



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

AGENDA
WEDNESDAY, DECEMBER 15, 2021
***4:45 P.M. (CLOSED SESSION) *6:00 P.M. (OPEN SESSION)**

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.

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.

***4:45 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 Labor Negotiator - (Government Code Section 54957.6); FUSD Negotiator(s): 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.
3. Public Employee Discipline/Dismissal/Release/Reassignment/Resignation.
4. Public Employment/Appointment - (Government Code Section 54957).
 - a. Chief Operations Officer
 - b. Chief of Human Resources
 - c. Chief of Engagement and External Partnerships
 - d. Director
 - e. Executive Officer
5. Conference with Legal Counsel - Existing Litigation - (Government Code Section 54956.9(d)(1)).
 - a. Potential Case (One)

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

PLEDGE OF ALLEGIANCE

A staff member 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: Paul Idsvoog, telephone 457-3548.

A. CONSENT AGENDA - continued

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 November 03, 2021 Regular Board Meeting. The Superintendent recommends adoption. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Kim Mecum, telephone 457-3731.

A-3, APPROVE Position and ADOPT New Job Description for Fresno Teachers Association Trades Unit for the position of Lead – Filter Changer and the Revised Fresno Teachers Association Trades Unit – Trades Hourly Salary Schedule

Approve position and Adopt New Job Description for FTA-Trades for the position of Lead – Filter Changer, and the Revised FTA – Trades Hourly Salary Schedule in accordance with collaborative discussions. The Superintendent recommends approval and adoption. Fiscal impact: There are available funds in the Maintenance and Operations budget at this time. Contact person: Paul Idsvoog, telephone 457-3548.

A-4, APPROVE 2021/22 Classified Hourly, Classified Food Services, Classified Operations, Confidential, Fresno Teachers Association (FTA) – Trades, International Association of Machinists and Aerospace Workers (IAMAW) Crafts, Supervisory, Fresno Area Substitute Teachers Association (FASTA), 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 Schedules

Included with this agenda item for the Board's consideration and approval are the 2021/22 Classified Hourly, Classified Food Services, Classified Operations, Confidential, Fresno Teachers Association (FTA) – Trades, International Association of Machinists and Aerospace Workers (IAMAW) Crafts, Supervisory, Fresno Area Substitute Teachers Association (FASTA), 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 Schedules. The Superintendent recommends approval. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Paul Idsvoog, telephone 457-3548.

A. CONSENT AGENDA - continued

A-5, APPROVE Revised 2021/22 Classified Hourly, Classified Food Services, Classified Operations, Confidential, Fresno Teachers Association (FTA) – Trades, International Association of Machinists and Aerospace Workers (IAMAW) Crafts, Supervisory, Fresno Area Substitute Teachers Association (FASTA), 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 Schedules

Included with this agenda item for the Board's consideration and approval are the revised 2021/22 Classified Hourly, Classified Food Services, Classified Operations, Confidential, Fresno Teachers Association (FTA) – Trades, International Association of Machinists and Aerospace Workers (IAMAW) Crafts, Supervisory, Fresno Area Substitute Teachers Association (FASTA), 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 Schedules. The Superintendent recommends approval. Fiscal impact: There are sufficient funds in the district budget at this time. Contact person: Paul Idsvoog, telephone 457-3548.

A-6, APPROVE Revised 2021/22 Classified Hourly, Classified Food Services and Classified Y-Rated Salary Schedules

Included with this agenda item for the Board's consideration and approval are the revised 2021/22 Classified Hourly, Classified Food Services and Classified Y-Rated Salary Schedules. The Superintendent recommends approval. Fiscal impact: There are sufficient funds in the district budget at this time. Contact person: Paul Idsvoog, telephone 457-3548.

A-7, APPROVE Four Retiree Contracts

Included in the board binders are four retiree contract agreements for Geraldine King, Susan Kalpakoff, Susan Arnold, and Nancy Miser in the amount of \$30,000. We currently have Retiree Contracts in the amount of the \$14,000 per person that allows 240 hours of service. This contract will allow up to 482 hours per retiree of site support for Special Education Teachers that are currently over caseload or out on leave, as well as ensure student services are being implemented per students' Individualized Education Programs (IEPs). This includes Home Hospital Instruction of our students' receiving services in the Moderate to Severe program. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of \$120,000 are available in the Special Education Department budget. Contact person: Kim Mecum, telephone 457-3731.

A. CONSENT AGENDA - continued

A-8, APPROVE Agreement with Aetna Life Insurance for PPO Network Services

Included in the Board binders is an agreement with Aetna Life Insurance (Aetna) to provide PPO network, utilization review, and case management services for the self-insured PPO Medical Plans A and B, effective January 01, 2022. For the past two decades the Joint Health Management Board offered network, utilization review, and case management services through Anthem/Blue Cross. Aetna will be one of two different medical networks under which district employees, retirees, and dependents access medical care, the other being Kaiser Permanente. The Superintendent recommends approval. Fiscal impact: The three-year estimated cost of \$5.88 million is available in the Internal Service Health Fund. Contact person: Santino Danisi, telephone 457-6226.

A-9, APPROVE Agreement with Education and Leadership Foundation for Newcomer English Learner Stipend Opportunities

Included in the Board binders is a request to approve an agreement with Education and Leadership Foundation and Fresno Unified School District to provide scholarships for Newcomer students enrolled in the High School Newcomer English Learner (EL) Mentor Program. The EL Mentor Program located at our six comprehensive high schools provides weekly opportunities for peer mentor support and weekly after-school sessions to practice English. English Language Development students who attend 80% of the after-school sessions, do the required work on Rosetta Stone, and interact two times per week with their mentors, earn a \$250 scholarship in the fall (January) and in the spring (June). The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of \$44,000 are available in the Newcomer Budget through the approved CalNew Grant. Contact person: Kim Mecum, telephone 457-3731.

A-10, APPROVE Agreement with Education & Leadership Foundation to Support Winter Camps 2021

Included in the Board binders is a request to approve an agreement with Education and Leadership Foundation. Education & Leadership Foundation (ELF) has agreed to provide professional development, coaching, and staffing for the Fresno Unified Elementary Winter Camp sites with 100 staff members for eight hours per day. ELF staff will be trained in and will implement Science, Technology, Engineering and Mathematics (STEM) curriculum to students in grades four through six. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of \$314,468 are available in the Extended Learning budget. Contact person: Kim Mecum, telephone 457-3731.

A-11, APPROVE Two Agreements with Leadership Associates

Human Resources is requesting the approval of two agreements with Leadership Associates to conduct an executive search for the positions of Chief Academic Officer and Chief of Staff. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of \$42,000 are available in the Human Resources budget. Contact person: Paul Idsvoog, telephone 457-3548.

A. CONSENT AGENDA - continued

A-12, APPROVE Amendment to the Agreement with Delta Health Systems

Included in the Board binders is an amendment to the agreement with Delta Health Systems, regarding medical claims administration services provided to the district in support of its self-funded medical plan and eligibility, premium disbursement, and reconciliation services for the Kaiser (HMO) plan. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the estimated annual amount of \$2,812,670 are available in the Health Internal Service Fund. Contact person: Santino Danisi, telephone 457-6226.

A-13, APPROVE Amendment Five to the Agreement with Elixir Rx Solutions, LLC

Included in the Board binders is amendment five to the agreement with Elixir Rx Solutions, LLC, previously Envision Pharmaceutical Services, related to Prescription Benefit Management (PBM) services. Elixir Rx Solutions, LLC currently provides PBM services on behalf of the district's active employees, early retirees, and their respective eligible dependents. The Superintendent recommends approval. Fiscal impact: Annual estimated cost of \$327,690 is available in the Internal Service Health Fund. Contact person: Santino Danisi, telephone 457-6226.

A-14, APPROVE Amendment Six to the Agreement with London Medical Management

Included in the Board binders is amendment six to the agreement with London Medical Management to provide out-of-network medical claims cost reduction services. The Superintendent recommends approval. Fiscal impact: Annual estimated cost of \$95,000 is available in the Internal Service Health Fund. Contact person: Santino Danisi, telephone 457-6226.

A-15, APPROVE Renewal Agreement with Origami Risk, LLC

Included in the board binders is a renewal agreement with Origami Risk, LLC for continued use of the Origami Risk Management Information System (RMIS). Origami's RMIS is the existing claims management software used to process and report workers' compensation and general liability claims. The Superintendent recommends approval. Fiscal impact: The average annual cost of approximately \$96,293 is available in the Internal Service Liability Fund. Contact person: Santino Danisi, telephone 457-6226.

A-16, APPROVE Amendment Two to the Agreement with Pinnacle Training Systems, LLC

Included in the Board Binders is amendment two to the agreement with Pinnacle Training Systems, LLC, expanding the criteria to determine eligibility for personal training and behavior modification services. The Superintendent recommends approval. Fiscal impact: Annual estimated cost of \$20,086 is available in the Internal Service Health Fund. Contact person: Santino Danisi, telephone 457-6226.

A. CONSENT AGENDA - continued

A-17, APPROVE Amendment to the Five-Year Agreement for the Department of General Services/Office of Administrative Hearings to Continue Services

Included in the Board binders is an amendment for Department of General Services / Office of Administrative Hearings (OAH) agreement. The request is to increase the five-year contract amount by \$102,000 to account for increased services of Administrative Law Judges, and case management for the purpose of conducting dismissal hearings pursuant to Government Code section 27727. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of \$102,00 are available in the Human Resources budget. Contact person: Paul Idsvoog, telephone 457-3548.

A-18, APPROVE Independent Contractor Service Agreement for HeliosEd and Approve Retiree Contract Agreement with Benedict J. Atitya to Provide Extra Support to the Human Resources Department

Human Resources is requesting the approval of the Independent Contractor Service Agreement for HeliosEd and included in the Board binders and recommended for approval is a Retiree Contract with Benedict J. Atitya. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of \$208,346 are available in the Human Resources budget. Contact person: Paul Idsvoog, telephone 457-3548.

A-19, APPROVE Educator Effectiveness Block Grant Plan

Included in the Board binders is a plan for approval for Fresno Unified to provide professional learning for teachers, administrators, paraprofessionals, and classified staff that will promote educator equity, quality, and effectiveness. Funds can be used for coaching, mentoring, programs, practices, and strategies that lead to the acceleration of student learning. The Superintendent recommends approval. Fiscal impact: Sufficient funds in the amount of \$18,186,921 are available in the Educator Effectiveness Block Grant budget. Contact person: Kim Mecum, telephone 457-3731.

A-20, RATIFY Amendment to the Agreement with Forensic Analytical Consulting Services

Included in the Board binders is an amendment to the agreement with Forensic Analytical Consulting Services for environmental health consulting and support services related to COVID-19. The Superintendent recommends ratification. Fiscal impact: Sufficient funds in the amount of \$25,000 are available in the district's Liability Internal Service Fund. Contact person: Santino Danisi, telephone 457-6226.

**END OF CONSENT AGENDA
(ROLL CALL VOTE)**

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. Any individual who has not had an opportunity to address the Board during this initial thirty (30) minute period may do so at the end of the meeting after the Board has addressed all remaining items on this agenda. Without taking action and only as expressly permitted by Board Bylaw 9323, Board members may ask questions, make brief announcements, or provide a brief response to statements presented by the public about topics raised in unscheduled oral communications. Board members must be recognized by the President in order to speak and will generally be limited to no more than one (1) minute each for this purpose. The Board President shall have the discretion to further limit Board members' opportunity to speak on topics raised in unscheduled oral communications to ensure the orderly and efficient conduct of district business.

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.

B. CONFERENCE/DISCUSSION AGENDA

***7:00 P.M.**

B-21, PRESENT and DISCUSS Plans for Engagement Related to the Local Control and Accountability Plan

The Local Control and Accountability Plan (LCAP) outlines the district goals, actions, and expenditures planned for improving student outcomes. Critical to the development of the plan is engagement of district educational partners to seek input and feedback on the district's plan for elevating student success. The presentation will include an update from staff regarding the district's planned outreach efforts as well as informing the Board of new LCAP requirements for the upcoming school year. Fiscal impact: All actions outlined in the Local Control and Accountability Plan are funded with General Fund resources, which include the Local Control Funding Formula funds. Contact person: Santino Danisi, telephone 457-6226.

B. CONFERENCE/DISCUSSION AGENDA - continued

***7:30 P.M.**

B-22, 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: David Chavez, telephone 457-3566.

***7:45 P.M.**

B-23, DISCUSS and APPROVE Nominations to California School Boards Association's Delegate Assembly

Each year, member boards elect representatives to the California School Boards Association's Delegate Assembly. The Delegate Assembly is a vital link in the Association's governance and sets the general policy direction. Delegates elected in 2022 will serve a two-year term beginning April 01, 2022. There are two required Delegate Assembly meetings each year; in 2022, the dates are May 21-22 and November 29-30. Nominations and biographical sketch forms for CSBA's Delegate Assembly are being accepted until Friday, January 07, 2022. The Board President recommends approval. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: David Chavez, telephone 457-3566.

C. RECEIVE INFORMATION & REPORTS

C-24, RECEIVE Proposed Revisions for Board Policies

Included in the Board binders are proposed revisions for the following three Board Policies (BP):

- BP 6151 Class Size
- BP 6152 Elementary and Secondary Parameters for Developing Thematic Schools and/or Schools of Choice (Delete)
- BP 6152 Class Assignment (NEW)

These revisions meet the legal mandates recommended by the California School Boards Association and best practices. The items will be brought back for approval at a future Board meeting. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: David Chavez, telephone 457-3566.

C. RECEIVE INFORMATION & REPORTS - continued

C-25, RECEIVE the 2022 List of Board Member Committees and Organizations

Included in the Board binders is a list of committees and organizations to which Board Members are appointed each year. Board Member appointment to committees and organizations will be back for consideration in January 2022. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: David Chavez, telephone 457-3566.

BOARD/SUPERINTENDENT COMMUNICATION

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 REGULAR MEETING
WEDNESDAY, JANUARY 05, 2022 BOARD WORKSHOP
WEDNESDAY, JANUARY 12, 2022

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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: Paul Idsvoog
Chief of Human Resources/Labor Relations

SUPERINTENDENT APPROVAL:

Paul Idsvoog

Robert M. Nelson

Fresno Unified School District

REVISED 12/13/2021

Date: December 15, 2021

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 2021-2022.

ELECTIONS

Certificated Personnel

Baird	Jamie	Coach, Literacy	Teacher Development	11/29/2021
Brown	Eneshia	Teacher, Elementary	Winchell Elementary	11/5/2021
Mello	Alexander	Teacher, High School, eLearn Academy	eLearn Academy	11/29/2021
Williams	Mikala	Teacher, Middle School	Sequoia Middle School	11/29/2021

Classified Personnel

Acosta	Ciara	Specialist, Human Resources	Human Resources	11/22/2021
Eldred	Kristi	Assistant, School Office	Bullard High School	12/1/2021
Flores	Jenoeva	Specialist, Chd Wel & Attnd II	Prevention And Intervention	12/6/2021
Hernandez	Louanna	Nutrition Services Assistant	Food Services	11/29/2021
Lopez Ruiz	Yesenia	Paraprof, After Schl/Ext Day	Summer School	12/6/2021
Montes Casillas	Araceli	Paraprof, After Schl/Ext Day	Manchester Gate	11/29/2021
Morikawa	Kelly	Assistant, School Office	Bullard Talent 7-8	11/29/2021
Quintanilla Benitez	Maria	Assistant, School Office	Cesar Chavez Adult School	11/29/2021
Saechao	Nancy	Paraprof, Child Development	Wolters Elementary	11/29/2021
Sanchez	William	Assistant, Campus Safety	Heaton Elementary	11/29/2021
Taylor	Ashley	Buyer II	Purchasing Department	12/1/2021
Williams	Essence	Paraprof, Moderate/Severe	Greenberg Elementary	11/29/2021
Yang	Pa	Paraprof, Child Development	Early Learning Center	12/13/2021

Management Certificated

Aldana	Monica	Clinical School Social Worker	Prevention And Intervention	12/6/2021
Baber	Sera	Counselor, School	Roosevelt High School	12/6/2021
Castro	Yadira	Counselor, School	Fresno High School	12/6/2021
Cloney	Sandra	Counselor, School	Design Science High School	12/6/2021
Das	Divya	Counselor, School	Ahwahnee Middle School	12/6/2021
Garza	Jose	Manager I, Prev & Intervention	Prevention And Intervention	12/1/2021
Infante Cuevas	Maria	Counselor, School	Sunnyside High School	12/6/2021
Jackson	Kimberly	Counselor, School	Edison High School	12/6/2021
Lara	Raquel	Counselor, School	Hoover High School	12/6/2021

RESIGNATIONS OR RETIREMENTS

Certificated Personnel

Boles	Breanna	Teacher, Elementary	Daily Elementary	7/27/2021
Castro	Carissa	Teacher, Elementary	Ayer Elementary	12/10/2021
Cobb	Emilie	Specialist, Resource, SP ED	Calwa Elementary	7/31/2021
Feldman	Eric	Teacher, Elementary	Mayfair Elementary	7/31/2021
Fleming	Sofia	Teacher, Elementary	Daily Elementary	7/31/2021
Gradoville	Mark	Teacher, Senior High	Roosevelt High School	1/9/2022

Hansen	Priscilla	Nurse	Health Services	10/1/2021
Houseman	Shelly	Teacher, Elementary	Daily Elementary	7/31/2021
Kess Farmer	Jennifer	Teacher, Elementary	McCardle Elementary	7/31/2021
Quintana	Anicia	Clinical School Social Worker	Prevention And Intervention	7/2/2021
Sanders	Todd	Teacher, Middle School	Sequoia Middle School	11/26/2021
Schwantes	Jill	Teacher, Elementary	Yokomi Elementary	7/31/2021
Schwartz Doyle	William	Teacher, Middle School	Yosemite Middle School	8/9/2021
Wages	Marianne	Teacher	Fresno Adult	11/26/2021
Williams	Deborah	Teacher, Je Young Academic	Independent Study	7/31/2022

Classified Personnel

Forbes	Christopher	Paraprof, Moderate/Severe	Special Ed	3/1/2022
Isidoro	Biriana	Paraprof, Moderate/Severe	Storey Elementary	12/17/2021
Nila-Lima	Jose	Custodian	Hoover High School	10/29/2021
Stovall	Daniel	Technician, Libr Media-Middle	Baird	11/30/2021
Yang	Xengteng	Custodian	Greenberg Elementary	2/2/2022

Management Certificated

Racicchio	Deena	Psychologist, School	Special Ed	12/31/2021
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Management Classified

Duke	Jason	Executive Director	Maintenance & Operations	2/28/2022
Ruben	Reginald	Director	Transportation	2/28/2022

PROMOTIONS

Classified Personnel

Carrillo	Vangelina	Secretary, Administrative III	Comm Info	12/8/2021
Huerta	Jose	Assistant, Campus Safety	Edison-Computech 7-8	12/8/2021
Juarez	Alyssa	Paraprof, Mild/Moderate	Mayfair Elementary	12/8/2021
Moreno	Christine	Payroll Specialist	Payroll Department	12/6/2021

Management Certificated

Castellon	Ydelisa	Vice Principal III	Hoover High School	12/6/2021
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Management Classified

Sevel	Aaron	Analyst II	Equity and Access	12/1/2021
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Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Position and Adopt New Job Description for Fresno Teachers Association Trades Unit for the position of Lead – Filter Changer and the Revised Fresno Teachers Association Trades Unit – Trades Hourly Salary Schedule

ITEM DESCRIPTION: Included in the Board binders is the following:

Approve position and Adopt New Job Description for FTA-Trades for the position of Lead – Filter Changer, and the Revised FTA – Trades Hourly Salary Schedule in accordance with collaborative discussions. The reason for bringing the revised current FTA-Trades Hourly Salary Schedule for approval is to provide a publicly available Board approved salary schedule as required by CalSTRS and CalPERS regulations. The salary schedule identifies the job description and position title for every employee position, the pay rate for each identified position and indicates the time base.

This position is designated Classified, non-exempt.

FINANCIAL SUMMARY: There are available funds in the Maintenance and Operations budget at this time.

PREPARED BY: Manjit Atwal,
Manjit Atwal

DIVISION: Human Resources
PHONE NUMBER: (559) 457-3501

CABINET APPROVAL: Paul Idsvoog,
Chief Human Resources

SUPERINTENDENT APPROVAL:

Paul Idsvoog

Robert M. Nelson

FRESNO UNIFIED SCHOOL DISTRICT
Position Description

TITLE:	Lead - Filter Changer	REPORTS TO:	Assigned Supervisor
DEPARTMENT:	Maintenance	CLASSIFICATION:	Classified
FLSA:	Non-Exempt	WORK YEAR:	261 Days
BOARD APPROVAL:		SALARY:	FTA – Trades Hourly Salary Schedule Grade M-72

Basic Function:

Perform a variety of unskilled and semi-skilled maintenance work on school facilities, building facilities, and equipment, and perform preventative maintenance and replace filters on air handling equipment. Perform duties as a working lead, coordinating filter changer work while providing hands-on participation in preventative maintenance and replacement of filters on air handling equipment.

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.)

Prioritize work and perform a variety of unskilled and semi-skilled maintenance work on school facilities, building facilities, and Heating, Ventilation and Air Conditioning (HVAC) equipment. *E*

Leads, directs, participates in, and provides insight into the maintenance and improvements of unskilled and semi-skilled maintenance work on District facilities, and HVAC units. *E*

Change filters, lubricate, oil and perform preventative maintenance on HVAC units. *E*

Drive a pickup truck, flatbed or van to transport trash, building supplies, materials; load and unload vehicle. *E*

Operate and maintain a variety of hand and power tools. *E*

Assist in establishing preventive maintenance schedules, recommend priorities of maintenance projects. *E*

Prepare and maintain routine records and inventory. *E*

Perform related duties as assigned.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school and two years' experience in general maintenance and repair work on HVAC equipment.

LICENSES AND OTHER REQUIREMENTS:

Valid California driver's license; successfully pass a Class B Physical exam.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Rules, regulations and policies pertaining to the maintenance of facilities.

Safe working methods and procedures.

ABILITY TO:

Appropriately use tools and equipment common to HVAC filtration systems.

Operate and properly maintain tools and equipment used in HVAC filtration systems.

Plan and organize work.

Provide work direction to others.

Prepare routine reports and records.

Understand and follow oral and written directions.

Work cooperatively with others.

Observe legal and defensive driving practices.

WORKING CONDITIONS:

ENVIRONMENT:

Indoor and outdoor environment; driving a vehicle to conduct work; regular exposure to fumes, dust and odors; seasonal heat and cold or adverse weather conditions.

PHYSICAL ABILITIES:

Standing and walking for extended periods of time; bending at the waist; pushing and pulling maintenance supplies and equipment; lifting and moving heavy objects; reaching overhead, above the shoulders and horizontally; climbing ladders, stairs, scaffolding and ramps; dexterity of hands and fingers to operate hand and power tools.

HAZARDS:

Working on ladders or scaffolding; fumes from paints and solvents; working in confined areas; working around asbestos.

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

FTA-TRADES Hourly Salary Schedule

2021-2022

Effective July 1, 2021

FTA-TRADES Hourly-Salary-Schedule

Grade	Title	Job Code	(Step 18)
M15	Laborer - HVAC - Filter Changer	M026	\$30.4431
M15	Laborer - Maintenance	M027	\$30.4431
M18	Irrigation Specialist	M016	\$28.9102
M21	Floor Covering Worker	M019	\$37.2383
M24	Equipment Operator I	M028	\$34.2483
M27	Roofer	M013	\$30.5641
M30	Painter	M010	\$39.0201
M39	Equipment Operator II	M029	\$38.0538
M46	Electrician	M004	\$38.7875
M46	Electronics Services Specialist	M015	\$38.7875
M46	Telecommunications Technician	M017	\$38.7875
M49	Glazier	M005	\$44.2154
M69	Boiler/Heating Equipment Mechanic	M007	\$41.3035
M69	HVAC & Refrigeration Mechanic	M008	\$41.3035
M69	Plumber	M012	\$41.3035

FTA-TRADES Lead Hourly Salary Schedule

Grade	Title	Job Code	Hrly Rate (Step 18)
M22	Lead Floor Covering Worker	M030	\$39.1003
M23	Lead HVAC & Refrigeration Mechanic	M033	\$43.3686
M33	Lead Roofer	M014	\$32.0923
M36	Lead Painter	M011	\$40.9711
M47	Lead Electronics Services Specialist	M031	\$40.7269
M61	Lead Irrigation Specialist	M038	\$30.3557
M62	Lead Glazier	M040	\$46.4261
M64	Lead Electrician	M039	\$40.7269
M65	Lead Equipment Operator II	M041	\$39.9565
M68	Lead Plumber	M043	\$43.3686
M70	Lead Mobile Maintenance	M045	\$48.8821
M72	Lead Filter Changer	M046	\$31.9653

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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: Approve 2021/22 Classified Hourly, Classified Food Services, Classified Operations, Confidential, Fresno Teachers Association (FTA) – Trades, International Association of Machinists and Aerospace Workers (IAMAW) Crafts, Supervisory, Fresno Area Substitute Teachers Association (FASTA), 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 Schedules

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

- 2021/22 Classified Food Services Hourly Salary Schedule
- 2021/22 Classified Hourly Salary Schedule
- 2021/22 Classified Operations Hourly Salary Schedule
- 2021/22 Confidential Hourly Salary Schedule
- 2021/22 Fresno Teachers Association (FTA) -Trades Hourly Salary Schedule
- 2021/22 International Association of Machinists and Aerospace Workers (IAMAW) Crafts Hourly Salary Schedule
- 2021/22 Supervisory Hourly Salary Schedule
- 2021/22 Fresno Area Substitute Teachers Association (FASTA) Certificated Substitutes Daily Salary Schedule
- 2021/22 Additional Service Pay Schedule
- 2021/22 Supplemental Services Contracts Schedule
- 2021/22 Certificated Management Monthly Salary Schedule 185 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 197 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 197 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 201 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 201 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 206 duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 206 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Designated Monthly Salary Schedule 207 Duty Days
- 2021/22 Certificated Management Designated Monthly Salary Schedule 211 Duty Days

- 2021/22 Certificated Management Monthly Salary Schedule 215 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 215 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Designated Monthly Salary Schedule 216 Duty Days
- 2021/22 Certificated Management Designated Monthly Salary Schedule 225 Duty Days
- 2021/22 Certificated Management Monthly Salary Schedule 261 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 197 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 201 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 206 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 215 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 261 Duty Days
- 2021/22 Certificated Management Monthly Salary Schedule Competitive and Negotiable 261 Duty Days
- 2021/22 Classified Management Monthly Salary Schedule Competitive and Negotiable 261 Duty Days
- 2021/22 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 188 Duty Days
- 2021/22 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 200 Duty Days
- 2021/22 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 207 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 188 Duty Days 8-hour Workday
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 188 Duty Days 8.5-hour Workday
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 194 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 195 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 200 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 203 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 204 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 217 Duty Days
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 188 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 189 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 194 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 195 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 196 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 197 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 198 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 203 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 207 Duty Days (8-hour Workday)

- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 215 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 217 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 195 Duty Days
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 196 Duty Days
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 197 Duty Days
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 198 Duty Days
- 2021/22 Schedule A - Career Technical Ed/Vocational Ed Teachers Annual Salary Schedule 188 Duty Days
- Schedule A - Junior Reserve Officers' Training Corps (JROTC) Instructors - Army Annual Salary Schedule 218 Duty Days
- 2021/22 Schedule A - Lori Ann Infant Center Annual Salary Schedule 200 Duty Days
- 2021/22 Schedule C - Child Development Center and Pace Teachers Annual Salary Schedule 197 Duty Days (8-hour Workday)
- 2021/22 Schedule C - Child Development Center and PACE Teachers Salary Schedule 261 Duty Days (8-hour Workday)
- 2021/22 Schedule C - Teachers on Special Assignment Child Development Center and PACE Annual Salary Schedule 195 Duty Days (8-hour Workday)
- 2021/22 Schedule C - Teachers on Special Assignment Child Development Center Annual Salary Schedule 261 Duty Days (8-hour Workday)
- 2021/22 Schedule D - Adult Education Hourly and Daily Salary Schedule 188 Duty Days
- 2021/22 Schedule D - Adult Education Hourly and Daily Salary Schedule 215 Duty Days
- Schedule R - Pre-Kindergarten Teachers Annual Salary Schedule 186 Duty Days
- 2021/22 Classified Y-Rated Salary Schedule

The reason for bringing the 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 is no fiscal impact to the district at this time.

PREPARED BY: Manjit Atwal,
Executive Director

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

CABINET APPROVAL: Paul Idsvoog,
Chief Human Resources/Labor Relations

Paul Idsvoog

SUPERINTENDENT APPROVAL:

Robert L. Nelson

FRESNO UNIFIED SCHOOL DISTRICT

Food Services Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
F01	Nutrition Services Assistant	F007	\$14.00	\$14.00	\$14.00	\$14.4336	\$15.1888
F03	Packaging Machine Operator	F004	\$14.00	\$14.00	\$14.4192	\$15.1888	\$15.9867
F05	Food Services Technician - Cesar Chavez Adult Education	F006	\$14.00	\$14.4192	\$15.1744	\$15.9723	\$16.8130
F07	Food Production Staging Technician Food Production Utility Technician	F014 F013	\$14.4050	\$15.1602	\$15.9581	\$16.7988	\$17.6821
F09	Nutrition Services Operator	F008	\$15.1602	\$15.9581	\$16.7846	\$17.6679	\$18.6084
F10	Food Service Operator Food Service Operator-Educ Center Nutrition Services Cook/Baker Nutrition Services Senior Assistant	F015 F003 F009 F005	\$15.5450	\$16.3570	\$17.2261	\$18.1240	\$19.0787
F20	Manager, Food Services Manager Manager, Food Services-Elementary Manager, Food Services-Middle	F001/F002 F001 F002	\$20.0189	\$21.0734	\$22.1848	\$23.3532	\$24.5785
F21	Nutrition Services Manager	F001/F002	\$20.5194	\$21.6002	\$22.7394	\$23.9370	\$25.1930

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 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G01	Noon-time Assistant	NTA2	\$14.00				
G18	Paraprof, PE/Athletics	W041	\$14.00	\$14.00	\$14.4919	\$15.1898	\$15.9627
G19	Office Clerk	W073	\$14.00	\$14.1163	\$14.8141	\$15.5656	\$16.3385
	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	\$14.00	\$14.4919	\$15.1898	\$15.9627	\$16.7572
	Paraprof, Resource Lab	W043					
G22	Mailroom Assistant	W054	\$14.4919	\$15.1898	\$15.9627	\$16.7572	\$17.6159
	School Office Assistant	W060					
G23	Early Childhood Food Service Asst	W068	\$14.8141	\$15.5656	\$16.3385	\$17.1972	\$18.0346
	Office Assistant II	W057					
	Paraprof, Computer Lab Asst I	W034					
	Paraprof, Mild/Moderate	W047					
	Paraprof, Visually Impaired	W050					
	School Readiness Facilitator	W108					
	School Readiness Facilitator-Hmong	W100					
	School Readiness Facilitator-Lao	W103					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G23	School Readiness Facilitator-Spanish	W106	\$14.8141	\$15.5656	\$16.3385	\$17.1972	\$18.0346
G24	Health Assistant	W020	\$15.1898	\$15.9627	\$16.7572	\$17.6159	\$18.5606
	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	\$15.5656	\$16.3385	\$17.1972	\$18.0346	\$18.9901
	Library Media Technician-Middle	W205					
	Paraprof, Moderate/Severe	W049					
G26	Account Clerk II	W070	\$15.9627	\$16.7572	\$17.6159	\$18.5606	\$19.4407
	Attendance Records Assistant	W011					
	Instructional Materials Asst II	W052					
	Library Media Technician-High School	W206					
	Medi-Cal Billing Technician	W246					
	Registrar Assistant	W158					
	Resource Counseling Assistant	W018					
	Resource Counseling Asst-Hmong	W014					
	Resource Counseling Asst-Lao	W016					
	Resource Counseling Asst-Spanish	W017					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G27	Categorical School Program Assistant	W235	\$16.3385	\$17.1972	\$18.0346	\$18.9901	\$19.9882
	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	\$16.7572	\$17.6159	\$18.5606	\$19.4407	\$20.4071
	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					
G29	Accounting Payroll Technician II	W184	\$17.1972	\$18.0346	\$18.9901	\$19.9882	\$20.9867
	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	\$17.6159	\$18.5606	\$19.4407	\$20.4071	\$21.4804
	Medical Lab Technician	W208					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G30	Paraeducator, Autism	W230	\$17.6159	\$18.5606	\$19.4407	\$20.4071	\$21.4804
	Paraeducator, Soc Emot Intervention	W231					
	Paraprof, Deaf/Hard of Hearing (Oral)	W063					
	Paraprof, Deaf/Hard of Hearing (Sign)	W064					
G31	Account Clerk III	W071	\$18.0346	\$18.9901	\$19.9882	\$20.9867	\$22.0065
	Assistant, Campus Safety	W061					
	School Office Manager Elementary	W140					
G32	Assessment Svcs Technician-Hmong	W009	\$18.5606	\$19.4407	\$20.4071	\$21.4804	\$22.5218
	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	\$18.9900	\$19.9882	\$20.9867	\$22.0065	\$23.1338
	Customer Service Representative	W174					
	High School Financial Technician	W200					
	Offset Press Operator	W149					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G34	Accounting Payroll Technician III	W185	\$19.4407	\$20.4071	\$21.4804	\$22.5219	\$23.6705
	Attendance Technician	W187					
	Budget Technician I	W190					
	Child Welfare & Attend Specialist I	W138					
	Facilities Project Technician	W237					
	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	\$19.9882	\$20.9867	\$22.0065	\$23.1338	\$24.2825
	Home Education Facilitator-Hmong	W093					
	Home Education Facilitator-Spanish	W096					
	Job Developer I	W079					
	Registrar	W157					
	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	\$20.4071	\$21.4804	\$22.5219	\$23.6705	\$24.9587
	Budget Technician II	W191					
	Child Welfare & Attend Specialist II	W165					
	Department Office Manager	W139					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G36	Grants Technician	W197	\$20.4071	\$21.4804	\$22.5219	\$23.6705	\$24.9587
	Help Desk Support Technician	W146					
	Staff Development Technician	W215					
G37	Disability/Retirement Technician	W171	\$20.9171	\$21.9615	\$23.0609	\$24.2128	\$25.4235
	Human Resources Data Specialist I	W172					
	Human Resources Specialist	W201					
	Workers' Comp Technician	W182					
G38	Technology Support Specialist I	W176	\$21.4396	\$22.5114	\$23.6360	\$24.8173	\$26.0570
G39	Operator, Computer II	W144	\$22.0065	\$23.1338	\$24.2825	\$25.5383	\$26.8157
	Education Audiologist Technician	W019					
	License Vocational Nurse	W198					
G40	Administrative Secretary II	W162	\$22.5551	\$23.7092	\$24.8920	\$26.1744	\$27.4851
G41	Architectural Drafting Specialist	W066	\$23.1338	\$24.2825	\$25.5383	\$26.8157	\$28.2651
	Media Technician/Driver	W219					
G42	Accountant I	W001	\$23.6705	\$24.9587	\$26.2362	\$27.5242	\$28.9197
	Educational Transcriber	W221					
	Employee Service Center Specialist	W248					
	Human Resources Data Specialist II	W173					
	Payroll Specialist	W249					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G43	Media Production Specialist	W180	\$24.2825	\$25.5383	\$26.8157	\$28.2651	\$29.6819
	Network Technician I	W192					
	Technology Support Specialist II	W232					
	Technical Specialist I	W239					
	Systems Technician I	W243					
G44	Community Education Specialist	W167	\$24.9587	\$26.2362	\$27.5242	\$28.9197	\$30.4655
	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	\$25.5383	\$26.8157	\$28.2651	\$29.6819	\$31.1311
	Speech Language Pathologist Assistant	W250					
	Mentoring Program Facilitator I	W252					
G46	Accountant II	W002	\$26.2362	\$27.5242	\$28.9197	\$30.4655	\$31.9470
	Student Attend Review Board Technician	W213					
	Mentoring Program Facilitator II	W253					
G47	Licensed Mental Health Clinician	W074	\$26.8867	\$28.2444	\$29.6561	\$31.1385	\$32.7414
G51	Network Technician II	W193	\$29.6819	\$31.1311	\$32.7414	\$34.3732	\$36.0907
	Software Developer I	W004					
	Systems Technician II	W244					
	Technical Specialist II	W229					
	Technology Support Specialist III	W247					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G53	DHH Cued Lang Transliterators Itinerant	W090	\$31.2273	\$32.7878	\$34.4279	\$36.1495	\$37.9562
	DHH Oral Interpreter Itinerant	W091					
	DHH Sign Interpreter Itinerant	W092					
G54	Software Developer II	W005	\$31.9470	\$33.5784	\$35.2642	\$37.0140	\$38.9569
G58	Network Technician III	W194	\$35.2642	\$37.0140	\$38.9569	\$40.9535	\$43.0039
	Software Developer III	W006					
	Technical Specialist III	W062					
	Web Administrator	W227					
	Systems Administrator	W238					
G59	Information System Specialist	W003	\$36.0907	\$37.9801	\$39.9016	\$41.9519	\$44.0774
	Software Engineer	W240					
G60	Database Administrator	W170	\$37.0269	\$38.8784	\$40.8229	\$42.8642	\$45.0076
	Systems Programmer	W154					
	Systems Engineer	W241					
G62	Network Security Specialist	W177	\$38.9569	\$40.9535	\$43.0039	\$45.1939	\$47.4374

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 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Y-rated Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G20	Paraprof, Instructional Asst	W037	\$14.0000	\$14.4919	\$15.1898	\$15.9627	\$16.7572
G24	Paraprof, Mild/Moderate	W047	\$15.1898	\$15.9627	\$16.7572	\$17.6159	\$18.5606
G28	Assistant, Office II	W057	\$16.7572	\$17.6159	\$18.5606	\$19.4407	\$20.4071
G32	Translator/Assessor Spanish Assistant, Office III	W225 W058	\$18.5606	\$19.4407	\$20.4071	\$21.4804	\$22.5218
G34	Attendance Records Assistant Program Eligibility Technician	W011 W072	\$19.4407	\$20.4071	\$21.4804	\$22.5219	\$23.6705
G35	Assistant, Campus Safety Home/School Liaison-Spanish Paraeducator, Community Based	W061 W125 W152	\$19.9882	\$20.9867	\$22.0065	\$23.1338	\$24.2825
G44	Child Welfare & Attend Specialist II	W165	\$24.9587	\$26.2362	\$27.5242	\$28.9197	\$30.4655

Year 2021-22

No pay change

Board approved PENDING

Page 1 of 1

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

FRESNO UNIFIED SCHOOL DISTRICT

Confidential Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
T34	Assistant, Benefits & Risk Mgmt Secretary II	C002 C004	\$21.0121	\$22.0621	\$23.1652	\$24.3231	\$25.5395
T36	Secretary, Administrative I	C006	\$22.0895	\$23.1927	\$24.3538	\$25.5613	\$26.8380
T40	Secretary, Administrative II Trustee Area Liaison*	C007 C012	\$24.2977	\$25.5122	\$26.7870	\$28.1274	\$29.5338
T46	Secretary, Administrative III	C008	\$28.2828	\$29.6894	\$31.1820	\$32.7819	\$34.4355
T48	Secretary, Executive to the Board of Educ Secretary, Executive to the Superintendent	C009 C010	\$29.6894	\$31.1820	\$32.7819	\$34.4355	\$36.2395
T54	Officer, Community Relations	C003	\$35.2556	\$37.0049	\$38.9475	\$40.9436	\$42.9935

*Not eligible for permanency or health and welfare benefits

Year 2021-22

No pay change

Board approved PENDING

ADDITIONAL SERVICE PAY SCHEDULE

1. ADDITIONAL SERVICE ASSIGNMENTS

1.1. REGULAR SUMMER SCHOOL SALARY

Starting with regular summer school for the 2015-2016 school year and for each year thereafter, regular summer school contracts shall be paid based on the bargaining unit member's hourly rate of pay.

1.2. SUPPLEMENTAL COMPENSATION FOR DISTRICT-ASSIGNED WORK

Effective July 1, ~~2020~~2021

\$39.20 per Hour

Supplemental compensation includes but is not limited to the following District assigned work:

- After school Collaboration
- After/before school Tutor
- Study Hall supervisor
- Nurse Lead

2. EXTRA PAY FOR EXTRA SERVICES PAY SCHEDULE

2.1. GENERAL CONDITIONS

2.1.1. No employee may hold identical contracts at any one time.

2.1.2. As a general rule EPES Contracts cannot be shared between two or more individuals. Should a school site need an exception in order to benefit the needs of the students or the program, a contract may be split equally between two individuals with prior approval obtained from both the school site administrator and the individuals.

2.1.3. The principal shall first seek applicants for these assignments from the on-site members of the bargaining unit.

2.1.4. For the first year of implementation, the right of the first refusal shall be given to that bargaining unit member who had directed that activity in the previous year and who in the judgment of the site principal, performed in a satisfactory manner. In the absence of such satisfactory judgment, the principal shall be free to select as follows:

1. Site applicant bargaining unit member
2. Other site bargaining unit member
3. Other qualified person

2.1.5. Extra Pay For Extra Services Coaching Placement Criteria

Step 1= Coaching with no experience in assigned sport

Step 2= Coaching with 1 year of experience in assigned sport in/out of district*

Step 3= Coaching with 2 years of experience in assigned sport in/out of district*

Step 4= Coaching with 3 years of experience in assigned sport in/out of district*
*Elementary or Middle School Experience= Equivalent pay step or next step higher

Extra Pay For Extra Services Activity Placement Criteria

Step 1= No experience in specific activity

Step 2= 1 year of experience in specific activity in/out of district*

Step 3= 2 years of experience in specific activity in/out of district*

Step 4= 3 years of experience in specific activity in/out of district*

*Elementary or Middle School Experience= Equivalent pay step or next step higher

2.1.6 All school site administrators/principals shall notify all bargaining unit members at the beginning of the first three quarters of each academic year of all Extra Pay For Extra Services (EPES) contracts that are open/unfilled at their school site; including Goal 2 opportunities.

2.2 **ELEMENTARY SCHOOL ACTIVITIES**

2.2.1 Employees who accept assignments by the principal to be responsible for any of the activities listed below will receive \$ 39.20 per hour effective July 1, 2020. The employee and principal must mutually agree upon the number of hours required for a specific activity. Lacking such agreement, the employee has the right to refuse the assignment.

Effective July 1, ~~2020-2021~~ the effective rate will be \$39.20.

ACTIVITY SCHEDULE:

- | | |
|--------------------------|----------------------------|
| 1. Noontime Activities | 8. Major Fund Raiser |
| 2. Student Council | 9. Talent Show |
| 3. Math Competition | 10. Field Day |
| 4. Spelling Competition | 11. Science Fair |
| 5. Peach Blossom Schools | 12. Special School Project |
| 6. Pep and Cheer | |
| 7. Dance Groups Schools | |

2.3

ELEMENTARY ATHLETICS

2.3.1 Employees will be paid **\$1,051.02** for each of the following activities:

Basketball-B	Flag Football	Track-B
Basketball-G	Softball- B	Track-G
Cross Country	Softball- G	Wrestling
Soccer- B	Soccer- G	Volleyball

2.4 **ELEMENTARY OUTDOOR EDUCATION CAMP**

2.4.1 Employees will be paid \$159.14 per night effective July 1, ~~2020~~ 2021 — limit one contract per class.

2.5 **ELEMENTARY TRAFFIC PATROL SUPERVISION**

Program I	1 1/2 to 2 hours per week	\$1,605.83/Maximum per year
Program II	2 to 2 1/2 hours per week	\$1,922.48/Maximum per year
Program III	2 1/2 to 3 hours per week	\$2,244.15/Maximum per year

3. EXTRA PAY AMOUNTS - MIDDLE SCHOOL ACTIVITIES

ATHLETICS			1st Year	2nd Year	3rd Year	4 th Year
Athletic Stipend	7-8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Baseball- B	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Baseball- B	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Basketball- B	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Basketball- B	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Basketball- G	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Basketball- G	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Cross Country- B&G	7-8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Football	7-8	(2)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Golf- B&G	7-8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Soccer- B	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Soccer- B	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Soccer- G	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Soccer- G	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Softball-G	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Softball-G	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Tennis-B&G	7-8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Track-B&G	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Track-B&G	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Volleyball-B	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Volleyball-B	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Volleyball-G	7	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Volleyball-G	8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Water Polo-B&G	7-8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Wrestling-B&G	7-8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Coed Lifetime Sports		(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Athletic Director		(1)	\$3,431.01	\$4,120.27	\$4,804.44	\$5,496.24
Athletic Director -Assistant		(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
STUDENT ACTIVITIES						
Campus Culture Director		(1)	\$3,431.01	\$4,120.27	\$4,804.44	\$5,496.24
Campus Culture Assistant		(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Campus Culture Minor Assistant		(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Pep/Cheer	7-8	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18

()Number inside indicates number of teachers in this category at one school.

3. **EXTRA PAY AMOUNTS - MIDDLE SCHOOL ACTIVITIES**

DEPARTMENT CHAIRS

Language Arts	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Math	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Physical Education	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Science	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Social Studies	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Special Education	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80

*Effective July 1, 2019, unit members shall begin earning year increases for Middle School Department Chair stipends starting at year 1.

ACADEMIC CLUBS with Competitions (See list of academic clubs below)

Academic Clubs with Competitions are defined as those student organizations that are academic in scope, field a team, and hold practices for the purpose of competing in a competition which is selected from an existing network of competitions, and sponsored by any of the following groups. District/State Offices of Education or Local/State/National Educational Associations

Academic Pentathlon	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
History Day	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Math Competition	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Music	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Science Fair	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Spelling Bee	(1)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80
Technology Competition	(1)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
Other Academic Competitions	(2)	\$1,447.17	\$1,737.13	\$2,055.05	\$2,362.80

() Number inside indicates number of teachers in this category at one school

4. **EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES**

ATHLETICS		1 ST Year	2 nd Year	3 rd Year	4 th Year
Athletic Director	(1)	\$5,129.98	\$5,819.25	\$6,503.42	\$7,200.29
Athletic Director-Assistant	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Badminton - G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Badminton - G Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Baseball - Head	(1)	\$4,613.68	\$5,297.84	\$5,984.58	\$6,663.64
Baseball- Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Baseball- J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Baseball- Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Basketball- B Head	(1)	\$4,613.68	\$5,297.84	\$5,984.58	\$6,663.64
Basketball- B Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Basketball- B J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Basketball- B Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Basketball- G Head	(1)	\$4,613.68	\$5,297.84	\$5,984.58	\$6,663.64
Basketball- G Assistant V	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Basketball- G J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Basketball- G Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Competitive Sport Cheer-	(1)				
G Head		\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Cross Country- B Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Cross Country- G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Cross Country- B & G	(1)				
Frosh		\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Football - Head	(1)	\$5,129.98	\$5,819.25	\$6,503.42	\$7,200.29
Football - Assistants	(8)	\$3,929.51	\$4,613.68	\$5,297.84	\$5,984.58
Football - Frosh	(2)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Golf - B Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Golf - G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Lacrosse - G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Lacrosse - G Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Soccer-B-Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Soccer-B Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Soccer-B J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Soccer-B Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Soccer-G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Soccer-G Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Soccer-G J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Soccer-G Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Softball-G Head	(1)	\$4,613.68	\$5,297.84	\$5,984.58	\$6,663.64
Softball-G Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Softball-G J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98

()Number inside indicates number of teachers in this category at one school.

4. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

ATHLETICS		1 st Year	2 nd Year	3 rd Year	4 th Year
Softball- G Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Swimming- B Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Swimming-G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Swimming-Assistant J.V. or	(1)				
Diving		\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Tennis-B Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Tennis-G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Tennis- B Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Tennis-G Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Track-B Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Track-G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Track Assistant	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Track-Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Unified Sport-Basketball	(2)				
(SPED/Gen Ed)		\$1,375.96	\$1,716.78	\$2,052.51	\$2,390.77
United Sport-Soccer	(2)				
(SPED/Gen Ed)		\$1,375.96	\$1,716.78	\$2,052.51	\$2,390.77
Unified Sport-Track	(2)				
(SPED/Gen Ed)		\$1,375.96	\$1,716.78	\$2,052.51	\$2,390.77
Volleyball-G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Volleyball-G Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Volleyball-G J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Volleyball-G Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Volleyball-B Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Volleyball-B Assistant V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Volleyball-B J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Volleyball-B Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Water Polo-B Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Water Polo-B J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Water Polo-G Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Water Polo-G J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Wrestling-Head	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Wrestling-J.V.	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Wrestling-Frosh	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98

()Number inside indicates number of teachers in this category at one school.

4. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

BAND		1 st Year	2 nd Year	3 rd Year	4 th Year
Band Director	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Band Assistant	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50
Band Specialty	(2)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
ORCHESTRA					
Orchestra	(1)	\$2,746.86	\$3,425.92	\$4,115.18	\$4,445.81
CADETS	(2)				
A Activities		\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
B Activities		\$2,044.88	\$2,746.86	\$3,425.92	\$4,115.18
C Activities		\$1,037.70	\$1,375.96	\$1,716.78	\$2,052.51
CLASS SPONSORS					
Freshman Class**	(1)	\$3,090.20	\$3,700.61	\$4,328.83	\$4,934.16
Sophomore Class**	(1)	\$3,090.20	\$3,700.61	\$4,328.83	\$4,934.16
Junior Class**	(1)	\$3,090.20	\$3,700.61	\$4,328.83	\$4,934.16
Senior Class**	(1)	\$3,090.20	\$3,700.61	\$4,328.83	\$4,934.16

**Contract may be split into (2) Co-Sponsor Contracts

DEPARTMENT CHAIRS					
Art	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
Career Technical Education	(1)				
World Language	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
Language Arts	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
Mathematics	(1)				
Music	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
Physical Education	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
Science** (if only one Science Chair) OR	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
**Natural Science (see asterisk if 2 Science Chairs)	OR (1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
**Physical Science (see asterisk if 2 Science Chairs)	OR (1)				
Social Science	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
Special Education	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
Nurse (As determined by health services)		\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45

*DEPARTMENT CHAIRS Effective—bargaining unit members currently receiving a Department Chair stipend for Natural Science, or Physical Science shall not be negatively impacted as a result of the 2017/18 revision to the EPES schedule so long as they continue to perform the duties and responsibilities in a satisfactory manner. Upon the relinquishment or release of the stipend of the employee, the stipend shall follow the most recent language of the Collective Bargaining Agreement and shall be paid accordingly.

**If a school site's Science Department determines that separate Department Chairs are necessary for both Natural Science and Physical Science, there will not be a single Science Department Chair, but two Chairs at the rate listed above.

()Number inside indicates number of teachers in this category at one school.

4. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

DRAMA FORENSICS		1st Year	2nd Year	3rd Year	4th Year
Drama-Head	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50
Drama-Assistant	(1)	\$2,390.77	\$3,077.48	\$3,766.74	\$4,445.81
Forensics-Head	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50
Forensics-Assistant	(1)	\$2,390.77	\$3,077.48	\$3,766.74	\$4,445.81
PEP GROUPS					
Pep/Cheer Head	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Pep/Cheer Assistant V.	(1)	\$1,546.38	\$2,227.99	\$2,528.12	\$3,194.49
Pep/Cheer J.V.	(1)	\$1,546.38	\$2,227.99	\$2,528.12	\$3,194.49
Pep/Cheer Frosh	(1)	\$1,375.96	\$1,716.78	\$2,052.51	\$2,390.77
PUBLICATIONS					
Publication/Media	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50
Yearbook	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50
VOCAL MUSIC					
Vocal Music Head	(1)	\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
Vocal Music Assistant	(1)	\$2,746.86	\$3,425.92	\$4,115.18	\$4,445.81
STUDENT ACTIVITIES					
Campus Culture Director	(1)	\$5,129.98	\$5,819.25	\$6,503.42	\$7,200.29
Campus Culture Assistant	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Campus Culture Minor Asst	(1)	\$1,444.64	\$1,734.59	\$2,052.51	\$2,357.70

()Number inside indicates number of teachers in this category at one school.

4. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

ACADEMIC CLUBS (See list of academic clubs below)

ACADEMIC CLUBS	(6)	\$2,477.25	\$3,021.52	\$3,573.43	\$4,115.18
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Academic Clubs are defined as those student organizations that are academic in scope, field a team, and/or hold practices or regular meetings for the purpose of participating in a sanctioned event or competition sponsored by District/County/State Offices of Education and/or Local State/National Educational Associations.

Academic Decathlon
Distributive Clubs of America
Future Business Leaders of America
Future Farmers of America
History Days
Junior Engineering & Technical Society (JETS)
Math Competition

Math, Engineering, Science Association (MESA)
Mock Trial
Model U.N. Program
Science Fair
Vocational Industrial Clubs of America

Other Club

Marimba Dancers (Roosevelt Only)	\$1,546.38	\$1,856.65	\$2,156.79	\$2,474.72
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Club Sponsors at senior high schools, who perform work equivalent to the regular rotational duties assigned senior high teachers, shall be excluded from such rotational duty.

()Number inside indicates number of teachers in this category at one school.

5. **EXTRA PAY AMOUNTS – ERMA DUNCAN POLYTECHNICAL
HIGH SCHOOL ACTIVITIES**

		1 st Year	2 nd Year	3 rd Year	4 th Year
All-Sports Director	(1)	\$2,472.17	\$3,016.44	\$3,565.82	\$4,107.55

CLASS SPONSORS

Freshman Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68
Sophomore Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68
Junior Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68
Senior Class**	(1)	\$4,934.16	\$5,082.18	\$5,234.65	\$5,391.68

**Contract may be split into (2) Co-Sponsor Contracts

STUDENT ACTIVITIES

Campus Culture Director	(1)	\$5,129.98	\$5,819.25	\$6,503.42	\$7,200.29
Campus Culture Assistant	(1)	\$4,115.18	\$4,796.80	\$5,483.50	\$6,154.97
Campus Culture Minor Asst	(1)	\$1,444.64	\$1,734.59	\$2,052.51	\$2,357.70

DEPARTMENT CHAIRSPERSON

Career Technical Education	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
World Language	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
Health Science/Medical	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
Language Arts	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
Mathematics	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
Physical Education	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45
Science	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
Social Science	(1)	\$4,071.95	\$4,443.27	\$4,822.25	\$5,191.04
Special Education	(1)	\$3,090.20	\$3,392.86	\$3,700.61	\$4,013.45

FORENSICS

Forensics-Head	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50
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PUBLICATIONS

Publication/Media	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50
Yearbook	(1)	\$3,425.92	\$4,115.18	\$4,796.80	\$5,483.50

()Number inside indicates number of teachers in this category at one school.

5. **EXTRA PAY AMOUNTS – ERMA DUNCAN POLYTECHNICAL**

HIGH SCHOOL ACTIVITIES

		1 st Year	2 nd Year	3 rd Year	4 th Year
ACADEMIC CLUBS AND COMPETITIONS (See list below)	(8)	\$2,472.17	\$3,016.44	\$3,565.82	\$4,107.55

Academic Clubs are defined as those student organizations that are academic in scope, field a team, and/or hold practices or regular meetings for the purpose of participating in a sanctioned event or competition sponsored by District/County/State Offices of Education and/or Local/State/National Educational Associations.

Academic Decathlon
Distributive Clubs of America
Future Business Leaders of America
Future Farmers of America
Math, Engineering, Science Association (MESA)
Model U.N. Program
Mock Trial
Science Fair
Vocational Industrial Clubs of America

		1 st Year	2 nd Year	3 rd Year	4 th Year
CADETS	(2)				
A Activities		\$3,077.48	\$3,766.74	\$4,445.81	\$5,129.98
B Activities		\$2,044.88	\$2,746.86	\$3,425.92	\$4,115.18
C Activities		\$1,037.70	\$1,375.96	\$1,716.78	\$2,052.51

()Number inside indicates number of teachers in this category at one school.

FRESNO UNIFIED SCHOOL DISTRICT
 Certificated Substitutes
 2020-2021 Daily Salary Schedule
 Effective July 1, 2021

FASTA Rates

Daily Rate	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Number of Days
Tier 1	\$ 126.99	\$ 130.80	\$ 134.72	\$ 134.72	\$ 134.72	1-50
Tier 2	\$ 146.37	\$ 150.76	\$ 155.28	\$ 155.28	\$ 155.28	>50
Long term / Hard to Fill / Designated Schools	\$ 153.68	\$ 158.29	\$ 163.04	\$ 163.04	\$ 163.04	

Half -Day Rate	2017-2018	2018-2019	2019-2020	2020-2021		Number of Days
Tier 1	\$ 63.50	\$ 65.40	\$ 67.36	\$ 67.36	\$ 67.36	1-50
Tier 2	\$ 73.19	\$ 75.38	\$ 77.64	\$ 77.64	\$ 77.64	>50
Long term / Hard to Fill / Designated Schools	\$ 76.84	\$ 79.15	\$ 81.52	\$ 81.52	\$ 81.52	

FRESNO UNIFIED SCHOOL DISTRICT

FTA-TRADES Hourly Salary Schedule

2021-2022

Effective July 1, 2021

FTA-TRADES Hourly-Salary-Schedule

Grade	Title	Job Code	Hrly Rate (Step 18)
M15	Laborer - HVAC - Filter Changer	M026	\$29.2722
M15	Laborer - Maintenance	M027	\$29.2722
M18	Irrigation Specialist	M016	\$27.7983
M21	Floor Covering Worker	M019	\$35.8061
M24	Equipment Operator I	M028	\$32.9311
M27	Roofer	M013	\$29.3886
M30	Painter	M010	\$37.5193
M39	Equipment Operator II	M029	\$36.5902
M46	Electrician	M004	\$37.2957
M46	Electronics Services Specialist	M015	\$37.2957
M46	Telecommunications Technician	M017	\$37.2957
M49	Glazier	M005	\$42.5148
M69	Boiler/Heating Equipment Mechanic	M007	\$39.7149
M69	HVAC & Refrigeration Mechanic	M008	\$39.7149
M69	Plumber	M012	\$39.7149

FTA-TRADES Lead Hourly Salary Schedule

Grade	Title	Job Code	Hrly Rate (Step 18)
M22	Lead Floor Covering Worker	M030	\$37.5964
M23	Lead HVAC & Refrigeration Mechanic	M033	\$41.7006
M33	Lead Roofer	M014	\$30.8580
M36	Lead Painter	M011	\$39.3953
M47	Lead Electronics Services Specialist	M031	\$39.1605
M61	Lead Irrigation Specialist	M038	\$29.1882
M62	Lead Glazier	M040	\$44.6405
M64	Lead Electrician	M039	\$39.1605
M65	Lead Equipment Operator II	M041	\$38.4197
M68	Lead Plumber	M043	\$41.7006
M70	Lead Mobile Maintenance	M045	\$47.0020
M72	Lead Filter Changer	M046	\$30.7358

Year 2021-22

No pay change

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

IAMAW CRAFTS Hourly-Salary-Schedule

2021-2022

Effective July 1, 2021

IAMAW CRAFTS Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M12	Vehicle Utilities Worker	IAMAW Local 653	M025	\$31.9341
M51	Vehicle/Equipment Mechanic	IAMAW Local 653	M009	\$39.9125
M57	Carpenter	UB Local 1109	M001	\$44.7638
M57	Locksmith	UB Local 1109	M006	\$44.7638
M58	Concrete Worker/Finisher	OPCM Local 300	M003	\$39.8713
M60	Metal Trades II	UA Local 246	M018	\$41.5914

IAMAW CRAFTS Lead Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M52	Lead Vehicle/Equipment Mechanic	IAMAW Local 653	M032	\$41.9081
M63	Lead Carpenter	UB Local 1109	M002	\$47.0020
M67	Lead Metal Trades II	UA Local 246	M042	\$43.6710
M70	Lead Locksmith	UB Local 1109	M044	\$47.0020

Union:

UA Local 246: United Association of Journeymen & Apprentices of Plumbing & Pipefitters

UB Local 1109: United Brotherhood of Carpenters and Joiners of America

OPCM Local 300: Operative Plasterers and Cement Masons

IAMAW Local 653: International Association of Machinists and Aerospace Workers

Year 2021-22

No pay change

Board approved PENDING

Page 1 of 1

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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	\$5,962.03	\$6,260.12	\$6,573.04	\$6,901.72	\$7,246.86

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.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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	\$7,349.40	\$7,716.81	\$8,102.55	\$8,507.95	\$8,933.03
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Vice Principal I	E189					
E21	Social Worker, School	E152	\$6,348.76	\$6,666.18	\$6,999.40	\$7,349.40	\$7,716.93

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

Annual \$500 for B.A. + 90*

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Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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	\$6,736.95	\$7,073.74	\$7,427.33	\$7,798.95	\$8,188.61
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Vice Principal I	E189					
E21	Social Worker, School	E152	\$5,819.70	\$6,110.66	\$6,416.12	\$6,736.95	\$7,073.85

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

Annual \$500 for B.A. + 90*

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

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Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Head Counselor	E062	\$7,873.50	\$8,267.06	\$8,680.70	\$9,114.41	\$9,569.82
	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	\$7,498.63	\$7,873.50	\$8,267.06	\$8,680.70	\$9,114.41
	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.

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Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Head Counselor	E062	\$7,217.37	\$7,578.14	\$7,957.31	\$8,354.87	\$8,772.34
	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	\$6,873.74	\$7,217.37	\$7,578.14	\$7,957.31	\$8,354.87
	School Counselor - Site	E060					

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

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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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Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District**Certificated Management Monthly Salary Schedule 2021-2022**

Effective July 1, 2021

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	\$9,164.20	\$9,622.52	\$10,103.77	\$10,608.93	\$11,139.34
E27	Principal II	E145	\$8,896.64	\$9,341.13	\$9,807.88	\$10,298.53	\$10,813.80
	Principal II on Special Assignment	E146					
E26	Vice Principal III	E191	\$8,472.71	\$8,896.64	\$9,341.13	\$9,807.88	\$10,298.53
	Vice Principal III on Special Assignment	E192					
E25	Manager II, - Special Education/Principal I	E062	\$8,069.36	\$8,472.71	\$8,896.64	\$9,341.13	\$9,807.88
	Manager II, Regional Instructional	E222					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	\$7,685.16	\$8,069.36	\$8,472.71	\$8,896.64	\$9,341.13

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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Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District**Certificated Management Monthly Salary Schedule 2021-2022**

Effective July 1, 2021

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	\$8,400.52	\$8,820.65	\$9,261.79	\$9,724.85	\$10,211.06
E27	Principal II	E145	\$8,155.25	\$8,562.71	\$8,990.55	\$9,440.32	\$9,912.65
	Principal II on Special Assignment	E146					
E26	Vice Principal III	E191	\$7,766.65	\$8,155.25	\$8,562.71	\$8,990.55	\$9,440.32
	Vice Principal III on Special Assignment	E192					
E25	Manager II, - Special Education/Principal I	E062	\$7,396.91	\$7,766.65	\$8,155.25	\$8,562.71	\$8,990.55
	Manager II, Regional Instructional	E222					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	\$7,044.73	\$7,396.91	\$7,766.65	\$8,155.25	\$8,562.71

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*

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Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E24	Vice Principal I	E189	\$7,722.47	\$8,108.53	\$8,513.84	\$8,939.83	\$9,386.48
	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.

