexual orientation, marital status, pregnancy or parental status, medical information, military veteran status, or association with a person or a group with one or more of these actual or perceived characteristics or any other basis protected by law or regulation, in its educational program(s) or employment. If you believe you, or your student, have been subjected to discrimination, harassment, intimidation, or bullying you should contact your school site principal and/or the District's Chief Compliance and Title IX Officer David Chavez, by phone at 559-457-3500, by email at David.Chavez@fresnounified.org, or in person at 2309 Tulare Street Fresno, CA 93721.

12. Termination of Agreement. Either District or Contractor may terminate this Agreement at any time for any reason upon thirty (30) days prior written notice. In the event of early termination, Contractor shall be paid for satisfactory work

performed to the date of termination. The District may then proceed with the work in any manner the District deems proper.

Notwithstanding the expiration or termination of this Agreement for any reason (a) any provision of this Agreement that imposes or contemplates continuing obligations on a Party shall survive the expiration or termination of this Agreement, including without limitation, the rights and duties under Paragraphs 12, 13, 15,and 17; and (b) all undisputed fees due and payable hereunder through the termination date in accordance with Paragraphs 4 and 5.

13. Confidential Information

a. For the purposes of this Agreement "Confidential Information" includes any written or oral information or data, disclosed by either Party to the other, which may include, without limitation, information relating to technical, financial, personnel, personal employee information, the network, corporate, administration, plan design, benefits or contractual affairs of either Party or a third party that has been identified as confidential or that by the nature of the circumstances surrounding disclosure ought reasonably to be treated as confidential.

b. Contractor hereby agrees that it shall not disclose Confidential Information, and any materials, discussions, or other communications concerning Confidential Information to any person or entity, except to its own employees, contractor personnel, and to its attorneys, accountants, consultants and other professional advisors having a "need to know," and who are themselves bound by similar nondisclosure restrictions (collectively, "Representatives"). If Contractor becomes aware of any disclosure or use not in compliance with this Agreement, Contractor shall notify the District in writing within three (3) business days. Contractor shall use at least the same degree of care in safeguarding Confidential Information as it uses in safeguarding its own confidential information. Representatives shall be bound to comply with all terms of this Paragraph
13.B. Upon the request of the District, Contractor shall provide a written acknowledgment from each of its Representatives that said Representative is bound by the terms of this Paragraph 13.B.

c. Contractor's obligation under this Agreement to not disclose Confidential Information shall not apply to information that: (a) becomes generally available to the public other than as the result of unauthorized disclosure by Contractor or a third party; (b) is independently developed by Contractor without the aid, application or use of Confidential Information; or (c) was received by Contractor on a non-confidential basis prior to receipt from the District or from a third-party lawfully possessing and lawfully entitled to disclose such information.

d. Disclosure of Confidential Information shall not be precluded if such disclosure is: (a) required pursuant to a valid court order; or (b) in the opinion of legal counsel for Contractor, is otherwise required by law, provided that in either circumstance:

   i. Contractor shall furnish the District with a copy of the demand, summons, subpoena or other legal process to compel such disclosure;

   ii. Contractor shall give the District reasonable prior notice of its intention to disclose Confidential Information in order to allow the District an opportunity to seek appropriate protection; and

   iii. Contractor shall take all reasonable steps including, without limitation, the pursuit of a protective order, to restrict the disclosure of Confidential Information to the greatest extent possible.

e. All Confidential Information provided by the District to Contractor is and shall forever remain the sole and exclusive property of the District. By granting access to Confidential Information, the District does not grant any express or implied right to Contractor to use, publish or disclose any Confidential Information. After its review of the Confidential Information Contractor will return to the District all Confidential Information disclosed to it (including copies or summaries of Confidential Information), or with the District's permission destroy the Confidential Information and certify in writing that it has been destroyed.

14. Injunctive Relief. Each Party acknowledges that a breach or threatened breach of this Agreement may cause immediate and irreparable harm to the District and that, to protect against such harm, the District may seek from a court of competent jurisdiction the issuance of a restraining order or injunction to prohibit any threatened disclosure

or misuse of the District's Confidential Information. Such an action for a restraining order or injunction is in addition to and does not limit all other remedies provided by law or in equity or by agreement between the Parties.

15. Indemnification and Hold Harmless. To the fullest extent allowed by law, the Contractor shall defend, indemnify and hold District, its agents, employees, Board of Trustees, members of the Board of Trustees, officials, officers, volunteers, and representatives ("Indemnities") free and harmless from any and all claims, demands, negligence (including the active or passive negligence of Indemnities, regardless of whether sole or otherwise, as allowed by law), causes of action, costs, expenses, liabilities, losses, damages or injuries, fines, penalties in law or equity, regardless of whether the allegations are false, fraudulent, or groundless, to property or persons, including wrongful death, (collectively "Loss") to the extent arising out of or incident to: 1) the performance or breach of any of the terms and conditions of the contract (including but not limited to) the Contractor's use of the site; or 2) any acts, omissions, negligence, in connection with the performance of Services or otherwise arising from this Contract ("Indemnification"); or 3) the willful misconduct of the Contractor or their respective agents, subcontractors, employees, material or equipment suppliers, invitees, or licensees. The Contractor's Indemnification includes, but is not limited to, the payment of all damages and attorney's fees, fines, penalties and other related costs and expenses.

    a. The Contractor's defense obligations (with counsel approved by District), shall arise immediately upon tender of any of the Indemnities, and the defense shall be paid at Contractor's own cost, expense and risk, for any and all such aforesaid suits, actions or other legal proceedings of every kind that may be brought or instituted against any of the Indemnities, notwithstanding whether liability is, can be or has yet been established.

    b. The Contractor shall pay and satisfy any judgment, award or decree that may be rendered against any of the Indemnities, in any such suit, action or other legal proceeding. The Contractor shall reimburse Indemnities, and each of them, for any and all legal expenses and costs incurred by each of them in connection therewith or in enforcing the indemnity herein provided.

    c. Acceptance of insurance certificates and endorsements required under the contract does not relieve the Contractor from liability under this indemnification and hold harmless clause. The requirements of this Section (Indemnification and Hold Harmless) shall apply whether or not such insurance policies shall have been determined to be applicable to any of such damages or claims for damages.

16. Insurance. Without limiting "Contractor" indemnification, it is agreed that "Contractor" shall secure and maintain in force during the term of this Agreement a **Commercial General Liability** policy (Contractual liability included) utilizing an occurrence policy form, with limits of not less than two million ($2,000,000) dollars per occurrence, four million ($4,000,000) annual aggregate limit. **Business automobile Liability** Insurance shall be maintained for owned, scheduled, non-owned or hired automobiles with a combined single limit not less than two million ($2,000,000) dollars per occurrence. In the event "Contractor" is working with students individually or providing professional services to students, "Contractor" shall maintain a policy providing coverage for sexual molestation and/or abuse claims. In the event that "Contractor's" Commercial General liability policy excludes coverage for sexual molestation and/or abuse claims shall be required to procure a separate or supplemental policy providing such coverage. The limits of coverage for the **abuse and molestation policy** shall be not less than $2,000,000 per claim and $4,000,000 aggregate. If any of the required policies provide coverage on a claims-made basis then the following shall apply; 1) The retroactive date must be shown, and must be before the date of the contract or the beginning of contract work; 2) Insurance must be maintained and evidence of insurance must be provided for at least five (5) years after completion of the contract work; (3) If coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a retroactive date prior to the contract effective date, the Contractor must purchase "extended reporting" coverage for a minimum of five (5) years after completion of work. Self-insured retentions must be declared to and approved by District. The District may require "Contractor" to provide proof of ability to pay losses and related investigations, claims administration and defense expenses within the retention. The policy shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or the District.
The District shall be named as an additional insured on the policies by separate endorsement. A Certificate of Insurance and endorsements shall be **attached to this Agreement as proof of insurance.** The "Contractor" policy shall provide that it is primary such that insurance maintained by the District, if any, shall be excess and not co-primary.

17. Independent Contractor Status. While engaged in carrying out the terms and conditions of the contract, the Contractor is an independent contractor, and not an officer, employee, agent, partner, or joint venture of the District.

18. Workers' Compensation Insurance. Contractor agrees to provide all necessary workers' compensation insurance for Contractor's employees, if any, at Contractor's own cost and expense.

19. Fingerprinting Requirements. Contractor hereby acknowledges that, if applicable, it is required to comply with the requirements of Education Code Section 45125.1 with respect to fingerprinting of employees who may have contact with the District's pupils. The Contractor shall also ensure that its consultants on the Project also comply with the requirements of Section 45125.1. If required by Education Code Section 45125.1, the Contractor and its consultants, prior to any of the Contractor 's employees, or those of any other consultants, coming into contact with the District's pupils submit through the DISTRICT fingerprints to the Department of Justice (DOJ) for the monitoring and supervision of employee(s) and/or affiliated constituents. Contractor will not begin work on the Project site until obtaining a DOJ cleared status through the DISTRICT. Contractor further acknowledges that other fingerprinting requirements may apply, as set forth in Education Code Section 45125 et seq., and will comply with any such requirements, including having Consultant certifies Consultants certify that none of these employees and/or affiliated constituent(s) will have been convicted of a felony as defined in Education Code section 45122.1."Fingerprinting Requirements," is expressly understood and agreed to by the parties hereto:

Contractor's initials CG District's initials KA AL

20. Taxes. Contractor agrees that Contractor has no entitlement to any future work from the District or to any employment or fringe benefits from the District. Payments to the contractor pursuant to this Agreement will be reported to Federal and State taxing authorities as required. District will not withhold any money from compensation payable to Contractor. District will not withhold FICA (Social Security), state or federal unemployment insurance contributions, state or federal income tax or disability insurance. Contractor is independently responsible for the payment of all applicable taxes.

21. Assignment. The Contractor shall not assign or transfer by operation of law or otherwise any or all of its rights, burdens, duties or obligations without the prior written consent of the District.

22. Binding Effect. This Agreement shall inure to the benefit of and shall be binding upon the contractor and the District and their respective successors and assigns.

23. Severability. If any provision of this Agreement shall be held invalid or unenforceable by a court of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provision hereof.

24. Waiver and Amendments. This Agreement may be amended, modified, superseded, cancelled, renewed or extended, and the terms and conditions hereof may be waived, only by a written instrument signed by the parties or, in the case of a waiver, by the party waiving compliance. The waiver by any party hereto of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach.

25. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of California and venue shall be in the appropriate Superior court in Fresno, California.

26. Attorney's Fees. The non-prevailing party in any dispute under this Agreement shall pay all costs and expenses, including expert witness fees and attorney's fees, incurred by the prevailing party in resolving such dispute.

27. Written Notice. Written notice shall be deemed to have been duly served if delivered in person to the individual or member of the company or to an officer of the corporation for whom it was intended, or if delivered to or sent by registered or certified mail to the last business address known to the person who gives the notice.

District:

Ann Loorz
Purchasing Department
Fresno Unified School
District 4498 N. Brawley
Avenue Fresno, CA 93722

Contractor: Metamorphosis Therapy Group, Inc.

Name: Courtney Gebhart

Address:

265 West Bullard suite 102
Fresno, CA 93704

c: Risk Management Fresno
Unified School District 2309
Tulare Street
Fresno, CA 93721

28. Compliance with Law. Each and every provision of law and clause required by law to be inserted into this Agreement shall be deemed to be inserted herein and this Agreement shall be read and enforced as though it were included therein. Contractor agrees that it shall comply with all legal requirements for the performance of its duties under this agreement and that failure to do shall constitute material breach.

29. Entire Agreement. This Agreement is intended by the Parties as the final expression of their agreement with respect to such terms as are included herein and as the complete and exclusive statement of its terms and may not be contradicted by evidence of any prior agreement or of a contemporaneous oral agreement, nor explained or supplemented by evidence of consistent additional terms.

30. Construction. The rule of construction that any ambiguity in an agreement be construed against the drafter of such agreement shall not apply to this Agreement.

31. Execution of Other Documents. The parties to this Agreement shall cooperate fully in the execution of any and all other documents and in the completion of any additional actions that may be necessary or appropriate to give full force and effect to the terms and intent of this Agreement.

32. Execution in Counterparts. This Agreement may be executed in counterparts such that the signatures may appear on separate signature pages. A copy, or an original, with all signatures appended together, shall be deemed a fully executed agreement.

33. Board Approval. For contracts in excess of $15,000.00, the effectiveness of this Agreement is contingent upon the approval of the Fresno Unified School District Board of Education.

Executed at Fresno, California, on the date and year first written above.

DISTRICT

Fresno Unified School District

_____

Santino Danisi, Chief Financial Officer

_____

Date

CONTRACTOR

Metamorphosis Therapy Group, Inc.

_____

Name: Courtney Gebhart ***,Title:*** CEO

11/18/22

Date

Approved As To Form:

Ann Loorz (Dec 5, 2022 12:17 PST)

_____

Risk Management or Purchasing

12/05/2022

Date

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-10

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Amendment to Agreement with Moreno Institute, LLC

ITEM DESCRIPTION: Included in the Board binders is an amended agreement with Moreno Institute, LLC. The need for additional after-school program support continues to grow as Fresno Unified is tasked with removing students from after school programs' waitlists in accordance with the Expanded Learning Opportunities Program funding requirements. As a result, Extended Learning is requesting an amendment to an agreement dated August 01, 2022, between Moreno Institute, LLC, and Fresno Unified School District for daily after school program support. The parties mutually agree to modify the scope of the contract to include an additional 25 support professionals (for a total of 165 support professionals) who will support an additional eight elementary school sites and to account for additional future staffing needs as numbers increase in our after-school programs. All Moreno Institute support professionals will receive monthly on-site training. The additional cost for new support professionals, and training for all staff, will total $800,000. The original contract total of $3,433,696 plus the additional cost of $800,000 brings the new contract total to $4,233,696.

FINANCIAL SUMMARY: Sufficient funds in the amount of 4,233,696 are available through the Expanded Learning Opportunities Program.

PREPARED BY: Jeremy Ward,
Assistant Superintendent

DIVISION: Instructional Services
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Natasha Baker,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

Fresno Unified School District
our Greatest Potential!

Fresno Unified School District
Contract Routing Form

Completed independent contract agreement must be attached

Moreno Institute LLC **Vendor Name**	1625 E. Shaw Ave. Suite 137 Fresno, CA 93710 ***Address***
559-269-2642 ***Phone Number***	Raul Z. Moreno ***Vendor Contact***
From: August 1, 2022	**Through:** June 30, 2023
Term (Duration)	
FUSD Contract Administrator:	
Valerie Rivas Martinez *Name*	Extended Learning (559)248-7539 *Site/ Dept* *Telephone number*
Nov 2, 2022 ***Budget (Fund-Unit-Dept.-Activity-Object)***	060-2600-0790-1981-5899
$4,233,696.00 FP **Annual Cost** ~~3,133,696.~~ 10/11/22	(Contract will not be authorized to exceed this amount w/o BOE approval)

Nov 2, 2022

Fingerprint Requirements: *All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.* *Yes* ☑ *No* ☐

Nov 2, 2022 Nov 2, 2022 10/11/22

Scope of Work Summary:

Moreno Institute LLC agrees to provide daily after school program support for four hours per day at a total of ~~35~~ 43 elementary sites for 60 students per site. Program services will include specific duties that will be assigned to the after school Support Professionals by Extended Learning. Daily duties include but are not limited to: supervision of students' daily arrival and departure, academic support for designated classes, small group STEM instruction, supervision of recess, snacks, and other outside activities. At the end of each month, Moreno Institute LLC will submit an executive summary and an invoice that contains services provided.

Moreno Institute LLC also agrees to provide a College and Career enrichment program for seven Saturdays (three in the Fall & four in the Spring) during the 2022-2023 school year. Each Saturday the program will run for four hours and serve 40 students, grades K - 6, for a total of 280 students. This program will include college campus tours, hands-on career education activities relevant to the topics for each Saturday, college admissions/program requirements presentations, financial aid presentations, and a career photo booth that will give each participant a photo of themselves dressed in their future career. After each Saturday program, Moreno Institute LLC will submit an executive summary and an invoice that contains services provided.

FP 12/14/2022

Date Item is to appear on **Board of Education Agenda:** ~~11/17/21~~ *Agenda Item #* *(Contracts of $15,000.00 or more)*

Reviewed & approved by **Cabinet Level Officer:** *Signed* Aug 1, 2022 *Date*

Reviewed & approved by **Executive Director, Risk Management:** *Signed* 08/02/2022 *Date*

Please return signed contract to: Alexis Villareal *Name*

Extended Learning *Department*

Fresno Unified School District
Independent Contractor Services Agreement

GENERAL INFORMATION

School/Department Budget: 060-2600-0790-1981-5899

District Contact Person: Valerie Rivas Martinez

Budget Manager Approval: _____

Contractor's Vendor Name: Moreno Institute LLC

Contractor's Contact Person: Raul Z. Moreno

Contractor's Title: Executive Director

Contractor's Telephone Number: 559-269-2642

Contractor's E-mail: raulmoreno@morenoinstitute.org

Contractor's Address: 1625 E. Shaw Ave. Suite 137 Fresno, CA 93710

Contractor's Taxpayer ID# or SSN#: 45-4015506

This Independent Contractor Services Agreement is made and entered into effective 08/01/22 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor").

Nov 2, 2022

1. Contractor Services. Contractor agrees to provide RM Nov 2, 2022

43 10/11/22

Moreno Institute LLC agrees to provide daily after school program support for four hours per day at a total of ~~35~~ elementary sites for 60 students per site. Program services will include specific duties that will be assigned to the after school Support Professionals by Extended Learning. Daily duties include but are not limited to: supervision of students' daily arrival and departure, academic support for designated classes, small group STEM instruction, supervision of recess, snacks, and other outside activities. At the end of each month, Moreno Institute LLC will submit an executive summary and an invoice that contains services provided.

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2. Contractor Qualifications. Contractor represents that it has in effect all licenses, permissions and has otherwise all legal qualifications to perform this Agreement.

3. Term. This Agreement shall begin on 08/01/22 . , and shall terminate on 06/30/23 Nov 2, 2022 . There shall be no extension of the term of the agreement without express written consent from all parties. EM

Nov 2, 2022 10/11/22 $4,233,696.00 ~~3455696~~ contract $4,233,696.00 10/11/22

4. Payment. District agrees to pay Contractor at following rate of ____ per____, Not to exceed ~~3,455,696.~~ . Checks will be made payable to Moreno Institute LLC EM Nov 2, 2022 . Payment shall be limited to amount written in this paragraph, unless specifically indicated in Paragraph 5. District agrees to pay Contractor within thirty (30) days of receipt of detailed invoice.

5. Incidental Expenses. ☐ Yes (See below) ☑ No, Vendor initial here EM Nov 2, 2022

a. Lodging 0.00 Actual cost of single occupancy. Not to exceed $100 per night. *Receipt Required.*

b. Meals 0.00 Reimbursement limited to actual cost up to the following rates: Breakfast $12.20, Lunch$18.30, Dinner$30.50. *Receipt Required.*

c. Travel 0.00 Actual cost by common carrier. Private car expenses will be reimbursed at the current standard business IRS mileage rate.

d. Supplies 0.00 As negotiated with school/department contracting for service. EM Nov 2, 2022

e. Total Estimated Cost (Sum of paragraphs 4 and 5a – d): ~~3455696~~ $4,233,696.00 10/11/22 Nov 2, 2022

f. Other ____

6. Employment. Are you a current FUSD employee? ☐ Yes ☑ No

7. CalPERS & CalSTRS. Are you a CalPERS or CalSTRS retiree? ☐ Yes ☑ No

8. California Residency. Contractor is a resident of the state of California: ☑ Yes ☐ No

9. Report Fraud, Waste and Abuse. By calling the Anti-Fraud Hotline, (559) 325-3200, or by completing the fraud, waste or abuse reporting form online at: http://www.ppcpas.com/fresno-unified-fraud-alert The anti-fraud waste or abuse reporting hotline is available to report alleged fraud in the district. The responsibility for monitoring the hotline rests with the internal auditor for Fresno Unified School District, Price, Page & Company. A report may be made anonymously.

10. Conflict of Interest. In consideration of the Districts Conflict of Interest Code, Contractor affirms they do not have, nor does the Contractor anticipate having any interest in real property, investments, business interest in or income from sources which would provide Contractor, his/her spouse or minor child(ren) with personal financial gain as a result of any recommendation, advice or any other action taken by Contractor during the rendition of services under this Agreement.

Contractor's initials EM District's initials AL

11. Anti-discrimination. Fresno Unified School District prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived race, color, ethnicity, national origin, immigration status, ancestry, age, creed, religion, political affiliation, gender, gender identity, gender expression, genetic information, mental or physical disability, sex, sexual orientation, marital status, pregnancy or parental status, medical information, military veteran status, or association with a person or a group with one or more of these actual or perceived characteristics or any other basis protected by law or regulation, in its educational program(s) or employment. If you believe you, or your student, have been subjected to discrimination, harassment, intimidation, or bullying you should contact your school site principal and/or the District's Chief Compliance and Title IX Officer Paul Idsvoog, by phone at 559-457-3730, by email at Paul.Idsvoog@fresnounified.org, or in person at 2309 Tulare Street Fresno, CA 93721.

12. Termination of Agreement. Either District or Contractor may terminate this Agreement at any time for any reason upon thirty (30) days prior written notice. In the event of early termination, Contractor shall be paid for satisfactory work

performed to the date of termination. The District may then proceed with the work in any manner the District deems proper.

Notwithstanding the expiration or termination of this Agreement for any reason (a) any provision of this Agreement that imposes or contemplates continuing obligations on a Party shall survive the expiration or termination of this Agreement, including without limitation, the rights and duties under Paragraphs 12, 13, 15,and 17; and (b) all undisputed fees due and payable hereunder through the termination date in accordance with Paragraphs 4 and 5.

13. Confidential Information

a. For the purposes of this Agreement "Confidential Information" includes any written or oral information or data, disclosed by either Party to the other, which may include, without limitation, information relating to technical, financial, personnel, personal employee information, the network, corporate, administration, plan design, benefits or contractual affairs of either Party or a third party that has been identified as confidential or that by the nature of the circumstances surrounding disclosure ought reasonably to be treated as confidential.

b. Contractor hereby agrees that it shall not disclose Confidential Information, and any materials, discussions, or other communications concerning Confidential Information to any person or entity, except to its own employees, contractor personnel, and to its attorneys, accountants, consultants and other professional advisors having a "need to know," and who are themselves bound by similar nondisclosure restrictions (collectively, "Representatives"). If Contractor becomes aware of any disclosure or use not in compliance with this Agreement, Contractor shall notify the District in writing within three (3) business days. Contractor shall use at least the same degree of care in safeguarding Confidential Information as it uses in safeguarding its own confidential information. Representatives shall be bound to comply with all terms of this Paragraph
13.B. Upon the request of the District, Contractor shall provide a written acknowledgment from each of its Representatives that said Representative is bound by the terms of this Paragraph 13.B.

c. Contractor's obligation under this Agreement to not disclose Confidential Information shall not apply to information that: (a) becomes generally available to the public other than as the result of unauthorized disclosure by Contractor or a third party; (b) is independently developed by Contractor without the aid, application or use of Confidential Information; or (c) was received by Contractor on a non-confidential basis prior to receipt from the District or from a third-party lawfully possessing and lawfully entitled to disclose such information.

d. Disclosure of Confidential Information shall not be precluded if such disclosure is: (a) required pursuant to a valid court order; or (b) in the opinion of legal counsel for Contractor, is otherwise required by law, provided that in either circumstance:

   i. Contractor shall furnish the District with a copy of the demand, summons, subpoena or other legal process to compel such disclosure;

   ii. Contractor shall give the District reasonable prior notice of its intention to disclose Confidential Information in order to allow the District an opportunity to seek appropriate protection; and

   iii. Contractor shall take all reasonable steps including, without limitation, the pursuit of a protective order, to restrict the disclosure of Confidential Information to the greatest extent possible.

e. All Confidential Information provided by the District to Contractor is and shall forever remain the sole and exclusive property of the District. By granting access to Confidential Information, the District does not grant any express or implied right to Contractor to use, publish or disclose any Confidential Information. After its review of the Confidential Information Contractor will return to the District all Confidential Information disclosed to it (including copies or summaries of Confidential Information), or with the District's permission destroy the Confidential Information and certify in writing that it has been destroyed.

14. Injunctive Relief. Each Party acknowledges that a breach or threatened breach of this Agreement may cause immediate and irreparable harm to the District and that, to protect against such harm, the District may seek from a court of competent jurisdiction the issuance of a restraining order or injunction to prohibit any threatened disclosure

or misuse of the District's Confidential Information. Such an action for a restraining order or injunction is in addition to and does not limit all other remedies provided by law or in equity or by agreement between the Parties.

15. Indemnification and Hold Harmless. To the fullest extent allowed by law, the Contractor shall defend, indemnify and hold District, its agents, employees, Board of Trustees, members of the Board of Trustees, officials, officers, volunteers, and representatives ("Indemnities") free and harmless from any and all claims, demands, negligence (including the active or passive negligence of Indemnities, regardless of whether sole or otherwise, as allowed by law), causes of action, costs, expenses, liabilities, losses, damages or injuries, fines, penalties in law or equity, regardless of whether the allegations are false, fraudulent, or groundless, to property or persons, including wrongful death, (collectively "Loss") to the extent arising out of or incident to: 1) the performance or breach of any of the terms and conditions of the contract (including but not limited to) the Contractor's use of the site; or 2) any acts, omissions, negligence, in connection with the performance of Services or otherwise arising from this Contract ("Indemnification"); or 3) the willful misconduct of the Contractor or their respective agents, subcontractors, employees, material or equipment suppliers, invitees, or licensees. The Contractor's Indemnification includes, but is not limited to, the payment of all damages and attorney's fees, fines, penalties and other related costs and expenses.

    a. The Contractor's defense obligations (with counsel approved by District), shall arise immediately upon tender of any of the Indemnities, and the defense shall be paid at Contractor's own cost, expense and risk, for any and all such aforesaid suits, actions or other legal proceedings of every kind that may be brought or instituted against any of the Indemnities, notwithstanding whether liability is, can be or has yet been established.

    b. The Contractor shall pay and satisfy any judgment, award or decree that may be rendered against any of the Indemnities, in any such suit, action or other legal proceeding. The Contractor shall reimburse Indemnities, and each of them, for any and all legal expenses and costs incurred by each of them in connection therewith or in enforcing the indemnity herein provided.

    c. Acceptance of insurance certificates and endorsements required under the contract does not relieve the Contractor from liability under this indemnification and hold harmless clause. The requirements of this Section (Indemnification and Hold Harmless) shall apply whether or not such insurance policies shall have been determined to be applicable to any of such damages or claims for damages.

16. Insurance. Without limiting "Contractor" indemnification, it is agreed that "Contractor" shall secure and maintain in force during the term of this Agreement a Commercial General Liability policy (Contractual liability included) utilizing an occurrence policy form, with limits of not less than two million ($2,000,000) dollars per occurrence, four million ($4,000,000) annual aggregate limit. Business automobile Liability Insurance shall be maintained for owned, scheduled, non-owned or hired automobiles with a combined single limit not less than two million ($2,000,000) dollars per occurrence. In the event "Contractor" is working with students individually or providing professional services to students, "Contractor" shall maintain a policy providing coverage for sexual molestation and/or abuse claims. In the event that "Contractor's" Commercial General liability policy excludes coverage for sexual molestation and/or abuse claims shall be required to procure a separate or supplemental policy providing such coverage. The limits of coverage for the abuse and molestation policy shall be not less than $2,000,000 per claim and $4,000,000 aggregate. If any of the required policies provide coverage on a claims-made basis then the following shall apply; 1) The retroactive date must be shown, and must be before the date of the contract or the beginning of contract work; 2) Insurance must be maintained and evidence of insurance must be provided for at least five (5) years after completion of the contract work; (3) If coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a retroactive date prior to the contract effective date, the Contractor must purchase "extended reporting" coverage for a minimum of five (5) years after completion of work. Self-insured retentions must be declared to and approved by District. The District may require "Contractor" to provide proof of ability to pay losses and related investigations, claims administration and defense expenses within the retention. The policy shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or the District.

The District shall be named as an additional insured on the policies by separate endorsement. A Certificate of Insurance and endorsements shall be attached to the Agreement as proof of insurance. The "Contractor" policy shall provide that it is primary such that insurance maintained by the District, if any, shall be excess and not co-primary. "Contractor" shall produce the policy for District, upon request.

17. Independent Contractor Status. While engaged in carrying out the terms and conditions of the contract, the Contractor is an independent contractor, and not an officer, employee, agent, partner, or joint venture of the District.

18. Workers' Compensation Insurance. Contractor agrees to provide all necessary workers' compensation insurance for Contractor's employees, if any, at Contractor's own cost and expense.

19. Fingerprinting Requirements. Contractor hereby acknowledges that, if applicable, it is required to comply with the requirements of Education Code Section 45125.1 with respect to fingerprinting of employees who may have contact with the District's pupils. The Contractor shall also ensure that its consultants on the Project also comply with the requirements of Section 45125.1. If required by Education Code Section 45125.1, the Contractor and its consultants, prior to any of the Contractor 's employees, or those of any other consultants, coming into contact with the District's pupils submit through the DISTRICT fingerprints to the Department of Justice (DOJ) for the monitoring and supervision of employee(s) and/or affiliated constituents. Contractor will not begin work on the Project site until obtaining a DOJ cleared status through the DISTRICT. Contractor further acknowledges that other fingerprinting requirements may apply, as set forth in Education Code Section 45125 et seq., and will comply with any such requirements, including having Consultant certifies Consultants certify that none of these employees and/or affiliated constituent(s) will have been convicted of a felony as defined in Education Code section 45122.1."Fingerprinting Requirements," is expressly understood and agreed to by the parties hereto:

Contractor's initials EM District's initials AL

20. Taxes. Contractor agrees that Contractor has no entitlement to any future work from the District or to any employment or fringe benefits from the District. Payments to the contractor pursuant to this Agreement will be reported to Federal and State taxing authorities as required. District will not withhold any money from compensation payable to Contractor. District will not withhold FICA (Social Security), state or federal unemployment insurance contributions, state or federal income tax or disability insurance. Contractor is independently responsible for the payment of all applicable taxes.

21. Assignment. The Contractor shall not assign or transfer by operation of law or otherwise any or all of its rights, burdens, duties or obligations without the prior written consent of the District.

22. Binding Effect. This Agreement shall inure to the benefit of and shall be binding upon the contractor and the District and their respective successors and assigns.

23. Severability. If any provision of this Agreement shall be held invalid or unenforceable by a court of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provision hereof.

24. Waiver and Amendments. This Agreement may be amended, modified, superseded, cancelled, renewed or extended, and the terms and conditions hereof may be waived, only by a written instrument signed by the parties or, in the case of a waiver, by the party waiving compliance. The waiver by any party hereto of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach.

25. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of California and venue shall be in the appropriate Superior court in Fresno, California.

26. Attorney's Fees. The non-prevailing party in any dispute under this Agreement shall pay all costs and expenses, including expert witness fees and attorney's fees, incurred by the prevailing party in resolving such dispute.

27. Written Notice. Written notice shall be deemed to have been duly served if delivered in person to the individual or member of the company or to an officer of the corporation for whom it was intended, or if delivered to or sent by registered or certified mail to the last business address known to the person who gives the notice.

District:

Ann Loorz
Purchasing Department
Fresno Unified School
District 4498 N. Brawley
Avenue Fresno, CA 93722

Contractor: Moreno Institute LLC

Name: Raul Z. Moreno

Address:
1625 E. Shaw Ave. Suite 137
Fresno, CA 93710

c: Andrew De La Torre
Benefits & Risk Management
Fresno Unified School District
2309 Tulare Street
Fresno, CA 93721

28. Compliance with Law. Each and every provision of law and clause required by law to be inserted into this Agreement shall be deemed to be inserted herein and this Agreement shall be read and enforced as though it were included therein. Contractor agrees that it shall comply with all legal requirements for the performance of its duties under this agreement and that failure to do shall constitute material breach.

29. Entire Agreement. This Agreement is intended by the Parties as the final expression of their agreement with respect to such terms as are included herein and as the complete and exclusive statement of its terms and may not be contradicted by evidence of any prior agreement or of a contemporaneous oral agreement, nor explained or supplemented by evidence of consistent additional terms.

30. Construction. The rule of construction that any ambiguity in an agreement be construed against the drafter of such agreement shall not apply to this Agreement.

31. Execution of Other Documents. The parties to this Agreement shall cooperate fully in the execution of any and all other documents and in the completion of any additional actions that may be necessary or appropriate to give full force and effect to the terms and intent of this Agreement.

32. Execution in Counterparts. This Agreement may be executed in counterparts such that the signatures may appear on separate signature pages. A copy, or an original, with all signatures appended together, shall be deemed a fully executed agreement.

33. Board Approval. For contracts in excess of $15,000.00, the effectiveness of this Agreement is contingent upon the approval of the Fresno Unified School District Board of Education.

Executed at Fresno, California, on the date and year first written above.

DISTRICT

Fresno Unified School District

Santino Danisi, Chief Financial Officer

Aug 24, 2022

Date

CONTRACTOR

Moreno Institute LLC

Name: Raul Z. Moreno , *Title:* Executive Director

July 29, 2022

Date

Approved As To Form:

Ann Lopez (Aug 2, 2022 13:40 PDT)

Andrew De La Torre, Executive Director
Benefits and Risk Management

08/02/2022

Date

Fresno Unified School District
Board Agenda Item

Board Meeting Date: November 17, 2021

AGENDA ITEM A-14

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Award of Request for Qualifications 22-09, Extended Learning Enrichment Services

ITEM DESCRIPTION: It is recommended the Board approve Request for Qualifications (RFQ) 22-09, to provide a pool of qualified vendors to provide enrichment services outside of the regular school day. The RFQ establishes a list of prequalified vendors that may be used for enrichment services needed throughout the year. The term is one year with four one-year renewal options.

RFQ notifications were sent to 55 vendors on September 07, 2021, and the district received 19 responses. Based on evaluation by a panel comprised of Extended Learning staff and teachers on factors including experience servicing school districts, expertise of staff, types of services offered, and pricing, approval of the following vendors is recommended:

- Adventure Education Solutions (Sanger, CA)
- Assist Academy (Sacramento, CA)
- California Teaching Fellows Foundation (Fresno, CA)
- Every Neighborhood Partnership (Fresno, CA)
- Fresno Chaffee Zoo (Fresno, CA)
- Grid Alternatives (Fresno, CA)
- GrowthPoint Technologies, Inc. (Fresno, CA)
- J & D Mind Builders, Inc. dba Bricks4Kidz (Clovis, CA)
- Junior Achievement of Northern California (Fresno, CA)
- New Vision Aviation, Inc. (Fresno, CA)
- San Joaquin River Parkway and Conservation Trust, Inc. (Fresno, CA)
- SSB Sales & Marketing, LLC. dba Drone Legends (Marlton, NJ)
- Sustainable Parks and Recreation Community Initiative (Fresno, CA)
- StudentNest, Inc. (Fresno, CA)
- WorkEd, Inc. (Seattle, WA)

Purchase orders for services will be presented to the Board for ratification on monthly reports. The RFQ, responses and scoring matrix are available for review in the Purchasing Department.

FINANCIAL SUMMARY: Funding is available through the Expanding Learning Opportunities Grant.

PREPARED BY: Jeremy Ward, Asst. Supt.
Ann Loorz, Executive Director

DIVISION: Instructional Services
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Kim Mecum,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

BOARD OF EDUCATION
Elizabeth Jonasson Rosas, President
Genoveva Islas, Clerk
Valerie F. Davis
Claudia Cazares
Major Terry Slatio USMC (Retired)
Keshia Thomas
Andy Levine

SUPERINTENDENT
Robert G. Nelson, Ed.D.