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B. MENTOR/LEADERSHIP COACH INCREMENT

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C. CHALLENGING ASSIGNMENT INCENTIVE

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Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Vice Principal II	E190	\$8,265.22	\$8,678.36	\$9,112.58	\$9,567.86	\$10,045.93

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.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E28	Principal III	E147	\$9,564.58	\$10,042.92	\$10,545.19	\$11,072.42	\$11,626.01
	Principal III on Special Assignment	E215					
E27	Principal II on Special Assignment	E146	\$9,285.33	\$9,749.24	\$10,236.38	\$10,748.47	\$11,286.25
E26	Manager III, Special Education Programs and Services	E124	\$8,842.88	\$9,285.33	\$9,749.24	\$10,236.38	\$10,748.47
	Vice Principal III on Special Assignment	E192					
E25	Manager II - Specialized Programs	E245	\$8,421.90	\$8,842.88	\$9,285.33	\$9,749.24	\$10,236.38
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	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	\$8,020.92	\$8,421.90	\$8,842.88	\$9,285.33	\$9,749.24
	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	\$7,638.94	\$8,020.92	\$8,421.90	\$8,842.88	\$9,285.33
	School Social Worker	E152					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

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.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E28	Principal III	E147	\$8,767.53	\$9,206.01	\$9,666.43	\$10,149.72	\$10,657.18
	Principal III on Special Assignment	E215					
E27	Principal II on Special Assignment	E146	\$8,511.55	\$8,936.80	\$9,383.35	\$9,852.76	\$10,345.73
E26	Manager III, Special Education Programs and Services	E124	\$8,105.97	\$8,511.55	\$8,936.80	\$9,383.35	\$9,852.76
	Vice Principal III on Special Assignment	E192					
E25	Manager II - Specialized Programs	E245	\$7,720.08	\$8,105.97	\$8,511.55	\$8,936.80	\$9,383.35
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	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	\$7,352.51	\$7,720.08	\$8,105.97	\$8,511.55	\$8,936.80
	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	\$7,002.36	\$7,352.51	\$7,720.08	\$8,105.97	\$8,511.55
E21	School Social Worker	E152	\$6,351.44	\$6,669.00	\$7,002.36	\$7,352.51	\$7,720.19

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

Management 215 Duty Days (12 Month/July 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

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.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 2 of 2

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E27	Principal II	E145	\$9,328.51	\$9,794.59	\$10,283.99	\$10,798.46	\$11,338.74

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.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E28	Principal III	E147	\$9,175.32	\$9,634.20	\$10,116.03	\$10,621.80	\$11,152.86

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.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District**Certificated Management Monthly Salary Schedule 2021-2022**

Effective July 1, 2021

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	\$13,367.99	\$14,071.50	\$14,812.20	\$15,591.81	\$16,412.43
	Chief Financial Officer	E260					
E32	Chief Engagement and External Partnerships Officer	E259	\$12,046.19	\$12,648.51	\$13,280.99	\$13,945.06	\$14,642.31
	Instructional Superintendent, School Curriculum	E225					
	Instructional Superintendent, School Leadership	E224					
E31	Assistant Superintendent, Early Learning	E246	\$10,803.76	\$11,343.96	\$11,911.19	\$12,506.77	\$13,132.11
	Assistant Superintendent, EL Program and Services	E202					
	Assistant Superintendent, School Leadership	E203					
	Assistant Superintendent, Special Education Services	E177					
E30	Principal V	E226	\$10,176.74	\$10,685.57	\$11,219.85	\$11,780.84	\$12,369.90
E29	Administrator, Leadership Development	E009	\$9,549.66	\$10,026.96	\$10,528.55	\$11,054.72	\$11,607.59
	Executive Director, Special Education	E233					
	Principal IV	E148					
	Principal IV on Special Assignment	E216					
E27	Director, Health Services	E076	\$9,026.22	\$9,477.17	\$9,950.71	\$10,448.54	\$10,971.31
	Director, Instructional Media Services	E080					
	Director, Instructional Support	E070					
	Director, School Choice	E087					
	Director, SELPA	E091					
E26	Manager III, Athletics	E110	\$8,596.07	\$9,026.22	\$9,477.17	\$9,950.71	\$10,448.54
	Manager III, Community Family Engagement Network	E112					
	Manager III, Early Childhood Education	E114					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 2

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Manager II, Social Emotional Support	E028	\$8,186.82	\$8,596.07	\$9,026.22	\$9,477.17	\$9,950.71
	Manager II, Special Education	E212					
	Manager II, State and Federal Programs	E056					
E24	Manager I (General)	E258	\$7,797.08	\$8,186.82	\$8,596.07	\$9,026.22	\$9,477.17

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 248 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.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management 261 Monthly Salary Schedule

Competitive and Negotiable ~~2020-2021~~ 2021-2022

Effective July 1, 2021

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>	<u>Neg Step</u>
E158	Superintendent	Neg	\$26,471.65
E138	Chief Academic Officer*	Neg	\$19,462.60
E270	Deputy Superintendent	Neg	\$19,462.60

All above salary include the ~~lesser of consumer price index or the~~ percentage salary increase negotiated with the bargaining units. ~~through July 1, 2019~~

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*

*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

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Classified Management Daily Salary Schedule 2021-2022

Effective July 1, 2021

Management 197 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E24	Manager I, Program	E123	\$410.37	\$430.89	\$452.43	\$475.06	\$498.80
E13	Specialist, Behavioral Intervention	E230	\$239.94	\$251.93	\$264.52	\$277.75	\$291.62

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 2021-2022

Effective July 1, 2021

Management 201 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Manager II (General)	E211	\$430.89	\$452.43	\$475.06	\$498.80	\$523.72

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 2021-2022

Effective July 1, 2021

Management 206 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Manager II (General)	E211	\$430.89	\$452.43	\$475.06	\$498.80	\$523.72
	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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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 2021-2022

Effective July 1, 2021

Management 215 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E26	Manager III (General)	E223	\$452.43	\$475.06	\$498.80	\$523.72	\$549.92
E25	Manager II (General) Manager II, Specialized Programs	E211 E245	\$430.89	\$452.43	\$475.06	\$498.80	\$523.72
E24	Manager I, Program	E123	\$410.37	\$430.89	\$452.43	\$475.06	\$498.80
E23	Occupational Therapist Physical Therapist	E186 E253	\$390.83	\$410.37	\$430.89	\$452.43	\$475.06
E22	Coordinator II, Career Education	E207	\$372.22	\$390.83	\$410.37	\$430.89	\$451.64

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.

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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 2021-2022**

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E33	Chief Equity and Access	E200	\$614.62	\$646.97	\$681.02	\$716.86	\$754.59
	Chief Executive	E236					
	Chief Financial Officer	E260					
	Chief Operational Services	E169					
	Senior Executive	E227					
E32	Chief Engagement and External Partnership Officer	E259	\$553.85	\$581.54	\$610.62	\$641.15	\$673.21
	Chief Information Officer	E139					
	Chief of Staff (General)	E221					
	Chief Technology Officer	E179					
E31	Assistant Superintendent	E159	\$496.72	\$521.56	\$547.64	\$575.02	\$603.78
	Assistant Superintendent, Operational Services	E161					
	Deputy Executive (General)	E208					
E30	Executive Officer, District & School Accountability & Improvement	E104	\$467.90	\$491.29	\$515.86	\$541.65	\$568.73
	Executive Officer, School Leadership	E105					
	Executive Officer (General)	E220					
E29	Administrator (General)	E195	\$439.06	\$461.01	\$484.07	\$508.26	\$533.68
	Administrator, Human Resources / Labor Relations	E007					
	Executive Director (General)	E210					
	Executive Director, Constituent Services	E003					
	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	\$415.00	\$435.73	\$457.50	\$480.39	\$504.43
	Director, Benefits and Risk Management	E066					
	Director, Career Readiness	E067					
	Director, Fiscal Services	E073					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District**Classified Management Daily Salary Schedule 2021-2022**

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E27	Director, Food Services	E074					
	Director, Human Resources	E079					
	Director, Transportation	E093					
E26	Administrative Analyst	E015	\$395.22	\$415.00	\$435.73	\$457.50	\$480.39
	Administrative Analyst, Research, Evaluation & Assessment	E194					
	Manager III (General)	E223					
	Manager III, Technology Services	E113					
E25	Manager II (General)	E211	\$376.41	\$395.22	\$415.00	\$435.73	\$457.50
	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, Special Education	E212					
	Manager II, Student Conduct Hearing	E154					
	Manager II, Specialized Programs	E245					
E24	Business Operations Manager (General)	E213	\$358.49	\$376.41	\$395.22	\$415.00	\$435.73
	Manager I, Applications Development and Support	E170					
	Ombudsman	E143					
	Manager I, (General)	E258					
	Manager I, Program	E123					
E23	Executive Assistant to Superintendent	E024	\$341.42	\$358.49	\$376.41	\$395.22	\$415.00
E22	Coordinator II, Technology Support Services	E172	\$325.16	\$341.42	\$358.49	\$376.41	\$394.53
	Project Manager (General)	E214					
	Project Manager, Facilities	E122					
	Project Maintenance & Operations Manager	E256					

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Classified Management Daily Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E21	Analyst II, Accounting/Payroll	E199	\$309.68	\$325.16	\$341.42	\$358.49	\$376.41
	Analyst II (General)	E198					
	Analyst II, Fiscal Services	E017					
E20	Coordinator I, Benefits	E032	\$294.93	\$309.68	\$325.16	\$341.42	\$358.49
	Coordinator I, Energy Management	E232					
E19	Coordinator I, Purchasing	E127	\$280.88	\$294.93	\$309.68	\$325.16	\$341.42
	Coordinator I, Workers' Compensation	E175					
E18	Analyst I, Workers' Compensation	E019	\$267.50	\$280.88	\$294.93	\$309.68	\$325.16
	Coordinator I, Warehouse Services	E133					
E17	Analyst I, Fiscal Services	E016	\$254.89	\$267.50	\$280.88	\$294.93	\$309.68
	Analyst I (General)	E218					
	Analyst I, Information Systems	E197					
	Analyst I, Human Resources	E018					
	District Supervisor II, Food Services	E117					
	Supervisor, Environmental Services	E173					
E16	District Supervisor II, Energy Educator	E135	\$242.63	\$254.75	\$267.50	\$280.88	\$294.93
E15	Athletic Trainer (Certified)	E229	\$231.08	\$242.63	\$254.75	\$267.50	\$280.88
	District Supervisor I, Food Services	E116					
	District Supervisor I, Risk Management Claims	E209					
	Nutritionist	E136					

Fresno Unified School District

Classified Management Daily Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E13	District Supervisor I, Custodial Services	E030	\$209.60	\$220.07	\$231.08	\$242.63	\$254.75
	District Supervisor I, Graphic Services	E174					

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 248 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
Classified Management 261 Daily Salary Schedule
Competitive and Negotiable 2021-2022
Effective July 1, 2021

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>	<u>Neg Step</u>
E167	Deputy Superintendent	Neg	\$945.48
E180	Chief Human Resources/Labor Relations	Neg	\$791.65
E260	Chief Financial Officer	Neg	\$777.78

All above salary include the ~~lesser of consumer price index or the percentage salary increase negotiated with the bargaining units.~~ through July 1, 2019

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*

*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

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Nurses and Speech Language Pathologists ~~185-188~~* 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
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Non-Credentialed Nurses/SLPs

0	\$53,084.05	\$55,960.13	\$58,836.22	\$61,712.00	\$63,408.82
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Full-Credentialed Nurses/SLPs

1**	\$55,960.13	\$58,836.22	\$61,712.00	\$64,588.24	\$66,371.19
2	\$58,836.22	\$61,712.00	\$64,588.24	\$67,464.32	\$69,333.56
3	\$61,712.00	\$64,588.24	\$67,464.32	\$70,340.40	\$72,295.93
4	\$64,588.24	\$67,464.32	\$70,340.40	\$73,216.19	\$75,258.15
5	\$67,464.32	\$70,340.40	\$73,216.19	\$76,092.28	\$78,220.66
6	\$70,340.40	\$73,216.19	\$76,092.28	\$78,985.53	\$81,355.16
7	\$73,216.19	\$76,092.28	\$78,985.53	\$82,063.04	\$84,524.72
8		\$78,985.53	\$82,063.04	\$85,140.11	\$87,694.44
9			\$85,140.11	\$88,217.77	\$90,864.30
10				\$91,295.13	\$94,033.87

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%	\$1,460.72	\$92,755.85	\$95,538.41
12	3.20%	\$2,921.44	\$94,216.58	\$97,042.96
13	4.80%	\$4,382.17	\$95,677.30	\$98,547.50
14	6.40%	\$5,842.89	\$97,138.02	\$100,052.04
15	8.00%	\$7,303.61	\$98,598.74	\$101,556.58

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective-July 1, 2021

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

	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
Level (Step)					

Non-Credentialed Nurses

0	\$57,388.16	\$60,497.44	\$63,606.72	\$66,715.68	\$68,550.08
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Full-Credentialed Nurses

1**	\$60,497.44	\$63,606.72	\$66,715.68	\$69,825.12	\$71,752.64
2	\$63,606.72	\$66,715.68	\$69,825.12	\$72,934.40	\$74,955.20
3	\$66,715.68	\$69,825.12	\$72,934.40	\$76,043.68	\$78,157.76
4	\$69,825.12	\$72,934.40	\$76,043.68	\$79,152.64	\$81,360.16
5	\$72,934.40	\$76,043.68	\$79,152.64	\$82,261.92	\$84,562.88
6	\$76,043.68	\$79,152.64	\$82,261.92	\$85,389.76	\$87,951.52
7	\$79,152.64	\$82,261.92	\$85,389.76	\$88,716.80	\$91,378.08
8		\$85,389.76	\$88,716.80	\$92,043.36	\$94,804.80
9			\$92,043.36	\$95,370.56	\$98,231.68
10				\$98,697.44	\$101,658.24

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, 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%	\$1,579.16	\$100,276.60	\$103,284.77
12	3.20%	\$3,158.32	\$101,855.76	\$104,911.30
13	4.80%	\$4,737.48	\$103,434.92	\$106,537.84
14	6.40%	\$6,316.64	\$105,014.08	\$108,164.37
15	8.00%	\$7,895.80	\$106,593.24	\$109,790.90

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT
NEW

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Nurses

0	\$59,396.75	\$62,614.85	\$65,832.96	\$69,050.73	\$70,949.33
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Full-Credentialed Nurses

1**	\$62,614.85	\$65,832.96	\$69,050.73	\$72,269.00	\$74,263.98
2	\$65,832.96	\$69,050.73	\$72,269.00	\$75,487.10	\$77,578.63
3	\$69,050.73	\$72,269.00	\$75,487.10	\$78,705.21	\$80,893.28
4	\$72,269.00	\$75,487.10	\$78,705.21	\$81,922.98	\$84,207.77
5	\$75,487.10	\$78,705.21	\$81,922.98	\$85,141.09	\$87,522.58
6	\$78,705.21	\$81,922.98	\$85,141.09	\$88,378.40	\$91,029.82
7	\$81,922.98	\$85,141.09	\$88,378.40	\$91,821.89	\$94,576.31
8		\$88,378.40	\$91,821.89	\$95,264.88	\$98,122.97
9			\$95,264.88	\$98,708.53	\$101,669.79
10				\$102,151.85	\$105,216.28

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.*

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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%	\$1,634.43	\$103,786.28	\$106,899.74
12	3.20%	\$3,268.86	\$105,420.71	\$108,583.20
13	4.80%	\$4,903.29	\$107,055.14	\$110,266.66
14	6.40%	\$6,537.72	\$108,689.57	\$111,950.12
15	8.00%	\$8,172.15	\$110,324.00	\$113,633.58

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Operations Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
N25	Custodian	0003	\$15.9556	\$16.7582	\$17.6369	\$18.5371	\$19.5135
	Worker, Warehouse Trainee*	0030					
N27	Custodian, PE Male/Female	0006	\$16.7582	\$17.6369	\$18.5371	\$19.5135	\$20.5221
N30	Custodian, Lead	0029	\$18.1141	\$19.0362	\$19.9472	\$20.9668	\$22.0516
	Operator, Swimming Pool	0014					
	Worker, Grounds Maint I	0018					
N31	Coordinator, Plant I	0004	\$18.5652	\$19.4932	\$20.4674	\$21.4912	\$22.5651
N32	Specialist, Stadium Grounds	0016	\$18.8625	\$19.7629	\$20.7391	\$21.8237	\$22.9083
	Worker, Grounds Maint II	0019					
	Worker/Driver, Warehouse I	0024					
N33	Coordinator, Plant II	0005	\$19.3182	\$20.3486	\$21.3354	\$22.3769	\$23.4941
	Courier, District	0001					
	Driver, Bus	0009					
	Driver, Truck	0012					
N34	Operator, School Farm Lab	ZZ294	\$19.7629	\$20.7391	\$21.8237	\$22.9083	\$24.0690
	Worker, Grounds Maint III-Chipper Truck Operator	0020					
	Worker, Grounds Maint III-Gang Reel Mower Operator	0026					
	Worker, Warehouse/Freezer	0021					

Year 2021-22

No pay change

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Operations Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
N35	Courier, District II	0002	\$20.3486	\$21.3354	\$22.3769	\$23.4941	\$24.6872
	Driver, Relief Bus	0011					
	Manager, Auditorium Operations	0013					
	Worker/Driver, Warehouse II	0025					
N36	Worker, Grounds Maint IV - Aerator Tractor	0027	\$20.7391	\$21.8237	\$22.9083	\$24.0690	\$25.3705
	Worker, Grounds Maint IV - Line Burner	0022					
	Worker, Grounds Maint IV - Tractor Loader	0028					
	Worker, Grounds Maint IV - Tree Trimmer	0023					
N37	Driver, Senior Bus	0010	\$21.3354	\$22.3769	\$23.4941	\$24.6872	\$25.9670
N38	Scheduler, Transportation	0015	\$21.8237	\$22.9083	\$24.0690	\$25.3705	\$26.6613
N43	Dispatcher/Special Educ Dispatcher	0008	\$24.6683	\$25.9024	\$27.1975	\$28.5573	\$29.9853

*Warehouse Worker Driver Trainee to be upgraded to Warehouse Worker Driver I after completing one year and meeting the standard of expectations for the training period.

Year 2021-22

No pay change

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S35	Supervisor, Benefits	S017	\$20.3235	\$21.3095	\$22.3495	\$23.4653	\$24.6570	
S36	Supervisor, Department Office	S010	\$20.7135	\$21.8078	\$22.8911	\$24.0504	\$25.3504	
	Specialist, Facilities Dept	S013						
	Specialist, School Safety/Security	S015						
S37	Supervisor, School Food Services	S026	\$21.3095	\$22.3495	\$23.4653	\$24.6570	\$25.9461	
	Supervisor, Student Records	S042						
	Supervisor, Nutrition Center	S051						
S38	Supervisor, Plant High School	S039	\$21.8078	\$22.8911	\$24.0504	\$25.3504	\$26.6395	
	Supervisor, Shipping/Receiving	S041						
S39	Manager, School Office IV	S011	\$22.3512	\$23.4678	\$24.6417	\$25.8725	\$27.1678	
S41	Supervisor, Grounds Maintenance	S028	\$23.4653	\$24.6570	\$25.9461	\$27.2355	\$28.6979	
S42	Buyer I	S001	\$24.0504	\$25.3504	\$26.6395	\$27.9504	\$29.3912	
	Trainer-Bus Driver	S048						
S45	Buyer II	S002	\$25.9461	\$27.2355	\$28.6979	\$30.1496	\$31.6121	
	Supervisor, Warehouse Operations	S046						
S48	Supervisor, Media Services	S034	\$27.9504	\$29.3912	\$30.9078	\$32.4354	\$34.1038	
S50	Buyer III	S003	\$29.3912	\$30.9078	\$32.4354	\$34.1038	\$35.7939	
	Technician, Energy Management	S047						

Year 2021-22

No pay change

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S53	Supervisor, Grounds & Landscape	S029	\$31.6121	\$33.2480	\$34.9056	\$36.6281	\$38.5671	
	Supervisor, Operations-IMS	S036						
	Supervisor, Transport Operations	S045						
S56	Estimator, Planner-Electrical	S004	\$34.1038	\$35.7939	\$37.5813	\$39.5422	\$41.5898	
	Estimator, Planner-Mechanical	S005						
	Estimator, Planner-Structural	S006						
	Estimator, Planner-Technical	S007						
	Manager, Assistant, Project	S009						
S59	Supervisor, Telecommunications II	S044	\$36.6281	\$38.5671	\$40.5280	\$42.6081	\$44.7422	
	Scheduler, Work Control	S012						
S66	Supervisor, Building Trades - CRAFTS	S019						
S67	Supervisor, Building Trades - TRADES	S051						
S68	Supervisor, Bus Shop - CRAFTS	S020						\$52.3736
S69	Supervisor, Concrete - CRAFTS	S022						\$51.3673
S70	Supervisor, Lock Shop - CRAFTS	S032						\$46.6724
S71	Supervisor, Metal - CRAFTS	S035						\$46.6494
S72	Supervisor, Mobile Unit - CRAFTS	S049						\$52.3736

Year 2021-22

No pay change

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
								\$48.5995
S73	Supervisor, Electrical Trades - TRADES	S024						\$52.3736
S74	Supervisor, Electronics Shop - TRADES	S025						\$43.6349
S75	Supervisor, General Maintenance - TRADES	S027						\$43.6349
S76	Supervisor, HVAC & Refrigeration - TRADES	S030						\$42.8104
S77	Supervisor, Irrigation - TRADES	S031						\$46.4665
S78	Supervisor, Paint Shop - TRADES	S037						\$32.5239
S79	Supervisor, Plumber - TRADES	S040						\$43.8976
								\$46.4665

SUPPLEMENTAL SERVICE CONTRACTS

IDENTIFIED SERVICES AND RATES OF PAY

Pay Effective July 1, 2021

Extra Curricular	Pay Rate
Band Assistants	\$20.28 hr
Equipment Maintenance	\$400 hr
H.S. Athletics (per season)	Refer to Separate Salary Schedule
Game Management	\$14.00

Classified Services	Pay Rate
Classified Support (AVID Tutor)	\$14.00
Community ED Teacher (may be non-credentialed)	\$19.91 hr
Professional instructor (non-credentialed/expert in field)	\$19.91 hr
Babysitter (use object #2960)	\$14.00
Translator	\$15.18

Drama /Play (with or without students)	Pay Rate
Costumer Designer/Builder Instructor	\$19.91 hr
Director Instructor	\$19.91 hr
Light/Sound Technician Instructor	\$19.91 hr
Make-up Instructor	\$19.91 hr
Set Design and Construction Instructor	\$19.91 hr

Year 2021-22

No pay change

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers and Librarians ~~185~~ 188* 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
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Non-Credentialed Teachers/Librarians

0	\$48,711.25	\$51,633.97	\$54,556.70	\$57,479.12	\$59,203.46
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Full-Credentialed Teachers/Librarians

1**	\$51,633.97	\$54,556.70	\$57,479.12	\$60,401.99	\$62,213.86
2	\$54,556.70	\$57,479.12	\$60,401.99	\$63,324.72	\$65,224.27
3	\$57,479.12	\$60,401.99	\$63,324.72	\$66,247.44	\$68,234.68
4	\$60,401.99	\$63,324.72	\$66,247.44	\$69,169.86	\$71,244.93
5	\$63,324.72	\$66,247.44	\$69,169.86	\$72,092.59	\$74,255.49
6	\$66,247.44	\$69,169.86	\$72,092.59	\$75,015.31	\$77,265.74
7	\$69,169.86	\$72,092.59	\$75,015.31	\$77,938.03	\$80,276.15
8		\$75,015.31	\$77,938.03	\$80,860.60	\$83,286.41
9			\$80,860.60	\$83,783.48	\$86,296.96
10				\$86,706.05	\$89,307.22

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%	\$1,387.30	\$88,093.35	\$90,736.13
12	3.20%	\$2,774.59	\$89,480.64	\$92,165.05
13	4.80%	\$4,161.89	\$90,867.94	\$93,593.97
14	6.40%	\$5,549.19	\$92,255.24	\$95,022.88
15	8.00%	\$6,936.48	\$93,642.54	\$96,451.80

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers and Librarians ~~185~~ 188* Duty Days (8.5 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
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Non-Credentialed Teachers/Librarians

0	\$51,755.70	\$54,861.10	\$57,966.49	\$61,071.57	\$62,903.67
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Full-Credentialed Teachers/Librarians

1**	\$54,861.10	\$57,966.49	\$61,071.57	\$64,177.12	\$66,102.23
2	\$57,966.49	\$61,071.57	\$64,177.12	\$67,282.51	\$69,300.79
3	\$61,071.57	\$64,177.12	\$67,282.51	\$70,387.91	\$72,499.34
4	\$64,177.12	\$67,282.51	\$70,387.91	\$73,492.98	\$75,697.74
5	\$67,282.51	\$70,387.91	\$73,492.98	\$76,598.37	\$78,896.46
6	\$70,387.91	\$73,492.98	\$76,598.37	\$79,703.77	\$82,094.85
7	\$73,492.98	\$76,598.37	\$79,703.77	\$82,809.16	\$85,293.41
8		\$79,703.77	\$82,809.16	\$85,914.39	\$88,491.81
9			\$85,914.39	\$89,019.95	\$91,690.52
10				\$92,125.18	\$94,888.92

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%	\$1,474.00	\$93,599.18	\$96,407.14
12	3.20%	\$2,948.01	\$95,073.19	\$97,925.37
13	4.80%	\$4,422.01	\$96,547.19	\$99,443.59
14	6.40%	\$5,896.01	\$98,021.19	\$100,961.81
15	8.00%	\$7,370.01	\$99,495.19	\$102,480.03

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$50,265.87	\$53,281.87	\$56,297.87	\$59,313.56	\$61,092.93
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Full-Credentialed Teachers/Librarians

1**	\$53,281.87	\$56,297.87	\$59,313.56	\$62,329.72	\$64,199.41
2	\$56,297.87	\$59,313.56	\$62,329.72	\$65,345.72	\$67,305.89
3	\$59,313.56	\$62,329.72	\$65,345.72	\$68,361.72	\$70,412.38
4	\$62,329.72	\$65,345.72	\$68,361.72	\$71,377.41	\$73,518.71
5	\$65,345.72	\$68,361.72	\$71,377.41	\$74,393.41	\$76,625.34
6	\$68,361.72	\$71,377.41	\$74,393.41	\$77,409.41	\$79,731.67
7	\$71,377.41	\$74,393.41	\$77,409.41	\$80,425.42	\$82,838.16
8		\$77,409.41	\$80,425.42	\$83,441.26	\$85,944.48
9			\$83,441.26	\$86,457.42	\$89,051.12
10				\$89,473.27	\$92,157.45

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/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%	\$1,431.57	\$90,904.84	\$93,631.97
12	3.20%	\$2,863.14	\$92,336.41	\$95,106.49
13	4.80%	\$4,294.72	\$93,767.98	\$96,581.01
14	6.40%	\$5,726.29	\$95,199.55	\$98,055.53
15	8.00%	\$7,157.86	\$96,631.13	\$99,530.05

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$50,524.97	\$53,556.52	\$56,588.06	\$59,619.30	\$61,407.84
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Full-Credentialed Teachers/Librarians

1**	\$53,556.52	\$56,588.06	\$59,619.30	\$62,651.00	\$64,530.34
2	\$56,588.06	\$59,619.30	\$62,651.00	\$65,682.55	\$67,652.83
3	\$59,619.30	\$62,651.00	\$65,682.55	\$68,714.10	\$70,775.33
4	\$62,651.00	\$65,682.55	\$68,714.10	\$71,745.34	\$73,897.67
5	\$65,682.55	\$68,714.10	\$71,745.34	\$74,776.88	\$77,020.32
6	\$68,714.10	\$71,745.34	\$74,776.88	\$77,808.43	\$80,142.66
7	\$71,745.34	\$74,776.88	\$77,808.43	\$80,839.98	\$83,265.16
8		\$77,808.43	\$80,839.98	\$83,871.37	\$86,387.50
9			\$83,871.37	\$86,903.08	\$89,510.15
10				\$89,934.47	\$92,632.49

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%	\$1,438.95	\$91,373.42	\$94,114.61
12	3.20%	\$2,877.90	\$92,812.37	\$95,596.73
13	4.80%	\$4,316.85	\$94,251.32	\$97,078.85
14	6.40%	\$5,755.81	\$95,690.27	\$98,560.97
15	8.00%	\$7,194.76	\$97,129.23	\$100,043.09

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$51,820.48	\$54,929.76	\$58,039.04	\$61,148.00	\$62,982.40
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Full-Credentialed Teachers/Librarians

1**	\$54,929.76	\$58,039.04	\$61,148.00	\$64,257.44	\$66,184.96
2	\$58,039.04	\$61,148.00	\$64,257.44	\$67,366.72	\$69,387.52
3	\$61,148.00	\$64,257.44	\$67,366.72	\$70,476.00	\$72,590.08
4	\$64,257.44	\$67,366.72	\$70,476.00	\$73,584.96	\$75,792.48
5	\$67,366.72	\$70,476.00	\$73,584.96	\$76,694.24	\$78,995.20
6	\$70,476.00	\$73,584.96	\$76,694.24	\$79,803.52	\$82,197.60
7	\$73,584.96	\$76,694.24	\$79,803.52	\$82,912.80	\$85,400.16
8		\$79,803.52	\$82,912.80	\$86,021.92	\$88,602.56
9			\$86,021.92	\$89,131.36	\$91,805.28
10				\$92,240.48	\$95,007.68

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%	\$1,475.85	\$93,716.33	\$96,527.80
12	3.20%	\$2,951.70	\$95,192.18	\$98,047.93
13	4.80%	\$4,427.54	\$96,668.02	\$99,568.05
14	6.40%	\$5,903.39	\$98,143.87	\$101,088.17
15	8.00%	\$7,379.24	\$99,619.72	\$102,608.29

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$52,597.79	\$55,753.71	\$58,909.63	\$62,065.22	\$63,927.14
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Full-Credentialed Teachers/Librarians

1**	\$55,753.71	\$58,909.63	\$62,065.22	\$65,221.30	\$67,177.73
2	\$58,909.63	\$62,065.22	\$65,221.30	\$68,377.22	\$70,428.33
3	\$62,065.22	\$65,221.30	\$68,377.22	\$71,533.14	\$73,678.93
4	\$65,221.30	\$68,377.22	\$71,533.14	\$74,688.73	\$76,929.37
5	\$68,377.22	\$71,533.14	\$74,688.73	\$77,844.65	\$80,180.13
6	\$71,533.14	\$74,688.73	\$77,844.65	\$81,000.57	\$83,430.56
7	\$74,688.73	\$77,844.65	\$81,000.57	\$84,156.49	\$86,681.16
8		\$81,000.57	\$84,156.49	\$87,312.25	\$89,931.60
9			\$87,312.25	\$90,468.33	\$93,182.36
10				\$93,624.09	\$96,432.80

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%	\$1,497.99	\$95,122.07	\$97,975.72
12	3.20%	\$2,995.97	\$96,620.06	\$99,518.64
13	4.80%	\$4,493.96	\$98,118.04	\$101,061.57
14	6.40%	\$5,991.94	\$99,616.03	\$102,604.49
15	8.00%	\$7,489.93	\$101,114.01	\$104,147.42

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$52,856.89	\$56,028.36	\$59,199.82	\$62,370.96	\$64,242.05
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Full-Credentialed Teachers/Librarians

1**	\$56,028.36	\$59,199.82	\$62,370.96	\$65,542.59	\$67,508.66
2	\$59,199.82	\$62,370.96	\$65,542.59	\$68,714.05	\$70,775.27
3	\$62,370.96	\$65,542.59	\$68,714.05	\$71,885.52	\$74,041.88
4	\$65,542.59	\$68,714.05	\$71,885.52	\$75,056.66	\$77,308.33
5	\$68,714.05	\$71,885.52	\$75,056.66	\$78,228.12	\$80,575.10
6	\$71,885.52	\$75,056.66	\$78,228.12	\$81,399.59	\$83,841.55
7	\$75,056.66	\$78,228.12	\$81,399.59	\$84,571.06	\$87,108.16
8		\$81,399.59	\$84,571.06	\$87,742.36	\$90,374.61
9			\$87,742.36	\$90,913.99	\$93,641.39
10				\$94,085.29	\$96,907.83

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%	\$1,505.36	\$95,590.65	\$98,458.36
12	3.20%	\$3,010.73	\$97,096.02	\$100,008.88
13	4.80%	\$4,516.09	\$98,601.38	\$101,559.41
14	6.40%	\$6,021.46	\$100,106.75	\$103,109.93
15	8.00%	\$7,526.82	\$101,612.11	\$104,660.46

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers and Librarians 217* 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
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Non-Credentialed Teachers/Librarians

0	\$56,225.22	\$59,598.79	\$62,972.36	\$66,345.58	\$68,335.90
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Full-Credentialed Teachers/Librarians

1**	\$59,598.79	\$62,972.36	\$66,345.58	\$69,719.32	\$71,810.68
2	\$62,972.36	\$66,345.58	\$69,719.32	\$73,092.89	\$75,285.46
3	\$66,345.58	\$69,719.32	\$73,092.89	\$76,466.46	\$78,760.24
4	\$69,719.32	\$73,092.89	\$76,466.46	\$79,839.68	\$82,234.84
5	\$73,092.89	\$76,466.46	\$79,839.68	\$83,213.25	\$85,709.79
6	\$76,466.46	\$79,839.68	\$83,213.25	\$86,586.82	\$89,184.40
7	\$79,839.68	\$83,213.25	\$86,586.82	\$89,960.39	\$92,659.17
8		\$86,586.82	\$89,960.39	\$93,333.78	\$96,133.78
9			\$93,333.78	\$96,707.53	\$99,608.73
10				\$100,080.92	\$103,083.33

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%	\$1,601.29	\$101,682.22	\$104,732.67
12	3.20%	\$3,202.59	\$103,283.51	\$106,382.00
13	4.80%	\$4,803.88	\$104,884.80	\$108,031.33
14	6.40%	\$6,405.18	\$106,486.10	\$109,680.67
15	8.00%	\$8,006.47	\$108,087.39	\$111,330.00

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule D: Adult Education ~~185~~ 188 Duty Days (~~7 hour workday~~)**Hourly Rates**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	48.3782	1.00	49.8216	1.03	51.2783	1.06
2	49.8216	1.03	51.2783	1.06	52.7352	1.09
3	51.2783	1.06	52.7352	1.09	54.1789	1.12
4	52.7352	1.09	54.1789	1.12	55.6357	1.15
5	54.1789	1.12	55.6357	1.15	57.0657	1.18

Daily Rates (7 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	338.65	1.00	348.75	1.03	358.95	1.06
2	348.75	1.03	358.95	1.06	369.15	1.09
3	358.95	1.06	369.15	1.09	379.25	1.12
4	369.15	1.09	379.25	1.12	389.45	1.15
5	379.25	1.12	389.45	1.15	399.46	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	387.03	1.00	398.57	1.03	410.23	1.06
2	398.57	1.03	410.23	1.06	421.88	1.09
3	410.23	1.06	421.88	1.09	433.43	1.12
4	421.88	1.09	433.43	1.12	445.09	1.15
5	433.43	1.12	445.09	1.15	456.53	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 2021-22

No pay change

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule D: Adult Education 215 Duty Days (7-hour workday)

Hourly Rates

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	48.3782	1.00	49.8216	1.03	51.2783	1.06
2	49.8216	1.03	51.2783	1.06	52.7352	1.09
3	51.2783	1.06	52.7352	1.09	54.1789	1.12
4	52.7352	1.09	54.1789	1.12	55.6357	1.15
5	54.1789	1.12	55.6357	1.15	57.0657	1.18

Daily Rates (7 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	338.65	1.00	348.75	1.03	358.95	1.06
2	348.75	1.03	358.95	1.06	369.15	1.09
3	358.95	1.06	369.15	1.09	379.25	1.12
4	369.15	1.09	379.25	1.12	389.45	1.15
5	379.25	1.12	389.45	1.15	399.46	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	387.03	1.00	398.57	1.03	410.23	1.06
2	398.57	1.03	410.23	1.06	421.88	1.09
3	410.23	1.06	421.88	1.09	433.43	1.12
4	421.88	1.09	433.43	1.12	445.09	1.15
5	433.43	1.12	445.09	1.15	456.53	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 2021-22

No pay change

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule C: Child Development Center & *PACE Teachers ~~194-197~~ 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	\$35,038.10	\$37,717.94	\$40,251.83	\$42,698.25	\$45,552.55
C-2	\$37,717.94	\$40,251.83	\$42,698.25	\$45,552.55	\$47,969.97
C-3	\$40,251.83	\$42,698.25	\$45,552.55	\$47,969.97	\$50,668.08
C-4	\$42,698.25	\$45,552.55	\$47,969.97	\$50,668.08	\$53,212.69
C-5		\$47,969.97	\$50,668.08	\$53,212.69	\$54,377.83
C-6			\$53,212.69	\$54,377.83	\$58,717.50
C-7				\$58,717.50	\$61,222.56
C-8					\$63,785.61
C-9					

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule C: Child Development Center & *PACE Teachers ~~194-197~~ 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	\$22.2323	\$23.9327	\$25.5405	\$27.0928	\$28.9039
C-2	\$23.9327	\$25.5405	\$27.0928	\$28.9039	\$30.4378
C-3	\$25.5405	\$27.0928	\$28.9039	\$30.4378	\$32.1498
C-4	\$27.0928	\$28.9039	\$30.4378	\$32.1498	\$33.7644
C-5		\$30.4378	\$32.1498	\$33.7644	\$34.5037
C-6			\$33.7644	\$34.5037	\$37.2573
C-7				\$37.2573	\$38.8468
C-8					\$40.4731
C-9					

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%	\$939.48	\$59,656.9800
12	3.20%	\$1,878.96	\$60,596.4600
13	4.80%	\$2,818.44	\$61,535.9400
14	6.40%	\$3,757.92	\$62,475.4200
15	8.00%	\$4,697.40	\$63,414.9000

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$45,510.88	\$48,991.58	\$52,282.89	\$55,460.62	\$59,168.07
C-2	\$48,991.58	\$52,282.89	\$55,460.62	\$59,168.07	\$62,308.01
C-3	\$52,282.89	\$55,460.62	\$59,168.07	\$62,308.01	\$65,826.50
C-4	\$55,460.62	\$59,168.07	\$62,308.01	\$65,826.50	\$69,117.81
C-5		\$62,308.01	\$65,826.50	\$69,117.81	\$70,631.19
C-6			\$69,117.81	\$70,631.19	\$76,267.96
C-7				\$76,267.96	\$79,521.69
C-8					\$82,850.80
C-9					

FRESNO UNIFIED SCHOOL DISTRICT

Basic Hourly Salary Schedule 2020

Effective July 1, 2020

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	\$21.7964	\$23.4634	\$25.0397	\$26.5616	\$28.3372
C-2	\$23.4634	\$25.0397	\$26.5616	\$28.3372	\$29.8410
C-3	\$25.0397	\$26.5616	\$28.3372	\$29.8410	\$31.5261
C-4	\$26.5616	\$28.3372	\$29.8410	\$31.5261	\$33.1024
C-5		\$29.8410	\$31.5261	\$33.1024	\$33.8272
C-6			\$33.1024	\$33.8272	\$36.5268
C-7				\$36.5268	\$38.0851
C-8					\$39.6795
C-9					

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	\$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

******* 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%	\$1,220.29	\$77,488.2457
12	3.20%	\$2,440.57	\$78,708.5331
13	4.80%	\$3,660.86	\$79,928.8204
14	6.40%	\$4,881.15	\$81,149.1077
15	8.00%	\$6,101.44	\$82,369.3951

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Career Technical Ed/Vocational Ed Teachers ~~185~~188* 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
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Non-Credentialed Teachers

0	\$48,711.25	\$51,633.97	\$54,556.70	\$57,479.12	\$59,203.46
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Full-Credentialed Teachers

1	\$51,633.97	\$54,556.70	\$57,479.12	\$60,401.99	\$62,213.86
2	\$54,556.70	\$57,479.12	\$60,401.99	\$63,324.72	\$65,224.27
3	\$57,479.12	\$60,401.99	\$63,324.72	\$66,247.44	\$68,234.68
4	\$60,401.99	\$63,324.72	\$66,247.44	\$69,169.86	\$71,244.93
5	\$63,324.72	\$66,247.44	\$69,169.86	\$72,092.59	\$74,255.49
6		\$69,169.86	\$72,092.59	\$75,015.31	\$77,265.74
7		\$72,092.59	\$75,015.31	\$77,938.03	\$80,276.15
8			\$77,938.03	\$80,860.60	\$83,286.41
9			\$80,860.60	\$83,783.48	\$86,296.96
10				\$86,706.05	\$89,307.22

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%	\$1,387.30	\$88,093.35	\$90,736.13
12	3.20%	\$2,774.59	\$89,480.64	\$92,165.05
13	4.80%	\$4,161.89	\$90,867.94	\$93,593.97
14	6.40%	\$5,549.19	\$92,255.24	\$95,022.88
15	8.00%	\$6,936.48	\$93,642.54	\$96,451.80

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~192~~ 195* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

Level (Step)	Class I (A01) BA + 30-44 units Semester 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
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Non-Credentialed Teachers

0	\$53,682.78	\$56,903.80	\$60,124.82	\$63,345.51	\$65,245.83
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Full-Credentialed Teachers

1**	\$56,903.80	\$60,124.82	\$63,345.51	\$66,566.69	\$68,563.48
2	\$60,124.82	\$63,345.51	\$66,566.69	\$69,787.71	\$71,881.13
3	\$63,345.51	\$66,566.69	\$69,787.71	\$73,008.73	\$75,198.79
4	\$66,566.69	\$69,787.71	\$73,008.73	\$76,229.42	\$78,516.27
5	\$69,787.71	\$73,008.73	\$76,229.42	\$79,450.44	\$81,834.09
6	\$73,008.73	\$76,229.42	\$79,450.44	\$82,671.46	\$85,151.58
7	\$76,229.42	\$79,450.44	\$82,671.46	\$85,892.48	\$88,469.23
8		\$82,671.46	\$85,892.48	\$89,113.33	\$91,786.71
9			\$89,113.33	\$92,334.52	\$95,104.53
10				\$95,555.37	\$98,422.02

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%	\$1,528.89	\$97,084.26	\$99,996.77
12	3.20%	\$3,057.77	\$98,613.14	\$101,571.52
13	4.80%	\$4,586.66	\$100,142.03	\$103,146.28
14	6.40%	\$6,115.54	\$101,670.92	\$104,721.03
15	8.00%	\$7,644.43	\$103,199.80	\$106,295.78

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~193~~ 196* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

Level (Step)	Class I (A01) BA + 30-44 units Semester 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
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Non-Credentialed Teachers

0	\$53,958.07	\$57,195.61	\$60,433.15	\$63,670.36	\$65,580.42
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Full-Credentialed Teachers

1**	\$57,195.61	\$60,433.15	\$63,670.36	\$66,908.06	\$68,915.09
2	\$60,433.15	\$63,670.36	\$66,908.06	\$70,145.60	\$72,249.76
3	\$63,670.36	\$66,908.06	\$70,145.60	\$73,383.14	\$75,584.42
4	\$66,908.06	\$70,145.60	\$73,383.14	\$76,620.34	\$78,918.92
5	\$70,145.60	\$73,383.14	\$76,620.34	\$79,857.88	\$82,253.75
6	\$73,383.14	\$76,620.34	\$79,857.88	\$83,095.42	\$85,588.25
7	\$76,620.34	\$79,857.88	\$83,095.42	\$86,332.95	\$88,922.92
8		\$83,095.42	\$86,332.95	\$89,570.32	\$92,257.42
9			\$89,570.32	\$92,808.03	\$95,592.25
10				\$96,045.40	\$98,926.75

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%	\$1,536.73	\$97,582.13	\$100,509.57
12	3.20%	\$3,073.45	\$99,118.85	\$102,092.40
13	4.80%	\$4,610.18	\$100,655.58	\$103,675.23
14	6.40%	\$6,146.91	\$102,192.31	\$105,258.06
15	8.00%	\$7,683.63	\$103,729.03	\$106,840.89

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~194~~ 197* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

	Class I (A01) BA + 30-44 units Semester 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
Level (Step)					

Non-Credentialed Teachers

0	\$54,233.37	\$57,487.43	\$60,741.48	\$63,995.20	\$65,915.02
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Full-Credentialed Teachers

1**	\$57,487.43	\$60,741.48	\$63,995.20	\$67,249.43	\$69,266.70
2	\$60,741.48	\$63,995.20	\$67,249.43	\$70,503.48	\$72,618.38
3	\$63,995.20	\$67,249.43	\$70,503.48	\$73,757.54	\$75,970.06
4	\$67,249.43	\$70,503.48	\$73,757.54	\$77,011.26	\$79,321.57
5	\$70,503.48	\$73,757.54	\$77,011.26	\$80,265.32	\$82,673.41
6	\$73,757.54	\$77,011.26	\$80,265.32	\$83,519.37	\$86,024.93
7	\$77,011.26	\$80,265.32	\$83,519.37	\$86,773.43	\$89,376.60
8		\$83,519.37	\$86,773.43	\$90,027.32	\$92,728.12
9			\$90,027.32	\$93,281.54	\$96,079.96
10				\$96,535.43	\$99,431.48

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. 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%	\$1,544.57	\$98,079.99	\$101,022.38
12	3.20%	\$3,089.13	\$99,624.56	\$102,613.28
13	4.80%	\$4,633.70	\$101,169.13	\$104,204.19
14	6.40%	\$6,178.27	\$102,713.69	\$105,795.09
15	8.00%	\$7,722.83	\$104,258.26	\$107,385.99

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~195~~ 198* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

	Class I (A01) BA + 30-44 units Semester 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
Level (Step)					

Non-Credentialed Teachers

0	\$54,508.67	\$57,779.24	\$61,049.82	\$64,320.05	\$66,249.61
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Full-Credentialed Teachers

1**	\$57,779.24	\$61,049.82	\$64,320.05	\$67,590.79	\$69,618.30
2	\$61,049.82	\$64,320.05	\$67,590.79	\$70,861.37	\$72,987.00
3	\$64,320.05	\$67,590.79	\$70,861.37	\$74,131.94	\$76,355.69
4	\$67,590.79	\$70,861.37	\$74,131.94	\$77,402.18	\$79,724.21
5	\$70,861.37	\$74,131.94	\$77,402.18	\$80,672.75	\$83,093.08
6	\$74,131.94	\$77,402.18	\$80,672.75	\$83,943.33	\$86,461.60
7	\$77,402.18	\$80,672.75	\$83,943.33	\$87,213.90	\$89,830.29
8		\$83,943.33	\$87,213.90	\$90,484.31	\$93,198.82
9			\$90,484.31	\$93,755.05	\$96,567.68
10				\$97,025.45	\$99,936.20

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	\$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

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%	\$1,552.41	\$98,577.86	\$101,535.18
12	3.20%	\$3,104.81	\$100,130.27	\$103,134.16
13	4.80%	\$4,657.22	\$101,682.68	\$104,733.14
14	6.40%	\$6,209.63	\$103,235.08	\$106,332.12
15	8.00%	\$7,762.04	\$104,787.49	\$107,931.10

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$56,484.32	\$59,873.44	\$63,262.55	\$66,651.32	\$68,650.82
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Full-Credentialed Teachers

1	\$59,873.44	\$63,262.55	\$66,651.32	\$70,040.61	\$72,141.61
2	\$63,262.55	\$66,651.32	\$70,040.61	\$73,429.72	\$75,632.40
3	\$66,651.32	\$70,040.61	\$73,429.72	\$76,818.84	\$79,123.19
4	\$70,040.61	\$73,429.72	\$76,818.84	\$80,207.61	\$82,613.80
5	\$73,429.72	\$76,818.84	\$80,207.61	\$83,596.72	\$86,104.77
6		\$80,207.61	\$83,596.72	\$86,985.84	\$89,595.38
7		\$83,596.72	\$86,985.84	\$90,374.95	\$93,086.17
8			\$90,374.95	\$93,763.89	\$96,576.79
9			\$93,763.89	\$97,153.18	\$100,067.76
10				\$100,542.12	\$103,558.37

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%	\$1,608.67	\$102,150.80	\$105,215.31
12	3.20%	\$3,217.35	\$103,759.47	\$106,872.24
13	4.80%	\$4,826.02	\$105,368.15	\$108,529.17
14	6.40%	\$6,434.70	\$106,976.82	\$110,186.11
15	8.00%	\$8,043.37	\$108,585.49	\$111,843.04

BoYear 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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) BA + 30-44 units Semester 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
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Non-Credentialed Teachers

0	\$51,820.48	\$54,929.76	\$58,039.04	\$61,148.00	\$62,982.40
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Full-Credentialed Teachers

1**	\$54,929.76	\$58,039.04	\$61,148.00	\$64,257.44	\$66,184.96
2	\$58,039.04	\$61,148.00	\$64,257.44	\$67,366.72	\$69,387.52
3	\$61,148.00	\$64,257.44	\$67,366.72	\$70,476.00	\$72,590.08
4	\$64,257.44	\$67,366.72	\$70,476.00	\$73,584.96	\$75,792.48
5	\$67,366.72	\$70,476.00	\$73,584.96	\$76,694.24	\$78,995.20
6	\$70,476.00	\$73,584.96	\$76,694.24	\$79,803.52	\$82,197.60
7	\$73,584.96	\$76,694.24	\$79,803.52	\$82,912.80	\$85,400.16
8		\$79,803.52	\$82,912.80	\$86,021.92	\$88,602.56
9			\$86,021.92	\$89,131.36	\$91,805.28
10				\$92,240.48	\$95,007.68

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 I (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 I (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%	\$1,475.85	\$93,716.33	\$96,527.80
12	3.20%	\$2,951.70	\$95,192.18	\$98,047.93
13	4.80%	\$4,427.54	\$96,668.02	\$99,568.05
14	6.40%	\$5,903.39	\$98,143.87	\$101,088.17
15	8.00%	\$7,379.24	\$99,619.72	\$102,608.29

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers on Special Assignment ~~185~~ 188* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

	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
Level (Step)					

Non-Credentialed Teachers

0	\$48,711.25	\$51,633.97	\$54,556.70	\$57,479.12	\$59,203.46
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Full-Credentialed Teachers

1**	\$51,633.97	\$54,556.70	\$57,479.12	\$60,401.99	\$62,213.86
2	\$54,556.70	\$57,479.12	\$60,401.99	\$63,324.72	\$65,224.27
3	\$57,479.12	\$60,401.99	\$63,324.72	\$66,247.44	\$68,234.68
4	\$60,401.99	\$63,324.72	\$66,247.44	\$69,169.86	\$71,244.93
5	\$63,324.72	\$66,247.44	\$69,169.86	\$72,092.59	\$74,255.49
6	\$66,247.44	\$69,169.86	\$72,092.59	\$75,015.31	\$77,265.74
7	\$69,169.86	\$72,092.59	\$75,015.31	\$77,938.03	\$80,276.15
8		\$75,015.31	\$77,938.03	\$80,860.60	\$83,286.41
9			\$80,860.60	\$83,783.48	\$86,296.96
10				\$86,706.05	\$89,307.22

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%	\$1,387.30	\$88,093.35	\$90,736.13
12	3.20%	\$2,774.59	\$89,480.64	\$92,165.05
13	4.80%	\$4,161.89	\$90,867.94	\$93,593.97
14	6.40%	\$5,549.19	\$92,255.24	\$95,022.88
15	8.00%	\$6,936.48	\$93,642.54	\$96,451.80

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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

	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
Level (Step)					

Non-Credentialed Teachers

0	\$48,970.35	\$51,908.62	\$54,846.89	\$57,784.86	\$59,518.37
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Full-Credentialed Teachers

1**	\$51,908.62	\$54,846.89	\$57,784.86	\$60,723.28	\$62,544.79
2	\$54,846.89	\$57,784.86	\$60,723.28	\$63,661.55	\$65,571.21
3	\$57,784.86	\$60,723.28	\$63,661.55	\$66,599.82	\$68,597.63
4	\$60,723.28	\$63,661.55	\$66,599.82	\$69,537.79	\$71,623.89
5	\$63,661.55	\$66,599.82	\$69,537.79	\$72,476.06	\$74,650.46
6	\$66,599.82	\$69,537.79	\$72,476.06	\$75,414.33	\$77,676.73
7	\$69,537.79	\$72,476.06	\$75,414.33	\$78,352.60	\$80,703.15
8		\$75,414.33	\$78,352.60	\$81,290.71	\$83,729.42
9			\$81,290.71	\$84,229.14	\$86,755.99
10				\$87,167.25	\$89,782.26

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%	\$1,394.68	\$88,561.93	\$91,218.77
12	3.20%	\$2,789.35	\$89,956.61	\$92,655.29
13	4.80%	\$4,184.03	\$91,351.28	\$94,091.81
14	6.40%	\$5,578.70	\$92,745.96	\$95,528.32
15	8.00%	\$6,973.38	\$94,140.63	\$96,964.84

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers on Special Assignment 194* Duty Days

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

	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
Level (Step)					

Non-Credentialed Teachers

0	\$50,265.87	\$53,281.87	\$56,297.87	\$59,313.56	\$61,092.93
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Full-Credentialed Teachers

1**	\$53,281.87	\$56,297.87	\$59,313.56	\$62,329.72	\$64,199.41
2	\$56,297.87	\$59,313.56	\$62,329.72	\$65,345.72	\$67,305.89
3	\$59,313.56	\$62,329.72	\$65,345.72	\$68,361.72	\$70,412.38
4	\$62,329.72	\$65,345.72	\$68,361.72	\$71,377.41	\$73,518.71
5	\$65,345.72	\$68,361.72	\$71,377.41	\$74,393.41	\$76,625.34
6	\$68,361.72	\$71,377.41	\$74,393.41	\$77,409.41	\$79,731.67
7	\$71,377.41	\$74,393.41	\$77,409.41	\$80,425.42	\$82,838.16
8		\$77,409.41	\$80,425.42	\$83,441.26	\$85,944.48
9			\$83,441.26	\$86,457.42	\$89,051.12
10				\$89,473.27	\$92,157.45

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%	\$1,431.57	\$90,904.84	\$93,631.97
12	3.20%	\$2,863.14	\$92,336.41	\$95,106.49
13	4.80%	\$4,294.72	\$93,767.98	\$96,581.01
14	6.40%	\$5,726.29	\$95,199.55	\$98,055.53
15	8.00%	\$7,157.86	\$96,631.13	\$99,530.05

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians ~~192-195~~* 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
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Non-Credentialed Teachers

0	\$53,682.78	\$56,903.80	\$60,124.82	\$63,345.51	\$65,245.83
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Full-Credentialed Teachers

1**	\$56,903.80	\$60,124.82	\$63,345.51	\$66,566.69	\$68,563.48
2	\$60,124.82	\$63,345.51	\$66,566.69	\$69,787.71	\$71,881.13
3	\$63,345.51	\$66,566.69	\$69,787.71	\$73,008.73	\$75,198.79
4	\$66,566.69	\$69,787.71	\$73,008.73	\$76,229.42	\$78,516.27
5	\$69,787.71	\$73,008.73	\$76,229.42	\$79,450.44	\$81,834.09
6	\$73,008.73	\$76,229.42	\$79,450.44	\$82,671.46	\$85,151.58
7	\$76,229.42	\$79,450.44	\$82,671.46	\$85,892.48	\$88,469.23
8		\$82,671.46	\$85,892.48	\$89,113.33	\$91,786.71
9			\$89,113.33	\$92,334.52	\$95,104.53
10				\$95,555.37	\$98,422.02

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%	\$1,528.89	\$97,084.26	\$99,996.77
12	3.20%	\$3,057.77	\$98,613.14	\$101,571.52
13	4.80%	\$4,586.66	\$100,142.03	\$103,146.28
14	6.40%	\$6,115.54	\$101,670.92	\$104,721.03
15	8.00%	\$7,644.43	\$103,199.80	\$106,295.78

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians ~~193-196~~* 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
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Non-Credentialed Teachers

0	\$53,958.07	\$57,195.61	\$60,433.15	\$63,670.36	\$65,580.42
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Full-Credentialed Teachers

1**	\$57,195.61	\$60,433.15	\$63,670.36	\$66,908.06	\$68,915.09
2	\$60,433.15	\$63,670.36	\$66,908.06	\$70,145.60	\$72,249.76
3	\$63,670.36	\$66,908.06	\$70,145.60	\$73,383.14	\$75,584.42
4	\$66,908.06	\$70,145.60	\$73,383.14	\$76,620.34	\$78,918.92
5	\$70,145.60	\$73,383.14	\$76,620.34	\$79,857.88	\$82,253.75
6	\$73,383.14	\$76,620.34	\$79,857.88	\$83,095.42	\$85,588.25
7	\$76,620.34	\$79,857.88	\$83,095.42	\$86,332.95	\$88,922.92
8		\$83,095.42	\$86,332.95	\$89,570.32	\$92,257.42
9			\$89,570.32	\$92,808.03	\$95,592.25
10				\$96,045.40	\$98,926.75

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%	\$1,536.73	\$97,582.13	\$100,509.57
12	3.20%	\$3,073.45	\$99,118.85	\$102,092.40
13	4.80%	\$4,610.18	\$100,655.58	\$103,675.23
14	6.40%	\$6,146.91	\$102,192.31	\$105,258.06
15	8.00%	\$7,683.63	\$103,729.03	\$106,840.89

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians **194 197*** 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
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Non-Credentialed Teachers

0	\$54,233.37	\$57,487.43	\$60,741.48	\$63,995.20	\$65,915.02
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Full-Credentialed Teachers

1**	\$57,487.43	\$60,741.48	\$63,995.20	\$67,249.43	\$69,266.70
2	\$60,741.48	\$63,995.20	\$67,249.43	\$70,503.48	\$72,618.38
3	\$63,995.20	\$67,249.43	\$70,503.48	\$73,757.54	\$75,970.06
4	\$67,249.43	\$70,503.48	\$73,757.54	\$77,011.26	\$79,321.57
5	\$70,503.48	\$73,757.54	\$77,011.26	\$80,265.32	\$82,673.41
6	\$73,757.54	\$77,011.26	\$80,265.32	\$83,519.37	\$86,024.93
7	\$77,011.26	\$80,265.32	\$83,519.37	\$86,773.43	\$89,376.60
8		\$83,519.37	\$86,773.43	\$90,027.32	\$92,728.12
9			\$90,027.32	\$93,281.54	\$96,079.96
10				\$96,535.43	\$99,431.48

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. 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%	\$1,544.57	\$98,079.99	\$101,022.38
12	3.20%	\$3,089.13	\$99,624.56	\$102,613.28
13	4.80%	\$4,633.70	\$101,169.13	\$104,204.19
14	6.40%	\$6,178.27	\$102,713.69	\$105,795.09
15	8.00%	\$7,722.83	\$104,258.26	\$107,385.99

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians **195 198*** Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

	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
Level (Step)					

Non-Credentialed Teachers

0	\$53,682.78	\$56,903.80	\$60,124.82	\$63,345.51	\$65,245.83
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Full-Credentialed Teachers

1**	\$56,903.80	\$60,124.82	\$63,345.51	\$66,566.69	\$68,563.48
2	\$60,124.82	\$63,345.51	\$66,566.69	\$69,787.71	\$71,881.13
3	\$63,345.51	\$66,566.69	\$69,787.71	\$73,008.73	\$75,198.79
4	\$66,566.69	\$69,787.71	\$73,008.73	\$76,229.42	\$78,516.27
5	\$69,787.71	\$73,008.73	\$76,229.42	\$79,450.44	\$81,834.09
6	\$73,008.73	\$76,229.42	\$79,450.44	\$82,671.46	\$85,151.58
7	\$76,229.42	\$79,450.44	\$82,671.46	\$85,892.48	\$88,469.23
8		\$82,671.46	\$85,892.48	\$89,113.33	\$91,786.71
9			\$89,113.33	\$92,334.52	\$95,104.53
10				\$95,555.37	\$98,422.02

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%	\$1,528.89	\$97,084.26	\$99,996.77
12	3.20%	\$3,057.77	\$98,613.14	\$101,571.52
13	4.80%	\$4,586.66	\$100,142.03	\$103,146.28
14	6.40%	\$6,115.54	\$101,670.92	\$104,721.03
15	8.00%	\$7,644.43	\$103,199.80	\$106,295.78

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$52,597.79	\$55,753.71	\$58,909.63	\$62,065.22	\$63,927.14
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Full-Credentialed Teachers

1**	\$55,753.71	\$58,909.63	\$62,065.22	\$65,221.30	\$67,177.73
2	\$58,909.63	\$62,065.22	\$65,221.30	\$68,377.22	\$70,428.33
3	\$62,065.22	\$65,221.30	\$68,377.22	\$71,533.14	\$73,678.93
4	\$65,221.30	\$68,377.22	\$71,533.14	\$74,688.73	\$76,929.37
5	\$68,377.22	\$71,533.14	\$74,688.73	\$77,844.65	\$80,180.13
6	\$71,533.14	\$74,688.73	\$77,844.65	\$81,000.57	\$83,430.56
7	\$74,688.73	\$77,844.65	\$81,000.57	\$84,156.49	\$86,681.16
8		\$81,000.57	\$84,156.49	\$87,312.25	\$89,931.60
9			\$87,312.25	\$90,468.33	\$93,182.36
10				\$93,624.09	\$96,432.80

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%	\$1,497.99	\$95,122.07	\$97,975.72
12	3.20%	\$2,995.97	\$96,620.06	\$99,518.64
13	4.80%	\$4,493.96	\$98,118.04	\$101,061.57
14	6.40%	\$5,991.94	\$99,616.03	\$102,604.49
15	8.00%	\$7,489.93	\$101,114.01	\$104,147.42

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$53,634.20	\$56,852.30	\$60,070.41	\$63,288.18	\$65,186.78
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Full-Credentialed Teachers

1**	\$56,852.30	\$60,070.41	\$63,288.18	\$66,506.45	\$68,501.43
2	\$60,070.41	\$63,288.18	\$66,506.45	\$69,724.56	\$71,816.08
3	\$63,288.18	\$66,506.45	\$69,724.56	\$72,942.66	\$75,130.73
4	\$66,506.45	\$69,724.56	\$72,942.66	\$76,160.43	\$78,445.22
5	\$69,724.56	\$72,942.66	\$76,160.43	\$79,378.54	\$81,760.03
6	\$72,942.66	\$76,160.43	\$79,378.54	\$82,596.64	\$85,074.52
7	\$76,160.43	\$79,378.54	\$82,596.64	\$85,814.75	\$88,389.17
8		\$82,596.64	\$85,814.75	\$89,032.69	\$91,703.65
9			\$89,032.69	\$92,250.96	\$95,018.46
10				\$95,468.90	\$98,332.95

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%	\$1,527.50	\$96,996.40	\$99,906.28
12	3.20%	\$3,055.00	\$98,523.90	\$101,479.60
13	4.80%	\$4,582.51	\$100,051.40	\$103,052.93
14	6.40%	\$6,110.01	\$101,578.91	\$104,626.26
15	8.00%	\$7,637.51	\$103,106.41	\$106,199.58

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$55,707.02	\$59,049.49	\$62,391.97	\$65,734.10	\$67,706.08
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Full-Credentialed Teachers

1**	\$59,049.49	\$62,391.97	\$65,734.10	\$69,076.75	\$71,148.83
2	\$62,391.97	\$65,734.10	\$69,076.75	\$72,419.22	\$74,591.58
3	\$65,734.10	\$69,076.75	\$72,419.22	\$75,761.70	\$78,034.34
4	\$69,076.75	\$72,419.22	\$75,761.70	\$79,103.83	\$81,476.92
5	\$72,419.22	\$75,761.70	\$79,103.83	\$82,446.31	\$84,919.84
6	\$75,761.70	\$79,103.83	\$82,446.31	\$85,788.78	\$88,362.42
7	\$79,103.83	\$82,446.31	\$85,788.78	\$89,131.26	\$91,805.17
8		\$85,788.78	\$89,131.26	\$92,473.56	\$95,247.75
9			\$92,473.56	\$95,816.21	\$98,690.68
10				\$99,158.52	\$102,133.26

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.