Fresno Unified School District

Achieving our Greatest Potential!

Purchasing Services
Ann Loorz, Executive Director
4498 N. Brawley Ave. Fresno, CA 93722
Ph. (559) 457-3588 Fax (559) 457-6040

August 19, 2022

Sent Via E-mail: morenoinstitute@gmail.com

Mr. Raul Z. Moreno
Moreno Institute
2789 E. Los Altos Ave.
Fresno, CA 93710

Regarding: **RFQ Annual Renewal**
Subject: **RFQ No. 22-09, Extended Learning Enrichment Services**

Dear Mr. Moreno:

The above referenced RFQ has a contract term of one year from date of award by the Board of Education. It is due to expire on November 17, 2022. Per the contract Terms and Conditions, the Bid may be extended, with mutual consent of both parties, for an additional four (4) one-year increments.

Fresno Unified School District desires to align the contract renewal term with our fisal year calendar of July 2022 through June 2023 and to extend RFQ No. 22-09, Extended Learning Enrichment Services, for one (1) additional year, through June 30, 2023. If Moreno Institute is in agreement with the one year renewal of RFQ 22-09, please indicate your acceptance on page 2 of this letter.

This extension will be effective on July 1, 2022 with terms and conditions remaining the same.

We appreciate your continued support and look forward to working with you again.

Sincerely,

Ann Loorz
Executive Director of Purchasing

c: P. Idsvoog, Jeremy Ward, Connie Cha, M. Moua, Bid File

Fresno Unified School District
Achieving our Greatest Potential!

Purchasing Services
Ann Loorz, Executive Director
4498 N. Brawley Ave. Fresno, CA 93722
Ph. (559) 457-3588 Fax (559) 457-6040

BOARD OF EDUCATION
Elizabeth Jonasson Rosas, President
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Major Terry Slatic USMC (Retired)
Keshia Thomas
Andy Levine

SUPERINTENDENT
Robert G. Nelson, Ed.D.

Mrs. Ann Loorz
Fresno Unified School District
4498 N. Brawley
Fresno, CA 93722

Regarding: **RFQ Annual Renewal Signed Acceptance**
Subject: **RFQ No. 22-09, Extended Learning Enrichment Services**

Dear Mrs. Loorz:

Moreno Institute agrees to extend the above referenced contract, in accordance with current terms and conditions, as attested to by the following signature:

Signature	Title	Date
	Executive Director	09/22/22

Signature:
Email: raulmoreno@morenoinstitute.org

Signature: Jeremy Ward (Nov 2, 2022 13:24 PDT)
Email: jeremy.ward@fresnounified.org

Signature: Ann Loorz (Dec 2, 2022 12:15 PST)
Email: ann.loorz@fresnounified.org

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022 **AGENDA ITEM A-11**

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Award of Additional Vendors for Request for Qualifications 20-14, Professional Services – Construction Related Consultants

ITEM DESCRIPTION: It is recommended the Board approve additional firms to the pool of qualified vendors previously approved under Request for Qualifications (RFQ) 20-14 in support of the district's new construction, modernization, modular, and deferred and general maintenance projects. The Board approved RFQ 20-14 on June 10, 2020. To provide additional project support, the qualified vendors listed below are recommended for approval for the remaining term of the RFQ (through June 10, 2025):

- LSA Associates, Inc. (Clovis, CA) School Facility Planning, RFQ Sec. 6
- Rincon Consultants, Inc. (Fresno, CA) School Facility Planning, RFQ Sec. 6
- Achievement Engineering Corp. (Fresno, CA) Environ. Site Assessment, RFQ Sec. 7
- Blair, Church & Flynn Consulting Engineers (Clovis, CA) Environ. Site Assessment, RFQ Sec. 7
- Johnson, Johnson & Miller Air Quality Consulting (Clovis, CA) Environ. Site Assessment, RFQ Sec. 7
- Achievement Engineering Corp. (Fresno, CA) Material Testing & Construction Lab, RFQ Sec. 9
- Temple Anderson Moore Architects, LLC (Fresno, CA) Construction Management, RFQ Sec. 14

Approval allows the district to enter into master agreements with approved vendors, for identified projects on an as-needed basis. This allows for planning/design of Board-prioritized projects to proceed without an additional approval process. Purchase orders will be presented to the Board for ratification on future purchase order reports.

The RFQ (over 100 pages) and responses are available for review in the Purchasing Department.

FINANCIAL SUMMARY: Funding will be established on a project-by-project basis.

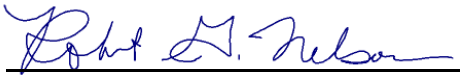
PREPARED BY: Ann Loorz,
Executive Director, Purchasing

DIVISION: Operational Services
PHONE NUMBER: (559) 457-3134

CABINET APPROVAL: Paul Idsvoog,
Chief Operating and Classified Labor
Management Officer



SUPERINTENDENT APPROVAL:



Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022 **AGENDA ITEM A-12**

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Award of Bid 23-09, Sunnyside High School New Career Technical Education Health Science Building

ITEM DESCRIPTION: Included in the Board binders is information on Bid 23-09, Sunnyside High School New Career Technical Education (CTE) Health Science Building. The project is for the construction of a new Health Science CTE building. The building contains a rehabilitation therapy lab, performance lab, medical science classroom, athletic training and sports medicine classrooms as well as collaboration spaces, offices, restrooms and support spaces.

The request for bids was lawfully advertised on September 28, 2022. Notifications were sent to 147 firms plus five construction trade publications, and the district received four responses. Bids were opened on November 09, 2022. Staff recommends award to the lowest responsive, responsible bidder:

Davis Moreno Construction, Inc., (Fresno, California) $ 7,384,000

The tabulation is attached and bid specifications are available for review in the Purchasing Department.

FINANCIAL SUMMARY: Sufficient funds in the amount of $ 7,384,000 are available in the Measure M Fund.

PREPARED BY: Ann Loorz,
Executive Director, Purchasing

DIVISION: Operational Services
PHONE NUMBER: (559) 457-3134

CABINET APPROVAL: Paul Idsvoog,
Chief Operations and Classified Labor Management Officer

SUPERINTENDENT APPROVAL:

FRESNO UNIFIED SCHOOL DISTRICT

BID TABULATION

BID NO. 23-09, SUNNYSIDE HIGH SCHOOL NEW CAREER TECHNICAL EDUCATION HEALTH SCIENCE BUILDING

Bid Opening Date: November 9, 2022 prior to 2:01 P.M. Buyer: Panhia Moua

CONTRACTOR	CITY	BASE BID CTE BUILDING & SITE WORK	ADD ALT. 1 TWO ROLL-UP DOORS ON EAST SIDE OF BUILDING IN HUMAN PERFORMANCE LAB	TOTAL BID AMOUNT	RECOMMENDED AWARD AMOUNT
Davis Moreno Construction, Inc.	**Fresno**	**$7,340,000**	**$44,000**	**$7,384,000**	**$7,384,000**
Marko Construction Group, Inc.	Fresno	$7,810,275	$65,000	$7,875,275	$7,875,275
AMG & Associates, Inc.	Santa Clarita	$7,835,000	$53,000	$7,888,000	$7,888,000
Caliber Contracting Services, Inc.	Fresno	$8,194,000	$37,000	$8,231,000	$8,231,000

Low bid determined by Base Bid plus Add Alternate Item 1:

Alternate bid items are permitted pursuant to Public Contract Code 20103.8, for the betterment of the project and to allow the District to take into consideration factors such as budget and competitive bid market. The method of determining the low bidder is published prior to opening of the sealed bids.

Staff recommends award of $7,384,000 to Davis Moreno Construction, Inc., the lowest responsive, responsible bidder for the Base Bid and Add Alternate items.

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-13

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Rejection of Bid 23-03, Ericson Elementary School New Multi-Purpose Building and Interim Housing

ITEM DESCRIPTION: Included in the Board binders is information on Bid 23-03, Ericson Elementary School New Multi-Purpose Building and Interim Housing. The project is for the construction of a new Multi-Purpose Building to replace the existing building built in the 1950's at Ericson Elementary School. The new 9,340 square foot building will have a stage, separate music storage, student restrooms, food service area and equipment, and a staff lounge.

The request for bids was lawfully advertised on October 07, 2022. Notifications were sent to 138 firms plus five construction trade publications, and the district received two responses. Bids were opened on November 07, 2022. Staff recommends rejecting all bids due to bid prices being significantly higher than the estimated amount. The project scope will be evaluated for modification and rebid in the future.

The tabulation is attached and bid specifications are available for review in the Purchasing Department.

FINANCIAL SUMMARY: Rejecting the bids results in no fiscal impact to the district at this time.

PREPARED BY: Ann Loorz,
Executive Director, Purchasing

DIVISION: Operational Services
PHONE NUMBER: (559) 457-3134

CABINET APPROVAL: Paul Idsvoog,
Chief Operations and Classified Labor Management Officer

SUPERINTENDENT APPROVAL:

FRESNO UNIFIED SCHOOL DISTRICT

BID TABULATION

BID NO. 23-03, ERICSON ELEMENTARY SCHOOL NEW MULTI-PURPOSE BUILDING AND INTERIM HOUSING

Bid Opening Date: November 7, 2022 prior to 2:01 P.M. Buyer: Panhia Moua

CONTRACTOR	CITY	BASE BID A INTERIM PORTABLES	BASE BID B MULTI- PURPOSE BUILDING	ADD ALT. 1 PAINTED MURAL	ADD ALT. 2 TILE, DIGITALLY PRINTED MURAL	ADD ALT. 3 CRACK FILL, STRIPING, AND SEAL COAT FOR PLAYCOURT	ADD ALT. 4 REMOVAL OF EXISTING ASPHALT PAVING, REPAIR OF IRRIGATION, AND RE-SEED	TOTAL BID AMOUNT	RECOMMENDED AWARD AMOUNT
Davis Moreno Construction, Inc.	Fresno	$951,929	$8,307,519	$14,076	$83,990	$12,092	$39,547	$9,409,153	$0
AMG & Associates, Inc.	Santa Clarita	$813,000	$8,635,000	$13,000	$88,000	$8,000	$67,000	$9,624,000	$0

Low bid determined by Base Bids A and B plus all Add Alternate items:

Alternate bid items are permitted pursuant to Public Contract Code 20103.8, for the betterment of the project and to allow the District to take into consideration factors such as budget and competitive bid market. The method of determining the low bidder is published prior to opening of the sealed bids.

Staff recommends rejecting all bids due to bid prices being significantly higher than the estimated amount.

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-14

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Ratify
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Ratify Grant Application for 21st Century Community Learning Center and After School Safety and Enrichment for Teens Program Grant Application

ITEM DESCRIPTION: Included in the Board binders for consideration are after-school program grants up for renewal beginning in the 2023/24 fiscal year with the 21st Century Community Learning Center (21st CCLC) grant for Burroughs Elementary School and the After School Safety and Enrichment for Teens (ASSETs) grant for Edison High School, Fresno High School, McLane High School, Roosevelt High School, and Sunnyside High School. The goal of these site-based programs is to provide a safe and educationally enriching environment that will improve student academic achievement as well as support the educational goals of the district**.**

The continued funding of our programs will include the implementation of Senate Bill (SB) 1221. This bill requires programs to submit evidence of a data-driven program quality improvement process that is based on the state department's guidance and the 12 Quality Standards for Expanded Learning programs. Programs will be required to submit attendance information, select one or more outcome measures to demonstrate program effectiveness based upon grant requirements, and select at least one of the 12 Quality Standards for Expanded Learning Programs to focus on each year. Data for chosen measures must be submitted annually to the California Department of Education.

FINANCIAL SUMMARY: The application requests $186,251 in 21st CCLC program funds for a five-year period and $1,272,500 in ASSETs program funds for a five-year period. Fresno Unified is to provide 33% in-kind matching fund as done in previous years.

PREPARED BY: Jeremy Ward,
Assistant Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Dr. Natasha Baker,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

21st Century Community Learning Centers Grant Application
Fiscal Year 2023–24

Application ID: 23-07-10-141-21st-287

Cover Page

Agency Name	Fresno Unified
County-District Code/Federal Employer Identification Number	10621660000000
County Name	Fresno
Agency Type	LEA
Authorized Agent Name	Bob Nelson Ed.D.
Authorized Agent Professional Title	Superintendent
Authorized Agent Address	2309 Tulare Street
Authorized Agent City, State, Zip Code	Fresno, CA, 93721-2287
Authorized Agent Telephone Number	(559) 457-3882 Ext.
Authorized Agent Email Address	bob.nelson@fresnounified.org
Program Contact Name	
Program Contact Professional Title	
Program Contact Address	
Program Contact City, State, Zip Code	
Program Contact Telephone Number	
Program Contact Email Address	
Total Core Amount Requested	$161,251.20
Total Equitable Access Amount Requested	$25,000.00

I hereby certify that I have read, acknowledge, and agree to the grant and program requirements as stated in the Request for Applications. I also certify that I will share equal decision-making and grant compliance with the signing Co-Applicant(s), if applicable, including all assurances and fiscal reporting requirements. The Applicant and all Co-Applicant(s), if applicable, must sign all forms contained in the application packet with an original "wet" signatures must be made using blue ink; digital signatures are not accepted.

Authorized Agent Signature:	Date:
Robert J Nelson	11/16/22

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Signatures and Approvals

School Principal or Executive Director Approval

The school principal or executive director of a direct-funded charter school of each school to be served by the proposed program must approve this program application. **Original "wet" signatures must be made using blue ink.**

County-District-School Code	School Name	Name of School Principal or Executive Director	Signature of School Principal or Executive Director
10621666006118	Burroughs Elementary	Lorena Federico, Principal	

School District Approval

The local educational agency (LEA) superintendent must be in agreement with the intent of this application. The LEA superintendent assures that all schools in this application meet eligibility requirements for funding pursuant to the terms and conditions described in the request for application. **Original "wet" signatures must be made using blue ink.**

Direct-funded charter schools applying for grant funding are not required to obtain the superintendent's signature for approval.

County- District-School Code	School District Name	Name of Superintendent	Signature of Superintendent
10621660000000	Fresno Unified	Bob Nelson Ed.D., Superintendent	

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Award Calculator

County-District-School Code	School Name	School Type (E/M)	Program Type	Days of Operation	Students Served	Amount Requested
10621666006118	Burroughs Elementary	E	After School Base	180	88	$161,251.20
10621666006118	Burroughs Elementary	E	Equitable Access	N/A	N/A	$25,000.00
					Total	**$186,251.20**

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Private School Consultation Certification
Page 1

To the extent consistent with the number of eligible children in areas served by a local educational agency (LEA), educational service agency, consortium of those agencies, or another entity receiving financial assistance under this program, who are enrolled in private elementary schools and secondary schools in areas served by such agency, consortium, or entity, the agency, consortium, or entity shall, after timely and meaningful consultation with appropriate private school officials provide to those children and their teachers or other educational personnel, on an equitable basis, special educational services or other benefits that address their needs under the program (20 United States Code [U.S.C.] Section 7881[a][1]).

The consultation with private schools must occur **before** the agency, consortium, or entity makes any decision that affects the opportunities of eligible private school children, teachers, and other educational personnel to participate in programs, and shall continue throughout the implementation and assessment of activities (20 U.S.C. Section 7881[c][3]).

The consultation shall include a discussion of service delivery mechanisms that the agency, consortium, or entity could use to provide equitable services to eligible private school children, teachers, administrators, and other staff (20 U.S.C. Section 7881[c][4]).

Applicants must check one box as applicable and certify with an original "wet" signature using blue ink.

☑ I certify that (per 20 U.S.C. Section 7881[c][1]), the local educational agency (LEA), educational service agency, consortium of those agencies, or entity, consulted with appropriate private school officials during the design and development of the programs, on the following issues:

- How the children's needs will be identified (20 U.S.C. Section 7881[c][1][A]);
- What services will be offered (20 U.S.C. Section 7881[c][1][B]);
- How, where, and by whom the services will be provided (20 U.S.C. Section 7881[c][1][C]);
- How the services will be assessed and how the results of the assessment will be used to improve those services (20 U.S.C. Section7881[c][1][D]);

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Private School Consultation Certification
Page 2

- The size and scope of the equitable services to be provided to the eligible private school children, teachers, and other educational personnel and the amount of funds available for those services (20 U.S.C. Section 7881[c][1][E]); and
- How and when the agency, consortium, or entity will make decisions about the delivery of services, including a thorough consideration and analysis of the views of the private school officials on the provision of contract services through potential third-party providers (20 U.S.C. Section 7881[c][1][F]).

—or—

☑ I certify that according to the California Department of Education private schools directory at https://www.cde.ca.gov/re/sd/index.asp, there are no private schools identified within the vicinity of the after school service area in which I am required to consult.

Authorized Agent Name	Bob Nelson Ed.D.
Authorized Agent Title	Superintendent
Authorized Agent Signature	Bob S. N
Signature Date	11/16/22

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Funding Priority Certification

Applicants must check each box as applicable for funding priority consideration.

☑ 1. Does this application target services to students who attend Title 1 schools with at least 40 percent Free and Reduced-Priced Meals that: (1) are implementing comprehensive support and improvement activities, or targeted support and improvement activities under 20 U.S.C. Section 6311(d), or (2) have otherwise been determined by the local educational agency (LEA) to be in need of intervention and support to improve student academic achievement and other outcomes, and serve the families of such students?

☑ 2. Does this application target services to schools that enroll students who may be at risk for academic failure, dropping out of school, involvement in criminal or delinquent activities, or who lack strong positive role models and serve families of such students (20 U.S.C. Section 7174[i][1][A][II])?

☑ 3. Is this application jointly submitted by at least one Title I LEA and another eligible entity (20 U.S.C. Section 7174[i][1][B]), or demonstrate that the LEA or entity is unable to partner with a community-based organization in reasonable geographic proximity and of sufficient quality (20 U.S.C. Section 7174[i][2])?Note: This priority item will be applied to all schools in the application; however, a justification narrative for the inability to partner is required, and must be included with the application materials submitted to the California Department of Education, if applicable.

☑ 4. Does this application propose year-round expanded learning programming at the school, including programs that complement After School Education and Safety or 21st Century Community Learning Centers (CCLC) funded programs (California Education Code [EC] Section 8484.8[e][3])? Applicants must apply for Summer/Supplemental funding as a Program Type on the Award Calculator.

☑ 5. Does this application replace the school's expiring Cohort 11 21st CCLC grants if the program has satisfactorily met grant requirements (EC Section 8484.8[e][7])?

Authorized Agent Signature:	Date:
Robert S [illegible]	11/16/22

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Disqualification Form
Page 1

The following items will disqualify applications and/or individual school sites from the funding process:

Application Disqualifications

1. The After School Support and Information System (ASSIST) generated application forms (see Section IX. Application Checklist in the Request for Application) that are submitted to the California Department of Education (CDE) after 4 p.m. on November 16, 2022 will be **disqualified.**

2. **Postmarks will be accepted.** Applications that are sent by guaranteed, overnight, priority mail, or other means must include verifiable documentation from the delivery service assuring delivery date by the due date and time. Dates printed on Mobile Bar Codes, such as the Quick Response Codes available at the United States Postal Service, are not considered postmark dates for the purpose of determining the timely filing of an application and **will be disqualified.**

3. Application narratives not uploaded and **submitted as final** into Financial Assistance Application Submittal Tool (FAAST) prior to 4 p.m. on November 16, 2022, **will be disqualified.**

4. Applicants on the federal debarment list **will be disqualified.**

5. A Cover Page without an original Authorized Signature or without a Designee signature submitted with a copy of a recent governing board resolution or minutes clearly authorizing the Designee to accept and sign as a proxy for financial statements and legally binding documents **will be disqualified. All signatures must be original "wet" signatures using blue ink. Applications that are submitted with signature stamps, electronic stamps, or any form of reproduced stamp will be disqualified.**

6. If an application is jointly submitted by more than one Co-Applicant, then all CoApplicants **must** sign the application Cover Page. **If a Co-Applicant fails to sign the Cover Page, the Co-Applicant will be dropped from the application, and the Applicant will not receive priority for a joint submission. All signatures must be original "wet" signatures using blue ink. If a CoApplicant uses a signature stamp, electronic stamp, or any form of reproduced stamp, they will be dropped from the application.**

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Disqualification Form
Page 2

7. If the grantee is not in Good Standing at the time the application is submitted to the CDE by 4 p.m., November 16, 2022, **the application will be disqualified** (*EC* Section 8483.7[A][1][G]).

8. Virtual trainings and assessments: All applicants and Co-Applicants must complete a series of virtual trainings and assessments by the specified due date. If the trainings and assessments are not completed by the specified due date, applications **will be disqualified.**

Individual School Site Disqualifications

1. Free and Reduced-Price Meals (FRPM) Rate: Any school site contained within an application that has an FRPM rate below 40 percent will be disqualified. Please visit the CDE Student Poverty FRPM Data web page at https://www.cde.ca.gov/ds/sd/sd/filessp.asp. The data used represents the count of the FRPM eligible students ages five through seventeen who were enrolled on Census Day, October 2020, and certified through the fiscal year 2021–22 CALPADS Fall 1 submission.

2. Principal Signatures: A Signature and Approvals form without an original signature by the school site principals, or executive director/principal of a direct-funded charter school will be disqualified. **All signatures must be original "wet" signatures using blue ink. If a school site principal, executive director/ principal of a direct-funded charter school uses a signature stamp, electronic stamp, or any form of reproduced stamp that site will be disqualified.**

3. A renewing or current grantee that is not in Good Standing for fiscal year 2022–23 at the time the application documents are submitted to the CDE and uploaded into FAAST on November 16, 2022, **will be disqualified.**

Once the hard copy application packet is received, applications will be screened by CDE staff based on the disqualification criteria listed above, submission of all required signatures on forms as identified on the Application Checklist, and other requirements identified throughout this RFA. Applicants that are disqualified based on the CDE screening will be notified by January 2023.

Authorized Agent Signature:	Date:
Robert S. [illegible]	11/16/22

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

California *Education Code* Certified Assurances
Page 1

The California *Education Code* (*EC*) Certified Assurances listed below are the state legislatively required elements for the 21st Century grant. By signing the *EC* Certified Assurances, the Authorized Signature or Designee and all Co-applicants (if applicable) are certifying their acknowledgement, understanding, and agreement with **each** Certified Assurance listed below. Grantees should retain a signed copy of the Certified Assurances for their records.

The Authorized Signature or Designee and all Co-applicants (if applicable) hereby agree to, and certify the following:

1. The program will include an educational and literacy element in which tutoring or homework assistance is provided in one or more of the following areas: language arts, mathematics, history and social science, computer training, or science (*EC* Section 8482.3[c][1][A]).

2. The program will have an educational enrichment element that may include, but need not be limited to, fine arts, career technical education, recreation, physical fitness, and prevention activities (*EC* Section8482.3[c][1][B]).

3. The program will provide snacks made available through a program and shall conform to the nutrition standards in Article 2.5 (commencing with Section 49430) of Chapter 9 of Part 27 of Division 4 of Title 2. The program shall agree that meals made available through a program shall conform to the nutrition standards of the United States Department of Agriculture's at-risk afterschool meal component of the Child and Adult Care Food Program (*EC* sections 8482.3[d][1] and 8482.3[d][2]).

4. Each partner in the application agrees to share responsibility for the quality of the program (*EC* Section 8482.3[f][3]).

5. Programs will follow all fiscal reporting and auditing standards required by the California Department of Education (CDE) (*EC* Section 8482.3[f][5]).

Authorized Agent Signature:	Date:
Robert J. [illegible]	11/16/22

California *Education Code* Certified Assurances

6. The program shall review their after school program plans every three years. This review is to include, but will not be limited to program goals, program content, outcome measures that the grantee will use for the next three years, and any other information requested by the CDE. If the program goals or outcome measures change as a result of this review, the program shall notify the department in a manner prescribed by the CDE (*EC* sections 8482.3[g][1][A] through 8482.3[g][1][E]).

7. The program shall commence immediately upon the conclusion of the regular school day, and operate a minimum of 15 hours per week, and at least until6 p.m. on every regular school day. Every after school component of the program shall establish a policy regarding reasonable early daily release of pupils from the program (*EC* Section 8483[a][1]).

8. Priority for enrollment of pupils in middle school or junior high school shall be given to students who attend daily (*EC* Section 8483[c][1][B]).

9. The program will provide a safe physical and emotional environment, opportunities for relationship building, and promote active student engagement (*EC* Section 8483.3[c][3]).

10. The program will provide staff training and development (*EC* Section 8483.3[c][4]).

11. The program will integrate with the regular school day and other expanded learning opportunities (*EC* Section 8483.3[c][5]).

12. The program will engage in community collaboration, including, but not limited to, demonstrated support of the school site principal and staff (*EC* Section 8483.3[c][6]).

13. The program will provide opportunities for physical activity (*EC* Section 8483.3[c][7]).

14. The program will assume fiscal accountability (*EC* Section 8483.3[c][9]).

15. The program will meet all of the evaluation requirements (*EC* Section 8483.3[c][11]).

Authorized Agent Signature:	Date:
Kelli J.	11/16/22

16. The program will engage in the collection and use of student social, behavioral, or skill development data collection to support quality program improvement processes (*EC* Section 8483.3[c][12]).

17. The program shall establish minimum qualifications for each staff position that, at a minimum, ensure that all staff members who directly supervise students meet the minimum qualifications for an instructional aide, pursuant to the policies of the school district. Selection of the program site supervisors shall be subject to the approval of the school site principal. The program shall also ensure that the program maintains a student-to-staff member ratio of no more than 20-to-1. All program staff and volunteers shall be subject to the health screening and fingerprint clearance requirements in current law and district policy for school personnel and volunteers in the school district (*EC* Section 8483.4).

18. The program shall submit annual outcome-based data for evaluation (*EC* Section 8484[a]).

19. The program will provide school day attendance on an annual basis (*EC* Section 8484[a][1][A]).

20. The program will provide program attendance on a semiannual basis (*EC* Section 8484[a][1][B]).

21. The program shall submit evidence of a data-driven program quality improvement process that is based on the CDE's guidance on program quality standards (*EC* Section 8484[a][2]).

22. Off-site programs will be aligned with the educational and literacy component of the program with participating pupils' regular school programs. No program located off school grounds shall be approved unless safe transportation is provided to the pupils enrolled in the program (*EC* Section 8484.6[a]).

23. Off-site programs will comply with all statutory and regulatory requirements that are applicable to similar programs conducted on the school site (*EC* Section 8484.6[b]).

Authorized Agent Signature:	Date:
Robert J. [illegible]	11/16/22

24. The designated public agency representative for the Applicant(s) certifies that an annual fiscal audit will be conducted and that adequate, accurate records will be kept. In addition, each Applicant certifies that funds received under this subdivision are expended only for those services and supports for which they are granted. The CDE shall require grant recipients to submit annual budget reports, and the department may withhold funds in subsequent years if after school grant funds are expended for purposes other than as awarded (*EC* Section 8484.8[b][3]).

25. Grant recipients shall submit quarterly expenditure reports, and the CDE may withhold funds in subsequent years if access or literacy grant funds are expended for purposes other than as granted (*EC* Section 8484.8[b][4]).

26. Grant awards shall be restricted to those applications that propose primarily to serve students that attend schoolwide programs, as described in Title I of the federal No Child Left Behind Act of 2001 (Public Law 107–110). Competitive priority shall be given to applications that propose to serve students in schools designated as being in need of improvement under subsection (b) of Section 6316 of Title 20 of the U.S.C., and that are jointly submitted by school districts and community-based organizations (*EC* Section 8484.8[d]).

27. A grantee shall identify the federal, state, and local programs that will be combined or coordinated with the proposed program for the most effective use of public resources, and shall prepare a plan for continuing the program beyond federal grant funding (*EC* Section 8484.8[e][5]).

28. A grantee shall submit semiannual attendance data and results to facilitate evaluation and compliance in accordance with provisions established by the department (*EC* Section 8484.8[e][6]).

29. If 15 percent or more of the students enrolled in a public school that provides instruction in kindergarten or any of grades one to twelve, inclusive, speak a single primary language other than English, as determined from the census data submitted to the department pursuant to Section 52164 in the preceding year, all notices, reports, statements, or records sent to the parent or guardian of any such student by the school or school district shall, in addition to being written in English, be written in the primary language, and may be responded to either in English or the primary language (*EC* Section 48985 [a]).

Authorized Agent Signature:	Date:
Robert J Cruz	11/16/22

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Equitable Access Certified Assurances

The Equitable Access Certified Assurances listed below are the state legislatively required elements for the 21st Century grant. By signing the Certified Assurances, the Authorized Signature or Designee and all Co-applicants (if applicable) are certifying their acknowledgement, understanding, and agreement with **each** Certified Assurance listed below. Grantees should retain a copy of the Certified Assurances for their records.

The Authorized Signature or Designee and all co-applicants (if applicable) hereby agree to, and certify the following:

1. Equitable Access funds shall provide supplemental assistance to programs and will not fund the full anticipated costs of the services provided by a community learning center program (California *Education Code [EC]* Section 8484.8[b][2][A]).

2. The program shall certify that existing resources are not available to meet the needs of the program, and include, but not be limited to, a description of how the needs, strengths, and resources of the community have been assessed, currently available resources, and the justification for additional resources for that purpose (*EC* Section 8484.8[b][2][B]).

3. The designated public agency representative for the Applicant(s) certifies that an annual fiscal audit will be conducted and that adequate, accurate records will be kept. In addition, each Applicant certifies that funds received under this subdivision are expended only for those services and supports for which they are granted. The California Department of Education shall require grant recipients to submit annual budget reports, and the department may withhold funds in subsequent years if after school grant funds are expended for purposes other than as awarded (*EC* Section 8484.8[b][3]).

4. Equitable Access grant funds may be withheld or terminated in subsequent years if annual budget reports and quarterly expenditure reports are not submitted to the CDE, or if funds are expended for purposes other than as awarded (*EC* sections 8483.7[a][1][A][vi], 8484.8[b][3], and 8484.8[b][4]).

Authorized Agent Signature:	Date:
Robert J. [illegible]	11/16/22

21st Century Community Learning Centers
Grant Application

Application ID: 23-07-10-141-21st-287

Program Income Form Survey

County-District-School Code	School Name	Fees to be charged (Y/N)	Type of Fees (if applicable) Please mark all that apply	How Often Fees will be charged? (if Applicable) Please mark all that apply
10621666006118	Burroughs Elementary	N	[ ] Application [ ] Monthly [ ] Annual [ ] Material [ ] Other (Please explain below)	[ ] Daily [ ] Monthly [ ] Annually [ ] Once [ ] Other (Please explain below)

If you checked Other for any sites above, please explain:

California Department of Education
Fiscal Administrative Services Division
AO-FFATA-001 (REV. 03/2017)

Federal Funding Accountability and Transparency Act Sub-award Reporting Compliance Form

In accordance with the Federal Funding Accountability and Transparency Act, sub-grantees are required to report the following information to the California Department of Education (CDE) to receive funding. Recipients are required to register and maintain their Data Universal Numbering System (DUNS) in the System for Award Management (SAM) at http://www.sam.gov. **This form must be returned with the application package.** Per 2 CFR Part 25.205, failure to comply may result in the CDE determining that the applicant is not qualified to receive an award or may result in delayed payments.

Please read before completing this form.
If you are an educational agency that certifies thru the OPUS-CDE web application complete item 1 and sign the form. All other entities must complete all items below as it appears in your System for Award Management (SAM.gov) profile.

1. Name of entity receiving award Fresno Unified School District

2. Physical address associated with this DUNS number (city, state, zip + 4 required)

   Address: 2309 Tulare Street

   City: Fresno State: CA Zip: 93721-2266

3. Dun & Bradstreet (D&B) DUNS Number: 07737783 6

4. Total compensation and names of top five executives ***if***:

   a. This business or organization receive 80% or more of its annual gross revenues from the U.S. Federal government and those revenues are $25M or greater in annual gross revenues?

      Yes ____ No X If yes, proceed to question b.

   b. Does the public have access to compensation information filed under section 13(a) or 15(d) of the Securities Exchange Commission (SEC) and IRS requirements?

      Yes ____ No ____ If no, complete the table below.

Name	Compensation Total
1.	$
2.	$
3.	$
4.	$
5.	$

I certify that the above information is true and accurate.

Authorized official signature

11/16/22
Date

Robert G. Nelson
Authorized official printed name

Superintendent
Title

21st Century High School After School Safety and Enrichment for Teens (ASSETS)
Grant Application 2023–24

Application ID: 23-07-10-141-ASSETs-257

Cover Page

Agency Name	Fresno Unified
County-District Code/Federal Employer Identification Number	10621660000000
County Name	Fresno
Agency Type	LEA
Authorized Agent Name	Bob Nelson Ed.D.
Authorized Agent Professional Title	Superintendent
Authorized Agent Address	2309 Tulare Street
Authorized Agent City, State, Zip Code	Fresno, CA, 93721-2287
Authorized Agent Telephone Number	(559) 457-3882 Ext.
Authorized Agent Email Address	bob.nelson@fresnounified.org
Program Contact Name	Connie Cha
Program Contact Professional Title	Director
Program Contact Address	4120 N First St.
Program Contact City, State, Zip Code	Fresno, CA 93726-
Program Contact Telephone Number	559-248-7461 Ext.
Program Contact Email Address	connie.cha@fresnounified.org
Total Core Amount Requested	$1,272,500.00

I hereby certify that I have read, acknowledge, and agree to the grant and program requirements as stated in the Request for Applications. I also certify that I will share equal decision-making and grant compliance with the signing Co-Applicant(s), if applicable, including all assurances and fiscal reporting requirements. The Applicant and all Co-Applicant(s), if applicable, must sign all forms contained in the application packet with an original "wet" signatures must be made using blue ink; digital signatures are not accepted.

Authorized Agent Signature: Robert S. Nelson	Date: 11/16/22

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Signatures and Approvals

School Principal or Executive Director Approval

The school principal or executive director of a direct-funded charter school of each school to be served by the proposed program must approve this program application. **Original "wet" signatures must be made using blue ink.**

County-District-School Code	School Name	Name of School Principal or Executive Director	Signature of School Principal or Executive Director
10621661030675	Sunnyside High	Michele Anderson, Principal	
10621661031897	Edison High	Joey Munoz, Principal	
10621661032507	Fresno High	Linda Laettner, Principal	
10621661034214	McLane High	Brian Wulf, Principal	
10621661035831	Roosevelt High	Michael Allen, Principal	

School District Approval

The local educational agency (LEA) superintendent must be in agreement with the intent of this application. The LEA superintendent assures that all schools in this application meet eligibility requirements for funding pursuant to the terms and conditions described in the request for application. **Original "wet" signatures must be made using blue ink.**

Direct funded charter schools applying for grant funding are not required to obtain the superintendent's signature for approval.

County- District-School Code	School District Name	Name of Superintendent	Signature of Superintendent
10621660000000	Fresno Unified	Bob Nelson Ed.D., Superintendent	

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Signatures and Approvals

School Principal or Executive Director Approval

The school principal or executive director of a direct-funded charter school of each school to be served by the proposed program must approve this program application. **Original "wet" signatures must be made using blue ink.**

County-District-School Code	School Name	Name of School Principal or Executive Director	Signature of School Principal or Executive Director
10621661030675	Sunnyside High	Michele Anderson, Principal	
10621661031897	Edison High	Joey Munoz, Principal	
10621661032507	Fresno High	Linda Laettner, Principal	
10621661034214	McLane High	Brian Wulf, Principal	
10621661035831	Roosevelt High	Michael Allen, Principal	

School District Approval

The local educational agency (LEA) superintendent must be in agreement with the intent of this application. The LEA superintendent assures that all schools in this application meet eligibility requirements for funding pursuant to the terms and conditions described in the request for application. **Original "wet" signatures must be made using blue ink.**

Direct funded charter schools applying for grant funding are not required to obtain the superintendent's signature for approval.