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***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%	\$1,586.54	\$100,745.05	\$103,767.39
12	3.20%	\$3,173.07	\$102,331.59	\$105,401.52
13	4.80%	\$4,759.61	\$103,918.12	\$107,035.65
14	6.40%	\$6,346.15	\$105,504.66	\$108,669.78
15	8.00%	\$7,932.68	\$107,091.20	\$110,303.92

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$56,225.22	\$59,598.79	\$62,972.36	\$66,345.58	\$68,335.90
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Full-Credentialed Teachers

1**	\$59,598.79	\$62,972.36	\$66,345.58	\$69,719.32	\$71,810.68
2	\$62,972.36	\$66,345.58	\$69,719.32	\$73,092.89	\$75,285.46
3	\$66,345.58	\$69,719.32	\$73,092.89	\$76,466.46	\$78,760.24
4	\$69,719.32	\$73,092.89	\$76,466.46	\$79,839.68	\$82,234.84
5	\$73,092.89	\$76,466.46	\$79,839.68	\$83,213.25	\$85,709.79
6	\$76,466.46	\$79,839.68	\$83,213.25	\$86,586.82	\$89,184.40
7	\$79,839.68	\$83,213.25	\$86,586.82	\$89,960.39	\$92,659.17
8		\$86,586.82	\$89,960.39	\$93,333.78	\$96,133.78
9			\$93,333.78	\$96,707.53	\$99,608.73
10				\$100,080.92	\$103,083.33

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%	\$1,601.29	\$101,682.22	\$104,732.67
12	3.20%	\$3,202.59	\$103,283.51	\$106,382.00
13	4.80%	\$4,803.88	\$104,884.80	\$108,031.33
14	6.40%	\$6,405.18	\$106,486.10	\$109,680.67
15	8.00%	\$8,006.47	\$108,087.39	\$111,330.00

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$34,002.38	\$36,602.90	\$39,061.93	\$41,436.10	\$44,206.03
C-2	\$36,602.90	\$39,061.93	\$41,436.10	\$44,206.03	\$46,551.96
C-3	\$39,061.93	\$41,436.10	\$44,206.03	\$46,551.96	\$49,180.72
C-4	\$41,436.10	\$44,206.03	\$46,551.96	\$49,180.72	\$51,639.74
C-5		\$46,551.96	\$49,180.72	\$51,639.74	\$52,770.43
C-6			\$51,639.74	\$52,770.43	\$56,981.81
C-7				\$56,981.81	\$59,412.76
C-8					\$61,900.02
C-9					

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$21.7964	\$23.4634	\$25.0397	\$26.5616	\$28.3372
C-2	\$23.4634	\$25.0397	\$26.5616	\$28.3372	\$29.8410
C-3	\$25.0397	\$26.5616	\$28.3372	\$29.8410	\$31.5261
C-4	\$26.5616	\$28.3372	\$29.8410	\$31.5261	\$33.1024
C-5		\$29.8410	\$31.5261	\$33.1024	\$33.8272
C-6			\$33.1024	\$33.8272	\$36.5268
C-7				\$36.5268	\$38.0851
C-8					\$39.6795
C-9					

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%	\$911.71	\$57,893.5169
12	3.20%	\$1,823.42	\$58,805.2259
13	4.80%	\$2,735.13	\$59,716.9348
14	6.40%	\$3,646.84	\$60,628.6437
15	8.00%	\$4,558.54	\$61,540.3526

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$45,510.88	\$48,991.58	\$52,282.89	\$55,460.62	\$59,168.07
C-2	\$48,991.58	\$52,282.89	\$55,460.62	\$59,168.07	\$62,308.01
C-3	\$52,282.89	\$55,460.62	\$59,168.07	\$62,308.01	\$65,826.50
C-4	\$55,460.62	\$59,168.07	\$62,308.01	\$65,826.50	\$69,117.81
C-5		\$62,308.01	\$65,826.50	\$69,117.81	\$70,631.19
C-6			\$69,117.81	\$70,631.19	\$76,267.96
C-7				\$76,267.96	\$79,521.69
C-8					\$82,850.80
C-9					

FRESNO UNIFIED SCHOOL DISTRICT

Basic Hourly Salary Schedule 2020

Effective July 1, 2020

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	\$21.7964	\$23.4634	\$25.0397	\$26.5616	\$28.3372
C-2	\$23.4634	\$25.0397	\$26.5616	\$28.3372	\$29.8410
C-3	\$25.0397	\$26.5616	\$28.3372	\$29.8410	\$31.5261
C-4	\$26.5616	\$28.3372	\$29.8410	\$31.5261	\$33.1024
C-5		\$29.8410	\$31.5261	\$33.1024	\$33.8272
C-6			\$33.1024	\$33.8272	\$36.5268
C-7				\$36.5268	\$38.0851
C-8					\$39.6795
C-9					

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	\$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

******* 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%	\$1,220.29	\$77,488.2457
12	3.20%	\$2,440.57	\$78,708.5331
13	4.80%	\$3,660.86	\$79,928.8204
14	6.40%	\$4,881.15	\$81,149.1077
15	8.00%	\$6,101.44	\$82,369.3951

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2021-22
No pay change
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule R: Pre-Kindergarten Teachers ~~183~~186* 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	\$32,433.04	\$34,913.54	\$37,259.07	\$39,523.66	\$42,165.75
R-2	\$34,913.54	\$37,259.07	\$39,523.66	\$42,165.75	\$44,403.41
R-3	\$37,259.07	\$39,523.66	\$42,165.75	\$44,403.41	\$46,910.84
R-4	\$39,523.66	\$42,165.75	\$44,403.41	\$46,910.84	\$49,256.37
R-5		\$44,403.41	\$46,910.84	\$49,256.37	\$50,334.87
R-6			\$49,256.37	\$50,334.87	\$54,351.88
R-7				\$54,351.88	\$56,670.63
R-8					\$59,043.10

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule R: Pre-Kindergarten Teachers ~~183~~186* 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	\$21.7964	\$23.4634	\$25.0397	\$26.5616	\$28.3372
R-2	\$23.4634	\$25.0397	\$26.5616	\$28.3372	\$29.8410
R-3	\$25.0397	\$26.5616	\$28.3372	\$29.8410	\$31.5261
R-4	\$26.5616	\$28.3372	\$29.8410	\$31.5261	\$33.1024
R-5		\$29.8410	\$31.5261	\$33.1024	\$33.8272
R-6			\$33.1024	\$33.8272	\$36.5268
R-7				\$36.5268	\$38.0851
R-8					\$39.6795

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%	\$869.6301	\$55,221.5085
12	3.20%	\$1,739.2601	\$56,091.1385
13	4.80%	\$2,608.8902	\$56,960.7686
14	6.40%	\$3,478.5202	\$57,830.3986
15	8.00%	\$4,348.1503	\$58,700.0287

Year 2021-22

No pay change

Additions increase effective 7/1/2021

Board approved PENDING

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

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Revised 2021/22 Classified Hourly, Classified Food Services, Classified Operations, Confidential, Fresno Teachers Association (FTA) – Trades, International Association of Machinists and Aerospace Workers (IAMAW) Crafts, Supervisory, Fresno Area Substitute Teachers Association (FASTA), 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 Schedules

ITEM DESCRIPTION: Included for the Board's consideration and approval are the following revised salary schedules which reflect the agreed upon 4% salary increase:

- 2021/22 Classified Food Services Hourly Salary Schedule
- 2021/22 Classified Hourly Salary Schedule
- 2021/22 Classified Operations Hourly Salary Schedule
- 2021/22 Confidential Hourly Salary Schedule
- 2021/22 Fresno Teachers Association (FTA) -Trades Hourly Salary Schedule
- 2021/22 International Association of Machinists and Aerospace Workers (IAMAW) Crafts Hourly Salary Schedule
- 2021/22 Supervisory Hourly Salary Schedule
- 2021/22 Fresno Area Substitute Teachers Association (FASTA) Certificated Substitutes Daily Salary Schedule
- 2021/22 Additional Service Pay Schedule
- 2021/22 Supplemental Services Contracts Schedule
- 2021/22 Certificated Management Monthly Salary Schedule 185 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 197 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 197 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 201 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 201 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 206 duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 206 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Designated Monthly Salary Schedule 207 Duty Days

- 2021/22 Certificated Management Designated Monthly Salary Schedule 211 Duty Days
- 2021/22 Certificated Management Monthly Salary Schedule 215 Duty Days (11 Month Work Schedule)
- 2021/22 Certificated Management Monthly Salary Schedule 215 Duty Days (12 Month Work Schedule)
- 2021/22 Certificated Management Designated Monthly Salary Schedule 216 Duty Days
- 2021/22 Certificated Management Designated Monthly Salary Schedule 225 Duty Days
- 2021/22 Certificated Management Monthly Salary Schedule 261 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 197 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 201 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 206 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 215 Duty Days
- 2021/22 Classified Management Daily Salary Schedule 261 Duty Days
- 2021/22 Certificated Management Monthly Salary Schedule Competitive and Negotiable 261 Duty Days
- 2021/22 Classified Management Monthly Salary Schedule Competitive and Negotiable 261 Duty Days
- 2021/22 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 188 Duty Days
- 2021/22 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 200 Duty Days
- 2021/22 Schedule A - Nurses and Speech Language Pathologists Annual Salary Schedule 207 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 188 Duty Days 8-hour Workday
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 188 Duty Days 8.5-hour Workday
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 194 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 195 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 200 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 203 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 204 Duty Days
- 2021/22 Schedule A - Teachers and Librarians Annual Salary Schedule 217 Duty Days
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 188 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 189 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 194 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 195 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 196 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 197 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 198 Duty Days (8.5-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 203 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 207 Duty Days

(8-hour Workday)

- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 215 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Teachers on Special Assignment Annual Salary Schedule 217 Duty Days (8-hour Workday)
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 195 Duty Days
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 196 Duty Days
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 197 Duty Days
- 2021/22 Schedule A - Designated Teachers Annual Salary Schedule 198 Duty Days
- 2021/22 Schedule A - Career Technical Ed/Vocational Ed Teachers Annual Salary Schedule 188 Duty Days
- Schedule A - Junior Reserve Officers' Training Corps (JROTC) Instructors - Army Annual Salary Schedule 218 Duty Days
- 2021/22 Schedule A - Lori Ann Infant Center Annual Salary Schedule 200 Duty Days
- 2021/22 Schedule C - Child Development Center and Pace Teachers Annual Salary Schedule 197 Duty Days (8-hour Workday)
- 2021/22 Schedule C - Child Development Center and PACE Teachers Salary Schedule 261 Duty Days (8-hour Workday)
- 2021/22 Schedule C - Teachers on Special Assignment Child Development Center and PACE Annual Salary Schedule 195 Duty Days (8-hour Workday)
- 2021/22 Schedule C - Teachers on Special Assignment Child Development Center Annual Salary Schedule 261 Duty Days (8-hour Workday)
- 2021/22 Schedule D - Adult Education Hourly and Daily Salary Schedule 188 Duty Days
- 2021/22 Schedule D - Adult Education Hourly and Daily Salary Schedule 215 Duty Days
- Schedule R - Pre-Kindergarten Teachers Annual Salary Schedule 186 Duty Days
- 2021/22 Classified Y-Rated Salary Schedule

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 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: Paul Idsvoog,
Chief Human Resources/Labor Relations

Paul Idsvoog

SUPERINTENDENT APPROVAL:

Robert L. Nelson

FRESNO UNIFIED SCHOOL DISTRICT

Food Services Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
F01	Nutrition Services Assistant	F007	\$14.5600	\$14.5600	\$14.5600	\$15.0109	\$15.7964
F03	Packaging Machine Operator	F004	\$14.5600	\$14.5600	\$14.9960	\$15.7964	\$16.6262
F05	Food Services Technician - Cesar Chavez Adult Education	F006	\$14.5600	\$14.9960	\$15.7814	\$16.6112	\$17.4855
F07	Food Production Staging Technician Food Production Utility Technician	F014 F013	\$14.9812	\$15.7666	\$16.5964	\$17.4708	\$18.3894
F09	Nutrition Services Operator	F008	\$15.7666	\$16.5964	\$17.4560	\$18.3746	\$19.3527
F10	Food Service Operator Food Service Operator-Educ Center Nutrition Services Cook/Baker Nutrition Services Senior Assistant	F015 F003 F009 F005	\$16.1668	\$17.0113	\$17.9151	\$18.8490	\$19.8418
F20	Manager, Food Services Manager Manager, Food Services Elementary Manager, Food Services Middle	F001/F002 F001 F002	\$20.8197	\$21.9163	\$23.0722	\$24.2873	\$25.5616
F21	Nutrition Services Manager	F001/F002	\$21.3402	\$22.4642	\$23.6490	\$24.8945	\$26.2007

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 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G01	Noon-time Assistant	NTA2	\$14.0000				
G18	Paraprof, PE/Athletics	W041	\$14.5600	\$14.5600	\$15.0716	\$15.7974	\$16.6012
G19	Office Clerk	W073	\$14.5600	\$14.6810	\$15.4067	\$16.1882	\$16.9920
	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	\$14.5600	\$15.0716	\$15.7974	\$16.6012	\$17.4275
	Paraprof, Resource Lab	W043					
G22	Mailroom Assistant	W054	\$15.0716	\$15.7974	\$16.6012	\$17.4275	\$18.3205
	School Office Assistant	W060					
G23	Early Childhood Food Service Asst	W068	\$15.4067	\$16.1882	\$16.9920	\$17.8851	\$18.7560
	Office Assistant II	W057					
	Paraprof, Computer Lab Asst I	W034					
	Paraprof, Mild/Moderate	W047					
	Paraprof, Visually Impaired	W050					
	School Readiness Facilitator	W108					
	School Readiness Facilitator-Hmong	W100					
	School Readiness Facilitator-Lao	W103					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G23	School Readiness Facilitator-Spanish	W106	\$15.4067	\$16.1882	\$16.9920	\$17.8851	\$18.7560
G24	Health Assistant	W020	\$15.7974	\$16.6012	\$17.4275	\$18.3205	\$19.3030
	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	\$16.1882	\$16.9920	\$17.8851	\$18.7560	\$19.7497
	Library Media Technician-Middle	W205					
	Paraprof, Moderate/Severe	W049					
G26	Account Clerk II	W070	\$16.6012	\$17.4275	\$18.3205	\$19.3030	\$20.2183
	Attendance Records Assistant	W011					
	Instructional Materials Asst II	W052					
	Library Media Technician-High School	W206					
	Medi-Cal Billing Technician	W246					
	Registrar Assistant	W158					
	Resource Counseling Assistant	W018					
	Resource Counseling Asst-Hmong	W014					
	Resource Counseling Asst-Lao	W016					
	Resource Counseling Asst-Spanish	W017					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G27	Categorical School Program Assistant	W235	\$16.9920	\$17.8851	\$18.7560	\$19.7497	\$20.7877
	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	\$17.4275	\$18.3205	\$19.3030	\$20.2183	\$21.2234
	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					
G29	Accounting Payroll Technician II	W184	\$17.8851	\$18.7560	\$19.7497	\$20.7877	\$21.8262
	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	\$18.3205	\$19.3030	\$20.2183	\$21.2234	\$22.3396
	Medical Lab Technician	W208					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G30	Paraeducator, Autism	W230	\$18.3205	\$19.3030	\$20.2183	\$21.2234	\$22.3396
	Paraeducator, Soc Emot Intervention	W231					
	Paraprof, Deaf/Hard of Hearing (Oral)	W063					
	Paraprof, Deaf/Hard of Hearing (Sign)	W064					
G31	Account Clerk III	W071	\$18.7560	\$19.7497	\$20.7877	\$21.8262	\$22.8868
	Assistant, Campus Safety	W061					
	School Office Manager Elementary	W140					
G32	Assessment Svcs Technician-Hmong	W009	\$19.3030	\$20.2183	\$21.2234	\$22.3396	\$23.4227
	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	\$19.7496	\$20.7877	\$21.8262	\$22.8868	\$24.0592
	Customer Service Representative	W174					
	High School Financial Technician	W200					
	Offset Press Operator	W149					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G34	Accounting Payroll Technician III	W185	\$20.2183	\$21.2234	\$22.3396	\$23.4228	\$24.6173
	Attendance Technician	W187					
	Budget Technician I	W190					
	Child Welfare & Attend Specialist I	W138					
	Facilities Project Technician	W237					
	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	\$20.7877	\$21.8262	\$22.8868	\$24.0592	\$25.2538
	Home Education Facilitator-Hmong	W093					
	Home Education Facilitator-Spanish	W096					
	Job Developer I	W079					
	Registrar	W157					
	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	\$21.2234	\$22.3396	\$23.4228	\$24.6173	\$25.9570
	Budget Technician II	W191					
	Child Welfare & Attend Specialist II	W165					
	Department Office Manager	W139					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G36	Grants Technician	W197	\$21.2234	\$22.3396	\$23.4228	\$24.6173	\$25.9570
	Help Desk Support Technician	W146					
	Staff Development Technician	W215					
G37	Disability/Retirement Technician	W171	\$21.7538	\$22.8400	\$23.9833	\$25.1813	\$26.4404
	Human Resources Data Specialist I	W172					
	Human Resources Specialist	W201					
	Workers' Comp Technician	W182					
G38	Technology Support Specialist I	W176	\$22.2972	\$23.4119	\$24.5814	\$25.8100	\$27.0993
G39	Operator, Computer II	W144	\$22.8868	\$24.0592	\$25.2538	\$26.5598	\$27.8883
	Education Audiologist Technician	W019					
	License Vocational Nurse	W198					
G40	Administrative Secretary II	W162	\$23.4573	\$24.6576	\$25.8877	\$27.2214	\$28.5845
G41	Architectural Drafting Specialist	W066	\$24.0592	\$25.2538	\$26.5598	\$27.8883	\$29.3957
	Media Technician/Driver	W219					
G42	Accountant I	W001	\$24.6173	\$25.9570	\$27.2856	\$28.6252	\$30.0765
	Educational Transcriber	W221					
	Employee Service Center Specialist	W248					
	Human Resources Data Specialist II	W173					
	Payroll Specialist	W249					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G43	Media Production Specialist	W180	\$25.2538	\$26.5598	\$27.8883	\$29.3957	\$30.8692
	Network Technician I	W192					
	Technology Support Specialist II	W232					
	Technical Specialist I	W239					
	Systems Technician I	W243					
G44	Community Education Specialist	W167	\$25.9570	\$27.2856	\$28.6252	\$30.0765	\$31.6841
	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	\$26.5598	\$27.8883	\$29.3957	\$30.8692	\$32.3763
	Speech Language Pathologist Assistant	W250					
	Mentoring Program Facilitator I	W252					
G46	Accountant II	W002	\$27.2856	\$28.6252	\$30.0765	\$31.6841	\$33.2249
	Student Attend Review Board Technician	W213					
	Mentoring Program Facilitator II	W253					
G47	Licensed Mental Health Clinician	W074	\$27.9622	\$29.3742	\$30.8423	\$32.3840	\$34.0511
G51	Network Technician II	W193	\$30.8692	\$32.3763	\$34.0511	\$35.7481	\$37.5343
	Software Developer I	W004					
	Systems Technician II	W244					
	Technical Specialist II	W229					
	Technology Support Specialist III	W247					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G53	DHH Cued Lang Transliterators Itinerant	W090	\$32.4764	\$34.0993	\$35.8050	\$37.5955	\$39.4744
	DHH Oral Interpreter Itinerant	W091					
	DHH Sign Interpreter Itinerant	W092					
G54	Software Developer II	W005	\$33.2249	\$34.9215	\$36.6748	\$38.4946	\$40.5152
G58	Network Technician III	W194	\$36.6748	\$38.4946	\$40.5152	\$42.5916	\$44.7241
	Software Developer III	W006					
	Technical Specialist III	W062					
	Web Administrator	W227					
	Systems Administrator	W238					
G59	Information System Specialist	W003	\$37.5343	\$39.4993	\$41.4977	\$43.6300	\$45.8405
	Software Engineer	W240					
G60	Database Administrator	W170	\$38.5080	\$40.4335	\$42.4558	\$44.5788	\$46.8079
	Systems Programmer	W154					
	Systems Engineer	W241					
G62	Network Security Specialist	W177	\$40.5152	\$42.5916	\$44.7241	\$47.0017	\$49.3349

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 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Y-rated Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G20	Paraprof, Instructional Asst	W037	\$15.0000	\$15.0716	\$15.7974	\$16.6012	\$17.4275
G24	Paraprof, Mild/Moderate	W047	\$15.7974	\$16.6012	\$17.4275	\$18.3205	\$19.3030
G28	Assistant, Office II	W057	\$17.4275	\$18.3205	\$19.3030	\$20.2183	\$21.2234
G32	Translator/Assessor Spanish Assistant, Office III	W225 W058	\$19.3030	\$20.2183	\$21.2234	\$22.3396	\$23.4227
G34	Attendance Records Assistant Program Eligibility Technician	W011 W072	\$20.2183	\$21.2234	\$22.3396	\$23.4228	\$24.6173
G35	Assistant, Campus Safety Home/School Liaison-Spanish Paraeducator, Community Based	W061 W125 W152	\$20.7877	\$21.8262	\$22.8868	\$24.0592	\$25.2538
G44	Child Welfare & Attend Specialist II	W165	\$25.9570	\$27.2856	\$28.6252	\$30.0765	\$31.6841

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

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

FRESNO UNIFIED SCHOOL DISTRICT

Confidential Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
T34	Assistant, Benefits & Risk Mgmt Secretary II	C002 C004	\$21.8526	\$22.9446	\$24.0918	\$25.2960	\$26.5611
T36	Secretary, Administrative I	C006	\$22.9731	\$24.1204	\$25.3280	\$26.5838	\$27.9115
T40	Secretary, Administrative II Trustee Area Liaison*	C007 C012	\$25.2696	\$26.5327	\$27.8585	\$29.2525	\$30.7152
T46	Secretary, Administrative III	C008	\$29.4141	\$30.8770	\$32.4293	\$34.0932	\$35.8129
T48	Secretary, Executive to the Board of Educ Secretary, Executive to the Superintendent	C009 C010	\$30.8770	\$32.4293	\$34.0932	\$35.8129	\$37.6891
T54	Officer, Community Relations	C003	\$36.6658	\$38.4851	\$40.5054	\$42.5813	\$44.7132

*Not eligible for permanency or health and welfare benefits

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT
 Certificated Substitutes
 2021-2022 Daily Salary Schedule
 Effective July 1, 2021

FASTA Rates

Daily Rate	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Number of Days
Tier 1	\$ 126.99	\$ 130.80	\$ 134.72	\$ 134.72	\$ 140.11	1-50
Tier 2	\$ 146.37	\$ 150.76	\$ 155.28	\$ 155.28	\$ 161.50	>50
Long term / Hard to Fill / Designated Schools	\$ 153.68	\$ 158.29	\$ 163.04	\$ 163.04	\$ 169.57	
Half -Day Rate	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Number of Days
Tier 1	\$ 63.50	\$ 65.40	\$ 67.36	\$ 67.36	\$ 70.06	1-50
Tier 2	\$ 73.19	\$ 75.38	\$ 77.64	\$ 77.64	\$ 80.75	>50
Long term / Hard to Fill / Designated Schools	\$ 76.84	\$ 79.15	\$ 81.52	\$ 81.52	\$ 84.79	

FRESNO UNIFIED SCHOOL DISTRICT

FTA-TRADES Hourly Salary Schedule

2021-2022

Effective July 1, 2021

FTA-TRADES Hourly-Salary-Schedule

Grade	Title	Job Code	(Step 18)
M15	Laborer - HVAC - Filter Changer	M026	\$30.4431
M15	Laborer - Maintenance	M027	\$30.4431
M18	Irrigation Specialist	M016	\$28.9102
M21	Floor Covering Worker	M019	\$37.2383
M24	Equipment Operator I	M028	\$34.2483
M27	Roofer	M013	\$30.5641
M30	Painter	M010	\$39.0201
M39	Equipment Operator II	M029	\$38.0538
M46	Electrician	M004	\$38.7875
M46	Electronics Services Specialist	M015	\$38.7875
M46	Telecommunications Technician	M017	\$38.7875
M49	Glazier	M005	\$44.2154
M69	Boiler/Heating Equipment Mechanic	M007	\$41.3035
M69	HVAC & Refrigeration Mechanic	M008	\$41.3035
M69	Plumber	M012	\$41.3035

FTA-TRADES Lead Hourly Salary Schedule

Grade	Title	Job Code	Hrly Rate (Step 18)
M22	Lead Floor Covering Worker	M030	\$39.1003
M23	Lead HVAC & Refrigeration Mechanic	M033	\$43.3686
M33	Lead Roofer	M014	\$32.0923
M36	Lead Painter	M011	\$40.9711
M47	Lead Electronics Services Specialist	M031	\$40.7269
M61	Lead Irrigation Specialist	M038	\$30.3557
M62	Lead Glazier	M040	\$46.4261
M64	Lead Electrician	M039	\$40.7269
M65	Lead Equipment Operator II	M041	\$39.9565
M68	Lead Plumber	M043	\$43.3686
M70	Lead Mobile Maintenance	M045	\$48.8821
M72	Lead Filter Changer	M046	\$31.9653

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

IAMAW CRAFTS Hourly-Salary-Schedule

2021-2022

Effective July 1, 2021

IAMAW CRAFTS Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M12	Vehicle Utilities Worker	IAMAW Local 653	M025	\$33.2115
M51	Vehicle/Equipment Mechanic	IAMAW Local 653	M009	\$41.5090
M57	Carpenter	UB Local 1109	M001	\$46.5544
M57	Locksmith	UB Local 1109	M001	\$46.5544
M58	Concrete Worker/Finisher	OPCM Local 300	M003	\$41.4662
M60	Metal Trades II	UA Local 246	M018	\$43.2551

IAMAW CRAFTS Lead Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M52	Lead Vehicle/Equipment Mechanic	IAMAW Local 653	M032	\$43.5844
M63	Lead Carpenter	UB Local 1109	M002	\$48.8821
M67	Lead Metal Trades II	UA Local 246	M042	\$45.4178
M70	Lead Locksmith	UB Local 1109	M044	\$48.8821

Union:

UA Local 246: United Association of Journeymen & Apprentices of Plumbing & Pipefitters

UB Local 1109: United Brotherhood of Carpenters and Joiners of America

OPCM Local 300: Operative Plasterers and Cement Masons

IAMAW Local 653: International Association of Machinists and Aerospace Workers

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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	\$6,200.51	\$6,510.52	\$6,835.96	\$7,177.80	\$7,536.74

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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	\$7,643.39	\$8,025.48	\$8,426.64	\$8,848.27	\$9,290.35
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Vice Principal I	E189					
E21	Social Worker, School	E152	\$6,602.71	\$6,932.82	\$7,279.37	\$7,643.39	\$8,025.61

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.

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Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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	\$7,006.44	\$7,356.69	\$7,724.42	\$8,110.91	\$8,516.15
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Vice Principal I	E189					
E21	Social Worker, School	E152	\$6,052.48	\$6,355.09	\$6,672.76	\$7,006.44	\$7,356.81

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Head Counselor	E062	\$8,188.43	\$8,597.74	\$9,027.93	\$9,478.98	\$9,952.61
	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	\$7,798.58	\$8,188.43	\$8,597.74	\$9,027.93	\$9,478.98
	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

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Head Counselor	E062	\$7,506.06	\$7,881.26	\$8,275.60	\$8,689.07	\$9,123.23
	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	\$7,148.70	\$7,506.06	\$7,881.26	\$8,275.60	\$8,689.07
	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

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District**Certificated Management Monthly Salary Schedule 2021-2022**

Effective July 1, 2021

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	\$9,530.77	\$10,007.42	\$10,507.92	\$11,033.29	\$11,584.92
E27	Principal II	E145	\$9,252.50	\$9,714.78	\$10,200.19	\$10,710.47	\$11,246.36
	Principal II on Special Assignment	E146					
E26	Vice Principal III	E191	\$8,811.62	\$9,252.50	\$9,714.78	\$10,200.19	\$10,710.47
	Vice Principal III on Special Assignment	E192					
E25	Manager II, - Special Education/Principal I	E062	\$8,392.13	\$8,811.62	\$9,252.50	\$9,714.78	\$10,200.19
	Manager II, Regional Instructional	E222					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	\$7,992.58	\$8,392.13	\$8,811.62	\$9,252.50	\$9,714.78

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District**Certificated Management Monthly Salary Schedule 2021-2022**

Effective July 1, 2021

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	\$8,736.54	\$9,173.47	\$9,632.26	\$10,113.84	\$10,619.51
E27	Principal II	E145	\$8,481.46	\$8,905.22	\$9,350.18	\$9,817.93	\$10,309.16
	Principal II on Special Assignment	E146					
E26	Vice Principal III	E191	\$8,077.31	\$8,481.46	\$8,905.22	\$9,350.18	\$9,817.93
	Vice Principal III on Special Assignment	E192					
E25	Manager II, - Special Education/Principal I	E062	\$7,692.78	\$8,077.31	\$8,481.46	\$8,905.22	\$9,350.18
	Manager II, Regional Instructional	E222					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	\$7,326.53	\$7,692.78	\$8,077.31	\$8,481.46	\$8,905.22

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

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E24	Vice Principal I	E189	\$8,031.37	\$8,432.86	\$8,854.39	\$9,297.42	\$9,761.94
	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

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Vice Principal II	E190	\$8,595.82	\$9,025.49	\$9,477.08	\$9,950.58	\$10,447.77

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E28	Principal III	E147	\$9,947.17	\$10,444.64	\$10,967.00	\$11,515.32	\$12,091.05
	Principal III on Special Assignment	E215					
E27	Principal II on Special Assignment	E146	\$9,656.74	\$10,139.21	\$10,645.83	\$11,178.41	\$11,737.70
E26	Manager III, Special Education Programs and Services	E124	\$9,196.59	\$9,656.74	\$10,139.21	\$10,645.83	\$11,178.41
	Vice Principal III on Special Assignment	E192					
E25	Manager II - Specialized Programs	E245	\$8,758.77	\$9,196.59	\$9,656.74	\$10,139.21	\$10,645.83
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	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	\$8,341.77	\$8,758.77	\$9,196.59	\$9,656.74	\$10,139.21
	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	\$7,944.49	\$8,341.77	\$8,758.77	\$9,196.59	\$9,656.74
	School Social Worker	E152					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E28	Principal III	E147	\$9,118.24	\$9,574.25	\$10,053.08	\$10,555.71	\$11,083.47
	Principal III on Special Assignment	E215					
E27	Principal II on Special Assignment	E146	\$8,852.01	\$9,294.28	\$9,758.68	\$10,246.87	\$10,759.56
E26	Manager III, Special Education Programs and Services	E124	\$8,430.21	\$8,852.01	\$9,294.28	\$9,758.68	\$10,246.87
	Vice Principal III on Special Assignment	E192					
E25	Manager II - Specialized Programs	E245	\$8,028.87	\$8,430.21	\$8,852.01	\$9,294.28	\$9,758.68
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	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	\$7,646.62	\$8,028.87	\$8,430.21	\$8,852.01	\$9,294.28
	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	\$7,282.45	\$7,646.62	\$8,028.87	\$8,430.21	\$8,852.01
E21	School Social Worker	E152	\$6,605.50	\$6,935.76	\$7,282.45	\$7,646.62	\$8,029.00

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

Management 215 Duty Days (12 Month/July 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

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E27	Principal II	E145	\$9,701.65	\$10,186.37	\$10,695.35	\$11,230.40	\$11,792.30

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E28	Principal III	E147	\$9,542.34	\$10,019.57	\$10,520.67	\$11,046.68	\$11,598.98

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E33	Assoc Superintendent, School Leadership/School Support Services Chief Financial Officer	E176 E260	\$13,902.70	\$14,634.36	\$15,404.69	\$16,215.48	\$17,068.93
E32	Chief Engagement and External Partnerships Officer Instructional Superintendent, School Curriculum Instructional Superintendent, School Leadership	E259 E225 E224	\$12,528.03	\$13,154.45	\$13,812.22	\$14,502.87	\$15,227.99
E31	Assistant Superintendent, Early Learning Assistant Superintendent, EL Program and Services Assistant Superintendent, School Leadership Assistant Superintendent, Special Education Services	E246 E202 E203 E177	\$11,235.91	\$11,797.72	\$12,387.63	\$13,007.04	\$13,657.40
E30	Principal V	E226	\$10,583.81	\$11,113.00	\$11,668.65	\$12,252.07	\$12,864.71
E29	Administrator, Leadership Development Executive Director, Special Education Principal IV Principal IV on Special Assignment	E009 E233 E148 E216	\$9,931.64	\$10,428.03	\$10,949.70	\$11,496.91	\$12,071.89
E27	Director, Health Services Director, Instructional Media Services Director, Instructional Support Director, School Choice Director, SELPA	E076 E080 E070 E087 E091	\$9,387.27	\$9,856.26	\$10,348.74	\$10,866.49	\$11,410.15
E26	Manager III, Athletics Manager III, Community Family Engagement Network Manager III, Early Childhood Education	E110 E112 E114	\$8,939.91	\$9,387.27	\$9,856.26	\$10,348.74	\$10,866.49

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 2

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2021-2022

Effective July 1, 2021

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

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Manager II, Social Emotional Support	E028	\$8,514.29	\$8,939.91	\$9,387.27	\$9,856.26	\$10,348.74
	Manager II, Special Education	E212					
	Manager II, State and Federal Programs	E056					
E24	Manager I (General)	E258	\$8,108.96	\$8,514.29	\$8,939.91	\$9,387.27	\$9,856.26

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 248 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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 2 of 2

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District

Certificated Management 261 Monthly Salary Schedule

Competitive and Negotiable 2021-2022

Effective July 1, 2021

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>	<u>Neg Step</u>
E158	Superintendent	Neg	\$27,530.51
E138	Chief Academic Officer*	Neg	\$20,241.11
E270	Deputy Superintendent	Neg	\$20,241.11

All above salary include the ~~lesser of consumer price index or the~~ percentage salary increase negotiated with the bargaining units. ~~through July 1, 2019~~

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

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

Fresno Unified School District

Classified Management Daily Salary Schedule 2021-22

Effective July 1, 2021

Management 197 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E24	Manager I, Program	E123	\$426.79	\$448.12	\$470.52	\$494.07	\$518.75
E13	Specialist, Behavioral Intervention	E230	\$249.54	\$262.00	\$275.10	\$288.86	\$303.29

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 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Classified Management Daily Salary Schedule 2021-22

Effective July 1, 2021

Management 201 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Manager II (General)	E211	\$448.12	\$470.52	\$494.07	\$498.80	\$523.72

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Classified Management Daily Salary Schedule 2021-22

Effective July 1, 2021

Management 206 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Manager II (General)	E211	\$448.12	\$470.52	\$494.07	\$518.75	\$544.67
	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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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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Page 1 of 1

Year: Management Salary Schedule 2021-2022

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

Fresno Unified School District**Classified Management Daily Salary Schedule 2021-22**

Effective July 1, 2021

Management 215 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E26	Manager III (General)	E223	\$470.52	\$494.07	\$518.75	\$544.67	\$571.92
E25	Manager II (General)	E211	\$448.12	\$470.52	\$494.07	\$518.75	\$544.67
	Manager II, Specialized Programs	E245					
E24	Manager I, Program	E123	\$426.79	\$448.12	\$470.52	\$494.07	\$518.75
E23	Occupational Therapist	E186	\$406.46	\$426.79	\$448.12	\$470.52	\$494.07
	Physical Therapist	E253					
E22	Coordinator II, Career Education	E207	\$387.11	\$406.46	\$426.79	\$448.12	\$469.70

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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District**Classified Management Daily Salary Schedule 2021-22**

Effective July 1, 2021

Management 261 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E33	Chief Equity and Access	E200	\$639.20	\$672.84	\$708.26	\$745.54	\$784.78
	Chief Executive	E236					
	Chief Operational Services	E169					
	Senior Executive	E227					
E32	Chief Engagement and External Partnership Officer	E259	\$576.00	\$604.80	\$635.04	\$666.80	\$700.14
	Chief Information Officer	E139					
	Chief of Staff (General)	E221					
	Chief Technology Officer	E179					
E31	Assistant Superintendent	E159	\$516.59	\$542.42	\$569.55	\$598.02	\$627.93
	Assistant Superintendent, Operational Services	E161					
	Deputy Executive (General)	E208					
	Prevention and Intervention Executive	E263					
E30	Executive Officer, District & School Accountability & Improvement	E104	\$486.61	\$510.94	\$536.49	\$563.31	\$591.48
	Executive Officer, School Leadership	E105					
	Executive Officer (General)	E220					
E29	Administrator (General)	E195	\$456.63	\$479.45	\$503.43	\$528.59	\$555.03
	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					
	Director, Food Services	E074					
	Director, Human Resources	E079					
	Director, Transportation	E093					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District**Classified Management Daily Salary Schedule 2021-22**

Effective July 1, 2021

Management 261 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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, 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					
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					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District**Classified Management Daily Salary Schedule 2021-22**

Effective July 1, 2021

Management 261 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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					
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					

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District

Classified Management Daily Salary Schedule 2021-22

Effective July 1, 2021

Management 261 Duty Days*

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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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 248 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.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Fresno Unified School District
Classified Management 261 Daily Salary Schedule
Competitive and Negotiable 2021-2022
Effective July 1, 2021

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>	<u>Neg Step</u>
E167	Deputy Superintendent	Neg	\$983.30
E180	Chief Human Resources/Labor Relations	Neg	\$864.48
E260	Chief Financial Officer	Neg	\$808.89

All above salary include the ~~lesser of consumer price index or the percentage salary increase negotiated with the bargaining units.~~ through July 1, 2019

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*

*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

Year 2021-22
4% increase effective 7/1/2021
Additions increase effective 7/1/2021
Board approved PENDING

Page 1 of 1
Year: Management Salary Schedule 2021-2022
Salary may be pro-rated based on FTE (<1.0 FTE)

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Nurses and Speech Language Pathologists ~~185-188~~* 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
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Non-Credentialed Nurses/SLPs

0	\$56,102.66	\$59,142.24	\$62,181.98	\$65,221.26	\$67,014.63
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Full-Credentialed Nurses/SLPs

1**	\$59,142.24	\$62,181.98	\$65,221.26	\$68,261.00	\$70,145.36
2	\$62,181.98	\$65,221.26	\$68,261.00	\$71,300.73	\$73,276.23
3	\$65,221.26	\$68,261.00	\$71,300.73	\$74,340.31	\$76,406.96
4	\$68,261.00	\$71,300.73	\$74,340.31	\$77,379.60	\$79,537.69
5	\$71,300.73	\$74,340.31	\$77,379.60	\$80,419.18	\$82,668.71
6	\$74,340.31	\$77,379.60	\$80,419.18	\$83,476.96	\$85,981.42
7	\$77,379.60	\$80,419.18	\$83,476.96	\$86,729.51	\$89,331.28
8		\$83,476.96	\$86,729.51	\$89,981.61	\$92,681.14
9			\$89,981.61	\$93,234.31	\$96,031.30
10				\$96,486.56	\$99,381.16

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%	\$1,543.79	\$98,030.35	\$100,971.26
12	3.20%	\$3,087.57	\$99,574.13	\$102,561.36
13	4.80%	\$4,631.36	\$101,117.92	\$104,151.46
14	6.40%	\$6,175.14	\$102,661.70	\$105,741.56
15	8.00%	\$7,718.93	\$104,205.49	\$107,331.65

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective-July 1, 2021

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

	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
Level (Step)					

Non-Credentialed Nurses

0	\$59,683.68	\$62,917.28	\$66,151.04	\$69,384.32	\$71,292.16
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Full-Credentialed Nurses

1**	\$62,917.28	\$66,151.04	\$69,384.32	\$72,618.08	\$74,622.72
2	\$66,151.04	\$69,384.32	\$72,618.08	\$75,851.84	\$77,953.44
3	\$69,384.32	\$72,618.08	\$75,851.84	\$79,085.44	\$81,284.00
4	\$72,618.08	\$75,851.84	\$79,085.44	\$82,318.72	\$84,614.56
5	\$75,851.84	\$79,085.44	\$82,318.72	\$85,552.32	\$87,945.44
6	\$79,085.44	\$82,318.72	\$85,552.32	\$88,805.28	\$91,469.60
7	\$82,318.72	\$85,552.32	\$88,805.28	\$92,265.44	\$95,033.28
8		\$88,805.28	\$92,265.44	\$95,725.12	\$98,596.96
9			\$95,725.12	\$99,185.44	\$102,160.96
10				\$102,645.28	\$105,724.64

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%	\$1,642.32	\$104,287.60	\$107,416.23
12	3.20%	\$3,284.65	\$105,929.93	\$109,107.83
13	4.80%	\$4,926.97	\$107,572.25	\$110,799.42
14	6.40%	\$6,569.30	\$109,214.58	\$112,491.02
15	8.00%	\$8,211.62	\$110,856.90	\$114,182.61

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT**NEW**

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Nurses

0	\$61,772.61	\$65,119.38	\$68,466.33	\$71,812.77	\$73,787.39
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Full-Credentialed Nurses

1**	\$65,119.38	\$68,466.33	\$71,812.77	\$75,159.71	\$77,234.52
2	\$68,466.33	\$71,812.77	\$75,159.71	\$78,506.65	\$80,681.81
3	\$71,812.77	\$75,159.71	\$78,506.65	\$81,853.43	\$84,128.94
4	\$75,159.71	\$78,506.65	\$81,853.43	\$85,199.88	\$87,576.07
5	\$78,506.65	\$81,853.43	\$85,199.88	\$88,546.65	\$91,023.53
6	\$81,853.43	\$85,199.88	\$88,546.65	\$91,913.46	\$94,671.04
7	\$85,199.88	\$88,546.65	\$91,913.46	\$95,494.73	\$98,359.44
8		\$91,913.46	\$95,494.73	\$99,075.50	\$102,047.85
9			\$99,075.50	\$102,656.93	\$105,736.59
10				\$106,237.86	\$109,425.00

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%	\$1,699.81	\$107,937.67	\$111,175.80
12	3.20%	\$3,399.61	\$109,637.48	\$112,926.60
13	4.80%	\$5,099.42	\$111,337.28	\$114,677.40
14	6.40%	\$6,799.22	\$113,037.09	\$116,428.20
15	8.00%	\$8,499.03	\$114,736.89	\$118,179.00

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Operations Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
N25	Custodian	0003	\$16.5938	\$17.4285	\$18.3424	\$19.2786	\$20.2940
	Worker, Warehouse Trainee*	0030					
N27	Custodian, PE Male/Female	0006	\$17.4285	\$18.3424	\$19.2786	\$20.2940	\$21.3430
N30	Custodian, Lead	0029	\$18.8387	\$19.7976	\$20.7451	\$21.8055	\$22.9337
	Operator, Swimming Pool	0014					
	Worker, Grounds Maint I	0018					
N31	Coordinator, Plant I	0004	\$19.3078	\$20.2729	\$21.2861	\$22.3508	\$23.4677
N32	Specialist, Stadium Grounds	0016	\$19.6170	\$20.5534	\$21.5687	\$22.6966	\$23.8246
	Worker, Grounds Maint II	0019					
	Worker/Driver, Warehouse I	0024					
N33	Coordinator, Plant II	0005	\$20.0909	\$21.1625	\$22.1888	\$23.2720	\$24.4339
	Courier, District	0001					
	Driver, Bus	0009					
	Driver, Truck	0012					
N34	Operator, School Farm Lab	ZZ294	\$20.5534	\$21.5687	\$22.6966	\$23.8246	\$25.0318
	Worker, Grounds Maint III-Chipper Truck Operator	0020					
	Worker, Grounds Maint III-Gang Reel Mower Operator	0026					
	Worker, Warehouse/Freezer	0021					

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Operations Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
N35	Courier, District II	0002	\$21.1625	\$22.1888	\$23.2720	\$24.4339	\$25.6747
	Driver, Relief Bus	0011					
	Manager, Auditorium Operations	0013					
	Worker/Driver, Warehouse II	0025					
N36	Worker, Grounds Maint IV - Aerator Tractor	0027	\$21.5687	\$22.6966	\$23.8246	\$25.0318	\$26.3853
	Worker, Grounds Maint IV - Line Burner	0022					
	Worker, Grounds Maint IV - Tractor Loader	0028					
	Worker, Grounds Maint IV - Tree Trimmer	0023					
N37	Driver, Senior Bus	0010	\$22.1888	\$23.2720	\$24.4339	\$25.6747	\$27.0057
N38	Scheduler, Transportation	0015	\$22.6966	\$23.8246	\$25.0318	\$26.3853	\$27.7278
N43	Dispatcher/Special Educ Dispatcher	0008	\$25.6550	\$26.9385	\$28.2854	\$29.6996	\$31.1847

*Warehouse Worker Driver Trainee to be upgraded to Warehouse Worker Driver I after completing one year and meeting the standard of expectations for the training period.

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S35	Supervisor, Benefits	S017	\$21.1364	\$22.1619	\$23.2435	\$24.4039	\$25.6433	
S36	Supervisor, Department Office	S010	\$21.5420	\$22.6801	\$23.8067	\$25.0124	\$26.3644	
	Specialist, Facilities Dept	S013						
	Specialist, School Safety/Security	S015						
S37	Supervisor, School Food Services	S026	\$22.1619	\$23.2435	\$24.4039	\$25.6433	\$26.9839	
	Supervisor, Student Records	S042						
	Supervisor, Nutrition Center	S051						
S38	Supervisor, Plant High School	S039	\$22.6801	\$23.8067	\$25.0124	\$26.3644	\$27.7051	
	Supervisor, Shipping/Receiving	S041						
S39	Manager, School Office IV	S011	\$23.2452	\$24.4065	\$25.6274	\$26.9074	\$28.2545	
S41	Supervisor, Grounds Maintenance	S028	\$24.4039	\$25.6433	\$26.9839	\$28.3249	\$29.8458	
S42	Buyer I	S001	\$25.0124	\$26.3644	\$27.7051	\$29.0684	\$30.5668	
	Trainer-Bus Driver	S048						
S45	Buyer II	S002	\$26.9839	\$28.3249	\$29.8458	\$31.3556	\$32.8766	
	Supervisor, Warehouse Operations	S046						
S48	Supervisor, Media Services	S034	\$29.0684	\$30.5668	\$32.1441	\$33.7328	\$35.4680	

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S50	Buyer III	S003	\$30.5668	\$32.1441	\$33.7328	\$35.4680	\$37.2257	
	Technician, Energy Management	S047						
S53	Supervisor, Accounting	S016	\$32.8766	\$34.5779	\$36.3018	\$38.0932	\$40.1098	
	Supervisor, Grounds & Landscape	S029						
	Supervisor, Operations-IMS	S036						
	Supervisor, Transport Operations	S045						
S56	Estimator, Planner-Electrical	S004	\$35.4680	\$37.2257	\$39.0846	\$41.1239	\$43.2534	
	Estimator, Planner-Mechanical	S005						
	Manager, Assistant, Project	S009						
S59	Supervisor, Telecommunications II	S044	\$38.0932	\$40.1098	\$42.1491	\$44.3124	\$46.5319	
	Scheduler, Work Control	S012						
S66	Supervisor, Building Trades - CRAFTS	S019						\$54.4685
S67	Supervisor, Building Trades - TRADES	S051						\$53.4220
S68	Supervisor, Bus Shop - CRAFTS	S020						\$48.5393
S69	Supervisor, Concrete - CRAFTS	S022						\$48.5154
S70	Supervisor, Lock Shop - CRAFTS	S032						\$54.4685

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2021-2022

Effective July 1, 2021

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S71	Supervisor, Metal - CRAFTS	S035						\$50.5435
S72	Supervisor, Mobile Unit - CRAFTS	S049						\$54.4685
S73	Supervisor, Electrical Trades - TRADES	S024						\$45.3803
S74	Supervisor, Electronics Shop - TRADES	S025						\$45.3803
S75	Supervisor, General Maintenance - TRADES	S027						\$44.5228
S76	Supervisor, HVAC & Refrigeration - TRADES	S030						\$48.3252
S77	Supervisor, Irrigation - TRADES	S031						\$33.8249
S78	Supervisor, Paint Shop - TRADES	S037						\$45.6535
S79	Supervisor, Plumber - TRADES	S040						\$48.3252

Year 2021-22

4% increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers and Librarians ~~185~~ 188* 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
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Non-Credentialed Teachers/Librarians

0	\$50,659.68	\$53,699.27	\$56,739.00	\$59,778.28	\$61,571.65
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Full-Credentialed Teachers/Librarians

1**	\$53,699.27	\$56,739.00	\$59,778.28	\$62,818.02	\$64,702.38
2	\$56,739.00	\$59,778.28	\$62,818.02	\$65,857.75	\$67,833.26
3	\$59,778.28	\$62,818.02	\$65,857.75	\$68,897.34	\$70,964.13
4	\$62,818.02	\$65,857.75	\$68,897.34	\$71,936.62	\$74,094.71
5	\$65,857.75	\$68,897.34	\$71,936.62	\$74,976.36	\$77,225.74
6	\$68,897.34	\$71,936.62	\$74,976.36	\$78,015.94	\$80,356.31
7	\$71,936.62	\$74,976.36	\$78,015.94	\$81,055.52	\$83,487.19
8		\$78,015.94	\$81,055.52	\$84,094.96	\$86,617.92
9			\$84,094.96	\$87,134.84	\$89,748.79
10				\$90,174.28	\$92,879.52

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%	\$1,442.79	\$91,617.06	\$94,365.59
12	3.20%	\$2,885.58	\$93,059.85	\$95,851.66
13	4.80%	\$4,328.37	\$94,502.64	\$97,337.74
14	6.40%	\$5,771.15	\$95,945.43	\$98,823.81
15	8.00%	\$7,213.94	\$97,388.22	\$100,309.88

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers and Librarians ~~185~~ 188* Duty Days (8.5 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
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Non-Credentialed Teachers/Librarians

0	\$53,825.91	\$57,055.47	\$60,285.19	\$63,514.43	\$65,419.88
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Full-Credentialed Teachers/Librarians

1**	\$57,055.47	\$60,285.19	\$63,514.43	\$66,744.15	\$68,746.28
2	\$60,285.19	\$63,514.43	\$66,744.15	\$69,973.86	\$72,072.84
3	\$63,514.43	\$66,744.15	\$69,973.86	\$73,203.42	\$75,399.39
4	\$66,744.15	\$69,973.86	\$73,203.42	\$76,432.66	\$78,725.63
5	\$69,973.86	\$73,203.42	\$76,432.66	\$79,662.38	\$82,052.35
6	\$73,203.42	\$76,432.66	\$79,662.38	\$82,891.94	\$85,378.58
7	\$76,432.66	\$79,662.38	\$82,891.94	\$86,121.49	\$88,705.14
8		\$82,891.94	\$86,121.49	\$89,350.89	\$92,031.54
9			\$89,350.89	\$92,580.77	\$95,358.09
10				\$95,810.17	\$98,684.49

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%	\$1,532.96	\$97,343.13	\$100,263.44
12	3.20%	\$3,065.93	\$98,876.09	\$101,842.39
13	4.80%	\$4,598.89	\$100,409.06	\$103,421.35
14	6.40%	\$6,131.85	\$101,942.02	\$105,000.30
15	8.00%	\$7,664.81	\$103,474.98	\$106,579.25

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$52,276.48	\$53,281.87	\$56,297.87	\$59,313.56	\$61,092.93
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Full-Credentialed Teachers/Librarians

1**	\$55,413.07	\$58,549.82	\$61,686.10	\$64,822.85	\$66,767.35
2	\$58,549.82	\$61,686.10	\$64,822.85	\$67,959.60	\$69,998.15
3	\$61,686.10	\$64,822.85	\$67,959.60	\$71,096.19	\$73,228.95
4	\$64,822.85	\$67,959.60	\$71,096.19	\$74,232.47	\$76,459.44
5	\$67,959.60	\$71,096.19	\$74,232.47	\$77,369.22	\$79,690.39
6	\$71,096.19	\$74,232.47	\$77,369.22	\$80,505.81	\$82,920.88
7	\$74,232.47	\$77,369.22	\$80,505.81	\$83,642.40	\$86,151.68
8		\$80,505.81	\$83,642.40	\$86,778.84	\$89,382.32
9			\$86,778.84	\$89,915.74	\$92,613.12
10				\$93,052.18	\$95,843.76

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.

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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%	\$1,488.83	\$94,541.01	\$97,377.26
12	3.20%	\$2,977.67	\$96,029.85	\$98,910.76
13	4.80%	\$4,466.50	\$97,518.68	\$100,444.26
14	6.40%	\$5,955.34	\$99,007.52	\$101,977.76
15	8.00%	\$7,444.17	\$100,496.35	\$103,511.26

Year 2021-22
4% increase effective 7/1/2021
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$52,545.95	\$55,698.71	\$58,851.62	\$62,004.07	\$63,864.22
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Full-Credentialed Teachers/Librarians

1**	\$55,698.71	\$58,851.62	\$62,004.07	\$65,156.99	\$67,111.51
2	\$58,851.62	\$62,004.07	\$65,156.99	\$68,309.90	\$70,358.96
3	\$62,004.07	\$65,156.99	\$68,309.90	\$71,462.66	\$73,606.42
4	\$65,156.99	\$68,309.90	\$71,462.66	\$74,615.11	\$76,853.56
5	\$68,309.90	\$71,462.66	\$74,615.11	\$77,768.03	\$80,101.16
6	\$71,462.66	\$74,615.11	\$77,768.03	\$80,920.79	\$83,348.30
7	\$74,615.11	\$77,768.03	\$80,920.79	\$84,073.55	\$86,595.76
8		\$80,920.79	\$84,073.55	\$87,226.15	\$89,843.05
9			\$87,226.15	\$90,379.22	\$93,090.50
10				\$93,531.83	\$96,337.80

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%	\$1,496.51	\$95,028.34	\$97,879.20
12	3.20%	\$2,993.02	\$96,524.85	\$99,420.61
13	4.80%	\$4,489.53	\$98,021.36	\$100,962.01
14	6.40%	\$5,986.04	\$99,517.86	\$102,503.42
15	8.00%	\$7,482.55	\$101,014.37	\$104,044.82

Year 2021-22
4% increase effective 7/1/2021
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$53,893.28	\$57,126.88	\$60,360.64	\$63,593.92	\$65,501.76
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Full-Credentialed Teachers/Librarians

1**	\$57,126.88	\$60,360.64	\$63,593.92	\$66,827.68	\$68,832.32
2	\$60,360.64	\$63,593.92	\$66,827.68	\$70,061.44	\$72,163.04
3	\$63,593.92	\$66,827.68	\$70,061.44	\$73,295.04	\$75,493.76
4	\$66,827.68	\$70,061.44	\$73,295.04	\$76,528.32	\$78,824.16
5	\$70,061.44	\$73,295.04	\$76,528.32	\$79,762.08	\$82,155.04
6	\$73,295.04	\$76,528.32	\$79,762.08	\$82,995.68	\$85,485.44
7	\$76,528.32	\$79,762.08	\$82,995.68	\$86,229.28	\$88,816.16
8		\$82,995.68	\$86,229.28	\$89,462.72	\$92,146.72
9			\$89,462.72	\$92,696.64	\$95,477.44
10				\$95,930.08	\$98,808.00

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%	\$1,534.88	\$97,464.96	\$100,388.93
12	3.20%	\$3,069.76	\$98,999.84	\$101,969.86
13	4.80%	\$4,604.64	\$100,534.72	\$103,550.78
14	6.40%	\$6,139.53	\$102,069.61	\$105,131.71
15	8.00%	\$7,674.41	\$103,604.49	\$106,712.64

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$54,701.68	\$57,983.78	\$61,266.05	\$64,547.83	\$66,484.29
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Full-Credentialed Teachers/Librarians

1**	\$57,983.78	\$61,266.05	\$64,547.83	\$67,830.10	\$69,864.80
2	\$61,266.05	\$64,547.83	\$67,830.10	\$71,112.36	\$73,245.49
3	\$64,547.83	\$67,830.10	\$71,112.36	\$74,394.47	\$76,626.17
4	\$67,830.10	\$71,112.36	\$74,394.47	\$77,676.24	\$80,006.52
5	\$71,112.36	\$74,394.47	\$77,676.24	\$80,958.51	\$83,387.37
6	\$74,394.47	\$77,676.24	\$80,958.51	\$84,240.62	\$86,767.72
7	\$77,676.24	\$80,958.51	\$84,240.62	\$87,522.72	\$90,148.40
8		\$84,240.62	\$87,522.72	\$90,804.66	\$93,528.92
9			\$90,804.66	\$94,087.09	\$96,909.60
10				\$97,369.03	\$100,290.12

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%	\$1,557.90	\$98,926.94	\$101,894.76
12	3.20%	\$3,115.81	\$100,484.84	\$103,499.40
13	4.80%	\$4,673.71	\$102,042.74	\$105,104.05
14	6.40%	\$6,231.62	\$103,600.65	\$106,708.69
15	8.00%	\$7,789.52	\$105,158.55	\$108,313.33

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers/Librarians

0	\$54,971.15	\$58,269.42	\$61,567.85	\$64,865.80	\$66,811.80
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Full-Credentialed Teachers/Librarians

1**	\$58,269.42	\$61,567.85	\$64,865.80	\$68,164.23	\$70,208.97
2	\$61,567.85	\$64,865.80	\$68,164.23	\$71,462.67	\$73,606.30
3	\$64,865.80	\$68,164.23	\$71,462.67	\$74,760.94	\$77,003.64
4	\$68,164.23	\$71,462.67	\$74,760.94	\$78,058.89	\$80,400.64
5	\$71,462.67	\$74,760.94	\$78,058.89	\$81,357.32	\$83,798.14
6	\$74,760.94	\$78,058.89	\$81,357.32	\$84,655.59	\$87,195.15
7	\$78,058.89	\$81,357.32	\$84,655.59	\$87,953.87	\$90,592.48
8		\$84,655.59	\$87,953.87	\$91,251.97	\$93,989.65
9			\$91,251.97	\$94,550.57	\$97,386.99
10				\$97,848.68	\$100,784.16

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%	\$1,565.58	\$99,414.26	\$102,396.71
12	3.20%	\$3,131.16	\$100,979.84	\$104,009.25
13	4.80%	\$4,696.74	\$102,545.42	\$105,621.80
14	6.40%	\$6,262.32	\$104,111.00	\$107,234.35
15	8.00%	\$7,827.89	\$105,676.58	\$108,846.89

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers and Librarians 217* 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
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Non-Credentialed Teachers/Librarians

0	\$58,474.21	\$61,982.66	\$65,491.29	\$68,999.40	\$71,069.41
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Full-Credentialed Teachers/Librarians

1**	\$61,982.66	\$65,491.29	\$68,999.40	\$72,508.03	\$74,683.07
2	\$65,491.29	\$68,999.40	\$72,508.03	\$76,016.66	\$78,296.90
3	\$68,999.40	\$72,508.03	\$76,016.66	\$79,525.12	\$81,910.73
4	\$72,508.03	\$76,016.66	\$79,525.12	\$83,033.23	\$85,524.21
5	\$76,016.66	\$79,525.12	\$83,033.23	\$86,541.86	\$89,138.22
6	\$79,525.12	\$83,033.23	\$86,541.86	\$90,050.31	\$92,751.70
7	\$83,033.23	\$86,541.86	\$90,050.31	\$93,558.77	\$96,365.53
8		\$90,050.31	\$93,558.77	\$97,067.05	\$99,979.19
9			\$97,067.05	\$100,575.85	\$103,593.02
10				\$104,084.14	\$107,206.68

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%	\$1,665.35	\$105,749.48	\$108,921.99
12	3.20%	\$3,330.69	\$107,414.83	\$110,637.29
13	4.80%	\$4,996.04	\$109,080.18	\$112,352.60
14	6.40%	\$6,661.38	\$110,745.52	\$114,067.91
15	8.00%	\$8,326.73	\$112,410.87	\$115,783.21

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule D: Adult Education ~~185~~ 188 Duty Days (~~7-hour workday~~)**Hourly Rates**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	50.3133	1.00	51.8145	1.03	53.3294	1.06
2	51.8145	1.03	53.3294	1.06	54.8446	1.09
3	53.3294	1.06	54.8446	1.09	56.3461	1.12
4	54.8446	1.09	56.3461	1.12	57.8611	1.15
5	56.3461	1.12	57.8611	1.15	59.3483	1.18

Daily Rates (7 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	352.19	1.00	362.70	1.03	373.31	1.06
2	362.70	1.03	373.31	1.06	383.91	1.09
3	373.31	1.06	383.91	1.09	394.42	1.12
4	383.91	1.09	394.42	1.12	405.03	1.15
5	394.42	1.12	405.03	1.15	415.44	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	402.51	1.00	414.52	1.03	426.64	1.06
2	414.52	1.03	426.64	1.06	438.76	1.09
3	426.64	1.06	438.76	1.09	450.77	1.12
4	438.76	1.09	450.77	1.12	462.89	1.15
5	450.77	1.12	462.89	1.15	474.79	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 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule D: Adult Education 215 Duty Days (~~7-hour workday~~)**Hourly Rates**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	50.3133	1.00	51.8145	1.03	53.3294	1.06
2	51.8145	1.03	53.3294	1.06	54.8446	1.09
3	53.3294	1.06	54.8446	1.09	56.3461	1.12
4	54.8446	1.09	56.3461	1.12	57.8611	1.15
5	56.3461	1.12	57.8611	1.15	59.3483	1.18

Daily Rates (7 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	352.19	1.00	362.70	1.03	373.31	1.06
2	362.70	1.03	373.31	1.06	383.91	1.09
3	373.31	1.06	383.91	1.09	394.42	1.12
4	383.91	1.09	394.42	1.12	405.03	1.15
5	394.42	1.12	405.03	1.15	415.44	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	402.51	1.00	414.52	1.03	426.64	1.06
2	414.52	1.03	426.64	1.06	438.76	1.09
3	426.64	1.06	438.76	1.09	450.77	1.12
4	438.76	1.09	450.77	1.12	462.89	1.15
5	450.77	1.12	462.89	1.15	474.79	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 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$22.6683	\$24.4019	\$26.0413	\$27.6241	\$29.4707
C-2	\$24.4019	\$26.0413	\$27.6241	\$29.4707	\$31.0346
C-3	\$26.0413	\$27.6241	\$29.4707	\$31.0346	\$32.7871
C-4	\$27.6241	\$29.4707	\$31.0346	\$32.7871	\$34.4265
C-5		\$31.0346	\$32.7871	\$34.4265	\$35.1803
C-6			\$34.4265	\$35.1803	\$37.9879
C-7				\$37.9879	\$39.6085
C-8					\$41.2667
C-9					

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%	\$1,269.10	\$80,587.8350
12	3.20%	\$2,538.20	\$81,856.9347
13	4.80%	\$3,807.30	\$83,126.0345
14	6.40%	\$5,076.40	\$84,395.1343
15	8.00%	\$6,345.50	\$85,664.2340

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Career Technical Ed/Vocational Ed Teachers ~~185~~188* 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
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Non-Credentialed Teachers

0	\$50,659.68	\$53,699.27	\$56,739.00	\$59,778.28	\$61,571.65
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Full-Credentialed Teachers

1	\$53,699.27	\$56,739.00	\$59,778.28	\$62,818.02	\$64,702.38
2	\$56,739.00	\$59,778.28	\$62,818.02	\$65,857.75	\$67,833.26
3	\$59,778.28	\$62,818.02	\$65,857.75	\$68,897.34	\$70,964.13
4	\$62,818.02	\$65,857.75	\$68,897.34	\$71,936.62	\$74,094.71
5	\$65,857.75	\$68,897.34	\$71,936.62	\$74,976.36	\$77,225.74
6		\$71,936.62	\$74,976.36	\$78,015.94	\$80,356.31
7		\$74,976.36	\$78,015.94	\$81,055.52	\$83,487.19
8			\$81,055.52	\$84,094.96	\$86,617.92
9			\$84,094.96	\$87,134.84	\$89,748.79
10				\$90,174.28	\$92,879.52

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%	\$1,442.79	\$91,617.06	\$94,365.59
12	3.20%	\$2,885.58	\$93,059.85	\$95,851.66
13	4.80%	\$4,328.37	\$94,502.64	\$97,337.74
14	6.40%	\$5,771.15	\$95,945.43	\$98,823.81
15	8.00%	\$7,213.94	\$97,388.22	\$100,309.88

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~192~~ 195* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

Level (Step)	Class I (A01) BA + 30-44 units Semester 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
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Non-Credentialed Teachers

0	\$55,830.07	\$59,179.88	\$62,529.85	\$65,879.33	\$67,855.73
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Full-Credentialed Teachers

1**	\$59,179.88	\$62,529.85	\$65,879.33	\$69,229.30	\$71,305.98
2	\$62,529.85	\$65,879.33	\$69,229.30	\$72,579.27	\$74,756.40
3	\$65,879.33	\$69,229.30	\$72,579.27	\$75,929.08	\$78,206.82
4	\$69,229.30	\$72,579.27	\$75,929.08	\$79,278.56	\$81,656.90
5	\$72,579.27	\$75,929.08	\$79,278.56	\$82,628.53	\$85,107.49
6	\$75,929.08	\$79,278.56	\$82,628.53	\$85,978.34	\$88,557.57
7	\$79,278.56	\$82,628.53	\$85,978.34	\$89,328.14	\$92,007.99
8		\$85,978.34	\$89,328.14	\$92,677.79	\$95,458.24
9			\$92,677.79	\$96,027.93	\$98,908.66
10				\$99,377.57	\$102,358.91

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%	\$1,590.04	\$100,967.61	\$103,996.66
12	3.20%	\$3,180.08	\$102,557.65	\$105,634.40
13	4.80%	\$4,770.12	\$104,147.69	\$107,272.14
14	6.40%	\$6,360.16	\$105,737.73	\$108,909.88
15	8.00%	\$7,950.21	\$107,327.77	\$110,547.63

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~193~~ 196* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

Level (Step)	Class I (A01) BA + 30-44 units Semester 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
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Non-Credentialed Teachers

0	\$56,116.38	\$59,483.36	\$62,850.52	\$66,217.17	\$68,203.71
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Full-Credentialed Teachers

1**	\$59,483.36	\$62,850.52	\$66,217.17	\$69,584.32	\$71,671.65
2	\$62,850.52	\$66,217.17	\$69,584.32	\$72,951.47	\$75,139.77
3	\$66,217.17	\$69,584.32	\$72,951.47	\$76,318.46	\$78,607.88
4	\$69,584.32	\$72,951.47	\$76,318.46	\$79,685.11	\$82,075.66
5	\$72,951.47	\$76,318.46	\$79,685.11	\$83,052.27	\$85,543.94
6	\$76,318.46	\$79,685.11	\$83,052.27	\$86,419.25	\$89,011.71
7	\$79,685.11	\$83,052.27	\$86,419.25	\$89,786.24	\$92,479.83
8		\$86,419.25	\$89,786.24	\$93,153.06	\$95,947.77
9			\$93,153.06	\$96,520.38	\$99,415.88
10				\$99,887.20	\$102,883.83

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%	\$1,598.20	\$101,485.39	\$104,529.97
12	3.20%	\$3,196.39	\$103,083.59	\$106,176.11
13	4.80%	\$4,794.59	\$104,681.78	\$107,822.25
14	6.40%	\$6,392.78	\$106,279.98	\$109,468.40
15	8.00%	\$7,990.98	\$107,878.17	\$111,114.54

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~194~~ 197* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

	Class I (A01) BA + 30-44 units Semester 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
Level (Step)					

Non-Credentialed Teachers

0	\$56,402.69	\$59,786.85	\$63,171.18	\$66,555.01	\$68,551.69
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Full-Credentialed Teachers

1**	\$59,786.85	\$63,171.18	\$66,555.01	\$69,939.34	\$72,037.32
2	\$63,171.18	\$66,555.01	\$69,939.34	\$73,323.68	\$75,523.13
3	\$66,555.01	\$69,939.34	\$73,323.68	\$76,707.84	\$79,008.94
4	\$69,939.34	\$73,323.68	\$76,707.84	\$80,091.67	\$82,494.41
5	\$73,323.68	\$76,707.84	\$80,091.67	\$83,476.00	\$85,980.38
6	\$76,707.84	\$80,091.67	\$83,476.00	\$86,860.17	\$89,465.86
7	\$80,091.67	\$83,476.00	\$86,860.17	\$90,244.33	\$92,951.66
8		\$86,860.17	\$90,244.33	\$93,628.33	\$96,437.30
9			\$93,628.33	\$97,012.83	\$99,923.11
10				\$100,396.82	\$103,408.75

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%	\$1,606.35	\$102,003.17	\$105,063.29
12	3.20%	\$3,212.70	\$103,609.52	\$106,717.83
13	4.80%	\$4,819.05	\$105,215.87	\$108,372.37
14	6.40%	\$6,425.40	\$106,822.22	\$110,026.91
15	8.00%	\$8,031.75	\$108,428.57	\$111,681.45

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers ~~195~~ 198* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

	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
Level (Step)					

Non-Credentialed Teachers

0	\$56,688.99	\$60,090.34	\$63,491.85	\$66,892.85	\$68,899.66
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Full-Credentialed Teachers

1**	\$60,090.34	\$63,491.85	\$66,892.85	\$70,294.37	\$72,403.00
2	\$63,491.85	\$66,892.85	\$70,294.37	\$73,695.88	\$75,906.50
3	\$66,892.85	\$70,294.37	\$73,695.88	\$77,097.22	\$79,410.00
4	\$70,294.37	\$73,695.88	\$77,097.22	\$80,498.23	\$82,913.16
5	\$73,695.88	\$77,097.22	\$80,498.23	\$83,899.74	\$86,416.83
6	\$77,097.22	\$80,498.23	\$83,899.74	\$87,301.08	\$89,920.00
7	\$80,498.23	\$83,899.74	\$87,301.08	\$90,702.42	\$93,423.50
8		\$87,301.08	\$90,702.42	\$94,103.60	\$96,926.83
9			\$94,103.60	\$97,505.28	\$100,430.33
10				\$100,906.45	\$103,933.67

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%	\$1,614.50	\$102,520.96	\$105,596.60
12	3.20%	\$3,229.01	\$104,135.46	\$107,259.54
13	4.80%	\$4,843.51	\$105,749.96	\$108,922.48
14	6.40%	\$6,458.01	\$107,364.47	\$110,585.42
15	8.00%	\$8,072.52	\$108,978.97	\$112,248.36

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$58,743.68	\$62,268.30	\$65,793.10	\$69,317.37	\$71,396.92
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Full-Credentialed Teachers

1	\$62,268.30	\$65,793.10	\$69,317.37	\$72,842.17	\$75,027.23
2	\$65,793.10	\$69,317.37	\$72,842.17	\$76,366.97	\$78,657.71
3	\$69,317.37	\$72,842.17	\$76,366.97	\$79,891.59	\$82,288.20
4	\$72,842.17	\$76,366.97	\$79,891.59	\$83,415.87	\$85,918.33
5	\$76,366.97	\$79,891.59	\$83,415.87	\$86,940.67	\$89,548.99
6		\$83,415.87	\$86,940.67	\$90,465.29	\$93,179.13
7		\$86,940.67	\$90,465.29	\$93,989.92	\$96,809.61
8			\$93,989.92	\$97,514.36	\$100,439.92
9			\$97,514.36	\$101,039.34	\$104,070.41
10				\$104,563.79	\$107,700.72

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%	\$1,673.02	\$106,236.81	\$109,423.93
12	3.20%	\$3,346.04	\$107,909.83	\$111,147.14
13	4.80%	\$5,019.06	\$109,582.85	\$112,870.35
14	6.40%	\$6,692.08	\$111,255.87	\$114,593.57
15	8.00%	\$8,365.10	\$112,928.89	\$116,316.78

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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) BA + 30-44 units Semester 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
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Non-Credentialed Teachers

0	\$53,893.28	\$57,126.88	\$60,360.64	\$63,593.92	\$65,501.76
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Full-Credentialed Teachers

1**	\$57,126.88	\$60,360.64	\$63,593.92	\$66,827.68	\$68,832.32
2	\$60,360.64	\$63,593.92	\$66,827.68	\$70,061.44	\$72,163.04
3	\$63,593.92	\$66,827.68	\$70,061.44	\$73,295.04	\$75,493.76
4	\$66,827.68	\$70,061.44	\$73,295.04	\$76,528.32	\$78,824.16
5	\$70,061.44	\$73,295.04	\$76,528.32	\$79,762.08	\$82,155.04
6	\$73,295.04	\$76,528.32	\$79,762.08	\$82,995.68	\$85,485.44
7	\$76,528.32	\$79,762.08	\$82,995.68	\$86,229.28	\$88,816.16
8		\$82,995.68	\$86,229.28	\$89,462.72	\$92,146.72
9			\$89,462.72	\$92,696.64	\$95,477.44
10				\$95,930.08	\$98,808.00

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%	\$1,534.88	\$97,464.96	\$100,388.93
12	3.20%	\$3,069.76	\$98,999.84	\$101,969.86
13	4.80%	\$4,604.64	\$100,534.72	\$103,550.78
14	6.40%	\$6,139.53	\$102,069.61	\$105,131.71
15	8.00%	\$7,674.41	\$103,604.49	\$106,712.64

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers on Special Assignment ~~185~~ 188* Duty Days**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 teaching service

	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
Level (Step)					

Non-Credentialed Teachers

0	\$50,659.68	\$53,699.27	\$56,739.00	\$59,778.28	\$61,571.65
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Full-Credentialed Teachers

1**	\$53,699.27	\$56,739.00	\$59,778.28	\$62,818.02	\$64,702.38
2	\$56,739.00	\$59,778.28	\$62,818.02	\$65,857.75	\$67,833.26
3	\$59,778.28	\$62,818.02	\$65,857.75	\$68,897.34	\$70,964.13
4	\$62,818.02	\$65,857.75	\$68,897.34	\$71,936.62	\$74,094.71
5	\$65,857.75	\$68,897.34	\$71,936.62	\$74,976.36	\$77,225.74
6	\$68,897.34	\$71,936.62	\$74,976.36	\$78,015.94	\$80,356.31
7	\$71,936.62	\$74,976.36	\$78,015.94	\$81,055.52	\$83,487.19
8		\$78,015.94	\$81,055.52	\$84,094.96	\$86,617.92
9			\$84,094.96	\$87,134.84	\$89,748.79
10				\$90,174.28	\$92,879.52

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%	\$1,442.79	\$91,617.06	\$94,365.59
12	3.20%	\$2,885.58	\$93,059.85	\$95,851.66
13	4.80%	\$4,328.37	\$94,502.64	\$97,337.74
14	6.40%	\$5,771.15	\$95,945.43	\$98,823.81
15	8.00%	\$7,213.94	\$97,388.22	\$100,309.88

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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

	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
Level (Step)					

Non-Credentialed Teachers

0	\$50,929.15	\$53,984.90	\$57,040.80	\$60,096.25	\$61,899.16
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Full-Credentialed Teachers

1**	\$53,984.90	\$57,040.80	\$60,096.25	\$63,152.16	\$65,046.54
2	\$57,040.80	\$60,096.25	\$63,152.16	\$66,208.06	\$68,194.07
3	\$60,096.25	\$63,152.16	\$66,208.06	\$69,263.81	\$71,341.60
4	\$63,152.16	\$66,208.06	\$69,263.81	\$72,319.26	\$74,488.83
5	\$66,208.06	\$69,263.81	\$72,319.26	\$75,375.17	\$77,636.51
6	\$69,263.81	\$72,319.26	\$75,375.17	\$78,430.92	\$80,783.74
7	\$72,319.26	\$75,375.17	\$78,430.92	\$81,486.67	\$83,931.27
8		\$78,430.92	\$81,486.67	\$84,542.27	\$87,078.65
9			\$84,542.27	\$87,598.32	\$90,226.18
10				\$90,653.93	\$93,373.56

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%	\$1,450.46	\$92,104.39	\$94,867.54
12	3.20%	\$2,900.93	\$93,554.85	\$96,361.51
13	4.80%	\$4,351.39	\$95,005.31	\$97,855.49
14	6.40%	\$5,801.85	\$96,455.78	\$99,349.47
15	8.00%	\$7,252.31	\$97,906.24	\$100,843.44

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Teachers on Special Assignment 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
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Non-Credentialed Teachers

0	\$52,276.48	\$55,413.07	\$58,549.82	\$61,686.10	\$63,536.71
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Full-Credentialed Teachers

1**	\$55,413.07	\$58,549.82	\$61,686.10	\$64,822.85	\$66,767.35
2	\$58,549.82	\$61,686.10	\$64,822.85	\$67,959.60	\$69,998.15
3	\$61,686.10	\$64,822.85	\$67,959.60	\$71,096.19	\$73,228.95
4	\$64,822.85	\$67,959.60	\$71,096.19	\$74,232.47	\$76,459.44
5	\$67,959.60	\$71,096.19	\$74,232.47	\$77,369.22	\$79,690.39
6	\$71,096.19	\$74,232.47	\$77,369.22	\$80,505.81	\$82,920.88
7	\$74,232.47	\$77,369.22	\$80,505.81	\$83,642.40	\$86,151.68
8		\$80,505.81	\$83,642.40	\$86,778.84	\$89,382.32
9			\$86,778.84	\$89,915.74	\$92,613.12
10				\$93,052.18	\$95,843.76

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%	\$1,488.83	\$94,541.01	\$97,377.26
12	3.20%	\$2,977.67	\$96,029.85	\$98,910.76
13	4.80%	\$4,466.50	\$97,518.68	\$100,444.26
14	6.40%	\$5,955.34	\$99,007.52	\$101,977.76
15	8.00%	\$7,444.17	\$100,496.35	\$103,511.26

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians ~~192-195~~* 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
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Non-Credentialed Teachers

0	\$55,830.07	\$59,179.88	\$62,529.85	\$65,879.33	\$67,855.73
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Full-Credentialed Teachers

1**	\$59,179.88	\$62,529.85	\$65,879.33	\$69,229.30	\$71,305.98
2	\$62,529.85	\$65,879.33	\$69,229.30	\$72,579.27	\$74,756.40
3	\$65,879.33	\$69,229.30	\$72,579.27	\$75,929.08	\$78,206.82
4	\$69,229.30	\$72,579.27	\$75,929.08	\$79,278.56	\$81,656.90
5	\$72,579.27	\$75,929.08	\$79,278.56	\$82,628.53	\$85,107.49
6	\$75,929.08	\$79,278.56	\$82,628.53	\$85,978.34	\$88,557.57
7	\$79,278.56	\$82,628.53	\$85,978.34	\$89,328.14	\$92,007.99
8		\$85,978.34	\$89,328.14	\$92,677.79	\$95,458.24
9			\$92,677.79	\$96,027.93	\$98,908.66
10				\$99,377.57	\$102,358.91

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%	\$1,590.04	\$100,967.61	\$103,996.66
12	3.20%	\$3,180.08	\$102,557.65	\$105,634.40
13	4.80%	\$4,770.12	\$104,147.69	\$107,272.14
14	6.40%	\$6,360.16	\$105,737.73	\$108,909.88
15	8.00%	\$7,950.21	\$107,327.77	\$110,547.63

Year 2021-22
4% increase effective 7/1/2021
Additions increase effective 7/1/2021
Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians ~~193-196~~* 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
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Non-Credentialed Teachers

0	\$56,116.38	\$59,483.36	\$62,850.52	\$66,217.17	\$68,203.71
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Full-Credentialed Teachers

1**	\$59,483.36	\$62,850.52	\$66,217.17	\$69,584.32	\$71,671.65
2	\$62,850.52	\$66,217.17	\$69,584.32	\$72,951.47	\$75,139.77
3	\$66,217.17	\$69,584.32	\$72,951.47	\$76,318.46	\$78,607.88
4	\$69,584.32	\$72,951.47	\$76,318.46	\$79,685.11	\$82,075.66
5	\$72,951.47	\$76,318.46	\$79,685.11	\$83,052.27	\$85,543.94
6	\$76,318.46	\$79,685.11	\$83,052.27	\$86,419.25	\$89,011.71
7	\$79,685.11	\$83,052.27	\$86,419.25	\$89,786.24	\$92,479.83
8		\$86,419.25	\$89,786.24	\$93,153.06	\$95,947.77
9			\$93,153.06	\$96,520.38	\$99,415.88
10				\$99,887.20	\$102,883.83

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%	\$1,598.20	\$101,485.39	\$104,529.97
12	3.20%	\$3,196.39	\$103,083.59	\$106,176.11
13	4.80%	\$4,794.59	\$104,681.78	\$107,822.25
14	6.40%	\$6,392.78	\$106,279.98	\$109,468.40
15	8.00%	\$7,990.98	\$107,878.17	\$111,114.54

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians **194 197*** 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
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Non-Credentialed Teachers

0	\$56,402.69	\$59,786.85	\$63,171.18	\$66,555.01	\$68,551.69
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Full-Credentialed Teachers

1**	\$59,786.85	\$63,171.18	\$66,555.01	\$69,939.34	\$72,037.32
2	\$63,171.18	\$66,555.01	\$69,939.34	\$73,323.68	\$75,523.13
3	\$66,555.01	\$69,939.34	\$73,323.68	\$76,707.84	\$79,008.94
4	\$69,939.34	\$73,323.68	\$76,707.84	\$80,091.67	\$82,494.41
5	\$73,323.68	\$76,707.84	\$80,091.67	\$83,476.00	\$85,980.38
6	\$76,707.84	\$80,091.67	\$83,476.00	\$86,860.17	\$89,465.86
7	\$80,091.67	\$83,476.00	\$86,860.17	\$90,244.33	\$92,951.66
8		\$86,860.17	\$90,244.33	\$93,628.33	\$96,437.30
9			\$93,628.33	\$97,012.83	\$99,923.11
10				\$100,396.82	\$103,408.75

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%	\$1,606.35	\$102,003.17	\$105,063.29
12	3.20%	\$3,212.70	\$103,609.52	\$106,717.83
13	4.80%	\$4,819.05	\$105,215.87	\$108,372.37
14	6.40%	\$6,425.40	\$106,822.22	\$110,026.91
15	8.00%	\$8,031.75	\$108,428.57	\$111,681.45

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule A: Designated Teachers on Special Assignment and Librarians **195 198*** 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
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Non-Credentialed Teachers

0	\$56,688.99	\$60,090.34	\$63,491.85	\$66,892.85	\$68,899.66
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Full-Credentialed Teachers

1**	\$60,090.34	\$63,491.85	\$66,892.85	\$70,294.37	\$72,403.00
2	\$63,491.85	\$66,892.85	\$70,294.37	\$73,695.88	\$75,906.50
3	\$66,892.85	\$70,294.37	\$73,695.88	\$77,097.22	\$79,410.00
4	\$70,294.37	\$73,695.88	\$77,097.22	\$80,498.23	\$82,913.16
5	\$73,695.88	\$77,097.22	\$80,498.23	\$83,899.74	\$86,416.83
6	\$77,097.22	\$80,498.23	\$83,899.74	\$87,301.08	\$89,920.00
7	\$80,498.23	\$83,899.74	\$87,301.08	\$90,702.42	\$93,423.50
8		\$87,301.08	\$90,702.42	\$94,103.60	\$96,926.83
9			\$94,103.60	\$97,505.28	\$100,430.33
10				\$100,906.45	\$103,933.67

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%	\$1,614.50	\$102,520.96	\$105,596.60
12	3.20%	\$3,229.01	\$104,135.46	\$107,259.54
13	4.80%	\$4,843.51	\$105,749.96	\$108,922.48
14	6.40%	\$6,458.01	\$107,364.47	\$110,585.42
15	8.00%	\$8,072.52	\$108,978.97	\$112,248.36

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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

	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
Level (Step)					

Non-Credentialed Teachers

0	\$54,701.68	\$57,983.78	\$61,266.05	\$64,547.83	\$66,484.29
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Full-Credentialed Teachers

1**	\$57,983.78	\$61,266.05	\$64,547.83	\$67,830.10	\$69,864.80
2	\$61,266.05	\$64,547.83	\$67,830.10	\$71,112.36	\$73,245.49
3	\$64,547.83	\$67,830.10	\$71,112.36	\$74,394.47	\$76,626.17
4	\$67,830.10	\$71,112.36	\$74,394.47	\$77,676.24	\$80,006.52
5	\$71,112.36	\$74,394.47	\$77,676.24	\$80,958.51	\$83,387.37
6	\$74,394.47	\$77,676.24	\$80,958.51	\$84,240.62	\$86,767.72
7	\$77,676.24	\$80,958.51	\$84,240.62	\$87,522.72	\$90,148.40
8		\$84,240.62	\$87,522.72	\$90,804.66	\$93,528.92
9			\$90,804.66	\$94,087.09	\$96,909.60
10				\$97,369.03	\$100,290.12

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%	\$1,557.90	\$98,926.94	\$101,894.76
12	3.20%	\$3,115.81	\$100,484.84	\$103,499.40
13	4.80%	\$4,673.71	\$102,042.74	\$105,104.05
14	6.40%	\$6,231.62	\$103,600.65	\$106,708.69
15	8.00%	\$7,789.52	\$105,158.55	\$108,313.33

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

Additions increase effective 7/1/2021

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$55,779.54	\$59,126.32	\$62,473.26	\$65,819.71	\$67,794.32
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Full-Credentialed Teachers

1**	\$59,126.32	\$62,473.26	\$65,819.71	\$69,166.65	\$71,241.45
2	\$62,473.26	\$65,819.71	\$69,166.65	\$72,513.59	\$74,688.75
3	\$65,819.71	\$69,166.65	\$72,513.59	\$75,860.37	\$78,136.04
4	\$69,166.65	\$72,513.59	\$75,860.37	\$79,206.81	\$81,583.01
5	\$72,513.59	\$75,860.37	\$79,206.81	\$82,553.75	\$85,030.47
6	\$75,860.37	\$79,206.81	\$82,553.75	\$85,900.53	\$88,477.43
7	\$79,206.81	\$82,553.75	\$85,900.53	\$89,247.30	\$91,924.73
8		\$85,900.53	\$89,247.30	\$92,593.92	\$95,371.86
9			\$92,593.92	\$95,941.02	\$98,819.15
10				\$99,287.63	\$102,266.28

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%	\$1,588.60	\$100,876.23	\$103,902.54
12	3.20%	\$3,177.20	\$102,464.84	\$105,538.80
13	4.80%	\$4,765.81	\$104,053.44	\$107,175.06
14	6.40%	\$6,354.41	\$105,642.04	\$108,811.32
15	8.00%	\$7,943.01	\$107,230.64	\$110,447.58

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$57,935.28	\$61,411.40	\$64,887.69	\$68,363.46	\$70,414.39
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Full-Credentialed Teachers

1**	\$61,411.40	\$64,887.69	\$68,363.46	\$71,839.76	\$73,994.74
2	\$64,887.69	\$68,363.46	\$71,839.76	\$75,316.05	\$77,575.27
3	\$68,363.46	\$71,839.76	\$75,316.05	\$78,792.17	\$81,155.79
4	\$71,839.76	\$75,316.05	\$78,792.17	\$82,267.94	\$84,735.97
5	\$75,316.05	\$78,792.17	\$82,267.94	\$85,744.24	\$88,316.67
6	\$78,792.17	\$82,267.94	\$85,744.24	\$89,220.36	\$91,896.85
7	\$82,267.94	\$85,744.24	\$89,220.36	\$92,696.48	\$95,477.37
8		\$89,220.36	\$92,696.48	\$96,172.42	\$99,057.72
9			\$96,172.42	\$99,648.89	\$102,638.25
10				\$103,124.84	\$106,218.60

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%	\$1,650.00	\$104,774.83	\$107,918.10
12	3.20%	\$3,299.99	\$106,424.83	\$109,617.60
13	4.80%	\$4,949.99	\$108,074.83	\$111,317.09
14	6.40%	\$6,599.99	\$109,724.83	\$113,016.59
15	8.00%	\$8,249.99	\$111,374.82	\$114,716.09

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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
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Non-Credentialed Teachers

0	\$58,474.21	\$61,982.66	\$65,491.29	\$68,999.40	\$71,069.41
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Full-Credentialed Teachers

1**	\$61,982.66	\$65,491.29	\$68,999.40	\$72,508.03	\$74,683.07
2	\$65,491.29	\$68,999.40	\$72,508.03	\$76,016.66	\$78,296.90
3	\$68,999.40	\$72,508.03	\$76,016.66	\$79,525.12	\$81,910.73
4	\$72,508.03	\$76,016.66	\$79,525.12	\$83,033.23	\$85,524.21
5	\$76,016.66	\$79,525.12	\$83,033.23	\$86,541.86	\$89,138.22
6	\$79,525.12	\$83,033.23	\$86,541.86	\$90,050.31	\$92,751.70
7	\$83,033.23	\$86,541.86	\$90,050.31	\$93,558.77	\$96,365.53
8		\$90,050.31	\$93,558.77	\$97,067.05	\$99,979.19
9			\$97,067.05	\$100,575.85	\$103,593.02
10				\$104,084.14	\$107,206.68

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%	\$1,665.35	\$105,749.48	\$108,921.99
12	3.20%	\$3,330.69	\$107,414.83	\$110,637.29
13	4.80%	\$4,996.04	\$109,080.18	\$112,352.60
14	6.40%	\$6,661.38	\$110,745.52	\$114,067.91
15	8.00%	\$8,326.73	\$112,410.87	\$115,783.21

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$35,362.55	\$38,066.96	\$40,624.43	\$43,093.60	\$45,974.29
C-2	\$38,066.96	\$40,624.43	\$43,093.60	\$45,974.29	\$48,413.98
C-3	\$40,624.43	\$43,093.60	\$45,974.29	\$48,413.98	\$51,147.88
C-4	\$43,093.60	\$45,974.29	\$48,413.98	\$51,147.88	\$53,705.34
C-5		\$48,413.98	\$51,147.88	\$53,705.34	\$54,881.27
C-6			\$53,705.34	\$54,881.27	\$59,261.12
C-7				\$59,261.12	\$61,789.26
C-8					\$64,376.05
C-9					

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$22.6683	\$24.4019	\$26.0413	\$27.6241	\$29.4707
C-2	\$24.4019	\$26.0413	\$27.6241	\$29.4707	\$31.0346
C-3	\$26.0413	\$27.6241	\$29.4707	\$31.0346	\$32.7871
C-4	\$27.6241	\$29.4707	\$31.0346	\$32.7871	\$34.4265
C-5		\$31.0346	\$32.7871	\$34.4265	\$35.1803
C-6			\$34.4265	\$35.1803	\$37.9879
C-7				\$37.9879	\$39.6085
C-8					\$41.2667
C-9					

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%	\$948.18	\$60,209.2979
12	3.20%	\$1,896.36	\$61,157.4758
13	4.80%	\$2,844.53	\$62,105.6538
14	6.40%	\$3,792.71	\$63,053.8317
15	8.00%	\$4,740.89	\$64,002.0096

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule C: Child Development Center & *PACE Teachers ~~194-197~~ 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	\$35,725.24	\$38,457.39	\$41,041.09	\$43,535.58	\$46,445.82
C-2	\$38,457.39	\$41,041.09	\$43,535.58	\$46,445.82	\$48,910.53
C-3	\$41,041.09	\$43,535.58	\$46,445.82	\$48,910.53	\$51,672.47
C-4	\$43,535.58	\$46,445.82	\$48,910.53	\$51,672.47	\$54,256.16
C-5		\$48,910.53	\$51,672.47	\$54,256.16	\$55,444.15
C-6			\$54,256.16	\$55,444.15	\$59,868.93
C-7				\$59,868.93	\$62,423.00
C-8					\$65,036.32
C-9					

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule C: Child Development Center & *PACE Teachers ~~194-197~~ 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	\$22.6683	\$24.4019	\$26.0413	\$27.6241	\$29.4707
C-2	\$24.4019	\$26.0413	\$27.6241	\$29.4707	\$31.0346
C-3	\$26.0413	\$27.6241	\$29.4707	\$31.0346	\$32.7871
C-4	\$27.6241	\$29.4707	\$31.0346	\$32.7871	\$34.4265
C-5		\$31.0346	\$32.7871	\$34.4265	\$35.1803
C-6			\$34.4265	\$35.1803	\$37.9879
C-7				\$37.9879	\$39.6085
C-8					\$41.2667
C-9					

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%	\$957.90	\$60,826.8329
12	3.20%	\$1,915.81	\$61,784.7358
13	4.80%	\$2,873.71	\$62,742.6386
14	6.40%	\$3,831.61	\$63,700.5415
15	8.00%	\$4,789.51	\$64,658.4444

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$47,331.41	\$50,951.17	\$54,374.23	\$57,679.12	\$61,534.82
C-2	\$50,951.17	\$54,374.23	\$57,679.12	\$61,534.82	\$64,800.24
C-3	\$54,374.23	\$57,679.12	\$61,534.82	\$64,800.24	\$68,459.46
C-4	\$57,679.12	\$61,534.82	\$64,800.24	\$68,459.46	\$71,882.53
C-5		\$64,800.24	\$68,459.46	\$71,882.53	\$73,456.47
C-6			\$71,882.53	\$73,456.47	\$79,318.74
C-7				\$79,318.74	\$82,702.55
C-8					\$86,164.87
C-9					

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

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	\$22,668.3	\$24,401.9	\$26,041.3	\$27,624.1	\$29,470.7
C-2	\$24,401.9	\$26,041.3	\$27,624.1	\$29,470.7	\$31,034.6
C-3	\$26,041.3	\$27,624.1	\$29,470.7	\$31,034.6	\$32,787.1
C-4	\$27,624.1	\$29,470.7	\$31,034.6	\$32,787.1	\$34,426.5
C-5		\$31,034.6	\$32,787.1	\$34,426.5	\$35,180.3
C-6			\$34,426.5	\$35,180.3	\$37,987.9
C-7				\$37,987.9	\$39,608.5
C-8					\$41,266.7
C-9					

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%	\$1,269.10	\$80,587.8350
12	3.20%	\$2,538.20	\$81,856.9347
13	4.80%	\$3,807.30	\$83,126.0345
14	6.40%	\$5,076.40	\$84,395.1343
15	8.00%	\$6,345.50	\$85,664.2340

*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule R: Pre-Kindergarten Teachers ~~183~~186* 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	\$33,730.43	\$36,310.03	\$38,749.45	\$41,104.66	\$43,852.40
R-2	\$36,310.03	\$38,749.45	\$41,104.66	\$43,852.40	\$46,179.48
R-3	\$38,749.45	\$41,104.66	\$43,852.40	\$46,179.48	\$48,787.20
R-4	\$41,104.66	\$43,852.40	\$46,179.48	\$48,787.20	\$51,226.63
R-5		\$46,179.48	\$48,787.20	\$51,226.63	\$52,348.29
R-6			\$51,226.63	\$52,348.29	\$56,526.00
R-7				\$56,526.00	\$58,937.45
R-8					\$61,404.85

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2021-2022

Effective July 1, 2021

Schedule R: Pre-Kindergarten Teachers ~~183~~186* 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	\$22.6683	\$24.4019	\$26.0413	\$27.6241	\$29.4707
R-2	\$24.4019	\$26.0413	\$27.6241	\$29.4707	\$31.0346
R-3	\$26.0413	\$27.6241	\$29.4707	\$31.0346	\$32.7871
R-4	\$27.6241	\$29.4707	\$31.0346	\$32.7871	\$34.4265
R-5		\$31.0346	\$32.7871	\$34.4265	\$35.1803
R-6			\$34.4265	\$35.1803	\$37.9879
R-7				\$37.9879	\$39.6085
R-8					\$41.2667

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%	\$904.4159	\$57,430.4111
12	3.20%	\$1,808.8318	\$58,334.8270
13	4.80%	\$2,713.2478	\$59,239.2430
14	6.40%	\$3,617.6637	\$60,143.6589
15	8.00%	\$4,522.0796	\$61,048.0748

Year 2021-22

4% increase effective 7/1/2021

Additions increase effective 7/1/2021

Board approved PENDING

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

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Revised 2021/22 Classified Hourly, Classified Food Services and Classified Y-Rated Salary Schedules Salary Schedules

ITEM DESCRIPTION: Included for the Board's consideration and approval are the following revised salary schedules which reflect the minimum wage increase:

- 2021/22 Classified Food Services Hourly Salary Schedule
- 2021/22 Classified Hourly Salary Schedule
- Classified Y-Rated Salary Schedule

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 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: Paul Idsvoog,
Chief Human Resources/Labor Relations

Paul Idsvoog

SUPERINTENDENT APPROVAL:

Robert M. Nelson

FRESNO UNIFIED SCHOOL DISTRICT

Food Services Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
F01	Nutrition Services Assistant	F007	\$15.0000	\$15.0000	\$15.0000	\$15.0109	\$15.7964
F03	Packaging Machine Operator	F004	\$15.0000	\$15.0000	\$15.0000	\$15.7964	\$16.6262
F05	Food Services Technician - Cesar Chavez Adult Education	F006	\$15.0000	\$15.0000	\$15.7814	\$16.6112	\$17.4855
F07	Food Production Staging Technician Food Production Utility Technician	F014 F013	\$15.0000	\$15.7666	\$16.5964	\$17.4708	\$18.3894
F09	Nutrition Services Operator	F008	\$15.7666	\$16.5964	\$17.4560	\$18.3746	\$19.3527
F10	Food Service Operator Food Service Operator-Educ Center Nutrition Services Cook/Baker Nutrition Services Senior Assistant	F015 F003 F009 F005	\$16.1668	\$17.0113	\$17.9151	\$18.8490	\$19.8418
F20	Manager, Food Services Manager Manager, Food Services-Elementary Manager, Food Services-Middle	F001/F002 F001 F002	\$20.8197	\$21.9163	\$23.0722	\$24.2873	\$25.5616
F21	Nutrition Services Manager	F001/F002	\$21.3402	\$22.4642	\$23.6490	\$24.8945	\$26.2007

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 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G01	Noon-time Assistant	NTA2	\$15.0000				
G18	Paraprof, PE/Athletics	W041	\$15.0000	\$15.0000	\$15.0716	\$15.7974	\$16.6012
G19	Office Clerk	W073	\$15.0000	\$15.0000	\$15.4067	\$16.1882	\$16.9920
	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	\$15.0000	\$15.0716	\$15.7974	\$16.6012	\$17.4275
	Paraprof, Resource Lab	W043					
G22	Mailroom Assistant	W054	\$15.0716	\$15.7974	\$16.6012	\$17.4275	\$18.3205
	School Office Assistant	W060					
G23	Early Childhood Food Service Asst	W068	\$15.4067	\$16.1882	\$16.9920	\$17.8851	\$18.7560
	Office Assistant II	W057					
	Paraprof, Computer Lab Asst I	W034					
	Paraprof, Mild/Moderate	W047					
	Paraprof, Visually Impaired	W050					
	School Readiness Facilitator	W108					
	School Readiness Facilitator-Hmong	W100					
	School Readiness Facilitator-Lao	W103					

Year 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G23	School Readiness Facilitator-Spanish	W106	\$15.4067	\$16.1882	\$16.9920	\$17.8851	\$18.7560
G24	Health Assistant	W020	\$15.7974	\$16.6012	\$17.4275	\$18.3205	\$19.3030
	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	\$16.1882	\$16.9920	\$17.8851	\$18.7560	\$19.7497
	Library Media Technician-Middle	W205					
	Paraprof, Moderate/Severe	W049					
G26	Account Clerk II	W070	\$16.6012	\$17.4275	\$18.3205	\$19.3030	\$20.2183
	Attendance Records Assistant	W011					
	Instructional Materials Asst II	W052					
	Library Media Technician-High School	W206					
	Medi-Cal Billing Technician	W246					
	Registrar Assistant	W158					
	Resource Counseling Assistant	W018					
	Resource Counseling Asst-Hmong	W014					
	Resource Counseling Asst-Lao	W016					
	Resource Counseling Asst-Spanish	W017					

Year 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G27	Categorical School Program Assistant	W235	\$16.9920	\$17.8851	\$18.7560	\$19.7497	\$20.7877
	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	\$17.4275	\$18.3205	\$19.3030	\$20.2183	\$21.2234
	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					
G29	Accounting Payroll Technician II	W184	\$17.8851	\$18.7560	\$19.7497	\$20.7877	\$21.8262
	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	\$18.3205	\$19.3030	\$20.2183	\$21.2234	\$22.3396
	Medical Lab Technician	W208					

Year 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G30	Paraeducator, Autism	W230	\$18.3205	\$19.3030	\$20.2183	\$21.2234	\$22.3396
	Paraeducator, Soc Emot Intervention	W231					
	Paraprof, Deaf/Hard of Hearing (Oral)	W063					
	Paraprof, Deaf/Hard of Hearing (Sign)	W064					
G31	Account Clerk III	W071	\$18.7560	\$19.7497	\$20.7877	\$21.8262	\$22.8868
	Assistant, Campus Safety	W061					
	School Office Manager Elementary	W140					
G32	Assessment Svcs Technician-Hmong	W009	\$19.3030	\$20.2183	\$21.2234	\$22.3396	\$23.4227
	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	\$19.7496	\$20.7877	\$21.8262	\$22.8868	\$24.0592
	Customer Service Representative	W174					
	High School Financial Technician	W200					
	Offset Press Operator	W149					

Year 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G34	Accounting Payroll Technician III	W185	\$20.2183	\$21.2234	\$22.3396	\$23.4228	\$24.6173
	Attendance Technician	W187					
	Budget Technician I	W190					
	Child Welfare & Attend Specialist I	W138					
	Facilities Project Technician	W237					
	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	\$20.7877	\$21.8262	\$22.8868	\$24.0592	\$25.2538
	Home Education Facilitator-Hmong	W093					
	Home Education Facilitator-Spanish	W096					
	Job Developer I	W079					
	Registrar	W157					
	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	\$21.2234	\$22.3396	\$23.4228	\$24.6173	\$25.9570
	Budget Technician II	W191					
	Child Welfare & Attend Specialist II	W165					
	Department Office Manager	W139					

Year 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G36	Grants Technician	W197	\$21.2234	\$22.3396	\$23.4228	\$24.6173	\$25.9570
	Help Desk Support Technician	W146					
	Staff Development Technician	W215					
G37	Disability/Retirement Technician	W171	\$21.7538	\$22.8400	\$23.9833	\$25.1813	\$26.4404
	Human Resources Data Specialist I	W172					
	Human Resources Specialist	W201					
	Workers' Comp Technician	W182					
G38	Technology Support Specialist I	W176	\$22.2972	\$23.4119	\$24.5814	\$25.8100	\$27.0993
G39	Operator, Computer II	W144	\$22.8868	\$24.0592	\$25.2538	\$26.5598	\$27.8883
	Education Audiologist Technician	W019					
	License Vocational Nurse	W198					
G40	Administrative Secretary II	W162	\$23.4573	\$24.6576	\$25.8877	\$27.2214	\$28.5845
G41	Architectural Drafting Specialist	W066	\$24.0592	\$25.2538	\$26.5598	\$27.8883	\$29.3957
	Media Technician/Driver	W219					
G42	Accountant I	W001	\$24.6173	\$25.9570	\$27.2856	\$28.6252	\$30.0765
	Educational Transcriber	W221					
	Employee Service Center Specialist	W248					
	Human Resources Data Specialist II	W173					
	Payroll Specialist	W249					

Year 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G43	Media Production Specialist	W180	\$25.2538	\$26.5598	\$27.8883	\$29.3957	\$30.8692
	Network Technician I	W192					
	Technology Support Specialist II	W232					
	Technical Specialist I	W239					
	Systems Technician I	W243					
G44	Community Education Specialist	W167	\$25.9570	\$27.2856	\$28.6252	\$30.0765	\$31.6841
	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	\$26.5598	\$27.8883	\$29.3957	\$30.8692	\$32.3763
	Speech Language Pathologist Assistant	W250					
	Mentoring Program Facilitator I	W252					
G46	Accountant II	W002	\$27.2856	\$28.6252	\$30.0765	\$31.6841	\$33.2249
	Student Attend Review Board Technician	W213					
	Mentoring Program Facilitator II	W253					
G47	Licensed Mental Health Clinician	W074	\$27.9622	\$29.3742	\$30.8423	\$32.3840	\$34.0511
G51	Network Technician II	W193	\$30.8692	\$32.3763	\$34.0511	\$35.7481	\$37.5343
	Software Developer I	W004					
	Systems Technician II	W244					
	Technical Specialist II	W229					
	Technology Support Specialist III	W247					

Year 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G53	DHH Cued Lang Transliterator Itinerant	W090	\$32.4764	\$34.0993	\$35.8050	\$37.5955	\$39.4744
	DHH Oral Interepreter Itinerant	W091					
	DHH Sign Interepreter Itinerant	W092					
G54	Software Developer II	W005	\$33.2249	\$34.9215	\$36.6748	\$38.4946	\$40.5152
G58	Network Technician III	W194	\$36.6748	\$38.4946	\$40.5152	\$42.5916	\$44.7241
	Software Developer III	W006					
	Technical Specialist III	W062					
	Web Administrator	W227					
	Systems Administrator	W238					
G59	Information System Specialist	W003	\$37.5343	\$39.4993	\$41.4977	\$43.6300	\$45.8405
	Software Engineer	W240					
G60	Database Administrator	W170	\$38.5080	\$40.4335	\$42.4558	\$44.5788	\$46.8079
	Systems Programmer	W154					
	Systems Engineer	W241					
G62	Network Security Specialist	W177	\$40.5152	\$42.5916	\$44.7241	\$47.0017	\$49.3349

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 2021-22

Minimum wage increase 1/1/2022

Additions increase effective 7/1/2021

Board approved PENDING

FRESNO UNIFIED SCHOOL DISTRICT

Classified Y-rated Hourly Salary Schedule

2021-2022

Effective ~~July 1, 2021~~ January 1, 2022

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G20	Paraprof, Instructional Asst	W037	\$15.0000	\$15.0000	\$15.1898	\$15.9627	\$16.7572
G24	Paraprof, Mild/Moderate	W047	\$15.1898	\$15.9627	\$16.7572	\$17.6159	\$18.5606
G28	Assistant, Office II	W057	\$16.7572	\$17.6159	\$18.5606	\$19.4407	\$20.4071
G32	Translator/Assessor Spanish Assistant, Office III	W225 W058	\$18.5606	\$19.4407	\$20.4071	\$21.4804	\$22.5218
G34	Attendance Records Assistant Program Eligibility Technician	W011 W072	\$19.4407	\$20.4071	\$21.4804	\$22.5219	\$23.6705
G35	Assistant, Campus Safety Home/School Liaison-Spanish Paraeducator, Community Based	W061 W125 W152	\$19.9882	\$20.9867	\$22.0065	\$23.1338	\$24.2825
G44	Child Welfare & Attend Specialist II	W165	\$24.9587	\$26.2362	\$27.5242	\$28.9197	\$30.4655

Year 2021-22

Minimum wage increase 1/1/2022

Board approved PENDING

Page 1 of 1

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 15, 2021

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 Four Retiree Contracts

ITEM DESCRIPTION: Included in the board binders are four retiree contract agreements for Geraldine King, Susan Kalpakoff, Susan Arnold, and Nancy Miser in the amount of \$30,000. We currently have retiree contracts in the amount of \$14,000 per retiree that allows 240 hours of service. This contract will allow up to 482 hours per retiree of site support for Special Education teachers that are currently over caseload or out on leave as well as ensure student services are being implemented per students' Individualized Education Programs (IEPs). This includes Home Hospital Instruction for our students' receiving services in the Moderate to Severe program.

Responsibilities include:

- Provide services and progress monitor students as needed per students' IEPs at assigned sites
- Assessing students for special Education eligibility determination
- Development and implementation of student IEPs

The term of this contract commences December 16, 2021 and will end June 10, 2022.


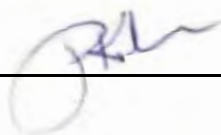
FINANCIAL SUMMARY: Sufficient funds in the amount of \$120,000 are available in the Special Education Department budget.

PREPARED BY: Dr. Tangee Pinheiro
Instructional Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Kim Mecum,
Chief Academic Officer

SUPERINTENDENT APPROVAL:



Fresno Unified School District
Retiree Contract Checklist
This Form Must BE TYPED.

1. School Site: Special Education
2. Administrator: Julie Wheelock Telephone: 457-3220.
3. Retiree: Susan Arnold
4. Term December 16, 2021 Through: June 10, 2022.
5. Budget: 060-6500-1785-5770-1120-1160
6. Contract Amount: \$ 30,000
7. Scope of Work Summary: Susan will be a HHI teacher to provide special education supports and services to students receiving HHI instruction per their IEP.
- 8.
9. Expected Results/Student Outcome: Ensure compliant IEPs, with goals aligned to the state standards. Ensure that students receive appropriate supports, accommodations, and services per the student's IEP.
10. Date item is to appear on Board of Education Agenda: December 15, 2021
(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:	Susan Arnold	Retiree I.D. Number:	1039228
Department	Special Education	Department Number:	785
Position Title:	Teacher, Moderate Severe	Hourly/Daily Rate of Pay:	62.26
Contract Period:	December 16, 2021-June 10, 2022	Contract Salary Not to Exceed:	\$30,000
Budget Number:	060-6500-1785-5770-1120-1160	School Site Plan:	
Funding Source:	Special Education	During this fiscal year, have you signed any other retiree contracts?	No

Susan Arnold, ("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 10/12, 2021, through December 23, 2021, 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.

Susan L. Arnold
LSCV147577001-001111715

Retiree's Signature

[Signature]
Funding Source Signature
(Office of State & Federal)

Date 11/16/21

Date 11/19/21

Julie Wheelock

Principal/Department Head Signature

Date 11-11-2021

[Signature]
Associate/Instructional Superintendent

Date 11/19/21

[Signature]
Chief Academic Officer
(that oversees above Mentioned Program)

Date 11/30/21

Chief Human/Labor Relations Officer

Board Approval Date _____ Item# _____

Fresno Unified School District
Retiree Contract Checklist
This Form Must BE TYPED.

1. School Site: Special Education
2. Administrator: Julie Wheelock Telephone: 457-3220
3. Retiree: Geraldine King
4. Term December 16, 2021 Through: June 10, 2021
5. Budget: 060-6500-1785-5770-1120-1160
6. Contract Amount: \$ 30,000
7. Scope of Work Summary: Geri will be a department support staff teacher that would support assessment of students, as well as writing and holding of IEPs. Geri will be supporting various sites, that are over caseload or where a SPED teacher is out on leave
8. Expected Results/Student Outcome: Ensure compliant IEPs, with goals aligned to the state standards. Ensure that students receive appropriate supports, accommodations, and services per the student's IEP
9. Date item is to appear on Board of Education Agenda: December 15, 2021
(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:	Geraldine King	Retiree I.D. Number:	1009450
Department	Special Education	Department Number:	785
Position Title:	Specialist, Resource SPED	Hourly/Daily Rate of Pay:	62.26
Contract Period:	December 16, 2021-June 10, 2022	Contract Salary Not to Exceed:	\$30,000
Budget Number:	060-6500-1785-5770-1120-1160	School Site Plan:	
Funding Source:	Special Education	During this fiscal year, have you signed any other retiree contracts?	No

Geraldine King ("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 Dec.16, 2021-June 10, 2022 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 possesses 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.

Geraldine King
Retiree's Signature
Kittelli
Funding Source Signature
(Office of State & Federal)

Date 11-12-2021

Date 11/19/21

Julia Wheelock Date 11-11-2021
Principal/Department Head Signature
[Signature] Date 11/17/21
Associate Instructional Superintendent

[Signature] Date 11/30/21
Chief Academic Officer
(that oversees above Mentioned Program)

[Signature] Date _____
Chief Human/Labor Relations Officer

Board Approval Date _____ Item# _____

Fresno Unified School District
Retiree Contract Checklist
This Form Must BE TYPED.

1. School Site: Special Education
2. Administrator: Julie Wheelock Telephone: 457-3220.
3. Retiree: Nancy Miser
4. Term December 16, 2021 Through: June 10, 2022
5. Budget: 060-6500-1785-5770-1120-1160
6. Contract Amount: \$ 30,000
7. Scope of Work Summary: Nancy will be an HHI teacher to provide special education supports and services to students receiving HHI instruction per their IEP.
8. Expected Results/Student Outcome: Ensure compliant IEPs, with goals aligned to the state standards. Ensure that students receive appropriate supports, accommodations, and services per the student's IEP.
9. Date item is to appear on Board of Education Agenda: December 15, 2021
(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:	Nancy Miser	Retiree I.D. Number:	1034049
Department	Special Education	Department Number:	785
Position Title:	Teacher, Moderate Severe	Hourly/Daily Rate of Pay:	62.26
Contract Period:	December 16, 2021-June 10, 2022	Contract Salary Not to Exceed:	\$30,000
Budget Number:	060-6500-1785-5770-1120-1160	School Site Plan:	
Funding Source:	Special Education	During this fiscal year, have you signed any other retiree contracts?	No

Nancy Miser, ("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 16, 2021, through June 10, 2022, 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 possesses 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.

Henry Miser
Retiree's Signature

Date 11-12-2021

Julie Wheelock

Date 11-12-2021

Principal/Department Head Signature

[Signature]
Funding Source Signature
(Office of State & Federal)

Date 11/19/21

[Signature] Date 11/19/21
Associate Instructional Superintendent

[Signature] Date 11/30/21
Chief Academic Officer
(that oversees above Mentioned Program)

Chief Human/Labor Relations Officer

Board Approval Date _____ Item# _____

Fresno Unified School District
Retiree Contract Checklist
This Form Must BE TYPED.

1. **School Site:** SPED Department
2. **Administrator:** Julie Wheelock Telephone: 559-457-3220
3. **Retiree:** Susan Kalpakoff
4. **Term** December 16, 2021 **Through:** June 10, 2022
5. **Budget:** 060-6500-1785-5770-1120-1160
6. **Contract Amount:** \$30,000
7. **Scope of Work Summary:** Susan will be supporting the Program Manager in development of Alternative Dispute Resolution policies, procedures, and provide Professional Learning. Susan will also assist with HHI IEP Compliance.
8. **Expected Results/Student Outcome:** ADR implementation plan will be up and running which gives staff strategies to avoid parent disputes. Work with HHI teachers and Lisa Grider to ensure that students receive appropriate supports, accommodations, and services per the student's IEP
- 9.. **Date item is to appear on Board of Education Agenda:** December 15, 2021
(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:	Susan Kalpakoff	Retiree I.D. Number:	1004811
Department	Special Education	Department Number:	785
Position Title:	Education Specialist	Hourly/Daily Rate of Pay:	\$62.26
Contract Period:	December 16, 2021-June 10, 2022	Contract Salary Not to Exceed:	\$30,000
Budget Number:	060-6500-1785-5770-1120-1160	School Site Plan:	
Funding Source:	Special Education	During this fiscal year, have you signed any other retiree contracts?	

Susan Kalpakoff ("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, 16, 2021 through June 10, 2022, 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 possesses 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.

susan kalpakoff

Retiree's Signature

Katili

Funding Source Signature
(Office of State & Federal)

Date 11-12-21

Date 11/19/21

Julie Wheelock

Principal/Department Head Signature

Date 11-11-2021

[Signature]

Assistant Superintendent

Date 11/19/21

[Signature]

Associate Superintendent
(that oversee above Mentioned Program)

Date 11/30/21

Chief Academic Officer

Date
Associate Superintendent, Human Resources

Board Approval Date _____ Item# _____

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Agreement with Aetna Life Insurance for PPO Network Services

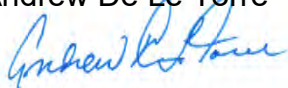
ITEM DESCRIPTION: Included in the Board binders is an agreement with Aetna Life Insurance (Aetna) to provide PPO network, utilization review, and case management services for the self-insured PPO Medical Plans A and B, effective January 01, 2022. For the past two decades the Joint Health Management Board (JHMB) offered network, utilization review, and case management services through Anthem/Blue Cross. Aetna will be one of two different medical networks under which district employees, retirees, and dependents access medical care; the other being Kaiser Permanente.

Currently, there are approximately 26,978 enrolled participants (including dependents) accessing medical services through the PPO Network. The services provided by Aetna will be on a self-insured basis, meaning the JHMB will pay for claims based on contractual billing rates for network services. Whereas the existing Anthem/Blue Cross PPO contained a network only in California, Aetna will provide a nationwide network that includes network providers in all 50 states. Furthermore, Aetna has agreed to a letter of understanding to establish three Health Hubs, each within a CVS store, by the end of 2022. Health Hubs will be available to the community at large and not only Fresno Unified employees.

The agreement provides for services effective January 01, 2022 through December 31, 2024, with two successive one-year renewals thereafter. Initial three-year savings compared to renewing the contract with Anthem/Blue Cross are estimated at \$825,360; first year savings are estimated at \$503,720 , second year savings are estimated at \$160,820 and year three savings are estimated at \$160,820 . In addition, Aetna has included a one-time implementation allowance of \$400,000, which may be used towards transition related expenses. This is intended to offset identifiable expenses that occur as a result of moving the PPO network to Aetna and to communicate the transition with our membership. Further, Aetna has also included an allowance of \$100,000 per year that may be used towards wellness related services procured by JHMB/WellPath from third party vendors. The initial three-year cost of network services from Aetna is approximately \$5.88 million. These services are in alignment with JHMB's established goals and responsibilities for providing high quality health care to active employees and retirees.

FINANCIAL SUMMARY: The three-year estimated cost of \$5.88 million is available in the Internal Service Health Fund.

PREPARED BY: Andrew De Le Torre
Executive Director

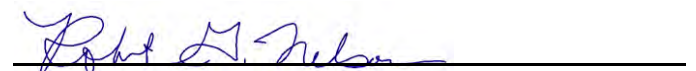


DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer



SUPERINTENDENT APPROVAL:



Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Aetna Life Insurance Company

Vendor Name

151 Farmington Ave., Hartford, CT 06156

Address

Michael S. Copeck

Vendor Contact

Phone Number

From: January 1, 2022

Through: December 31, 2024

Term (Duration)

FUSD Contract Administrator:

Andrew De La Torre

Name

Benefits & Risk Management

457-3596

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

670-0880-0841-6000-0000-5856

Annual Cost 5.88M

Please choose an option

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:

Aetna Life Insurance (Aetna) to provide PPO network, utilization review and case management services for the self-insured PPO Medical Plans A and B, effective January 01, 2022. The JHMB has previously offered network, utilization review and case management services through Anthem/Blue Cross for the past two decades. Aetna will be one of two different medical networks under which district employees, retirees, and dependents access medical care, the other being Kaiser Permanente.

Date Item is to appear on **Board of Education Agenda:** 12/08/21 **Agenda Item #** (Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

[Signature]
Signed

Date

Reviewed & approved by **Executive Director, Risk Management:**

[Signature]
Signed

Date

Please return signed contract to:

Mai Moua

Name

Benefits & Risk Management 457-3645

Department

**AETNA JOINT CLAIM ADMINISTRATION (JCA)
MASTER SERVICES AGREEMENT
MSA- 891049**

Part I. Master Services Agreement (MSA)

This master services agreement ("**Agreement**") between **AETNA LIFE INSURANCE COMPANY**, a Connecticut corporation located at 151 Farmington Avenue, Hartford, Connecticut ("**Aetna**"), and Fresno Unified School District located at 2309 Tulare Street, Fresno, CA 93721 which ("**District**") is effective as of 01/01/2022 ("**Effective Date**"). The District sponsors the FUSD Employee Health Care Plan (the "**Plan**"), which is jointly managed by Joint Health Management Board ("**JHMB**") comprised of labor and management representatives. Any reference to the "**District**" includes the JHMB.

The District has established a self-funded benefit plans, (the "**Plan**"), for certain covered persons, as defined in the Plan (the "**Plan Participants**").

The District wishes to have Aetna's Joint Claim Administration FLEX program ("**Program**") and Delta Health Systems ("**TPA**") provide administrative services for the Plan in a jointly coordinated offering, including claims administration, patient management, member and provider services and network access ("**Services**"), all as specified in this Agreement. The TPA shall be permitted to perform certain services on behalf of the District at the District's direction, as detailed in this Agreement, however the District shall still be solely responsible for all obligations of the District or the TPA pursuant to this Agreement.

The parties therefore agree as follows:

1. TERM

The term of this Agreement will be five (5) years beginning on January 1, 2022. The initial term is three years, and the two successive one-year renewals shall each be considered an "Agreement Period". There shall be no extension of the term of the Agreement without express written consent from all parties.

2. SERVICES

Aetna shall provide the Services described in the attached schedules.

3. STANDARD OF CARE

Aetna and the District, or through its TPA, will discharge their obligations under this Agreement with that level of reasonable care which a similarly situated services provider or plan administrator, respectively, would exercise under similar circumstances.

4. SERVICE FEES

The District shall pay Aetna the fees according to the Service and Fee Schedule(s) ("**Service Fees**"). Aetna may not change the Services and the Service Fees at any time during the five (5) year Agreement Period without prior consent by the District.

The District, through its Third-Party Administration, will provide Aetna with a monthly statement indicating the Service Fees owed for that month. The District shall pay Aetna the Service Fees no later than 31 calendar days after receipt of a detailed invoice. The District or its TPA shall provide with their payment either a copy of the Aetna invoice, modified to reflect current eligibility, or a copy of a pre-approved invoice which meets Aetna's billing requirements. The District shall also reimburse Aetna for certain additional expenses, as stated in the Service and Fee Schedule(s).

All overdue amounts are subject to the late charges outlined in the Service and Fee Schedule(s).

Aetna shall prepare and submit to the District an annual report showing the Service Fees paid.

5. CONFLICT OF INTEREST

Aetna does not have, nor does Aetna anticipate having, any conflict of interest in violation of state, federal, or local laws, regulations, rules, or ordinances.

6. FIDUCIARY DUTY

It is understood and agreed that the District as plan sponsor, retains complete authority and responsibility for the Plan, its operation, and the benefits provided there under, and that Aetna is empowered to act on behalf of the District in connection with the Plan only to the extent expressly stated in this Agreement or as agreed to in writing by Aetna and the District.

The District has the sole and complete authority to determine eligibility of persons to participate in the Plan.

The District is the sole claim fiduciary, and for the avoidance of doubt, Aetna has no fiduciary responsibilities in connection with this Agreement.

7. DISTRICT'S RESPONSIBILITIES

- (A) **Eligibility** – The District, or TPA on its behalf, shall supply Aetna, by electronic medium acceptable to Aetna, with all relevant information identifying Plan Participants and shall notify Aetna following any changes in Plan participation. Aetna is not required to honor a notification of termination of a Plan Participant's eligibility which Aetna receives more than 90 days after termination of such Plan Participant. Aetna has no responsibility for determining whether an individual meets the eligibility requirements of the Plan.
- (B) **Plan Document Review** – The District, or TPA on its behalf, shall provide Aetna with all Plan documents upon notification of sale. Aetna will review the Plan documents to determine any potential differences that may exist among such Plan documents and Aetna's systems. Aetna does NOT review nor produce the District's Summary of Benefits and Coverage ("**SBC**"), Plan Booklet or other Plan documents for compliance with applicable law. The District also agrees that it is responsible for satisfying any and all Plan reporting and disclosure requirements imposed by law, including updating the SBC or Plan Booklet and other Plan documents and issuing required information to participants reflect any changes in benefits.
- (C) **Notice of Plan or Benefit Change** – The District, or TPA on its behalf, shall notify Aetna in writing of any changes in Plan documents or Plan benefits (including changes in eligibility requirements) at least 30 days prior to the effective date of such changes or immediately upon decision by the Joint Health Management Board, whichever is later. Aetna shall not be required to administer proposed changes that are not mutually agreed upon and, violate any law or otherwise is not operationally or administratively feasible. If the proposed changes increase Aetna's costs, alter Aetna's ability to meet any performance standards or otherwise impose substantial operational challenges, the Parties may negotiate an adjustment to the Service Fees or other financial terms. If the Parties are not able to come to an agreement, Aetna shall not be required to administer the proposed changes.
- (D) **Plan Participant Notices** – The District has complete financial liability for the payment of Plan benefits. The District or TPA on its behalf shall inform its Plan Participants, in a manner that satisfies applicable law,

that confidential information relating to their benefit claims may be disclosed to third parties in connection with plan administration.

- (E) **Miscellaneous** – The District, or TPA on its behalf, shall promptly provide Aetna with such information regarding administration of the Plan as Aetna may reasonably request from time to time. Aetna is entitled to rely on the information most recently supplied by the District, or TPA on its behalf, in connection with the Services and Aetna's other obligations under the Agreement. Aetna is not responsible for any delay or error caused by the District's, or TPA on its behalf, failure to furnish correct information in a timely manner. Aetna is not responsible for responding to Plan Participant requests for copies of Plan documents. The Customer shall be liable for all Plan benefit payments made by Aetna, including those payments made following the termination date, or which are outstanding on the termination date.
- (F) **TPA Selection** - After the Effective Date, the District may change their TPA at any time with ninety (90) days prior written notice to Aetna.