County- District-School Code	School District Name	Name of Superintendent	Signature of Superintendent
10621660000000	Fresno Unified	Bob Nelson Ed.D., Superintendent	

21st Century High School After School Safety and Enrichment for Teens
Grant Application

Application ID: 23-07-10-141-ASSETs-257

Award Calculator

County-District-School Code	School Name	School Type (H)	Program Type	Days of Operation	Students Served	Amount Requested
10621661030675	Sunnyside High	H	After School Base	N/A	N/A	$254,500.00
10621661031897	Edison High	H	After School Base	N/A	N/A	$254,500.00
10621661032507	Fresno High	H	After School Base	N/A	N/A	$254,500.00
10621661034214	McLane High	H	After School Base	N/A	N/A	$254,500.00
10621661035831	Roosevelt High	H	After School Base	N/A	N/A	$254,500.00
					Total	**$1,272,500.00**

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Private School Consultation Certification
Page 1

To the extent consistent with the number of eligible children in areas served by a local educational agency (LEA, educational service agency, consortium of those agencies, or another entity receiving financial assistance under this program, who are enrolled in private elementary schools and secondary schools in areas served by such agency, consortium, or entity, the agency, consortium, or entity shall, after timely and meaningful consultation with appropriate private school officials provide to those children and their teachers or other educational personnel, on an equitable basis, special educational services or other benefits that address their needs under the program (20 United States Code [U.S.C.] Section 7881[a][1].

The consultation with private schools must occur **before** the agency, consortium, or entity makes any decision that affects the opportunities of eligible private school children, teachers, and other educational personnel to participate in programs, and shall continue throughout the implementation and assessment of activities (20 U.S.C. Section 7881[c][3].
The consultation shall include a discussion of service delivery mechanisms that the agency, consortium, or entity could use to provide equitable services to eligible private school children, teachers, administrators, and other staff (20 U.S.C. Section 7881[c][4].

Applicants must check one box as applicable and certify with an original "wet" signature using blue ink.

☑ I certify that (per 20 U.S.C. Section 7881[c][1]), the LEA, educational service agency, consortium of those agencies, or entity, consulted with appropriate private school officials during the design and development of the programs, on the following issues:

- How the children's needs will be identified (20 U.S.C. Section 7881[c][1][A]);
- What services will be offered (20 U.S.C. Section 7881[c][1][B]);
- How, where, and by whom the services will be provided (20 U.S.C. Section 7881[c][1][C]);
- How the services will be assessed and how the results of the assessment will be used to improve those services (20 U.S.C. Section7881[c][1][D]);

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Private School Consultation Certification
Page 2

- The size and scope of the equitable services to be provided to the eligible private school children, teachers, and other educational personnel and the amount of funds available for those services (20 U.S.C. Section 7881[c][1][E]); and
- How and when the agency, consortium, or entity will make decisions about the delivery of services, including a thorough consideration and analysis of the views of the private school officials on the provision of contract services through potential third-party providers (20 U.S.C. Section 7881[c][1][F]).

—or—

☑ I certify that according to the California Department of Education private schools directory at https://www.cde.ca.gov/re/sd/index.asp, there are no private schools identified within the vicinity of the after school service area in which I am required to consult.

Authorized Agent Name:	Bob Nelson Ed.D.
Authorized Agent Title:	Superintendent
Authorized Agent Signature:	Robert J Nelson
Signature Date:	11/16/22

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Funding Priority Certification

Applicants must check each box as applicable for funding priority consideration.

☑ 1. Does this application target services to students who attend Title 1 schools with at least 40 percent Free and Reduced-Priced Meals that: (1) are implementing comprehensive support and improvement activities, or targeted support and improvement activities under 20 U.S.C. Section 6311(d), or (2) have otherwise been determined by the local educational agency (LEA) to be in need of intervention and support to improve student academic achievement and other outcomes, and serve the families of such students?

☑ 2. Does this application target services to schools that enroll students who may be at risk for academic failure, dropping out of school, involvement in criminal or delinquent activities, or who lack strong positive role models and serve families of such students(20 U.S.C. Section 7174[i][1][A][II])?

☑ 3. Is this application jointly submitted by at least one Title I LEA and another eligible entity (20 U.S.C. Section 7174[i][1][B]), or demonstrate that the LEA or entity is unable to partner with a community-based organization in reasonable geographic proximity and of sufficient quality (20 U.S.C. Section 7174[i][2])?Note: This priority item will be applied to all schools in the application; however, a justification narrative for the inability to partner is required, and must be included with the application materials submitted to the California Department of Education, if applicable.

☑ 4. Does the application contain any programs that previously received funding for an After School Safety and Enrichment for Teens grant, are not currently expiring, proposing an expansion to the existing grant (up to the per site maximum), or contain any programs replacing expiring grants that satisfactorily met their projected attendance goals (California Education Code Section 8422[a])?

Authorized Agent Signature:	Date:
Robert G M	11/16/22

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Disqualification Form
Page 1

The following items will disqualify applications and/or individual school sites from the funding process:

Application Disqualifications

1. The After School Support and Information System (ASSIST) generated application forms (see Section IX. Application Checklist in the Request for Application) that are submitted to the California Department of Education (CDE) after 4 p.m. on November 16, 2022 **will be disqualified.**

2. **Postmarks will be accepted.** Applications that are sent by guaranteed, overnight, priority mail, or other means must include verifiable documentation from the delivery service assuring delivery date by the due date and time. Dates printed on Mobile Bar Codes, such as the Quick Response Codes available at the United States Postal Service, are not considered postmark dates for the purpose of determining the timely filing of an application and will be disqualified.

3. Application narratives not uploaded and **submitted as final** into the Financial Assistance Application Submittal Tool (FAAST) prior to 4 p.m. on November 16, 2022, **will be disqualified.**

4. Applicants on the federal debarment list **will be disqualified.**

5. A Cover Page without an original Authorized Signature or without a Designee signature submitted with a copy of a recent governing board resolution or minutes clearly authorizing the Designee to accept and sign as a proxy for financial statements and legally binding documents **will be disqualified. All signatures must be original "wet" signatures using blue ink. Applications that are submitted with signature stamps, electronic stamps, or any form of reproduced stamp will be disqualified.**

6. If an application is jointly submitted by more than one Co-Applicant, then all Co-Applicants must sign the application Cover Page. **If a Co-Applicant fails to sign the Cover Page, the Co-Applicant will be dropped from the application, and the Applicant will not receive priority for a joint submission. All signatures must be original "wet" signatures using blue ink. If a Co-Applicant uses a signature stamp, electronic stamp, or any form of reproduced stamp, they will be dropped from the application.**

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Disqualification Form
Page 2

7. If an expiring or current grantee is not in Good Standing at the time the application is submitted to the CDE by 4 p.m., November 16, 2022, **the application will be disqualified** (California Education Code Section 8483.7 [A][1][G]).
8. Virtual trainings and assessments: All applicants and Co-Applicants must complete a series of virtual trainings and assessments by the specified due date. If the trainings and assessments are not completed by the specified due date, applications **will be disqualified.**

Individual School Site Disqualifications

1. Free and Reduced-Price Meals (FRPM) Rate: Any school site contained within an application that has an FRPM rate below 40 percent will be disqualified. Please visit the CDE Student PovertyFRPM Data web page at https://www.cde.ca.gov/ds/sd/sd/filessp.asp. The data used represents the count of the FRPM eligible students ages five through seventeen who were enrolled on Census Day, October 2020, and certified through the fiscal year 2021–22 CALPADS Fall 1 submission.

2. Principal Signatures: A Signature and Approvals form without an original signature by the school site principals, or executive director/principal of a direct-funded charter school will be disqualified. All signatures must be original "wet" signatures using blue ink. If a school site principal, executive director/principal of a directfunded charter school uses a signature stamp, electronic stamp, or any form of reproduced stamp that site **will be disqualified.**

3. A renewing or current grantee that is not in Good Standing for fiscal year 2022–23 at the time the application documents are submitted to the CDE and uploaded into FAAST on November 16, 2022, **will be disqualified.**

Once the hard copy application packet is received, applications will be screened by CDE staff based on the disqualification criteria listed above, submission of all required signatures on forms as identified on the Application Checklist, and other requirements identified throughout this RFA. Applicants that are disqualified based on the CDE screening will be notified by January 2023.

Authorized Agent Signature:	Date:
	11/16/22

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

California *Education Code* Certified Assurances Page 1

The California *Education Code* (*EC*) Certified Assurances listed below are the state legislatively required elements for the 21st High School After School Safety and Enrichment for Teens grant. By signing the *EC* Certified Assurances, the Authorized Signature or Designee and all Co-Applicants (if applicable) are certifying their acknowledgment, understanding, and agreement with **each** Certified Assurance listed below. Grantees should retain a copy of the signed Certified Assurances for their records.

The Authorized Signature or Designee and all Co-Applicants (if applicable hereby agree to, and certify the following:

1. The high school after school programs shall serve students in grades nine to twelve, inclusive (*EC* Section 8421[a]).

2. A high school after school program shall consist of the following two elements:

   a. An academic assistance element that shall include, but need not be limited to, at least one of the following: preparation for the high school exit examination, tutoring, career exploration, homework assistance, or college preparation, including information about the Cal Grant Program established pursuant to Chapter 1.7 (commencing with Section 69430) of Part 42 of Division 5 of Title 2. The assistance shall be coordinated with the regular academic programs of the pupils (*EC* Section 8421[b][1][A]).

      For purposes of this article, "career exploration" means activities that help pupils develop the knowledge and skills that are relevant to their career interests and reinforce academic content (*EC* Section 8421[b][1][B]).

   b. An enrichment element that *may* include, but need not be limited to, community service, career and technical education, job readiness, opportunities for mentoring and tutoring younger students, service learning, arts, computer and technology training, physical fitness, and recreation activities (*EC* Section 8421[b][2]).

3. The program shall operate for a minimum of 15 hours per week (*EC* Section 8421[c]).

Authorized Agent Signature:	Date:
	11/14/22

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

California *Education Code* Certified Assurances Page 2

4. A program operating offsite shall provide:
   a. Safe transportation (if necessary) (*EC* Section 8421[e][1]), and
   b. Availability and accessibility as similar programs conducted on school sites (*EC* Section 8421[e][2]).
5. The program certifies that all of the following requirements will be fulfilled, if applicable:
   a. The application includes a description of the activities that will be available for pupils and lists the program hours (*EC* Section 8421[f][1]).
   b. The application includes an estimate of the following:
      i. The number of pupils expected to attend the program on a regular basis (*EC* Section 8421[f][2][A]).
      ii. The average hours of attendance per student (*EC* Section 8421[f][2][B]).
      iii. The percentage of students expected to attend the program less than three days a week, three days a week, and more than three days a week, for each quarter or semester during the grant period (*EC* Section 8421[f][2][C]).
   c. The application documents the commitments of each partner to operate a program at a location or locations that are safe and accessible to participating students (*EC* Section 8421[f][3]).
   d. The application certifies that students were involved in the design of the program and describes the extent of that involvement (*EC* Section 8421[f][4]).
   e. The application identifies federal, state, and local programs that will be combined or coordinated with the high school after school program for the most effective use of public resources, and describes a plan for implementing the high school after school program beyond federal grant funding (*EC* Section 8421[f][5]).

Authorized Agent Signature:	Date:
Robert D. Nee	11/16/22

f. The application has been approved by the school district, or the charter school governing body, and the principal of each participating school for each school site or other site (EC Section 8421[f][6]).

g. The application includes a certification that the applicant has complied with the requirement in subdivision (b) of Section 8422 (EC Section8421[f][7]).

h. The application includes a certification that each applicant or partner in the application agrees to do all of the following:

   i. Assume responsibility for the quality of the program (*EC* Section 8421 [f][8][A]).

   ii. Follow all fiscal reporting and auditing standards required by the department (*EC* Section 8421[f][8][B]).

   iii. Provide the following information on participating pupils to the department:

      1. School day attendance rates (*EC* Section 8421[f][8][C][i]).

      2. Program attendance (*EC* Section 8421[f][8][C][ii]).

   iv. Acknowledge that program evaluations will be based upon the criteria in Section 8427 (*EC* Section 8421[f][8][D]).

i. Certify that the applicant has complied with all federal requirements in preparing and submitting the application (*EC* Section 8421[f][9]).

6. The program certifies all of the following:

   a. Completion of an assessment of pupils' preferences for program activities (*EC* Section 8423[c][1]).

   b. Access to, and availability of, computers and technology (*EC* Section 8423 [c][2]).

   c. Inclusion of a nutritional snack, meal, or both, and a physical activity element (*EC* Section 8423[c][3]). The physical activity element is applicable only if selected as an enrichment activity as part of *EC* Section 8421[b][2].

Authorized Agent Signature: Robert A. Nee	Date: 11/16/22

d. That the program will meet all of the evaluation requirements (*EC* Section 8423[c][4]).

e. Fiscal accountability (*EC* Section 8423[c][5]).

f. Collection and use of student social, behavioral, or skill development data collection to support quality program improvement processes. These student data outcomes may relate to specific social-emotional competencies, including, but not necessarily limited to, social skills, self-control, academic mindset, perseverance, conflict resolution, and school connectedness (*EC* Section 8423[c][6]).

7. The designated public agency representative for the Applicant(s) certifies that an annual fiscal audit will be conducted and that adequate, accurate records will be kept. In addition, each Applicant certifies that funds received under this subdivision are expended only for those services and supports for which they are granted. The California Department of Education (CDE) shall require grant recipients to submit annual budget reports, and the department may withhold funds in subsequent years if after school grant funds are expended for purposes other than as awarded (*EC* Section 8484.8[b][3]).

8. Grant recipients shall submit quarterly expenditure reports, and the CDE may withhold funds in subsequent years if access or literacy grant funds are expended for purposes other than as granted (*EC* Section 8484.8[b][4]).

9. Grant awards shall be restricted to those applications that propose primarily to serve students that attend schoolwide programs, as described in Title I of the federal No Child Left Behind Act of 2001 (Public Law 107-110). Competitive priority shall be given to applications that propose to serve students in schools designated as being in need of improvement under subsection (b) of Section 6316 of Title 20 of the United States Code, and that are jointly submitted by school districts and community-based organizations (*EC* Section 8484.8[d]).

10. A grantee shall identify the federal, state, and local programs that will be combined or coordinated with the proposed program for the most effective use of public resources, and shall prepare a plan for continuing the program beyond federal grant funding (*EC* Section 8484.8[e][5]).

11. A grantee shall submit semiannual attendance data and results to facilitate evaluation and compliance in accordance with provisions established by the department (*EC* Section 8484.8[e][6]).

Authorized Agent Signature:	Date:
[signature]	11/16/22

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

California *Education Code* Certified Assurances Page 5

12. If 15 percent or more of the students enrolled in a public school that provides instruction in Kindergarten or any of grades one to twelve, inclusive, speak a single primary language other than English, as determined from the census data submitted to the department pursuant to Section 52164 in the preceding year, all notices, reports, statements, or records sent to the parent or guardian of any such student by the school or school district shall, in addition to being written in English, be written in the primary language, and may be responded to either in English or the primary language (*EC* Section 48985[a]).

Authorized Agent Signature:	Date:
Robert D. M	11/16/22

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Program Income Form Survey

County-District-School Code	School Name	Fees to be charged (Y/N)	Type of Fees (if applicable) Please mark all that apply	How Often Fees will be charged? (if Applicable) Please mark all that apply
10621661030675	Sunnyside High	N	[ ] Application [ ] Monthly [ ] Annual [ ] Material [ ] Other (Please explain below)	[ ] Daily [ ] Monthly [ ] Annually [ ] Once [ ] Other (Please explain below)
10621661031897	Edison High	N	[ ] Application [ ] Monthly [ ] Annual [ ] Material [ ] Other (Please explain below)	[ ] Daily [ ] Monthly [ ] Annually [ ] Once [ ] Other (Please explain below)
10621661032507	Fresno High	N	[ ] Application [ ] Monthly [ ] Annual [ ] Material [ ] Other (Please explain below)	[ ] Daily [ ] Monthly [ ] Annually [ ] Once [ ] Other (Please explain below)

21st Century High School After School Safety and Enrichment for Teens Grant Application

Application ID: 23-07-10-141-ASSETs-257

Program Income Form Survey

10621661034214	McLane High	N	[ ] Application [ ] Monthly [ ] Annual [ ] Material [ ] Other (Please explain below)	[ ] Daily [ ] Monthly [ ] Annually [ ] Once [ ] Other (Please explain below)
10621661035831	Roosevelt High	N	[ ] Application [ ] Monthly [ ] Annual [ ] Material [ ] Other (Please explain below)	[ ] Daily [ ] Monthly [ ] Annually [ ] Once [ ] Other (Please explain below)

If you checked Other for any sites above, please explain:

California Department of Education
Fiscal Administrative Services Division
AO-FFATA-001 (REV. 03/2017)

Federal Funding Accountability and Transparency Act Sub-award Reporting Compliance Form

In accordance with the Federal Funding Accountability and Transparency Act, sub-grantees are required to report the following information to the California Department of Education (CDE) to receive funding. Recipients are required to register and maintain their Data Universal Numbering System (DUNS) in the System for Award Management (SAM) at http://www.sam.gov. **This form must be returned with the application package.** Per 2 CFR Part 25.205, failure to comply may result in the CDE determining that the applicant is not qualified to receive an award or may result in delayed payments.

Please read before completing this form.
If you are an educational agency that certifies thru the OPUS-CDE web application complete item 1 and sign the form. All other entities must complete all items below as it appears in your System for Award Management (SAM.gov) profile.

1. Name of entity receiving award Fresno Unified School District

2. Physical address associated with this DUNS number (city, state, zip + 4 required)

   Address: 2309 Tulare Street

   City: Fresno State: CA Zip: 93721-2206

3. Dun & Bradstreet (D&B) DUNS Number: 0 7 7 3 7 7 8 3 6

4. Total compensation and names of top five executives ***if***:

   a. This business or organization receive 80% or more of its annual gross revenues from the U.S. Federal government and those revenues are $25M or greater in annual gross revenues?

      Yes ____ No X If yes, proceed to question b.

   b. Does the public have access to compensation information filed under section 13(a) or 15(d) of the Securities Exchange Commission (SEC) and IRS requirements?

      Yes ____ No ____ If no, complete the table below.

Name	Compensation Total
1.	$
2.	$
3.	$
4.	$
5.	$

I certify that the above information is true and accurate.

Authorized official signature — Date: 11/16/22

Robert G. Nelson — Authorized official printed name

Superintendent — Title

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-15

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Ratify
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Ratify Grant Application to the Action For Healthy Kids District Partnership Grant Opportunity

ITEM DESCRIPTION: Included in the Board binders for consideration is a request to ratify the grant application to the Action For Healthy Kids (AFHK) District Partnership Grant Opportunity. The grant proposal was submitted by invitation and will provide $250,000 of cash and in-kind support for partner districts for a two year period. This project will develop school site health teams. AFHK works with district partners to grow their capacity to build a systematic approach to school nutrition, by assessing and developing strategies to strengthen nutrition policies, enhancing coordination among Nutrition Services and nutrition education staff, and improving district-wide systems that support evidence-based curricula, family engagement, academic integration, and experiential learning.

FINANCIAL SUMMARY: The grant will provide $250,000 of cash and in-kind support. No district match is required.

PREPARED BY: Amanda Harvey,
Director of Nutrition Services

DIVISION: Operational Services
PHONE NUMBER: (559) 457-3134

CABINET APPROVAL: Paul Idsvoog,
Chief Operations and Classified Labor
Management Officer

SUPERINTENDENT APPROVAL:

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-16

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Ratify
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Ratify Agreement with Fresno Economic Opportunities Commission Head Start Partnership and the Early Learning Department

ITEM DESCRIPTION: Included in the Board binders is a request to ratify an agreement with Fresno Economic Opportunities Commission (EOC) Head Start for the 2022/23 school year. This is the second agreement with Fresno EOC to continue the existing partnership at five Fresno Unified School District preschools (seven classrooms) which offer wrap around services with extended day (six-hour) programming. Fresno Unified Early Learning will receive up to $1,396,058 from Fresno EOC Head Start. The actual amount received is based on child enrollment at the five partnership preschools.

FINANCIAL SUMMARY: Fresno Unified Early Learning will receive up to $1,396,058 from Fresno EOC Head Start. The actual amount received is based on child enrollment at the five partnership preschools.

PREPARED BY: Deanna Mathies,
Executive Officer

DIVISION: Instructional Division
PHONE NUMBER: 559-457-3731

CABINET APPROVAL: Dr. Natasha Baker,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

FEDERAL FUNDING WILL BE USED

Fresno Unified School District
Achieving our Greatest Potential!

Fresno Unified School District
Contract Routing Form

Completed independent contract agreement must be attached

Fresno EOC Head Start	1920 Mariposa Mall,Suite 305,Fresno,CA 93721
Vendor Name	*Address*
(559)263-1010	Emelia Reyes
Phone Number	*Vendor Contact*
From: 7/1/2022	**Through:** 6/30/2023
Term (Duration)	

FUSD Contract Administrator:

Maria Ceballos Tapia	Early Learning	457-3623
Name	*Site/ Dept*	*Telephone number*

***Budget** (Fund-Unit-Dept.-Activity-Object)*

Annual Cost $ 1,396,058.00 (Contract will not be authorized to exceed this amount w/(

Fingerprint Requirements: *All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.* *Yes* ☑ *No* ☐

Scope of Work Summary:

Fresno Economic Opportunities Commission (Fresno EOC) is a federally funded community-based organization for income eligible pregnant women and children ages birth to five, inclusive of children with disabilities. They provide comprehensive child development and family support services, including education, social, emotional, health, nutrition, family support, and disability services. Fresno Economic Opportunities Commission will partner with Fresno Unified School District to provide a 5-year grant, funding 134 placements for children at five Fresno Unified Preschool sites, Calwa, Kirk, Lane, Lincoln, and Olmos. Children and families will experience enhanced services that include an increased dosage of instructional time, access to wrap-around services to meet their medical, dental, and mental health needs, and services for family well-being to support the achievement of family goals such as housing stability, continued education, and financial security.

Please indicate where the work will be performed: Work to be performed on FUSD property

Date Item is to appear on **Board of Education Agenda:** 12/14/22 ***Will this contract be submitted with Bundled Contracts?*** No
(Contracts of $15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Deanna Mathies	11-22-2022
Signed	*Date*
N Bat 12/02/2022	

Reviewed & approved by **Risk Management, or Exec. Dir. of Purchasing:**

Ann Loorz (Dec 5, 2022 10:47 PST)	
Signed	*Date*

Please return signed contract to:

Laura Aguilar	Early Learning
Name	*Department*

This AGREEMENT is made between FRESNO ECONOMIC OPPORTUNITIES COMMISSION called "GRANTEE" and FRESNO UNIFIED SCHOOL DISTRICT hereinafter called "CONTRACTOR," to furnish certain services described in Appendix E - I, entitled "Scope of Work" which is attached to and incorporated herein by reference, upon the terms and conditions stated in this Agreement.
GRANTEE and CONTRACTOR shall be collectively referred to as "the Parties" for the purposes of this Agreement.

1. TERM

1.1. The term of this Agreement shall be for a period beginning on 7/1/2022 and ending on 6/30/2023, unless otherwise terminated in accordance with Section 13 of this Agreement.

2. FEDERAL AGREEMENT INFORMATION (required as per 45 CFR Part 75.352):

2.1.	*Federal Award Identification*	Funds provided through this agreement are from federal sources.
2.2.	*CONTRACTOR Name*	Fresno Unified School District
2.3.	*CONTRACTOR Unique Identifier*	
2.4.	*Federal Award Identification Number*	09CH012031
2.5.	*Federal Award Date*	January 1, 2022
2.6.	*Subaward Period of Performance*	July 1, 2022 – June 30, 2023
2.7.	*Amount of Federal Funds Obligated by This Action*	$1,396,058
2.8.	*Total Amount of Federal Funds Obligated to This CONTRACTOR*	$1,396,058
2.9.	*Total Amount of Federal Award*	$42,202,883
2.10.	*Federal Award Project Description*	Head Start and Early Head Start Program
2.11.	*Name of HHS Awarding Agency*	ACF/HS/Region IX
2.12.	*Name of Pass Through Entity*	Fresno Economic Opportunities Commission

2.13.	*Awarding Official Name and Contact Information*	Emilia Reyes, CEO Fresno Economic Opportunities Commission 559.263.1010/ emilia.reyes@fresnoeoc.org
2.14.	*Head Start 0 to 5 Director*	Rosa M. Pineda (559) 263-1200/ rosa.pineda@fresnoeoc.org
2.15	*CFDA Name and Number*	Head Start / 93.600
2.15.	*Research and Development Award*	N/A
2.16.	*Indirect Cost Rate*	9%

3. REPRESENTATIONS AND COMPLIANCE WITH LAWS

3.1. CONTRACTOR warrants and represents that CONTRACTOR and its personnel have the required licenses, certifications and clearances from Department of Justice (DOJ), Federal Bureau of Investigation (FBI), & Child Abuse Central Index (CACI) to perform the scope of services described in Appendix D, Scope of Work, including such work as may involve contact with children.

3.2. CONTRACTOR further certifies that CONTRACTOR has not been suspended or disbarred from public contracting or otherwise precluded from performing the services to be provided pursuant to this Agreement due to any violation of laws or regulations that may be applicable to said services. CONTRACTOR shall comply with all applicable laws, codes, ordinances, rules, regulations and resolutions.

4. COMPENSATION AND PAYMENTS

4.1. Not to Exceed Amount. The compensation paid by GRANTEE under this Agreement shall be in an amount not to exceed $1,3,96,058 inclusive of all travel and lodging, taxes, fees, costs, overhead, and expenses. Any amendment to this Agreement which increases the compensation paid hereunder shall be in writing and fully executed by GRANTEE and CONTRACTOR. GRANTEE shall not be responsible for any tax liability, costs or expenses arising out of or related to CONTRACTOR's performance of this Agreement.

4.2. Certifications and Clearances Required. CONTRACTOR acknowledges and agrees that GRANTEE may withhold funds otherwise due pursuant to this Agreement if CONTRACTOR and, or its personnel do not have the necessary certifications and clearances for contact with children and the Scope of Work to be performed under this Agreement requires such contact, or contact with children is likely to occur. This paragraph shall apply from the time the lack of certification/clearance occurs until CONTRACTOR and its personnel obtain the requisite certifications/clearances.

4.3. Schedule of Payments. The compensation paid to CONTRACTOR pursuant to this

Agreement shall be made in accordance with agreed upon rates and performance milestones set forth in the Appendix C hereto, entitled "Compensation and Schedule of Payments," which is incorporated herein by reference.

4.4. Payments. Payments will be made upon GRANTEE's receipt of CONTRACTOR's monthly invoice, which shall be accompanied by supporting documentation and contain sufficient detail as determined by the GRANTEE responsible administrator. The parties understand and agree that GRANTEE shall not reimburse CONTRACTOR for charges or expenses which are identified as non-reimbursable expenses in Appendix C. Monthly reports are due no later than the fifth (5th) day of each month, including invoices for the previous month.

4.5. GRANTEE may correct or replace CONTRACTOR's unsatisfactory or defective work if after ten (10) calendar day's written notice, to CONTRACTOR, CONTRACTOR fails or refuses to correct the defective or unsatisfactory work and the cost of GRANTEE's repair or replacement of said defective work shall be deducted from any amounts due or to become due to CONTRACTOR under this Agreement.

4.6. CONTRACTOR will agree to participate and collaborate in monitoring as specified in Scope of Work and in compliance with Head Start Program Performance Standards 1302.102.

5. KEY PERSONNEL

5.1 The parties acknowledge that CONTRACTOR was selected by GRANTEE to provide the services according to the Scope of Work of this Agreement in part on the basis of the qualifications of CONTRACTOR'S staff. CONTRACTOR shall ensure that Key Personnel identified in "Appendix D, Head Start Scope of Work: Education 1302 Subpart C", are available to perform work and assigned to perform the work under this Agreement as long as such Key Personnel are employed by CONTRACTOR.

5.2. CONTRACTOR will provide written updates within thirty (30) days to the GRANTEE responsible administrator when changing Key Personnel (Administrator, Center Director, Teacher, and Teacher Assistant). Acceptance by the GRANTEE responsible administrator of a change in Key Personnel or identification of Key Personnel in the initial Agreement shall not constitute any assumption of responsibility or liability on the part of GRANTEE for the individuals identified as Key Personnel's ability to perform.

6. INDEPENDENT CONTRACTOR

6.1. CONTRACTOR or any agent or employee of CONTRACTOR shall be deemed at all times to be an independent contractor and not an employee of GRANTEE. CONTRACTOR shall be wholly responsible for the manner in which it performs the services required under this Agreement. Nothing contained in this Agreement shall be construed as creating an employment or agency relationship between GRANTEE and CONTRACTOR or its agents and employees. Any direction from GRANTEE shall be construed as providing for direction as to conformity to GRANTEE policy and not as the means by which such a result relating to CONTRACTOR's work is obtained. GRANTEE does not retain the right to

control the means or the method by which CONTRACTOR performs work under this Agreement.

6.2. CONTRACTOR shall be solely responsible for all costs and expenses incidental to the performance of services as outlined in Appendix D in accordance with the Scope of Work (Appendix D-Appendix J), including but not limited to, all costs of equipment, employees, agents, fees, fines, licenses, bonds, state and federal income tax, unemployment insurance, and all applicable withholdings required or imposed against CONTRACTOR or CONTRACTOR's employees, interns, volunteers, subcontractors, agents or representatives.

7. USE OF GRANTEE/CONTRACTOR EQUIPMENT

7.1. CONTRACTOR will supply all tools and instruments required to perform the services under this Agreement. CONTRACTOR is not required to purchase or rent any tools, equipment or services from GRANTEE.

7.2. CONTRACTOR maintains children educational records containing personal identifying information and health information which is protected under state and federal law. GRANTEE shall have access to these protected educational records for purposes of reporting and monitoring as per federal requirements.

8. INSURANCE

Without in anyway limiting CONTRACTOR'S liability pursuant to the "Indemnification" section of this Agreement, CONTRACTOR shall procure and maintain during the full term of this Agreement the following insurance amounts, coverage and endorsements:

8.1. General Liability Insurance with limits not less than $1,000,000 (one million dollars) each occurrence Combined Single Limit for Bodily Injury and Property Damage (including coverage for claims of sexual abuse and molestation).

8.2. General Liability Insurance Endorsements.

a. General Liability Insurance Endorsement for Negligence Related to Sexual Abuse or Molestation providing coverage for allegations of wrongful acts or negligence should an injury occur as a result of sexual abuse. Such coverage shall provide for defense outside of liability limits and provide liability coverage of $5 million per sexual abuse injury. Such insurance must include coverage for sexual abuse perpetrated by an intern, psychologist, counselor, employee, officer or director, business invitee, volunteer or representative, and agent.

b. General Liability Insurance Endorsement for Negligence Related to Corporal Punishment providing coverage for allegations of wrongful acts or negligence should an injury occur as a result of corporal punishment. Such coverage shall provide for defense outside of liability limits and provide liability coverage of $5 million per corporal punishment injury. Such insurance must include coverage for corporal punishment perpetrated by an intern, psychologist, counselor, employee,

officer or director, business invitee, sub-contractor, volunteer or representative, and agent.

c. Each and every General Liability Policy and Endorsement shall include the following:

1. Name as Additional Insured GRANTEE, its Board, officers, employees, interns, volunteers, agents and representatives and invitees.

2. State that such policy is primary insurance to any other insurance available to the Additional Insured, with non-contributory wordings, with respect to any claims arising out of this Agreement and that such policies apply separately to each insured against who claim is made or suit is brought.

3. If any policies are written on a claims-made form, CONTRACTOR agrees to maintain such insurance continuously in effect for three years following completion of this Agreement or extend the period for reporting claims for three years following the completion of this Agreement, such that occurrences which take place during the Agreement period shall be insured for three years following completion of the Agreement.

8.3. Workers' Compensation Insurance, with Employer's Liability limits not less than $1,000,000 (one million dollars) each accident. CONTRACTOR agrees to release, indemnify and hold harmless GRANTEE from all claims, fines, and actions, including any award by a Worker's Compensation tribunal or similar administrative body, or in a court of law, arising out of claims by an employee or agent of CONTRACTOR or its subcontractor for work related injuries arising out of the performance of this Agreement.

8.4. Professional Liability (E & 0) Insurance with limits not less than $1,000,000 (one million dollars) each occurrence and in the aggregate. Coverage must at a minimum apply to negligent Errors and Omissions arising out of professional services, performed under the contract, with any deductible not to exceed $100,000 each claim. If the insurance is written on a claims-made form, it shall continue for three years following termination of this Agreement. The insurance shall have a retroactive date of placement prior to or coinciding with the effective date of this Agreement.

9. VERIFICATION OF INSURANCE COVERAGE

9.1. The CONTRACTOR shall furnish certificates of insurance to the GRANTEE responsible administrator for review and approval at the time of signing this Agreement. The Certificates shall clearly indicate that the CONTRACTOR has obtained insurance of the type, amount and classification required by these provisions, in excess of any pending claims at the time of execution of the contract to the CONTRACTOR. CONTRACTOR shall maintain coverage with equal or better rating as identified herein for the term of this contract. CONTRACTOR shall provide written notice to the GRANTEE Procurement Director of any material change, cancellation and/or notice of non-renewal of the insurance within ten (10) calendar days of the change. CONTRACTOR shall furnish a copy of the insurance policy or policies upon request of the GRANTEE Vice President of Human Resources within (10) ten calendar days of written request.

CONTRACTOR shall maintain coverage with equal or better rating as identified herein for the term of this contract. CONTRACTOR shall provide written notice to the GRANTEE Procurement Director any material change, cancellation and/or notice of non-renewal of the insurance within ten (10) calendar days of the change. CONTRACTOR shall furnish a copy of the insurance policy or policies upon request of the GRANTEE Procurement Director within (10) ten calendar days of written request.

10. INDEMNIFICATION

10.1. Each Party's indemnity, defense, and hold harmless obligations to the other Party under or related to this Agreement shall be governed solely by this Article. A Party ("indemnitor") shall: (A) indemnify and hold harmless the other Party ("indemnitee") to the full extent permitted by California laws for any Loss sustained by indemnitee or a Third Party only in proportion to indemnitor's liability based on a Final Determination; and (B) defend and pay for all of indemnitor's attorney's fees and litigation costs related to any Claim or Loss without any right against or from the indemnitee for indemnity and/or hold harmless of such costs and fees, or any right for defense. A Party who intends to seek or seeks indemnity and/or hold harmless for any Loss from the other Party shall notify the other Party in writing and within a reasonable time after the Party knows or becomes aware of any Claim that may or will result in a Loss, describing, if known or determinable, the pertinent circumstances, all entities and persons involved, and the amount being claimed. A Party's obligations under this Article are not limited to or by any insurance that it maintains or the lack of insurance but apply to the full extent permitted by California law and shall survive the termination of this Agreement. "Claim" means any claim, demand, lawsuit, cause of action, action, cross-complaint, cross-action, and/or proceeding arising out of, resulting from, or relating to this Agreement where there has been no Final Determination. "Loss" means any bodily injury, property damage, personal injury, advertising injury, liability, loss, damage, judgment, expense, and/or cost (excluding attorney's fees and litigation costs that a Party or a Third Party incurred or paid related to a Loss or Claim) arising out of, resulting from, or relating to this Agreement and for which there has been a Final Determination that a Party is or both Parties are liable. "Third Party" means a person who or an entity that is not any of the following: (A) a Party; (B) an employee, director, officer, member, volunteer, or agent of Contractor; (C) an employee, director, officer, member, volunteer, or agent of Grantee; or (D) contracted with (whether directly or through a subcontract of any level} or otherwise retained by a Party to act for or on the Party's behalf. "Final Determination" means any judgment, order, or decision, each a "Determination," by a court of competent jurisdiction or a governmental entity with jurisdiction to render the Determination where the Determination is not subject to appeal or the period for an appeal has expired.