8. RECORDS

Aetna, its affiliates, and authorized agents shall use all Plan-related documents, records and reports received or created by Aetna in the course of delivering the Services ("**Plan Records**") in compliance with applicable privacy laws and regulations. Aetna may de-identify Plan Records and use them for quality improvement, statistical analyses, product development and other lawful, non-Plan related purposes. Such Plan Records will be kept by Aetna for a minimum of seven years unless Aetna turns such Documentation over to the District or a designee of the District.

9. CONFIDENTIALITY

- (A) **Business Confidential Information** - Neither party may use "Business Confidential Information" (as defined below) of the other party for its own purpose, nor disclose any Business Confidential Information to any third party. However, a party may disclose Business Confidential Information to that party's representatives who have a need to know such information in relation to the administration of the Plan, but only if such representatives are informed of the confidentiality provisions of this Agreement and agree to abide by them. The District shall not disclose Aetna's provider discount or payment information to any third party, including the District's representatives, without Aetna's prior written consent and until each recipient has executed a confidentiality agreement reasonably satisfactory to Aetna. Any information existing in the public domain shall not be Business Confidential Information.

The term "**Business Confidential Information**" as it relates to the District means the District identifiable business proprietary data, procedures, materials, lists and systems, but does not include Protected Health Information ("PHI") as defined by HIPAA or other claims-related information.

The term "**Business Confidential Information**" as it relates to Aetna means the Aetna identifiable business proprietary data, rates, fees, provider discount or payment information, procedures, materials, lists and systems.

- (B) **Plan Participant Information** - Each party will maintain the confidentiality of Plan Participant-identifiable information, in accordance with applicable law and, as appropriate, the terms of the HIPAA business associate agreement associated with this Agreement. The District may identify, in writing, certain District employees or third parties, who the Plan has authorized to receive Plan Participant-identifiable information from Aetna in connection with Plan administration. Subject to more restrictive state and federal law, Aetna will disclose Plan Participant-identifiable information to the District designated employees or third parties. In the case of a third party, Aetna may require execution by the third party of a non-disclosure agreement reasonably acceptable to Aetna. The District agrees that it will only request

disclosure of PHI to a third party or to designated employees if: (i) it has amended its Plan documents, in accordance with 45 CFR 164.314(b) and 164.504(f)(2), so as to allow the District designated employees or third parties to receive PHI, has certified such to the Plan in accordance with 45 CFR 164.504(f)(2)(ii), and will provide a copy of such certification to Aetna upon request; and (ii) the Plan has determined, through its own policies and procedures and in compliance with HIPAA, that the PHI that it requests from Aetna is the minimum information necessary for the purpose for which it was requested.

- (C) **Upon Termination** - Upon termination of the Agreement, each party, upon the request of the other, will return or destroy all copies of all of the other's Business Confidential Information in its possession or control except to the extent such Business Confidential Information must be retained pursuant to applicable law or cannot be disaggregated from Aetna's databases. Aetna may retain copies of any such Business Confidential Information it deems necessary for the defense of litigation concerning the Services it provided under this Agreement, for use in the processing of runoff claims for Plan benefits, and for regulatory purposes.

10. AUDIT RIGHTS

District Audits. The District shall have certain audit rights with regard to the JCA Services. In recognition of the apportionment of services between TPA and Aetna, particularly in recognition of the fact that TPA is performing the claims adjudication function, it is expected that most customer claims audits will be performed on the records maintained by TPA. TPA and Aetna shall each enter into agreements with the District giving effect to the following audit provisions:

(i) **Right to Audit Aetna.** Aetna shall not be required to make any claim records available for audit if those records are contained in the source claims adjudication systems and records maintained by TPA. Aetna will, however, make its provider payment records available for audit to enable District to reconcile such payments against TPA records. Upon request, no more frequently than once per year, Aetna will provide the District an electronic record of claim payments under the applicable Plans, for the purpose of verifying that such payments are consistent with the claim determinations made by TPA and communicated by TPA to Aetna. Upon the Parties mutual agreement, Aetna will allow District, or its auditor, access to Aetna's contracted amounts for a reasonable sampling of claims.

(ii) **General.** Neither Aetna nor TPA is responsible for District's audit fees. All audits must be commenced within two (2) years following the period being audited.

11. RECOVERY OF OVERPAYMENTS

Aetna shall not have any responsibility or liability in connection with overpayment recovery. District or its TPA shall seek to recover the overpayment via a payment offset (where legally and contractually permitted to do so) and, for those overpayments where an offset cannot be made, contact the provider receiving the overpayment at least twice via letter, phone, or email. If those efforts are unsuccessful in obtaining recovery, the District's TPA will take appropriate action to pursue recovery. Overpayments must be determined by direct proof of specific claims. Indirect or inferential methods of proof – such as statistical sampling, extrapolation of error rate to the population, etc. – may not be used to determine overpayments. In addition, the application of software or other review processes that analyze a claim in a manner different from the claim determination and payment procedures and standards used by the District and Aetna shall not be used to determine overpayments. For the purpose of determining whether a provider has or has not been overpaid due to Aetna contract changes, District agrees that the rates paid to contracting providers for covered services under the Plan shall be governed by Aetna's contracts with those providers and shall be effective upon the loading of those Contract Rates into Aetna's systems, but no later than three (3) months after the effective date of the providers' contracts.

District, or TPA on its behalf, has sole responsibility of maintaining provider data (Address, name, amounts) for non-participating providers paid pursuant to the Plan. District, or TPA on its behalf, shall not rely on Aetna's provider database in our claim system to issue paper checks.

12. INDEMNIFICATION

- (A)** Aetna shall indemnify the District, its affiliates and their respective directors, officers, employees, the Joint Health Management Board and its employees and professionals, and the Directors of the Joint Health Management Board, (only as employees, not as Plan Participants) for that portion of any loss, liability, damage, expense, settlement, cost or obligation (including reasonable attorneys' fees) ("**Losses**") caused directly by (i) any material breach of this Agreement by Aetna, including a failure to comply with the standard of care in section 3; (ii) Aetna's negligence, willful misconduct, fraud, or breach of fiduciary responsibility; or (iii) Aetna's infringement of any U.S. intellectual property right of a third party, arising out of the Services provided under this Agreement.
- (B)** The District, including the Joint Health Management Board and employees and professionals, and the Directors of the Joint Health Management Board shall indemnify Aetna, its affiliates and their respective directors, officers, and employees for that portion of any Losses caused directly by (i) any material breach of this Agreement by District or TPA on behalf of District including a failure to comply with the standard of care in section 3; (ii) the District's or TPA on behalf of District's negligence, willful misconduct, fraud, or breach of fiduciary responsibility; (iii) the release or transfer of Plan Participant-identifiable information to the District or its designee (including TPA), or the use or further disclosure of such information by the District or such designee; or (iv) in connection with the design or administration of the Plan by the District or TPA on behalf of District.
- (C)** The party seeking indemnification under this Agreement must notify the indemnifying party within 20 days in writing of any actual or threatened action, to which it claims such indemnification applies. Failure to so notify the indemnifying party will not be deemed a waiver of the right to seek indemnification unless the actions of the indemnifying party have been prejudiced by the failure of the other party to provide notice as indicated above.

The indemnifying party may join the party seeking indemnification as a party to such proceeding; however, the indemnifying party shall provide and control the defense and settlement with respect to claims to which this section applies.
- (D)** The District and Aetna agree that: (i) health care providers are not the agents or employees of the District or Aetna and neither party renders medical services or treatments to Plan Participants; (ii) health care providers are solely responsible for the health care they deliver to Plan Participants, and neither the District nor Aetna is responsible for the health care that is delivered by health care providers; and (iii) the indemnification obligations of (A) or (B) above do not apply to any portion of any loss relating to the acts or omissions of health care providers with respect to Plan Participants.
- (E)** These indemnification obligations above shall not apply to any claims caused by (i) an act, or failure to act, by one party at the direction of the other including any act or failure of TPA on District's behalf pursuant to direction from Aetna, or (ii) with respect to intellectual property infringement, the District's, or TPA on its behalf, modification or use of the Services or materials that are not contemplated by this Agreement, unless directed by Aetna, including the combination of such Services or materials with services, materials or processes not provided by Aetna where the combination is the basis for the claim of infringement. For purposes of the exclusions in this paragraph, the term "District" includes any person or entity acting on the District's behalf or at the District's direction. For purposes of (A) and (B) above, the standard of care

to be applied in determining whether either party is “negligent” in performing any duties or obligations under this Agreement shall be the standard of care set forth in section 3.

13. DEFENSE OF CLAIM LITIGATION

In the event of a legal, administrative or other action arising out of the administration, processing or determination of a claim for Plan benefits, the District, as the fiduciary which rendered the decision in the appeal last exercised by the Plan Participant which is being appealed to the court shall undertake the defense of such action at its expense and settle such action when in its reasonable judgment it appears expedient to do so. If Aetna is also named as a party to such action, the District, as the appropriate named fiduciary will defend the other party PROVIDED the action relates solely and directly to actions or failure to act by the District, or TPA on its behalf of the District, as the named fiduciary and there is no conflict of interest between the parties. The District agrees to pay the amount of Plan benefits included in any judgment or settlement in such action.

Notwithstanding anything to the contrary in this section, in any multi-claim litigation (including arbitration) disputing reimbursement for benefits for more than one Plan Sponsor, the District authorizes Aetna to defend and reasonably settle the District's benefit claims in such litigation.

14. REMEDIES

Other than in an action between the parties for third party indemnification, neither party shall be liable to the other for any consequential, incidental or punitive damages whatsoever.

15. BINDING ARBITRATION OF CERTAIN DISPUTES

Any controversy or claim arising out of or relating to this Agreement or the breach, termination, or validity thereof, except for temporary, preliminary, or permanent injunctive relief or any other form of equitable relief, shall be settled by binding arbitration in the County of Fresno, CA, administered by the American Arbitration Association ("AAA") and conducted by a sole arbitrator in accordance with the AAA's Commercial Arbitration Rules ("Rules"). The arbitration shall be governed by the Federal Arbitration Act, 9 U.S.C. §§ 1-16, to the exclusion of state laws inconsistent therewith or that would produce a different result, and judgment on the award rendered by the arbitrator may be entered by any court having jurisdiction thereof. Except as may be required by law or to the extent necessary in connection with a judicial challenge, or enforcement of an award, neither a party nor the arbitrator may disclose the existence, content, record or results of an arbitration. Fourteen (14) calendar days before the hearing, the parties will exchange and provide to the arbitrator (a) a list of witnesses they intend to call (including any experts) with a short description of the anticipated direct testimony of each witness and an estimate of the length thereof, and (b) pre-marked copies of all exhibits they intend to use at the hearing. Depositions for discovery purposes shall not be permitted. The arbitrator may award only monetary relief and is not empowered to award damages other than compensatory damages.

16. COMPLIANCE WITH LAWS

Aetna shall comply with all applicable federal and state laws including, without limitation, the Patient Protection and Affordable Care Act of 2010 (“PPACA”), and the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”), Transparency Rule and No Surprise Act.

17. INSURANCE

Without limiting Contractor’s indemnification, it is agreed that Aetna shall secure and maintain in force during the term of this Agreement Errors and Omissions Insurance with a policy limit of no less than \$5 million (\$5,000,000) dollars. Upon request, the District shall provide evidence establishing the existence of the policies. A Certificate of Insurance and

Endorsements shall be attached to the Agreement as proof of insurance.

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.

18. TERMINATION

This Agreement may be terminated by Aetna or the District as follows:

- (A) Termination by the District** – The District may terminate this Agreement, or the Services provided under one or more schedules, for any reason, by giving Aetna at least 60 days' prior written notice of when such termination will become effective.

In the event of early termination, Aetna shall be paid for work performed to the date of termination. Post 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 Confidentiality, Indemnity, Governing Law, Arbitration, and Attorney's Fees; and (b) all undisputed fees due and payable hereunder through the termination date in accordance with fees outlined in this agreement.

There shall be no additional fee to process claims incurred but not reported prior to the termination of this Agreement (Run-Out Claims).

(B) Termination by Aetna and Suspension of Claim Payments-

- (1) Aetna may terminate this Agreement, or the Services provided under one or more schedules, for any reason, by giving the District at least 60 days' prior written notice of when such termination will become effective.
- (2) If the District fails to fund Fee wire requests or to pay Service Fees by the Payment Due Date, Aetna has the right to suspend Services until the requested Fees or Service Fees have been provided. Aetna may terminate the Agreement immediately upon notice to the District if the District fails to fund Fee wire requests or pay the applicable Service Fees in full within five business days of written notice by Aetna.

- (C) Legal Prohibition** - If any jurisdiction enacts a law or Aetna reasonably interprets an existing law to prohibit the continuance of the Agreement or some portion thereof, the Agreement or that portion shall terminate automatically as to such jurisdiction on the effective date of such law or interpretation; provided, however, if only a portion of the Agreement is impacted, the Agreement shall be construed in all respects as if such invalid or unenforceable provision were omitted.

- (D) Responsibilities on Termination** - Upon termination of the Agreement, for any reason other than default of payment by the District, Aetna will continue to process runoff claims in conjunction with TPA, if applicable, for Plan benefits that were incurred prior to the termination date, which are received by Aetna within 12 months following the termination date. There shall be no additional fee to process claims incurred but not reported prior to the termination of this Agreement (Run-Out Claims).

- (E) **Run-off Obligations** - In the event the contract between the District and TPA expires or terminates and there is no TPA to administer run-off processing, Aetna reserves the right to pay all claims at either (1) the participating provider's contract rate, or (2) the non-participating provider's billed charges, with no member cost share. The District will prepare a communication to all members advising of such run-off handling and shall allow Aetna the opportunity to review the communication prior to sending.

The District shall continue to fund Plan benefit payments and agrees to instruct its bank to continue to make funds available until all outstanding Plan benefit payments have been paid or until such time as mutually agreed upon by Aetna and the District. The District's wire line and bank account from which funds are requested must remain open for one year after runoff processing ends, or two years after termination.

- (F) **Following termination of the Agreement** Aetna shall transfer all the District and participant data necessary to administer the medical plan PPO Network, utilization review and case management services to the successor. Such data shall be transferred to the successor 60 days prior to the effective date of termination, as well as any additional data needed immediately following effective date of successor vendor. If the data transfer described in this Paragraph is not completed by the deadline, Aetna shall pay a late fee of \$500 per day each day until the data is provided.

19. GENERAL

- (A) **Relationship of the Parties** - The parties to this Agreement are independent contractors. This Agreement is not intended and shall not be interpreted or construed to create an association, agency, joint venture or partnership between the parties or to impose any liability attributable to such a relationship. Each party shall be solely responsible for all wages, taxes, withholding, workers compensation, insurance and any other obligation on behalf of any of its employees and shall indemnify the other party with respect to any claims by such persons.
- (B) **Intellectual Property** - Aetna represents that it has either the ownership rights or the right to use all of the intellectual property used by Aetna in providing the Services under this Agreement (the "**Aetna IP**"). Aetna has granted the District a nonexclusive, non-assignable, royalty free, limited right to use certain of the Aetna IP for the purposes described in this Agreement. Nothing in this Agreement shall be deemed to grant any additional ownership rights in the Aetna IP to the District.
- (C) **Communications** - Aetna and the District may rely upon any communication believed by them to be genuine and to have been signed or presented by the proper party or parties. For a notice or other communication under this Agreement to be valid, it must be in writing and delivered (i) by hand, (ii) by e-mail or (iii) by fax to a representative of each party as mutually agreed upon. Notices or communications may also be sent by U.S. mail to the address below.

If to Aetna:

Aetna – Attn Legal Dept/Joint Claim Administration (JCA)
151 Farmington Ave
Hartford, CT 06156

If to the District:

Ann Loorz, Exec Dir., Purchasing Dept.
Fresno Unified School District
4498 N. Brawley Avenue
Fresno, California 93722
cc: Andrew De La Torre
Benefits & Risk Management
Fresno Unified School District
2309 Tulare Street
Fresno, CA 93721

- (D) **Force Majeure** – With the exception of the District’s obligation to fund Fees and Service Fees, neither party shall be deemed to have breached this Agreement or be held liable for any failure or delay in the performance of any portion of its obligations under this Agreement, including performance guarantees if applicable, if prevented from doing so by a cause or causes beyond the reasonable control of the party. Such causes include but are not limited to acts of God; acts of terrorism; pandemic; fires; wars; floods; storms; earthquakes; riots; labor disputes or shortages; and governmental laws, ordinances, rules, regulations, or the opinions rendered by any court, whether valid or invalid.
- (E) **Governing Law** - The Agreement shall be governed by and interpreted in accordance with applicable federal law. To the extent such federal law does not govern, the Agreement shall be governed by California law.
- (F) **Financial Sanctions** – If Plan benefits or reimbursements provided under this Agreement violate or will violate any economic or trade sanctions, such Plan benefits or reimbursements are immediately considered invalid. Aetna cannot make payments for claims or Services if it violates a financial sanction regulation. This includes sanctions related to a blocked person or a country under sanction by the United States, unless permitted under a written Office of Foreign Asset Control (OFAC) license.
- (G) **Waiver** - No delay or failure of either party in exercising any right under this Agreement shall be deemed to constitute a waiver of that right.
- (H) **Third Party Beneficiaries** - There are no intended third-party beneficiaries of this Agreement.
- (I) **Severability** – If any provision of this Agreement or the application of any such provision to any person or circumstance shall be held invalid, illegal or unenforceable in any respect by a court of competent jurisdiction, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement and all other conditions and provisions of this Agreement shall nevertheless remain in full force and effect.
- (J) **Entire Agreement; Order of Priority** - This Agreement, all its Schedules, and the accompanying HIPAA Business Associate Agreement and Confidentiality and Non-Disclosure Agreement, constitute the entire understanding between the parties with respect to the subject matter of this Agreement, and supersedes all other agreements, whether oral or written, between the Parties. In the event of a conflict between the terms of this Agreement and a schedule or other attachment, the terms of the schedule or other attachment will control.
- (K) **Amendment** – No modification or amendment of this Agreement will be effective unless it is in writing and signed by both Parties, except that a change to a party’s address of record as set forth in section 19(C) (Communications) may be made without being countersigned by the other party.


- (L) **Taxes** – The District shall be responsible for any sales, use, or other similarly assessed and administered tax (and related penalties) incurred by Aetna by reason of Plan benefit payments made or Services performed hereunder, and any interest thereon. Additionally, if Aetna makes a payment to a third-party vendor at the request of the District, Aetna will assume the tax reporting obligation, such as Form 1099-MISC or other applicable forms.
- (M) **Assignment** - This Agreement may not be assigned by either party without the written approval of the other party. The duties and obligations of the parties will be binding upon, and inure to the benefit of, successors, assigns, or merged or consolidated entities of the parties.
- (N) **Survival** - Notwithstanding the expiration or termination of this Agreement for any reason 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 Sections 8 Records, 9 Confidentiality, 10 Audit Rights, 11 Recovery of Overpayments, 12 Indemnification, 13 Defense of Claim Litigation and 18 (D) Responsibilities on Termination.

The parties are signing this agreement as of the date stated in the introductory clause. The effectiveness of this Agreement is contingent upon the approval of the Fresno Unified School District Board of Education.

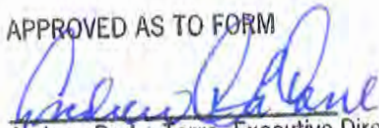
DISTRICT FRESNO UNIFIED SCHOOL DISTRICT

By: _____
Name: Santino Danisi
Title: Chief Financial Officer

AETNA LIFE INSURANCE COMPANY


By: _____
Name: Michael S. Copeck
Title: Executive Director, Underwriting

APPROVED AS TO FORM


Andrew De La Torre, Executive Director
Benefits & Risk Management

Part II. Master Services Agreement (MSA) General Administration Schedule

This General Administration Schedule describes certain of the Services to be performed by Aetna for the District for the following control number(s): 891049. Terms used but not otherwise defined in this schedule shall have the meaning assigned to them in the Agreement.

Aetna will perform the following services for Plan benefits incurred on or after the Effective Date:

A. CLAIM SERVICES

1. **Claim Intake** - All member and provider claims will be directed to and received by Aetna. Aetna will apply its standard Joint Claims Administration claim edits and re-price the claims, as outlined in the Claim Processing Guide and Technical Integration Guide received by the District or TPA during implementation. Aetna will base their pricing on the network that the District has purchased (i.e., excluding Sutter Health providers). Aetna will send all claims to the District or TPA via secure file transmittals.
2. **Claims Adjudication** - The District, or TPA on its behalf, will process and adjudicate all re-priced claims sent from Aetna via the secure file transfer process described in Aetna's Integration Guide reviewed during implementation. Benefits are applied based on the District's health plan.
3. **Transmission of Data** All provider claims will be directed to and received by Aetna. Aetna will apply its standard Joint Claims Administration claim edits and re-price the claims, as outlined in the Aetna's Integration Guide received by TPA during implementation. Aetna will send all claims to TPA via secure file transmittals. TPA will transmit all claims received via the 837 back to Aetna via a compliant 835 to enable Aetna to load into our claims system (ACAS).
4. **Eligibility Files** - Upon receipt of secure eligibility file from the District, or TPA on its behalf, Aetna will upload data to process claims, and handle utilization and case management, and confirm benefits for providers. The District, or TPA on its behalf, agrees to send/upload the file to Aetna at agreed upon timing. Timing for eligibility file delivery is determined during implementation. After implementation, Aetna agrees to upload a viable file within two (2) business days upon receipt and report any errors to the District, or TPA on its behalf. The District, or TPA on its behalf, agrees to review and handle all error reports within five (5) business days of receipt of report. If member needs urgent eligibility load, the District, or TPA on its behalf, can email designated Aetna Eligibility Consultant for manual update. All other changes to member information must be sent on file.
5. **Timely Claim Processing Expectations** - Aetna has contractual obligations with our Provider Network, as such, we will partner with the District, or TPA on its behalf, with the expectation that all claims are processed timely to ensure our obligations can be met. Failure to return claims timely to Aetna to meet Provider contract requirement jeopardizes the Aetna Network and could consequently jeopardize the fees and/or performance guarantees (if applicable) that Aetna has in place with District. Continued issues with timely claim adjudication could result in jeopardizing the relationship of Aetna and the District.
 - a) Aetna will keep open lines of communication with the District, or TPA on its behalf, to address any questions regarding claims. We expect that the District, or TPA on its behalf, will respond to Aetna within 24-48 hours of questions on claims. Aetna will respond to the District, or TPA on its behalf, within 24-48 hours on questions posed to Aetna.
 - b) The District, or TPA on its behalf, and Aetna Claim Adjudication Turn Around Time Performance Standards:
 - i. Aetna Goal: to price and edit claims and send to the District, or TPA on its behalf, 80% within 10 calendar days of receipt from Provider.
 - ii. District, or TPA on its behalf, Goal: adjudicate and return 80% of claims to Aetna within 14 calendar days of receipt from Aetna.

B. PROVIDER REMITTANCE

District, or TPA on its behalf, is responsible for remitting all payments for Plan benefits to providers and Plan Participants. Such payments shall be made in accordance with the Plan, and if applicable, the provider contract allowed amounts for Participating Providers. District, or TPA on its behalf, shall provide an Explanation of Payment directly to any provider detailing the benefit determination made on any claim. District, or TPA on its behalf, shall submit a daily 835 file to Aetna. District, or TPA on its behalf, shall submit a check file to Aetna at least one time per week.

In a case where the Plan incurs additional benefits claim liability resulting from Aetna negligently communicating the improper network status of a provider, Aetna shall be responsible only for that portion of such claims liability that the Plan incurred to the extent that amount is over and above what is ordinarily payable under the Plan for comparable in-network services. For the avoidance of doubt, this provision is not intended to be, and shall not be construed or interpreted to grant Plan Participants status as third-party beneficiaries. Plan Participants will remain liable for applicable cost shares, co-payments, deductibles, and other charges not paid for or covered by the Plan.

When paying claims, District, or TPA on its behalf, shall pay Participating Providers that portion of the provider contract allowed amount which exceeds the copayment, coinsurance, deductible amounts (any member cost-share) specified by the Plan. Valid clean electronic claims must be processed and paid within 15 calendar days of receipt by TPA from Aetna, and valid clean paper claims must be processed and paid within 30 calendar days from the date TPA receives the claim from Aetna. All paper claims must be date stamped by Aetna upon receipt. Aetna must generate an electronic date stamp acknowledgement on all electronic claims upon receipt. If District, or TPA on its behalf, fails to pay timely in accordance with the timing requirements described above, provided TPA has received a fully clean claim, the Participating Provider may have the right to refuse to honor its contracted rate, and the District may be subject to the full billed charges and/or interest and penalties in accordance with the applicable Participating Provider agreement.

Request for Information for Provider Payments. District, or TPA on its behalf, shall provide Aetna with reasonable provider payment information upon request, such as evidence of payment, but no later than ten (10) business days following such request in order for Aetna to manage related provider payment inquiries.

C. MEMBER SERVICES

1. **Member Services** - Under the Aetna Joint Claim Administration Program Member Services are provided by the District, or TPA on its behalf. The District, or TPA on its behalf, will be responsible for all Member Services including, but not limited to: handling calls and other correspondence from Members with respect to questions, concerns, comments, complaints, grievances and appeals relating to the District Benefit Plan.
 2. **Explanation of Benefits** - the District, or TPA on its behalf, is responsible for providing members with Explanations of Benefits (EOBs) in compliance with all applicable legal requirements. Aetna shall disclose its standard provider explanation of payment wording to the District, or TPA on its behalf, at the time of implementation and will keep the District, or TPA on its behalf, up to date thereafter.
 3. **Subrogation Services** - Aetna does not provide subrogation services.
 4. **Member Appeals** - To the extent any such appeals involve a reconsideration of medical necessity determinations made by the District, or TPA on its behalf, or any other determination within the scope of the District, or TPA on its behalf, obligations, Aetna shall coordinate with the District, or TPA on its behalf,
- Aetna Joint Claim Administration Flex Master Services Agreement 082021

to obtain District's final determination of such issue in accordance with District's responsibilities, and Aetna shall relay that determination to provider.

5. **HEDIS/CAHPS** - Aetna will not include any member contact with regard to HEDIS/CAHPS reporting surveys and as a result enrolled member are excluded from Aetna's HEDIS/CAHPS reports and accreditation results. This section shall meet the requirements of HEDIS/CAHPS, which requires a "no touch" contractual agreement between the parties.

D. DISTRICT SUPPORT SERVICES AND RESOURCES

1. **Aetna will assign the following support team:**
 - a) **Account Team** - Available to assist in connection with the general administration of the Plan, ongoing communications with the District and administration and record-keeping systems for the ongoing operation of the Plan(s), within the scope of services provided by Aetna. The Account Team will also act as liaison between the TPA, the District and Aetna.
 - b) **Account Liaison** - Serves as the District and/or TPA main point of contact for escalated member issues, precertification questions and claim inventory. They will schedule recurring meetings to ensure Aetna and the District and/or TPA to address common trends and issue resolution.
 - c) **Business Partner Advocates** - The primary contacts for initial claim and rework questions that cannot be addressed using the web-based tools provided for the District and/or TPA.
 - d) **Technical Integration Manager** - The Technical Integration Manager will be the primary contact for the District and/or TPA for issues around claim file data exchange and programming related to the claim files.
2. **Benefit Account Structure** - Aetna shall design and install a benefit-account structure separately by class of member/participant, division, subsidiary, associated company, or other classification reasonably requested by the District.
3. **Actuarial and Underwriting Support** - Aetna shall assist the District in connection with actuarial and underwriting support reasonably requested by the District, provided that the District shall have ultimate responsibility for the content of the Plan and compliance with law in connection therewith.
4. **Identification Cards** – TPA will produce and Distribute ID Cards. Aetna must approve the ID card prior to distribution to members
5. **United States IRS and Health and Human Services Support** - Upon request of the District, Aetna shall provide the District with information reasonably available to Aetna relating to the administration of the Plan which is necessary for the District to prepare reports that are required to be filed with the United States Internal Revenue Service and Health and Human Services.
6. **Reporting** - Aetna shall provide the following reports to the District for no additional charge.
 - a) **Monthly/Quarterly/Annual Reports** - Aetna shall prepare the following reports in accordance with the benefit-account structure for use by the District in the financial management and administrative control of the Plan benefits:
 - i. Monthly listing of funds requested and received for Fees
 - iv. Fee Detail at Time of Wire reviewed during implementation. Any Fees or Surcharges (that may be related to claims) would appear on these reports (for example National Advantage Program (NAP) fees, Pay for Performance, and others) however they may not coordinate with the original claim id. Certain fees will be reflected on the report that do not tie directly back to specific claims please work with your Account Team if further information is required.

- b) **Annual Accounting Reports** - Aetna shall prepare standard annual accounting reports detailing product specific financial and plan information including enrollment fees and/or rates for each Agreement Period.
- c) **Annual Renewal Accounting Reports** - Aetna shall prepare standard annual Renewal Reports – Aetna shall prepare standard [annual] renewal reports detailing product specific financial and plan information, including enrollment fees and/or rates for each Agreement Period.
- d) **Customized Case Management Reporting** – format TBD

Any additional reporting formats and the price for any such reports shall be mutually agreed upon by the District and Aetna.

- 7. **Additional Reporting** - Aetna shall provide the following reports to the District, or TPA on its behalf, for no additional charge:

- a) Weekly Provider Escalation and Validation Reporting

Reporting is designed to ensure open communications and identify any issues that Aetna and the District, or TPA on its behalf, can work through to aid in smooth claim processing. Reports are reviewed during implementation. Members of the Aetna Team will work with the District, or TPA on its behalf, representatives to review reporting and address any questions on an ongoing basis post implementation.

- 8. **State Assessment Payments** - Unless otherwise determined and documented during or after implementation Aetna will be responsible for payment for all State Assessments in States with these requirements.
- 9. **Claim Processing Guide and Technical Integration Guide** - Used initially during the implementation phase to set up and test connectivity for file transport, to validate test claims and to determine which options the District, or TPA on its behalf, will select for most streamlined way to process. Post implementation the Guide is used as a reference document to review any technical or file related questions.
- 10. **Aetna Contact Sheet** - This document is provided at the start of the implementation phase and is updated at the end of the implementation phase. The objective of the document is to provide the correct contacts at Aetna for the District, or TPA on its behalf, to reach out to with any questions.
- 11. **Participating Provider Information** - Aetna will make Participating Provider information available to the District, or TPA on its behalf, via the file exchange process and online via Aetna DocFind.
- 12. **Non-Participating Provider Claims** - Aetna will forward claims to the District, or TPA on its behalf, as established during implementation (priced at billed or Aetna's Reasonable and Customary pricing).
- 13. **Provider Service Centers** - Aetna Provider Service Centers are responsible for handling calls and other correspondence from Providers with respect to all questions, including claim status, payment inquiry, benefit and eligibility validations, concerns, comments, complaints, grievances and appeals. No Provider calls will be handled by the District, or TPA on its behalf.
- 14. **Provider Appeals:** - Provider appeals will be handled as follows: All appeals made by a Provider on behalf of Plan Participants will be referred to the District within seven (7) days of receipt, with all documentation in the claim's files, except for urgent appeals which shall be provided to the District immediately upon receipt. Aetna shall reasonably cooperate with District by providing additional requested information or documentation within 15 days of receipt of a request, to the extent Aetna has such requested information or documentation, so that District can timely decide appeals, except in the case of urgent claims or appeals, Aetna shall provide all requested information and documentation immediately. To the extent

such provider appeals are decided by the District, District shall be responsible for responding directly to the provider. A request for reconsideration of medical necessity by a provider that includes additional clinical information will not be treated as an appeal but will be treated as a redetermination of the initial medical necessity determination. To the extent a provider appeals a determination by Aetna regarding the amount paid under its contractual arrangement with Aetna, Aetna shall decide such a contractual arrangement appeal and communicate such determination consistent with the requirements of all applicable laws.

15. **Aetna's Guiding Principles for Physician Relations** - Aetna's Guiding Principles for Physician Relations is available on the Aetna.com website. In order for Aetna to honor the Guiding Principles, which are central to the integrity of Aetna's network, it is critical that District and TPA must utilize Aetna National Precertification List (NPL), unless variations to the NPL are agreed upon.
16. **Assessment Process** - To ensure that there is compatibility between Aetna and District, or TPA on its behalf, prior to effective date we require that District, or TPA on its behalf, work with Aetna to complete an assessment which includes submission of certain District, or TPA on its behalf, processes and procedures including Disaster Recovery Plans. Based on the Assessment, Aetna may have recommendations which will be forwarded to District, or TPA on its behalf. Aetna will advise District [or TPA on its behalf] if there is anything that would preclude our working with District [or TPA on its behalf] to successfully process claims. If during the course of the District contract District [or TPA on its behalf] plans to make changes that will impact how Aetna and District, or TPA on its behalf, support claims processing for the District, Aetna will need to be notified with sufficient notice to enable Aetna to review and accommodate the change. Similarly, if Aetna makes changes that will impact the District [?] Aetna will notify the District, or TPA on its behalf, with sufficient notice to enable District, or TPA on its behalf to review and accommodate the change.
17. **Assessment Process and Questionnaires** – District, or TPA on its behalf, completes questionnaire regarding their claim practices, quality review measures, include copy of Disaster Recovery Plan, etc. Questionnaire is requested to be complete prior to implementation start. Failure to complete the Assessment process may delay the effective date.
18. **Communications and Health Initiatives:** - In furtherance of the District's efforts in developing communications and health initiatives, Aetna will reasonably engage in a collaborative manner with the District throughout the contract period.

E. NETWORK ACCESS SERVICES

1. **Network Access** - Aetna shall provide Plan Participants with access to Aetna's network hospitals, physicians and other health care providers ("**Network Providers**") who have agreed to provide services at agreed upon rates and who are participating in the applicable Aetna network covering the Plan Participants. The Plan will exclude Sutter providers from the network. Aetna will establish, administer and enforce appropriate credentialing criteria for its Participating Providers. Aetna will send Provider Termination and Provider Reactivation notices to members upon notification when applicable.
2. **Contracted Rates** - Network Providers may be based on fee-for-service rates, case rates, per diems and in some circumstances, include performance-based contract arrangements, risk-adjustment mechanisms, quality incentives, Pay-for-Performance and other incentive and adjustment mechanisms. These mechanisms may include payments to physicians, physician groups, health systems and other provider organizations, including but not limited to organizations that may refer to themselves as Accountable Care Organizations and Patient-Centered Medical Homes in the form of periodic payments and incentive arrangements based on performance. Such payments may be more specifically described in an addendum

to the Agreement. The details of such payment arrangements are available upon request. Retroactive adjustments are occasionally made to Aetna's contract rates. Retroactive adjustments may occur, for example, when the federal government does not issue cost of living data in sufficient time for an adjustment to be made on a timely basis, or because contract negotiations were not completed by the end of the prior price period or due to contract dispute settlements. In all cases, Aetna shall adjust the District's payments accordingly. The District's liability for all such adjustments shall survive the termination of the Agreement.

Aetna may contract with vendors who in turn are responsible for contracting with the providers who perform the health care services, and potentially for certain other services related to those providers. Under some of these arrangements, the vendor bills Aetna directly for those services by its network of providers at the vendor's contracted rate with Aetna, and Aetna pays the vendor for those services. In certain cases, the amount billed by the vendor to Aetna, paid pursuant to the plan, includes an administrative fee for delegated services by the vendor. As a result, the amount the vendor pays to the health care provider through the vendor's contract with the provider may be different than the amount paid pursuant to the Plan because the allowed amount under the Plan will be Aetna's contracted rate with the vendor, and not the contracted amount between the vendor and the health care provider.

3. **Online Directory** - Aetna shall maintain an online directory updated six (6) days per week containing information regarding Network Providers. Upon request and for an additional charge, Aetna shall provide the District with paper copies of physician directories.
4. **Obligation** - Aetna makes no guarantee and disclaims any obligation to make any specific health care providers or any particular number of health care providers available for use by Plan Participants or that any level of discounts or savings will be afforded to or realized by the District, the Plan or Plan Participants.

F. **NATIONAL ADVANTAGE PROGRAM (NAP)**

Unless otherwise agreed in writing, only the NAP Services selected by the District in the Service and Fee Schedule will be provided by Aetna.

1. **NAP** - Aetna either contracts with several national third-party vendors to access their contracted rates with Providers, or directly contracts with Providers, for medical claims that would otherwise be paid as billed, or for emergency/medically necessary services not provided within the network. If no contracted rate is available, Aetna will attempt to negotiate an Ad-Hoc Rate (case specific discount) with non-NAP participating providers for certain larger claims, or will apply Facility Charge Review, as applicable.
 - i. National Advantage Where a contracted rate is not available under NAP, the Facility Charge Review Program provides reasonable charge allowances for most inpatient and outpatient facility claims under the Plan, and the out-of-network portion of the Plan for emergency/medically necessary services not provided within the network.
 - a) National Advantage Program – Itemized Bill Review
 - i. Prior to claim adjudication when an inpatient facility claim exceeds a threshold (currently \$20,000) and Aetna's contracted rate with the provider uses a "percentage of billed charges" methodology, Aetna will forward the claim to the vendor for review. The billed charges will be reviewed for billing inconsistencies and errors. The vendor examines each claim and provides Aetna with billing error detail and the amount of

eligible covered (payable) charges. Aetna then pays the claim using the contracted rate, a percentage of this adjusted amount.

- b) National Advantage Program - NAP Flex:
 - i. *Involuntary out-of-network claims paid at the in-network benefit level (includes emergency and hospital-based physicians and other services approved as in-network benefits)* – For both facility and professional claims, if a contract with an out-of-network provider is available through a third-party vendor through the NAP vendor networks, the vendor's contracted rate will be used as a basis for processing the claim. If a contracted rate is not available, claim will be referred for FCR or an Ad-Hoc Rate, as applicable. If no alternative rate is available through these services, the claim will be paid according to Aetna policy
 - ii. *Voluntary out-of-network claims paid at the out-of-network benefit level (Plan Participant voluntarily chooses to see an out-of-network provider)* - All claims will be paid based on the benefit level (allowed amount methodology) set forth under the Plan. NAP vendor networks do not apply.

2. Terms and Conditions -

- a) District Charges for Provider Payments
 - i. Aetna agrees that for Plan benefits rendered by a Provider for which Aetna has a) accessed a contracted rate, or b) negotiated an Ad-Hoc rate, or c) applied a Reasonable Charge Amount for facility services, or d) applied an Itemized Bill Review reduction, the District shall be charged the amount paid to the Provider. This amount shall be equal to the contracted rate, Ad-Hoc Rate, or Reasonable Charge Amount less any payments made by the Plan Participant in accordance with the Plan.
- b) Access Fees
 - i. As compensation for the services provided by Aetna under NAP for Savings achieved, District shall pay an Access Fee to Aetna as described in the Service and Fee Schedule (excluding Savings with respect to claims for which Aetna is liable for funding, e.g., claims in excess of an individual or aggregate stop loss point).

3. Reporting -

- a) Aetna shall provide a quarterly report of Savings and Access Fees. Access Fees may be included with claims in other reports.
- b) NAP related fees are shown on the Banking Reports and are not on the claim files.
- c) Plan Participant Information Regarding National Advantage Program
- d) District shall inform Plan Participants of the availability of NAP. Further, a District's Plan Booklet language defining reasonable charge or recognized charge must conform to Aetna requirements. Aetna shall provide information regarding participating Providers on DocFind®, Aetna's online provider listing, on our website at www.Aetna.com or by other comparable means.

4. Definitions - As used in this section F

- a) "Access Fee" means the amount(s) to be paid by District to Aetna for access to the Savings provided under NAP, as indicated in the Service and Fee Schedule.

- b) "Ad-Hoc Rate" means the rate which was negotiated for a specific claim in the absence of a pre-negotiated contracted rate with a Provider.
- c) "Providers" means those physicians, hospitals and other health care providers whose services are available at a savings under NAP.
- d) "Reasonable Charge Amount" means the amount determined by Aetna to be a reasonable charge for a Plan benefit in the geographic area where such benefit was provided to the Plan Participant.
- e) "Savings" means the difference between (i) the amount which would have been due or otherwise paid to Providers for Plan benefits without the benefit of NAP, and (ii) the amount due Providers for Plan benefits as a result of NAP.

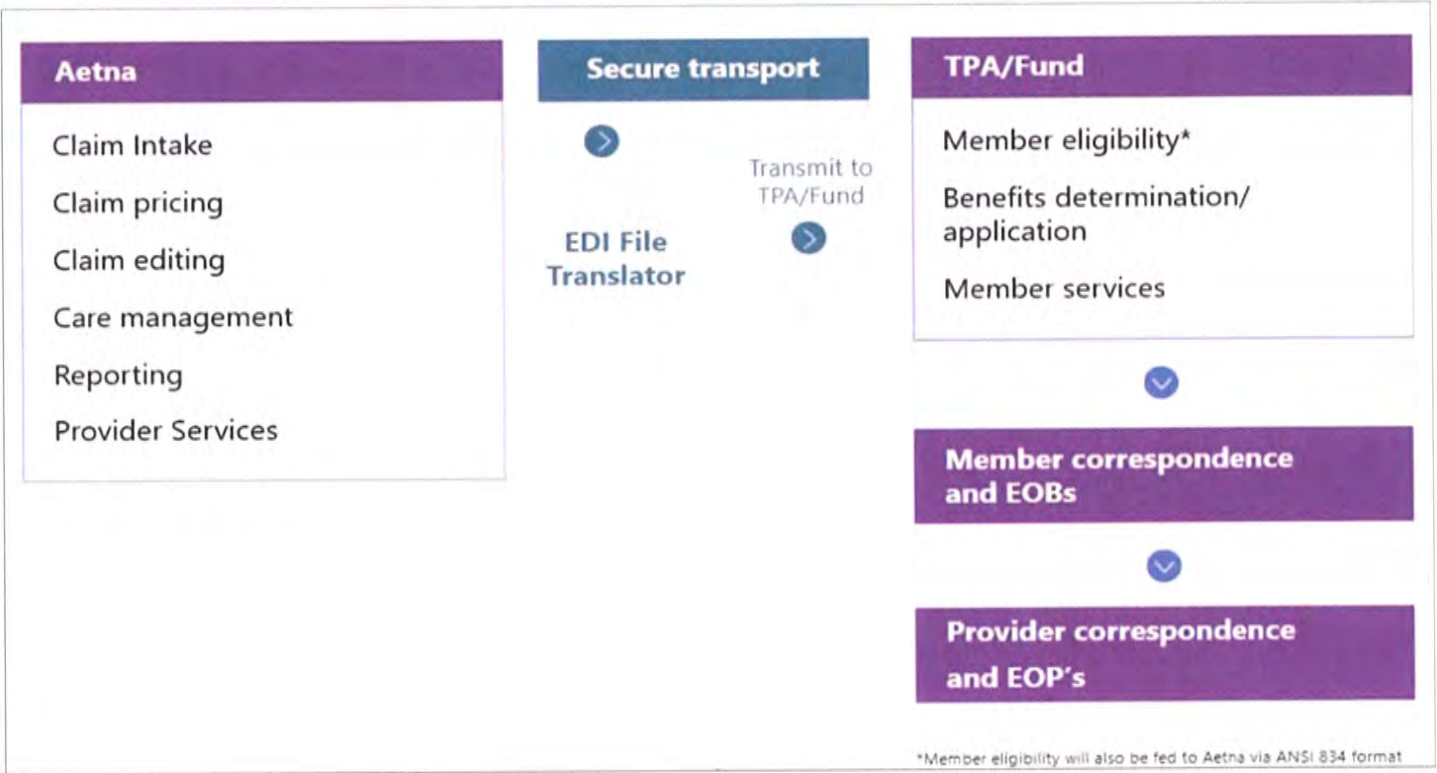
5. District acknowledges that -

- a) The NAP listing of Providers includes Providers that are (i) participating by virtue of direct contracts with Aetna and its affiliates, and (ii) participating by virtue of Aetna's contracts with unaffiliated third parties that have contracts with Providers and provide Aetna with access to these contracted rates for the purpose of NAP.
- b) Aetna does not credential, monitor or oversee those Providers who participate through third party contracts. Providers listed as participating in NAP may not necessarily be available or convenient.
- c) The following claim situations may not be eligible for NAP:
 - i. Claims involving Medicare when Aetna is the secondary payer
 - ii. Claims involving coordination of benefits (COB) when Aetna is the secondary payer
 - iii. Claims that have already been paid directly by the Plan Participant.

6. General Provisions - Aetna's only liability to the District for any loss of access to a discount arising under or related to NAP, regardless of the form of action, shall be limited to the Access Fees actually paid to Aetna by the District for services rendered; provided, however, this limitation will not apply to or affect any performance standards set forth in the Agreement.

The terms and conditions of NAP shall remain in effect for any claims incurred prior to the termination date that are administered by Aetna after the termination date.

G. AETNA JCA PROCESS FLOW



Part III. Master Services Agreement (MSA) Medical Services Schedule

Subject to the terms and conditions of the Agreement, the Medical Services (programs and descriptions) available from Aetna and available to the District are described below. The Services selected by the District are listed in the Service and Fee Schedule and/or Financial Assumptions document attached. Additional Services may be provided at the District's written request under the terms of the Agreement and coordinated with the Aetna Account Team for implementation.

A. CARE MANAGEMENT SERVICES

JCA Custom Care Management Team - Helps manage and simplify the health care experience for employees and their families. The nurses have the knowledge, resources and evidenced-based recommendations to help members make critical medical decisions. The JCA dedicated case management team performs all clinical care management functions within the same unit, using dedicated resources to:

- Focus on improving health and wellness by identifying members at high risk for problems associated with complex care needs
- Assess opportunities to coordinate care; connect members to other clinical programs as needed such as but not limited to disease management, behavioral health, and maternity management, etc.
- Identify treatment options to improve quality of care, quality of life and control costs
- Perform proactive calls to those in need of service
- Help members take control of their health by providing them with the best people, tools and resources

1. Utilization Management

a) **Inpatient and Outpatient Precertification:**

Aetna follows the National Precert List. In the event of policy changes that result in a change to the National Precertification List and/or Benefits, Plan Sponsor agrees to amend the Plan Booklet if impacted. A process for collecting information prior to an inpatient confinement (Inpatient Precertification) or selected ambulatory procedures, surgeries, diagnostic tests, home health care and durable medical equipment (Outpatient Precertification). The precertification process permits eligibility verification/confirmation, initial determination of coverage, and communication with the physician and/or Plan Participant in advance of the provision of the procedure, service or supply at issue. Outpatient precertification is not applicable to Indemnity or PPO Products.

b) **Concurrent Review:**

Concurrent review encompasses those aspects of patient management that take place during the provision of services at an inpatient level of care or during an ongoing outpatient course of treatment. The concurrent review process includes obtaining information regarding the care being delivered; assessing the clinical condition, providing benefit determination, identifying continuing care needs to facilitate appropriate discharge plans, and identifying Plan Participants for other specialty programs such as Case Management or Disease Management.

c) **Discharge Planning:**

This is an interdisciplinary process that assists Plan Participants as their medical condition changes, and they transition from the inpatient setting. Discharge planning may be initiated at any stage of the patient management process. Assessment of potential discharge planning needs begins at the time of notification, and coordination of discharge plans commences upon identification of post discharge needs during precertification or concurrent review. This program may include evaluation of alternate care settings and identification of care needed after discharge. The goal is to provide continuing quality of care and to avoid delay in discharge due to lack of outpatient support.

d) Retrospective Review:

Retrospective review is the process of reviewing coverage requests for initial certification after the service has been provided or when the Plan Participant is no longer in-patient or receiving the service. Retrospective review includes making coverage determinations for the appropriate level of service consistent with the Plan Participant's needs at the time the service was provided after confirming eligibility and the availability of benefits within the Plan Participant's benefit plan.

Not all services are subject to utilization management. Aetna maintains the discretion as to the particular level and intensity of these utilization management programs. The services subject to utilization review may vary from time to time.

2. Case Management Programs

The Aetna Case Management program is a collaborative process of assessment, planning, facilitation and advocacy for options and services to meet an individual's health needs in accordance with the Plan through communication and available resources to promote quality, cost-effective outcomes. Participation in the program is voluntary to members.

Those Plan Participants with diagnoses and clinical situations for which a specialized nurse, working with the Plan Participant and their physician, can make a material impact to the course or outcome of care and/or reduce medical costs will be accepted into the program at Aetna's discretion. Case management staff strives to enhance the Plan Participant's quality of life, support continuity of care, facilitate provision of services in the appropriate setting and manage cost and resource allocation to promote quality, cost-effective outcomes in accordance with the Plan. Case Managers collaborate with the Plan Participant, family, caregiver, physician and healthcare provider community to coordinate care, with a focus on closing gaps in the Plan Participant's care.

Aetna targets two types of case management opportunities:

- Complex Case Management Targets Plan Participants who have already experienced a health event and are likely to have care and benefit coordination needs after the event. The objective for Case Managers is to identify care or benefit coordination needs which lead to faster or more favorable clinical outcomes and/or reduced medical costs.
- Proactive Case Management Targets Plan Participants, from Aetna's perspective, who are misusing, over-using or under-utilizing the health care system, leading them towards avoidable and costly health events. This program's objective is to confirm gaps in Plan Participants' care leading to their over-use, misuse, or under-use, and to work with the Plan Participant and their physician to close those gaps.

3. National Medical Excellence Program®/Institutes of Excellence™ /Institutes of Quality®:

The National Medical Excellence Program was created to help arrange for access to effective care for Plan Participants with particularly difficult conditions requiring transplants or complex cardiac, neurosurgical or other procedures, when the needed care is not available in a Plan Participant's service area. The program utilizes a national network of experienced providers and facilities selected based on their volume of cases and clinical outcomes. The National Medical Excellence Program Unit provides specialized case management through the use of nurse case managers, each with procedure and/or disease-specific training. There are two networks:

- **The Aetna Institutes of Excellence (IOE)** transplant network was established to enhance quality standards and lower the cost of transplant care for Plan Participants. It is made up of a select group of hospitals and

transplant centers that meet quality standards for the number of transplants performed and their outcomes, as well as access criteria for Plan Participants.

- **The Aetna Institutes of Quality (IOQ)** are a national network of health care facilities that are designated based on measures of clinical performance, access and efficiency for orthopedic, cardiac, and bariatric surgery. Bariatric surgery, also known as weight loss surgery, refers to various surgical procedures to treat people living with morbid or extreme obesity.

4. Informed Health® Line:

Informed Health Line provides Employees with toll-free 24-hour/7-day telephonic access to registered nurses experienced in providing information on a variety of health topics. The nurses can contribute to informed health care decision-making and optimal patient/provider relationships through coaching and support. Informed Health Line has added the Healthwise® Video Library to enhance the Employees access to health information. The Employee can be sent links to health education videos from the Healthwise Video Library, via email.

The range of available service components options include:

- a) **Nurse Information line 1-800# Only.** This includes toll-free telephone access to the Informed Health Line.

5. Simple Steps To A Healthier Life®:

Aetna has developed an internet-based comprehensive management information resource, known as “Simple Steps To A Healthier Life” (the “Simple Steps”). Employees can access Simple Steps at www.aetna.com, an online support tool which provides advice relating to disease prevention, condition education, behavior modification, and health promotion programs that may contribute to the health and productivity of Employees.

Simple Steps allows users to create a health assessment profile that generates personalized health reports. In addition to generating a health profile/assessment, Employees also have access to an action plan with links to personalized online health programs called Journeys®, offered through a relationship with RedBrick Health®. Through RedBrick Health, there is also an alternative health assessment option called RedBrick Compass™.

B. TECHNOLOGY/WEB TOOLS

1. Aetna External Websites:

Aetna provides access to web-based tools for the District, or TPA on its behalf, to utilize in claim adjudication, member servicing and claim reprocessing. System access and training is coordinated during implementation. There is no cost for setup, initial training or on-going training for these tools. In using these tools, the District, or TPA on its behalf, agrees to adhere to the privacy policies, utilize the systems based on training provided by Aetna, and assign appropriate technical teams to establish connections during implementation. Failure to make good use of these tools can delay claims processing and could result in financial penalty to the District. Access to Aetna’s systems will be provided with the understanding that all requested users have a need to view and access such data relative to plan administration. District will notify Aetna promptly if users no longer require access or no longer have a need to access Aetna’s system.

- a) Aetna Strategic Desktop Web Based Tool - Secure gateway to Aetna's District service applications. This web-based tool provides a 360-degree view of a members' data.
 - i. A single screen highlights the most important plan, eligibility and coverage information
 - ii. Training available onsite at TPA location or via live webinar.
- b) Aetna Total View Web Based Tool - This web-based tool provides a member-centric view of a member's medical management events.
 - i. The ability to increase member satisfaction by quickly accessing clinical information to address member questions
 - ii. Access to medical management reporting capabilities
 - iii. The District's, or TPA on its behalf, users are set up to be able to view authorizations, denials, and pending cases. You can also download denial letters to help with member calls and claim adjudication.

2. Online Provider Directory:

Aetna's online participating provider directory--updated daily -- that anyone can use to locate network physicians and other health care providers such as dentists, optometrists, hospitals and pharmacies. The network will exclude Sutter Health providers. Aetna will provide a micro-site, that includes a direct link for members to access the District's PPO Network.

3. Secure Member Portal:

The secure member portal is a Plan Participant website that can be used as an online resource for personalized health and financial information.

4. Health Decision Support:

Health Decision Support provides educational support so Employees can better understand their conditions and treatment options, including tests, procedures and surgery. This helps Employees make more informed decisions for their health care.

- **Basic** -- Offers 30 programs. It is available to all Aetna Navigator® registered users at no additional cost to Districts or employees.



An Aetna Proposal
Presented to

Fresno Unified School District

January 1, 2022

In an industry that's so intimate, we prefer not to take a one-size fits all approach for you or your employees.

We're asked all the time: **"What is your vision for the future?"** We're more than just an insurance provider - we're a health care company. We join members on their health journey and remove complexities from the experience. We take a holistic view of each member and create personalized plans rather than a cookie cutter approach that uses blanket programs as solutions.

We're transforming. This change is a fundamental shift in how we view health care.

We have tailored solutions to meet your needs. We know the value of each and every employee to help you reach your goals. And we have a plan to take care of each one so they reach their ideal health and live a happy life and productive work life for you.

We want to help you advocate for your workforce. We want to move away from a focus on products and programs – **to focus on people.**

Health care can be overwhelming. So our approach focuses on each person to create a **stronger individual.** And with many stronger individuals comes a **stronger workforce.** When you have a stronger workforce, we can help you achieve your goals and get **stronger results.**

As we transform the health care experience, we're honored to be recognized for our work. [Click here to learn more about Aetna's awards and recognitions.](#)

"Aetna" is the brand name used for products and services provided by one or more of the Aetna group of subsidiary companies.

The Aetna companies include:

Aetna Health Inc., Aetna Health of California Inc., Aetna Health of the Carolinas Inc., Aetna Health of Washington Inc., Aetna Health Insurance Company of Connecticut, Aetna Health Insurance Company of New York, Corporate Health Insurance Company; Aetna Life Insurance Company; Aetna Dental Inc.; and/or Aetna Dental of California Inc.; Aetna Health of Utah Inc. Certain dental plans are available only for groups of a certain size in accordance with underwriting guidelines. Managed care plans may not cover all health care expenses. Contracts should be read carefully to determine which health care services are covered. While this material is believed to be accurate as of the print date, it is subject to change. For more specific information about the coverage details, including limitations, exclusions, and other plan requirements, please contact an Aetna representative.

Aetna has various programs for compensating producers (agents, brokers and consultants). If you would like information regarding compensation programs for which your producer is eligible, payments (if any) which Aetna has made to your producer, or other material relationships your producer may have with Aetna, you may contact your producer or your Aetna account representative. Information regarding Aetna's program compensating producers is also available at:

www.aetna.com

The information contained in this proposal is confidential and should not be shared with anyone other than your broker or benefit plan consultant.



Brian Donohue
Director of Medical Underwriting
151 Farmington Ave
Hartford, CT 06156
DonohueB@aetna.com
[860-273-6820](tel:860-273-6820)

November 3, 2021

Fresno Unified School District
Andrew De La Torre
2309 Tulare St Rm 101
Fresno, CA 93721

Re: Sold Products and Programs for Fresno Unified School District

Dear Andrew De La Torre:

Thank you for choosing our health plan. We are excited about the opportunity to meet you and your employees on your journey to better health.

Your business is important to us and we look forward to working with you for a successful partnership.

Our company will administer the medical benefits for Fresno Unified School District, effective January 1, 2022.

Benefit	Financial Arrangement
Medical:	Administrative Services Agreement Joint Claims Administration

Please refer to the following sections for details on our proposal:

- Multi-Year Fee Exhibit
- Fee Credit
- List of Services
- Medical Discount Guarantee
- JCA Performance Guarantees

In addition, please refer to the following attachments from our proposal:

- Attachment A - JCA Medical Financial Assumptions

If there's an addition or correction you'd like to make, please contact Gabriela Heide at (714) 559-2551.

Sincerely,

Brian Donohue

cc:

Susan Vogt
Sarah Donahue
Gabriela Heide
Kelly Willett
Nicole Weedon
Jill Johnson

Signature below indicates acceptance of the terms contained in this document.

District Signature: _____
Santino Danist, Chief Financial Officer

Date: _____

This letter is not meant to supersede the final master services agreement.

APPROVED AS TO FORM

Andrew De La Torre, Executive Director
Benefits & Risk Management

Fresno Unified School District

Aetna Joint Claim Administration™ Fee Exhibit		Effective January 01, 2022	
	CONFIDENTIAL	CONFIDENTIAL	CONFIDENTIAL
	Mature Joint Claim Administration (PPO) Total Per Employee Per Month January 01, 2022 - December 31, 2022	Mature Joint Claim Administration (PPO) Total Per Employee Per Month January 01, 2023 - December 31, 2023	Mature Joint Claim Administration (PPO) Total Per Employee Per Month January 01, 2024 - December 31, 2024
<i>Assumed Enrollment of Employees</i>			
12,507	\$13.84	\$13.84	\$13.84

The fees above include expenses associated with processing runoff claims for one year following cancellation.

Our fees are based on the total number of employees enrolled in Aetna medical products.

Please refer to the Financial Assumptions document for a detailed description of the services, terms and conditions associated with our self-funded proposal.

We guarantee that the fourth-year fees (2025) will increase over the third-year mature fees by 3%. We also guarantee that the fifth-year fees (2026) will increase over the fourth-year fees by 3%.

CONFIDENTIAL

Administrative Fee Credit

Effective Date: January 01, 2022

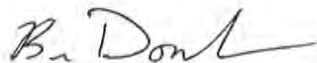
We are offering a one-time medical administrative fee reduction. This reduction is equal to 2 months of fees, up to a maximum of \$346,194. This reduction applies to a mutually agreed upon month in January 01, 2022 to December 31, 2022 policy period. This reduction will be subject to the following provisions:

- a. Our Self-Insured medical policy will remain in effect for the duration of the policy period.
- b. Fresno Unified School District is required to make the required medical administrative fees payments in accordance with contract provisions.
- c. Standard contract termination provisions apply.
- d. All of the plan caveats as stated in the Assumptions section of the Caveats page in the final proposal are met.
- e. Any producer compensations will be excluded from the medical administrative fees reduction.
- f. HSA banking fees are excluded from the medical administrative fees reduction.
- g. Future renewals will be calculated based on the annualized medical administrative fees before giving any effect to the medical administrative fees reduction.
- h. The Contract Period Service Fee Cost ("Service Fee") is approximately \$13.84 per month, based on the quoted employees and excluding broker compensation. The first 2 months of the Service Fee, estimated at \$346,194, will be waived by Aetna ("Waived Service Fee"). If Fresno Unified School District terminates the medical coverage on or before 12/31/2024, Aetna will recoup 2 months of the Waived Service Fee. Recoupment is of the actual Waived Service Fee and is not limited by the estimate of the Service Fee provided for informational purposes in this paragraph.

In the event that any of these provisions are not met or Fresno Unified School District terminates the contract prior to the end of the policy period listed above, Fresno Unified School District will be required to remit the total amount of the reduction back to us within thirty days of notice of non-compliance.

Your administrative fees will be as shown on the accompanying Fee Schedule for every month except the designated months. When you accept our quote, that Fee Schedule will become part of your Group Agreement with us.

You may wish to consult with your legal advisors about any changes that you may need to make in the administration of your plan as a result of this reduction consistent with your fiduciary obligations such as making adjustments to participant contributions.



— Underwriting Director

11/3/2021

Date

Fresno Unified School District

CONFIDENTIAL

Aetna Joint Claim Administration List of Services

Effective: January 01, 2022

Below are the services that are included in Aetna's administrative fees for Fresno Unified School District that other carriers may assume an additional charge for. Fees are expressed on a per Employee/per month basis.

Service		Comments
Included Services/Programs in Administrative Fees	PPO	
Implementation & Communications		
\$400,000 Implementation Allowance (Year 1 Only)	Included	
\$100,000 Annual Wellness Allowance	Included	
Designated Implementation Manager	Included	
Open Enrollment Marketing Material (noncustomized)	Included	
Onsite Open Enrollment Meeting Assistance	Included	
General Administration		
Experienced Account Management Team	Included	
Designated billing, eligibility, plan set up, underwriting	Included	
Aetna Joint-Claim Administration Services and Tools		
Claim Pricing, Unbundling and Editing	Included	
Designated Processing Center	Included	
Provider Services (including: Provider Calls)	Included	
Special Investigations / Zero Tolerance Fraud Unit	Included	
Aetna JCA Concierge Service	Included	
Designated Account Liaison	Included	
Specific Fund training for Service Center Staff	Included	
Aetna Voice Advantage (Provider)	Included	
Aetna Strategic Desk Top (Web Based Tool)	Included	
Aetna Total Clinical View (Web Based Tool)	Included	
Network		
Network Access / Full National Reciprocity	Included	
National Medical Excellence®	Included	
Institutes of Excellence	Included	
Institutes of Quality Program (IOQ)	Included	Assumes no benefit differential for IOQ program. Any benefit differential would incur additional cost.
Care Management		
Dedicated team managing Utilization Management	Included	
Dedicated team managing Case Management	Included	
Informed Health® Line - 24-hour Nurseline 1-800 #	Included	
Plan Participant Web Tools		
DocFind® (online provider directory)	Included	
Aetna Health Website and Mobile App	Included	
Online Programs	Included	
Reporting		
Analytic Consultation from Plan Sponsor Insights	Included	10 hours
Monthly Financial Claim Detail Reports	Included	
Monthly Banking Reports	Included	
Aetna Health Information Advantage™ (AHIA)	Included	
JCA Reporting (Inventory, Validation, Escalation and Aeppays)	Included	
Data Integration Services		
Monthly Reports to 3rd Party Stop Loss Vendor	Included	
Other		
CarePass® *	Included	
<p>* Subscribers will get a CarePass membership at no cost as part of their Aetna network benefits. They will enjoy in-store and online perks that make health easier — from same-day, no-cost prescription delivery to discounts on thousands of their favorite CVS products.</p> <ul style="list-style-type: none"> - \$10 CVS reward every month — Stock up on must-have items, everything from baby formula to bandages. - Discounts on favorite items — Receive 20% savings on thousands of CVS Health® products through the CVS ExtraCare® card and no-cost 1- to 2-day shipping with no minimums. Members can have their entire order shipped at no cost when at least one CarePass-eligible item is selected. - Prescription delivery on your schedule — Get medications when needed with free same-day delivery on prescriptions. 		

Claim Wire Billing - Charged through the claim wire. Not included in PEPM fees.		Claim wire billing fees refers to the portion of the total administrative expenses that are charged through the claim wire as the services are rendered, and are subject to any future fee increases. Expenses that are charged through the claim wire include those described on the Fee Schedule as well as those fees that the parties may subsequently agree to add to the claim wire from time to time. Programs/services that are charged through the claim wire are excluded from the monthly PEPM Administrative Fees as illustrated above and will not appear on the monthly billing statement for PEPM Administrative Fees, but will appear in other monthly reports provided to the customer.
National Advantage™ Program	Included	25% of savings will be retained, limit of \$100,000 fee per claim
Standard Facility Charge Review	Included	25% of savings will be retained, limit of \$100,000 fee per claim
Itemized Bill Review	Included	25% of savings will be retained, limit of \$100,000 fee per claim

HealthHUB™

Aetna (or its affiliate) shall use commercially reasonable efforts to build three HealthHUBs in Fresno County during 2021-2022. Plan participants in the area will have access to these Health Hubs and any future Health Hubs in the area. Aetna will engage with the District in developing specific communications and health initiatives in a collaborative manner throughout the contract period.

ASC Discount Guarantee*

We offer competitive discounts across one of the largest networks of healthcare providers. We demonstrate our confidence in our discount arrangements by providing a Discount Guarantee. The illustrative composite target discounts are below:

Inpatient Hospital Discount	Outpatient Hospital Discount	Physician/Other Discount	Total Composite Discount
63.57%	65.62%	58.64%	63.12%

- Please refer to our attached guarantee documents for information regarding the measurement criteria and payout schedules.
- The discount guarantee is based on the census provided. Final enrollment by market will determine the actual discounts at risk in this guarantee.

JCA Service Performance Guarantee

We are committed to delivering high quality service as we administer your healthcare benefits. We demonstrate our commitment to quality performance with the Performance Guarantee outlined below:

Performance Category	Target	% of Fees at Risk
■ Implementation - Overall	Average score on evaluations of 3.0	7.5%
■ Account Management - Priority Issue Tracking Log	The Top 3 specific priorities for Fresno USD will be identified by the District from the issues log will be tracked towards resolution for this guarantee. Fresno USD specific issues resolved within 90 days. Aetna BoB issues resolved within 150 days.	5.0%
■ Account Management - Overall	Average score on evaluations of 3.0	7.5%
■ Account Management - Management Reports	Processed claims w/in 45 days / Incurred w/in 90 days	7.5%
■ Plan Sponsor Services - Eligibility Updates	97% within 2 business days % within 5 business days	7.5%
Total % at Risk		35.0%

- * In no event will the total collected administrative service fees be adjusted by more than 50.0% due to the result of all guarantees combined. 'Collected fees' means those fees collected for the guarantee period as of the time of the final reconciliation of the guarantee.

CONFIDENTIAL**Discount Savings Guarantee****Effective Date: January 01, 2022**

We guarantee the discounts that result from our negotiated arrangements with providers that participate in our PPO product(s). This discount guarantee applies to the claims incurred during the period of January 01, 2022 through December 31, 2022. Three months of runout will be included in the reconciliation.

These savings will be calculated on an aggregate basis, taking the service type (hospital inpatient, hospital outpatient, physician/other) discounts based upon billed eligible expenses by network. Attachment A shows the discounts by market that We are willing to guarantee. It also summarizes the illustrative discount targets based on book of business service type and enrollment by market.

How we calculate our discounts: We determine the achieved discount on an aggregate basis, three months after the close of the contract year. First we apply the discounts from Attachment A to your billed eligible charges by market, product and service type. Billed eligible charges are charges prior to application of plan design, discounts and member cost sharing (copays and deductibles).

We calculate the guaranteed discount percentage using the following equation:

$$\frac{\text{In-network provider discounts in dollars (Hospital and Physician)}}{\text{Total in-network billed eligible charges* (Hospital and Physician)}}$$

**excludes duplicate or other ineligible/denied claims, or claims paid by coordination of benefits where we were not primary (including Medicare); includes*

We calculate the discount using data from our Aetna Informatics data warehouse. The guarantee reconciliation excludes individual each medical case where the claims in that medical case exceed \$100,000. A medical case summarizes clinical events by linking or associating all of the claims submitted for a member treatment event. For example, all claims associated with an Inpatient Acute hospital stay or an Outpatient Facility based procedure. Discounts apply to fee for service claims only. Capitations are excluded.

The guarantee results of the PPO products will be combined and reported in aggregate for purposes of this guarantee reconciliation.

Reconciliation: The total aggregated discount savings expected (based on actual enrollment by market and by product, and billed eligible charges by service type) will be compared to the total aggregated discount savings achieved.

Penalty:

We compare the guaranteed discount (based on the actual enrollment by product and market, and billed eligible charges by product and service type) against the total discount achieved. Based on that outcome, we make any fee adjustments using the table below.

Fee Adjustment	Max Fee Adjustment
3.0% fee reduction for each full 1.0% discount achieved that falls below the risk free corridor of 0%, less the guaranteed discount.	50.0%
No Adjustment	N/A

Discount Guarantee Maximum

The maximum Discount Guarantee adjustment will be equal to 50.0 percent of the actual collected administrative service fees for the applicable guarantee period. Administrative service fees exclude any charges for services performed which are not included on the monthly administrative service fee bill as well as the following:

- Implementation/Communication Allowance
- Fee Credit
- Wellness Allowance

Aggregate Guarantee Maximum

In no event will total collected administrative service fees be adjusted by more than 50.0 percent due to the result of this guarantee and all other guarantees combined. "Collected fees" means those fees collected for the guarantee period as of the time of the final reconciliation of the guarantee.

CONFIDENTIAL**Discount Savings Guarantee****Effective Date: January 01, 2022****Discount Definition**

Eligible charges exclude duplicate or other ineligible/denied claims, claims paid by coordination of benefits where we are not primary (including Medicare), claims on members aged 65 and over, and claims incurred in passive or custom networks, behavioral health claims, mail order pharmacy claims, retail prescription drug claims, dental claims, and vision hardware claims. Eligible charges include network claim amounts billed above reasonable & customary levels. Any non-facility billed charges (excluding ineligible and not covered charges) at a level equal to or within 3% of the negotiated rates, along with some charges where the contract allows us to pay the lesser of the billed amount or the contractual rates, will be excluded from this guarantee.

Alternative Discount Arrangements

In select markets, we have negotiated alternative contracts with providers and networks to provide additional savings to you and your subscribers and members. These alternative contracts are available if you meet certain criteria and have been granted approval where applicable. Alternative discount arrangements do not apply in locations where a narrow network solution is offered. Discount factors and corresponding Geographic Locations may be modified if you offer Aexcel, Aetna Premier Care Network or Institutes of Excellence (IOE) in any of the locations where we offered an alternative discount arrangement. This discount guarantee includes the alternative discount arrangements noted within our package.

Additional Assumptions
Our discount projections exclude Children's related facilities and our reconciliation will exclude them on a consistent basis.
Some charges where the contract allows us to pay the lesser of the billed amount or the contractual rates, will be excluded from this guarantee.
This guarantee only applies to medical fees and excludes pharmacy.
This guarantee requires that at least 80% of claims paid are in-network claims and that the minimum enrollment in the Choice POS II plan is 500 subscribers.
Subsidiaries or divisions added to Fresno Unified School District after the plan's effective date will not be eligible to participate in this guarantee.
This guarantee applies only to the in-network medical claims that fall into the participating markets shown in Attachment A.
2022 provider billing and reimbursement practices remain consistent with current practices.

The medical discount guarantee is considered met if Aetna medical coverage is terminated by you prior to December 31, 2022.

Attachment A - Reimbursement Summary**Discount Savings Illustration**

Our network discounts are calculated as the difference between the plan eligible charge (i.e., the billed charge less any plan exclusions) and the contracted rate accepted by network providers. The eligible charge does not include non-covered/ineligible expenses or benefit limitations. The contracted rate represents the provider's reimbursement amount, which would include applicable member cost sharing (i.e., coinsurance, copayment and/or deductible), as determined by the member's health plan design. Certain non-facility claims for which the provider bills us the contracted rate are excluded.

We consider information concerning fees negotiated with providers to be proprietary, commercially valuable information, which is not in the public domain. Consequently, the information contained herein is to be maintained in a confidential manner, and used solely for the purposes of reviewing this proposal.

Illustrative Inpatient Hospital	Illustrative Outpatient Hospital	Illustrative Physician/Other Discount	Illustrative Composite Target Discount
63.57%	65.62%	58.64%	63.12%

Fresno Unified School District

CONFIDENTIAL

Discount Savings Guarantee

Effective Date: January 01, 2022

Discounts by Location

Product	Market Name	Rating Area	Subscribers Within	Hospital Inpatient	Hospital Outpatient	Physician/ Other
PPO	Anchorage, AK PPO/NAP	AK - Anchorage	1	53.50%	48.40%	39.30%
PPO	Atlanta, GA PPO/NAP	GA - Atlanta	3	51.73%	62.90%	50.20%
PPO	Louisville (PPO/NAP)	IN - Southern	2	63.30%	59.20%	56.20%
PPO	Louisville (PPO/NAP)	KY - Louisville	2	66.40%	68.50%	58.50%
PPO	Orlando PPO/NAP	FL - Orlando	1	62.60%	69.40%	58.00%
PPO	Hawaii, PPO - MDX Hawaii	HI - Hawaii	7	53.50%	57.30%	49.50%
PPO	Ocala PPO/NAP	FL - Ocala	1	68.50%	69.40%	58.40%
PPO	Tallahassee FL PPO/NAP	FL - Panhandle	1	70.60%	68.60%	57.30%
PPO	PlmBchMrtinStLcie PPO/NAP	FL - Brevard County	1	54.30%	66.80%	55.60%
PPO	PlmBchMrtinStLcie PPO/NAP	FL - Palm Beach	1	73.90%	77.20%	64.40%
PPO	Knoxville PPO/NAP	TN - Knoxville	2	57.05%	54.55%	54.10%
PPO	Indiana Preferred	IN - Indianapolis	1	42.08%	47.99%	53.60%
PPO	Jacksonville PPO/NAP	FL - Jacksonville	2	55.95%	64.30%	54.80%
PPO	Panama City, FL PPO/NAP	FL - Panhandle	1	70.60%	68.60%	57.30%
PPO	Central Ohio (PPO/NAP)	OH - Columbus	2	42.25%	50.15%	52.45%
PPO	Colorado (PPO/NAP)	CO - Denver	14	58.43%	61.51%	54.70%
PPO	Colorado (PPO/NAP)	CO - Rural	3	49.60%	47.80%	51.10%
PPO	Hampton Roads, VA PPO/NAP	VA - Hampton Roads	1	58.00%	42.90%	52.50%
PPO	Texas Preferred Plus II	TX - Houston	2	62.32%	65.34%	59.65%
PPO	Florida Panhandle PPO/NAP	FL - Panhandle	1	68.20%	66.00%	56.80%
PPO	Balt/Washington PPO/NAP	MD - Baltimore	1	13.70%	53.80%	55.70%
PPO	Balt/Washington PPO/NAP	MD - Washington DC	2	37.80%	62.20%	54.10%
PPO	Balt/Washington PPO/NAP	VA - Northern	2	38.75%	54.10%	48.90%
PPO	PPO Southern CA	CA - Central Valley	114	59.07%	51.93%	47.65%
PPO	PPO Southern CA	CA - Long Beach	1	65.90%	65.90%	57.40%
PPO	PPO Southern CA	CA - Los Angeles	11	67.14%	68.71%	53.73%
PPO	PPO Southern CA	CA - Orange County	22	56.95%	52.97%	56.44%
PPO	PPO Southern CA	CA - San Bernardino	15	67.94%	64.53%	59.07%
PPO	PPO Southern CA	CA - Ventura	8	58.05%	64.51%	56.60%
PPO	Oklahoma Preferred	OK - Oklahoma City	2	63.93%	70.82%	58.40%
PPO	Raleigh/Durham NC PPO/NAP	NC - Raleigh/Durham	1	48.00%	47.00%	48.00%
PPO	TampaBay/StPtrsbrgPPO/NAP	FL - Tampa	3	61.73%	65.50%	60.90%
PPO	Central Valley Preferred	CA - Central Valley	11,670	61.50%	59.57%	56.21%
PPO	Central Valley Preferred	CA - Northern	17	59.29%	49.61%	49.69%
PPO	Central Valley Preferred	CA - Sacramento	54	56.33%	46.78%	47.44%
PPO	Massachusetts	MA - Boston	1	39.10%	43.70%	48.30%
PPO	Texas Preferred Plus II	TX - Dallas	10	57.69%	60.45%	58.03%
PPO	New Orleans (PPO/NAP)	LA - New Orleans	2	63.70%	57.85%	58.15%
PPO	Central N.C. PPO/NAP	NC - Raleigh/Durham	1	42.20%	46.70%	56.50%
PPO	Central N.C. PPO/NAP	NC - Triad	1	42.80%	49.20%	44.10%
PPO	Indiana Preferred	IN - Northern	1	50.24%	47.20%	61.10%
PPO	Southeastern PA PPO/NAP	PA - Philadelphia	1	58.30%	69.30%	53.40%
PPO	Brevard Cnty, FL PPO/NAP	FL - Brevard County	1	54.30%	66.80%	55.60%
PPO	Northern California Preferred	CA - Central Valley	21	34.40%	45.42%	46.70%
PPO	Northern California Preferred	CA - Northern	4	58.88%	46.05%	47.08%
PPO	Northern California Preferred	CA - San Francisco	52	65.83%	59.49%	47.86%
PPO	E Wshngtn Spokane PPO/NAP	ID - Idaho	4	34.60%	35.60%	46.20%
PPO	E Wshngtn Spokane PPO/NAP	WA - Washington	9	41.82%	46.98%	50.19%
PPO	Cincinnati Preferred	OH - Cincinnati	1	52.22%	61.83%	51.30%
PPO	Cincinnati Preferred	OH - Dayton/Springfield	1	61.75%	63.26%	55.40%
PPO	Texas Preferred Plus II	TX - Austin	7	57.86%	58.73%	59.66%
PPO	Texas Preferred Plus II	TX - Waco	1	49.52%	58.26%	54.30%
PPO	Oklahoma Preferred	OK - Rural	2	55.90%	59.22%	58.50%
PPO	Alabama Preferred	AL - Birmingham	2	68.53%	76.17%	52.30%
PPO	Mobile, AL	AL - Mobile/Dothan	1	53.60%	49.40%	57.20%
PPO	Texas Preferred Plus II	TX - San Antonio	5	74.25%	73.60%	61.14%
PPO	TN Preferred	TN - Nashville	1	57.66%	69.80%	52.30%
PPO	Miami-Dade/Broward, FL PPO	FL - Miami/Broward County	1	56.10%	56.40%	63.00%
PPO	Texas Preferred Plus II	TX - El Paso	2	73.29%	76.14%	61.00%
PPO	W Wshngtn Seattle PPO/NAP	WA - Washington	36	43.81%	47.45%	45.90%
PPO	Augusta, GA / Aiken, SC	GA - Augusta	1	48.30%	52.20%	54.60%
PPO	PPO San Diego/Imperial CA	CA - San Diego	20	51.45%	57.46%	52.53%
PPO	New York (PPO/NAP)	NY - West Chester	1	60.90%	70.00%	60.20%
PPO	Texas Preferred Plus II	TX - Corpus Christi	1	80.16%	73.74%	59.40%

Fresno Unified School District

CONFIDENTIAL

Discount Savings Guarantee

Effective Date: January 01, 2022

Discounts by Location

Product	Market Name	Rating Area	Subscribers Within	Hospital Inpatient	Hospital Outpatient	Physician/ Other
PPO	Arkansas (PPO/NAP)	AR - Little Rock	4	44.90%	54.00%	49.05%
PPO	Arkansas (PPO/NAP)	AR - Northwest	2	56.80%	66.60%	51.40%
PPO	Grnville/Sprtnbrg PPO/NAP	SC - Greenville/Spartanburg	2	46.70%	46.50%	48.90%
PPO	Jackson/Vicksburg MS	MS - Jackson	1	63.20%	59.60%	51.60%
PPO	Arizona PPO/NAP	AZ - Northern	9	47.81%	50.60%	59.49%
PPO	Arizona PPO/NAP	AZ - Phoenix	22	63.50%	72.66%	60.01%
PPO	Arizona PPO/NAP	AZ - Tucson	6	68.52%	72.27%	60.70%
PPO	Roanoke, VA PPO/NAP	VA - Northern	1	30.70%	43.10%	50.80%
PPO	Jackson, TN PPO/NAP	TN - Memphis	2	57.90%	62.45%	53.45%
PPO	Oregon PPO/Prov.Preferred	OR - Portland	2	20.30%	36.80%	40.30%
PPO	Oregon PPO/Prov.Preferred	OR - Rural	24	30.58%	40.06%	45.69%
PPO	SW MO Region PPO NAP	MO - SW Missouri	2	50.40%	59.90%	42.50%
PPO	KC Region PPO NAP	KS - Kansas City	1	59.70%	61.90%	56.40%
PPO	KC Region PPO NAP	KS - Topeka	1	50.20%	54.90%	50.40%
PPO	KC Region PPO NAP	MO - Central	1	52.00%	45.10%	52.30%
PPO	Las Vegas, NV	NV - Las Vegas	7	79.77%	76.37%	67.01%
PPO	Triad NC-WnstnSalmPPO/NAP	NC - Triad	1	40.50%	50.10%	44.90%
PPO	Rural PPO / PHCS	AR - Little Rock	1	46.90%	55.30%	48.20%
PPO	Rural PPO / PHCS	CA - Northern	1	59.50%	46.10%	46.30%
PPO	Rural PPO / PHCS	MS - North Miss/Greenville	1	47.30%	44.40%	50.50%
PPO	Rural PPO / PHCS	NM - New Mexico	1	56.80%	55.80%	58.40%
PPO	Rural PPO / PHCS	OR - Rural	1	29.40%	34.10%	38.70%
PPO	New Jersey-SouthernPPO/NAP	NJ - Southern	1	80.40%	76.80%	60.30%
PPO	Fox River PPO-HealthEOS	WI - Green Bay	1	27.30%	31.30%	31.40%
PPO	Central WI PPO HealthEOS	WI - Central	1	26.60%	23.60%	24.30%
PPO	Central WI PPO HealthEOS	WI - Green Bay	1	23.60%	27.70%	31.10%
PPO	Texas Preferred Plus II	TX - Austin	1	55.56%	55.76%	57.80%
PPO	Texas Preferred Plus II	TX - Abilene	1	50.83%	58.32%	52.10%
PPO	Texas Preferred Plus II	TX - Austin	1	55.56%	55.76%	57.80%
PPO	Texas Preferred Plus II	TX - Dallas	1	52.83%	56.43%	56.80%
PPO	FCHN MT/SD/WY - PPO	MT - Montana	4	25.45%	25.35%	35.00%
PPO	FCHN MT/SD/WY - PPO	SD - South Dakota	2	33.70%	30.40%	32.90%
PPO	FCHN MT/SD/WY - PPO	WY - Wyoming	1	40.20%	38.90%	37.30%
PPO	Vermont-First Health PPO	VT - Vermont	1	24.80%	32.70%	42.50%
PPO	Colorado Cofinity	CO - Rural	1	41.40%	36.80%	45.70%
PPO	New Mexico Direct PPO	NM - New Mexico	3	45.53%	44.73%	61.63%
PPO	Oregon Direct/NAP PPO	OR - Portland	26	26.15%	43.02%	41.75%
PPO	Oregon Direct/NAP PPO	OR - Rural	18	28.46%	38.77%	46.23%
PPO	Oregon Direct/NAP PPO	WA - Washington	3	41.50%	50.20%	41.10%
PPO	Texas Preferred Plus II	TX - Houston	1	64.87%	66.01%	60.40%
PPO	New Hampshire PPO	NH - New Hampshire	1	34.00%	41.80%	55.00%
PPO	South Dakota PPO	SD - South Dakota	3	37.50%	30.00%	34.40%
PPO	Eastern MI Aetna PPO	MI - Detroit	1	49.40%	52.50%	53.20%
PPO	North MI Aetna PPO	MI - Northern	1	37.10%	40.10%	48.80%
PPO	California PHCS / PPO	CA - Central Valley	4	65.90%	52.40%	51.50%
PPO	California PHCS / PPO	CA - Northern	4	58.50%	48.50%	49.90%
PPO	Wichita Region PPO NAP	KS - Wichita	1	64.50%	69.60%	49.10%
PPO	Southwest Idaho	ID - Idaho	6	25.50%	33.10%	41.80%
PPO	Southeast Idaho	ID - Idaho	2	36.30%	30.00%	40.60%
PPO	Nebraska PPO	NE - Omaha	1	49.00%	49.20%	39.30%
PPO	Nebraska PPO	NE - Other	1	40.20%	41.40%	40.00%
PPO	Rural Illinois (PPO)	IL - Southern	1	51.30%	48.60%	50.10%
PPO	MN PrefOne PPO	MN - Minneapolis	1	35.40%	37.10%	32.80%
PPO	MN PrefOne PPO	MN - Other	1	21.50%	23.60%	22.60%
PPO	Utah PPO	UT - Utah	14	45.83%	49.12%	48.54%
PPO	Rock Island Henry IL	IA - Quad Cities	1	40.30%	46.90%	37.40%
PPO	Nevada North PPO	NV - Northern	17	62.45%	65.66%	54.71%
Total Subscribers			12,384			

Fresno Unified School District

Performance Guarantee

Effective Date: January 01, 2022

General Performance Guarantee Provisions

Our Insurance Company, on behalf of itself and its affiliates ('our' or 'we') provides health benefits administration and other services (set forth in this document) for the self-funded Medical plan(s) operated on behalf of Fresno Unified School District (also 'you' or 'your').

Performance Objectives

We believe that measuring the activities described below is an important indicator of how well we service your account. We're confident that the Claim Administration and Member Services provided to you will meet your high standard of performance. To reinforce your confidence in our ability to administer your program, we are offering guarantees in the following areas:

Performance Category	Target	Proposed Penalty
Implementation - Overall	Average score on evaluations of 3.0	7.5%
Account Management - Priority Issue Tracking Log	The Top 3 specific priorities for Fresno USD will be identified by the District from the issues log will be tracked towards resolution for this guarantee. Fresno USD specific issues resolved within 90 days. Aetna BoB issues resolved within 150 days.	5.0%
Account Management - Overall	Average score on evaluations of 3.0	7.5%
Account Management - Management Reports	Processed claims w/in 45 days / Incurred w/in 90 days	7.5%
Plan Sponsor Services - Eligibility Updates	97% within 2 business days 100% within 5 business days	7.5%
Total		35.0%

Guarantee Period

The Guarantee Period shall be represented as a one-year guarantee for the period January 01, 2022 through December 31, 2022 and shall be on an annual basis thereafter, upon the mutual agreement of the parties (hereinafter "Guarantee Period").

The performance guarantees below will apply to the self-funded PPO medical plans serviced under the Administrative Services Only Agreement (through a 'Services Agreement' or 'Master Services Agreement', as the case may be, but each from this point on referred to as "Agreement"). These guarantees do not apply to non-Our Insurance Company benefits or networks.

This offer does not contemplate the changes in costs, utilization, risk or any form or type of testing associated with novel conditions or circumstances affecting broad populations that place a significant strain on the health care system and/or your plan(s). These conditions include but are not limited to COVID-19. We reserve the right to adjust the terms and factors of this guarantee in response to these conditions and/or circumstances if necessary.

If we process runoff claims upon termination of the Agreement, the Turnaround Time, Financial Accuracy, and/or Total Claim Accuracy performance guarantees will not apply to runoff claims.

Medical Service Guarantee Maximum

The maximum medical service performance guarantee penalty adjustment will be equal to 29 percent of the actual collected administrative service fees. Administrative service fees will exclude:

- Implementation/Communication Allowance
- Wellness Allowance
- Charges for services performed which are not included on the monthly administrative service fee bill

Aggregate Guarantee Maximum

In no event will the total collected administrative service fees be adjusted by more than 50 percent due to the results of this guarantee and all other guarantees combine. 'Collected Fees' means those fees collected for the Guarantee Period as of the time of the final reconciliation of the guarantee.

Termination Provisions

Termination of the guarantee obligations shall become effective upon written notice by us in the event of one of the following occurrences:

- (i) a material change in the plan initiated by you or by legislative action that impacts the claim adjudication process, member service functions or network management;
- (ii) failure to meet your obligations to remit administrative service fees or fund claim payment wires under the Agreement
- (iii) failure to meet your administrative responsibilities (for example, a submission of incorrect or incomplete eligibility information).

These guarantees will not apply if you terminate your medical plan with us in whole or in part (defined as a 50 percent or greater membership reduction from the membership we assumed in this proposal) prior to the end of the Guarantee Period (December 31, 2022).

Refund Process

We will provide you with final results for the performance guarantees when reporting is available after the end of the respective Guarantee Period. If necessary, we will provide a "lump sum" refund for any penalties we

IMPLEMENTATION

Overall Implementation Guarantee

This guarantee requires a minimum lead time of 90 days from the effective date.

Guarantee:

We utilize the implementation team concept to carefully coordinate all aspects of the implementation. An Implementation Manager will be assigned to your implementation team and develop an Implementation Plan for the conversion to the new plan of benefits. This plan will outline the tasks to be accomplished, among which include the distribution of communication and open enrollment materials, the successful transfer of eligibility data, and production of ID cards. The Implementation Project Plan will also indicate target dates for their completion.

Working with your team, the Implementation Manager will help determine the implementation priorities. As new information becomes available and priorities change, the Implementation Project Plan will be updated. However, for the implementation to progress in a timely manner, you will be responsible for providing key information to the Implementation Manager as close to the target dates as possible (e.g., finalized account structure and plan of benefits, accurate eligibility files, signed legal agreements).

This guarantee is effective for the implementation period in the first Guarantee Period. This implementation period begins at the initial implementation meeting and runs through the implementation sign-off.

Penalty and Measurement Criteria:

Via timely responses to the Implementation Evaluation Tool you agree to make us aware of possible sources of dissatisfaction throughout the implementation period. Each question is given a rating of 1-5 with 1 = lowest, 5 = highest. We will tally the results from the evaluation tool when received. Your response to the evaluation tool are used to facilitate a discussion between you, your implementation manager and your account executive regarding the results achieved. If the implementation evaluation tool is not completed and returned within 30 days of receipt, it is assumed that the service provided to you is satisfactory and the guarantee is deemed met.

If at the end of the implementation process, the score of the final evaluation falls below a 3.0, (meaning that service levels have not improved) we will make a mutually agreed upon reduction in compensation. The maximum reduction will be 7.50 percent of the Guarantee Period administrative service fees.

ACCOUNT MANAGEMENT**Priority Issue Tracking Log Guarantee****Guarantee:**

Aetna will agree to guarantee that the Account Management Team will work to resolve Fresno Unified School District's top three identified priority issues by the State, whether they are specific to Fresno USD, or affect Aetna's larger book of business.

Fresno USD specific issues will be resolved within 90 days of notification. These will be documented in the issues log and Aetna would have 90 days to resolve each issue. For each unique Fresno USD specific issue unresolved after 90 days Aetna will return 1% of billed administrative service fees. If an issue not resolved in the first 90 day period remains unresolved after a subsequent 30 day period, Aetna will return an additional 1 percent of billed administrative service fees. The maximum penalty for a single issue is 2% of service fees.

Aetna will agree to guarantee that the Account Management Team will work to resolve Fresno USD identified issues that also affect other Aetna customers (BoB) within 150 days of notification. These will be documented in the issues log and Aetna would have 150 days to resolve each issue. For each unique Aetna book of business issue unresolved after 150 days Aetna would return 1% of billed administrative service fees. If an issue not resolved in the first 150 day period remains unresolved after a subsequent 60 day period, Aetna will return an additional 1 percent of billed administrative service fees. The maximum penalty for a single issue is 2% of service fees.

Service issues that cross into a subsequent guarantee period will incur a penalty payment for the guarantee period in which the resolution period ends.

Definition:

Fresno Unified School District will identify their top 3 issues for resolution. Each issue will be tracked until resolution, or until Fresno Unified School District removes the item from the priority list.

Penalty and Measurement Criteria:

Aetna will reduce its compensation by 1% of billed administrative service fees for each unique issue that is not resolved within the initial 90 day period for AlaskaCare specific issues and initial 150 day period for Aetna book of business issues. For priority issues that exceed the initial resolution period, Aetna will reduce its compensation by 1% of billed administrative service fees for each AlaskaCare specific issue that exceeds a subsequent 30 day period, or Aetna book of business issue that exceeds a subsequent 60 day period. The maximum fee reduction for any one issue is 2% of fees. The maximum reduction will be 5.0 percent of the guarantee period administrative service fees.

Overall Account Management Guarantee

Guarantee:

We will guarantee that the services we provide you (i.e., on-going account management, financial, eligibility, drafting and benefit administration) during the Guarantee Period will be satisfactory to you.

Penalty and Measurement Criteria:

Via semi-annual responses to the attached Account Management Evaluation Tool at this link:

https://aetna.co1.qualtrics.com/jfe/form/SV_6DPuqukjAwTfTtP, you agree to make us aware of possible sources of dissatisfaction throughout the Guarantee Period. Your responses will evaluate account management services in the following categories: technical knowledge, professionalism, proactive management, accessibility, and responsiveness of personnel.

Each category will be given a rating of 1 - 5 with 1 = lowest, 5 = highest. We will tally the results from the report cards when received. The results of the surveys will be used to facilitate a discussion between you and the Account Executive regarding the results achieved and opportunities for improvement.

If all report cards based on the frequency of the guarantee are not completed and returned within 15 days after the six month period, it is assumed that the service provided to you is satisfactory and the guarantee is deemed met. If the score on the first report card and the report cards for the subsequent surveys average a 3.0 or higher, no credit is due. Satisfactory service would equal a score of 3.0 and would be based on a total of 24 questions and a rating of 3.0 on each question. Should the score from the first report card and the average of the remaining report cards fall below a 3.0 (meaning that service levels have not improved), we will make a mutually agreed upon reduction in compensation, subject to a maximum reduction of 7.50 percent of the Guarantee Period administrative service fees.

Management Reports

Guarantee:

We guarantee that the processed claim information will be available on our utilization/financial reporting platform within 45 days after the end of the reporting period. Note that incurred claims may not be complete until 90 days after the end of the reporting period.

Penalty and Measurement Criteria:

If we do not make the management reports available via the website during the guarantee time frames, we will reduce our compensation. The maximum reduction will be 7.50 percent of the Guarantee Period administrative service fees. Our records are used to determine if the terms of this guarantee have been met.

PLAN SPONSOR SERVICES

Eligibility Updates

Guarantee:

We guarantee that 97.0 percent of non-Open Enrollment eligibility updates (defined as the number of electronic eligibility files updated) are processed within 2 business days of receipt of complete and accurate data. We also guarantee that 100 percent of non-Open Enrollment eligibility updates will be processed within 5 business days of receipt of complete, accurate and viable data (if a file requires adjustments the customer will be notified by e-mail as soon as the need is identified).

Definition:

Complete enrollment/eligibility data is defined as employee name, address, provider selection, DOB, SSN and covered dependent information (if applicable) as well as mutually agreed upon eligibility specifications. This guarantee is contingent upon the file being transmitted successfully to us (files received after noon ET will be considered as having been received on the next business day). Any eligibility file received which must be adjusted by us using a file fix will not be included in the reconciliation. The Electronic Report (ELR) is used to determine the completeness of the data provided by you.

Penalty and Measurement Criteria:

We will reduce our compensation by 1.50 percent of the Guarantee Period administrative service fees for each full 1.0 percent that eligibility updates drops below 97 percent within 2 business days and 100 percent within 5 business days. The maximum reduction will be 7.50 percent of the Guarantee Period administrative service fees. Our results will be used to determine whether the terms of the guarantee have been met.

Fresno Unified School District

Implementation Evaluation Survey Tool

Evaluation Period:

_____ to _____

We would like to better understand your view of the implementation of your plan. In responding to this survey, we ask you to look at the services received from your Implementation Team. Your feedback will enable us to better meet your needs. Thank you for your participation.

	Rating	
		For any "Disagree" or "Strongly Disagree" responses, please provide specific comments in the area below
Demonstrates an understanding of your overall benefits program and objectives	Please Select	
Communicates potential problematic issues, if any	Please Select	
Provides alternatives and suggestions to issues	Please Select	
Provides strategic direction in planning of the implementation process	Please Select	
Proactively moves the implementation process forward according to the established dates communicated to you through the regularly distributed implementation tracking tools	Please Select	
Total Rating		0.0

Please comment on any suggested action steps or areas of concern.

TRANSPARENCY IN COVERAGE RULE AND CONSOLIDATED APPROPRIATIONS ACT ADDENDUM

This Transparency in Coverage Rule and Consolidated Appropriations Act Addendum, effective January 1, 2022 is an addendum to the Master Services Agreement (the “**Agreement**”) dated January 1, 2022 by and between Aetna Life Insurance Company (“**Aetna**”), a Connecticut corporation, and Fresno Unified School District (“**District**”), and is incorporated into the Agreement by reference. Capitalized terms used but not otherwise defined in this Addendum shall have the meaning assigned to them in the Agreement.

The Department of Treasury, Department of Labor and Department of Health and Human Services (the “**Agencies**”) issued the Transparency in Coverage Rule (the “**Rule**”) on October 29, 2020. Portions of the Rule take effect in 2022, 2023 and 2024.

The Rule applies to group health plans, including the Plan. A subsection of the Rule entitled “*Special rules to prevent unnecessary duplication*” acknowledges that the Plan may satisfy the requirements of the Rule by entering into an agreement with another party to provide the information required by the Rule. Accordingly, the purpose of this Addendum is to memorialize the understanding of the parties with respect to the disclosure requirements of the Rule.

The Consolidated Appropriations Act (the “**CAA**”) was enacted December 27, 2020. This Addendum also memorializes the understanding of the parties with respect to the requirements of several provisions of the CAA.

Now, therefore, for good and valuable consideration, the parties agree as follows:

1. Effective July 1, 2022, Aetna shall provide to the District a link (the “**Link**”) to a website hosted by Aetna that will contain machine readable files populated with the “in-network rate” and “allowed amount” data required by the Rule in respect to the Plan. The files will be populated with the required data no later than the 15th of July 2022 in the JSON format specified by the Agencies. The files will be updated each month thereafter. Aetna is not responsible for data retention beyond the month in which a file is posted or updated.
2. The District is responsible for posting the Link on a publicly available website consistent with the requirements of the Rule. The District is also responsible for data retention beyond the month in which a file is posted or updated. The District shall provide Aetna any information reasonably requested by Aetna regarding discretionary elements of the files, including the name of reporting entity and plan name.
3. Effective January 1, 2023, Aetna shall make a cost estimator tool (the “**Tool**”) available to Plan Participants consistent with the requirements of the Rule for the 500 shoppable services identified by the Rule. The Tool will be made available to Plan Participants through Aetna.com.
4. Effective January 1, 2024, Aetna shall expand the scope of the Tool to address all covered items and services under the Plan.
5. The Agencies issued FAQs (the “**FAQs**”) on August 20, 2021 delaying enforcement of the Advance Explanation of Benefits (“**EOB**”) requirements set forth in Division BB, Section 111 of the CAA pending further rulemaking on the subject. Upon issuance of final regulations on the Advance EOB requirements,

this Addendum will be amended to reflect those rules. It is Aetna's intention to meet the requirements of the Advance EOB rules on behalf of the Plan Sponsor.

6. Effective January 1, 2022, Aetna shall comply with the following Surprise Billing provisions of Division BB of the CAA:
 - a. Section 102, Health Insurance Requirements Regarding Surprise Billing.
 - b. Section 103, Determination of Out-of-Network Rates to be Paid by Health Plans; Independent Dispute Resolution Process.
 - c. Section 105, Ending Surprise Air Ambulance Bills (subject to a good faith reasonable interpretation of the requirements pending rulemaking).
 - d. Section 107, Transparency Regarding In-Network and Out-of-Network Deductibles and Out-of-Pocket Limitations (subject to the interim relief offered by the FAQs).
 - e. Section 113, Ensuring Continuity of Care (subject to a good faith reasonable interpretation of the requirements pending rulemaking).
 - f. Section 116, Protecting Patients and Improving the Accuracy of Provider Directory Information (subject to a good faith reasonable interpretation of the requirements pending rulemaking and also subject to the interim relief offered by the FAQs relating to cost sharing).
 - g. Section 201, Increasing Transparency by Removing Gag Clauses on Price and Quality Information (but only in respect to Aetna's direct service provider contracts supporting the Plan; the Plan Sponsor is responsible for ensuring compliance for its own service provider contracts).
 - h. Section 202, Disclosure of Direct and Indirect Compensation for Brokers and Consultants to Employer-Sponsored Health Plans (subject to a good faith reasonable interpretation of the requirements applicable to services provided to group health plans).
7. Effective January 1, 2023, Aetna shall comply with Section 106 of Division BB of the CAA, Reporting Requirements Regarding Air Ambulance Services (Aetna will deliver the reports on behalf of the Plan).
8. Nothing contained in this Addendum shall be held to alter or affect any of the terms of the Agreement other than as herein specifically stated.

In Witness Whereof, the parties have signed this Addendum as of the effective date first set forth above.

DISTRICT

By: _____

Name: Santino Danisi

Title: Chief Financial Officer

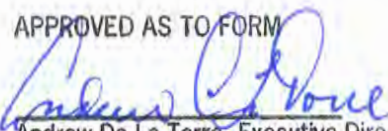
AETNA LIFE INSURANCE COMPANY

By: _____

Name: Michael S. Copeck

Title: Executive Director, Underwriting

APPROVED AS TO FORM


Andrew De La Torre, Executive Director
Benefits & Risk Management

Business Associate Addendum

This Business Associate Addendum (“Addendum”), effective **November 1, 2021** regardless of the date executed, is incorporated into and made part of the Master Services Agreement (“Agreement”) by and between the Fresno Unified School District Employee Health Care Plan (“Covered Entity”) and **Aetna Life Insurance Company** (“Business Associate”) (each a “Party” and collectively the “Parties”).

The Parties hereby agree as follows:

I. Definitions

(a) Catch-all Definitions:

The following terms used in this Addendum shall have the same meaning as those terms in the HIPAA Rules: Access, Data Aggregation, Designated Record Set, Disclosure, Electronic Health Record, Electronic Protected Health Information (ePHI), Health Care Operations, Individual, HITECH Act, Minimum Necessary, Notice of Privacy Practices, Privacy Rule, Protected Health Information (PHI), Required By Law, Secretary, Security Rule, Subcontractor, Unsecured Protected Health Information, and Use.

(b) **Breach.** Shall mean the unauthorized acquisition, Access, Use, or Disclosure of Unsecured PHI that compromises the security or privacy of such information. A Breach shall not include: (1) any unintentional acquisition, Access, or Use of PHI by a Workforce member or person acting under the authority of Covered Entity or Business Associate, if such acquisition, Access, or Use was made in good faith and within the scope of authority, and the PHI was not further acquired, Accessed, Used, or Disclosed; (2) any inadvertent Disclosure by a person who is authorized to access PHI at Covered Entity or Business Associate to another person authorized to Access PHI at the same entity, or at an organized health care arrangement in which Covered Entity participates, and the information received as a result of such disclosure is not further acquired, Accessed, Used, or Disclosed; or (3) a Disclosure of PHI where Covered Entity has a good faith belief that an unauthorized person to whom the Disclosure was made would not reasonably have been able to retain such information.

(c) **Business Associate.** “Business Associate” shall generally have the same meaning as the term “business associate” at 45 CFR 160.103, and in reference to the party to this Addendum, shall mean [Insert Name of Business Associate].

(d) **Covered Entity.** “Covered Entity” shall generally have the same meaning as the term “covered entity” at 45 CFR 160.103, and in reference to the party to this Addendum, shall mean the Fresno Unified School District Employee Health Care Plan.

(e) **Successful Security Incident.** “Successful Security Incident” shall mean a Security Incident that results in the unauthorized Access, Use, Disclosure, modification, or destruction of PHI.

(f) **Unsuccessful Security Incident.** “Unsuccessful Security Incident” shall mean a Security Incident that does not result in unauthorized Access, Use, Disclosure, modification, or destruction of PHI (including, for example, and not for limitation, pings on Business Associate’s firewall, port scans, attempts to log onto a system or enter a database with an invalid password or username, denial-of-service attacks that do not result in the system being taken off-line, or malware such as worms or viruses).

(g) Workforce. Shall mean employees, volunteers, trainees, and other persons whose conduct, in the performance of work for Covered Entity or Business Associate, are under the direct control of such entity, whether or not they are paid by Covered Entity or Business Associate.

II. Obligations and Activities of Business Associate

(a) Business Associate agrees to not Use or Disclose PHI other than as permitted or required by HIPAA, as amended by the HITECH Act, this Addendum, and in compliance with each applicable requirement of 45 C.F.R. § 164.504(e) or as Required By Law. Business Associate also agrees to be familiar with and to comply with any more stringent state laws that may apply to the Use or Disclosure of PHI.

(b) Business Associate agrees to comply with the requirements of the Security Rule, and to implement and use appropriate administrative, physical and technical safeguards to:

- (i) Per the HITECH Act, 42 U.S.C. § 17931, comply with the Security Rule requirements set forth in 45 C.F.R. §§ 164.306, 164.308, 164.310, 164.312, and 164.316;
- (ii) Prevent Use or Disclosure of PHI other than as permitted or required by this Addendum; and
- (iii) Reasonably and appropriately protect the confidentiality, integrity, and availability of the ePHI that Business Associate creates, receives, maintains, or transmits on behalf of the Covered Entity.

(c) The Parties acknowledge and agree that this Section constitutes notice by Business Associate to Covered Entity of the ongoing existence and occurrence of Unsuccessful Security Incidents. The foregoing notwithstanding, Business Associate shall, upon Covered Entity's written request, report to Covered Entity Unsuccessful Security Incidents in accordance with the reporting requirements herein. For Unsuccessful Security Incidents, Business Associate shall provide Covered Entity, upon its written request, a report that: (a) identifies the categories of Unsuccessful Security Incidents; (b) indicates whether Business Associate believes its current defensive security measures are adequate to address all Unsuccessful Security Incidents, given the scope and nature of such attempts; and (c) if the security measures are not adequate, Business Associate will implement to address the security inadequacies.

(d) Business Associate agrees to mitigate, to the extent practicable, any harmful effect that is known to Business Associate of a Use or Disclosure of PHI and ePHI by Business Associate in violation of the requirements of this Addendum.

(e) Business Associate shall use best efforts to secure PHI to make it unusable, unreadable, or indecipherable to unauthorized individuals through the use of a technology or methodology specified by the Secretary in guidance issued under 42 U.S.C. § 17932(h), and any regulation implemented thereunder.

(f) Business Associate agrees to, without unreasonable delay, and in no case later than ten (10) days of its awareness, report in writing to Covered Entity:

- (i) Any Successful Security Incident not provided for by this Agreement of which it becomes aware in accordance with 45 C.F.R. § 164.504(e)(2)(ii)(C); and/or
- (ii) Any Successful Security Incident or Breach of Unsecured PHI of which Business Associate becomes aware in accordance with 45 C.F.R. § 164.314(a)(2)(C), 45 C.F.R. § 164.410, 45 C.F.R. § 164.504(e)(2)(ii)(C) and 42 U.S.C. § 17932(b).

(g) Business Associate shall develop policies and procedures to both detect and report Breaches of PHI to Business Associate. Copies of such policies and procedures shall be made available to Covered Entity upon Covered Entity's request.

(h) Business Associate shall, following the discovery of a Breach of PHI, notify Covered Entity of such Breach.

- (i) Business Associate shall provide initial notice of the Breach no later than ten (10) days after the discovery of the Breach. A Breach shall be treated as discovered as of the first day on which the Breach is known to the Business Associate or, by exercising reasonable diligence, would have been known to the Business Associate.
- (ii) The initial notice shall include, to the extent possible, the identification of each Individual whose PHI has been, or is reasonably believed by the Business Associate to have been, Accessed, Acquired, or Disclosed during such Breach. Business Associate shall make best efforts to collect and provide to Covered Entity as soon as possible any such information that Business Associate is unable to provide in the initial notice.
- (iii) Business Associate shall, following notification to Covered Entity of a Breach of PHI, cooperate with Covered Entity in providing any and all information required for Covered Entity to comply with the Breach notification provisions of HITECH (42 U.S.C. § 17932), the implementing regulations set forth in Subpart D of the Privacy Rule (45 C.F.R. § 164.400 *et seq.*), any other state or federal applicable breach notification laws and regulations, and any other breach notification or obligation that may apply.
- (iv) To the extent that Business Associate (or any of its Subcontractors or agents) is responsible for the occurrence of a Breach, Business Associate shall be responsible for any and all costs and expenses associated with the notification and mitigation of the Breach, whether implemented by Business Associate or Covered Entity.

(i) Business Associate agrees to require all of its Subcontractors and agents that create, receive, maintain, or transmit PHI to agree, in writing, to the same restrictions and conditions on the Use and/or Disclosure of PHI that apply to Business Associate; including but not limited to the extent that Business Associate provides ePHI to a Subcontractor or agent, it shall require the Subcontractor or agent to implement reasonable and appropriate safeguards to protect the ePHI consistent with the requirements of this Addendum.

(j) Business Associate agrees to provide Covered Entity, or its designated agent, during regular business hours, with access to the records of Business Associate for the purpose of conducting Privacy Rule and Security Rule compliance audits or for purposes of the Secretary determining Covered Entity's compliance with the Privacy Rule. For this purpose, Business Associate will make available internal practices, books, and records, including policies and procedures and PHI, relating to the Use and Disclosure of PHI received from, or created or received by Business Associate on behalf of Covered Entity, within thirty (30) days or as designated by the Secretary.

(k) Business Associate agrees to document Disclosures of PHI and information related to such Disclosures, and within thirty (30) days after receiving a written request from Covered Entity or an Individual, make available to Covered Entity or Individual, information necessary for Covered Entity to make an accounting of Disclosures of PHI about an Individual, in accordance with 45 C.F.R. § 164.528.

(l) Business Associate agrees, notwithstanding any other provision of this Addendum, in the event that Business Associate, in connection with the services under the Service Agreement, Uses or maintains an Electronic Health Record of PHI of or about an Individual, then Business Associate shall when and as directed by Covered Entity, make an accounting of Disclosures of PHI directly to an Individual within thirty (30) days, in accordance with the requirements for accounting for Disclosures made through an Electronic Health Record in HITECH Act 42 U.S.C. § 17935(c).

(m) Business Associate agrees to provide access, within thirty (30) days after receiving a written request from Covered Entity or Individual to PHI in a Designated Record Set about an Individual, to Covered Entity or Individual, subject to and consistent with the timing and other provisions of 45 C.F.R. § 164.524.

(n) Business Associate agrees, notwithstanding any other provision of this Addendum, in the event that Business Associate, in connection with the services under the Service Agreement, Uses or maintains an Electronic Health Record of PHI of or about an Individual, then Business Associate shall provide an electronic copy of the PHI within thirty (30) days, to Covered Entity, sufficient to allow Covered Entity to comply with the HITECH Act, including, but not limited to, 42 U.S.C. § 17935(e).

(o) Business Associate agrees to the extent that the PHI in Business Associate's possession constitutes a Designated Record Set, make available, within thirty (30) days after a written request by Covered Entity or Individual, PHI for amendment and incorporate any amendments to the PHI as directed by Covered Entity or Individual, all in accordance with 45 C.F.R. § 164.526.

(p) Business Associate agrees to request, Use and/or Disclose only the minimum amount of PHI necessary to accomplish the purpose of the request, Use or Disclosure; provided, that Business Associate shall comply with the requirements of HIPAA, as amended by the HITECH Act, including but not limited to 42 U.S.C. § 17935(b), 45 C.F.R. 164.502(b), and 45 C.F.R. 164.514(d).

(q) Business Associate agrees to not directly or indirectly receive remuneration in exchange for any PHI as prohibited by HITECH Act 42 U.S.C. § 17935(d) and 45 C.F.R. 164.502(5)(ii).

(r) Business Associate agrees to not make or cause to be made any communication about a product or service that is prohibited by HITECH Act 42 U.S.C. § 17936(a).

(s) Business Associate agrees to not make or cause to be made any written fundraising communication that is prohibited by HITECH Act 42 U.S.C. § 17936(b).

(t) Business Associate agrees to accommodate reasonable requests by Individuals for confidential communications in accordance with 45 C.F.R. § 164.522(b).

(u) The Business Associate agrees to produce any record of the Covered Entity that is or may be subject to HIPAA to the U.S. Department Health and Human Services (HHS) in response to a request by the HHS.

(v) Business Associate agrees to notify Covered Entity of any Breach caused by any service provider of the Business Associate as soon as reasonably possible.

(w) In addition to any insurance Business Associate is required to maintain under the terms of the Agreement, Business Associate agrees to procure and maintain errors and omissions insurance and other liability insurance (i.e., Cyber Liability Insurance) in amounts as will be necessary to insure Business Associate against any and all claims arising out of its performance of its duties and obligations under this Addendum. Business Associate will provide Covered Entity with some proof of coverage upon request of the Covered Entity.

(x) Business Associate agrees to be familiar and comply with any record retention requirements applicable to either Business Associate or Covered Entity and contained in any federal or state law or regulation, including the Public Health Service Act.

(y) Upon the effective date of any amendment to the regulations or guidance promulgated by the Secretary with respect to Protected Health Information, the Privacy Rule, the Security Rule, HIPAA or the HITECH Act, this Addendum shall be deemed automatically amended such that the obligations imposed on Covered Entity and Business Associate Business remain in compliance with such regulations or guidance.

III. Permitted Uses and Disclosures of PHI by Business Associate

Unless otherwise limited in this Addendum, in addition to any other Uses and/or Disclosures permitted or required by the Agreement or this Addendum, PHI may be Used and/or Disclosed by Business Associate in order to:

(a) Make any and all Uses and Disclosures of PHI necessary to provide the services under the Agreement to Covered Entity;

(b) Report violations of law to appropriate Federal and State authorities, consistent with 45 C.F.R. § 164.502(j)(1);

(c) Disclose to Subcontractors and agents the PHI in its possession for its proper management and administration or to carry out the legal responsibilities of Business Associate, provided that any third party to which Business Associate discloses PHI for those purposes

provides written assurances in advance that: (i) the information will be held confidentially and Used or further Disclosed only as Required by Law; (ii) the information will be Used only for the purpose for which it was Disclosed to the third party; and (iii) the third party agrees without unreasonable delay, to report to Business Associate any Security Incident or Breach of Unsecured PHI of which Business Associate or agent becomes aware in accordance with 45 C.F.R. § 164.308(b), 45 C.F.R. § 164.314(a)(2)(C), 45 C.F.R. 164.410, 45 C.F.R. § 164.504(e)(2)(ii)(C) and 42 U.S.C. § 17932(b);

(d) Provide Data Aggregation services to Covered Entity in accordance with the Privacy Rule as permitted by 45 C.F.R. § 164.504(e)(2)(i)(B);

(e) De-identify any and all PHI received or created by Business Associate under this Addendum, which de-identified information shall not be subject to this Addendum and may be Used and Disclosed on Business Associate's own behalf, all in accordance with the de-identification requirements of the Privacy Rule 45 C.F.R. 164.514(a) – (c);

(f) Identify research projects conducted by Business Associate, its Affiliates or third parties for which PHI may be relevant; obtain on behalf of Covered Entity documentation of individual authorizations or an Institutional Review Board (as used in 45 C.F.R. Part 46) or privacy board waiver that meets the requirements of 45 C.F.R. § 164.512(i)(1)(i) (each an "Authorization" or "Waiver") related to such projects; provide Covered Entity with copies of such Authorizations or Waivers, subject to confidentiality obligations ("Required Documentation"); and disclose PHI for such research provided that Business Associate does not receive Covered Entity's disapproval in writing within ten (10) days of Covered Entity's receipt of Required Documentation;

(g) Make PHI available for reviews preparatory to research and obtain and maintain written representations in accord with 45 C.F.R. § 164.512(i)(1)(ii) that the requested PHI is sought solely as necessary to prepare a research protocol or for similar purposes preparatory to research, that the PHI is necessary for the research, and that no PHI will be removed in the course of the review;

(h) Use the PHI to create a Limited Data Set ("LDS") in compliance with 45 C.F.R. § 164.514(e);

(i) Use and Disclose the LDS referenced in sub-section (h) solely for research or Public Health purposes; provided that, Business Associate shall (1) not Use or further Disclose the information other than as permitted by this sub-section (i) or as otherwise Required by Law; (2) use appropriate safeguards to prevent Use or Disclosure of the information other than as provided for by this sub-section (i); (3) report to Covered Entity any Use or Disclosure of the information not provided for by this sub-section (i) of which Business Associate becomes aware; (4) ensure that any agents, including a Subcontractor, to whom Business Associate provides the LDS agrees to the same restrictions and conditions that apply to Business Associate with respect to such information; and (5) not identify the information or contact the Individuals.

IV. Obligations of Covered Entity

(a) Covered Entity shall notify Business Associate of any limitation(s) in its notice of privacy practices of Covered Entity in accordance with 45 C.F.R. § 164.520, to the extent that such limitation may affect Business Associate's Use or Disclosure of Protected Health Information.

(b) Covered Entity shall notify Business Associate of any changes in, or revocation of, permission by Individual to Use or Disclose Protected Health Information, to the extent that

such changes may affect Business Associate's Use or Disclosure of Protected Health Information.

(c) Covered Entity shall notify Business Associate of any restriction to the Use or Disclosure of Protected Health Information that Covered Entity has agreed to in accordance with 45 C.F.R. § 164.522, to the extent that such restriction may affect Business Associate's Use or Disclosure of Protected Health Information.

(d) Covered Entity shall not request Business Associate to Use or Disclose Protected Health Information in any manner that would not be permissible under the Privacy Rule or Security Rule if done by Covered Entity.

(e) Electronic Data Interchange. The Business Associate agrees that if it (or any of its agents or Subcontractors) conducts electronic transmissions on behalf of the Covered Entity for which the Secretary has established a "standard transaction," the Business Associate (and such agents and Subcontractors) shall comply with the requirements of the Standards for Electronic Transactions under 45 CFR Parts 160 and 162.

V. Term and Termination

(a) Term. The Term of this Addendum shall be effective as of November 1, 2021 and shall terminate when all of the Protected Health Information provided by Covered Entity to Business Associate or created or received by Business Associate on behalf of Covered Entity, is destroyed or returned to Covered Entity, or, if it is infeasible to return or destroy Protected Health Information, protections are extended to such information, in accordance with the termination provisions in this Section.

(b) Termination for Cause. Covered Entity may terminate this Addendum if Covered Entity determines that there has been a material breach by Business Associate. Upon violation of a material term of this Addendum by Business Associate, Covered Entity may either:

- (i) Provide a ten (10) day opportunity for Business Associate to cure the breach or end the violation. If Business Associate does not cure the breach or end the violation within the ten (10) day period, Covered Entity may terminate this Addendum and any other Agreement between Covered Entity and Business Associate pursuant to which Business Associate provides the Services to Covered Entity; or
- (ii) If Business Associate has breached a material term of this Addendum and cure is not, in Covered Entity's reasonable determination, possible, Covered Entity may immediately terminate this Addendum and the Agreement; or
- (iii) If neither termination nor cure are, in Covered Entity's sole determination, feasible, Covered Entity shall report the violation to the Secretary.
- (iv) Upon any breach of this Addendum that results in termination of this Addendum, Covered Entity shall have the right to terminate the Agreement and to pursue remedies under the Agreement.

(c) Obligations of Business Associate Upon Termination. Except as provided in paragraph (i) below of this Section, upon termination of this Addendum for any reason, Business Associate shall return or destroy all PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity. If Business Associate destroys PHI received from Covered Entity, Business Associate shall, upon request of Covered Entity, certify such destruction in writing to Covered Entity. The Business Associate shall obtain prior written approval from the Covered Entity prior to destroying any records of the Covered Entity. This provision shall also apply to PHI that is in the possession of Subcontractors or agents of Business Associate. Neither Business Associate nor any Subcontractor or agent of Business Associate shall retain copies of the PHI.

(i) If Business Associate reasonably determines that returning or destroying the PHI is infeasible, Business Associate shall provide to Covered Entity notification of the conditions that make return or destruction infeasible. Upon Business Associate's notification that return or destruction of PHI is infeasible, Business Associate may retain the PHI that is not feasible to return, for so long as it remains infeasible to return such PHI. In such event, Business Associate shall extend the protections of this Addendum to such PHI and limit further uses and disclosures of such PHI to those purposes that make the return or destruction infeasible, for so long as Business Associate maintains such PHI.

(ii) Termination of Business Associate Relationship. The Business Associate agrees to include in its agreements with any agents or Subcontractors that create, receive, maintain and/or transmit PHI, substantially similar termination provisions corresponding to the terms set forth in this Section V.

(iii) The provisions of this Section V shall survive termination of this Addendum.

VI. Miscellaneous

(a) Relationship of Parties. This Addendum shall not create nor be deemed to create any relationship between Covered Entity and Business Associate other than that of independent contractors contracting with each other solely for the purpose performing the agreement pursuant to which Business Associate provides services to Covered Entity. Business Associate is not an agent of Covered Entity. Neither Covered Entity nor Business Associate shall assume or be responsible for the acts, omissions, liabilities, debts, or other obligations of the other party, other than as specifically set forth in this Addendum and the Services Agreement pursuant to which Business Associate provides the services to Covered Entity.

(b) Entire Agreement. This Addendum sets forth the entire understanding and agreement between the Parties relating to the use and disclosure of PHI and shall be binding upon the Parties and their respective successors, heirs and assigns. All prior negotiations, agreements, and understandings regarding the Use and Disclosure of PHI are superseded hereby.

(c) Controlling Addendum. In the event that any provision of this Addendum conflicts with the Agreement with regard to compliance with HIPAA, this Addendum controls. This Addendum supersedes any prior Addendum between the Parties relating to the same subject matter.

(d) Regulatory References. A reference in this Addendum to a section in the Privacy Rule, the Security Rule, HIPAA or the HITECH Act means the section as in effect or as amended.

(e) Amendment. This Addendum may not be amended or revised except with the written consent of the Parties. The Parties agree to take such action as is necessary to amend this Addendum from time to time as is necessary for Covered Entity to comply with the requirements of the Privacy Rule, Security Rule, HIPAA, or the HITECH Act.

(f) Ambiguities. Any ambiguity in this Addendum shall be resolved to permit Covered Entity to comply with the requirements of HIPAA, HITECH, the HIPAA Regulations and any amendments thereto.

(g) Survival. Notwithstanding the expiration or termination of this Addendum for any reason, any provisions of this Addendum that imposes or contemplates continuing obligations on a Party, including, but not limited to Section V(c), shall survive the expiration or termination of this Addendum.

(h) Waiver. Any failure or delay by either Party in exercising any right under this Addendum shall not operate as a waiver of such Party's rights, nor shall any single or partial exercise of any right serve to preclude a subsequent exercise of such right.

(i) Choice of Law and Venue. This Addendum shall be construed and interpreted in accordance with the laws of the State of California in addition to any governing federal law. Any arbitration or other legal action between the Parties respecting, relating to, resulting from, or arising out of this Addendum shall be held or filed in either the state or federal courts in the State of California, County of Fresno.

(j) Notices. Any notice, demand, or request given in accordance with this Addendum shall be given by email; personal delivery; by messenger delivery; by facsimile transmission; by placing said notice in the United States mail, registered or first-class, postage pre-paid; or by sending such notice via an overnight courier service. Notice shall be deemed given when delivered to a Party, when the facsimile transmission occurs, or on the date when said notice is deposited in the United States mail, postage pre-paid.

Notice shall be given to the Covered Entity as follows:

Andrew De La Torre
Fresno Unified School District
Benefits & Risk Management
2309 Tulare Ave.
Fresno, CA. 93721
(559) 457-3596
AAndrew.DeLaTorre@fresnounified.org

Brandie Barrows, AAL
Taylor English Duma LLP
7172 Regional Street, #282
Dublin, CA 94568
(510) 772-9334
bbarrows@taylorenglish.com

Notice shall be given to Business Associate as follows:

Aetna Life Insurance Company
151 Farmington Ave.
Hartford, CT 06156
ATTN: Privacy Office

Fax: 859-280-1272

(k) Indemnification. Business Associate Agreement will be guided by the terms of the Aetna Master Service Agreement.

(l) Severability. Whenever possible, each provision of this Addendum shall be interpreted in such a manner as to be effective and valid under applicable law, but if any provision of this Addendum shall be prohibited or invalid under such law, such provision shall be ineffective to the extent of such prohibition or invalidity without invalidating the remainder of such provision or the remaining provisions of this Addendum, each of which shall continue to be valid and binding upon the Parties.

(m) Counterparts. This Addendum may be executed in counterparts which, taken together, shall constitute the whole of this Addendum between the Parties.

IN WITNESS WHEREOF, each of Covered Entity and Business Associate has executed in its name and on its behalf this Addendum effective as of the date first written above.

COVERED ENTITY

FUSD Employee Health Care Plan

By: _____

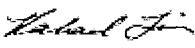
Print Name: Santino Danisi

Print Title: Chief Financial Officer

Date: _____

BUSINESS ASSOCIATE

Aetna Life Insurance Company

By: 

Print Name: Rachael Lines

Print Title: Executive Director, Senior

Date: October 15, 2021

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Education and Leadership Foundation for Newcomer English Learner Stipend Opportunities

ITEM DESCRIPTION: Included in the Board binders is a request to approve an agreement using approved grant funding with Education and Leadership Foundation and Fresno Unified School District in the amount of \$44,000 to provide scholarships for newcomer students enrolled in the high school Newcomer English Learner (EL) Mentor Program.

The EL Mentor Program at six comprehensive high schools (Edison, Fresno High, Hoover, McLane, Roosevelt & Sunnyside) provides scholarships for students who are enrolled in English Language Development (ELD) courses and participate in the EL Mentor Program at their high school. The program consists of after school sessions once a week where an on-site teacher facilitator, mentors, and mentees (ELD students) gather to practice English. In addition, mentees must use Rosetta Stone for 1.25 hours per week and meet with their mentor two times per week. Currently there are 80 newcomer students enrolled in the EL Mentor Program.

ELD students who attend 80% of the after-school sessions, do the required work on Rosetta Stone, and interact two times per week with their mentors, earn a \$250 scholarship in the fall (January) and in the spring (June). This scholarship is offered because we know that many newcomer students may be living with relatives/family who expect them to contribute to the household expenses by working; this scholarship offsets their outside work earnings so they can devote time to focusing on acquiring English and receiving support from a mentor. This program also runs through winter and spring break to ensure sustained efforts to acquire English even when school is not in session.