11. DEFAULT

11.1. Acceptance of Defective Work. The parties understand and agree that GRANTEE has the right to withhold payments from CONTRACTOR for any unsatisfactory service until such time as GRANTEE determines, in its sole discretion, that the service is performed satisfactorily. GRANTEE may temporarily accept work that GRANTEE deems to be

defective or unsatisfactory and require that CONTRACTOR'S remedy or replace its defective or unsatisfactory work at CONTRACTOR'S sole expense. Payments made pursuant to this Agreement shall not waive or diminish CONTRACTOR obligation to perform its duties under this Agreement to the satisfaction of GRANTEE and in accordance with the dates and milestones set forth in Appendix C, Compensation and Schedule of Payments, nor shall payments to CONTRACTOR waive or diminish CONTRACTOR'S obligation to remedy or replace its unsatisfactory work or performance if CONTRACTOR is requested to do so by GRANTEE in accordance this Agreement. The parties understand and agree that GRANTEE shall not pay interest or late charges for sums which may be due, or which may become due to CONTRACTOR under this Agreement.

11.2. If CONTRACTOR fails to comply with any substantial term or condition of this Agreement, or fails to perform any of its obligations hereunder, then CONTRACTOR shall be in default. Upon the occurrence of a default hereunder GRANTEE, in addition to all remedies available to it by law, may immediately, upon written notice to CONTRACTOR, terminate this Agreement whereupon all payments, advances, or other compensation paid by the GRANTEE to CONTRACTOR while CONTRACTOR was in default shall be immediately returned to the GRANTEE. CONTRACTOR understands and agrees that termination of this Agreement under this section shall not release CONTRACTOR from any obligation accruing prior to the effective date of termination. In the event of termination due to default, in addition to the foregoing, GRANTEE may also suspend or withhold reimbursements from CONTRACTOR until such time as the actions giving rise to default have been cured.

11.3. CONDITIONS CONSTITUTING DEFAULT. A finding of Default and subsequent termination for cause may include, without limitation, any of the following:

a. CONTRACTOR fails to obtain or maintain the insurance or endorsements, certifications, licenses, and, or clearances herein required.

b. CONTRACTOR fails to comply, in a substantial or material sense, with any of its duties under this Agreement, with any terms or conditions set forth in this Agreement.

c. CONTRACTOR fails to commence the work to be performed under this Agreement within the time provided or contemplated herein, or fails to complete the work to be performed under this Agreement in a timely manner as required by this Agreement and/or stated in Appendix C Payment and Compensation and Appendix D-Appendix J Scope of Work.

d. CONTRACTOR fails to submit an invoice for work performed within sixty (60) days of completion of the contract.

e. CONTRACTOR fails to report violations to the GRANTEE (Grantee's Head Start Director) and Community Care Licensing (CCL) immediately.

11.4. TIME TO CURE DEFAULT. The GRANTEE responsible administrator shall provide written notice to CONTRACTOR as to a finding of default, and CONTRACTOR shall take all necessary action to cure said default within ten (10) calendar days of the Default or a longer time as GRANTEE may state in said notice, after which time GRANTEE may terminate the Agreement. The GRANTEE responsible administrator at their sole discretion may allow additional days to perform any required cure if CONTRACTOR provides written justification deemed reasonably sufficient.

12. DISPUTE RESOLUTION

12.1. Prior to any action or resort to any legal remedy, GRANTEE and CONTRACTOR agree to exercise reasonable efforts, will negotiate in good faith, and make an attempt to amicably resolve any dispute that may arise concerning the performance by either party of their obligations under this Agreement. If GRANTEE's Head Start Director and CONTRACTOR'S Executive Officer-Early Learning cannot resolve disputes through such negotiations, then each Parties' representative will escalate the dispute to their respective executives who shall have authority to resolve the controversy and who are at a higher level of management than the representatives conducting the initial negotiation.

12.2. CONTRACTOR understands and agrees that all disputes between CONTRACTOR and GRANTEE based upon an alleged violation of the terms of this Agreement by GRANTEE shall be submitted for resolution to the GRANTEE'S Chief Program Officer in writing.

12.3. Should the CONTRACTOR and the GRANTEE Responsible Administrator fail to resolve the dispute the CONTRACTOR shall submit their dispute in writing, with all supporting documentation, to the Chief Financial Officer. Upon receipt of said notification the Chief Financial Officer shall review the issues relative to the dispute and issue a written finding.

12.4. Should the CONTRACTOR and the GRANTEE'S Chief Financial Officer fail to resolve the dispute the CONTRACTOR shall submit their dispute in writing within five (5) calendar days of the issuance of the written finding to the GRANTEE'S Chief Executive Officer. Failure to submit such appeal of the written finding within the stipulated timeframe shall constitute acceptance of the GRANTEE'S Chief Financial Officer's finding by the CONTRACTOR. Upon receipt of said notification the GRANTEE'S Chief Executive Officer shall review the issues relative to the dispute and issue a written finding.

12.5. If the executives cannot resolve the dispute to the satisfaction of both Parties, then GRANTEE and CONTRACTOR may attempt to mutually agree on the conditions under which such unresolved disputes can be referred to mediation or non-binding arbitration.

13. MEDIATION -WAIVER OF JURY TRIAL

13.1. In an effort to engage in a cooperative effort to resolve conflict which may arise during the course of the performance of this Agreement and/or following the completion of the work to be performed under this Agreement the parties to this Agreement agree, that all disputes between them shall be submitted to non-binding mediation, unless otherwise agreed in writing by the parties. A certified Mediator, who the parties find

mutually acceptable, will conduct any Mediation Proceedings in Fresno County, State of California, or another mutually agreeable location if the parties so agree in writing. The parties will split the costs of a certified mediator on a 50/50 basis.

13.2. In an effort to expedite the conclusion of any litigation the parties voluntarily waive their right to jury trial or to file permissive counterclaims in any action arising under this Agreement.

14. TERMINATION

14.1. Written Notice. This Agreement may be terminated by either party, in its sole discretion, upon ninety (90) day advance written notice thereof to the other, and may be cancelled immediately by written mutual consent. Upon termination of this Agreement, all documents, including all electronic copies related to work authorized under this Agreement, whether finished or not, must be turned over to the responsible administrator. The CONTRACTOR shall be paid all sums earned up to the date of termination as stated in the written notices provided by GRANTEE, in accordance with provisions of Appendix C, Payment and Compensation, provided that such documentation is turned over to the responsible administrator within ten (10) business days of termination. Failure to timely deliver the documentation shall be cause to withhold any payments due without recourse by CONTRACTOR until all documentation is delivered to the responsible administrator.

14.2. Failure to perform. GRANTEE, upon written notice to CONTRACTOR, may terminate this agreement should CONTRACTOR fail to perform properly any of its obligations hereunder. In the event of such termination, GRANTEE may proceed with the work in any reasonable manner it chooses. The cost to GRANTEE of completing CONTRACTOR'S performance will be deducted from any sum due CONTRACTOR under this Agreement, without prejudice of GRANTEE's right to recover damages.

14.3. The termination provisions set forth an incremental process for termination that allows the Parties the opportunity to communicate regarding their dispute and attempt to informally resolve the matter before terminating the Agreement and thereby avoid unnecessary interruption or costs associated with litigation.

15. CONFLICT OF INTEREST

15.1. CONTRACTOR warrants and represents that it has read, understands and will comply with the Conflict of Interest laws and requirements for the State of California. CONTRACTOR further represents that to the best of their knowledge there exists no actual or potential conflict between the CONTRACTOR'S family, business or financial interest and the services provided under this Agreement and in the event of any change in either private interests or services under this Agreement, CONTRACTOR will immediately notify GRANTEE of any question regarding possible conflict of interest which may arise as a result of such change.

16. PRIVACY OF CHILD RECORDS

16.1. Both Parties and their respective employees, interns, volunteers, subcontractors agents and representatives shall comply at all times with the requirements relating to the confidentiality of "Protected Health Information" (PHI) as that term is defined in the Health Insurance Portability and Accountability Act of 1996 and the rules and regulations thereunder (collectively, "HIPPA") as is necessary for the performance of the duties and responsibilities under this agreement. Failure to comply with the provisions shall constitute a material breach of this agreement. It is possible that in providing the services, both Parties and their employees, interns, volunteers, subcontractors, agents and representatives may have or be provided access to "protected health information" (PHI) as that term is defined in HIPPA. Both parties acknowledge that all protected health information shall be treated as confidential information.

16.2. If either Party obtains access to child education records in connection with the work performed under this Agreement, said party agrees to hold all child education records that it may receive pursuant to this Agreement in strict confidence, and further agrees not to re-disclose such records except as authorized by applicable law or regulation or by the parent or guardian's prior written consent in accordance with federal and state law, including, but not limited to the "Family Education Rights and Privacy Act" (FERPA) as amended 20 U.S.C. 1232g; 34 C.F.R. § 99.33 (a), (b) and California Education Code§ 49064 and §49076, and the Head Start Program Performance Standards 1303 Subpart C- Protections for the Privacy of Child Records.

16.3. Limitation on Use. Both Parties agree to use each child education record that it may receive pursuant to this Agreement solely for a purpose(s) consistent with its authority to access that information pursuant to Federal and State law, as may be as applicable. (34 C.F.R. § 99.33 (a) (2). Recordkeeping Requirements. Both Parties agree to comply with the requirements governing maintenance of records of each request for access to and each disclosure of, child education records set forth under Title 34, Code of Federal Regulations § 99.32 and under Education Code § 49064 as applicable.

16.4. Acknowledgement of Receipt of Notice of Family Educational Rights Privacy Act Regulations. By signature of its authorized representative or agent on this Agreement, both Parties, hereby acknowledge that it has been provided with the notice required under 34 C.F.R.§ 99.33(d) that it is strictly prohibited from re- disclosing child education records, or personally identifiable information contained in child education records, that it may receive pursuant to this Agreement to any other person or entity except as authorized by applicable law or regulation or by the parent or guardian's prior written consent.

16.5. Return or Destruction of Child Education Records. Upon termination, cancellation, expiration, or other conclusion of this Agreement, CONTRACTOR shall return all copies of child records that it has received from GRANTEE pursuant to this Agreement within thirty (30) calendar days or, if return of records is not feasible or desirable as determined by GRANTEE, CONTRACTOR shall instead promptly destroy any and all copies of GRANTEE education records in its possession upon written request from GRANTEE and shall further confirm such destruction in writing to GRANTEE within thirty

(30) calendar days of the destruction of the data. CONTRACTOR will follow all federal and state regulations pertaining to return and/or destruction of Child Education Records as appropriate.

16.6. As a general matter, health information that is included in Child Educational Records is excluded from HIPPA, and is covered by the child records privacy regulations promulgated under FERPA and Cal. Ed. Code § 49076. Child health information contained in educational records must be protected from disclosure in the same manner as education records that are maintained by an educational institution or agency in compliance with FERPA. (FERPA 20 U.S. Code § 1232(g) (4) (A) and (6) (1); HIPPA 45 C.F.R. 160.103 (2) (i) and (2) (ii)). If either Party obtains access to Child Education Records that include health information, in connection with the work performed under this Agreement, whether such health information be oral or recorded in any form or medium, said Party agrees to hold all Child Education Records and health information that it may receive pursuant to this Agreement in strict confidence, and further agrees not to re-disclose such records except as authorized by law or regulation or by the parent or guardian's prior written consent. (34 C.F.R. § 99.33 (a), (b); Cal. Ed. Code§ 49076 (3)).

16.7. Notwithstanding the foregoing, a covered entity may use or disclose protected health information to a public health authority or other appropriate government authority authorized by law to receive reports of child abuse or neglect. (45 C.F.R. § 164.512 (b)(1) (ii)); Cal. Ed. Code§ 49076 (2)(A).

17. AUDIT AND INSPECTION OF RECORDS

17.1. The CONTRACTOR agrees to maintain and make available to GRANTEE promptly upon request accurate accounting and other records relative to its obligations under this Agreement. The CONTRACTOR will participate promptly and cooperatively in any audits conducted by GRANTEE or its nominee, and permit GRANTEE or a representative to perform an audit, examine and make copies from such books and records during regular business hours at a location in Fresno County, California or a mutually agreeable location. The CONTRACTOR shall maintain such data and records for a period of not less than seven years after final payments under this Agreement or until after final audit has been completed, whichever is later.

18. SUBCONTRACTING

18.1. The CONTRACTOR is prohibited from subcontracting this Agreement or any services provided pursuant to this Agreement unless such subcontracting is agreed to in writing and executed in the same manner as this Agreement. No party on the basis of this Agreement shall in any way contract on behalf of or in the name of the other party of this Agreement, and violation of this provision shall confer no rights on any third party and shall be void.

19. ASSIGNMENT

19.1. It is understood, and agreed that the services to be performed by the CONTRACTOR are personal in character and neither this Agreement nor any duties or obligations

hereunder shall be assigned or delegated by the CONTRACTOR without the prior written consent of the responsible GRANTEE administrator or the designee.

20. NON-DISCRIMINATION

20.1. CONTRACTOR agrees that it shall not discriminate on the basis of sex, race, religious creed, national origin, age, ancestry, physical disability, marital status, sexual orientation, gender, AIDS/ARC/HIV status, or disability, in its performance under this Agreement.

21. DEPARTMENT OF JUSTICE CLEARANCES AND FINGERPRINTING

21.1. CONTRACTOR must assure and provide documentation to the GRANTEE that appropriate Department of Justice Clearance and Fingerprinting is completed on all staff prior to hiring. CONTRACTOR must track their own staff and ensure compliance with most updated clearances and records from the Department of Justice (DOJ), Federal Bureau of Investigation (FBI), & Child Abuse Central Index (CACI). Any GRANTEE staff person coming to CONTRACTOR sites must have appropriate clearances.

22. MANDATED REPORTER TRAINING

22.1. In order to maintain consistency and reliability in compliance with mandated reporting and promote the health and welfare of children, CONTRACTOR its employees, interns, volunteers, subcontractors, agents, and representatives who will or may have access to children through this Agreement shall complete mandated reporter training provided by the GRANTEE. This includes but is not limited to the AB-1207 Mandated Child Abuse Reporting. CONTRACTOR must ensure the appropriate mandated reporter training is completed. CONTRACTOR must track their own staff and ensure compliance with most updated trainings. Any GRANTEE staff person coming to CONTRACTOR sites must have completed most updated trainings.

23. TUBERCULOSIS SCREENING

23.1. Both parties must ensure the appropriate tuberculosis screening is completed. Each Party must track their respective staff and ensure compliance. Any GRANTEE staff person coming to CONTRACTOR sites must have appropriate clearances. CONTRACTOR must provide supporting documentation of compliance.

24. CHILD CARE FACILITIES IMMUNIZATIONS AND EXEMPTIONS

24.1. Each employee and volunteer shall be immunized against influenza, pertussis, and measles and receive an influenza vaccination between August 1 and December 1 of each year, unless exempt from doing so pursuant to Health and Safety Code § 1596.7995. Pursuant to §1302.47(5)(vi); and §1302.94 all staff, volunteers, and those contractors whose activities involve contact with or providing direct services to children and families, must be fully vaccinated from COVID-19, other than those employees:

a. For whom a vaccine is medically contraindicated;

b. For whom medical necessity requires a delay in vaccination; or

c. Who are legally entitled to an accommodation with regard to the COVID-19 vaccination requirements based on an applicable Federal law.

d. Those granted an accommodation outlined in a-c of this section must undergo SARS-COV-2 testing for current infection at least weekly with those who have negative test results to remain in the classroom or working directly with children. Those with positive test results must be immediately excluded from the facility, so they are away from children and staff until they are determined to no longer be infectious

24.2. All employees working with Head Start children must report their vaccination status to the GRANTEE in writing no later than December 31, 2022 §1302.93

24.3. If either Party has personnel that may have contact with children at a child care facility, said Party shall maintain immunization records for each employee, agent, intern, or volunteer. CONTRACTOR must provide supporting documentation of compliance.

24.4. Both Parties acknowledge and agree that:

a. Both Parties certify and agree that its employees, interns, volunteers, subcontractors, agents, and representatives may only be exempt from this requirement if said Party maintains a written statement from a physician licensed pursuant to Business and Professions Code Section 2050 declaring that because of the person's physical condition or medical circumstances, immunization is not safe; or submits a written statement from a physician licensed pursuant to Business and Professions Code Section 2050 providing that the person has evidence of current immunity.

25. CODE OF CONDUCT

25.1 CONTRACTOR must assure compliance with Fresno EOC Policy 5020 (APPENDIX J). Standards of Performance and Conduct for all staff working with Head Start children.

26. WAIVER

26.1. GRANTEE's failure at any time to enforce any default or right reserved to it, or to require performance of any of the Agreement's terms, covenants, or provisions by the other party at the time designated, shall not be a waiver of any such default or right to which GRANTEE is entitled, nor shall it in any way affect the right of GRANTEE to enforce such provisions thereafter.

27. VENUE

27.1. This Agreement shall be governed by the laws of the State of California. The venue for all litigation relative to this Agreement shall be Fresno County.

28. SECTION HEADINGS

28.1. The section headings contained herein are for convenience in reference and are not intended to define the scope of any provision of this Agreement.

29. EXECUTION OF THE AGREEMENT, EXECUTION IN COUNTERPARTS

29.1. Original copies of this Agreement shall be executed by the respective Party's authorized signatory(ies). This Agreement may be executed in one or more counterparts, each of which shall be deemed an original agreement, but all of which shall be considered one instrument and shall become a binding agreement when one or more counterparts have been signed by each of the parties and delivered to the other.

30. SEVERABILITY

30.1. If any term or provision of this Agreement shall be found illegal or unenforceable, this Agreement shall remain in full force and effect and such term or provision shall be deemed stricken.

31. NOTICE TO PARTIES

All notices to be given by the parties hereto shall be in writing via electronic communication or physical notice(s) and sent to at least one of the following addresses:

a. NOTICE TO THE GRANTEE OFFICE:

Address: 1920 Mariposa Street- Suite 305, Fresno, CA 93721

Phone: (559) 263-1200

Fax: (559) 263-1287

Email: Emilia.Reyes@fresnoeoc.org

b. NOTICE TO THE CONTRACTOR:

Address: 2309 Tulare Street, Fresno, CA 93721

Phone: (559) 457-3000

Fax: (559) 457-3377

Email: Bob.Nelson@fresnounified.org

Taxpayer ID: 942478279

32. NO THIRD PARTY BENEFICIARY

32.1. No persons other than the CONTRACTOR and GRANTEE shall have any rights whatsoever under this Agreement.

33. SIGNATURES OF THE PARTIES

GRANTEE	CONTRACTOR
Name: Emilia Reyes Title: Chief Executive Officer Signature: Date Signed:	Name: Bob Nelson Title: Superintendent Signature: Date Signed:

Approved as to form

Ann Loorz (Dec 5, 2022 10:47 PST)

Executive Director, Purchasing

APPENDIX A
PROJECTS MILESTONES AND DELIVERABLES FOR ENROLLED CHILDREN

Project Milestone List project milestones and number them below	Date for Completion ("On or about" when date is not established)	Person required to comply
1. Pedestrian Safety Curriculum §1302.46 (b)(v)	30 days from date of entry	Teacher
2. 30-day physical exam requirement & Health History §1302.42 (a)	30 days from date of entry	Contractor and Grantee
3. 45-day hearing, vision, developmental screening mandate 1302.42 (b)(2)	45 days from date of entry	Contractor and Grantee
4. 90-day dental exam requirement §1302.42 (b)	90 days from date of entry	Contractor and Grantee
5. First home visit §1302.50, §1302.34	Completed before first day of entry	Teacher
6. Second home visit §1302.50, §1302.34	January	Teacher
7. 1st Parent/Teacher Conference §1302.50, §1302.34	October	Teacher
8. 2nd Parent/Teacher Conference §1302.50, §1302.34	April	Teacher
9. Child Screenings (ASQ-SE & ASQ-3)§1302.33	45 days from date of entry	Teacher
10. Ongoing Assessments (DRDP)-§1302.33	1st: August-September 2nd: October-January; 3rd: January-April	Teacher

APPENDIX B
DELIVERABLES AND ACCEPTANCE CRITERIA

Deliverables	Acceptance Criteria
1. Sign-in sheet for Pedestrian Safety Curriculum within 30 days of entry. §1302.46 (b)(v)	Teachers will enter data into ChildPlus within 10 days following the 30-day requirement.
2. Physical exam per child within 30 days of entry. §1302.42 (a)	Head Start Nurse to enter data into ChildPlus 10 days following the 45-day requirement.
3. Hearing/vision screening within 45 days of entry. 1302.42 (b)(2)	Family Support Assistants/Head Start Nurse to enter data into ChildPlus within 10 days following the 45-day requirement.
4. ASQ3 and ASQ-SE within 45 days of entry. §1302.33	Teachers will enter data into ChildPlus within a week following the 45-day requirement.
5. Dental exams within 90 days of entry. §1302.33	Data entered in ChildPlus within 10 days following the 90-day requirement.
6. First home visits to be completed before first date of entry. §1302.50, §1302.34, §1302.12	Data entered in ChildPlus within 45 days of entry date.
7. Second home visits to be done in January §1302.50,§1302.34	Data entered in ChildPlus no later than 1 week of completion.
8. Monthly manager's reports from Grantee and Contractor covering enrollment, family services, health, education, inclusion, nutrition, attendance, and parent/staff trainings. §1302.101,§1302.102	Manager's reports emailed to Head Start Director monthly by the 5th of each month.
9. Provide personnel information once a year, including education degree, fingerprint clearance, Child Development Permit level, language spoken, ethnicity quarterly in the months of November, February, and May. §1302.90, §1302.91	Reports to be provided tri-annually to the Head Start Director in November, February, and May of each program year.
10. Schedule and document two Parent/Teacher Conferences. §1302.50, §1302.34	Reports to be provided on completed conferences and entered into Child Plus (October and April).

11. Collect DRDP information three times per year. §1302.33 (b), §1302.102 (c)(2)(ii)	Summary and detailed DRDP reports on three data collections (August-September 30th; October-January; January-April) using Learning Genie according to time lines.
12. Participate and collaborate with Head Start personnel to update the School Readiness Goals. §1302.102 (a)(3)	By September 30th of each year attend the school readiness goals committee meeting.
13. Ensure and provide documentation prior to hiring of staff that all staff working with children receive annual Child Abuse Training. §1302.92 (b)(3)	Sign-in sheets and certificates of completion.
14. Produce documents for program monitoring in the areas of Education 1302 Subpart C; Health 1302 Subpart D; Family and Community Services 1302 Subpart E; Program Management and Design 1302 Subpart J; Enrollment 1302 Subpart A; Standards of Performance and Conduct Policy 5020;	Review and analyze selected reports and observations during self-assessment for continuous fidelity implementation, improvements and support (monthly);
15. Multi Area Visitation Environmental Checklist (MAVEC)	Reports to be provided tri-annually to the Head Start Director in November, February, and May of each program year.

MONITORING AND ASSESSMENT

GRANTEE shall conduct on-going monitoring and assessment of the CONTRACTOR and will confer with the CONTRACTORS staff as deemed necessary. The CONTRACTOR agrees to fully cooperate with GRANTEE and with any other organization or individual engaged by GRANTEE for this purpose. The Director shall have the responsibility in collaboration with the Office of Head Start and Quality Assurance Manager for monitoring and assessing the Contractor's performance and compliance with results-based performance measures with respect to program, administrative, and financial management; the requirements as set forth in the Agreement; as described in the CONTRACTORS award letter; as outlined in the Head Start Act; and in any other applicable regulations. All such monitoring and assessments shall be conducted in accordance with the procedures and criteria outlines in the Monitoring and Assessment Procedure and shall conform to the standards outlined therein; and shall embrace the criteria delineated in the Head Start Program Performance Standards.

In the exercise of this responsibility, the Head Start Director, designates the Quality Assurance Manager to assist in carrying out this function. The CONTRACTOR shall provide all reasonable assistance and facilities for the convenience of monitoring and assessment unit or team, in executing the performance assessment process. GRANTEE, or through its authorized representative and or team and CCDF staff, has the right, at all reasonable times, to inspect or otherwise monitor and assess the work performed. Or

being performed and the premises in which said work is being performed. If any inspection or monitoring and assessment is made of the premises or the program of the CONTRACTOR, all such inspections and monitoring and assessments shall be performed in such a manner as will not unduly delay the work of the CONTRACTOR.

In accordance with the Office of Head Start and the GRANTEE's Monitoring and Assessment Procedure, Quality Assurance Manager shall issue a written report summarizing its findings. In the event that the monitoring reveals areas of concern, Head Start Director shall provide written notification to the Contractor requesting additional information, responses, steps and/or a corrective action plan to be approved by Executive Officer, Early Learning (Fresno Unified School District) and GRANTEE within 3 days. At a minimum, each corrective action plan must: identify the agency staff member responsible for addressing the areas of concern; the resources needed to correct the problem(s); and the time-frame necessary to complete all corrective action items. During the period of corrective action, GRANTEE and Office of Head Start shall continue to monitor the CONTRACTOR, as necessary, to ensure proper resolution of the findings and concerns. The CONTRACTOR must fully cooperate with GRANTEE, Federal or State Agencies during this entire process.

APPENDIX C
PAYMENT AND COMPENSATION

FISCAL MANAGEMENT AND SYSTEM STANDARDS 45 CFR § 75.303

The expenditures of all Head Start program funds by the CONTRACTOR are required to be accounted for in accordance with proper accounting methods. The CONTRACTOR shall establish and maintain a consistent system of accounting and fiscal management to assure adequate internal controls that provide for timely, accurate, current and complete disclosure of financial information while providing for oversight and protection of federal funds that must meet the following minimum standards:

1. Records must be maintained which identify adequately the source and application of funds for grant supported activities. These records shall, among other things, contain information pertaining to authorizations, obligations, unobligated balances, assets, liabilities, outlays and income.
2. Effective control over and accountability for all grant award funds, property and other assets must be developed and maintained. The CONTRACTOR shall adequately safeguard all such property and shall assure that it is used solely for authorized purposes.
3. Obligations may not be incurred in a program unless the budget or forecast plan includes an appropriation authorizing the obligation and an unobligated balance remains in the appropriation sufficient to pay in the current fiscal year the sums obligated by the transaction for the current year.

Total Compensation Amount $1,396,058.00

The total not to exceed amount of this Professional Services Agreement is $1,396,058.00

Key Personnel Job Title(s)	Rate
Chief Executive Officer Chief Financial Officer Head Start Director	Compensation rate is based on per child enrolled, per month. Head Start: $992.22 per child monthly/ $10,418.34 per child annually.

The services performed under this agreement will be compensated in accordance with the CONTRACTOR rate schedule noted above.

Unallowable Costs- as defined in the Cost Principles in 45CFR75. INVOICES

INVOICES

CONTRACTOR will submit to GRANTEE completed Invoice form monthly. The original demand, with appropriate documentation attached, including invoices for facility improvement purchases shall be submitted to the GRANTEE responsible administrator for review and approval. All information related to legal services, worker's compensation, employee benefits and children related matters are considered to be confidential in nature. GRANTEE responsible administrator will submit invoices to GRANTEE Accounts Payable for processing by the tenth (10th) business day of each month. GRANTEE generally will process and pay bills within thirty (30) days from receipt. Each bill shall include an invoice showing the amount of services rendered during the billing period and the fee for such services. Costs will be estimated and reconciled by the end of contract term.

REPORTING DATES/INVOICES/FISCAL ADMINISTRATION

The CONTACTOR shall submit two copies of the following reports to the Head Start Director:

1. Program Information Report Summary – Due: 5th day of each month.

2. Narrative Progress Report – reports by component objectives, accomplishments, training event and problems of the program. Due: Quarterly – 10th day of each month.

3. Center class listing noting names, address, age, whether children with special needs, and status of parents (whether working or in training) Due: Quarterly – 10th of each month.

4. Quarterly Training Plan Update – describe all training activities that occurred during that period. Due: Quarterly – 10th day of the month after quarter end.

5. QIP (Quality Improvement Plan) Tracking Report Due: 5th day of each month after self-assessment findings are determined.

6. Enrollment Report A (identify children receiving CCDF vouchers) Due: 5th day of each month.

7. Attendance Report Due 5th day of each month.

8. Disabilities Report: Due: 5th day of each month to identify whether there have been changes in the enrollment of children with special needs.

9. In-Kind Report/Documentation Due 5th day of each month.

10. Financial Reports Due Quarterly 10th day of month after quarter end.

11. Staffing Report including employee's credentials due Quarterly 10th day of month after quarter end.

12. The CONTRACTOR shall also submit to GRANTEE all other necessary reports which may be required by the Department of Social Services, Health and Human Services, or CCDF.

13. GRANTEE will work with CONTRACTOR to ensure all data required is entered in ChildPlus.

14. Not-later-than June 30th, the CONTRACTOR will furnish GRANTEE with two copies of a final written report which will include an analysis of accomplishments and problems encountered the first twelve months and will be responsive to any questions or other requests for information by GRANTEE. Not later than December 30th the CONTRACTOR will furnish GRANTEE with two copies of a final written report which will include an analysis of accomplishments and problems encountered the six-month period following July 1st and will be responsive to any questions or other requests for information by GRANTEE. Thereafter, the 12-month period report will be due annually on July 31.

FISCAL REPORTS

1. Monthly reports for the prior month are due no later than the tenth (10th) of each month, including invoices for the previous month.
2. A monthly report will be submitted by the CONTRACTOR with the invoice that will include the following:
    a. Monthly roster and Average Daily Attendance 2301 report for Head Start children
    b. Enrollment changes (either terminations, transfers, drops or new enrollments)
    c. Total enrollment and year-to-date enrollment
    d. Budget versus Actual Expense reports/invoice for services
    e. Any key staff changes (Directors/Teacher/Teacher Assistants)
    f. Monthly In-Kind contributions
    g. Child and Adult Care Food Program (CACFP) One Month Enrollment Roster
    h. Daily Meal Counts
    i. Site Monitoring Report forms (4 times annually)
3. Staffing Requirements. CONTRACTOR will ensure all staff paid by Head Start funds comply with Head Start Staffing qualification requirements as outlined in the Head Start Program Performance Standards §1302.91 and Head Start Act of 2007.
4. CONTRACTOR must submit a budget annually to GRANTEE's Director of Fiscal Services indicating how Head Start funds will be utilized meeting all fiscal requirements outlined in the contract. 45 CFR §§ 75.301 and 75.342

FISCAL MONITORING

Monitoring of the agency's actions to correct any audit findings and other actions necessary to comply with applicable laws (including regulations) governing financial statements and accounting practices. Fresno EOC will monitor fiscal compliance through a schedule of reporting requirements listed below:

SCHEDULE OF REPORTING REQUIREMENTS

Activity	Date	Receiving Entity
Annual Budget Development and Review 45 CFR §§ 75.301 and 75.342	September 10	Finance Manager/Chief Financial Officer
Annual Independent Audit Head Start Act § 642(c)(1)(E)(iv)(VII)(cc)-(dd)	No later than nine months after fiscal year end	Finance Manager/Chief Financial Officer
Actions to Correct Audit Findings Head Start Act § 642(c)(1)(E)(iv)(VII)((dd)	No later than nine months after fiscal year end	Finance Manager/Chief Financial Officer
Annual Review of Contractor Fiscal Policies and Procedures 45 CFR § 75.511	Beginning of each Contractor's fiscal year	Finance Manager/Chief Financial Officer
Documentation of Fiscal Staff Qualifications 45 CFR § 1302.91 (c), Head Start Act 642 (f)(i)	Beginning of each Contractor's fiscal year.	Finance Manager/Chief Financial Officer
Personnel Time and Effort Tracking 45 CFR § 75.430	10th day after quarter end	Finance Manager/Chief Financial Officer
Insurance and Bonding/Insurance Coverage Documentation Insurance and Bonding (45 CFR § 1303.12, 45 CFR § 75.317) Insurance coverage (45 CFR § 1303.52)	Beginning of each fiscal year	Finance Manager/Chief Financial Officer

PAYMENT PROVISIONS

Contractor: Fresno Unified School District

Taxpayer ID#: 942478279

Address: 2309 Tulare Street, Fresno, CA 93721

Payment Limit- GRANTEE's total payments to CONTRACTOR under this Contract shall not exceed $1,396,058.00.

COST BASIS CONTRACTS

1. **Payment Basis** - Subject to the Payment Limit, payments to the CONTRACTOR for all services provided for GRANTEE under this Contract shall only be for costs that are allowable costs that are actually incurred in the performance of CONTRACTOR's obligations under this Contract as evidenced by the timely provision of services to families and submittal of monitoring reports, invoices and the Program Information Report.

2. **Payment Amounts** - Subject to later adjustments in total payments as provided below and subject to the Payment Limit of this Contract, GRANTEE will pay CONTRACTOR as full compensation for all services, work, expenses or costs provided or incurred by CONTRACTOR:

	Per child annual rate	Number of children	Subtotal ($)	Grand Total	Service Days	Contract Service Months
Head Start	$10,418.34	134	$10,583.10	$1,396,058.00	170	10.5

3. **Head Start -** A minimum of 134 Head Start children for 6 hours a day, for 170 days, for 10.5 months (July 1 to June 30), with the acknowledgement that 2022-2023 will not meet this requirement due to aforementioned reasons.

4. **Non-Federal Share -** This grant is subject to the requirements for contribution of the non-federal match and approval of key staff, the limitations on development and administrative costs and employee compensation, and prior written approval for the purchase of equipment and other capital expenditures and the purchase, construction and major renovation of facilities.

   The Head Start program requires twenty-five percent (25%) match from CONTRACTOR. CONTRACTOR shall provide in-kind or cash contributions in the amount of $349,015.00 associated with this contract.

5. **Payment Demands -** CONTRACTOR shall submit written demands. Said demands shall be made on Claim for Reimbursement for Services Furnished and in the manner and form prescribed by GRANTEE. CONTRACTOR shall submit said requests for payment no later than 30 calendar days from the end of the month in which the contract services upon which such request is based were actually rendered. Upon approval of said payment services upon which such request is based were actually rendered. Upon approval of said payment requests by the head of the GRANTEE Department for which this Contract is made, or its designee, GRANTEE will make payments as specified in Paragraph 2. (Payment Amounts) above.

6. **Right to Withhold** - GRANTEE has the right to withhold payment to the CONTRACTOR when, in the opinion of the GRANTEE expressed in writing to the CONTRACTOR, (a) the CONTRACTOR's performance, in whole or in part, either has not been carried out or is insufficiently documented (b) CONTRACTOR has failed to sufficiently itemize or document its request(s) for payment as outlined in the Service Plan.

7. Contractors Obligations

a. Contract program regulations - CONTRACTOR shall administer and operate a full day, 6 hours a day, for 170 days, for 10.5 months (July 1 to June 30), comprehensive early childhood care and education services program for children whose families meet the Federal Income guidelines and other eligibility requirements of the Federal Head Start programs as outlined in the Federal Head Start Program Performance Standards, which is available for inspection at www.ohs.ad.hhs.gov.

b. Contract Services - CONTRACTOR shall:

   i. Provide 6-hour full day Head Start program enhancement services as outlined in the "Head Start Scope of Work" (Appendix D) to 134 Head Start eligible children, ages three (3) to five (5). Program services shall be provided as follows:

      1. 134 full day Head Start eligible children - six (6) hours per day, 1020 hours per year, for a maximum of 20 children per classroom.

c. Service Facilities - CONTRACTOR shall:

   i. Provide services in facilities that have a current license from the State of California Department of Social services, Community Care Licensing Division (CCLD).

   ii. Maintain facilities to meet Head Start Program Performance Standards as stated in 1302.47 and the Head Start ACT of 2007.

   iii. Provide GRANTEE with copies of appropriate licenses prior to commencement of service.

   iv. Notify GRANTEE in writing of any changes in license status of any facility used for services in the performance of this contract.

v. Notify GRANTEE in writing of any citation issued by CCLD for a facility used to provide services to children under this contract. Written notification to GRANTEE must be within 24 hours of issuance of citation.