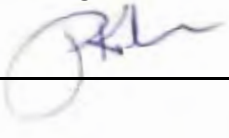
FINANCIAL SUMMARY: Sufficient funds in the amount of \$44,000 are available in the Newcomer Budget through the approved CalNew Grant.

PREPARED BY: Sandra Toscano,
Instructional Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Kim Mecum,
Chief Academic Officer

SUPERINTENDENT APPROVAL:







Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Education and Leadership Foundation

4290 E. Ashlan Ave. Fresno, CA 93726

Vendor Name

Address

559-291-5428

Raul Z. Moreno

Phone Number

Vendor Contact

From: November 29, 2021

Through: June 30, 2022

Term (Duration)

FUSD Contract Administrator:

Sandra Toscano

English Learner Services

457-3916

Name

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

Newcomer budget - in process of being created

Annual Cost \$ 44,000.00

(Contract will not be authorized to exceed this amount w/o BOE approval)

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 by providing participation stipends to 80 English Learner (EL) newcomer students who complete the EL Mentor program.

Date Item is to appear on Board of Education Agenda:

12/15/21

Agenda Item #

(Contracts of \$15,000.00 or more)

Reviewed & approved by Cabinet Level Officer:

Sandra Toscano

Signed

Date

Reviewed & approved by Executive Director, Risk Management:

Andrew P. Paine

Signed

11/18/2021
Date

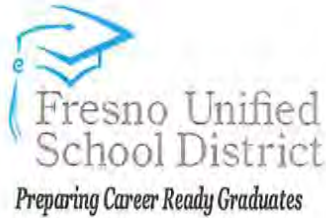
Please return signed contract to:

Lisa Vidal

English Learner Services

Name

Department



Fresno Unified School District

Independent Contractor Services Agreement

GENERAL INFORMATION English Learner Services

School/Department Budget:

District Contact Person: Sandra Toscano

Budget Manager Approval:

Sandra Toscano

Contractor's Vendor Name: Education and Leadership Foundation

Contractor's Contact Person: Raul Z. Moreno

Contractor's Title: CEO

Contractor's Telephone Number: 559-291-5428

Contractor's E-mail: raulmoreno@education-leadership.org

Contractor's Address: 4290 E. Ashlan Ave. Fresno, CA 93726

Contractor's Taxpayer ID# or SSN#: 26-0417563

This Independent Contractor Services Agreement is made and entered into effective 12/17/21 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor").

1. Contractor Services. Contractor agrees to provide _____

Education and Leadership Foundation (ELF) will support the English Learner Mentor Program (ELMP) by providing participation stipends to 80 EL newcomer students who complete the ELMP 2021/2022 project. Participants will be required to submit an ELF scholarship application and class schedule. A \$250 stipend will be awarded to each participant after confirmation of program completion is received from program officials.

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 12/17/21 , and shall terminate on 06/30/22 . 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 \$ 44,000.00 per contract not to exceed \$ 44,000.00. Checks will be made payable to Education and Leadership Foundation . 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 RM
- 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.
 - e. Total Estimated Cost (Sum of paragraphs 4 and 5a - d): \$ 44,000.00
 - f. Other \$ 0.00
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 RM District's initials PD
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 Committee 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 Committee Contractor shall provide a written acknowledgement 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 Committee 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 Committee and 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 ("Indemnitees") free and harmless from any and all claims, demands, negligence (including the active or passive negligence of Indemnitees, 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.

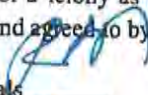

a. The Contractor's defense obligations (with counsel approved by District), shall arise immediately upon tender of any of the Indemnitees, and the defense shall be paid at Contractor's own cost, expense and risk, for any and all such aforesaid suits, actions or other legal proceedings of every kind that may be brought or instituted against any of the Indemnitees, 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 Indemnitees, in any such suit, action or other legal proceeding. The Contractor shall reimburse Indemnitees, 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 one million (\$1,000,000) dollars per occurrence, two million (\$2,000,000) 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 one million (\$1,000,000) 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 \$1,000,000 per claim and \$3,000,000 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 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  District's initials 
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:

Edward Collins
Purchasing Department
Fresno Unified School District
4498 N. Brawley Avenue
Fresno, CA 93722

Contractor: Education and Leadership Foundation

Name: Raul Z. Moreno

Address:

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 so 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

Education and Leadership Foundation

Name: Raul Z. Moreno , Title: CEO

11-9-21
Date

Approved As To Form:

Andrew De La Torre
Andrew De La Torre, Executive Director
Benefits and Risk Management

11/18/2021
Date



From: Education & Leadership Foundation

Attn: Raul Z. Moreno, CEO
4290 E. Ashlan Ave., Fresno, CA 93726
raulmoreno@education-leadership.org
(559) 269-2642

QUOTE

Submitted on 11/09/2021

Quote for

Fresno Unified - English Learner
Program

Attention: Melanie Halstead

Description	Qty	Unit price	Total price
2021-2022 EL Mentor Program includes:			
• \$250 stipend to 80 EL newcomer students for participating in Fall 2021 EL Mentor program	80	\$250.00	\$20,000.00
• \$250 stipend to 80 EL newcomer students for participating in Spring 2022 EL Mentor program	80	\$250.00	\$20,000.00
• 10% processing of \$25 per stipend			\$4,000.00
Notes: Program dates: December 16, 2021 - June 30, 2022			
Subtotal			\$44,000.00

\$44,000.00

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Agreement with Education & Leadership Foundation to Support Winter Camps 2021

ITEM DESCRIPTION: Education & Leadership Foundation (ELF) has agreed to provide professional development, coaching, and staffing for the Fresno Unified elementary Winter Camp sites with 100 staff members for eight hours per day. ELF staff will be trained in and will implement Science, Technology, Engineering and Mathematics (STEM) curriculum to students in grades four-through six.

Expected Program Outcomes are as follows:

- Students will receive instruction in age-appropriate, hands-on, STEM-based activities.
- Students will participate in learning that develops their thinking and reasoning skills in science and mathematics.
- Students will build prism cities, LEGO wind cars, boats, rockets, paper airplanes and catapults.
- Students will present their work at the showcase finale on the final day of camp.

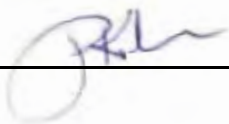
FINANCIAL SUMMARY: Sufficient funds in the amount of \$314,468 are available in the Extended Learning budget.

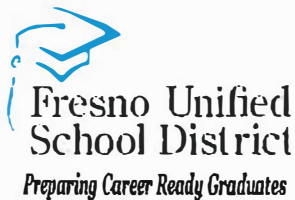
PREPARED BY: Jeremy Ward,
Assistant Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 248-7534

CABINET APPROVAL: Kim Mecum,
Chief Academic Officer

SUPERINTENDENT APPROVAL:





Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Education & Leadership Foundation

4290 E. Ashlan Avenue Fresno, CA 93726

Vendor Name
(559) 291-5428

Address
Raul Moreno

Phone Number

Vendor Contact

From: December 20, 2021

Through: January 6, 2022

Term (Duration)

FUSD Contract Administrator:
Jeremy Ward

Extended Learning/College & Career Readiness (559) 248-7465

Name

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

060-7425-0790-1981-5899

Annual Cost \$ 314,468.00

(Contract will not be authorized to exceed this amount w/o BOE approval)

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:

Education and Leadership Foundation (ELF) will provide professional development, coaching and staffing for each of the FUSD Winter Camp elementary sites with 100 staff members each, eight hours a day. ELF staff will be trained in and will implement STEM curriculum for afternoon enrichment. ELF Program Manager will be responsible for overseeing the enrichment program and serving as liaison between FUSD and ELF as well as provide training and coaching to ELF staff.

Date Item is to appear on **Board of Education Agenda:**

12/15/21

Agenda Item #

(Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Signed

Date

Reviewed & approved by **Executive Director, Risk Management:**

Signed

Date

Please return signed contract to:

Dina Lopez

Name

College & Career Readiness

Department



Fresno Unified School District

Independent Contractor Services Agreement

GENERAL INFORMATION

School/Department Budget: 060-7425-0790-1981-5899

District Contact Person: Valeric Martinez

Budget Manager Approval: _____

Contractor's Vendor Name: Education & Leadership Foundation

Contractor's Contact Person: Raul Moreno

Contractor's Title: Chief Executive Officer

Contractor's Telephone
Number: (559) 291-5428

Contractor's E-mail: raulmoreno@education-leadership.org

Contractor's Address: 4290 E. Ashlan Avenue Fresno, CA 93726

Contractor's Taxpayer ID# or
SSN#: 26-0417563

This Independent Contractor Services Agreement is made and entered into effective 12/10/21 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor").

1. Contractor Services. Contractor agrees to provide _____

Education and Leadership Foundation (ELF) will provide professional development, coaching and staffing for each of the FUSD Winter Camp elementary sites with 100 staff members each, eight hours a day. ELF staff will be trained in and will implement STEM curriculum for afternoon enrichment. ELF Program Manager will be responsible for overseeing the enrichment program and serving as liaison between FUSD and ELF as well as provide training and coaching to ELF staff.

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 12/10/21 , and shall terminate on 01/06/22 . 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 \$ 314,468 per contract . Not to exceed \$ 314,468.00 . Checks will be made payable to Education & Leadership Foundation . 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 RM
- 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): \$ 314,468.00
 - 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 RM District's initials RM
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 Committee 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 Committee Contractor shall provide a written acknowledgement 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 Committee 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 Committee and 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 ("Indemnitees") free and harmless from any and all claims, demands, negligence (including the active or passive negligence of Indemnitees, 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 Indemnitees, 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 Indemnitees, 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 Indemnitees, in any such suit, action or other legal proceeding. The Contractor shall reimburse Indemnitees, 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 one million (\$1,000,000) dollars per occurrence, two million (\$2,000,000) 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 one million (\$1,000,000) 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 \$1,000,000 per claim and \$3,000,000 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 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 RMA

District's initials DM

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: Education & Leadership Foundation

Name: Raul Moreno

Address:
4290 E. Ashlan Avenue
Fresno, CA 93726

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

Date

CONTRACTOR

Education & Leadership Foundation

Name: Raul Moreno

Title: Chief Executive Officer

11-12-21

Date

Approved As To Form:

Andrew De La Torre, Executive Director
Benefits and Risk Management

11/29/2021

Date

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Agreement with Leadership Associates

ITEM DESCRIPTION: Included in the Board binders is an agreement with Leadership Associates to conduct an executive search for the positions of Chief Academic Officer and Chief of Staff.

The agreement with Leadership Associates will include the following:

- All meetings with the Superintendent and designated staff as needed
- Publishing and announcement of position description
- Acceptance of applications and responding to all inquiries regarding position
- Advertisement and consultant expenses
- Recruitment of candidates and extensive background checks
- Supporting the Superintendent for the interviews, including draft questions and final selection of candidate
- Contacting candidates that did not get an interview
- Acting as an advisor to the Superintendent

The contract is to perform the above services beginning December 16, 2021. The cost to the district is \$42,000.

FINANCIAL SUMMARY: Sufficient funds in the amount of \$42,000 are available in the Human Resources budget.

PREPARED BY: Manjit Atwal,
Executive Director

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

CABINET APPROVAL: Paul Idsvoog,
Chief Human Resources/Labor Relations

Paul Idsvoog

SUPERINTENDENT APPROVAL:

Robert L. Nelson



Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Leadership Associates

3905 State Street #7-407, Santa Barbara, CA 93105

Vendor Name

Address

(760) 771-4277

Betty Hall

Phone Number

Vendor Contact

From: December 16, 2021

Through: June 30, 2022

Term (Duration)

FUSD Contract Administrator:

Human Resources

(559)457-3501

Manjit Atwal

Site/ Dept

Telephone number

Name

Budget (Fund-Unit-Dept.-Activity-Object)

030-0720-0930-0000-7200-5899

Annual Cost \$ 22,000.00

(Contract will not be authorized to exceed this amount w/o BOE approval)

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:

The Contractor will conduct an Executive Search for the position of Chief Academic Officer, as delineated in the attached Summary of Services.

Please view attached contract with Leadership Associates Services Agreement.

Date Item is to appear on **Board of Education Agenda:**

12/15/21

Agenda Item #

(Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

[Signature]
Signed

12/7/21
Date

Reviewed & approved by **Executive Director, Risk Management:**

[Signature]
Signed

12/2/2021
Date

Please return signed contract to:

Paul Tolson, Chief
Name

Human Resources
Department



Fresno Unified School District

Independent Contractor Services Agreement

GENERAL INFORMATION

School/Department Budget: 030-0720-0930-0000-7200-5899

District Contact Person: Manjit Atwal

Budget Manager Approval: _____

Contractor's Vendor Name: Leadership Associates

Contractor's Contact Person: Betty Hall

Contractor's Title: Contracts Administrator

Contractor's Telephone Number: (760) 771-4277

Contractor's E-mail: kbechler@leadershipassociates.org

Contractor's Address: 3905 State Street #7-407, Santa Barbara, CA 93105

Contractor's Taxpayer ID# or SSN#: 68-038-3653

This Independent Contractor Services Agreement is made and entered into effective 12/16/21 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor").

1. Contractor Services. Contractor agrees to provide _____

The Contractor will conduct an Executive Search for the position of Chief Academic Officer, as delineated in the attached Summary of Services.

Please view attached contract with Leadership Associates Services Agreement.

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 12/16/21 , and shall terminate on 06/30/22 . 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 _____ per _____ , Not to exceed \$ 22,000.00 . Checks will be made payable to Leadership Associates . 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 BH

- 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.
- e. Total Estimated Cost (Sum of paragraphs 4 and 5a – d): \$ 22,000.00
- f. Other \$ 0.00

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 BH

District's initials _____

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 Committee 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 Committee Contractor shall provide a written acknowledgement 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 Committee 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 Committee and 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 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  District's initials _____

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: Leadership Associates

Name: Betty Hall

Address:

3905 State Street #7-407
Santa Barbara, CA 93105

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

Date

CONTRACTOR

Leadership Associates

Betty Hall

Digitally signed by Betty Hall
Date: 2021.12.07 15:18:28
-08'00'

Name: Betty Hall , *Title:* Contracts Administrator

Date

Approved As To Form:



*Andrew De La Torre, Executive Director
Benefits and Risk Management*

12/7/2021

Date



SERVICES AGREEMENT
Chief Academic Officer

LEADERSHIP ASSOCIATES
www.leadershipassociates.org
3905 State Street #7-407
Santa Barbara, CA 93105
(805) 364-2775

AGREEMENT FOR CONSULTANT SERVICES

THIS AGREEMENT is made this **8th day of December, 2021**, between LEADERSHIP ASSOCIATES, hereinafter called the Contractor, and **FRESNO UNIFIED SCHOOL DISTRICT**, hereinafter called the District.

The Contractor agrees to perform services for the District as follows:

The Contractor will conduct an Executive Search for the position of Chief Academic Officer as delineated in the attached Summary of Services

The District agrees to pay the Contractor **TWENTY-TWO THOUSAND DOLLARS (\$22,000)** for services provided. Payment is to take place in two increments: **(1) \$11,000** thirty days after contract approval, and **(2), \$11,000** upon selection of a finalist. The Contractor will submit invoices to the District for each of the payment increments. Payments are due within 30 days of receipt of invoice.

Remittance payable/forwarded to: Leadership Associates
Attn: Betty Hall
449 W. Foothill Blvd., #427
Glendora, CA 91741

The Contractor is to perform the above services beginning December 9, 2021.

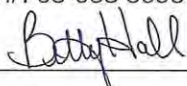
Contractor agrees to hold harmless and indemnify the District, its officers, agents, and employees with respect to all damages, costs, expenses or claims, in law or in equity, arising or asserted because of injuries to or death of person or damage to, destruction, loss, or theft of property arising out of faulty performance of the services to be performed by Contractor hereunder.

It is expressly understood and agreed to by both parties hereto that the Contractor, while engaged in carrying out and complying with any of the terms and conditions of this contract, is an independent contractor and is not an officer, agent, or employee of the aforesaid District. Either party may terminate this agreement by providing the other party with ten (10) days written notice. Upon such termination, fees will be determined on a pro rata basis.

Leadership Associates does not participate in a California public pension system. Leadership Associates and the District understand that the work/services provided should not be considered creditable toward the STRS earnings limit as the work is not normally performed by employees of the District and requires less than 24 months (496 business days). REF. CA Education Code § 26135.7 (2014)

CONTRACTOR:
LEADERSHIP ASSOCIATES
Taxpayer ID#: 68-038 3653

DISTRICT:
FRESNO UNIFIED SCHOOL DISTRICT

By: 

By: _____

Name: Betty Hall

Name: Santino Danisi

Title: Contracts Administrator

Title: Chief Financial Officer

Date: December 8, 2021

Date: _____



SUMMARY OF SERVICES AND FEES

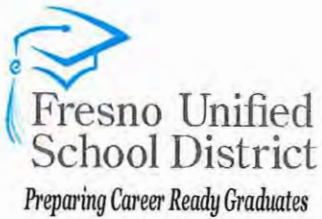
FRESNO UNIFIED SCHOOL DISTRICT EXECUTIVE SEARCH

POSITION: Chief Academic Officer

TOTAL FEE TO CONDUCT SEARCH – All Inclusive: \$22,000

This fee includes:

- All meetings with the Superintendent and designated staff as needed
- Publishing and announcement of position description
- Acceptance of applications and responding to all inquiries regarding position
- Advertisement and consultant expenses
- Recruitment of candidates and extensive background checks
- Supporting the Superintendent for the interviews, including draft questions and final selection of candidate
- Contacting candidates that did not get an interview
- Acting as an advisor to the Superintendent



Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

LEADERSHIP ASSOCIATES

Vendor Name

(805) 364-2775

Phone Number

From: December 16, 2021

Term (Duration)

FUSD Contract Administrator:

Manjit Atwal

Name

Budget (Fund-Unit-Dept.-Activity-Object)

3905 State Street #7-407, Santa Barbara, CA 93105

Address

Betty Hall

Vendor Contact

Through: June 30, 2022

Human Resources

559-457-3501

Site/ Dept

Telephone number

030-720-0930-0000-7200-5899

Annual Cost \$ 20,000.00

(Contract will not be authorized to exceed this amount w/o BOE approval)

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:

The Contractor will conduct an Executive Search for the position of Chief of Staff as delineated in the attached Summary of Services.

Please view attached contract with Leadership Associates Services Agreement.

Date Item is to appear on **Board of Education Agenda:**

12/15/21

Agenda Item #

(Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Signed

Date

Reviewed & approved by **Executive Director, Risk Management:**

Signed

Date

Please return signed contract to:

Manjit Atwal

Name

Human Resources

Department



Fresno Unified School District

Independent Contractor Services Agreement

GENERAL INFORMATION

School/Department Budget: Human Resources

District Contact Person: Manjit Atwal

Budget Manager Approval:

Contractor's Vendor Name: LEADERSHIP ASSOCIATES

Contractor's Contact Person: Betty Hall

Contractor's Title: Contracts Administrator

Contractor's Telephone
Number: (805) 364-2775

Contractor's E-mail: bech14@gmail.com

Contractor's Address: 3905 State Street #7-407, Santa Barbara, CA 93105

Contractor's Taxpayer ID# or
SSN#: 68-038-3653

This Independent Contractor Services Agreement is made and entered into effective 12/16/21 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor").

1. Contractor Services. Contractor agrees to provide _____

The Contractor will conduct an Executive Search for the position of Chief of Staff, as delineated in the attached Summary of Services.

Please view attached contract with Leadership Associates Services Agreement.



Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

LEADERSHIP ASSOCIATES

3905 State Street #7-407, Santa Barbara, CA 93105

Vendor Name

(805) 364-2775

Address

Betty Hall

Phone Number

Vendor Contact

From: December 16, 2021

Through: June 30, 2022

Term (Duration)

FUSD Contract Administrator:

Manjit Atwal

Human Resources

559-457-3501

Name

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

030-720-0930-0000-7200-5899

Annual Cost \$ 20,000.00

(Contract will not be authorized to exceed this amount w/o BOE approval)

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:

The Contractor will conduct an Executive Search for the position of Chief of Staff as delineated in the attached Summary of Services.

Please view attached contract with Leadership Associates Services Agreement.

Date Item is to appear on **Board of Education Agenda:** 12/15/21 **Agenda Item #** (Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Signed

Date

Reviewed & approved by **Executive Director, Risk Management:**

Signed

Date

Please return signed contract to:

Manjit Atwal

Human Resources

Name

Department



Fresno Unified School District

Independent Contractor Services Agreement

GENERAL INFORMATION

School/Department Budget: 030-720-0930-0000-7200-5899

District Contact Person: Manjit Atwal

Budget Manager Approval: _____

Contractor's Vendor Name: LEADERSHIP ASSOCIATES

Contractor's Contact Person: Betty Hall

Contractor's Title: Contracts Administrator

Contractor's Telephone
Number: (805) 364-2775

Contractor's E-mail: bech14@gmail.com

Contractor's Address: 3905 State Street #7-407, Santa Barbara, CA 93105

Contractor's Taxpayer ID# or
SSN#: 68-038-3653

This Independent Contractor Services Agreement is made and entered into effective 12/16/21 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor").

1. Contractor Services. Contractor agrees to provide _____

The Contractor will conduct an Executive Search for the position of Chief of Staff, as delineated in the attached Summary of Services.

Please view attached contract with Leadership Associates Services Agreement.

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 12/16/21 , and shall terminate on 06/30/22 . 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 _____ per _____, Not to exceed \$ 20,000.00. Checks will be made payable to LEADERSHIP ASSOCIATES . 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 BH

- 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.
- e. Total Estimated Cost (Sum of paragraphs 4 and 5a – d): \$ 20,000.00
- f. Other \$ 0.00

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 BH

District's initials

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 Committee 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 Committee Contractor shall provide a written acknowledgement 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 Committee 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 Committee and 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 ("Indemnitees") free and harmless from any and all claims, demands, negligence (including the active or passive negligence of Indemnitees, 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 Indemnitees, 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 Indemnitees, notwithstanding whether liability is, can be or has yet been established.

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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 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 BH

District's initials 

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: LEADERSHIP ASSOCIATES

Name: Betty Hall

Address:

3905 State Street #7-407
Santa Barbara, CA 93105

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

Date

CONTRACTOR

LEADERSHIP ASSOCIATES

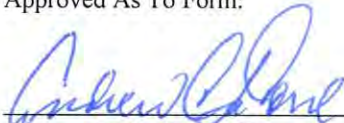
Betty Hall Digitally signed by Betty Hall
Date: 2021.12.10 15:30:15
-08'00'

Name: Betty Hall , *Title:* Contracts Administrator

December 10, 2021

Date

Approved As To Form:



Andrew De La Torre, Executive Director
Benefits and Risk Management

12/10/2021

Date



SERVICES AGREEMENT
Chief Academic Officer

LEADERSHIP ASSOCIATES
www.leadershipassociates.org
3905 State Street #7-407
Santa Barbara, CA 93105
(805) 364-2775

AGREEMENT FOR CONSULTANT SERVICES

THIS AGREEMENT is made this **8th day of December, 2021**, between LEADERSHIP ASSOCIATES, hereinafter called the Contractor, and **FRESNO UNIFIED SCHOOL DISTRICT**, hereinafter called the District.

The Contractor agrees to perform services for the District as follows:

The Contractor will conduct an Executive Search for the position of Chief of Staff as delineated in the attached Summary of Services

The District agrees to pay the Contractor **TWENTY THOUSAND DOLLARS (\$20,000)** for services provided. Payment is to take place in two increments: **(1) \$10,000** thirty days after contract approval, and **(2), \$10,000** upon selection of a finalist. The Contractor will submit invoices to the District for each of the payment increments. Payments are due within 30 days of receipt of invoice.

Remittance payable/forwarded to: Leadership Associates
Attn: Betty Hall
449 W. Foothill Blvd., #427
Glendora, CA 91741

The Contractor is to perform the above services beginning December 9, 2021.

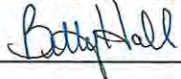
Contractor agrees to hold harmless and indemnify the District, its officers, agents, and employees with respect to all damages, costs, expenses or claims, in law or in equity, arising or asserted because of injuries to or death of person or damage to, destruction, loss, or theft of property arising out of faulty performance of the services to be performed by Contractor hereunder.

It is expressly understood and agreed to by both parties hereto that the Contractor, while engaged in carrying out and complying with any of the terms and conditions of this contract, is an independent contractor and is not an officer, agent, or employee of the aforesaid District. Either party may terminate this agreement by providing the other party with ten (10) days written notice. Upon such termination, fees will be determined on a pro rata basis.

Leadership Associates does not participate in a California public pension system. Leadership Associates and the District understand that the work/services provided should not be considered creditable toward the STRS earnings limit as the work is not normally performed by employees of the District and requires less than 24 months (496 business days). REF. CA Education Code § 26135.7 (2014)

CONTRACTOR:
LEADERSHIP ASSOCIATES
Taxpayer ID#: 68-038 3653

DISTRICT:
FRESNO UNIFIED SCHOOL DISTRICT

By: 

By: _____

Name: Betty Hall

Name: Santino Danisi

Title: Contracts Administrator

Title: Chief Financial Officer

Date: December 8, 2021

Date: APPROVED AS TO FORM


Andrew De La Torre, Executive Director
Benefits & Risk Management



SUMMARY OF SERVICES AND FEES

FRESNO UNIFIED SCHOOL DISTRICT EXECUTIVE SEARCH

POSITION: Chief of Staff

TOTAL FEE TO CONDUCT SEARCH – All Inclusive: \$20,000

This fee includes:

- All meetings with the Superintendent and designated staff as needed
- Publishing and announcement of position description
- Acceptance of applications and responding to all inquiries regarding position
- Advertisement and consultant expenses
- Recruitment of candidates and extensive background checks
- Supporting the Superintendent for the interviews, including draft questions and final selection of candidate
- Contacting candidates that did not get an interview
- Acting as an advisor to the Superintendent

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Amendment to the Agreement with Delta Health Systems

ITEM DESCRIPTION: Included in the Board binders is an amendment to the agreement with Delta Health Systems, regarding medical claims administration services provided to the district in support of its self-funded medical plan and eligibility, premium disbursement, and reconciliation services for the Kaiser (HMO) plan.

This amendment is the result of a Request for Proposal conducted by the Joint Health Management Board (JHMB), which also sought information regarding network services and telehealth services. The amendment provides for a three-year contract term effective January 01, 2022 through December 31, 2024, incorporation of telehealth services utilizing Teladoc, and an estimated savings over the three-year term of approximately \$1.1 million. The majority of savings is due to a reduction in the Delta Health Systems' medical claims administration fee, which decreases 11.8% from \$19.16 per employee per month to \$16.90 per employee per month.

As part of this amendment, telehealth services will now be provided by Teladoc. The transition to Teladoc will be effective January 01, 2022 with Delta Health Systems agreeing to pay the monthly administrative fee through December 31, 2024. Further, the physician consult fee will decrease 26.7% from \$75 per visit to \$55 per visit. The telehealth services program provides district health plan members with access to same day consultations with licensed physicians 24 hours a day 365 days a year. This same day access is facilitated via use of telephonic or video conferencing where available.

These services are in alignment with the JHMB's established goals and responsibilities for providing high quality healthcare to active employees and retirees.

FINANCIAL SUMMARY: Sufficient funds in the estimated annual amount of \$2,812,670 are available in the Health Internal Service Fund.


PREPARED BY: Andrew De La Torre
Executive Director 

DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer

SUPERINTENDENT APPROVAL:







Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Delta Health Systems

Vendor Name

Address

Phone Number

Vendor Contact

From: January 1, 2022

Through: December 31, 2024

Term (Duration)

FUSD Contract Administrator:

Andrew De La Torre

Name

Benefits & Risk Management

457-3596

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

670-0841-0880-0000-6000-5899

Annual Cost \$ 2,812,670.00

Please choose an option

Fingerprint Requirements: All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.

Yes ☐

No ☒

Scope of Work Summary:

Delta Health System (DHA) provides medical claims administration for district in support of its self-funded medical plan and eligibility, premium disbursement and reconciliation services for the Kaiser (HMO) plan.

Date Item is to appear on **Board of Education Agenda:**

12/15/21

Agenda Item #

(Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Signed

Date

Reviewed & approved by **Executive Director, Risk Management:**

Signed

Date

Please return signed contract to:

Mai Moua

Name

Benefits & Risk Management 457-3645

Department



**ADMINISTRATIVE AGREEMENT AMENDMENT
FRESNO UNIFIED SCHOOL DISTRICT
EFFECTIVE DATE: 1/1/2022**

1. This Amendment modifies and supplements the Administrative Agreement dated July 1, 2020 through June 30, 2022, entered into between Fresno Unified School District and Delta Health Systems ("DHS"), regarding certain third-party administrative services provided by DHS.
2. The terms of this Amendment will be effective January 1, 2022 through December 31, 2024.
3. The parties agree that wherever there is any conflict between this Amendment and the Administrative Agreement, the provisions of this Amendment will control and the Administrative Agreement will be construed accordingly.
4. Fresno Unified School District and DHS agree to modify the terms of the July 1, 2020 Administrative Agreement as follows:
 - a. This Amendment includes new language added to the DHS Administrative Agreement under section Premiums and Fees
 - i. Submit premiums and fees within the grace periods established by the vendor or insurance carrier. Any late fees charged by vendor due solely to DHS's untimely submission are the financial responsibility of DHS.
 - b. The below FEE SCHEDULE replaces entirely the corresponding FEE SCHEDULE present in the July 1, 2020 Administrative Agreement.
 - c. The attached *Appendix: Performance Guarantees* replaces entirely the corresponding *Appendix: Performance Guarantees* present in the July 1, 2020 Administrative Agreement.
 - d. The attached *Appendix: Teladoc* shall be incorporated into the Administrative Agreement.

FEE SCHEDULE

The following abbreviations used in the fee schedule are defined as:

- **PEPM:** Per Employee Per Month
- **PEPY:** Per Employee Per Year
- **PPPM:** Per Participant Per Month
- **PPPY:** Per Participant Per Year



Ongoing Monthly Fees

These fees will be billed monthly, along with any other services selected under the terms of this Agreement.

DHS Responsibility	Function	Fee
✓	Claims Administration: Medical This rate <i>includes</i> the following services from DHS: <ul style="list-style-type: none"> Website access to Claims, eligibility, and benefits, Online monthly reports and ad hoc reporting, Eligibility and premium collection, Reporting for medical coverage, Healthcare ID Card Maintenance (i.e., lost card, request for additional cards; 1 single/2 family with or without dependent names), Standard welcome packets for new hires (Includes welcome letter, DHS website, Mayo Clinic, Claims Processing, Reading an EOB, Telephone Access and Q & A., and insert cards), Summary of Benefits and Coverage*, and Plan Amendments *See Optional: Employee Benefits Communication Fees <i>Note: Separate administrative fees may be implemented based on future discussion of plan coverage options that do not include medical coverage. Fees for standalone coverage options such as dental/vision, dental only or vision only may be imposed. This also applies to COBRA administration for Fully Insured membership. Items requiring pre-certification or Utilization Review or Case Management beyond the standard scope of service may be subjected to additional charges.</i>	\$16.90 PEPM
✓	Eligibility Processing: HMO This rate includes the following services from DHS: <ul style="list-style-type: none"> Eligibility, premium collection, reporting, and monthly electronic premium reconciliation file 	\$6.00 PEPM
✓	Run-Out Claims: In the event the Client terminates this agreement and elects to enter into a run-out agreement with DHS, with respect to Claims received after the termination of this Agreement, but incurred while the Agreement was in effect, DHS will process run-out for a maximum of 12 months for the following fixed fee.	The PEPM Admin fee at the time of termination, times the highest monthly enrollment count in the 12 months prior to termination, times four.
✓	Healthcare Identification Cards <ul style="list-style-type: none"> Newly enrolled participants (new hires), one per Member, two per family, and re-cards for plan sponsor changes. Costs associated with custom card layouts or special print requests, such as, but not limited to plan sponsor benefit changes and new vendor partnerships are passed to the client at cost.	\$1.75 per color plastic card. Charges vary with each request and are provided prior to printing



Telemedicine Fees

DHS Responsibility	Function	Fee
✓	Teladoc <ul style="list-style-type: none"> ■ Primary Care: <ul style="list-style-type: none"> □ \$55 occurrence fee <p><i>Note: See Appendix B: Teladoc for full terms</i></p>	DHS to subsidize the PEPM Fee at \$0.80. The Client agrees to pay the per-occurrence fee, less any applicable co-pay by the Member.

Ancillary Fees

The following ancillary fees may be incurred by the Plan, in addition to DHS's administrative fees. Fees will be billed monthly and paid in accordance with the claims or disbursement funding process for the DHS managed bank account or client account arrangement.

Function	Fee
Auditors	25 hours for responding to external auditors' requests are included at no charge and then \$110 per hour thereafter when the Client requests an audit of claims and such audit is performed on site. Additional fees will be charged for contingency audits.
Banking Fees	The Client shall be responsible for all banking fees.
Customized Mailings and Materials Custom materials for transition, employee meetings, and ongoing administration of the plan	Printing and mailing costs for home mailings to active employees and/or COBRA participants are passed on to the Client plus a 10% handling fee.
Data File Integration Services Establishment of inbound and/or outbound file integration for third party vendors. Includes connectivity, testing, production, ongoing maintenance, and resources required for each project.	\$275 per hour
Delta Analytics Reporting Services <ul style="list-style-type: none"> ■ Standard online report. ■ Custom specialized reports that are outside the parameters of DHS's pre-defined reports. 	No charge Additional fees may apply



Function	Fee
Interpreter <ul style="list-style-type: none"> Interpreter services requested by plan participants to explain Claim processing and materials. Charges do not apply to Spanish interpreter services. Platform access per call Missed scheduled interpreter appointment 	\$1.85 per minute. \$0.25 per call \$200 per missed appointment All fees subject to a 15% handling fee
Reprocessing Fee In the event a retroactive amendment, provider contractual agreement, plan sponsor exception, and/or an executed benefit administrative change form results in the need to reprocess Claims.	\$14 per Claim.
State Surcharge Filings DHS will file reports with the State of New York (regarding the reporting responsibilities and notification procedures for TPAs under the New York State Health Care Reform Act) and the State of Massachusetts (regarding the distribution of Forms 1099-HC under the Massachusetts' 2006 Health Care Reform Act). Additional States may be added, cost to be determined.	No cost for filing. Client to pay Assessment.
Termination of Agreement (No Run Out)	\$50 per hour for labor necessary to retrieve copies of all original Claims or other documents as requested submitted to the Plan.
Translation <ul style="list-style-type: none"> Translation services needed for Claims processing, letters, and materials needed for the administration of the plan. Translation services needed for SPD 	Estimated costs will be provided at the time materials are requested. \$0.09 per source word rounded to the nearest dollar plus a 15% handling fee.

Fee Notices

- Other Expenses** – For any other expenses incurred by DHS in connection with administration of the Plan, DHS agrees to bill such expenses, limited to the actual amount of cost to DHS plus a 15% handling fee. The Client shall have access to records of said costs, provided that such expenses are approved by the Client in advance.
- Vendor Fees** – Vendor pass-through fees are subject to annual vendor adjustment.



Optional: Administrative Service Fees

The following Optional Administrative Services are available; however, will only be utilized if specifically directed by the Client.

DHS Responsibility	Function	Fee
NA	Legislative Coverage Notice DHS will mail necessary legislative update/change notices to all Members. DHS will present a proposal to the client before any work begins.	\$350 for data retrieval plus \$1.20 per letter to include printing, shipping and postage.
NA	Additional Legislative Compliance DHS will support the Client in responding to new legislative requirements.	Applicable fees to be determined as needed based on scope of work
<u>N/A</u>	Independent Consultation & Evaluation (ICE) Unlimited access to compliance, administrative, and regulatory questions. <ul style="list-style-type: none"> ■ Complex Claim Reviews <ul style="list-style-type: none"> ○ Review claims incurred against plan document and stop loss policy. ○ Includes eligibility, exclusions, COB, and more. ■ Plan document assessments <ul style="list-style-type: none"> ○ Compare plan document to employee handbook or stop loss policy. ■ General Plan Regulatory Inquiries & Legal Compliance – Consultative services for ACA, COBRA, ERISA, FMLA & Leaves of Absence, HIPAA, and IRS regulations. ■ Agreement Analysis PBM, stoploss and network. 	\$1.00 PEPM
NA	Consultant Fees Fees of medical and dental consultants and any consulting attorneys requested at the direction of the client	Passed on to the Client at cost



DHS Responsibility	Function	Fee
NA	Out-Of-Network Repricing Services The Client agrees to reimburse DHS or DHS's selected third party vendor(s) for: <ul style="list-style-type: none"> Provider acceptance of Medicare based pricing and negotiating discounts off billed charges from out-of-network Providers, and/or Claims that fall outside of all layers of PPO networks that will be considered for Delta Network Advantage fee negotiations or the provider acceptance of Medicare based pricing. <i>Note: Delta Network Advantage will attempt to negotiate terms for all non-network (inpatient or outpatient) facility Claims. All negotiations will be conducted via signed and dated contracts.</i> 	Client reimbursement to DHS or DHS's selected third party vendor(s) equal to 25% of the savings.
NA	Subrogation / Third Party Recovery <ul style="list-style-type: none"> For expenses incurred by DHS in connection with recovery of Plan assets through a Plan subrogation provision. If the Client chooses to utilize the services of an outside subrogation vendor 	<ul style="list-style-type: none"> DHS shall be compensated at the rate of 25% of the amount recovered The Client agrees to pay DHS a fee of \$75 per hour of labor necessary to retrieve documentation requested by the vendor.



Optional: Employee Benefits Communication Fees

The following Optional Employee Benefits Communication Services are available; however, will only be utilized if specifically directed by the Client.

DHS Responsibility	Function	Fee
NA	Plan Amendments Each change to a Client's Summary Plan Description (SPD) will require a separate amendment (i.e., two changes to the SPD require two separate amendments, four changes require four separate amendments, etc.). An amendment provides clear, irrefutable evidence of exactly which requested/required changes were made to an SPD.	Included in admin fee
NA	Plan Documents Requests for a medical plan document restate, wrap document, or documents transitioning from fully insured to self-funded require review of existing documents and discussion to determine costs associated with preparation. <ul style="list-style-type: none"> Plan Document Overview Assessment Incorporation of amendments Review for compliance Recommendations and provide provisions to maximize plan rights Plan customization 	Quote will be provided upon review of existing documents.
NA	Summary Plan Description – Existing Self-Funded SPD Update an existing ERISA compliant Summary Plan Description (SPD) for employees with applicable amendments and the summary of benefits. Additional costs apply to reformat into a word document *Cost is subject to change dependent on review of the initial request, the last restate date, and legislative updates required. A quote will be provided.	*\$1,800 (one draft) standard template Additional drafts: \$275 per hour 2 nd SPD: \$275 per hour capped at \$1,600
NA	Summary Plan Description FSA – Existing SPD Update an ERISA compliant Summary Plan Description (SPD) with applicable amendments and the summary of benefits.	\$1,000 per SPD (one draft) Standard template
NA	Summary Benefits Coverage* Create an ERISA compliant Summary of Benefits and Coverage (SBC) for employees in a format that will be "written in a manner calculated to be understood by the average plan Participant," as required by the Code of Federal Regulations.	One-time fee \$400 per SBC \$500 per SBC if expedited *No cost for changes or revisions, except for template revisions required by DOL.
NA	Summary of Benefits* Create a Summary of Benefits (SOB) for employees in a format that will be "written in a manner calculated to be understood by the average plan Participant.	At cost + 15%



DHS Responsibility	Function	Fee
NA	<p>Welcome Packets For New Hires on the Medical Plan <i>Note: This booklet is now available on the website in English and Spanish.</i></p> <ul style="list-style-type: none"> ▪ DHS will provide one generic 8x11 welcome packet to active participants on the medical plan and new hires as part of the administrative set-up fee. The 8x11 welcome packet will be mailed to the employee to include information on DHS services. Necessary Claim forms will be provided individually. ▪ Welcome Packets provided for employee meetings and open enrollment. 	<ul style="list-style-type: none"> ▪ No charge ▪ No charge ▪ \$4 per booklet



ADOPTION OF THE ADMINISTRATIVE AMENDMENT

This Amendment shall be binding upon the Parties and their successors and permitted assigns. In the event signature for this Amendment is not received by the Client within thirty (30) days of the Effective Date as defined in the renewal or Agreement term, this Agreement shall be considered executed if administrative services continue and administrative fees are received after the renewal effective date.

IN WITNESS WHEREOF, the Parties have caused this Amendment to be executed as of the Effective Date.

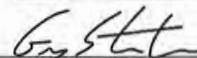
Fresno Unified School District

Delta Health Systems

Date: _____

Date: November 19, 2021

By: _____

By: 

Its Duly Authorized: Santino Danisi
Chief Financial Officer

Its Duly Authorized: CEO, Greg Stemler

Approved as to Form



Date: 11/23/2021



Appendix A: Performance Guarantees

PERFORMANCE GUARANTEES

Delta Health Systems ("DHS") agrees to comply with the following performance standards. Penalties represent a percentage of administrative fees and are assessed for each calendar quarter and will apply to the performance for the entire quarter. These standards will apply, except for causes beyond the control of DHS such as equipment or power failure. DHS's internal quality review results specific to the Employer shall serve as a basis for determining whether the performance standards have been met. In the event that the Employer elects to perform an independent audit of DHS's claims administration, the results of that audit, and DHS's own internal quality review results specific to FUSD, shall be weighted on a 50-50 basis for purposes of these performance standards.

It is understood that DHS will not be held liable for overpayments or underpayments resulting from DHS's reliance upon inaccurate information provided by plan participants, providers, or any qualified third party; nor for any other payment error, which in the judgment of the independent auditor, did not result from fault on the part of DHS.

Quarterly performance results will be provided to the Employer no later than 15 days following the end of each quarter.

Customer Service Performance Schedule



Performance Area	Standard	Definition	Measurement/ Frequency	DHS Penalty/ Reimbursement to Client* Reimbursements based on the following scale:
Member Services Phone Time to Answer	Calls Answered in 1 minute	The amount of time that elapses between the time a call enters the phone queue to the time answered by a representative (live voice answer).	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\geq 98\% = 0\%$ • $95 - 97.9\% = 1\%$ • $< 95\% = 2\%$
Call Abandonment Rate	3% or less.	Percentage of calls that are unanswered calls (i.e., caller hangs up or is put on hold and forgotten).	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\leq 3.0\% = 0\%$ • $3.01 - 3.5\% = 1\%$ • $> 3.5 = 2\%$
Call Issue Resolution (Excludes some Issue types**)	Member service Issues resolved in 2 business days	Call issues to be resolved and closed and the Member to receive confirmation within 2 business days.	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\geq 98\% = 0\%$ • $95 - 97.9\% = 1\%$ • $< 95\% = 2\%$
ID Card Distribution	Mailed in 12 days	99% of initial ID cards will be mailed within 12 business days of receipt of eligibility data	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\geq 99\% = 0\%$ • $97 - 98.99\% = 1\%$ • $< 97\% = 2\%$
Eligibility Turnaround ***	4 business hours for Emergency Changes	Business hours are 8am to 5pm PST Monday through Friday excluding holidays. An "Emergency Change" is intended to respond to situations where the Member's ability to immediately obtain service is impacted. Emergency Change requests must meet submittal requirements. ****	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • \$250 per occurrence
Eligibility Accuracy ***	98% of all eligibility records complete and accurate	Inbound 834 Eligibility file is received from the Client and this file is the basis for accuracy. Accuracy is evaluated by routine audit performed by DHS contractor.	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\geq 98\% = 0\%$ • $96 - 97.99\% = 1\%$ • $< 96\% = 2\%$ •

* Percentage of medical administrative fees paid in the same quarter to the Client if the quarter guarantees are not met.

** Some issues cannot or should not be resolved within a short time limit due to the necessary level of care or reliance on a third-party outside of Delta Health Systems' control. For calls relating to such issues, the call will be considered resolved once the issue is defined and properly routed for follow-up with the appropriate party. These issues include but may not be limited to:

- London Medical Management Claims
- Appeals
- Claims Adjustments
- Large Hospital Claims
- Benefit Review
- Medicare Crossover/EOMB's
- Third Party Liability Claims
- Pricing issues
- Anthem Member Reimbursement Adjustments



*** Waiver of 1st Quarter/Post Implementation Penalty Provisions: These new Performance Standards shall be reported for first quarter following the effective date of this Administration Agreement Amendment; however, no penalty will apply should the results be below the established performance standard. Full reporting and the application of penalties (if applicable) will resume beginning with the second quarter and thereafter through the term of the contract.

**** Emergency Changes for eligibility are to be submitted according to submittal requirements. Emergency Changes must be submitted by email to FUSDEligibility@delapro.com with the word "EMERGENCY" included as the first word in the subject line. Prior to closing the request DHS will make outreach to affiliated vendor to coordinate eligibility changes. At closeout of the request DHS will respond the requestor of the Emergency Change and other contacts when specified. DHS reserves the right to modify the Emergency Change submittal procedure in the future,

Claims Processing Performance Schedule

Performance Area	Standard	Definition	Measurement/ Frequency	DHS Penalty/ Reimbursement to Client* Reimbursement is based on the following scale:
Claims Processing Accuracy	96%	The percentage of audited client claims processed accurately. Calculated as the total number of audited claims processed with error, divided by the total number of audited claims. Definition of "error" includes any type of error (e.g., coding, procedural, system, payment, (etc.) whether a payment or non-payment error. Each type of error is counted as one full error and no more than one error can be assigned to one claim.	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\geq 96\% = 0\%$ • $94 - 95.99\% = 1\%$ • $< 94\% = 2\%$
Claims Financial Payment Accuracy	99%	The percentage of audited client claims dollars paid accurately. Calculated as total audited paid dollars minus the absolute value of over and underpayments, divided by total audited paid dollars.	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\geq 99\% = 0\%$ • $97 - 98.99\% = 1\%$ • $< 96.99\% = 2\%$

Performance Area	Standard	Definition	Measurement/ Frequency	DHS Penalty/ Reimbursement to Client* Reimbursement is based on the following scale:
Claims Payment Accuracy	99%	The percentage of audited client claims processed without payment error. Calculated as the total number of audited claims minus the number of claims processed with "payment" error, divided by the total number of audited claims. Definition of error includes any type of error (e.g., coding procedural, system payment (etc.) that results in a payment error. Each type of error is counted as one full error and no more than one error can be assigned to one claim	Quarterly, with monthly client specific reporting	<ul style="list-style-type: none"> • $\geq 99\% = 0\%$ • $97 - 98.99\% = 1\%$ • $< 96.99\% = 2\%$
Turnaround Time (TAT)	80% of all claims processed within 15 calendar days. 95% of all claims processed within 30 calendar days.	The percentage of claims processed within a specified number of working days. Based on clean and denied claims only. TAT is measured from the date the claims is received by Administrator to the date it is processed (i.e., paid, denied, or pending for external information)	Quarterly, with monthly client specific reporting	15 days: <ul style="list-style-type: none"> • $\geq 80\% = 0\%$ • $75 - 79.99\% = 0.5\%$ • $< 75\% = 1\%$ 30 days: <ul style="list-style-type: none"> • $\geq 95\% = 0\%$ • $90 - 94.99\% = 0.5\%$ • $< 90\% = 1\%$

* Percentage of medical administrative fees paid in the same quarter to the Client if the quarter guarantees are not met.

DHS further commits to meet these additional standards without guarantee penalties:

- Provide FUSD Members a dedicated customer service team.
- Customer services representatives should resolve Member issues with as little burden to FUSD Members as possible, and once resolution is reached DHS customer service will advise the Member accordingly.
- Implementation: DHS will meet all the significant deadlines related to program implementation as outlined and agreed to at the project-planning meeting.
- Client and/or Client's Consultants will have access to the On-line Data Warehouse; data will be refreshed weekly.

Appendix B: Teladoc

The provisions of the Agreement and the related definitions (unless otherwise specified herein) are incorporated by reference into this Appendix B and shall be deemed to have the same force and effect as if set forth in full herein.

1. TERM & TERMINATION

The services provided by Teledoc, Inc. ("Teladoc") shall commence on January 1, 2022 and continue through December 31, 2024. The services provided by Teledoc may be terminated at any time, for any reason, by either party by giving at least 60 days' prior written notice to other party.

2. TELEMEDICINE SERVICES

Telemedicine is the use of electronic information and telecommunications technologies to support the delivery of medical care. Technologies include telephony, videoconferencing, the internet, email, text-messaging and electronic medical record (EMR) systems.

The Teladoc solution provides Members, including dependents and retirees, with 24/7/365 access to same day appointments in California and other States in which it conducts business. Teladoc will provide the Members with unlimited toll-free access to telephone or web-based video medical consultations and health information services provided by Board Certified physicians. Each such physician shall be licensed to practice medicine and possess medical malpractice insurance equal to or greater than the minimum requirement of the state in which the physician practices. Teladoc provides the physicians with training, a proprietary electronic medical record (EMR) platform and e-prescribing technologies.

DHS, as a licensed reseller of Teladoc services, has been authorized to make the following services from Teladoc available for the benefit of Client and its Members:

- 2.1 Provide Members with same day access to consultations with licensed physician. Members can choose to consult with a doctor by telephone or video conferencing where available.
- 2.2 Provide for electronic prescribing of non-DEA scheduled medications, incident to the establishment of physician-patient relationship.
- 2.3 Provide for the delivery, at the sole discretion of the physician, of laboratory testing requisitions ("lab slips").
- 2.4 Provide monthly utilization reports, reason for consultations (through providing a diagnosis code or descriptions of malady or similar reports), and time/date of consultations reports by Member Group.
- 2.5 Maintain and enforce requirements as to the qualifications of the independent physicians available for consultation, including but not limited to each physician maintaining proper licensing, Board Certification and malpractice insurance.



- 2.6 Make reasonable efforts to ensure all websites and telephonic systems remain operational at all times, except for required maintenance.
- 2.7 Perform its services in a competent and professional manner, with that level of reasonable care which a similarly situated provider of telephonic medical services would exercise under similar circumstances, and with qualified, appropriately skilled and trained personnel.
- 2.8 Provide access to the physician network 24/7/365

3. COMPENSATION

DHS agrees to provide the Teladoc telemedicine services described in Section 2 above for the following fees:

- A PEPM fee, equal to the fee charged by Teladoc to DHS (currently \$0.80 PEPM). DHS will pay to Teladoc on behalf of the Client the Teladoc PEPM fee for the time period January 1, 2022 through December 31, 2024.
- A Physician Consult Fee (Per Occurrence Fee), equal to the fee charged by Teladoc to DHS (currently \$55 Per Occurrence), less any applicable co-pay by the Member. DHS agrees that for each consultation, a claim shall be generated and adjudicated through DHS' claims' system.

Teladoc will collect at point-of-sale any co-payment owed by any Member, provided that DHS is provided timely notification of the need to collect such amount. The Member co-payment as of January 1, 2022 is \$0. It is understood that the per-occurrence fee for services detailed in this Section 3 shall be offset by the applicable co-payment, if any.

4. ELIGIBILITY

Client shall provide DHS with an "Eligibility File" which identifies the covered Members (including dependents and retirees) covered under group plan and who are eligible for the telemedicine services. Client shall specify classifications (e.g., actives, retirees, dependents) of Members eligible for service.

5. RELATIONSHIP OF THE PARTIES

5.1 Access to the Teladoc telemedicine services is made available to Client based on DHS's status as a licensed reseller of Teladoc's services. DHS is and shall at all times function as an independent contractor under this Appendix B. DHS is not an employee, joint venturer, principal, agent, or partner of the Client. DHS is not authorized to assume or create any obligations or liabilities, express or implied, on behalf of or in the name of the Client, except to the extent otherwise specifically contemplated herein. The employees, agents, representatives, providers, methods, facilities and equipment of a party shall at all times be under the exclusive direction and control of that party.

5.2 DHS and Client agree that that they will each maintain in strict confidence any and all patient information to which they may have access by complying with the Privacy and Security Standards of HIPAA and the American Recovery and Reinvestment Act of 2009, including, without limitation, the requirements of the Health Information Technology for Economic and Clinical Health Act, which is part thereof.

5.3 In its reseller agreement with Teladoc DHS will contractually obligate Teladoc to conform to the above provisions of this Section 5.



5.4 It is understood that Teladoc may send out Member-direct marketing materials.

6. CONFLICT OF INTEREST

The execution, delivery, and performance under this Appendix B does not create a conflict of interest by DHS, its officers, directors, and shareholders, or conflict or create a default under any other agreement to which DHS is a party.

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

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 Amendment Five to the Agreement with Elixir Rx Solutions, LLC

ITEM DESCRIPTION: Included in the Board binders is amendment five to the agreement with Elixir Rx Solutions, LLC, previously Envision Pharmaceutical Services, related to Prescription Benefit Management (PBM) services. Elixir Rx Solutions, LLC currently provides PBM services on behalf of the district's active employees, early retirees, and their respective eligible dependents.

This amendment extends the contract for one additional year, through December 31, 2022. It also provides pricing discount guarantee improvements, modifies fee schedules, and establishes the Exclusive Specialty Arrangement and Managed Copay Program. The Exclusive Specialty Arrangement will require members to fill specialty drugs via mail at Elixir specialty pharmacies, while the Managed Copay Program will allow for the establishment of lower copays for specific drugs with patient assistance programs available, minimizing plan and member spend. Plan savings for the Managed Copay Program, after a 15% fee, are estimated to be between \$500,000 and \$1,000,000 for calendar year 2022.

Amendment five will also retain the Pharmacy Management Fund Program, where an annual credit of \$40,000 can be used to offset eligible expenses associated with programming for customization, design, and implementation of clinical programs, communications to members, expenses related to staff education and industry conference attendance, auditing, data integration and analytics, consulting fees, or engagement of relevant vendors that impact pharmacy program strategy and results.

The proposed PBM services are based on a per member per month fee of \$1.25 for calendar year 2022. The annual cost for administrative services is estimated at \$327,690. In addition to the administrative fee, the district is responsible for prescription drug ingredient costs and a negotiated dispensing fee for retail claims. These services are in alignment with the Joint Health Management Board's established goals and responsibilities for providing high quality health care to active and retired employees.

FINANCIAL SUMMARY: Annual estimated cost of \$327,690 is available in the Internal Service Health Fund.

PREPARED BY: Andrew De La Torre
Executive Director 

DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer



SUPERINTENDENT APPROVAL:





Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Elixir Rx Solutions, LLC

2181 E. Aurora Rd., Suite 201 Twinsburg, OH 44087

Vendor Name

Address

(330) 405-8089

Susan Thomas

Phone Number

Vendor Contact

From: January 1, 2022

Through: December 31, 2022

Term (Duration)

FUSD Contract Administrator:

Andrew De La Torre

Benefits & Risk Management

457-3596

Name

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

670-0841-0880-0000-6000-5854

Annual Cost \$ 327,690.00

Please choose an option

Fingerprint Requirements: All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.

Yes ☐

No ☒

Scope of Work Summary:

Provides PBM services on behalf of the district's active employees, early retirees and their respective eligible dependents.

Date Item is to appear on Board of Education Agenda: 12/15/21 Agenda Item # (Contracts of \$15,000.00 or more)

Reviewed & approved by Cabinet Level Officer:


Signed Date

Reviewed & approved by Executive Director, Risk Management:


Signed Date

Please return signed contract to:

Mai Moua

Benefits & Risk Management 457-3645

Name

Department

AMENDMENT NO. 5
TO
PHARMACY BENEFIT MANAGEMENT SERVICES AGREEMENT

This Amendment No. 5 (this “Amendment”), is entered into by and between **Elixir Rx Solutions, LLC** f/k/a Envision Pharmaceutical Services, LLC (“Elixir”), and Fresno Unified School District (“Plan Sponsor”).

BACKGROUND

Elixir and Plan Sponsor are parties to a Pharmacy Benefit Management Services Agreement dated July 1, 2015 (the “Agreement”), under which Elixir provides PBM Services to Plan Sponsor; and

The parties desire to amend the Agreement, and therefore Elixir and Plan Sponsor agree as follows:

1. This Amendment shall be effective **January 1st, 2022**.
2. Any capitalized term used and not identified in this Amendment shall have the same meaning as defined in the Agreement.
3. Envision Pharmaceutical Services, LLC has changed its name to Elixir Rx Solutions, LLC. Any reference to Envision Pharmaceutical Services, LLC or Envision shall be deleted and replaced with Elixir Rx Solutions, LLC or Elixir, respectively.
4. The Term of the Agreement shall extend through December 31, 2022.
5. Section 1.8 of the Agreement shall be deleted in its entirety and replaced by the following:

1.8 “Contract Year” means the complete twelve month period commencing on January 1 and each consecutive complete twelve month period thereafter that this Agreement remains in effect.
6. Section 1.18 of the Agreement shall be deleted in its entirety and replaced with the following:

1.18 “Mail Order Pharmacy” means Elixir Pharmacy, LLC f/k/a EnvisionPharmacies.
7. Section 1.28 of the Agreement shall be deleted in its entirety and replaced with the following:

1.28 “Specialty Pharmacy” means Elixir Pharmacy, LLC f/k/a EnvisionPharmacies.
8. Effective January 1, 2022, Section 2.11 shall be added to the Agreement in its entirety as follows:

“Specialty Managed Copay Program (“SMCP”): Elixir shall implement the Specialty Managed Copay program in the following manner: (i) specialty Covered Medications will be mandated to a designated Managed Copay Program pharmacy; (ii) each NDC on the SMCP will have a

specific copay, based on the specific coupon parameters for that Covered Medication; (iii) the copays for these Covered Medications will not apply to the Member's deductible (DED) or max out-of-pocket (OOP) at adjudication; (iv) the applicable pharmacy will apply a commercial copay support after receiving the above mentioned specific copay, therefore lowering the Member's true out of pocket cost; (v) the true DED and OOP amount will be applied by the Elixir Account Management team via a weekly report provided by the pharmacy; (vi) after a Member's max OOP is met, the Covered Medications will be provided at \$0 copay; (vii) if a Member's copay support fund is depleted, the Elixir Account Manager will be contacted by the pharmacy; (viii) the Elixir Account Manager will set up an override for the Member, allowing such person to receive the Covered Medication at the mitigated copay responsibility as defined by the copay support fund; and (ix) there will be a program management fee calculated and invoiced to the Plan Sponsor. SMCP-specific documents, processes, and pricing examples will be provided to the Plan Sponsor upon request.

The SMCP management fee will be equal to fifteen percent (15%) of the calculated savings realized by the Plan Sponsor ("Plan Savings"), and the invoice will be provided via email on a semi-annual basis. Plan Savings for The Managed Copay Program is calculated using standard methodology. Elixir uses a plan sponsor's paid claims history to model eligible members specialty medication copays without the Managed Copay Program logic applied. This allows for Elixir to easily identify what the members copay would have been using the plans standard benefit structure and also factoring in the impact to deductibles and maximum out of pocket thresholds. The paid claims history is then compared to the model and the difference is calculated as savings. Plan Sponsor hereby adopts and shall adhere to the Specialty Managed Copay Program drug list, and patients shall be directed to use the manufacturer assistance programs identified by the SMCP to acquire drugs on the SMCP list. Plan Sponsor acknowledges the drug list may be modified from time to time. The modifications may include, but are not limited to, adding new FDA-approved drugs in the same therapeutic class or category, or updating the NDC for a specific drug. The Specialty Managed Copay Program is unavailable for prescriptions for which payment may be made in whole or in part under a federal or state health care program."

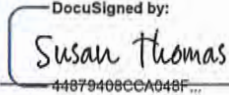
9. Exhibit 1 of the Agreement shall be deleted in its entirety and replaced with Exhibit 1 set forth below.
10. The Performance Guarantees listed in Exhibit 3 of the Agreement shall extend through December 31st, 2022.
11. All other terms or provisions of the Agreement not modified by this Amendment or any other amendments or addenda shall remain unchanged.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, Elixir and Plan Sponsor have executed this Amendment as of the Effective Date above.

For ELIXIR:

For PLAN SPONSOR:

By: 
Susan Thomas
Print Name and Title
SVP Growth and Retention

By: _____
Santino Danisi, Chief Financial Officer
Print Name and Title

APPROVED AS TO FORM

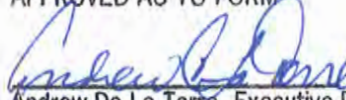
 11.29.2021
Andrew De La Torre, Executive Director
Benefits & Risk Management

EXHIBIT 1
FEES AND FINANCIAL GUARANTEES *

Administrative Fee (Payable to Elixir; not including fees payable to Plan Sponsor's TPAs, consultants, or brokers, if any)	
For Contract Year 2022 (January 1 2022-December 31, 2022): \$1.25 Per Member, Per Month	
Pharmacy Management Fund**	
<p>Up to \$40,000.00 annually</p> <p><i>Plan Sponsor may use this credit to offset eligible expenses including:</i></p> <ul style="list-style-type: none"> - <i>Programming for Customization</i> - <i>Design and Implementation of Clinical or other Programs</i> - <i>Communications</i> - <i>Expenses Related to Staff Education and Industry Conference Attendance</i> - <i>Auditing</i> - <i>Data Integration and Analytics</i> - <i>Consulting Fees</i> - <i>Engagement of Relevant Vendors that Impact Pharmacy Program Strategy and Results</i> <p>**Plan Sponsor shall request reimbursement from Elixir in accordance with Section 4.7.</p>	
Fees for Additional Services and Miscellaneous Expenses	
1. Manually create or update the Eligibility File	\$1.00 per Covered Individual data entry
2. Custom Eligibility File layouts (accommodation or development)	\$1,000.00 per layout. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.
3. Replacement by Elixir of lost or stolen ID Cards	\$1.00 per card (individual) or \$2.00 per family plus \$0.15 per ID Card packet and cost of postage. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.
4. Member Communications	Cost of production and postage
5. Custom Website	Quoted upon request. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.
6. Standard Online Reporting User Access	Standard Online Reporting includes access for 6 active Plan Sponsor users and 1 consultant user. A licensing fee of \$1,200.00 would apply for each additional user.
7. Ad Hoc Computer or Report Programming	\$150 per hour for development of a non-

	standard report, with a minimum of \$500
8. Outgoing Data Transfer Files	\$250.00 per industry-standard file (non-industry standard file formats will be quoted upon request). Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.
9. Customized Formulary	\$0.20 per Member, per month. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.
10. Coverage Determinations (including Clinical Prior Authorizations)	\$25.00 per request
11. Redeterminations (Internal Appeals)	\$115.00 per request
12. External Appeals including services of an Independent Review Organization (IRO)	Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing. 100% pass-through of costs incurred
13. Coverage Determinations – Pain Management (includes Opioid naïve patients, immediate release opioids before extended release opioids, and 200 mg per day cumulative Morphine Equivalent Dose (MED))	\$25.00 per request. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.
14. Value Added Services – Pain Management (includes Retrospective Review - case management and enhanced opioid refill surveillance)	\$0.10 per Member, per month. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.
15. e-Prescribing	\$0.30 per transaction, minimum of \$250.00 per month for member and drug eligibility verification through SureScripts hub
16. Claim Adjustment Checks (charged to Plan Sponsor for reimbursements made to Covered Individuals for Claim adjustments requested by Plan Sponsor.)	\$8.50 per check
17. Manual Claims Processing (including DMRs)	\$3.00 per Claim processed
18. Medicaid Subrogation Claim Adjudication	\$3.50 per Claim
19. Drug Therapy Care Gap Management	\$0.25 per Member, per month. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in

	writing.			
20. Medication Adherence and Persistency (up to three disease states)	\$0.25 per Member, per month. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.			
21. Contract Termination Report Fees (Claims History, Prior Authorization Files, Open Refill Files (Mail and Specialty), Accumulator Files (deductible, out-of-pocket, etc.), and/or related participant data files (i.e. patient addresses, etc.)	\$5,000 for any or all of the identified reports if new PBM/vendor/Plan Sponsor does not use Elixir standard files			
22. ControlTrakRx Retail Pharmacy Audit Program	80% of recoveries passed to Plan Sponsor. Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.			
23. ControlTrakRx On-site pharmacy audit	\$1,500 per onsite audit ¹ . Plan Sponsor does not currently use. Any future use shall be authorized by Plan Sponsor in writing.			
24. Run-Out Claims transmitted post termination	\$2.24 per Claim			
Drug Pricing and Dispensing Fees ^(A)				
Supply/Source	BRAND		GENERIC	
For Contract Year 2022 (January 1, 2022-December 31, 2022)	Drug Price ^{(B)(C)} (Annual Average Effective Rate Guarantee)	Dispensing Fee ^(C) (Annual Average Guarantee)	Drug Price ^{(B)(C)} (Annual Average Effective Rate Guarantee)	Dispensing Fee ^(C) (Annual Average Guarantee)
Retail Pharmacy (30 Days' Supply)	AWP minus 19.00%	\$0.60	AWP minus 84.00%	\$0.60
Retail Pharmacy (84 Days' Supply or greater) (non-Mail Order) ^(D)	AWP minus 24.50%	\$0.00	AWP minus 85.00%	\$0.00
Mail Order Pharmacy (84 Days' Supply or greater) ^(F)	AWP minus 24.50%	\$0.00	AWP minus 85.00%	\$0.00
Specialty Drugs Dispensed At Retail	Pass Through of Ingredient Cost and Dispense Fee Reimbursed to Pharmacy			

¹ Retail pharmacy audits and/or investigations are available only to Elixir clients enrolled in the ControlTrakRx Retail Pharmacy Audit program.