PAYMENT PROVISIONS

A. Unit of Services

For the purposes of payment, one unit is defined as one child enrolled for one day in any given month. One month of full-day Head Start enhancement services for one enrolled child, for a minimum of 10.5 months during the term of this Contract. The dollar amount specified as a unit of service shall be determined from Reasonable and Allowable Costs.

B. GRANTEE's Obligation

GRANTEE shall perform the administrative services required of GRANTEE that are designed to maintain compliance with the requirements outlined and included in the grant application for Head Start funding submitted to U.S. Department of Health and Human Services, Administration for Children and Families.

APPENDIX E

HEAD START SCOPE OF WORK: EDUCATION 1302 Subpart C

CONTRACTOR will:

1. Serve a minimum of 134 Head Start children for 6 hours a day, for 170 days, for 10.5 months (July 1 to June 30) 1302.21(c)(2)(iii), with the acknowledgement that 2022-2023 will not meet this requirement due to the official execution date of this contract.

2. Classrooms must be licensed by Community Care License Under Title 22 with the required 35 square feet indoors and 75 square feet outdoors per child.

3. Hire teaching and support staff that meet Head Start and licensing regulations as outlined in the Head Start Program Performance Standards and the Head Start Act of 2007. Fifty percent (50%) of teachers need to obtain a BA nationwide, teacher assistants need to obtain a Child Development Associate Teacher Permit in Early Childhood Education.

    a. Head Start center-based teacher qualification requirements (i) The Secretary must ensure no less than fifty percent of all Head Start teachers, nationwide, have a baccalaureate degree in child development, early childhood education, or equivalent coursework (ii) As prescribed in section 648A(a)(3)(B)27 of the Act, a program must ensure all center-based teachers have at least an associate's or bachelor's degree in child development or early childhood education, equivalent coursework, or otherwise meet the requirements of section 648A(a)(3)(B) of the Act. The CONTRACTOR must also ensure staff meet the requirements of CL-797 including individuals must meet all requirements for the Child Development Permit at the Teacher Permit level and California Community Care Licensing requirements.

    b. Head Start assistant teacher qualification requirements. As prescribed in section 648A(a)(2)(B)(ii) of the Act, a program must ensure Head Start assistant teachers, at a minimum, have a CDA credential or a state-awarded certificate that meets or exceeds the requirements for a CDA credential, are enrolled in a program that will lead to an associate or baccalaureate degree or, are enrolled in a CDA credential program to be completed within two years of the time of hire. Teachers Assistants must have obtained at Child Development Associate Teacher Permit in compliance with CL-797.

4. Ensure that all staff working for Head Start will attend staff In-Services, by providing release of time, for no less than 15 hours to ensure understanding of and compliance with Head Start guidelines. §1302.92, 648A(a)(5)

5. Provide release time (as needed) for training and technical assistance and reflective consultation. §1302.92,648A(a)(5)

6. Align curriculum to meet school readiness goals established by the Head Start program (see Appendix J). §1302.32

7. Provide two (2) home visits and two (2) Parent/Teacher Conferences for every child during program year in accordance with the program calendar established by the GRANTEE. §1302.50, §1302.34

8. Ensure ongoing Child Assessments /DRDP data is submitted according to timelines outlined in this contract -three times per year: September, January, and April. §1302.33,§1302.102 (c)(2)(ii)

9. Conduct Developmental and Behavior Screening within forty-five (45) days of a child's first day of school and enter data into ChildPlus within one week following screenings. §1302.33, §1302.102

10. Provide reports that document that staff have reviewed the results of developmental and behavior screening within thirty (30) days after it was completed and discuss results with parents. §1302.33, §1302.102, §1302.50, §1302.34

11. Identify and refer children for special needs and discuss results with parents. 1302.60,§1302.61, §1302.62, §1302.63, §1302.41, §1302.46

12. Refer children identified with concerns from screening to mental health agencies, or school districts for further assessment. 1302.60, §1302.41, §1302.46,§1302.45

13. Implement Creative Curriculum and other supporting strategies as defined by Head Start Program Performance Standards section 1302, and Head Start Act of 2007.

14. Include the Head Start Early Learning Outcomes Framework in curriculum implementation and education policies and procedures. Utilize ECERS and CLASS data to develop program improvement plans to improve child outcomes two times per year as stipulated in the procedures (attached). §1302.33, §1302.102 (c)(2)(ii)

15. Ensure all lesson plans, children's education goals and ongoing assessments align with Head Start Early Learning Outcomes Framework and comply with any monitoring recommendations provided by the GRANTEE. §1302.33, §1302.102 (c)(2)(ii)

16. Participate in program monitoring and activities related to children and services. §1302.101, §1302.102

17. Ensure teaching staff attend training provided by the GRANTEE and implement instruction in alignment with Early Learning Outcomes Framework and set children goals that align with DRDP aggregated data. §1302.31, §1302.32, §1302.102(c)(2), §1302.92, 648A(a)(5)

18. Identify, based on DRDP and CLASS data analysis, training goals for teaching staff during the months of October and April and track progress by using professional development plan.§1302.101, §1302.102, 648A(a)(5)

19. Report teachers progress of professional development plan quarterly. §1302.92

20. Submit DRDP and ECERS scores and develop monitoring, record keeping, reporting systems and program policies/procedures that are aligned with Head Start Program

Performance Standards, Early Learning Outcomes Framework, CLASS, and ECERS. CONTRACTOR will submit DRDP reports during the months of September, January, and April. §1302.101, §1302.102, §1302.92

21. Make improvements based on Annual Self-Assessment, cross-monitoring and/or federal review results in accordance with program improvement plan established by the GRANTEE. §1302.101, §1302.102, §1302.92

22. Input information into ChildPlus related to home visits, Parent/Teacher Conferences, intentional curriculum implementation, planning and teaching, individualization, observations/ongoing child assessments, forty-five (45) day mandates, and lesson planning. Provide GRANTEE administrative access to reports. §1302.101, §1302.102

23. Provide annually Pedestrian Safety to parents and children within thirty (30) days of the child's date of entry. §1302.46 (b)(v)

24. By June 30, each year, develop/update policies and procedures regarding kindergarten readiness and transition. §1302.70,§1302.101

25. Release Center/Teacher Directors for monthly education meetings and to attend trainings required to support their teaching staff at the site level. §1302.31, §1302.32, §1302.102(c)(2), §1302.92, 648A(a)(5)

26. Monitor curriculum planning and implementation, individualization and kindergarten readiness and forward monthly monitoring reports to the Head Start Director. §1302.101, §1302.32

27. Provide a coaching plan [HSPPS 1302.92 (c)] that includes the following: a. Group and one-on-one options

    a. In-person and virtual coaching options

    b. Frequency of coaching, method used, and data collection efforts

    c. Supports and Resources for coaching in the program

    d. Sample of coaching documents used

    e. Intensive and non-intensive, per HSPPS 1302.92(c)(3) and HSPPS 1302.91(f)

    f. Coach designated for intensive coaching meets HSPPS 1302.92(c)(4)(ii)

GRANTEE will:

1. Invite CONTRACTOR to relevant professional development trainings (Collaborate on Coaching and Creative Curriculum) §1302.92(c), §1302.32 (a)(2)

2. Provide guidance and support as needed §1302.32 (a)(2)

3. Assigned staff will review educational data §1302.32 (a)(2)

4. Train and provide technical assistance in the following:

    a. Federal Head Start regulations, Head Start Program Performance Standards, and mandates, Head Start Kindergarten Readiness Mandates, Head Start Early Learning Outcomes Framework; i.e. Home Visits, Family Partnership Agreements, etc. §1302.92, 648A(a)(5)

    b. Training in Creative Curriculum planning and implementation. §1302.32 (a)(2)

    c. DRDP §1302.92, 648A(a)(5), §1302.33

    d. ASQ- SE and ASQ-3 §1302.92, 648A(a)(5), §1302.33

    e. Mental Health §1302.92, 648A(a)(5), §1302.45

    f. Content Expectations for Home Visits and Parent/Teacher Conferences to assure uniformity across all programs. §1302.92, 648A(a)(5)

    g. Schedule that aligns with Compliance Timeline as outlined in this contract for completing and submitting results on the following [§1302.92, 648A(a)(5)]:

        i. DRDP

        ii. ChildPlus

        iii. PIR Status reports

        iv. Education compliance reports for home visits, conferences, etc.

        v. ASQ- SE and ASQ-3

5. The training calendar will be issued at the beginning of the year and updated monthly, in addition, the Head Start Program will dedicate a Compliance Monitor to train and mentor staff on site [§1302.92, 648A(a)(5)].

6. Provide Training and Technical Assistance on [§1302.92, 648A(a)(5), §1303.4, §1302]:

    a. Disability and Inclusion

    b. Parent Engagement

    c. Non-Federal share contributions

    d. Eligibility, Attendance, Recruitment, Enrollment, and Attendance (ERSEA)

    e. Program Governance

APPENDIX F

HEAD START SCOPE OF WORK: HEALTH 1302 Subpart D

CONTRACTOR will:

1. Collaborate with the GRANTEE's Health Services staff and ensure compliance. §1302.101, §1302.102.

2. Assigned staff to track, monitor, and support regular attendance in compliance with §1302.16, §1302.101, §1302.102

3. Ensure the appropriate staff are available to attend Health and Family/Community Services trainings. 648A(a)(5), §1302.92 (a)(b)

4. Collaborate with parents as partners in the health and well-being of their children in a linguistically and culturally appropriate manner and communicate with parents about their child's health needs and development concerns in a timely and effective manner. §1302.41

5. Obtain written advance authorization from the parent or other person with legal authority for all health and developmental procedures administered through the program or by contract or agreement, and, maintain written documentation if they refuse to give authorization for health services. §1302.41

6. Share with parent or guardian, policies upon enrollment for health emergencies that require rapid response on the part of staff or immediate medical attention. §1302.41

7. Within a timely manner in accordance with GRANTEE's documentation procedure enter information in ChildPlus. §1302.16, §1302.101, §1302.102

8. Include all health requirements on child health assessment form based on the Early and Periodic Screening Diagnosis and Treatment (EPSDT) schedule. §1302.42

9. Document on medication log all medication administered to children. §1302.47(b)(4)(C)

10. Ensure health plans are developed for children with chronic health conditions to include medication as needed. §1302.42, §1302.41, §1302.46(2)

11. By June 30, of the current school year attend training for health, mental health, and nutrition services that meet Head Start Program Performance Standards and Regulations. 648A(a)(5),§1302.92 (a)(b)

12. Mental Health Services will provide regular visits of mental health consultation at designated centers. Mental health consultant(s) will be required to work with GRANTEE staff to ensure proper documentation in meeting Head Start requirements and best practices. Staff will meet at least monthly with mental health consultants for case consultation around teacher/staff and child/family consultation. §1302.45, §1302.101;

§1302.102

GRANTEE will:

1. Provide ongoing support and training, technical assistance and monitoring on health related requirements, as needed, such as [§1302.101, §1302.102, §1302 Subpart D]:

    a. Tracking and monitoring health service follow-up plans to meet treatment needs associated with health and oral health.

    b. Integrated Germ Management or Basic Pest Management, AB1207, Bloodborne Pathogens, CPR and First Aid.

    c. Analyze health reports

    d. Provide guidance, technical assistance, and health services updates

    e. Health Plans as needed for children with seizures, asthma, or GT tubes.

    f. Medication Administration Nutrition Assessments and Nutrition Plans

    g. Food Allergies

    h. ChildPlus data entry

    i. Provide Calendar Timelines

    j. Provide guidance on developing and implementing health procedures

    k. Review files and database

    l. Partner Support

    m. Analyze and provide feedback on monthly partner reports and partner support meeting reports

    n. Connect to community agencies to facilitate to provision of health services for hearing, vision and dental screenings as needed

    o. Will monitor and provide guidance in a timely manner that addresses the comprehensive services model.

    p. Conduct monthly meetings for case consultation (Mental Health)

    q. Conduct trainings as needed (Mental Health)

2. Staff to be dedicated to Health and Family/Community Services follow up and compliance to meet all program requirements according to 30/45/90 day requirements and ensure data entry to show reports in ChildPlus align with compliance timelines provided for health and family engagement.

3. Within 30 calendar days after the child's date of entry, consult with parents to determine whether child has ongoing sources of continuous, accessible health care (provided by a healthcare professional that maintains the child's ongoing health record and is not primarily a source of emergency or urgent care) and health insurance coverage. If child does not have a source of ongoing care and health insurance coverage assist families in accessing a source of care and health insurance as quickly as possible.

4. Within 30 days of the child's first day of attendance, obtain determinations from health care and oral health care professionals as to whether or not the child is up-to-date on a schedule of age appropriate preventive and primary medical and oral health care, based on: the well-child visits and dental periodicity schedules as prescribed by the Early and Periodic Screening, Diagnosis, and Treatment (EPSDT) program of the Medicaid agency of the state in which they operate.

5. Assist parents with making arrangements to bring the child up-to-date as quickly as possible; and, if necessary, directly facilitate provision of health services to bring the child up- to-date with parent consent by making the appointment and providing transportation and translation services as needed.

6. Review the results of all health exams, follow-up on noted comments and enter health information in ChildPlus. Refer for any needed treatment or missing requirements, document follow up on Family Contact/Progress Notes or in ChildPlus within 30 days.

7. Follow immunization requirements for the State of California (CCL, EPSDT). Ensure that all immunizations are complete and up-to-date at time of enrollment and entered in ChildPlus. Refer and follow-up regularly until all immunizations outlined by age are completed. Document all referral and follow-up on Family Contact/Progress Notes.

8. Assist parents to obtain or arrange further diagnostic testing, examination, and treatment by an appropriate licensed or certified professional for each child with an observable, known or suspected health, nutritional, behavior or developmental concern. Develop and implement follow-up plan for any condition identified so that any needed treatment can begin.

9. Enter and track treatment needed and treatment received in ChildPlus.

10. Within 45 calendar days after the child first attends obtain or perform evidence-based vision and hearing screenings and rescreens within 4-6 weeks if needed.

11. Generate and review health reports weekly and follow up on areas needing improvement or focus within 1 week of running reports.

12. Assist parents, as needed, in obtaining any prescribed medications, aids or equipment for medical and oral health conditions.

13. Identify each child's nutritional health needs, taking into account available health information, including the child's health records, and family and staff concerns, including special dietary requirements, food allergies by coordinating services with registered dietician.

14. Conduct and enter date parent completed nutrition assessments in ChildPlus within 45 days of the Child's date of entry.

15. Conduct and enter date of Nutrition Assessments in ChildPlus within 90 days of the child's first day of attendance. Follow-up on nutrition concerns including low Hgb/Hct, high lead levels and BMI not within normal range.

16. Obtain, analyze heights, weights and head circumference for children ages 3 to 5 years old from well checkup at appropriate intervals. Take current height and weight for 3-5 years old, twice a year; at beginning of the year and in mid- year enter information on nutrition assessment and in ChildPlus, print, and review growth chart to determine height and weight are within normal range. Refer those children who do not fall within the normal range to nutritionist and document follow-up.

17. Make referrals for dental exams including follow-up treatment for children 3 years and older and enter in ChildPlus and document in the Family Contact/Progress Notes.

18. Promote effective oral health hygiene by ensuring all children with teeth are assisted by appropriate staff, or volunteers, if available, in brushing their teeth with toothpaste containing fluoride once daily.

19. Document on contact log and/or ChildPlus all health follow-up treatment and services. This is to include all medical treatments that improve the child's overall health. Train and document medicine training of all staff.

20. Ensure an authorization for medication is completed by child's physician and signed by parent prior to accepting and administering medication and track and monitor medication expiration dates in ChildPlus.

APPENDIX F

HEAD SART SCOPE OF WORK: FAMILY/COMMUNITY SERVICES 1302 Subpart E

CONTRACTOR will:

1. Collaborate with GRANTEE in providing referrals for services and resources that are responsive to family's needs, interests and goals within five (5) business days the need is identified, whenever possible. Referrals will be documented in the Family Contact/Progress Notes and ChildPlus. §1302.101, §1302.102, §1303.21, §1303.46 (b)(2)

2. Conduct timely follow-up on family needs, referrals and services received as soon as possible but not to exceed 30 calendar days depending on the urgency of the need. Document all follow-up pertaining to referrals and services within a week the follow-up is conducted. §1303.21, §1303.46 (b)(2)

3. Utilize information from the Family Assessment tool to help identify possible goals. Develop Family Partnership Agreements (FPA) based on the family's readiness and willingness to participate in the process. Include description of family goals, responsibilities, timelines, and strategies for achieving these goals as well as progress in achieving them. §1302.52

4. Ensure an authorization for medication is completed by child's physician and signed by parent prior to accepting and administering medication. Track and monitor medication expiration dates in ChildPlus. §1302.16, §1302.101, §1302.47(b)(4)(C)

5. Complete a Family Partnership Agreement (FPA) within 90 days of enrollment. Include description of family goals, responsibilities, timelines, and strategies for achieving these goals. Document in Family Contact/Progress Notes and in ChildPlus. §1302.52, §1302.101

6. FPA follow-ups are due within 60 days after FPA development. FPA follow-up is ongoing and should be conducted with the family as necessary. If there is an urgent need, follow-up may need to be conducted more often than the above timeline. §1302.52, §1302.101

7. During the FPA follow-up, review the status of the goal(s) established or reevaluate the family's readiness to participate in the goal setting process if goal has not been established. Document in Family Contact/Progress Notes and ChildPlus. §1302.52, §1302.101

8. By June 30th, develop and/or update policies and procedures for Family/Community Services that meet Head Start Program Performance Standards and Regulations. §1302.101

9. Generate and review Family/Community Services Reports. Follow-up on areas needing Improvement or focus within a week of running the report. §1302.101, §1302.102

GRANTEE will:

1. Provide staff to support training, technical assistance and monitoring on Family/Community Service requirements such as [§1302.92, §1302.53];

    a. Family Information Building

    b. Goal Setting Process and Family Partnership Agreement process.

    c. ChildPlus data entry

    d. Service and referrals delivery tracking

    e. Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA)

2. Ensure collaboration with CONTRACTOR and Family/Community Services staff to be dedicated to family services/family engagement follow up and compliance to meet all program requirements, timelines and complete data entry to ensure reports in ChildPlus align with compliance timelines provided for family services/family engagement. §1302.53, §1302.91, §1302.101

2. Family Information Building form is to be completed within the 90 days of the child's entry date. Changes and updates to the Family Information Building is to be documented in the Family Contact/Progress Notes. §1302.101

3. Initiate the goal setting process with all families within 90 days of the Child's entry date and document in ChildPlus. §1302.101, §1302.52

APPENDIX G

HEAD START SCOPE OF WORK:
PROGRAM MANAGEMENT AND DESIGN
Subpart J

CONTRACTOR will:

1. Ensure all staff working with children receive annual Child Abuse Training. §1302.101, §1302.92

2. Ensure all staff and volunteers comply with the required immunizations as per Community Licensing. §1302.101, §1302.93, §1302.94

3. By June 30th develop and/or update operational procedures to ensure that children receive services within the mandated time frames to ensure compliance with Head Start Program Performance Standards and the Head Start Act 2007. §1302.101

4. Document annual performance evaluations for employees. §1302.101, §1302.92, HS Act Section 648A, 1302.102(b)

5. Participate in Quarterly Partner's meetings, Quarterly Health Service Advisory Committee, and trainings related to Head Start. §1302.101, §1302.92, §1302.40

6. Document staff individual and group training needs. §1302.101, §1302.102

7. Provide a Staff Requirement Chart for final Program Information Report (PIR) at a mid-year (January) and end of year (June) of each year. §1302.91, §1302.101

8. Monitor areas in the PIR that are below 100%. Develop and implement a plan of action to meet non-compliant areas on a monthly basis. §1302.101, §1302.102(b)

9. Use ChildPlus software program for the purpose of data collection and reporting program information for CONTRACTOR when needed. §1302.101

10. Provide a representative to participate in the Annual Self-Assessment. §1302.102(b)(2)(i)

11. Report any Type A or B licensing findings, to include the death of any child from any cause; injury to any child that requires medical treatment or unusual incidents to the Head Start Director and to Community Care Licensing within 24 hours of occurrence and provide documentation and report any unusual incidents to the regional office within 72 hours. The following violations must be reported to the regional office within 3 working days:
    a. Personal right violations of children
    b. Care and supervision incidents
    c. Reported child abuse

    Reports may be provided using the Community Care Licensing Division Complaint Hotline 1-844-538-8766 or by email to letusknow@dss.ca.gov. Reports to the grantee may be made

to [insert information] CFR 1304.52(k)(3)(i), 1304.22(a)(5), 1304.53(a)(6), 1306.30(c), Title 22

12. The GRANTEE must also report loss of CACFP, or any other loss of funding that materially weakens the financial stability of the agency or its ability to deliver the services required of this contract within 14 days. §1304.12. Reports to the GRANTEE may be made to [insert information] CFR 1304.52(k)(3)(i), 1304.22(a)(5), 1304.53(a)(6), 1306.30(c), Title 22

13. Center Director/Teacher will participate and attend month Local Parent Meetings and will submit a monthly Teacher Report to keep parents informed about center operations. §1302.101

14. CONTRACTOR will collaborate with Family Services Specialist to elect a County-Wide Policy Council Representative and Alternate to represent Contractor for Head Start and serve on the GRANTEE Head Start County-Wide Policy Council (CWPC) monthly meetings. Representative must be elected in accordance with CWPC By-laws at a Local Parent Meeting. Parent must have a child currently enrolled in the Head Start Program. §1301.3, §1301.2, §1301.4

    a. Remind CWPC Representatives of upcoming meetings/trainings.

    b. Review the monthly CWPC attendance and conduct any needed follow up with CONTRACTOR Representative and/or Alternate if they miss a meeting/training and provide any needed support to ensure their attendance at the next CWPC meeting/training.

    c. Distribute monthly CWPC Summary to all parents of Head Start classrooms.

15. CONTRACTOR administrator will attend monthly County-Wide Policy Council Meetings. §1301.3

15. Provide staff training on state and federal regulations and mandates, mutually coordinated with GRANTEE and other partners. §1301.5

16. Provide staff training related to other areas of the program as requested. §1301.5, §1302.92

GRANTEE will [§1301.5, §1302.92, §1302.101,§1302. 102]:

1. Provide necessary training to appropriate staff to set up systems, procedures as needed.

2. Provide feedback on reports and assist with any needed corrective action.

3. Develop the structure and training for Annual Self- Assessment.

4. Develop the system for ongoing monitoring and conduct monitoring of CONTRACTOR

operations.

5. Participate in training of staff to provide support and technical assistance and ensure implementation of procedures meet federal regulations.

6. Provide data regarding service achievements, gaps and possible solutions to meet federal regulations.

7. Update office equipment and software necessary to track program performance and document the yearly Program Information Report (PIR).

8. Organize monthly service reviews with content area experts to analyze progress, identify gaps and help develop timely solutions.

9. Provide monthly PC Summary via email for distribution to parents of Head Start classrooms.

10. Staff to provide group as well as on-site training as needed.

APPENDIX H

HEAD START SCOPE OF WORK: ENROLLMENT 1302 Subpart A

CONTRACTOR will:

1. Ensure classrooms are fully enrolled with the agreed amount of funded enrollment of children per class on day one as defined by GRANTEE of the operation year. §1302.14, §1302.15, §1302.13,§1302.12

2. Achieve full enrollment on day one of program services by following the steps below §1302.12, §1302.14, §1302.15,§1302.16:

    a. By July 1, a determination will be made about whether or not full enrollment can be achieved.

    b. On day one, full enrollment will be verified by the Family Services Specialist and ERSEA Coordinator.

    c. Attendance will be closely monitored to ensure anyone who does not show up on the first day is contacted and within 3 days is dropped and replaced with a new child.

3. Ensure vacancies are filled within 30 calendar days§1302.15.

4. If average daily attendance falls below 85 percent attendance, CONTRACTOR will work with the ERSEA team to analyze the causes and develop a plan that outlines corrective measures no later than the tenth (10th) day of the following month. §1302.16

    a. Documentation of work with families to improve daily attendance and how parents will be supported with issues that impact the child's attendance.

5. Ensure that policies and procedures align with Head Start Program Performance Standards and Head Start Act of 2007. §1302.101; Subpart A, B, C, D, E, E, F, G, H, J

GRANTEE will [§1302]:

1. Provide ongoing monitoring of enrollment and ensure that all vacancies are filled within 30 days.

2. Provide Training and Technical Assistance to CONTRACTOR's staff to ensure that timelines are met, records are maintained and that follow-up services are provided.

3. Review and sign off on eligibility documents.

4. Provide Training and Technical Assistance to CONTRACTOR to assist in developing inclusive classrooms and enroll children with disabilities in order to meet the 10% mandate.

5. Designated staff members must approve and sign off on all enrollments for the CONTRACTOR to be considered fully enrolled.

6. Provide training and technical assistance to CONTRACTOR's staff in developing and revising their agency's procedures and program features to ensure compliance with Head Start regulations and mandates.

7. Provide technical assistance and strategies to help the CONTRACTOR maintain monthly attendance rate of 85% to improve attendance problems and assure children are receiving services.

8. Provide technical assistance and strategies to improve attendance problems and assure children are receiving services.

9. Include CONTRACTOR staff in GRANTEE trainings as appropriate.

10. Ensure enrolled children are entered into ChildPlus daily.

11. Enroll to fulfill the 10% enrollment of children with disabilities (IFSP/IEP).

12. Will conduct monthly meetings to review enrollment of foster care, homeless, and 10% of disability with CONTRACTOR.

APPENDIX I

HEAD SART SCOPE OF WORK: POLICY 5020 STANDARDS OF PERFORMANCE AND CONDUCT

PURPOSE: To identify performance and conduct considered improper and unacceptable in the workplace and which may result in corrective action.

POLICY: It is the policy of Fresno EOC that employees are expected to observe certain standards of job performance and good conduct. An employee is expected to conduct himself/herself in a manner benefiting his/her status as an employee of Fresno EOC and exercise prudence and discretion in regard to all Agency business. When performance or conduct does not meet the standards of Fresno EOC standards, the Agency will endeavor, when it deems appropriate and at its sole discretion, to provide the employee a reasonable opportunity to correct the deficiency unless Fresno EOC determines such conduct is not able to be remedied or warrants immediate termination. An employee who fails to make the correction will be subject to corrective action up to and including termination.

PROCEDURES:

I. STANDARDS

The standards set forth below are intended to provide employees with fair notice of performance and conduct considered improper and unacceptable in the workplace. However, such rules cannot identify every type of unacceptable conduct and performance. Therefore, employees should be aware that conduct not specifically listed below but which adversely affects or is otherwise detrimental to the interests of Fresno EOC, other employees, co-workers, clients and/or program participants, may also result in corrective action.

A. Job Performance: An employee may be issued corrective action, up to and including termination, for poor job performance, including but not limited to the following:

1. Failure to meet standards of quality and quantity;
2. Failure to perform the job satisfactorily;
3. Discourteous or unprofessional conduct;
4. Excessive absenteeism, tardiness, or abuse of break or meal privileges;
5. Failure to follow established safety regulations;
6. Neglect of duty.

B. **Conduct:** An employee may be issued corrective action, up to and including termination, for misconduct including, but not limited to the following:

1. Insubordination, including refusal to comply with reasonable request from supervisor or refusal to perform a job assignment;

2. Dishonesty, fraud, bribery or gratuity;

3. Violation of safety practices, procedures, rules and regulations;

4. Failure to notify supervisor of any inability to report to work;

5. Unauthorized possession, misuse, defacement, or destruction of Fresno EOC property or the property of another;

6. Theft;

7. Unauthorized removal of Fresno EOC property from its proper location;

8. Violating conflict of interest rules and accepting gratuities;

9. Disclosing or using confidential or proprietary information without authorization;

10. Falsifying or altering Fresno EOC or another employee's records or documents, including but not limited to the application for employment and time sheets, etc.;

11. Threatening, intimidating, coercing, or otherwise interfering with other employees, co-workers, clients, and/or program participants;

12. Fighting, or any acts of violence;

13. Unruly behavior or “horseplay”;

14. Use of obscene, abusive, or offensive language;

15. Harassment as defined in Policy 1030;

16. Being under the influence of, manufacturing, dispensing, distributing, using, or possessing alcohol or illegal or controlled substances on Fresno EOC property or while conducting Fresno EOC business;

17. Gambling on Fresno EOC premises or while conducting Fresno EOC business;

18. Wearing clothing inappropriate for the work being performed;

19. Smoking where prohibited by local ordinance or Fresno EOC rule;

20. Leaving the job without authorization;

21. Sleeping on the job;

22. Possessing a firearm or other dangerous weapon on Fresno EOC property or while conducting Fresno EOC business;

23. Failure to report to Fresno EOC within five (5) days any criminal conviction that may impact the employee's: ability to perform his/her position duties, licensing under the program the employee works, insurability by the agency carrier; or as otherwise required by law to be disclosed;

24. Causing an accident as a result of operating a Fresno EOC vehicle in a reckless and negligent manner;

25. Violating vehicle codes and/or Fresno EOC policies which cause an accident, injury, or property damage;

26. Failure to comply with Fresno EOC policies and procedures;

27. Stereotyping any child or family on the basis of gender, race, ethnicity, culture, religion, or disability;

28. Violating program confidentiality policies concerning information about children, families, and other staff members;

29. Using abusive, profane, sarcastic language or verbal abuse, threats, or derogatory remarks about Fresno EOC, staff, clients or client's family;

30. Using any form of public or private humiliation;

31. Leaving children or clients alone or unsupervised while under his/her care;

32. Endangering the health or safety of children;

33. Using toilet learning/training methods that punish, demean, or humiliate a child;

34. Using any form of emotional abuse, including rejecting, terrorizing, extended ignoring or corrupting a child;

35. Failure to use positive methods of child guidance and engaging in corporal punishment, emotional abuse, physically maltreat or abuse, or humiliation;

36. Employing methods of discipline with the children that involve isolation, the use of food as punishment or reward, binding or tying a child to restrict movement, taping a child's mouth, taking away a child's physical activity/outdoor time, or the denial of basic needs;

37. Failure to conduct himself/herself in a professional and ethical manner with all employees, co-workers, clients and/or program participants;

38. Engaging in sexual or other inappropriate contact or relationships with program participants;

39. Ignoring grantor requirements relating to any program for the Agency;

40. Engaging in actions that reflect adversely upon grantors and/or the families or communities we serve;

41. Other rules or standards implemented by programs or the Agency.

APPENDIX J

SCHOOL READINESS GOALS: §1302.102

Goal 1: Children will demonstrate age appropriate positive approaches toward learning.
Goal 2: Children will demonstrate age appropriate positive social behavior, emotion regulation and emotion well-being.
Goal 3: Children will demonstrate age appropriate positive communication, language and emergent literacy skills.
Goal 4: Children will demonstrate age appropriate positive general cognitive skills.
Goal 5: Children will demonstrate age appropriate positive health and physical development

Assessment Tools

Home-Base Early Head Start uses the Infant Toddler/Developmental Assessment (IDA), a comprehensive, family-centered tool designed to identify children, birth – age three, who are developmentally at risk.

Center Based Early Head Start uses the Desired Results Profile 2015 (DRDP) to assess infants' and toddlers' learning and progress on a
Continuum on 29 Measures.
Head Start uses the Desired Results Developmental Profile 2015 (DRDP) to assess preschoolers learning and progress along a continuum on 56 measures.

Alignment

All established School Readiness Goals are aligned with:

1. Head Start Early Learning Outcomes Framework – Birth to Five
2. State Early Learning Standards – California Infant/Toddler Learning & Development Foundations and California Preschool Learning Foundations
3. Requirements and Expectations of Schools – Infant/Toddler Developmental Assessment and Desired Results Developmental Profile 2015

DOMAIN: APPROACHES TOWARDS LEARNING

Goal 1: Children will demonstrate age appropriate positive approaches toward learning.

PARENT, FAMILY, AND COMMUNITY ENGAGEMENT FRAMEWORK: **Families as Lifelong Educators**	**Family Objective 1:** By Spring 2023, families will increase their understanding on how to support their child's Approaches Towards Learning in an effort to prepare their children for school as measured by pre and post surveys at parent meetings and trainings.
	Family Objective 2: By Spring 2023, families will demonstrate an increase in use of family activities with their children as measured by in kind generated from the Parent and Child Time (PACT)/Growing Readers calendars.

EARLY HEAD START

Early Head Start Objective: By Spring 2023, infants and toddlers will develop the ability to attend to and interact with others as measured below:

Young Infants (Birth to 7 months) will progress developmentally from responding (earlier), attends or responds briefly to people, things or sounds; through responding (later), shifts attention frequently from one person or thing to another. DRDP 2015 Approaches to Learning (ATL) Self-Regulation (REG) 1	**Older infants (7 months to 18 months)** will progress developmentally from responding later, shifts attention frequently from one person or thing to another, through exploring (earlier) maintains attention on own or with adult support, during brief activities. ALT-REG 1	**Toddlers (18 months to 42 months)** will progress developmentally from exploring earlier, maintains attention on own or with adult support, during brief activities through exploring later, maintains attention with adult support during activities that last for extended periods of time. ALT-REG 1
Young Infants (Birth-7 months) will progress developmentally from following persons with eyes to reaching for an adult socially. IDA P2 to P7	**Older Infants (7 months to 18 months)** will progress developmentally from reacting to stranger to seeking affection or reassurance from others. IDA P8.1 to P16.2	**Toddlers (18 months to 42 months)** will progress developmentally from using their words to make wants known to talking about daily events with others. IDA P17 to P23.1

Teaching Practices	Family Practices
• Be intentionally available to provide comforting, calming, and nurturing interactions. • Support management of all emotions by naming feelings, maintaining eye contact and positioning self at child's level. • Provide positive redirection and follow the child's lead	• Share interactions that allow your child to freely see how objects work (e.g. roll, bounce, click together with similar items) • Use simple inexpensive homemade toys (pots & pans, cereal boxes, plastic containers) • Read, sing & talk during personal care routines, such as, diapering, feeding, bathing, dressing, & napping

	Training/Professional Development • Families will receive information on Approaches Towards Learning two times per year during full year programs and at least one time per year in part year programs at the County-Wide Policy Council (CWPC) and Local Parent Meeting (LPM). • During weekly home visits, families will receive information around the domain and why the children are doing the activity they are doing. • Incorporate domain level training into EHS Grand Socialization • Review domain and family practice during parent/teacher conferences and home visits and document in child's file. • Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices: ○ Center on the Social and Emotional Foundations for Early Learning (CSEFEL) ○ The Pyramid Infant Toddler Observation Scale (TPITOS) is used as a resource to support Teachers Learning and Collaborating (TLC) goals. ○ Teachers Learning and Collaborating ○ Home Visit Observation Rating Scale (HOVRS-A+) ○ Parents Interacting With Infants (PIWI)
HEAD START	**Head Start Objective:** By Spring 2023, children will demonstrate the ability to begin and finish activities with persistence and attention by maintaining interest in a project or activity until completed as measured below:
	3 Yr. Olds: 76% will be at the last two developmental levels "Building & Integrating" measure ATL-REG 6. / **4 Yr. Olds: 82%** will be at the last two developmental levels "Building (middle) & Integrating" developmental levels measure ATL-REG 6.
	Teaching Practices / **Family Practices**
	Self-Regulation Skills: • Time group experiences to match children's developing attention spans, social skills, and self-control. • Plan developmentally appropriate transitions. Initiative In Learning: • Engage in play and exploration with children instead of simply supervising their activities. • Periodically reassess the preschool environment to ensure that the materials and activity choices support the abilities and reflect the interests of all children in the group. / • In circumstances that evoke frustration or sadness (e.g., accidentally spilling something in the kitchen, missing an absent family member), model for children constructive coping strategies. Letting children know that frustrating and sad things happen to everyone sometimes allows family members to share ideas about how to handle strong feelings. • While sharing a storybook with children, wonder together about how the story's characters might be feeling and why. This is one way families can help children identify emotions and learning words that describe them (e.g., excited, surprised, and frustrated). • Help your child break down the task into smaller steps when he/she is experiencing a challenge • Provide positive descriptive acknowledgment • Ask your child thoughtful questions to help them solve problems on their own • Give your child age appropriate responsibilities or chores • Provide only as much help as necessary for your child to accomplish task, for example put socks on their toes and encourage them to pull them up the rest of the way

Training/Professional Development

- Families will receive information on Approaches Towards Learning two times per year during full year programs and at least one time per year in part year programs at the PACT calendar CWPC and LPM.
- During weekly HB visits families will receive information around the domain and why the children are doing the activity they are doing.
- Incorporate domain level training into Welcome to HS, HS Open House.
- Review domain and family practice during parent/teacher conferences and home visits and document on Individual Education Folders.
- Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices:
  - Center on the Social and Emotional Foundations for Early Learning (CSEFEL)
  - Teachers Learning and Collaborating (TLC)
  - Teaching Pyramid
- Home Visit Observation Rating Scale (HOVRS-A+)

DOMAIN: SOCIAL AND EMOTIONAL DEVELOPMENT

Goal 2: Children will demonstrate age appropriate social behavior, emotional regulation, and emotional well-being.

PARENT, FAMILY, AND COMMUNITY ENGAGEMENT FRAMEWORK: **Families as Lifelong Educators**	**Family Objective 1:** By Spring 2023, families will increase their understanding on how to support their child's Social and Emotional Development in an effort to prepare their children for school as measured by pre and post surveys at parent meetings and trainings.
	Family Objective 2: By Spring 2023, families will demonstrate an increase in use of family activities with their children as measured by in kind generated from the PACT/Growing Readers calendars.

EARLY HEAD START

Early Head Start Objective: By Spring 2023 infants and toddlers will show increasing awareness of self as distinct from and also related to others as measured below:

Young Infants will progress developmentally from responding earlier, shows awareness of other people including children, through responding later, shows interest in other children. DRDP Social and Emotional Development SED 4	**Older Infants** will progress developmentally from responding later, shows interest in other children, through exploring earlier, plays alongside other children rarely interacting with them. DRDP SED 4	**Toddlers** will progress developmentally from exploring earlier, plays alongside other children, rarely interacting with them, through exploring later, interact in simple ways with familiar peers as they play side by side. DRDP SED 4
Young Infants will progress developmentally from expressing discomfort to show displeasure at loss of contact/object. E1 to E9	**Older Infants** will progress developmentally from shows distinct stranger reaction to expresses oppositional feelings. E10 to E15	**Toddlers** will progress developmentally from expressing a range of feelings to labeling feelings. E17 to E19

Teaching Practices	Family Practices
• Respond immediately to infant and toddlers in distress and assess their status. • Keep tone calm, supportive, and positive during infants and toddlers distressful or challenging episodes. • Use challenging situations as an opportunity to help infants and toddlers recognize and deal with emotions • Provide environments in which infants and toddlers are encouraged to and able to explore freely.	• Describe your child's feelings in the moment to acknowledge and value them ("I see you are sad/mad/frustrated", "You are excited/happy") • Offer books, stories, songs, puppets, dolls, stuffed animals, and pictures about feelings • Limit saying "no" and encourage exploration

Training/Professional Development

- Families will receive training on Social and Emotional Development two times per year during full year programs and at least one time per year in part year programs at the CWPC, and LPM.
- During weekly home visits families will receive information around the domain and why the children are doing the activity they are doing.
- Incorporate domain level training into EHS Grand Socialization
- Review domain and family practice during parent conferences and document in child's file.
- Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices:
  - Center on the Social and Emotional Foundations for Early Learning (CSEFEL)
  - The Pyramid Infant Toddler Observation Scale (TPITOS) is used as a resource to support Teachers Learning and Collaborating (TLC) goals.
  - Teachers Learning and Collaborating (TLC)
  - Home Visit Observation Rating Scale (HOVRS-A+)
- Parents Interacting With Infants (PIWI)

HEAD START

Head Start Objective: By Spring 2023, children will demonstrate healthy relationships and interaction with peers and adults by using appropriate words to express own desires, begin to suggest simple solutions, and may seek assistance in resolving disagreements as measured below:

3 Yr. Olds: 70% will be at the last two developmental levels "Building & Integrating" measure HSS 4.	**4 Yr. Olds: 78%** will be at the last two developmental levels "Building (middle) Integrating" developmental levels measure HSS 4.

Teaching Practices	Family Practices
Empathic Responses: • Model behavior and attitudes that are warm, respectful, and caring. • Label children's feelings of upset, sadness and other emotions that convey distress. • Read and tell stories that include characters in distress as well as the caring responses of others. Cooperation and Responsibility: • Ensure that adult expectations for children's behavior are developmentally appropriate. • Rehearse and prompt desired actions, especially for transition times.	• Have conversations with children about things they are thinking, planning and doing. Offer specific comments or questions about children's activities and ask children to describe in more detail things they bring home. • Ask children for help with household chores or projects. Discuss, while working together, some things each person can do to help the family. • Emphasize to children the family's values about such things as cooperation, teamwork, good manners and kindness toward other people. • Model self-regulating behavior for example deep breathing, taking a walk, counting to 10, or listening to soft music • Label your own feelings as you share experience about your life and how you felt, talk about things that made you happy, sad, angry, or excited • Explain and model some of the ways you express your emotions • Exercise wait time before supporting your child through a conflict to provide opportunities to find their own solutions • Model using self-talk with your child to help him/her verbalize his/her thoughts and guide his/her own behavior for example, "say to yourself, 'Stop. Calm down. I'm getting mad, but I don't need to hit anyone'."

Training/Professional Development

- Families will receive information on Social and Emotional Development two times per year during full year programs and at least one time per year in part year programs in the PACT calendar, CWPC and LPM.
- During weekly HB visits families will receive information around the domain and why the children are doing the activity they are doing.
- Incorporate domain level training into Welcome to HS, HS Open House.
- Review domain and family practice during parent/teacher conferences and home visits and document on Individual Education Folders.
- Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices:
  - Center on the Social and Emotional Foundations for Early Learning (CSEFEL)
  - Teachers Learning and Collaborating (TLC)
  - Home Visit Observation Rating Scale (HOVRS-A+)

DOMAIN: LANGUAGE AND LITERACY

Goal 3: Children will demonstrate age appropriate positive communication, language, and emergent literacy skills.

PARENT, FAMILY, AND COMMUNITY ENGAGEMENT FRAMEWORK: **Families as Lifelong Educators**	**Family Objective 1:** By Spring 2023, families will increase their understanding on how to support their child's Language and Literacy in an effort to prepare their children for school as measured by pre and post surveys at parent meetings and trainings.
	Family Objective 2: By Spring 2023, families will demonstrate an increase in use of family activities with their children as measured by in kind generated from the PACT/Growing Readers calendars.

Early Head Start Objective: By Spring 2023, infant and toddlers will develop the ability to understand words and increasingly complex utterances. They will develop interest in engaging with print in books and in the environment as measured below:

	Young Infants will progress developmentally from responding earlier, responds to voices, sounds, facial expressions in basic way, through responding later, responds to voices, gestures or facial expressions in a variety of ways (e.g., gaze aversion, vocalization, movements) DRDP Language and Literacy Development (LLD) 1	**Older Infants** will progress developmentally from responding later, responds to voices, gestures or facial expressions in a variety of ways (e.g., gaze aversion, vocalization, movements) to exploring earlier, recognizes a few frequently used words or gestures in familiar situations. DRDP LLD 1	**Toddlers** will progress developmentally from exploring earlier to exploring middle, shows understanding of a variety of single words, through exploring later, shows understanding of frequently used simple phrases or sentences. DRDP LLD 1
EARLY HEAD START	**Young Infants** will progress developmentally from vocalizing *ah, eh, uh* to polysyllabic vowel sounds. L1 to L5.1	**Older Infants** will progress developmentally from vocalizing *ma, da, ba* to following two directions L6 to L13.3	**Toddlers** will progress developmentally from naming one picture to naming 10 pictures. L14 to L19

Teaching Practices	Family Practices
• Imitate and/or expand upon infant/toddler's vocalizations and actions • Connect with children's cultural and linguistic experiences at home • Comment on children's interests, activities or actions, and asks open ended questions. • Listen carefully and wait patiently as children express themselves, do not rush them using Observe, Wait, Listen (OWL) strategies.	• Read, sing, & talk during personal care routines, such as, diapering, feeding, bathing, dressing, & napping, families will support their infant's language development • Label vocalizations, nonverbal gestures, body movements, and facial expressions (for example, your baby says, "baba" and you respond, "Yes, that is your bottle!" or "I can see that you are happy/sad/mad/excited/scared/etc.") • Listen as your child expresses himself/herself

Training/Professional Development

- Families will receive training on Language and Literacy two times per year during full year programs and at least one time per year in part year programs at the CWPC and LPM.
- During weekly home visits families will receive information around the domain and why the children are doing the activity they are doing.
- Incorporate domain level training into EHS Grand Socialization
- Review domain and family practice during parent conferences and document in child's file.
- Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices:
  - Center on the Social and Emotional Foundations for Early Learning (CSEFEL)

	○ The Pyramid Infant Toddler Observation Scale (TPITOS) is used as a resource to support Teachers Learning and Collaborating (TLC) goals. ○ Teachers Learning and Collaborating (TLC) ○ Home Visit Observation Rating Scale (HOVRS-A+) • Parents Interacting With Infants (PIWI)
HEAD START	**Head Start Objective 1 (Language/Communication):** By Spring 2023, children will increase their ability to combine phrases and sentences with a variety of words to communicate ideas or to describe people, objects and events as measured below.
	3 Yr. Olds: 73% will be at the last two developmental levels "Building & Integrating" measure LLD 3. / **4 Yr. Olds: 85%** will be at the last two developmental levels "Building (middle) & Integrating" measure LLD 3.
	Head Start Objective 2 (Literacy): By Spring 2023 children will show increasing awareness of letters in the environment and their relationship to sound, including understanding that letters make up words as measured below:
	3 Yr. Olds: 66% will be at the last two developmental levels "Building & Integrating" measure LLD 9. / **4 Yr. Olds: 80%** will be at the last two developmental levels "Building (middle) & Integrating" measure LLD 9.
	Head Start Objective 3 (English Language Development): By Spring 2023, English Language learners will show increase progress toward fluency in speaking English as measured below:
	3 Yr. Olds: 38% will be at exploring English and above developmental levels measure ELD 2. / **4 Yr. Olds: 50%** will be developing English and above developmental levels measure ELD 2.
	Teaching Practices / **Family Practices**
	Language Use and Conventions: • Set the stage for language use. • Engage in "getting to know you" conversations. Model the use of language conventions and encourage children to do the same. Alphabetic and Word/Print Recognition: • Use children's printed names as labels and to support routines. • Use children's printed names and letters in transition activities. • Use activities and games to interest children in letter matching and naming.
	• Connect home and school. • Support children and families in sharing books at home. • Share ideas with parents about questions they might ask about books, and provide these in the home language. • Introduce parents to community resources to get books for home. • Invite parents and other family members of preschool English learners to share some of their cultural practices. • Encourage parents and other family members to continue to use the home language during family activities while also encouraging early literacy skill development in the primary language. • Read alphabet books for example, *Chicka Chicka Boom Boom* or *The Alphabet Tree* • Display your child's name or meaningful print on the refrigerator • Talk with your child about the many ways print is used around them for example look on the internet to check the day's weather, read the lunch menu, or read aloud something that came in the mail • Explore a children's website together and share what the print is stating for example *PBS.org* • Take a trip to the library or borrow some books from the lending library at school • Provide writing materials for your child to practice some meaningful words for example "mom, dad, bike, love, school"

		• "Letter hunt" with your child for example, look through the newspaper to find the letter C.
HEAD START	**<u>Training/Professional Development</u>** • Families will receive information on Language and Literacy two times per year during full year programs and at least one time per year in part year programs at the PACT calendar CWPC and LPM. • During weekly HB visits families will receive information around the domain and why the children are doing the activity they are doing. • Incorporate domain level training into Welcome to HS, HS Open House. • Review domain and family practice during parent/teacher conferences and home visits and document on Individual Education Folders. • Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices: o Center on the Social and Emotional Foundations for Early Learning (CSEFEL) o Teachers Learning and Collaborating (TLC) o Home Visit Observation Rating Scale (HOVRS-A+)	

DOMAIN: COGNITION

Goal 4: Children will demonstrate age appropriate positive general cognitive skills.

PARENT, FAMILY, AND COMMUNITY ENGAGEMENT FRAMEWORK: **Families as Lifelong Educators**	**Family Objective 1:** By Spring 2023, families will increase their understanding on how to support their child's Cognition in an effort to prepare their children for school as measured by pre and post surveys at parent meetings and trainings.
	Family Objective 2: By Spring 2023, families will demonstrate an increase in use of family activities with their children as measured by in kind generated from the PACT/Growing Readers calendars.

EARLY HEAD START

Early Head Start Objective: By Spring 2023, infants and toddlers will explore people and objects to understand self, others, and objects as measured below:

Young Infants will progress developmentally from responding earlier, attends to people, objects or events through responding later, interact with objects or people. DRDP Cognition (COG), Including Math and Science 11	**Older Infants** will progress developmentally from responding later, interacts with objects or people through exploring earlier, shows interest in the characteristics of living or nonliving things in the environment. DRDP COG 11	**Toddlers** will progress developmentally from exploring earlier, shows interest in the characteristics of living or nonliving things in the environment, through exploring later, explores how objects in the natural world will behave or function. DRDP COG 11
Young Infants will progress developmentally from looking at an object, following visually to holding two toys simultaneously. RI1 to RI7	**Young Infants** will progress developmentally from looking at an object, following visually to holding two toys simultaneously. RI1 to RI7	**Young Infants** will progress developmentally from looking at an object, following visually to holding two toys simultaneously. RI1 to RI7

Teaching Practices	Family Practices
• Provide an environment that includes a variety of developmental toys and play areas to support engagement, curiosity, and social interaction. • Read predictable books, point out patterns, recite finger play/rhymes • Plan activities that foster exploration of similarities and differences by using all of their senses as they explore. Describe the characteristics as children explore objects. • Offer choices that support the child's initiative	• Create a space in your home that makes toys easily accessible and visible to foster rich learning opportunities. • Plan predictable family routines (e.g. read a book to your child at bedtime). • Interact daily with your baby/toddler to explore their environment and pay attention to what interests your child. • Use household objects for sorting, matching, and classifying. (e.g. helping sort laundry, matching bowls and lids)

	Training/Professional Development • Families will receive training on Cognition two times per year during full year programs and at least one time per year in part year programs at the CWPC and LPM. • During weekly home visits families will receive information around the domain and why the children are doing the activity they are doing. • Incorporate domain level training into EHS Grand Socialization • Review domain and family practice during parent conferences and document in child's file. • Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices: ○ Center on the Social and Emotional Foundations for Early Learning (CSEFEL) ○ The Pyramid Infant Toddler Observation Scale (TPITOS) is used as a resource to support Teachers Learning and Collaborating (TLC) goals. ○ Teachers Learning and Collaborating (TLC) ○ Home Visit Observation Rating Scale (HOVRS-A+) • Parents Interacting With Infants (PIWI)

HEAD START		
	Head Start Objective 1: (Mathematics Development) By Spring 2023, children will demonstrate recognition that numbers (or set of objects) can be combined or separated to make another number as measured below.	
	3 Yr. Olds: 65% will be at the last two developmental levels "Building & Integrating" measure COG 4.	**4 Yr. Olds: 74%** will be at the last two developmental levels "Building (middle) & Integrating" measure COG 4.
	Head Start Objective 2: (Scientific Reasoning): By Spring 2023 children will demonstrate an increasing ability to observe, anticipate, and reason about the relationship between cause and effect as measured below:	
	3 Yr. Olds: 68% will be at the last two developmental levels "Building & Integrating" measure COG 8.	**4 Yr. Olds: 79%** will be at the last two developmental levels "Building (middle) & Integrating" developmental levels measure COG 8.
	Teaching Practices	**Family Practices**
	Understanding of Number and Quantity • Encourage counting during everyday interactions and routines, ask questions. • Support preschool children's ability to participate in the counting procedure. • Make number-related games, books, and other materials accessible to pre-school children.	• Play games and read books that are number-related. • Provide opportunities for your child to set the table and have them count the plates, forks, napkins, etc. for each family member • Provide opportunities for your child to count items in their environment • Include numbers and counting in conversations • Include number quantities on your grocery list then have your child gather the amounts of individual items on the list • While playing with blocks, ask your child to give 1 more, 2 more, (at least up to 5 more) • Ask your child comparison questions about more and less for example, "I have 3 crayons you have 5 crayons, who has more?"

Training/Professional Development

- Families will receive information on Cognition two times per year during full year programs and at least one time per year in part year programs at the PACT calendar CWPC and LPM.
- During weekly HB visits families will receive information around the domain and why the children are doing the activity they are doing.
- Incorporate domain level training into Welcome to HS, HS Open House.
- Review domain and family practice during parent/teacher conferences and home visits and document on Individual Education Folders.
- Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices:
  - Center on the Social and Emotional Foundations for Early Learning (CSEFEL)
  - Teachers Learning and Collaborating (TLC)
  - Home Visit Observation Rating Scale (HOVRS-A+)

DOMAIN: PERCEPTUAL MOTOR AND PHYSICAL DEVELOPMENT

Goal 5: Children will demonstrate age appropriate positive health and physical development.

PARENT, FAMILY, AND COMMUNITY ENGAGEMENT FRAMEWORK: **Families as Lifelong Educators**	**Family Objective 1:** By Spring 2023, families will increase their understanding on how to support their child's Perceptual Motor and Physical Development in an effort to prepare their children for school as measured by pre and post surveys at parent meetings and trainings.
	Family Objective 2: By Spring 2023, families will demonstrate an increase in use of family activities with their children as measured by in kind generated from the PACT/Growing Readers calendars.

EARLY HEAD START

Early Head Start Objective: By Spring 2023, infants and toddlers will develop more coordinated small muscle movements as measured below:

Young Infants will progress developmentally from responding earlier, moves in basic and often involuntary ways, through responding later, moves two or more body parts together, often with intention. DRDP Physical Development (PD) – Health (HLTH 2)	**Older Infants** will progress developmentally from responding later, moves two or more body parts together, often with intention, through exploring middle, coordinates movement of whole body while upright, using support. DRDP PD-HLTH 2	**Toddlers** will progress developmentally from exploring middle, coordinates movement of whole body while upright, using support, through exploring later, coordinates movements in an upright position without using support. DRDP PD-HLTH 2
Young Infants will progress developmentally from briefly retaining a rattle to radial palmar grasp of a cube. FM1 to FM6	**Older Infants** will progress developmentally from raking a pellet to building a tower of 3-4. FM7 to FM14	**Toddlers** will progress from building a tower of 5 cubes to cutting paper with scissors. FM15 to FM19

• Provide opportunities to observe, handle, and use objects of different textures, such as books, balls, blocks and play-dough. • Provide opportunities to refine grasps including using a palmar grasp to pick-up larger objects such as wooden cubes and rubber balls to a pincer grasp to pick-up small safe edible objects such as pieces of cereal. • Provide activities that encourage varying grasps and eye hand coordination for more complex actions, such as releasing an object into a container or stacking cups. • Plan ways to use hands for various activities such as stacking building, connecting, drawing, painting, and self-care skills and routines.	• Provide opportunities for your infant to observe handle and use objects of different textures, such as a soft blanket, a rough washcloth and a hard plastic rattle. • Provide opportunities for your infant to refine grasps including using a palmar grasp to pick up developmentally appropriate objects such as plastic cups or empty yogurt containers and a pincer grasp for your infant six months and older to begin to pick up small safe edible objects such as pieces of cereal. • Provide opportunities to use hands for various activities, such as, stacking, building, connecting, drawing, painting, and self-care skills and routines. • Allow opportunities for your infant/ toddler to initiate self-care routines (e.g. feeding, dressing, hand washing).

Training/Professional Development

- Families will receive training on Perceptual Motor and Physical Development two times per year during full year programs and at least one time per year in part year programs at the CWPC and LPM.
- During weekly home visits families will receive information around the domain and why the children are doing the activity they are doing.

EARLY HEAD START

- Incorporate domain level training into EHS Grand Socialization.
- Review domain and family practice during parent conferences and document in child's file.
- Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices:
  - Center on the Social and Emotional Foundations for Early Learning (CSEFEL)
  - The Pyramid Infant Toddler Observation Scale (TPITOS)
  - Teachers Learning and Collaborating (TLC)
  - Home Visit Observation Rating Scale (HOVRS-A+)
- Parents Interacting With Infants (PIWI)

HEAD START

Head Start Objective: By Spring 2023, children will exhibit control of small muscles by using fingers to manipulate small objects requiring precise eye-hand coordination as measured below:

3 Yr. Olds: 79% will be at the last two developmental levels "Building & Integrating" DRDP measure PD-HLTH 4.	**4 Yr. Olds: 89%** will be at the last two developmental levels "Building (middle) & Integrating" DRDP developmental levels measure PD-HLTH 4.
Teaching Practices	**Family Practices**
• Provide opportunities for children to engage in fine motor activities in a variety of positions. • Provide optimal postural support during challenging fine motor activities. • Engage children in "heavy work" activities to develop trunk and shoulder muscles. • Provide resistive activities to develop hand strength. • Provide activities to develop hand precision.	• Encourage parents and family members to provide time for children to perform independent daily living activities, such as brushing teeth or getting dressed. Children need time to manipulate objects such as toothpaste caps, zippers on their clothing, and lids of food containers. • Provide your child with different writing tools (crayons, markers, chalk, pencils and paper). • Encourage your child to paint using paint brush, finger, and spray bottle on paper or approved surface. • Provide tongs or tweezers and transfer small items between containers. • Provide materials for putting on and taking off lids from containers. • Provide time for your child to perform independent daily living activities (brushing teeth, buttoning, zipping, buckling, screwing tooth paste cap, holding utensils while eating, unpacking groceries) • Encourage your child to help mix ingredients when making play dough or cooking.

Training/Professional Development

- Families will receive information on Perceptual Motor and Physical Development two times per year during full year programs and at least one time per year in part year programs at the PACT calendar CWPC and LPM.
- During weekly HB visits families will receive information around the domain and why the children are doing the activity they are doing.
- Incorporate domain level training into Welcome to HS, HS Open House.
- Review domain and family practice during parent/teacher conferences and home visits and document on Individual Education Folders.
- Provide on-site training, technical assistance, and mentoring/coaching for identified staff on the following practices:
  - Center on the Social and Emotional Foundations for Early Learning (CSEFEL)
  - Teachers Learning and Collaborating (TLC)
- Home Visit Observation Rating Scale (HOVRS-A+)

APPENDIX K

ANNUAL SELF-ASSESMENT REVIEW PROCEDURE: Subpart J 1302.102

Fresno EOC Head Start 0 to 5 Self-Assessment Context:

Federal Head Start Program Performance Standard (HSPPS) Subpart J §1302.102 requires that a program must effectively oversee progress towards program goals on an ongoing basis and annually conduct a Self- Assessment.

The Annual Self-Assessment is inclusive of aggregated child development assessment data, professional development, and family engagement data. The use of such data ensures compliance with HSPPS throughout the program year, and the effectiveness of professional development and family engagement systems in promoting school readiness.

During the Self-Assessment process, the program must communicate and collaborate with the governing body and policy council, program staff, and parents of enrolled children.

In addition, to meeting the federal mandate the Fresno EOC Head Start 0 to 5, Self-Assessment has two purposes. First, it is used to identify areas of strength in the agency's implementation of its Early Head Start and Head Start programs. Second, it is used to develop action plans, to increase and maintain high quality systems of service delivery.

Individual Service and Program areas Monthly Data Analysis:

Fresno EOC Head Start 0 to 5 aggregates current program information for Self-Assessment, to support attainment of our program and school readiness goals, aggregated from monthly reports to monitor for quality assurance, and outcomes are reported tri-annually.

Review of Service and Program Areas:

The following are reviewed each data aggregation period and are reported on the Self-Assessment Data Discussion Form and Self-Assessment Summary of Monitoring Results.

- Five-Year Program Goals
- Program Management
- Quality Improvement
- Fiscal Infrastructure
- Health/Inclusion Services
- Education and Child Development Services
- Family/Community Services and Home Base
- Support Services
- Nutrition Services

Review Period:

The Self-Assessment is ongoing. Quantitative and qualitative data are reviewed three times a year during data review weeks. Review periods are: July through October, November through January and February through April, and as necessary for year-round programing. May and June data will be added to the first

triannual aggregation. (Data review weeks are scheduled in the Head Start 0 to 5 Program Calendar as "Self-Assessment")

Self-Assessment Team:

The team is composed of EOC Board representatives, County-Wide Policy Council (CWPC), parents of currently enrolled children, service area staff, and program management team.

Self-Assessment Team Training:

Fresno EOC Head Start 0 to 5 Leadership team provides training for Self-Assessment. Training topics include:

- Confidentiality
- Goals and Objectives of Self-Assessment
- Head Start Program Performance Standards
- Team Work
- How to Review Data Documents
- Discussion of Outcomes
- Development of Self-Assessment Summary Report
- Development of Action Plans (if necessary)

Self-Assessment Documents:

1. Annual Self-Assessment Review Procedure
    A. Annual Self-Assessment Invite
    B. Self-Assessment Data Review Schedule
    C. Self-Assessment Data Discussion Form
    D. Self-Assessment Summary of Monitoring Results

Team Assignments/Schedules:

The Quality Assurance (QA) Manager distributes the Self-Assessment Data Review Schedule and Self-Assessment Data Review Documents and notifies the team members.

Team Expectations:

The Self-Assessment Data Discussion Form and Self-Assessment Summary of Monitoring Results (SOMR) and supportive data is to be emailed to QA Manager and assigned Self-Assessment Secretary on **Monday one week before** the scheduled Self-Assessment meeting is to take place.

- Self-Assessment supportive data is to be emailed in the following manner:
    - **Appendix D** (SOMR) will be submitted in a **Word Document** and should reflect all information provided on the Data Discussion Form per Service or Program Area.
    - **Appendix C (one per Discussion Topic – See SA Schedule to identify topics)** is to be scanned or uploaded as a **PDF copy** with the backup data/reports attached to each individual Appendix C. There will be no more hard copies accepted.
    - Title the scanned **PDF copy** in the following manner:
        - Program Name, Service Area, Discussion Topic (Appendix C Discussion Topic)
- When a Manager or Coordinator cannot attend their scheduled meeting, another team member must be appointed to share their SA findings with **ALL** updates for their topics.

Self-Assessment Data Discussion Meetings Tuesday through Thursday:

The Self-Assessment team reviews the Self-Assessment Data Discussion Form for each Service or Program Area. During the discussion meeting, attendees will have an opportunity to discuss and share data and clarify the outcomes and will have input into final determinations of strengths and/or systemic concerns.
Self-Assessment Summary of Monitoring Results will be shared by team members on Friday the week of Self- Assessment.

The Self-Assessment Summary of Monitoring Results will then be reviewed with HS 0 to 5 Directors and Managers at the Triannual Consensus Meeting.

Triannual Consensus Meeting:

The Self-Assessment team will: review and analyze data (and seek additional data as needed), engage in dialogue, and compile a program-wide summary Annual Self-Assessment Review Decisions Report.

Topics to include:

- Innovations
- Progress on Goals and Objectives
- Strengths
- Systemic Concerns
- Professional Development

Annual Self-Assessment Summary of Review Decisions:

The Self-Assessment team provides a copy of the approved summary to the CWPC and EOC Board in July. The Annual Self-Assessment Summary of Review Decisions will be submitted to the EOC Chief Executive Officer in August for discussion and approval.

Annual Self-Assessment Action Plans:

An action plan may be written for continuous quality improvement. The action plan will outline the steps the program will implement to ensure compliance with the HSPPS.

The responsible staff completes the Action Plan form section Concluding Actions within the identified period of the action plan, submits and discusses any ongoing service issues with the Directors and Senior Management Team each month until all activities are completed.

Continuous Improvement:

To ensure that the Self-Assessment information is used to drive the planning process, program staff will discuss:

- Future innovations
- Progress toward Program Goals and Objectives
- Professional Development
- Systemic Concerns

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-17

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Ratify
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Ratify Agreement with ASM Global

ITEM DESCRIPTION: Included in the Board binders is an agreement with ASM Global to provide room rental space for the Instructional Division and monthly principal meetings. District leaders and/or principals come together periodically to receive professional leaning opportunities and district updates.

FINANCIAL SUMMARY: Sufficient funds in the amount of $36,114 are available in the Curriculum Instruction and Professional, School Leadership and Chief Academic Office's department budgets.

PREPARED BY: Dr. Natasha Baker,
Chief Academic Officer

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Dr. Natasha Baker,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

FEDERAL FUNDING WILL NOT BE USED

Fresno Unified School District
Achieving our Greatest Potential!

Fresno Unified School District
Contract Routing Form

Completed vendor's agreement must be attached

ASM Global	848 M Street, Second Floor
Vendor Name	***Address***
559-621-8759	Alexis Cruz/Helen Njenga
Phone Number	***Vendor Contact***
From: 12/9/2022	**Through:** 6/30/2023
Term (Duration)	

FUSD Contract Administrator:

Natasha Baker	Instructional Division	559-457-3731
Name	*Site/ Dept*	*Telephone number*

Budget *(Fund-Unit-Dept.-Activity-Object)*

Annual Cost $ 36,114.00 (Estimated Amount)

Fingerprint Requirements: *All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.* *Yes* ☑ *No* ☐

Scope of Work Summary:

Room Rental for Instructional Division and Principals meetings on/or between December 9, 2022 and June 30, 2023

Please indicate where the work will be performed: Work to be performed remotely in the st

Date Item is to appear on **Board of Education Agenda:** 12/14/22 *(Contracts of $15,000.00 or more)* ***Will this contract be submitted with Bundled Contracts?*** No

Reviewed & approved by **Cabinet Level Officer:** *December 2, 2022*

Signed *Date*

Reviewed & approved by **Risk Management, or Exec. Dir. of Purchasing:** 12/05/2022

Signed *Date*

Please return signed contract to:

Jennifer Aguilar/Heidi Ilic	Instructional Division
Name	*Department*

FRESNO Convention & Entertainment Center

SAROYAN THEATRE | SELLAND ARENA | FRESNO CONVENTION CENTER | VALDEZ HALL

USE LICENSE AGREEMENT
22-12-696-1457944
23-01-696-1448473
23-02-696-1448472
23-03-696-1455257
23-04-696-1448471
23-05-696-1458122
23-06-696-1458124

BY AND BETWEEN

ASM GLOBAL and Fresno Unified School District
"Fresno Unified Instructional Division and Principal's Meeting
"% Dr. Natasha Baker
Contact: Natasha Baker
Phone: 559-284-4702 Fax: N/A Email: natasha.baker@fresnounified.org

Date of Contract: November 30, 2022

HN	**Prepared by**
700	**Estimated Total Attendance**
YES	**501 (c) 3 Non-Profit VERIFIED**
YES	**Profit Organization**
N/A	**CO-PRO w/FCEC**

USE LICENSE AGREEMENT

THIS USE LICENSE AGREEMENT (together with the Exhibits attached hereto, the "Agreement") is dated as of November 30, 2022 by and between ASM GLOBAL, a Pennsylvania general partnership ("ASM GLOBAL"), and **Fresno Unified School District** whose current address is **2309 Tulare Street, Fresno, CA. 93721** (the "Licensee").

BACKGROUND

ASM GLOBAL is the manager of a facility commonly known as the Fresno Convention & Entertainment Center (the "Facility"), located at 848 M Street, Second Floor, Fresno, CA 93721, which is owned or leased by the City of Fresno (the "Owner"). Licensee desires to use all or a portion of the Facility, as set forth below, for the purposes stated herein. Accordingly, ASM GLOBAL desires to grant to Licensee, and Licensee hereby accepts from ASM GLOBAL, a license to use certain areas of the Facility in accordance with the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the foregoing and the mutual promises, covenants, and agreements herein contained, the parties hereto, intending to be legally bound, hereby agree as follows:

1. Use of the Facility.

(a) ASM GLOBAL hereby grants Licensee, upon the terms and conditions hereinafter expressed, a license to use those areas of the Facility described on Exhibit A attached hereto (the "Authorized Areas"). This includes all improvements, furniture, fixtures, and easements, rights of ingress and egress, and appurtenances thereto, during the dates and times set forth on Exhibit A (each such date and time, an "Event"). It is expressly understood by the parties hereto that the Facility shall be vacated by Licensee and all persons participating in or attending an Event hereunder on or prior to the end-time of the last Event listed on Exhibit A hereto (the "Expiration Time"). Licensee shall arrange to have all Events and activities related thereto cease within a reasonable time prior to the Expiration Time to allow ample time for the Facility to be completely vacated on or prior to the Expiration Time.

(b) In the event Licensee desires to use the Authorized Areas or any other portion of the Facility at any time other than during the dates and times delineated on Exhibit A, Licensee shall request from ASM GLOBAL prior written permission to use such areas of the Facility. In the event such permission is granted, Licensee shall pay as additional rent; an amount equal to the sum of ASM GLOBAL's actual costs for performing its obligations under this Agreement during the date(s) and time(s) requested. In addition, a rental fee in an amount determined by ASM GLOBAL to represent a fair value for use of such additional areas of the Facility during such date(s) and time(s).

(c) Licensee acknowledges that, in connection with ASM GLOBAL's management and operation of the Facility, ASM GLOBAL utilizes the services of approved local vendors (the "Third-Party Contractors"). Licensee hereby agrees that ASM GLOBAL shall not be responsible in any way for the acts and/or omissions of any one or all of the Third-Party Contractors.

(d) Licensee acknowledges that the Facility is one component of a complex (such other non-Facility areas are collectively referred to herein as the "Complex"). Licensee further acknowledges that ASM GLOBAL will use reasonable efforts to minimize for Licensee any inconvenience or disturbance which may result from the operation, construction, expansion, renovation, and/or other use of the Complex, to the extent that the foregoing activities are within ASM GLOBAL's reasonable control. Licensee hereby agrees to hold ASM GLOBAL, Owner, and their respective officers, directors, agents, and employees harmless from and against any and all claims (including, without limitation, claims for bodily injury, death or damage to property), demands, obligations, damages, actions, causes of action, suits, losses, judgments, fines, penalties, forfeitures, liabilities, costs and expenses (including, without limitation, attorneys' fees, disbursements and court costs, and any and all other professional, expert or consultants' fees and costs and ASM GLOBAL's and the Owner's general and administrative expenses) of every kind and nature whatsoever (collectively, the "Losses") arising out of any of the foregoing activities occurring at the Complex.

(e) Floor Plans, Descriptions, and Set-Up.

(i) At least sixty (60) days prior to the first Event day, Licensee shall provide to ASM GLOBAL, for ASM GLOBAL's and/or the City of Fresno Fire Marshall's approval, five (5) copies of a full and complete floor plan for the Event. Based upon a review by ASM GLOBAL and/or such Fire Marshall of the foregoing plan, ASM GLOBAL may request Licensee, by written notice within ten (10) days after receiving the materials, to make such changes, deletions, and/or additions as ASM GLOBAL may, in its reasonable discretion, deem necessary or desirable. Failure by Licensee to make any such reasonable changes, deletions, or additions within seven (7) days after receipt of written notice thereof shall constitute a breach of this Agreement.

(ii) In addition to the floor plan delivered under clause (i) above, at least sixty (60) days prior to the first Event, Licensee shall provide to ASM GLOBAL, for ASM GLOBAL's review (and/or the review of any consultant or representative engaged by ASM GLOBAL), five (5) copies of a full and complete description of all set-up (including, without limitation, any staging, lighting, video boards, and/or rigging from or to the physical structure of the Facility or any fixture thereto required for the Event), electrical, communications systems, and plumbing work anticipated to be needed for the Event.

(iii) At least four (4) weeks prior to the first Event day, Licensee shall provide to ASM GLOBAL information relating to room or hall set-up(s), staging, event personnel requirements, and food and beverage requirements.

(iv) Licensee shall be solely liable for all Losses arising from Licensee's failure to deliver to ASM GLOBAL the materials described in subparagraphs (i), (ii) and (iii) of this Section 1(e) within the specified periods, including, without limitation, overtime pay and short-notice delivery fees.

2. Purpose.

(a) The Facility will be used solely for the purpose of the Fresno Unified Principal's Meeting. Licensee shall not use the Facility, or permit the Facility to be used by any of its officers, directors, agents, employees, licensees, or invitees, for any unlawful or immoral purpose or in any manner so as to injure persons or property in, on, or near the Facility.

(b) Licensee shall be solely liable for any and all Losses occurring at the Facility (whether within or without an Authorized Area) caused to ASM GLOBAL, Owner and/or persons and/or property in, on, or near the Facility before, during, or after an Event, by (i) Licensee's failure to comply with any and all federal, state, foreign, local, and municipal regulations, ordinances, statutes, rules, laws, constitutional provisions, and common laws (collectively, the "Laws") applicable to Licensee's performance of this Agreement and/or activities at the Facility, (ii) any unlawful acts on the part of Licensee or its officers, directors, agents, employees, subcontractors, licensees, or invitees, (iii) the negligent acts, errors and/or omissions or the willful misconduct of Licensee or its officers, directors, agents, employees, subcontractors, licensees, or invitees, (iv) the material breach or default by Licensee or its officers, directors, agents, or employees of any provisions of this Agreement, including, without limitation, the provisions of Section 14(m) hereof (relating to intellectual property matters), Section 15 hereof (relating to the Civil Rights Act), and Section 16 hereof (relating to the Americans with Disabilities Act), and (v) any and all rigging from or to the physical structure of the Facility or any fixture thereto, set-up, alterations, and/or improvements at or to the Facility necessitated by and/or performed with respect to the Event.

(c) Licensee shall conduct business in the Facility in a dignified and orderly manner with full regard for public safety and in conformity with all Rules and Regulations for facility users, including fire, safety and health rules, as may be imposed from time to time by Company and/or local authorities. Licensee shall provide to Company, for Licensor's review and approval (i) a full and complete description of all set-up (including, without limitation, any staging, lighting, video boards, and/or rigging from or to the physical structure of the Facility or any fixture thereto required for the Event), electrical, communications systems, and plumbing work anticipated to be needed for the Event, and (ii) a Licensee Operations Plan in substantially the same form supplied by Licensor. Licensee shall update the Plan from time-to-time as may be necessary or appropriate to address any changes in operating conditions. Licensor reserves the right in its sole discretion to accept the Plan, or request modifications to ensure compliance with event rules imposed by the Licensor and all other applicable laws, regulations, codes, ordinances, orders or similar requirements.

(d) Notwithstanding any other provision of this Agreement, neither ASM GLOBAL, nor the City, shall be responsible in any way for the acts or omissions of any of Licensee's invitees, staff or volunteers (whether or not authorized by Licensee) working, or otherwise present, at the Facility. Licensee shall indemnify, defend, and/or hold ASM GLOBAL and the City harmless for the acts or omission of any invitees, staff, and/or volunteers according to the provisions contained in Section 11 herein below.

3. Condition of Facility.

(a) Licensee acknowledges that Licensee has inspected the Facility and that Licensee is satisfied with and has accepted the Facility in its present condition.

(b) ASM GLOBAL shall have the continuing obligation and responsibility to maintain and keep the Facility in good order and repair, normal wear and tear excepted; provided, however, that (i) the failure by ASM GLOBAL to accomplish the foregoing, said failure resulting from circumstances beyond the control of ASM GLOBAL, shall not be considered a breach of this Agreement by ASM GLOBAL, and (ii) any damages to the Facility and its appurtenances caused by Licensee or its officers, directors, agents, employees, subcontractors, licensees, or invitees shall be paid for by Licensee at the actual or estimated cost of repair, as elected by ASM GLOBAL.

(c) Licensee shall not make any alterations or improvements to the Facility without the prior written consent of ASM GLOBAL. Any alterations or improvements of whatever nature made or placed by Licensee to or on the Facility, except movable trade fixtures, shall, at the option of ASM GLOBAL, (i) be removed by Licensee, at Licensee's expense, immediately upon the conclusion of the Event, or (ii) become the property of the Owner. ASM GLOBAL may accept, at its election delivery of property addressed to Licensee only as a service to Licensee, and Licensee will indemnify, defend, and hold harmless ASM GLOBAL for any loss or damage to such property in the receipt, handling, care, and custody of such property at any time. ASM GLOBAL assumes no responsibility whatsoever for any property placed in the Facility. Notwithstanding anything to the contrary set forth herein, Licensee shall be solely responsible and liable for any Losses arising out of any rigging from or to the physical structure of the Facility or any fixture thereto, set-up, alterations, and/or improvements at or to the Facility necessitated by and/or performed with respect to the Event.

4. Term of License. The license granted in Section 1 above will be effective as of the date and time set forth on Exhibit A and will continue in effect, unless earlier terminated as set forth in Section 12, until the date and time set forth on Exhibit A.

5. License Fee, Broadcast Fee, Additional Equipment and Service Expenses. In consideration of the grant of the license in Section 1 above, Licensee shall pay to ASM GLOBAL a license fee, broadcast fee, and shall reimburse ASM GLOBAL for certain service expenditures, all as calculated in accordance with the provisions set forth below and in accordance with generally accepted accounting principles, consistently applied:

(a) License Fee. Licensee shall pay the rental fee ("License Fee") as outlined on Exhibit B.

(b) Broadcast Fee. ASM GLOBAL shall retain all television, film, radio and/or recording rights to any Events, which take place in or at the Facility. Licensee may purchase such rights from ASM GLOBAL for a broadcast fee (the "Broadcast Fee") equal to the greater of (i) TWO THOUSAND FIVE HUNDRED, ($2,500), or (ii) in the event that Licensee desires to sell such rights to a third party after purchasing them from ASM GLOBAL pursuant to this clause (c), FIFTEEN PERCENT (15%) of all amounts received by Licensee from such third party under the applicable written contract between Licensee and such third party. Said contract shall be delivered to ASM GLOBAL not less than 24 hours prior to the commencement of any such television, broadcast, film or recording activity of any Event in or at the Facility, and shall be accompanied by a written and signed statement by Licensee that no other agreement, express or implied, written or oral, has, to its knowledge, been reached or is in the process of being reached wherein Licensee shall receive any additional monies for such rights.

(c) Additional Equipment and Service Expenses.

(i) ASM GLOBAL shall provide on an exclusive basis, as required for each Event, the following services to include but limited to (collectively, the "Services"), the expenditures which are paid by Licensee to ASM GLOBAL ("Additional Equipment and Service Expenses"): ushers, supervisors, and receptionists; medical services for Event attendees, which services shall include ambulances, doctors, nurses, operations, supervisors, and paramedics; security personnel; utilities, including electricity, gas, lighting, water, heating, ventilating, air conditioning, hot and cold water facilities, and waste removal services; electricians and mechanical plant staff; custodial services; scoreboard operations; audio services; and special facilities, equipment and materials, or extra services furnished by ASM GLOBAL at the request of Licensee or required by facility agreements.

(ii) ASM GLOBAL shall determine the level of staffing for such Services at each Event after consultation with, and input from, Licensee. Licensee acknowledges and understands that many of the Services are contracted services, the costs of which are subject to change. Licensee shall reimburse ASM GLOBAL in connection with the Services as provided in Section 6 below.

6. Payment Terms.

(a) License Fee, and Broadcast Fee. The License Fee, and Broadcast Fee set forth in Sections 5(a), (b), and (c) of this Agreement shall be paid by Licensee as provided in Exhibit B attached hereto.

(b) Additional Equipment and Service Expenses After ASM GLOBAL's receipt of Licensee's floor plan and set-up description pursuant to Section 1(e) above, ASM GLOBAL shall deliver to Licensee an Event Resume, setting forth ASM GLOBAL's estimate of all expenses, which ASM GLOBAL will incur in connection with the Services. ASM GLOBAL shall deliver to Licensee an Event Settlement setting forth the expenses incurred for the services rendered by ASM GLOBAL either at the settlement or no later than 10 days after the conclusion of event. In the event the amount reflected in the Event Settlement exceeds the amount reflected in the Event Resume, Licensee shall promptly pay to ASM GLOBAL the amount of the excess. In the event the amount reflected in the Event Resume exceeds the amount reflected in the Event Settlement, ASM GLOBAL will refund Licensee with the Event Settlement. Notwithstanding anything to the contrary set forth in this Agreement, ASM GLOBAL's failure to deliver either the Event Resume or the Event Settlement shall not excuse Licensee's obligation to pay any amounts due hereunder.

(c) Late Charges. If Licensee fails to pay any amounts when due under this Agreement, Licensee shall pay to ASM GLOBAL a late charge of 1.5% per month on the unpaid balance.

(d) Security for Payment/Advance Deposit. Licensee shall pay the rental fee ("License Fee") as outlined on Exhibit B. See Exhibit B for complete payment schedule.

7. Revenues and Costs. ASM GLOBAL shall retain one hundred percent (100%) of all revenues generated in connection with parking lot fees and the sale of food and beverages at the Facility. In addition to payment of the Additional Equipment and Service Expenses above, Licensee shall bear all expenses incurred by Licensee in connection with the holding of an Event at the Facility, including, but not limited to, all costs arising from the use of patented, trademarked or copyrighted materials, equipment, devices, processes or dramatic rights used on or incorporated in the conduct of an Event.

8. Records, Reports.

(a) Records. Licensee shall maintain accurate books and records with respect to its activities at the Facility, including, but not limited to, the costs and revenues of each Event. Licensee shall keep and preserve such books and records at all times during the term of this Agreement and for at least three (3) years following the expiration or termination hereof.

(b) Reports. Licensee shall deliver to ASM GLOBAL no later than TEN DAYS (10) days after the date of a revenue-generating Event for the account of ASM GLOBAL a detailed written notice of the amounts claimed to be due to ASM GLOBAL pursuant to Sections 5(a), 5(b), 5(c), and 6(a) of this Agreement (each a "Statement"). Each Statement shall detail (i) with respect amounts collected by Licensee, with all deductions (sales tax, etc.) there from, (ii) with respect to broadcast revenues, a detail of all broadcast revenues collected by Licensee, with all deductions (sales tax, etc.) there from. Statements shall be deemed incontestable unless objected to by ASM GLOBAL, in writing, specifying the nature of and reasons for such objection, within twelve (12) months after receipt by ASM GLOBAL.

9. Taxes. ASM GLOBAL shall not be liable for the payment of taxes, late charges, or penalties of any nature relating to any Event or any revenue received by, or payments made to, Licensee in respect of any Event, except as otherwise provided by law. Licensee shall pay and discharge as they become due, promptly and before delinquency, all taxes, assessments, rates, damages, license fees, municipal liens, levies, excises, or imposts, whether general or special, or ordinary or extraordinary, of every name, nature, and kind whatsoever, including all governmental charges of whatsoever name, nature, or kind, which may be levied, assessed, charged, or imposed, or which may become a lien or charge against this Agreement or any other improvements now or hereafter owned by Licensee.

10. Insurance.

(a) Licensee shall, at its own expense, secure and deliver to ASM GLOBAL not less than thirty (30) days prior to the first Event set forth on Exhibit A and shall keep in force at all times during the term of this Agreement:

(i) a comprehensive general liability insurance policy in form acceptable to ASM GLOBAL, including public liability and property damage, covering its activities hereunder, in an amount not less than One Million Dollars ($1,000,000) for bodily injury and One Million Dollars ($1,000,000) for property damage, including blanket contractual liability, independent contractors, and products and completed operations. The foregoing general liability insurance policy shall not contain exclusions from coverage relating to the following participants, legal liability activities or issues related to the Event hereunder: sporting events, high-risk events (including, without limitation, rap concerts), performers, volunteers, animals, off-premise activities, and fireworks or other pyrotechnical devices.

(ii) comprehensive automotive bodily injury and property damage insurance in form acceptable to ASM GLOBAL for business use covering all vehicles operated by Licensee, its officers, directors, agents and employees in connection with its activities hereunder, whether owned by Licensee, ASM GLOBAL, or otherwise, with a combined single limit of not less than Two Hundred and Fifty Thousand Dollars ($250,000) (including an extension of hired and non-owned coverage).

(iii) Applicable workers compensation insurance for Licensee's employees, as required by applicable law.

(b) The following shall apply to the insurance policies described in clauses (i) and (ii) above:

(i) ASM GLOBAL and Owner shall be named as additional insured's there under. Not less than thirty (30) days prior to the first Event set forth on Exhibit A; Licensee shall deliver to ASM GLOBAL certificates of insurance evidencing the existence thereof, all in such form as ASM GLOBAL may reasonably require. Each such policy or certificate shall contain a valid provision or endorsement stating, "This policy will not be canceled or materially changed or altered without first giving thirty (30) days' written notice thereof to each of (1) ASM GLOBAL, Risk Management Director, 300 Four Falls Corporate Center, 300 Conshohocken State Road, West Conshohocken, PA, 19428, (2) ASM GLOBAL, General Manager, 848 M Street, Second Floor, Fresno, CA 93721, and (3) the City of Fresno, Attention: City Manager, 2600 Fresno Street, Room 2064, Fresno, CA 93721." If any of the insurance policies covered by the foregoing certificates of insurance will expire prior to or during the time of an Event, Licensee shall deliver to ASM GLOBAL at least thirty (30) days prior to such expiration a certificate of insurance evidencing the renewal of such policy or policies.

(ii) And "The City of Fresno, ASM GLOBAL, their officers, agents, volunteers and employees are included as additional insured. It is further agreed that this insurance is primary to all other similar coverage carried by the City of Fresno, and/or ASM GLOBAL, and the Licensee and their insurance shall have no right or recovery or subrogation against the operator."

(iii) The coverage provided under such policies shall be occurrence-based, not claims made.

(iv) The coverage limits contained on such policies shall be on a per-occurrence basis only.

(v) Licensee hereby acknowledges that the coverage limits contained in any policy, whether such limits are per occurrence or in the aggregate, shall in no way limit the liabilities or obligations of Licensee under this Agreement, including, without limitation, Licensee's indemnification obligations under Section 11 below.

(vi) All policies must be issued by companies authorized to do business in the State of California and assigned a rating of B+VI or better, per Best's Key Rating Guide, latest edition.

(c) The terms of all insurance policies referred to in this Section 10 shall preclude subrogation claims against ASM GLOBAL and Owner and their respective officers, directors, employees, and agents.

(d) The failure of the Licensee to provide insurance in accordance with this Section 10 shall be a breach of this Agreement and shall, notwithstanding any cure period set forth in Section 12 below, preclude the Event from taking place

11. Indemnification.

(a) Licensee shall indemnify, defend and hold harmless City of Fresno, ASM Global Parent, Inc., and their respective officers, directors, agents, employees and volunteers (the "Indemnitees") from and against any and all losses, liabilities, claims, damages and expenses (including reasonable costs of investigation and attorneys' fees) (collectively, the "Losses") occurring at the Facility (whether within or without an Authorized Area) caused to Licensor, Owner and/or persons and/or property in, on, or near the Facility before, during, or after an Event, by (i) Licensee's failure to comply with any and all federal, state, foreign, local, and municipal regulations, ordinances, statutes, rules, laws, constitutional provisions, and common laws (collectively, the "Laws") applicable to Licensee's performance of this Agreement and/or activities at the Facility, including without limitation, health and safety laws, the Civil Rights Act, the American with Disabilities Act and intellectual property laws, (ii) any unlawful acts on the part of Licensee or its officers, directors, agents, employees, subcontractors, licensees, or invitees, (iii) the negligent acts, errors and/or omissions or the willful misconduct of Licensee or its officers, directors, agents, employees, subcontractors, licensees, or invitees, (iv) the material breach or default by Licensee or its officers, directors, agents, or employees of any provisions of this Agreement, (v) any and all rigging from or to the physical structure of the Facility or any fixture thereto, set-up, alterations, and/or improvements at or to the Facility necessitated by and/or performed with respect to the Event.

(b) The provisions set forth in subparagraph (a) above shall survive termination or expiration of this Agreement.

12. Default, Termination and Other Remedies.

(a) Default. Licensee shall be in default under this Agreement if any of the following occur: (i) Licensee fails (A) to pay any amount due hereunder (including, without limitation, the Licensee Fee or the Additional Equipment and Service Expenses) when the same are required to be paid hereunder or (B) to provide the security required under Section 6(a) hereof by the date when due, (ii) Licensee or any of its officers, directors, employees or agents fails to perform or fulfill any other term, covenant, or condition contained in this Agreement and Licensee fails to commence a cure thereof within five (5) business days after Licensee has been served with written notice of such default, or (iii) Licensee makes a general assignment for the benefit of creditors. ASM GLOBAL shall be in default under this Agreement if ASM GLOBAL fails to perform or fulfill any term, covenant, or condition contained in this Agreement and ASM GLOBAL fails to commence a cure thereof within five (5) business days after ASM GLOBAL has been served with written notice of such default. Nothing herein shall be construed as excusing either party from diligently commencing and pursuing a cure within a lesser time if reasonably possible. Notwithstanding clause (ii) above, if the breach by Licensee or any of its officers, directors, employees, or agents of such other term, covenant, or condition is such that it threatens the health, welfare, or safety of any person or property, then ASM GLOBAL may, in its discretion, require that such breach be cured in less than five (5) business days or immediately.

(b) Termination by Reason of Default. Upon a default pursuant to Section 12(a) hereof, the non-breaching party may, at its option, upon written notice or demand upon the other party, cancel and terminate the license granted in Section 1 hereof and the obligations of the parties with respect thereto. In addition to the foregoing, if Licensee fails to comply with any of the provisions of this Agreement, ASM GLOBAL may, in its sole discretion, delay and/or withhold payment and/or settlement of all accounts and funds related to monies collected or received by ASM GLOBAL for the benefit of Licensee hereunder until the completion of an investigation relating to such violation.

(c) Termination by Reason of Labor Dispute. In addition to the remedies provided elsewhere in this Agreement, ASM GLOBAL shall have the right to terminate this Agreement in the event that a dispute occurs between Licensee and its employees or between Licensee and any union or group of employees by reason of the union affiliation or lack of union affiliation of persons employed by Licensee or any one with whom Licensee contracts.

(d) Injunctive Relief. In addition to any other remedy available at law, equity, or otherwise, ASM GLOBAL shall have the right to seek to enjoin any breach or threatened breach and/or obtain specific performance of this Agreement by Licensee upon meeting its burden of proof of such breach or threatened breach as required by applicable statute or rule of law.

(e) Unique Qualities. The parties agree and acknowledge that the Licensee is a unique entity and, therefore, the rights and benefits that will accrue to ASM GLOBAL by reason of this Agreement are unique and that ASM GLOBAL may not be adequately compensated in money damages for Licensee's failure to comply with the material obligations of Licensee under this Agreement and that therefore ASM GLOBAL, at its option, shall have the right to pursue any remedy available at law, equity, or otherwise, including the recovery of money damages and/or the right to seek equitable relief (whether it be injunctive relief, specific performance or otherwise) in the event that Licensee violates its obligation to hold an Event at the Facility, or to provide evidence of fulfillment of its obligations under Section 14(m) of this Agreement.

13. Representations and Warranties. Each party hereby represents and warrants to the other party, and agrees as follows:

(a) It has the full power and authority to enter into this Agreement and perform each of its obligations hereunder.

(b) It is legally authorized and has obtained all necessary regulatory approvals for the execution, delivery, and performance of this Agreement; and

(c) No litigation or pending or threatened claims of litigation exist which do or might adversely affect its ability to fully perform its obligations hereunder or the rights granted by it to the other party under this Agreement.

14. Covenants. Licensee hereby covenants as follows:

(a) Licensee shall not occupy or use the Facility except as provided in this Agreement.

(b) Licensee shall comply with all legal requirements, which arise in respect of the Facility and the use and occupation thereof.

(c) Licensee shall not cause or permit any Hazardous Material to be used, stored, or generated on, or transported to and from the Facility. "Hazardous Material" shall mean, without limitation, those substances included within the definitions of "hazardous substances", "hazardous materials", "toxic substances", or "solid waste" in any applicable state or federal environmental law.

(d) Licensee shall not advertise, paint, post, or exhibit, nor allow to be advertised, painted, posted, or exhibited, signs, advertisements, show bills, lithographs, posters, or cards of any description inside or outside or on any part of the Facility except upon written permission of ASM GLOBAL.

(e) Licensee shall not broadcast by television, radio or internet any Event scheduled to be presented in the Facility under the terms of this Agreement without the prior written approval of ASM GLOBAL. If approval is granted by ASM GLOBAL, then all monies received from such broadcast will be considered as broadcast revenues for determining the Broadcast Fee due to ASM GLOBAL.

(f) Licensee shall not cause or permit beer, wine, or liquors of any kind to be sold, given away, or used upon the Facility.

(g) Licensee shall not operate any equipment or materials belonging to ASM GLOBAL.

(h) No portion of any passageway or exit shall be blocked or obstructed in any manner whatsoever, and no exit door or any exit shall be locked, blocked, or bolted while the Facility is in use. Moreover, all designated exit ways shall be maintained in such manner as to be visible at all times.

(j) If the Licensee Fee includes a percentage of revenue generated from an Event, then no collections, whether for charity or otherwise, shall be made, attempted, or announced at the Facility, without first having made a written request and received the prior written consent of ASM GLOBAL. In such event, donations or collections are granted by ASM GLOBAL in lieu of an admission, then all such monies received from such collections or donations will be considered as revenues for determining the License Fee due to ASM GLOBAL.

(k) Licensee shall abide by and conform to all rules and regulations adopted or prescribed by ASM GLOBAL in addition to all state and local laws, orders, or mandates including but not limited to OSHA and ADA.

(m) Licensee shall not encumber, hypothecate, or otherwise use as security its interests in this Agreement for any purpose whatsoever without the express written consent of ASM GLOBAL.

(n) With respect to any Event at the Facility, Licensee shall comply fully with any and all local, state, and federal laws, regulations, rules, constitutional provisions, common laws, and rights of others applicable to the reproduction or performance of proprietary or copyrighted materials and works of third parties (the "Works"), and to the protection of the intellectual property rights associated with such Works. The fees payable by Licensee under this Agreement do not include royalty, copyright or other payments which may be payable on behalf of third party owners of such Works, and Licensee agrees hereby to make any and all such payments to third parties and/or clearinghouse agencies as may be necessary to lawfully perform, publish or reproduce any such Works. Licensee specifically agrees, undertakes, and assumes the responsibility to make any and all reports to such agencies and/or parties, including specifically by way of example only (and not by way of limitation) ASCAP, BMI, SAG, SESAC and other similar agencies. Licensee agrees hereby to produce evidence of such reports and payments to ASM GLOBAL, including evidence of compliance with the requirements of this paragraph to be provided to ASM GLOBAL in advance of any such Event. Provision of such evidence is a material condition of this Agreement. Licensee agrees to indemnify, defend, protect and hold harmless ASM GLOBAL and all other Indemnities (as defined in this Agreement) of and from all and all manner of Losses arising in any way from the use by Licensee of proprietary intellectual property of third parties (whether such claims are actual or threatened) under the copyright or other laws of the United States. The foregoing indemnity shall apply regardless of the means of publication or performance by Licensee, and shall include specifically and without limitation the use of recordings, audio broadcasts, video broadcasts, Works on other magnetic media, sounds or images transmitted via the worldwide web, chat rooms, web cast, or on-line service providers, satellite or cable, and all other publication or performance means whatsoever, whether now known or developed after the date of this Agreement.

(o) Licensee shall not engage in the sale and/or distribution of food and/or beverages at the Facility.

(p) If requested by ASM GLOBAL, Licensee shall use the Facility's logo (the "Facility Logo") in all advertising controlled by or done on behalf of Licensee relating to an Event, including, but not limited to, television, internet, newspaper, magazine, and outdoor advertising. Licensee's right to use the Facility Logo shall be limited to the specific, express purpose set forth in the foregoing sentence and/or as otherwise authorized by ASM GLOBAL in writing prior to the use thereof. In connection with Licensee's use of the Facility Logo as permitted in this Section 14(o), Licensee shall use only the form of the Facility Logo as provided by ASM GLOBAL to Licensee in any artwork or other depiction thereof.

15. Civil Rights Act. During the performance of this Agreement, Licensee shall comply fully with Title VI and Title VII of the Civil Rights Act of 1964, as amended, and all other regulations promulgated there under, in addition to all applicable state and local ordinances concerning Civil Rights.

16. Americans With Disabilities Act. With respect to any Event at the Facility, Licensee recognizes that it is subject to the provisions of Title III of the Americans With Disabilities Act, as amended, and all similar applicable state and local laws (collectively, the "ADA"). Licensee represents that it has viewed or otherwise apprised itself of the access into the Facility, together with the common areas inside, and accepts such access, common areas, and other conditions of the Facility as adequate for Licensee's responsibilities under the ADA. Licensee acknowledges that the Facility complies and continues to comply in all respects with the ADA, including accessibility, usability, and configuration insofar as Licensee modifies, rearranges or sets up in the Facility in order to accommodate Licensee's usage. Licensee shall be responsible for any of its violations of the ADA, including, without limitation, those that arise from Licensee's reconfiguration of the seating areas or modification of other portions of the Facility in order to accommodate Licensee's usage. Licensee shall be responsible for providing auxiliary aids and services that are ancillary to its usage and for ensuring that the policies, practices, and procedures it applies in connection with an Event comply with the ADA.

17. Use of Information. Licensee hereby acknowledges and agrees that ASM GLOBAL shall have the right to disclose to recognized industry sources that track event activity information relating to any Event, including, without limitation, the identity of performers or other participants of the Event, attendance figures.

18. Liquidated Damages. If Licensee cancels any Event or significantly reduces the use of Authorized Areas covered by this Agreement, Licensee agrees to pay to ASM GLOBAL the following amounts as liquidated damages and not as a penalty and the parties agree that such amounts constitute reasonable provision for liquidated damages:

(a) If Licensee cancels less than six (6) months before the first scheduled day of the Event, or is in default of any of the terms of this Agreement, the entire License Fee shall be payable to ASM GLOBAL as liquidated damages.

19. Construction of this Agreement

(a) Choice of Law. This Agreement shall be deemed to be made, governed by, and construed in accordance with the laws of the State of California, without giving effect to the conflict of law principles thereof.

(b) Paragraph Headings. The paragraph headings are inserted herein only as a matter of convenience and for reference and in no way are intended to be a part of this Agreement or to define, limit, or describe the scope or intent of this Agreement or the particular paragraphs hereof to which they refer.

(c) Entire Agreement; Amendments. This Agreement (including all Exhibits and other documents and matters annexed hereto or made a part hereof by reference) contains all of the representations, warranties, covenants, agreements, terms, provisions, and conditions relating to the rights and obligations of ASM GLOBAL and Licensee with respect to the Facility and the Event. No alterations, amendments, or modifications hereof shall be valid unless executed by an instrument in writing by the parties hereto. Without limiting the generality of the foregoing, it is expressly understood and agreed by the parties hereto that no officer, director, employee, agent, representative, or sales person of either party hereto, or of the Owner or any third party has the authority to make, has made, or will be deemed to have made, any representation, warranty covenant, agreement, guarantee, or promise with respect to the financial success or performance, and/or other success, of the Event. The Licensee hereby acknowledges and agrees that any assessment of the financial success or performance, and/or other success, of the Event is solely that of the Licensee's own determination and judgement.

(d) Severability. If any provision or a portion of any provision of this Agreement is held to be unenforceable or invalid by a court of competent jurisdiction, the validity and enforceability of the enforceable portion of any such provision and/or the remaining provisions shall not be affected thereby.

(e) Time. Time is of the essence hereof, and every term, covenant, and condition shall be deemed to be of the essence hereof.

(f) Successors. This Agreement shall be binding upon, and shall inure to, the benefit of the successors and assigns of ASM GLOBAL, and to such successors and assigns of Licensee as are permitted to succeed to the Licensee's right upon and subject to the terms hereof.

(g) Independent Contractor; No Partnership. ASM GLOBAL and Licensee shall each be and remain an independent contractor with respect to all rights and obligations arising under this Agreement. Nothing herein contained shall make, or be construed to make, ASM GLOBAL or Licensee a partner of one another, nor shall this Agreement be construed to create a partnership or joint venture between and of the parties hereto or referred to herein.

(h) Singular and Plural. Whenever the context shall so require, the singular shall include the plural, and the plural shall include the singular.

20. Miscellaneous.

(a) Waiver. The failure of any party to enforce any of the provisions of this Agreement, or any rights with respect hereto, or the failure to exercise any election provided for herein, will in no way be considered a waiver of such provisions, rights, or elections, or in any way affect the validity of this Agreement. The failure of any party to enforce any of such provisions, rights, or elections will not prejudice such party from later enforcing or exercising the same or any other provisions, rights, or elections, which it may have under this Agreement.

(b) Assignment. Neither this Agreement nor any of the rights or obligations hereunder may be assigned or transferred in any manner whatsoever by Licensee without the prior written consent of ASM GLOBAL. ASM GLOBAL shall be entitled to assign its rights and obligations hereunder to Owner or to any other management company retained by Owner to manage the Facility, and in such event, ASM GLOBAL shall have no further liability to Licensee hereunder for the performance of any obligations or duties arising after the date of such assignment.

(c) Notices. Any notice, consent, or other communication given pursuant to this Agreement shall be in writing and shall be effective either (i) when delivered personally to the party for whom intended, (ii) upon delivery by an overnight courier services that is generally recognized as reliable, and the written records maintained by the courier shall be prima facie evidence of delivery, (iii) on delivery (or attempted delivery) by certified or registered mail, return receipt requested, postage prepaid, as of the date shown by the return receipt, or (iv) when sent by facsimile and a confirmation receipt is obtained; in any case addressed to such party as set forth below or as a party may designate by written notice given to the other party in accordance herewith.

If to ASM GLOBAL:	ASM GLOBAL 848 M Street, Second Floor Fresno, CA 93721 Attention: General Manager
Copy to:	ASM GLOBAL 300 Four Falls Corporate Center 300 Conshohocken State Road West Conshohocken, PA 19428 Attention: Director of Risk Management Facsimile: (215) 592-6699
If to Licensee:	Fresno Unified School District %Dr. Natasha Baker 2309 Tulare Street, Fresno, CA. 93721 Phone: 559-284-4702 Fax: N/A Email: natasha.baker@fresnounified.org

(d) Non-Exclusive Use. ASM GLOBAL shall have the right, in its sole discretion, to use or permit the use of any portion of the Facility other than the Authorized Areas to any person, firm or other entity regardless of the nature of the use of such other space.

(e) Priority Booking Clause. In compliance with the booking policy of the Fresno Convention & Entertainment Center (FCEC) as adopted by the City of Fresno, California, the Licensee acknowledges and agrees that the specific date pattern as referenced in this License Agreement, is flexible, up to 14 months prior to the Fresno Unified Principal's Meeting If the FCEC attracts a new Event to the City of Fresno utilizing the FCEC facilities and that also generates hotel- room nights for the City of Fresno; the combined economic impact of the new event, must exceed the date(s) revenues generated to the FCEC that would be impacted. The new event's combined economic impact will include anticipated sales tax, hotel tax, and FCEC facility revenues, based on verifiable historical data provided to FCEC. If these circumstances occur, ASM GLOBAL, as operator, reserves the right to move the Fresno Unified Principal's Meeting to another date or venue per this license agreement, to a date pattern that would accommodate the new hotel-room night generating event. All rehearsals scheduled in this contract are bumpable with 30 days' notice to the Fresno Unified Principal's Meeting. ASM GLOBAL shall make best efforts to make available another venue within the FCEC.

(f) Force Majeure. If the Facility is damaged from any cause whatsoever or if any other casualty or unforeseeable cause beyond the control of the parties, including, without limitation, acts of God, fires, floods, epidemics, quarantine restrictions imposed by government officials, terrorist acts, strikes or labor disputes (though not of the employees of the Licensee), failure of public utilities, or unusually severe weather, prevents occupancy and use, or either, as granted in this Agreement, then the parties shall be relieved of their respective obligations hereunder. In the event performance is excused in accordance with the foregoing provisions, Licensor shall refund to Licensee any deposits paid by Licensee, less any reasonable costs and expenses which have been incurred by Licensor up to the time further performance is excused.

(g) Acts and Omissions of Third Parties. ASM GLOBAL shall not be liable in any way for any acts and/or omissions of any third party to this Agreement.

(h) Union Agreement. ASM GLOBAL is a party to a Union Agreement with Local 158 of IATSE in which the membership has been granted certain work related jurisdictions. The Union Agreement applies to most event types and all facilities that encompass the Fresno Convention & Entertainment Center (FCEC). The Licensee acknowledges this association; further the Licensee understands and agrees it will comply with the terms and conditions of the Union Agreement as administered by ASM GLOBAL with respect to the event herein described.

IN WITNESS WHEREOF, this Agreement has been duly executed by the parties hereto as of the day and year first written above.

ASM GLOBAL

By: _____

Name: JEFF WOLFF

Title: General Manager

Date: _____

Fresno Unified School District

By: _____

Name: Patrick Jensen

Title: Interim, Chief Financial Officer

Date: _____

Ann Loorz (Dec 5, 2022 08:49 PST)

Approve as to Form

Client Initials Certificate of Insurance (COI) showing proper coverage to be provided to FCEC as outlined on pg 7 of this License Agreement, Section 10.

Client Initials If Union IATSE Stagehands are unable to Walk-Away for a Meal period (no later than 5th Hour of work), Licensee must provide meals as applicable to avoid Meal Penalty charge(s) in Final Settlement/Billing.

Client Initials If FCEC provides meal(s) to Union IATSE Stagehands, the rate is $50 per staff meal.

EXHIBIT "A" TO USE LICENSE AGREEMENT

FRESNO UNIFIED PRINCIPAL'S MEETING &
FRESNO UNIFIED INSTRUCTIONAL DIVISION MEETINGS
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

Authorized Area	Day	Date	Time of Use	Purpose
Exhibit Hall	Friday	December 9, 2022	8:00AM–8:00PM	Move/Event /Move OUT
Exhibit Hall	Monday	January 30, 2023	6:00AM–5:00PM	Move/Event /Move OUT
Exhibit Hall	Monday	February 27, 2023	6:00AM–5:00PM	Move/Event /Move OUT
Valdez Hall	Monday	March 27, 2023	6:00AM–5:00PM	Move/Event /Move OUT
Valdez Hall	Monday	April 24, 2023	6:00AM–5:00PM	Move/Event /Move OUT
Exhibit Hall	Monday	May 22, 2023- Date may change or Cancelled TBD	6:00AM–5:00PM	Move/Event /Move OUT
Exhibit Hall	Monday	June 26, 2023- Date may change or Cancelled TBD	6:00AM–5:00PM	Move/Event /Move OUT

EXHIBIT "B" FINANCIAL SUMMARY REPORT

Fresno Unified Principal's Meeting &
Fresno Unified Instructional Division Meeting
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

DECEMBER 9, 2022 | FRESNO CONVENTION CENTER DIAMOND ROOM -2015-2018

License Fee, Equipment and Service Expenses as required or requested for your event:

LICENSE FEE / RENT		
MOVE IN / EVENT / MOVE OUT	Friday December 9, 2022 – Convention Center MR's 2015-2018 (8:00am 8:00pm)	$2,026
VENUE OVERTIME	$500/hr. (hours before 8am or after 11:59pm)	TBD
TOTAL RENT	**NON-PROFIT**	**$2,026**
EQUIPMENT		
BANQUET FUNCTION	Tables QTY: 10 Chairs QTY: 100 (Linens, glassware, utensils, plates provided) Value: $750	INCLUDED
NON BANQUET TABLES/CHAIRS	Additional Tables: $20/each QTY: 10 Additional Chairs: $3/each QTY: 100	WAIVED
STAGING	$50 per 4' x 8' deck QTY: TBD	TBD
WIRELESS INTERNET	$25 per logged in device (5-7 Mbps) QTY: 150	INCLUDED
HARDWIRED INTERNET	$1,400 per port	TBD
MHE	$500 per day: Forklift(s); Aerial Lift(s) (Certified Operator(s) not Included)	TBD
DRAYAGE	Parcels received and stored at venue: $10 USPS; $20 premium (FedEx; UPS) $50 pallet	TBD
PARKING	$7 per pass: QTY: 100	$700
AUDIO/VISUAL	If A/V company not touring with client; must be selected from FCEC approved vendor list	TBD
ELECTRICAL	$85 per 15AMP Connect	TBD
SERVICES & PERSONNEL		
EVENT INSURANCE	MVP Insurance(ASM Global Provides)$1/person or proof of insurance by Licensee	TBD
EVENT STAFF	Security **Labor estimate will vary based on actual event requirements	$500 (+/-)
UNION	Stagehands/Loaders **Labor estimate will vary based on actual event requirements	$1,200 (+/-)
ESTIMATED EXPENSES WILL VARY BASED ON ACTUAL EVENT REQUIREMENTS		**$4,426**

Proposal with estimated expenses of $4,426 should not be considered the Final cost for your event.

PAYMENT SCHEDULE	AMOUNT DUE	DUE DATE(s)
Deposit Amount due with Signed License Agreement	$0.00	November 30, 2022
Estimated Balance	$4,426	December 5, 2022
TOTAL ESTIMATED EXPENSES	**$4,426**	

- **Proposal Does Not Include:** Audiovisual or Event Insurance.
- **Catering & Concession Services:** All food and beverage services, including alcohol, backstage catering and concessions are provided by an exclusive caterer and concessionaire for the FCEC.
- Please note that actual event expenses may differ from the original Proposal with estimated expenses. Added charges will apply for any additional equipment or services required or requested by your event and will be billed after the event.
- **A credit card processing** fee of 3.5% – 5%, depending on type of credit card used, will be charged to all deposits or payments. We accept Visa, MasterCard, Discover and American Express.
- Any outstanding balance will be due 10 days upon receipt of FCEC invoice.

EXHIBIT "B" FINANCIAL SUMMARY REPORT

"Fresno Unified Principal's Meeting"
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

January 30, 2023 | FRESNO CONVENTION CENTER MEETING ROOMS

License Fee, Equipment and Service Expenses as required or requested for your event:

LICENSE FEE / RENT		
MOVE IN / EVENT / MOVE OUT	Monday January 30, 2023 – Conv. Center MR's 2005-2008 (Breakouts 1-4) MR's 2009-2012 (Breakouts 5-8) 6:00am – 5:00pm MR's 2015-2018 (Banquet)	$4,382
VENUE OVERTIME	$500/hr. (hours before 8am or after 11:59pm)	WAIVED
SUBTOTAL		$4,382
2022/2023 DISCOUNT	Multi-Booking Discount	($876)
TOTAL RENT	**NON-PROFIT**	**$3,506**
EQUIPMENT		
BANQUET FUNCTION	Tables QTY: 15 Chairs QTY: 150 (Linens, glassware, utensils, plates provided) Value: $750	INCLUDED
NON BANQUET TABLES/CHAIRS	Additional Tables: $20/each QTY: 10 Additional Chairs: $3/each QTY: 120	WAIVED
STAGING	$50 per 4' x 8' deck QTY: TBD	TBD
WIRELESS INTERNET	$25 per logged in device (5-7 Mbps) QTY: 150	INCLUDED
HARDWIRED INTERNET	$1,400 per port	TBD
MHE	$500 per day: Forklift(s); Aerial Lift(s) (Certified Operator(s) not Included)	TBD
DRAYAGE	Parcels received and stored at venue: $10 USPS; $20 premium (FedEx; UPS) $50 pallet	TBD
PARKING	$7 per pass: QTY: 120	$840
AUDIO/VISUAL	If A/V company not touring with client; must be selected from FCEC approved vendor list	TBD
ELECTRICAL	$85 per 15AMP Connect	TBD
SERVICES & PERSONNEL		
EVENT INSURANCE	MVP Insurance(ASM Global Provides)$1/person or proof of insurance by Licensee	TBD
EVENT STAFF	Security **Labor estimate will vary based on actual event requirements	$300 (+/-)
UNION	Stagehands/Loaders **Labor estimate will vary based on actual event requirements	$800 (+/-)
	ESTIMATED EXPENSES WILL VARY BASED ON ACTUAL EVENT REQUIREMENTS	**$5,446**

Estimated expenses of $5,446 should not be considered the total cost for your event.

PAYMENT SCHEDULE	AMOUNT DUE	DUE DATE(s)
Amount due with Signed License Agreement	$5,446	Dec 20, 2022
TOTAL ESTIMATED EXPENSES	**$5,446**	

- **Proposal Does Not Include:** Audiovisual or Event Insurance.
- **Catering & Concession Services:** All food and beverage services, including alcohol, backstage catering and concessions are provided by an exclusive caterer and concessionaire for the FCEC.
- Please note that actual event expenses may differ from the original Proposal with estimated expenses.
  Added charges will apply for any additional equipment or services required or requested by your event and will be billed after the event.
- **A credit card processing** fee of 3.5% – 5%, depending on type of credit card used, will be charged to all deposits or payments.
  We accept Visa, MasterCard, Discover and American Express.
- Any outstanding balance will be due 10 days upon receipt of FCEC invoice.

EXHIBIT "B" FINANCIAL SUMMARY REPORT

"Fresno Unified Principal's Meeting"
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

February 27, 2023 | FRESNO CONVENTION CENTER MEETING ROOMS

License Fee, Equipment and Service Expenses as required or requested for your event:

LICENSE FEE / RENT		
MOVE IN / EVENT / MOVE OUT	Monday February 27, 2023 – Conv. Center MR's 2005-2008 (Breakouts 1-4) MR's 2009-2012 (Breakouts 5-8) 6:00am – 5:00pm MR's 2015-2018 (Banquet)	$4,382
VENUE OVERTIME	$500/hr. (hours before 8am or after 11:59pm)	WAIVED
SUBTOTAL		$4,382
2022/2023 DISCOUNT	Multi-Booking Discount	($876)
TOTAL RENT	**NON-PROFIT**	**$3,506**
EQUIPMENT		
BANQUET FUNCTION	Tables QTY: 15 Chairs QTY: 150 (Linens, glassware, utensils, plates provided) Value: $750	INCLUDED
NON BANQUET TABLES/CHAIRS	Additional Tables: $20/each QTY: 10 Additional Chairs: $3/each QTY: 120	WAIVED
STAGING	$50 per 4' x 8' deck QTY: TBD	TBD
WIRELESS INTERNET	$25 per logged in device (5-7 Mbps) QTY: 150	INCLUDED
HARDWIRED INTERNET	$1,400 per port	TBD
MHE	$500 per day: Forklift(s); Aerial Lift(s) (Certified Operator(s) not Included)	TBD
DRAYAGE	Parcels received and stored at venue: $10 USPS; $20 premium (FedEx; UPS) $50 pallet	TBD
PARKING	$7 per pass: QTY: 120	$840
AUDIO/VISUAL	If A/V company not touring with client; must be selected from FCEC approved vendor list	TBD
ELECTRICAL	$85 per 15AMP Connect	TBD
SERVICES & PERSONNEL		
EVENT INSURANCE	MVP Insurance(ASM Global Provides)$1/person or proof of insurance by Licensee	TBD
EVENT STAFF	Security **Labor estimate will vary based on actual event requirements	$300 (+/-)
UNION	Stagehands/Loaders **Labor estimate will vary based on actual event requirements	$800 (+/-)
ESTIMATED EXPENSES WILL VARY BASED ON ACTUAL EVENT REQUIREMENTS		**$5,446**

Estimated expenses of $5,446 should not be considered the total cost for your event.

PAYMENT SCHEDULE	AMOUNT DUE	DUE DATE(s)
Amount due with Signed License Agreement	$5,446	January 14, 2022
TOTAL ESTIMATED EXPENSES	**$5,446**	

- **Proposal Does Not Include:** Audiovisual or Event Insurance.
- **Catering & Concession Services:** All food and beverage services, including alcohol, backstage catering and concessions are provided by an exclusive caterer and concessionaire for the FCEC.
- Please note that actual event expenses may differ from the original Proposal with estimated expenses.
  Added charges will apply for any additional equipment or services required or requested by your event and will be billed after the event.
- **A credit card processing** fee of 3.5% – 5%, depending on type of credit card used, will be charged to all deposits or payments.
  We accept Visa, MasterCard, Discover and American Express.
- Any outstanding balance will be due 10 days upon receipt of FCEC invoice.

EXHIBIT "B" FINANCIAL SUMMARY REPORT

"Fresno Unified Principal's Meeting"
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

March 27, 2023 | Valdez Hall Meeting Rooms

1 License Fee, Equipment and Service Expenses as required or requested for your event:

LICENSE FEE / RENT		
MOVE IN / EVENT / MOVE OUT	Monday March 27, 2023 – Valdez Hall MR's- Apricot (Breakouts) 6:00am – 5:00pm MR's -Wine Room (Breakouts) 6:00am – 5:00pm MR's - Grape Room (Banquet) 6:00am – 5:00pm	$3,288
VENUE OVERTIME	$500/hr. (hours before 8am or after 11:59pm)	WAIVED
SUBTOTAL		$3,288
2022/2023 DISCOUNT	Multi-Booking Discount	($276)
TOTAL RENT	**NON-PROFIT**	**$3,012**
EQUIPMENT		
BANQUET FUNCTION	Tables QTY: 15 Chairs QTY: 150 (Linens, glassware, utensils, plates provided) Value: $750	INCLUDED
NON BANQUET TABLES/CHAIRS	Additional Tables: $20/each QTY: 10 Additional Chairs: $3/each QTY: 120	WAIVED
STAGING	$50 per 4' x 8' deck QTY: TBD	TBD
WIRELESS INTERNET	$25 per logged in device (5-7 Mbps) QTY: 150	INCLUDED
HARDWIRED INTERNET	$1,400 per port	TBD
MHE	$500 per day: Forklift(s); Aerial Lift(s) (Certified Operator(s) not Included)	TBD
DRAYAGE	Parcels received and stored at venue: $10 USPS; $20 premium (FedEx; UPS) $50 pallet	TBD
PARKING	$7 per pass: QTY: 120	$840
AUDIO/VISUAL	If A/V company not touring with client; must be selected from FCEC approved vendor list	TBD
ELECTRICAL	$85 per 15AMP Connect	TBD
SERVICES & PERSONNEL		
EVENT INSURANCE	MVP Insurance(ASM Global Provides)$1/person or proof of insurance by Licensee	TBD
EVENT STAFF	Security **Labor estimate will vary based on actual event requirements	$300 (+/-)
UNION	Stagehands/Loaders **Labor estimate will vary based on actual event requirements	$800 (+/-)
	ESTIMATED EXPENSES WILL VARY BASED ON ACTUAL EVENT REQUIREMENTS	**$4,952**

Estimated expenses of $4,952 should not be considered the total cost for your event.

PAYMENT SCHEDULE	AMOUNT DUE	DUE DATE(s)
Amount due with Signed License Agreement	$4,952	Feb 20, 2023
TOTAL ESTIMATED EXPENSES	**$4,952**	

- **Proposal Does Not Include:** Audiovisual or Event Insurance.
- **Catering & Concession Services:** All food and beverage services, including alcohol, backstage catering and concessions are provided by an exclusive caterer and concessionaire for the FCEC.
- Please note that actual event expenses may differ from the original Proposal with estimated expenses. Added charges will apply for any additional equipment or services required or requested by your event and will be billed after the event.
- **A credit card processing** fee of 3.5% – 5%, depending on type of credit card used, will be charged to all deposits or payments. We accept Visa, MasterCard, Discover and American Express.
- Any outstanding balance will be due 10 days upon receipt of FCEC invoice.

EXHIBIT "B" FINANCIAL SUMMARY REPORT

"Fresno Unified Principal's Meeting"
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

April 24, 2023 | Valdez Hall Meeting Rooms

License Fee, Equipment and Service Expenses as required or requested for your event:

LICENSE FEE / RENT		
MOVE IN / EVENT / MOVE OUT	Monday April 24, 2023 – Valdez Hall MR's- Apricot (Breakouts) 6:00am – 5:00pm MR's -Wine Room (Breakouts) 6:00am – 5:00pm MR's - Grape Room (Banquet) 6:00am – 5:00pm	$3,288
VENUE OVERTIME	$500/hr. (hours before 8am or after 11:59pm)	WAIVED
SUBTOTAL		$3,288
2022/2023 DISCOUNT	Multi-Booking Discount	($276)
TOTAL RENT	**NON-PROFIT**	**$3,012**
EQUIPMENT		
BANQUET FUNCTION	Tables QTY: 15 Chairs QTY: 150 (Linens, glassware, utensils, plates provided) Value: $750	INCLUDED
NON BANQUET TABLES/CHAIRS	Additional Tables: $20/each QTY: 10 Additional Chairs: $3/each QTY: 120	WAIVED
STAGING	$50 per 4' x 8' deck QTY: TBD	TBD
WIRELESS INTERNET	$25 per logged in device (5-7 Mbps) QTY: 150	INCLUDED
HARDWIRED INTERNET	$1,400 per port	TBD
MHE	$500 per day: Forklift(s); Aerial Lift(s) (Certified Operator(s) not Included)	TBD
DRAYAGE	Parcels received and stored at venue: $10 USPS; $20 premium (FedEx; UPS) $50 pallet	TBD
PARKING	$7 per pass: QTY: 120	$840
AUDIO/VISUAL	If A/V company not touring with client; must be selected from FCEC approved vendor list	TBD
ELECTRICAL	$85 per 15AMP Connect	TBD
SERVICES & PERSONNEL		
EVENT INSURANCE	MVP Insurance(ASM Global Provides)$1/person or proof of insurance by Licensee	TBD
EVENT STAFF	Security **Labor estimate will vary based on actual event requirements	$300 (+/-)
UNION	Stagehands/Loaders **Labor estimate will vary based on actual event requirements	$800 (+/-)
ESTIMATED EXPENSES WILL VARY BASED ON ACTUAL EVENT REQUIREMENTS		**$4,952**

Estimated expenses of $4,952 should not be considered the total cost for your event.

PAYMENT SCHEDULE	AMOUNT DUE	DUE DATE(s)
Amount due with Signed License Agreement	$4,952	March 20, 2022
TOTAL ESTIMATED EXPENSES	**$4,952**	

- **Proposal Does Not Include:** Audiovisual or Event Insurance.
- **Catering & Concession Services:** All food and beverage services, including alcohol, backstage catering and concessions are provided by an exclusive caterer and concessionaire for the FCEC.
- Please note that actual event expenses may differ from the original Proposal with estimated expenses.
  Added charges will apply for any additional equipment or services required or requested by your event and will be billed after the event.
- **A credit card processing** fee of 3.5% – 5%, depending on type of credit card used, will be charged to all deposits or payments.
  We accept Visa, MasterCard, Discover and American Express.
- Any outstanding balance will be due 10 days upon receipt of FCEC invoice.

EXHIBIT "B" FINANCIAL SUMMARY REPORT

"Fresno Unified Principal's Meeting"
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

May 22, 2023 | FRESNO CONVENTION CENTER MEETING ROOMS

1. License Fee, Equipment and Service Expenses as required or requested for your event:

LICENSE FEE / RENT		
MOVE IN / EVENT / MOVE OUT	Monday May 29, 2023 – Conv. Center MR's 2005-2008 (Breakouts 1-4) MR's 2009-2012 (Breakouts 5-8) 6:00am – 5:00pm MR's 2015-2018 (Banquet)	$4,382
VENUE OVERTIME	$500/hr. (hours before 8am or after 11:59pm)	WAIVED
SUBTOTAL		$4,382
2022/2023 DISCOUNT	Multi-Booking Discount	($876)
TOTAL RENT	**NON-PROFIT**	**$3,506**
EQUIPMENT		
BANQUET FUNCTION	Tables QTY: 15 Chairs QTY: 150 (Linens, glassware, utensils, plates provided) Value: $750	INCLUDED
NON BANQUET TABLES/CHAIRS	Additional Tables: $20/each QTY: 10 Additional Chairs: $3/each QTY: 120	WAIVED
STAGING	$50 per 4' x 8' deck QTY: TBD	TBD
WIRELESS INTERNET	$25 per logged in device (5-7 Mbps) QTY: 150	INCLUDED
HARDWIRED INTERNET	$1,400 per port	TBD
MHE	$500 per day: Forklift(s); Aerial Lift(s) (Certified Operator(s) not Included)	TBD
DRAYAGE	Parcels received and stored at venue: $10 USPS; $20 premium (FedEx; UPS) $50 pallet	TBD
PARKING	$7 per pass: QTY: 120	$840
AUDIO/VISUAL	If A/V company not touring with client; must be selected from FCEC approved vendor list	TBD
ELECTRICAL	$85 per 15AMP Connect	TBD
SERVICES & PERSONNEL		
EVENT INSURANCE	MVP Insurance(ASM Global Provides)$1/person or proof of insurance by Licensee	TBD
EVENT STAFF	Security **Labor estimate will vary based on actual event requirements	$300 (+/-)
UNION	Stagehands/Loaders **Labor estimate will vary based on actual event requirements	$800 (+/-)
ESTIMATED EXPENSES WILL VARY BASED ON ACTUAL EVENT REQUIREMENTS		**$5,446**

Estimated expenses of $5,446 should not be considered the total cost for your event.

PAYMENT SCHEDULE	AMOUNT DUE	DUE DATE(s)
Amount due with Signed License Agreement	$5,446	April 29, 2023
TOTAL ESTIMATED EXPENSES	**$5,446**	

- **Proposal Does Not Include:** Audiovisual or Event Insurance.
- **Catering & Concession Services:** All food and beverage services, including alcohol, backstage catering and concessions are provided by an exclusive caterer and concessionaire for the FCEC.
- Please note that actual event expenses may differ from the original Proposal with estimated expenses. Added charges will apply for any additional equipment or services required or requested by your event and will be billed after the event.
- **A credit card processing** fee of 3.5% – 5%, depending on type of credit card used, will be charged to all deposits or payments. We accept Visa, MasterCard, Discover and American Express.
- Any outstanding balance will be due 10 days upon receipt of FCEC invoice.

EXHIBIT "B" FINANCIAL SUMMARY REPORT

"Fresno Unified Principal's Meeting"
% Dr. Natasha Baker
2309 Tulare Street, Fresno, CA. 93721
Contact: Natasha Baker Phone: 559-284-4702 Fax: N/A e-mail: natasha.baker@fresnounified.org

June 26, 2023 | FRESNO CONVENTION CENTER MEETING ROOMS

1. License Fee, Equipment and Service Expenses as required or requested for your event:

LICENSE FEE / RENT		
MOVE IN / EVENT / MOVE OUT	Monday June 26, 2023 – Conv. Center (6:00am – 5:00pm) MR's 2005-2008 (Breakouts 1-4) MR's 2009-2012 (Breakouts 5-8) MR's 2015-2018 (Banquet)	$4,382
VENUE OVERTIME	$500/hr. (hours before 8am or after 11:59pm)	WAIVED
SUBTOTAL		$4,382
2022/2023 DISCOUNT	Multi-Booking Discount	($876)
TOTAL RENT	**NON-PROFIT**	**$3,506**
EQUIPMENT		
BANQUET FUNCTION	Tables QTY: 15 Chairs QTY: 150 (Linens, glassware, utensils, plates provided) Value: $750	INCLUDED
NON BANQUET TABLES/CHAIRS	Additional Tables: $20/each QTY: 10 Additional Chairs: $3/each QTY: 120	WAIVED
STAGING	$50 per 4' x 8' deck QTY: TBD	TBD
WIRELESS INTERNET	$25 per logged in device (5-7 Mbps) QTY: 150	INCLUDED
HARDWIRED INTERNET	$1,400 per port	TBD
MHE	$500 per day: Forklift(s); Aerial Lift(s) (Certified Operator(s) not Included)	TBD
DRAYAGE	Parcels received and stored at venue: $10 USPS; $20 premium (FedEx; UPS) $50 pallet	TBD
PARKING	$7 per pass: QTY: 120	$840
AUDIO/VISUAL	If A/V company not touring with client; must be selected from FCEC approved vendor list	TBD
ELECTRICAL	$85 per 15AMP Connect	TBD
SERVICES & PERSONNEL		
EVENT INSURANCE	MVP Insurance(ASM Global Provides)$1/person or proof of insurance by Licensee	TBD
EVENT STAFF	Security **Labor estimate will vary based on actual event requirements	$300 (+/-)
UNION	Stagehands/Loaders **Labor estimate will vary based on actual event requirements	$800 (+/-)
ESTIMATED EXPENSES WILL VARY BASED ON ACTUAL EVENT REQUIREMENTS		**$5,446**

Estimated expenses of $5,446 should not be considered the total cost for your event.

PAYMENT SCHEDULE	AMOUNT DUE	DUE DATE(s)
Amount due with Signed License Agreement	$5,446	May 29, 2023
TOTAL ESTIMATED EXPENSES	**$5,446**	

- **Proposal Does Not Include:** Audiovisual or Event Insurance.
- **Catering & Concession Services:** All food and beverage services, including alcohol, backstage catering and concessions are provided by an exclusive caterer and concessionaire for the FCEC.
- Please note that actual event expenses may differ from the original Proposal with estimated expenses.
  Added charges will apply for any additional equipment or services required or requested by your event and will be billed after the event.
- **A credit card processing** fee of 3.5% – 5%, depending on type of credit card used, will be charged to all deposits or payments.
  We accept Visa, MasterCard, Discover and American Express.
- Any outstanding balance will be due 10 days upon receipt of FCEC invoice.

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM A-18

AGENDA SECTION: A
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Ratify
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Ratify Two Agreements with San Diego State University and the National Center for Urban School Transformation

ITEM DESCRIPTION: Included in the Board binders are two agreements with San Diego State University and the National Center for Urban School Transformation (NCUST). NCUST performed an Equity and Excellence audit at Baird and Gaston Middle Schools May - June 2022, to help district leaders understand how their schools are like and different from high-performing schools NCUST has awarded. The audit findings highlight opportunities for improving outcomes for various demographic groups served. Each audit provides school and district leaders practical recommendations for improving school culture, curricula, and instruction in ways that are likely to improve learning outcomes for all demographic groups, but especially for groups that are not performing well.

FINANCIAL SUMMARY: Sufficient funds in the amount of $18,800 are available in the Chief Academic Office budget.

PREPARED BY: Dr. Natasha Baker,
Chief Academic Officer

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Dr. Natasha Baker,
Chief Academic Officer

SUPERINTENDENT APPROVAL:

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM B-19

AGENDA SECTION: B
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Discuss and Approve
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Discuss and Approve Appointment of Board Member Voting Representative and Alternate Voting Representative to the Fresno County Committee on School District Organization Elections

ITEM DESCRIPTION: California Education Code section 35023 states, *The governing board of each school district of every kind or class shall annually at its initial meeting select one of its members as its representative who shall have one vote for each member to be elected to the county committee provided by Article 1 (commencing with Section 4000) of Chapter 1 of Part 3. The secretary or clerk of the district shall furnish the county superintendent of schools with a certificate naming the representative selected by the board.*

The role of your voting representative is to attend the Fresno County School Trustees' Association dinner meeting in October and vote, on behalf of the district, for persons seeking election to the Fresno County Committee on School District Organization. The failure of your designated voting representative or the designated alternate to attend the meeting will prevent the district from participating in the election.

FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: Ambra O'Connor,
Chief of Staff

DIVISION: Department Name
PHONE NUMBER: (559) 457-3566

CABINET APPROVAL: Ambra O'Connor,
Chief of Staff

SUPERINTENDENT APPROVAL:

2022
VOTING REPRESENTATIVE CERTIFICATE

Representative Claudia Cazares

District Name Fresno Unified School District

(The above board member will vote on Fresno County Committee on School District Organization candidates at the next election that will be held in the Fall of 2023 - Ed. Code §§ 35023, 72403)

Signature _____ (Clerk)

2022
ALTERNATE VOTING REPRESENTATIVE CERTIFICATE

Alternate Representative Andy Levine

District Name Fresno Unified School District

(Should the District's Voting Representative not be available, the board member named above will vote on Fresno County Committee on School District Organization candidates at the next election that will be held in the Fall of 2023 - Ed. Code §§ 35023, 72403)

Signature _____ (Clerk)

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022 **AGENDA ITEM C-20**

AGENDA SECTION: C
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Receive
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Receive 2021/22 School Facility Fee Public Information Report

ITEM DESCRIPTION: Included in the Board binders is the 2021/22 School Facility Fee (Developer Fee) Public Information Report. School districts are authorized to levy fees on residential and commercial/industrial development for the purpose of mitigating impacts on school facilities as a result of the development. Fresno Unified utilizes school facility fee revenue to support projects including providing student housing through modular classrooms. The district's current school facility fees, approved by the Board on June 15, 2022 and effective August 14, 2022 are:

- $4.79 per square foot for residential construction
- $0.78 per square foot for commercial/industrial construction

Government Code requires that certain public information regarding the fees collected be presented annually. The 2021/22 School Facility Fee Public Information Report provides the required information.

If you have any questions or require additional information, please contact Alex Belanger, Chief Executive, Facilities Management & Planning, (559) 457-3074.

FINANCIAL SUMMARY: There is no fiscal impact to the district.

PREPARED BY: Alex Belanger,
Chief Executive, Facilities Management & Planning

DIVISION: Operational Services
PHONE NUMBER: (559) 457-3134

CABINET APPROVAL: Paul Idsvoog,
Chief Operations and Classified Labor Management Officer

SUPERINTENDENT APPROVAL:

FRESNO UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

2021/22 SCHOOL FACILITY FEE PUBLIC INFORMATION REPORT

Introduction

Government Code Sections 66001 and 66006 require school districts to provide public information regarding the fees collected for school facilities as a condition of development approved in accordance with Government Code Section 53090. This report provides the public information.

Summary of the School Facility Fee Program

In accordance with Education Code 17620 and Government Code Section 65995, school districts are authorized to levy fees on new residential and commercial/industrial construction for the purpose of providing school facilities necessitated by the new development. These fees are commonly referred to as "school fees" or "developer fees." The fee revenue cannot be used for regular maintenance or routine repair of school buildings.

Government Code Section 65995 provides for adjustment of the fees every two years, based upon the change in the Class B construction cost index as determined by the State Allocation Board. The rates approved by the Board of Education on June 15, 2022, became effective August 15, 2022 for the two-year period:

- $4.79 per square foot for residential construction
- $0.78 per square foot for commercial/industrial construction

Purpose of the School Facility Fee

Fresno Unified utilizes school facility fee revenue to support construction and reconstruction projects, including providing student housing through relocatable classrooms, and to pay administrative, legal, and planning costs.

Required Relationship between the Fees and the Purpose

Fresno Unified is responsible to show the nexus between development within the district and the need to collect school fees to mitigate the impact of the development. New residential and commercial/ industrial development generates additional students who require additional school facilities. Specifically, the square footage of the new developments has a direct relationship to the number of students generated and therefore to the facilities that must be added to accommodate these students.

As reported in the Development Fee Justification Study dated May 2022, and provided to the Board of Education, the district's current enrollment exceeds the capacity of existing school facilities. The Study indicates that over the next five years new residential and commercial/industrial development will generate approximately 512 students for whom additional facilities must be provided.

Furthermore, the cost to provide these additional facilities exceeds the amount of the fees, which are collected on the construction that generates the students. Thus, there is a direct relationship between the school facility fee and the purpose of levying the fee.

FRESNO UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Statutory Requirements to Provide the Public with Specific Findings Annually
Pursuant to Government Code Section 66006, Fresno Unified is required to make available to the public the following information:

- Brief description of the type of fee
- Amount of the fee
- Beginning and ending balance of the fees
- Total amount of the fees collected and any interest earned
- Identification of each public improvement on which fees were expended
- Identification of an approximate date by which construction of the public improvement will commence if the local agency determines sufficient funds have been collected to complete financing on an incomplete public improvement
- Description of each inter-fund transfer or loan made from the account or fund
- Amount of any refund made

Five-Year Fund Activity and Fund Balance

Fiscal Year	Beginning Balance	Fees Collected	Interest Income	Expenses	Ending Balance
2017/18	1,304,575	1,315,512	18,930	2,088,074	550,943
2018/19	550,943	2,041,521	35,856	166,093	2,462,227
2019/20	2,462,227	1,779,536	67,186	1,739,520	2,569,429
2020/21	2,569,429	942,297	28,363	2,576,093	963,996
2021/22	963,996	1,607,471	14,504	1,163,165	1,422,806

Improvements Funded with School Facility Fees in 2021/22

Improvement	Cost	% Funded by Fees	Substantial Completion
Facility Adjustments to accommodate changes in student enrollment	1,105,901	62%	Summer/Fall 2022
Professional Services	9,040	100%	N/A
Administration costs (3%)	48,224	100%	N/A

FRESNO UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Incomplete and Planned Projects to be funded with School Facility Fees

Improvement	Project Commencement	Project Amount	Amount to be Funded by Fees	Targeted Completion
Facility adjustments to accommodate changes in student enrollment	As needed	Unknown	Unknown	As needed

Inter-fund Transfers or Loans Made from Fund in 2021/22

None

Refunds Made or Revenues Allocated in 2021/22

Refunds $3,408.88

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 14, 2022

AGENDA ITEM C-21

AGENDA SECTION: C
(A – Consent, B – Discussion, C – Receive, Recognize/Present)

ACTION REQUESTED: Receive
(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Receive List of 2022 Board Member Committees and Organizations

ITEM DESCRIPTION: Included in the Board binders is the current list of committees and organizations to which Board Members are appointed each year. An updated list of Board Member appointments to committees and organizations will be back for consideration in January 2023.

FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: Ambra O'Connor,
Chief of Staff

DIVISION: Department Name
PHONE NUMBER: (559) 457-3566

CABINET APPROVAL: Ambra O'Connor,
Chief of Staff

SUPERINTENDENT APPROVAL:

Fresno Unified School District – Board Committee Assignments for 2022

Revised December 14, 2022

Organization	2022 Representative
Board Bylaw Sub-Committee • **Meeting Dates**: As necessary **Purpose:** The purpose of this sub-committee is to review and revise Board Bylaws and to make recommendations as needed to the Board of Education.	LEVINE CAZARES ISLAS
California School Boards Association Delegate Assembly • **Meeting Dates**: Twice a year, in May and December, prior to the CSBA Annual Conference **Purpose**: *The Delegate Assembly is the primary policy-making body of the CSBA. This group elects the officers and directors of the Association, establishes procedures for the adoption and periodic resolutions of the Delegate Assembly, and transacts any other business that may come before it.*	DAVIS Appointed 12/09/20 Term 04/01/21 to 03/31/23 THOMAS Appointed 12/15/21 Term 04/01/22 to 03/31/24 CAZARES Elected 09/28/22 Term 04/01/22 to 03/31/24
Council of the Great City Schools • **Meeting Dates**: The Council holds an annual conference in the fall of each year as well as an annual legislative session at the beginning of each calendar year. **Purpose**: *This is a membership organization composed of 76 of the largest urban school districts in the United States. The Council was organized to study, develop, implement, advocate and evaluate programs to improve the quality of and opportunities for public education in the nation's major cities.*	LEVINE DAVIS

Fresno Unified School District – Board Committee Assignments for 2022

Revised December 14, 2022

Organization	2022 Representative
Dailey Elementary Charter School Board of Directors • **Meeting Dates:** Monthly on the 2nd Tuesday of every month at 5PM **Purpose:** *The Board of Directors is, comprised of Board representatives from Fresno Unified, Superintendent, and community and business representatives and meets to decide on issues relating to the oversight of the Charter School. One-year term.*	DAVIS THOMAS
District Audit Committee • **Meeting Dates:** Meets 4 times a year from 9AM to 12PM **Purpose:** To ensure that the highest levels of internal controls are maintained in order to assure that the work of the District is carried out in an efficient and economical manner.	LEVINE DAVIS JONASSON ROSAS
Facilities Corporation • **Meeting Dates:** Once a year (February or March) **Purpose:** The Corporation is a non-profit corporation organized under the General Nonprofit Corporation Law of the State of California to provide financial assistance to Fresno Unifies, a public district of the State of California, by financing the acquisition, construction, improvement and remodeling of public school buildings and facilities for the District.	DAVIS JONASSON ROSAS
Voting Representative and Alternate Voting Representative to the Fresno County Committee on School District Organization • **Meeting Dates:** Once a year called by the County Superintendent for the purpose of voting representative to replace a vacancy or vacancies on the committee **Purpose:** *The function of this committee is to consider petitions from school districts or voters concerning the reorganization of school districts, i.e., increasing boards, creating trustee areas, and/or transferring territories from one district to another. This committee also calls hearings on these matters and either makes recommendations to the State Board of Education or calls for specific matters to be placed on the ballot for local elections.*	JONASSON ROSAS CAZARES (A)

(A) Alternate

Fresno Unified School District – Board Committee Assignments for 2022

Revised December 14, 2022

Organization	2022 Representative
Fresno Regional Occupational Program (ROP) • **Meeting Dates:** Every 3rd Wednesday of every other month at 3PM – *total of 5 meetings per year* **Purpose:** *This program is administered by the County Schools Office and is a training program for students age 16 through adult. Some of the functions of the ROP Board include approving new courses and hearing concerns regarding curriculum and financial issues. Can have up to three board members.*	THOMAS
FUSD Legislative Committee Representatives • **Meeting Dates:** First Thursday of the month (except July) from 12PM to 1:30PM **Purpose:** *These representatives are responsible for monitoring legislation of interest to or affecting school districts and reporting back to the Board of Education. Occasionally, CSBA will request school districts through their legislative representatives to support or oppose certain legislation. Can have up to three board members.*	LEVINE ISLAS THOMAS
JPA Board of Directors for Center for Advanced Research & Technology (CART) • **Meeting Dates:** Monthly on the 2nd Tuesday from 4PM to 6PM at CART **Purpose:** *This Board, comprised of Board representatives, Superintendents, community & business representatives from both Clovis and Fresno Unified School Districts, meets to decide on issues relating to the establishment and oversight of the CART facility.*	THOMAS
School Liaison Act Committee • **Meeting Dates:** Twice a year (TBD) **Purpose:** This Committee will meet with a goal of developing policies and practices that will improve communication between the City of Fresno and the local school governing boards of Fresno, Clovis, Sanger and Central Unified School Districts.	CAZARES JONASSON ROSAS ISLAS