Pharmacy	(These claims will be included in the Retail Discount Guarantees)
Specialty Drugs Dispensed at Specialty Pharmacy ^(E)	<p>Priced per Elixir Specialty Drug List</p> <p>Annual Average Aggregate Guarantee:</p> <p>AWP minus 19.00% with no Dispensing Fee</p>
<p>(A) For purposes of this Agreement the “Average Wholesale Price” or “AWP” means the average wholesale price of a Covered Drug indicated on the most current pricing file provided to Elixir by Medi-Span® (or other applicable industry standard reference on which pricing hereunder is based) for the actual drug dispensed using the 11 digit National Drug Code (NDC) number provided by the dispensing pharmacy and applied to the actual quantity dispensed on the date of service. Elixir uses a single source for determining AWP and updates the AWP source file at least once weekly.</p> <p>(B) Minimum Generic Effective Rate Guarantees for retail, retail-90 and mail-order claims shall be defined as follows:</p> <p>The formula for these guarantees will be $1 - (\text{Aggregate Discounted Ingredient Cost} / \text{Aggregate Undiscounted AWP})$</p> <ol style="list-style-type: none"> Aggregate Discounted Ingredient Cost before the application of any member payments will be used in this calculation. Member payments include, but are not limited to, copayment, coinsurance, selection penalties, or other member paid amounts. Dispensing Fees will not be included in the Aggregate Discounted Ingredient Cost. Manufacturer Derived Revenue will not be included in the Aggregate Discounted Ingredient Cost. Both the Aggregate Discounted Ingredient Cost and Aggregate Undiscounted AWP will be based on the date of service of each claim. Aggregate Undiscounted AWP will be the AWP of the 11-digit NDC of the product dispensed, and in no event shall Average AWP be used. All single-source and multi-source generic products will be included in the guarantee. OTC claims will be included in the guarantee Claims that adjudicate with a DAW 5 and House Generics shall be considered generic claims for Minimum Effective Rate Guarantees Claims paid 100% by member cost share will be included in the calculation at the applicable Discounted Ingredient Cost paid by the member. No adjustment shall be made to amounts due under this guarantee based on claims that are funded 100% by the member. Only compounds, direct member reimbursement claims, secondary payor COB claims, Claims from non-Participating Pharmacies, LTC pharmacies, home infusion or government owned or operated pharmacies (e.g. Veterans Administration), Claims paid at government required amounts (e.g. Medicaid), Claims priced to the Plan Sponsor at the 340B price, vaccines, Limited Distribution Drugs, Claims from any Plan Sponsor owned or affiliated pharmacy which is not a Participating Pharmacy and defined specialty products dispensed through the designated specialty pharmacy shall be excluded from the discount calculation. Specialty products dispensed through any pharmacy other than an Elixir Specialty Pharmacy will be included in the retail guarantee, except for Limited Distribution Drugs. Brand claims with member selection ancillary charges will not be considered generic claims. Guarantees represent annual averages for each Contract Year. Elixir is not liable for partial Contract Years. 	

Minimum Brand Effective Rate Guarantees for retail, retail-90 and mail-order claims shall be defined as follows:

The formula for these guarantees will be $1 - (\text{Aggregate Discounted Ingredient Cost} / \text{Aggregate Undiscounted AWP})$

- m) Aggregate Discounted Ingredient Cost before the application of any member payments will be used in this calculation. Member payments include, but are not limited to, copayment, coinsurance, selection penalties, or other member paid amounts.
- n) Dispensing Fees will not be included in the Aggregate Discounted Ingredient Cost.
- o) Manufacturer Derived Revenue will not be included in the Aggregate Discounted Ingredient Cost.
- p) Both the Aggregate Discounted Ingredient Cost and Aggregate Undiscounted AWP will be based on the date of service of each claim.
- q) Aggregate Undiscounted AWP will be the AWP of the 11-digit NDC of the product dispensed, and in no event shall Average AWP be used.
- r) All single-source and multi-source brand products will be included in the guarantee, with the exception of DAW-5 claims.
- s) OTC claims will be included in the guarantee Claims that adjudicate with a DAW 5 and House Generics shall be considered generic claims for Minimum Effective Rate Guarantees
- t) Claims paid 100% by member cost share will be included in the calculation at the applicable Discounted Ingredient Cost paid by the member. No adjustment shall be made to amounts due under this guarantee based on claims that are funded 100% by the member.
- u) Only compounds, direct member reimbursement claims, secondary payor COB claims, Claims from non-Participating Pharmacies, LTC pharmacies, home infusion or government owned or operated pharmacies (e.g. Veterans Administration), Claims paid at government required amounts (e.g. Medicaid), Claims priced to the Plan Sponsor at the 340B price, vaccines, Limited Distribution Drugs, Claims from any Plan Sponsor owned or affiliated pharmacy which is not a Participating Pharmacy and defined specialty products dispensed through the designated specialty pharmacy shall be excluded from the discount calculation.
- v) Specialty products dispensed through any pharmacy other than an Elixir Specialty Pharmacy will be included in the retail guarantee, except for Limited Distribution Drugs.
- w) Brand claims with member selection ancillary charges will be included in the guarantee at the applicable ingredient cost before member cost share.
- x) Guarantees represent annual averages for each Contract Year. Elixir is not liable for partial Contract Years.

Maximum Brand and Generic Aggregate Dispensing Fee Guarantees for retail, retail-90 and mail-order claims shall be defined as follows:

The formula for this guarantee will be $\text{Aggregate Dispensing Fees of applicable claims} / \text{Total number of applicable claims}$.

- y) Aggregate Dispensing Fees will be the total of all dispensing fees charged on applicable claims before the application of any member payments will be used in this calculation. Member payments include, but are not limited to, copayment, coinsurance, selection penalties, or other member paid amounts.
- z) Brand and Generic classification of claims shall be consistent with the classification of the Minimum Effective Discount Rate Guarantees.
- aa) Only compounds, direct member reimbursement claims, secondary payor COB claims, Claims from non-Participating Pharmacies, LTC pharmacies, home infusion or government owned or operated pharmacies (e.g. Veterans Administration), Claims paid at government

required amounts (e.g. Medicaid), Claims priced to Plan Sponsor at the 340B price, vaccines, Limited Distribution Drugs, Claims from any Plan Sponsor owned or affiliated pharmacy which is not a Participating Pharmacy and defined specialty products dispensed through the designated specialty pharmacy shall be excluded from the discount calculation.

bb) OTC claims will be included in the guarantee

cc) Specialty products dispensed through any pharmacy other than an Elixir Specialty Pharmacy will be included in the retail guarantee, except for Limited Distribution Drugs.

dd) Guarantees represent annual averages for each Contract Year. Elixir is not liable for partial Contract Years.

The reconciliation of these guarantees and any potential subsequent payout will be based on ALL included claims, regardless of member cost share percentage.

(C) The Annual Average Effective Rate and Annual Average Dispensing Fee is calculated using actual price paid by Elixir to Participating Pharmacies in the designated Network, plus any Cost Share, (the Ingredient Cost) for all Claims for the applicable category above (including Claims paid at the U&C Price) during a Contract Year, excluding (i) compound drugs; (ii) Claims from non-Participating Pharmacies, LTC pharmacies, home infusion or government owned or operated pharmacies (e.g. Veterans Administration); (iii) Claims paid at government required amounts (e.g. Medicaid); (iv) Claims priced to the Plan Sponsor at the 340B price; (v) vaccines; (vi) Claims from any Plan Sponsor owned or affiliated pharmacy which is not a Participating Pharmacy; (vii) direct-member reimbursement (DMR) Claims; (viii) subrogation Claims; and (ix) Limited Distribution Drugs.

(D) 84 Days' supply or greater (Retail 90) at retail pharmacy guarantees apply only if Plan Sponsor's Benefit Plan includes a 90 days' supply at retail benefit for the entire Contract Year. Retail 90 is fulfilled through Elixir's Rx90 network, which is restricted to Walgreens, Rite Aid, and Costco retail locations. Plan Sponsor has elected through its Benefit Plan that it is required to utilize the Elixir Exclusive Specialty Pharmacy Program beginning on the Effective Date of this Agreement on the first fill; and Members are required to use the Elixir Specialty Pharmacy. Specialty Drugs dispensed at the Specialty Pharmacy will be included in the Annual Average Aggregate Effective Rate Guarantee for Specialty Drugs dispensed at the Specialty Pharmacy. For all other purposes, Specialty Drugs are excluded from all Effective Rate Guarantees.

(E) In no event will the Retail Pharmacy or Mail Order Pharmacy pricing terms specified in the Agreement, including, but not limited to, the Annual Average Effective Rate and Annual Average Dispensing Fee guarantees, apply to Specialty Drugs dispensed at a Specialty Pharmacy.

(F) The calculation is inclusive of the postage expense of Mail Order Claims. Should any United States Postal Service (USPS) or commercial carrier postage rate increase during the contract term, such increase will be passed through to Plan Sponsor via an equal increase to the Mail Order dispensing fee.

Annual Average Effective Rate and Annual Average Dispensing Fee Guarantee

Plan Sponsor acknowledges that the Annual Average Effective Rates and Annual Average Dispensing Fees specified in this Exhibit 1 are conditioned upon Plan Sponsor's adherence to certain conditions under this Agreement and that the actual Annual Average Effective Rates and Annual Average Dispensing Fees will also depend on Plan Sponsor's drug utilization and mix of Participating Pharmacies. Within four months after the end of each Contract Year, if the amounts paid by Plan Sponsor during the Contract Year for all Claims in any channel in Exhibit 1 with a specified rate are less favorable than the Annual Average Effective Rates and Average Dispensing Fees stated in Exhibit 1, Elixir shall credit Plan Sponsor with the difference for that channel. For purposes of clarity, channels are defined as follows: (i) Retail 30; (ii) Retail 90; (iii) Mail Order and (iv) Specialty. Elixir shall not be liable to Plan Sponsor for shortfalls in guaranteed Annual Average Effective Rates or Annual Average Dispensing Fees if (i) Plan Sponsor makes a change to the Benefit Plan at

any time (regardless of whether or not such change is required by law); (ii) the configuration of System edits is modified by Plan Sponsor; (iii) Plan Sponsor does not adhere to the Formulary; (iv) the utilization data provided by Plan Sponsor (or Plan Sponsor's agent) upon which the calculation of guarantees were based is inaccurate, incomplete; (v) there is a substantial change in drug utilization patterns of Covered Individuals; or (vi) Plan Sponsor terminates before completion of the applicable, full Contract Year. Plan Sponsor has no right of offset to withhold any payment due Elixir under this Agreement for any amounts Plan Sponsor believes are owed by Elixir for financial guarantees.

Annual Average Manufacturer Derived Revenue Guarantee^{(G),(H),(I),(J),(K)}

For Contract Year 2022:

- For 30 days' supply of Brand Drugs at a Retail Pharmacy - \$165.00 per paid Brand Drug Claim
- For 84 days' supply of Brand Drugs at a Retail Pharmacy - \$372.00 per paid Brand Drug Claim
- For 84 days' supply of Brand Drugs at the Mail Order Pharmacy - \$637.20 per paid Brand Drug Claim
- For Specialty Brand Drugs - \$1,360.93 per paid Specialty Brand Drug Claim

^(G) Manufacturer Derived Revenue guarantees are stated as annual average amounts per Contract Year.

^(H) Guarantees require Plan Sponsor to maintain a Benefit Plan that has a tier structure with a minimum \$15 differential in Cost Share between preferred Brand Drugs and non-preferred Brand Drugs. Guarantees are contingent upon Plan Sponsor employing a Plan Sponsor-funded Benefit Plan design in which, in general, Plan Sponsor funds a minimum of fifty percent (50%) of the cost of the Covered Drug.

^(I) Claims dispensed by Pharmacies participating in 340B program, Claims not eligible for Manufacturer Derived Revenue (e.g. Vaccines, Compounds, Direct Member Reimbursement Claims, Claims fully funded by Members, etc.), OTC drug Claims (with the exception of diabetic testing strips, meters and medications), subrogation claims, Limited Distribution Drugs, biosimilars, Claims pursuant to 100% Member Copayment plan, and Claims from any Plan Sponsor owned or affiliated pharmacy, shall be excluded from the calculation of the guarantees above.

^(J) Guarantees require Plan Sponsor to utilize current Elixir SelectEX Formulary.

^(K) Guarantees are based on Claims data which may contain Hepatitis-C drugs. If significantly less (80% of current) Hepatitis-C utilization is realized from one Contract Year to the next, then Elixir and Plan Sponsor will work in good faith to make an equitable adjustment to the Guarantees. Nothing in this Footnote (K) shall impact Section 3.2.1 (pass through to Plan Sponsor one hundred percent (100%) of all MDR earned by Plan Sponsor in accordance with such terms). Any adjustments to Guarantees will be on a go-forward basis and retrospective adjustments to Guarantees will not be permitted.

Plan Sponsor acknowledges that the annual average Manufacturer Derived Revenue guaranteed amounts specified in this Exhibit 1 are conditioned upon Plan Sponsor's adherence to certain conditions under this Agreement.

(a) If the Manufacturer Derived Revenue advanced to Plan Sponsor for the Contract Year is, overall, lower than the overall Manufacturer Derived Revenue earned by Plan Sponsor for the Contract Year, Elixir shall pay the difference to Plan Sponsor within thirty (30) days of report submission, after application of any additional offset allowed under this Agreement.

(b) If the Manufacturer Derived Revenue earned by Plan Sponsor for the Contract Year is, overall, lower than the annual average Manufacturer Derived Revenue guaranteed amounts specified above, in the aggregate,

Elixir shall pay the difference to Plan Sponsor, after application of any additional offset allowed under this Agreement.

Notwithstanding anything herein to the contrary, Elixir shall not be liable to Plan Sponsor for any shortfall in guaranteed Manufacturer Derived Revenue if: (i) Plan Sponsor makes a change to the Benefit Plan which directly impacts Elixir's ability to achieve financial guarantees at any time (regardless of whether or not such change is required by law); (ii) the configuration of System edits is modified by Plan Sponsor; (iii) Plan Sponsor does not adhere to the Formulary; (iv) the utilization data provided by Plan Sponsor (or Plan Sponsor's agent) upon which the calculation of guarantees were based is inaccurate, incomplete; (v) there is a substantial change in drug utilization patterns of Covered Individuals; (vi) there is a loss of rebates due to pharmaceutical manufacturer drug patent expirations, manufacturer bankruptcy, or removal of a drug from the market; (vii) there are changes in pharmaceutical manufacturer rebate contracting terms or policies; (viii) Plan Sponsor's Benefit Plan does not meet the conditions for rebates of pharmaceutical manufacturer contracts including market share rebates; (ix) if Plan Sponsor has been excluded by a manufacturer; (x) there is any governmental regulation, ruling, or guidance that impacts Elixir's ability to maintain current Manufacturer Derived Revenue yields; or (xi) Plan Sponsor terminates before completion of the applicable, Contract Year. Plan Sponsor has no right of offset to withhold any payment due Elixir under this Agreement for any amounts Plan Sponsor believes are owed by Elixir for financial guarantees. Elixir agrees to pay any undisputed shortfalls or monies owed to Plan Sponsor as a result of guarantees or reconciliations in a timely manner. If there are additional monies owed that may be in dispute, payment of any undisputed amounts shall not waive the right of Plan Sponsor to collect disputed or additional amounts at a later date.

Rebates in excess of the minimum rebate guarantees, in the aggregate, cannot be used to offset a shortfall on discount and/or dispensing fee guarantees, or vice-versa.

Manufacturer Derived Revenue shall include Price/Inflation Protection dollars received by Envision for pharmaceutical manufacturers and shall be passed-through 100% to Plan Sponsor.

**Elixir agrees to discuss any Elixir required changes to the pricing terms in good faith in response to the triggering condition. Elixir will be responsible to notify Plan Sponsor timely if and when this situation arises.*

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 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 Amendment Six to the Agreement with London Medical Management

ITEM DESCRIPTION: Included in the Board binders is amendment six to the agreement with London Medical Management to provide out-of-network medical claims cost reduction services.

The fee for service under this agreement is based upon a percentage (25%) of savings achieved by London Medical Management, determined by the difference between the original billed provider charge and the negotiated fee obtained.

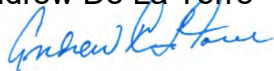
Amendment six extends the term of the agreement with London Medical Management for an additional six months, through December 31, 2022. The amendment also limits the scope of services to the processing of “run out” claims with service dates prior to January 01, 2022.

The costs of processing run out claims under this amendment is estimated at \$95,000.

These services are in alignment with the Joint Health Management Board’s established goals and responsibilities for providing high quality health care to active employees and retirees.

FINANCIAL SUMMARY: Annual estimated cost of \$95,000 is available in the Internal Service Health Fund.

PREPARED BY: Andrew De La Torre
Executive Director

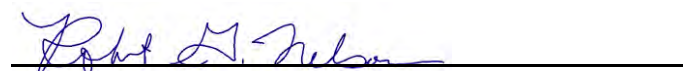


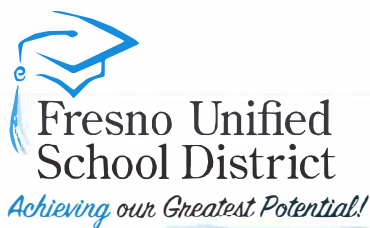
DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer



SUPERINTENDENT APPROVAL:





Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

London Medical Management, Inc.

Vendor Name

11860 Southern Highland Pkwy. Ste. 100 Las Vegas, NV

Address

Jack London

Phone Number

Vendor Contact

From:

Through: 12/31/2022

Term (Duration)

FUSD Contract Administrator:

Benefits & Risk Management

457-3596

Andrew De La Torre

Name

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

670-0841-0880-0000-6000-5899

Annual Cost \$ 95,000.00

Please choose an option

Fingerprint Requirements: All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.

Yes ☐

No ☒

Scope of Work Summary:

Consultant to provide out-of network claim reduction services with goal of reducing overall medical charges to these claims.

Date Item is to appear on **Board of Education Agenda:**

12/15/21

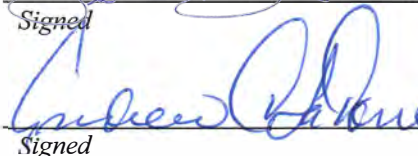
Agenda Item #

(Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**


Signed _____ Date _____

Reviewed & approved by **Executive Director, Risk Management:**


Signed _____ Date 12/2/2021

Please return signed contract to:

Mai Moua

Name

Benefits & Risk Management 457-3645

Department

AMENDMENT SIX
Consulting Services Agreement Addendum

Pursuant to Paragraph 10(i) of the Consulting Services Agreement ("Agreement"), dated July 1, 2015, between the Fresno Unified School District hereinafter referred to as "District", and London Medical Management, Inc., herein after referred to as "Contractor", the Agreement is amended effective as of January 1, 2022.

The parties agree as follows:

1. Paragraph 1 of the Agreement, "Term". The language of Paragraph 1 is amended in its entirety to read as follows:

"The original term of this Agreement was July 1, 2015 through July 1, 2016 and was amended as follows:

- Amendment 1 extended the term to July 1, 2016 through June 30, 2017
- Amendment 2 extended the term to July 1, 2017 through June 30, 2018
- Amendment 3 extended the term to July 1, 2018 through June 30, 2019
- Amendment 4 extended the term to July 1, 2019 through June 30, 2020
- Amendment 5 extended the term to July 1, 2020 through June 30, 2022

The term of this agreement shall extend the contract through December 31, 2022. There shall be no extension of the term of this Agreement without express written consent of all parties."

2. Paragraph 2 (a) of the Agreement, "Scope of Services." The language of Paragraph 2(a) is amended in its entirety to read as follows:

"a) Scope of Services. The District, through its designated agent, shall periodically and in its sole discretion select certain out-of-network claims to send to Contractor in a mutually agreed upon format. Effective January 1, 2022, claims sent to Contractor will be solely for dates of service prior to January 1, 2022. Contractor shall review each claim and determine whether it will negotiate the claim with the provider to obtain reduced charges. Within ten (10) business days after the date the District sends the claim to Contractor, Contractor shall notify the District via electronic format either that it declined to negotiate the claim or, in the event it decided to negotiate the claim, the results of the negotiation. The results shall be reported in terms of the amount by which the original billed charges from the provider have been reduced."

The Parties reaffirm that no other terms or conditions of the original Agreement not hereby otherwise modified or amended shall be negated or changed as a result of this Amendment Six.

DISTRICT

Fresno Unified School District

Santino Danisi, Chief Financial Officer

Date

Approved As To Form:

Andrew De La Torre 11.29.2021

Andrew De La Torre,
Executive Director, Benefits
and Risk Management

CONTRACTOR

London Medical Management, Inc.

Jack G. London
Jack G. London, President/CEO

11/19/2021

Date

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM A-15

AGENDA SECTION: A

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

ACTION REQUESTED: Approve

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Renewal Agreement with Origami Risk, LLC

ITEM DESCRIPTION: Included in the board binders is a renewal agreement with Origami Risk, LLC for continued use of the Origami Risk Management Information System (RMIS). Origami's RMIS is the existing claims management software used to process and report workers' compensation and general liability claims.

The district has used the Origami Risk, LLC software platform since December 2016. The original selection of Origami Risk, LLC and its RMIS was a result of Request for Proposal 16-20, approved by the Board of Education on December 14, 2016. This renewal agreement allows for a three-year term extension through December 2024.

The year one renewal cost is \$93,000, a 2.5% increase over the current (5th year) cost with year two and year three costs increasing 3.5% in each subsequent year.

FINANCIAL SUMMARY: The average annual cost of approximately \$96,293 is available in the Internal Service Liability Fund.

PREPARED BY: Andrew De La Torre
Executive Director



DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer



SUPERINTENDENT APPROVAL:



STATEMENT OF WORK #20211230

This Statement of Work ("SOW") describes services to be performed by Origami Risk LLC ("Origami") for Fresno United School District ("Client"). This SOW is subject to all the terms and conditions of the Software Subscription Agreement between Client and Origami dated December 30, 2016 (the "Agreement").

PURPOSE AND TERM

The purpose of this SOW is to renew Client's subscription to Origami's Risk Management Information System (RMIS) (the "Service") as set forth in this SOW. The term of this SOW shall begin on 12/30/2021 and shall continue for a duration of three years. Origami and Client agree that the term of the Agreement shall be extended through the duration of the term of this SOW.

LICENSES

<u>Base Functionality</u>		
<u>Functionality</u>	<u>Selected</u>	<u>Description</u>
RMIS	Yes	Includes functionality related to risk management, including incidents, claims, insurance policy management, locations, certificates of insurance, safety, and risk management portal.
Governance, Risk & Compliance (GRC)	No	Includes GRC/ERM functionality.
* Origami offers other base functionality (e.g., Claims Adjudication and Policy Underwriting and Issuance) not included under this SOW.		

<u>User Licenses</u>		
<u>License</u>	<u>Quantity</u>	<u>Description</u>
Full User	3	These licenses have access to all the capabilities and features of the Service under the base functionality selected above, except those features utilized for adjusting claims such as check writing, setting reserves and calculating indemnity benefits. These licenses have access to Extended Functionality features to the extent selected below.
Light User	2	These licenses have access to the dashboard, reports pre-configured for them, and read-only access to other areas of the Service under the selected base functionality. Light Users do not have access to Administration features or Extended Functionality features.
Claims Adjusting User	9	These licenses have access to all the features and capabilities of the Service under the base functionality selected above, including those features utilized for adjusting claims such as check writing, setting reserves and calculating indemnity benefits. These licenses have access to Extended Functionality features to the extent selected below.

<u>Non-Named User Access Licenses</u>			
<u>License</u>	<u>Selected</u>	<u>Quantity</u>	<u>Description</u>
Enterprise Wide Record Entry	Yes	Up to 2500 records added per year	These licenses are not named licenses and have access only to enter records either by (1) an anonymous collection portal, by clicking an anonymous collection link generated via Origami's administration features ("Portal Data Entry") or (2) granting access to a URL sent from Origami Risk as a Data Entry Event email notification, giving time limited access to a single record ("Grant Access").
Enterprise Values Collection	No	0 Users	These licenses allow representatives in the field to enter data through the Service's online platform pertaining to information necessary for renewal submissions, such as TIV, Square Footage, COPE information, or other such asset and exposure data.

<u>Extended Functionality Licenses</u>			
<u>License</u>	<u>Selected</u>	<u>Quantity</u>	<u>Description</u>
API Access	No	N/A	This license provides access to Origami's web service REST APIs using calls. Includes access for up to 5,000 calls per day. API calls may be made concurrently, subject to reasonable limitation when needed to preserve system performance. Requires a minimum of five (5) Full Users and/or Claims Adjusting Users.
Secure Email	No	Up to 0 Secure Emails sent per month	This license provides secure email functionality, which provides password protected hosting for email communications from and to the Service.
OCR Scanning	No	Not Included	This license provides optical character recognition (OCR) functionality for mapping specified data from scanned documents to data fields within the Service.

PRICING AND INVOICE SCHEDULE

The price for the licenses and services listed above in this SOW is \$93,000 for the first year, \$96,250 for year two, and \$99,650 for year three of this SOW. Exhibit A provides a detailed breakdown of the components of the price.

Such payments will be invoiced and due as follows:

12/30/2021 - \$93,000

12/30/2022 - \$96,250

12/30/2023 - \$99,650

If needed, additional services can be purchased through an addendum to this SOW. All fees are subject to state sales tax, where applicable.

All travel costs and expenses will be pre-approved by Client in writing and billed to Client as incurred.

ADDITIONAL PRICING:

1. If Client requires additional hosting during the term of this SOW, additional hosting fees will apply as follows:

- Current annual fee for hosting of up to 5,000 Claims / Incidents = \$7,500

- Annual fee for hosting of 5,001-10,000 Claims / Incidents = \$10,000

- Annual fee for hosting of 10,001-25,000 Claims / Incidents = \$15,000

- Current annual hosting fee includes 100GB of non-searchable File Attachment hosting

- Additional searchable File Attachment hosting is \$2,500 per 50GB per year

2. Additional Professional Service hours will be invoiced as incurred at Origami's unbundled rate listed within Exhibit A. Bundled hours (minimum of 10) may be added prior to the start of each contract year at Origami's bundled rate listed within Exhibit A.

3. Additional users, additional licenses or additional use beyond that which is listed above in the Licenses section of this SOW shall require additional fees. Origami shall invoice Client, and Client shall pay for any additional licenses, hosting, service hours or other usage in excess of what is specified in this SOW.

AMENDMENT TO THE AGREEMENT

1. Section 10(b) of the Agreement is deleted in its entirety and replaced with the following:

"Limitation of Liability. Under no circumstances shall Origami's aggregate maximum liability arising under or in connection with the initial term, or any and all renewal terms, of the agreement, the service or the professional services, exceed the payments actually made, or payable, to Origami hereunder for the initial 3-year term of the agreement or any subsequent 3-year term of agreement, whichever is greater."

2. Sections 12(i) and 12(j) of the Agreement are amended by replacing each reference to "ADR Systems of America" with "American Arbitration Association."

STATEMENT OF WORK APPROVAL

The undersigned agree to this Statement of Work.

ORIGAMI RISK LLC

By:  

Name: Christopher Bennett
(Print Name)

Title: President, Core Solutions

Date: December 6, 2021

Fresno United School District

By: _____

Name: Santino Danisi
(Print Name)

Title: Chief Financial Officer

Date: _____

APPROVED AS TO FORM

 12/6/2021
Andrew De La Torre, Executive Director
Benefits & Risk Management

EXHIBIT A PRICING DETAIL

EXPIRING RENEWAL INFORMATION

CONTRACT EXPIRING DATE:
CONTRACT EXPIRING AMOUNT:

NEW RENEWAL INFORMATION

CIENT NAME:
START DATE:
END DATE:
INSTRUCTIONS TO FINANCE:
COMPLETED BY:
RENEWAL OPPORTUNITY NAME:
CLIENT CONTACT NAME:
QUESTIONS? PLEASE REFER TO THE INSTRUCTIONS TAB OR CONTACT OPS

LICENSES		New Quantity		Year 1	Year 2	Year 3
Annual License Fee	Annual License Fee					
RMIS	Yes	Yes / No		\$ 5,000.00	5,000	5,000
Named User Licenses	Named User Licenses					
Full User(s)	3	User 1 - 5: \$2,000, User 6 - 20: \$1,250 User 21-40: \$1,000, User 41+: \$750		\$ 6,000.00	6,000	6,000
Light User(s)	2	User 1 - 30: \$400, User 31-60: \$300, User 61+: \$200		\$ 800.00	800	800
Claims Admin User(s)	9	User 1 - 5: \$3,000, User 6 - 20: \$2,250, User 21-40: \$1,500, User 41+: \$1,250		\$ 24,000.00	24,000	24,000
Extended Functionality Licenses	Extended Functionality Licenses					
Workers' Compensation Solutions (# of WC Jurisdictions)	1	First Jurisdiction: \$10,000, Each Additional Jurisdiction: \$1,000		\$ 10,000.00	10,000	10,000
Certificates - Insureds (# of Insureds)		Every 500 Insureds costs additional \$1000		\$ -	-	-
Enterprise Values Collection (# of Collection Users)		User 1 - 25: \$5,000 Total, User 26 - 100: \$10,000 Total, User 100+: \$20,000 Total		\$ -	-	-
Enterprise Wide Record Entry (# of records per year)	2,000	Please refer to the RISK Solutions Rate Table tab		\$ 10,000.00	10,000	10,000
Source Code Escrow	Yes	Yes / No		\$ 1,200.00	1,200	1,200
Mitchell EDI Integration Fees (if applicable)	No	Yes / No		\$ -	-	-
Origami API Access	No	Yes / No		\$ -	-	-
Origami API Access - # of Additional Call Blocks of 2500		# Additional Call Blocks of 2500		\$ -	-	-
[SPECIAL LICENSE]		Please provide special product name and rate in notes	Enter Custom Price by Year →	\$ -	-	-
Expiring License Total	New License Total			\$ 57,000.00	57,000.00	57,000.00

HOSTING		New Quantity		Year 1	Year 2	Year 3
Expiring Hosting Total	New Hosting Total			\$ 16,000.00	16,000.00	16,000.00

DATA PROCESSING		New Quantity		Year 1	Year 2	Year 3
Expiring Data Total	New Data Total			\$ 21,000.00	21,000.00	21,000.00

TOTAL IMPLEMENTATION		New Implementation Total		Year 1	Year 2	Year 3
				\$ -	-	-

ONGOING SUPPORT AND MAINTANCE		New Quantity		Year 1	Year 2	Year 3
Expiring Ongoing Support And Maintenance Total	New Ongoing Support and Maintenance Total			\$ 9,000.00	9,000.00	9,000.00

ADDITIONAL FEES		New Quantity		Year 1	Year 2	Year 3
Expiring Additional Fees Total	New Additional Fees Total			\$ -	-	-

DISCOUNT				Year 1	Year 2	Year 3
Expiring Discount Total	New Discount Total			\$ (10,000.00)	\$ (6,750.00)	\$ (3,350.00)

TOTAL		TOTAL NEW RENEWAL BY YEAR		Year 1	Year 2	Year 3
				\$ 93,000.00	96,250.00	99,650.00

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM A-16

AGENDA SECTION: A

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

ACTION REQUESTED: Approve

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Amendment Two to the Agreement with Pinnacle Training Systems, LLC

ITEM DESCRIPTION: Included in the Board Binders is amendment two to the agreement with Pinnacle Training Systems, LLC, expanding the criteria to determine eligibility for personal training and behavior modification services.

Pinnacle Training Systems, LLC provides health screenings, wellness coaching, personal training, behavior modification, and fitness classes to eligible plan participants, including active employees, retirees, and dependent children aged 18 and over.

Amendment two expands personal training and/or behavior modification eligibility criteria, allowing a broader range (moderate risk and high risk) of the population access to these services. The estimated additional annual cost to implement this amendment is \$20,086.

These services are in alignment with the Joint Health Management Board's established goals and responsibilities for providing high quality health care to active and retired employees.

FINANCIAL SUMMARY: Annual estimated cost of \$20,086 is available in the Internal Service Health Fund.

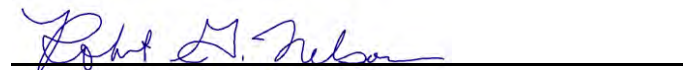
PREPARED BY: Andrew De La Torre
Executive Director



DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer

SUPERINTENDENT APPROVAL:





Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Pinnacle Training System

Vendor Name

(559) 515- 3578

Phone Number

From:

Term (Duration)

FUSD Contract Administrator:

Andrew De La Torre

Name

Budget (Fund-Unit-Dept.-Activity-Object)

6011 Fresno Street #120 Fresno, CA 93710

Address

Felicia Gomez, Owner

Vendor Contact

Through:

Benefits & Risk Management

457-3645

Site/ Dept

Telephone number

670-0841-0880-0000-6000-5899

Annual Cost \$ 20,086.00

Please choose an option

Fingerprint Requirements: All individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein.

Yes ☐

No ☒

Scope of Work Summary:

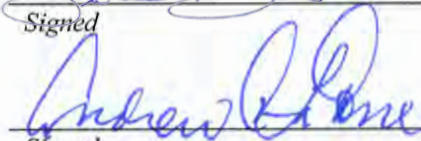
Amendment number 2 with Pinnacle Training Systems, LLC, expanding the criteria to determine eligibility for personal training and behavior modification services.

Date Item is to appear on **Board of Education Agenda:** 12/15/21 **Agenda Item #** (Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**


Signed _____ Date _____

Reviewed & approved by **Executive Director, Risk Management:**


Signed _____ Date _____

Please return signed contract to:

Mai Moua

Name

Benefits & Risk Management 457-3645

Department

**Amendment Two to the Independent Contractor Services Agreement
Between
The Fresno Unified School District and Pinnacle Training Systems, LLC**

Pursuant to Paragraph 27 of the Independent Contractor Services Agreement (“Agreement”), dated July 1, 2020, between the Fresno Unified School District (“District”) and Pinnacle Training Systems, LLC (“Contractor”), the Agreement is amended effective September 1, 2021 to read as follows:

1. A new Paragraph 2(f)(i) is added to read as follows: *Participants that have completed a Health Screening test in the twelve (12) months prior to September 1, 2021 that meet the criteria below will be eligible for Behavior Modification sessions.*

High Risk Criteria:

Scenario 1.	1 Biometric Value From This Column (RED)	<u>OR</u>	2 Biometric Values From This Column (YELLOW)
A1c	6.5 or above		5.7-6.4
Blood Pressure	Systolic 140 and above OR Diastolic 90 and above		Systolic 130-139 OR Diastolic 85-89
BMI	N/A – Do not include		25-29.9
% Body Fat [Male]	Above 27%		21%-27%
% Body Fat [Female]	Above 37%		31%-36%
LDL	160 mg/dL and above		130-159 mg/dL
Smoking	N/A – Do not include		Former Smoker

Moderate Risk Criteria:

1 Biometric Values From This Column (YELLOW)
5.7-6.4
Systolic 130-139 OR Diastolic 85-89
25-29.9
21%-27%
31%-36%
130-159 mg/dL
Former Smoker

”

2. Paragraph 2(g)(ii)1(a) will be amended in its entirety to read as follows. *Participants that have completed a Health Screening test in the twelve (12) months prior to September 1, 2021 that meet the criteria below will be eligible for Personal Training sessions.*

“Contractor shall limit Personal Training to participants who have not previously completed the Personal Training Program and meet the below criteria for High or Moderate Risk

High Risk Criteria:

Scenario 1.	1 Biometric Value From This Column (RED)	<u>OR</u>	2 Biometric Values From This Column (YELLOW)
A1c	6.5 or above		5.7-6.4
Blood Pressure	Systolic 140 and above OR Diastolic 90 and above		Systolic 130-139 OR Diastolic 85-89
BMI	N/A – Do not include		25-29.9
% Body Fat [Male]	Above 27%		21%-27%
% Body Fat [Female]	Above 37%		31%-36%
LDL	160 mg/dL and above		130-159 mg/dL
Smoking	N/A – Do not include		Former Smoker

Moderate Risk Criteria:

1 Biometric Values From This Column (YELLOW)
5.7-6.4
Systolic 130-139 OR Diastolic 85-89
25-29.9
21%-27%
31%-36%
130-159 mg/dL
Former Smoker

DISTRICT

CONTRACTOR

Fresno Unified School District

Pinnacle Training Systems, LLC

By: _____

Name: Santino Danisi

Title: Chief Financial Officer

By: _____

Name: Felicia Gomez

Title: Owner, Pinnacle Training Systems, LLC

Approved As To Form:



Andrew De La Torre, Director
Benefits and Risk Management

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM A-17

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 the Five-Year Agreement for the Department of General Services/Office of Administrative Hearings to Continue Services

ITEM DESCRIPTION: Included in the Board binders is an amendment for Department of General Services/Office of Administrative Hearings (OAH) agreement. The request is to increase the 2019-2024 five-year contract amount by \$102,000 to account for increased services of Administrative Law Judges, and case management for the purpose of conducting dismissal hearings pursuant to Government Code section 27727.

Expected Outcome:

- OAH will continue to provide Administrative Law Judge services, interpreters, court reporters and general support for the purpose of conducting dismissal hearings.

FINANCIAL SUMMARY: Sufficient funds in the amount of \$102,00 are available in the Human Resources budget.

PREPARED BY: Manjit Atwal,
Executive Director

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

CABINET APPROVAL: Paul Idsvoog,
Chief Human Resources/Labor Relations

Paul Idsvoog

SUPERINTENDENT APPROVAL:

Robert L. Nelson



Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Department of General Services / Office of Administrative I

2349 Gateway Oaks Drive, Suite 200, Sacramento, CA 95833

Vendor Name
(916) 263-0791

Address
Tim Dean

Phone Number

Vendor Contact

From: August 13, 2019

Through: August 12, 2024

Term (Duration)

FUSD Contract Administrator:
Manjit Atwal

Human Resources

Name

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

030-0690-0935-0000-7100-5899

Annual Cost

(Contract will not be authorized to exceed this amount w/o BOE approval)

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:

Department of General Services / Office of Administrative Hearings agrees to provide Administrative Law Judge services, interpreters, court reporters and general support for the purpose of conducting dismissal hearings pursuant to Government Code Section 27727.

Date Item is to appear on Board of Education Agenda:

12/15/21

Agenda Item #

(Contracts of \$15,000.00 or more)

Reviewed & approved by Cabinet Level Officer:

Signed

Date

Reviewed & approved by Executive Director, Risk Management:

Signed

Date

Please return signed contract to:

Name

Department

STANDARD AGREEMENT AMENDMENT

Agreement Number

130759

Amendment Number

130759A

1. This Agreement is entered into between:

LOCAL AGENCY'S NAME

Fresno Unified School District

CONTRACTOR'S NAME

Department of General Services / Office of Administrative Hearings

2 The term of this

Agreement is: **08/13/2019**Through **08/12/2024**

3. The maximum amount

of this Agreement after this Amendment is:

\$ 150000**One Hundred Fifty Thousand**

Dollars and No Cents

4. The parties mutually agree to this amendment as follows: All actions noted below are by this reference made a part of the Agreement and incorporated herein:

This Agreement is hereby amended to increase the maximum payable from \$ **48000** to \$ **150000**.

All other terms and conditions shall remain the same.

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR

CONTRACTOR'S NAME

Office of Administrative Hearings

BY (Authorized Signature)

**Phoenix Lawson**

DATE SIGNED (Do not type)

12/08/2021

PRINTED NAME AND TITLE OF PERSON SIGNING

Phoenix Lawson, Staff Services Manager I

ADDRESS

2349 Gateway Oaks Drive, Suite 200, Sacramento, CA 95833**LOCAL AGENCY**

LOCAL AGENCY NAME

Fresno Unified School District

BY (Authorized Signature)



DATE SIGNED (Do not type)

12/9/2021

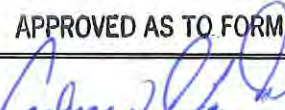
I declare under penalty of perjury that I have full authority to execute this agreement on behalf of the Local Agency.

PRINTED NAME AND TITLE OF PERSON SIGNING

Paul Istroog, Chief of Human

ADDRESS

APPROVED AS TO FORM


Andrew De La Torre, Executive Director
Benefits & Risk Management

STANDARD AGREEMENT

AGREEMENT NUMBER

130759

1. This Agreement is entered into between:

LOCAL AGENCY'S NAME

Fresno Unified School District

CONTRACTOR'S NAME

Department of General Services / Office of Administrative Hearings

2. The term of this

Agreement is:

Upon the date of approval and execution by all parties through five years

3. The maximum amount

\$ 48,000.00

of this Agreement is:

Forty Eight Thousand Dollars and No Cents

4. The parties agree to comply with the terms and conditions of the following exhibits which are by this reference made a part of the Agreement.

Exhibit A – Scope of Work

5 pages

Exhibit B – Budget Detail and Payment Provisions

2 pages

Exhibit C – General Terms and Conditions

1 pages

Exhibit - Service Revolving Fund (SRF) Directive – Payment By Wire Transfer Form

1 pages

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR

CONTRACTOR'S NAME

Office of Administrative Hearings

BY (Authorized Signature)



DATE SIGNED (Do not type)

8/13/19

PRINTED NAME AND TITLE OF PERSON SIGNING

Bob N. Varma, Deputy Director and Assistant Chief ALJ

ADDRESS

2349 Gateway Oaks Drive, Suite 200, Sacramento, CA 95833

LOCAL AGENCY

LOCAL AGENCY NAME

Fresno Unified

BY (Authorized Signature)



Ruth F. Quinto

Deputy Superintendent/CFO

DATE SIGNED (Do not type)

6/20/19

I declare under penalty of perjury that I have full authority to execute this agreement on behalf of the Local Agency.

PRINTED NAME AND TITLE OF PERSON SIGNING

Paul Lasnog, Chief of Human Resources

ADDRESS

2389 Tulare Street

APPROVED AS TO FORM


7/25/19
Andrew De La Torre, Executive Director
Benefits & Risk Management

EXHIBIT A

SCOPE OF WORK

1. Upon request of Fresno Unified School District
(hereinafter referred to as "Local Agency"), the Office of Administrative Hearings (OAH) agrees to furnish the services of Administrative Law Judges (ALJs) and case management staff to the Local Agency, for the purpose of managing cases and conducting hearings under Government Code section 27727 when required personnel are available by OAH. The assignment of ALJs for hearings will be at the discretion of the Director and/or Presiding Administrative Law Judges, who may elect to hear the matter themselves.

2. Project Representatives

The project representatives during the term of this agreement will be:

Office of Administrative Hearings

Alan R. Alvord, Presiding Administrative Law Judge, General Jurisdiction Division

Phone: 619-525-4475

Email: Alan.Alvord@dgs.ca.gov

Local Agency: Fresno Unified School District

Name: Manjit Atwal

Title: Executive Director of Human Resources/Labor Relations

Phone: 559-457-3501

Email: Manjit.Atwal@fresnounified.org

Direct all inquiries regarding this agreement to:

Office of Administrative Hearings

Tim Dean, Contract Analyst

2349 Gateway Oaks Dr. Suite 200

Sacramento, CA 95833

Phone: 916-263-0791

Email: tim.dean@dgs.ca.gov

Local Agency: Fresno Unified School District

Attention: Ricky Vang

Address: 2309 Tulare St. Fresno, CA 93721

Phone: 559-457-3504

Email: Ricky.Vang@fresnounified.org

All invoices and billing shall be directed to:

Local Agency: Fresno Unified School District

Attention: Ricky Vang

Address: 2309 Tulare St. Fresno, CA 93721

Phone: 559-457-3504

Email: Ricky.Vang@fresnounified.org

The Project Representative and Agreement and Billing Representative may be changed through written confirmation to the other party. This change shall not require an amendment to this agreement. It may take up to two billing cycles for a change to the Local Agency Billing Contact to be in effect.

3. Services to be Performed:

- a. The Local Agency shall provide OAH a written request to set a matter for hearing or mediation with all pleadings, documents, papers, or other materials that have been provided to the other party. The Local Agency agrees to provide OAH copies of all applicable laws and ordinances governing the hearing at the time the request for hearing or mediation is made. The Local Agency agrees that OAH will not be able to schedule a hearing or mediation until these materials are provided. The Local Agency shall indicate in the request to set a matter for hearing if OAH is to issue a proposed or final decision in the matter. If a proposed decision is required, Local Agency shall provide the name and contact information for the decision-maker who is responsible for making the final decision.

- b. The Local Agency shall electronically file the request to set a matter for hearing and all other required pleadings and papers with OAH using the secure electronic filing system offered by OAH or otherwise in accordance with OAH requirements.
 - c. The Local Agency shall inform OAH if the hearing is to be electronically recorded or if a court reporter is required. If a court reporter is required, the Local Agency shall indicate at the time the request a hearing if they will be providing a court reporter or if OAH should provide one. Unless the Local Agency or OAH determines a court reporter is required by statute, ordinance, or regulation, the hearing will be electronically recorded by OAH.
 - d. OAH shall perform all case management and hearing services that OAH, in its sole discretion, deems necessary to the proper handling and adjudication of the case.
 - e. The Local Agency agrees to inform OAH 30 days prior to the hearing if any accommodations or interpreters are required. Local Agency shall be responsible for the costs of accommodations or interpreters. If OAH incurs costs for providing reasonable accommodations, interpreter or translation services for any matter under this agreement, those costs shall be borne by the Local Agency.
 - f. Record Retention: OAH shall retain all records in accordance with its current record retention schedule. If the Local Agency requests OAH to issue a proposed decision, the exhibits will be returned to the Local Agency Project Representative along with the proposed decision at the conclusion of the matter, and the Local Agency shall be deemed the custodian of the administrative record.
4. Service Location: The services shall be performed at a location convenient for OAH and all parties. The Local Agency shall file a request for mediation or hearing directly with the local OAH office which is handling the matter.
5. Record of the Proceeding:
- a. If a Court Reporter is not used, OAH shall be responsible for electronic recording of all hearings, and shall impose a recording fee not to exceed the amount set by the Department of General Services through the Price Book. The current Price

Book is located at: <https://www.dgs.ca.gov/OFS/Price-Book>. The electronic recording fee shall only be imposed following the actual recording of a proceeding and shall not be included as part of the filing fee.

- b. If OAH provides a Court Reporter, the Local Agency is responsible for all costs associated with the Court Reporter, in accordance with the current contract rates. Current contract rates, including Court Reporter and transcription costs, can be found at: <https://www.dgs.ca.gov/OAH/Case-Types/General-Jurisdiction/Resources/Page-Content/General-Jurisdiction-Resources-List-Folder/Find-Contract-Information-to-Obtain-OAH-Court-Reporter-Services>.
- c. OAH shall arrange for transcription of hearing recordings upon the request of any party to the proceeding or the Local Agency Project Representative and upon receipt of payment for transcription costs. OAH may use a vendor for transcription services.
- d. OAH will charge a requesting party the actual cost of preparing the administrative record. If the requesting party has been declared in forma pauperis, or has received a waiver of court fees from a court of competent jurisdiction in a case arising out of the OAH matter, and is seeking judicial review of the case before OAH, the Local Agency shall pay the full costs for preparing the administrative record and/or transcript. OAH will notify the Local Agency of the associated costs prior to preparing such records.
- e. OAH will not include within its administrative record any records or hearing exhibits the custody of which has been transferred to the Local Agency. OAH may prepare a clerk's record upon request and payment of associated fees in these circumstances.

6. Rates

- a. In consideration of the performance of such services by OAH, the Local Agency agrees to pay to OAH the full cost of rendering such services at the rate established at the time the services are rendered. The Local Agency is responsible for the filing fee for each case filed, ALJ (including Presiding Administrative Law Judge, and Division Presiding Administrative Law Judge)

time billed at an hourly rate, an electronic recording fee if the proceedings are electronically recorded, the cost of all accommodation or interpreter services requested, and the full cost of any preparation of the clerk's record or transcript at the current contract rates.

- b. In the event a calendared case is taken off-calendar, or needs to be re-calendared, other than by OAH, and OAH is unable to schedule the ALJ for work on another case, the Local Agency agrees to pay OAH for the original hearing time or until the ALJ is assigned to another case, whichever occurs first. Every effort will be made to promptly reassign the scheduled ALJ in the event a calendared matter is cancelled, taken off-calendar, settled, re-calendared or continued.
 - c. The costs of OAH's services include filing fees, ALJ hourly rates, any reasonable costs related to any requested accommodations, and translator/interpreter fees as required. All costs associated with providing a record of the hearing (reporter/transcription, etc.) shall be billed directly to the requesting party or the Local Agency in accordance with Section 5 above. ALJ hourly rates and filing fees charged by OAH will be the rates set forth in the Department of General Services' Price Book at the time the services are rendered. Rates for court reporters will be the current contract rates at the time the services are rendered, which vary by geographical location. Fees for translator/interpreters and transcription services will be based on current contract rates at the time the services are rendered. All rates are subject to change annually. The current contract rates for these services can be found on OAH's website.
 - d. The Local Agency agrees to be responsible for the full costs of any service provided by OAH on a Local Agency case, regardless of any agreement the Local Agency may have with a third party or any other cost-sharing provision.
7. The contract is effective upon approval and execution of all signatures to this contract. The term of this contract is five years from the effective date of the contract. This contract may only be amended for term and amount upon mutual agreement of the parties.

EXHIBIT B

BUDGET DETAIL AND PAYMENT PROVISIONS

1. The Office of Administrative Hearings is a reimbursable entity as detailed in Government Code section 11370.4. Notwithstanding any other provision of law, the total cost of services provided by the OAH shall be collected from the Local Agency entering into this agreement.
2. Parties shall keep apprised of the balance of this agreement at all times. Local Agency agrees to notify OAH when the expended amount is close to exhausting the funds in this agreement.
3. For services rendered in accordance with the Scope of Work, the Local Agency shall compensate the OAH for the full cost of services and actual expenditures incurred in accordance with the rates specified herein. Compensation for services rendered by OAH pursuant to this agreement shall not be dependent on the decision rendered by the ALJ in a hearing involving the Local Agency. OAH charges shall include the following: filing fees, electronic recording fees, Administrative Law Judge hourly charges, and translator/interpreter fees as required. Additionally, all costs associated with providing a record of the hearing (reporter/transcription, etc.) shall be billed directly to the Local Agency.
4. Invoices shall be paid promptly and delays in payment may result in OAH's discontinuation of services.
5. ALJ hourly rates and filing fees charged by OAH will be the rates set forth in the Department of General Services' Price Book at the time the services are rendered. Rates for court reporters will be the current contract rates at the time the services are rendered, which vary by geographical location. Fees for translator/interpreters and transcription services will be based on current contract rates at the time the services are rendered. All rates are subject to change annually. Any training required of the ALJs by the Local Agency to conduct these hearings will be paid out of the contract funds by the

Local Agency at the prevailing ALJ hourly rate. The Price Book is available at <http://www.dgs.ca.gov/ofs/Pricebook.aspx>

6. OAH shall be paid not more frequently than monthly, in arrears, upon issuance of an invoice by the Department of General Services which details charges, expenses, direct and indirect costs.
7. Payment may be completed through direct transfer, in accordance with Service Revolving Fund Directive, SRF #1025, attached hereto as Exhibit D. For questions about establishing a wire transfer process with OAH/DGS, the Local Agency shall contact DGS at SRFFISCALSERVICES@dgs.ca.gov or the OAH Project Representative.

EXHIBIT C

GENERAL TERMS AND CONDITIONS

1. APPROVAL: This Agreement is of no force or effect until signed by both parties.
2. AMENDMENT: Except as noted in Exhibit A, Paragraph 2, no amendment or variation of the terms of this Agreement shall be valid, unless made in writing, signed by the parties and approved as required. No oral understanding or Agreement not incorporated in the Agreement is binding on any of the parties.
3. CANCELLATION/TERMINATION:
 - A. This agreement may be cancelled or terminated without cause by either party by giving 30 calendar days advance written notice to the other party. Such notification shall state the effective date of termination or cancellation and include any final performance and/or payment/invoicing instructions/requirements.
 - B. Upon receipt of a notice of termination or cancellation from the Local Agency, OAH shall take immediate steps to stop performance and to cancel or reduce subsequent contract costs.
 - C. OAH shall be entitled to payment for all allowable costs authorized under this agreement, including authorized non-cancelable obligations incurred up to the date of termination or cancellation, provided such expenses do not exceed the stated maximum amounts payable.
4. GOVERNING LAW: This contract is governed by and shall be interpreted in accordance with the laws of the State of California.
5. SETTLEMENT OF DISPUTES: In the event of a dispute, the Local Agency shall file a "Notice of Dispute" with the Director of OAH within 10 days of discovery of the problem. Within 10 days, the Director of OAH may meet with the Local Agency for purposes of resolving the dispute. The Director of OAH shall make the final administrative decision regarding a dispute.

EXHIBIT D

Service Revolving Fund (SRF) Directive – Payment By Wire Transfer Form

SERVICE REVOLVING FUND (SRF) DIRECTIVE

Number: SRF # 1025	Subject: PAYMENT BY WIRE TRANSFER	Date Issued: REV 10/2018
References: SAM Section 8091		

PURPOSE

To outline the process for a private company to set up wire transfer documents with their banking institution in making payments to the State of California, Department of General Services (DGS).

PROCEDURES

The following Instructions are for the private company and their banking institution, the DGS Office contact person, and the DGS SRF Receivables Analyst in requesting and processing wire transfers:

A. APPROVAL REQUESTED TO TRANSFER FUNDS INTO DGS ACCOUNT

Either the private company or the DGS Office is to contact SRF Receivable Analyst by E-mail at SRFFISCALSERVICES@dgs.ca.gov to obtain **approval to wire transfer funds into the DGS Account**. The following information is needed along with any pertinent data that would help identify the nature of the payment:

1. Company Name
2. Company Representative (name, phone, e-mail and fax number)
3. DGS Office contact person name
4. Escrow Account Number
5. Reason for payment
6. Amount

If you have any questions regarding the wire transfer process, please contact SRF Receivables Analyst by E-mailing to SRFFISCALSERVICES@dgs.ca.gov or by phone at 916-376-5182.

B. WIRE TRANSFER PROCESS

1) PRIVATE COMPANY & BANKING INSTITUTION

Provide your banking institution with the following information to set up wire transfer payments to DGS (banking customer is responsible for the payment of any processing fee):

ABA Routing Number: 026009593
Account Number: 14360-80784

Department of General Services
OFS - SRF Fiscal Services
707 Third Street, 10th Floor
West Sacramento, CA 95605

2) DGS OFFICE CONTACT PERSON

Provide DGS OFS 2028 Report of Check/Cash Collection to the SRF Receivable Analyst as soon as you know that a wire transfer payment is in process. This will ensure the money is recorded properly in the Financial Information System for California (FI\$Cal) Accounts Receivable Module.

3) DGS SRF RECEIVABLES ANALYST

Once the wire transfer has been made, SRF Receivable Analyst will run the State Treasury Bank of America Report and apply the transfer using the Report of Check/Cash Collection or the E-mail from the private company or the DGS Office to record the transfer of funds in FI\$Cal.

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM A-18

AGENDA SECTION: A

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

ACTION REQUESTED: Approve

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Independent Contractor Service Agreement for HeliosEd and Approve Retiree Contract Agreement with Benedict J. Atitya to Provide Extra Support to the Human Resources Department

ITEM DESCRIPTION: Human Resources is requesting the approval of the Independent Contractor Service Agreement for HeliosEd and included in the Board binders and recommended for approval is a Retiree Contract with Benedict J. Atitya.

SearchSoft is scheduled for migration to the Cloud causing the Selection Portal and other work-around solutions to become obsolete. Presently, the District does not have a comprehensive application tracking system (ATS). HeliosEd provides an efficient and user friendly ATS platform designed for school districts. It can provide streamlining of the hiring and recruitment process, reduce costs, increase processing efficacy, and improve fill-rate timing. HeliosEd will accommodate the unique bargaining agreements around hiring for various labor groups and will also provide for an integrated and comprehensive platform eliminating multiple human touch points and increasing the efficiency with which applications can be processed. It will eliminate the current segmented and disconnected set of processes for talent acquisition and process management which have a significant negative impact on the smooth operations of schools, leading to an adverse impact on student outcomes.

The term of the agreement commences on December 16, 2021 and will end on December 15, 2024. Total costs for 3-year contract include annual costs and on-time setup cost in the amount of \$161,346.

Retiree Contract with Benedict J. Atitya who retired as Administrative Analyst, Research, Evaluation and Assessment in 2019. Mr. Atitya's scope of work will be to lead development of interim workaround solutions for the migration of SearchSoft and implementation of the HeliosEd agreement as well as design an HR Data Reporting and Analytics System, including defining data retrieval and extract-transform-load, and unstructured data processing. The expected outcome is support in HR decisions related to recruitment and hiring to ensure personnel are onboarded efficiently to support schools and students.

Mr. Atitya is assisting Human Resources with support since November 1, 2021 under an initial \$14,500 contract, and there is continued need for the extra support. The contract extension provides for Mr. Atitya's assistance through June 30, 2022, at a cost of \$32,500. Therefore, the contract (including the previous term) will total \$47,000.

FINANCIAL SUMMARY: Sufficient funds in the amount of \$208,346 are available in the Human Resources budget.

PREPARED BY: Manjit Atwal,
Executive Director

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

CABINET APPROVAL: Paul Idsvoog,
Chief Human Resources/Labor Relations

Paul Idsvoog

SUPERINTENDENT APPROVAL:

Robert L. Nelson



Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Helios Ed

Vendor Name

562-882-3551

Phone Number

From: December 16, 2021

Term (Duration)

FUSD Contract Administrator:

Manjit Atwal

Name

Budget (Fund-Unit-Dept.-Activity-Object)

2955 Campus Drive, Suite 110, San Mateo, CA 94403

Address

Brian Juarez

Vendor Contact

Through: December 15, 2024

Human Resources

Site/ Dept

559-457-3501

Telephone number

030-0720-0930-0000-7200-5899

Annual Cost \$ 161,346.00

(Contract will not be authorized to exceed this amount w/o BOE approval)

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:

Helios Ed provides an efficient and user friendly ATS platform designed for school districts. It will provide streamlining of the hiring and recruitment process, reduce costs, increase processing efficacy, and improve fill-rate timing. Helios Ed will accommodate the unique bargaining agreements around hiring for various labor groups and will also provide for an integrated and comprehensive platform eliminating multiple human touch points and increasing the efficiency with which applications can be processed.

Annual Cost (\$47,532): Helios Core Software Solution includes initial on-line training; phone and email support; data hosting; software updates to existing modules, reports; hiring and applicant tracking; new hire onboarding; selection, interviewing and ranking; electronic files and documents. One-Time Set-up Cost (\$18,750): includes initial setup cost, onboarding forms setup, setup interfaces, selection and interview process setup.

TOTAL COST includes annual cost for three years of \$142,596 plus one-time set-up cost of \$18,750 = \$161,346

Date Item is to appear on Board of Education Agenda: 12/15/21 Agenda Item # (Contracts of \$15,000.00 or more)

Reviewed & approved by Cabinet Level Officer:

Signed

Date

Reviewed & approved by Executive Director, Risk Management:

Signed

Date

Please return signed contract to:

Manjit Atwal

Name

Human Resources

Department



Fresno Unified School District

Independent Contractor Services Agreement

GENERAL INFORMATION

School/Department Budget: 030-0720-0930-0000-7200-5899

District Contact Person: Manjit Atwal

Budget Manager Approval: _____

Contractor's Vendor Name: Helios Ed

Contractor's Contact Person: Brian Juarez

Contractor's Title: K-12 Partnership Manager

Contractor's Telephone
Number: 562-882-3551

Contractor's E-mail: brian@heliosed.com

Contractor's Address: 2955 Campus Drive, Suite 110, San Mateo, CA 94403

Contractor's Taxpayer ID# or
SSN#: 20-1454340

This Independent Contractor Services Agreement is made and entered into effective 12/16/21 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor").

1. Contractor Services. Contractor agrees to provide BJ

Helios Core Software Solution includes initial on-line training; phone and email support; data hosting; software updates to existing modules, reports; hiring and applicant tracking; new hire onboarding; screening, selection, interviewing/interview panel setup; scoring, forced ranking for classified/management interviews, standard scoring for certificated interviews; job applications and applicant pool; reference checking and hiring, multiple new hire packets. and ranking; electronic files and documents.

One-Time Set-up includes onboarding forms setup, setup interfaces, selection and interview process setup.

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 12/16/21 , and shall terminate on 12/15/24 . 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 \$ 125.00 per hour , Not to exceed \$ 161,346.00. Checks will be made payable to Helios Ed . 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 BJ
- 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.
 - e. Total Estimated Cost (Sum of paragraphs 4 and 5a – d): \$ 161,346.00
 - f. Other \$ 0.00
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 BJ District's initials _____
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 Committee 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 Committee Contractor shall provide a written acknowledgement 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 Committee 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 Committee and 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 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 BJ District's initials _____

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: Helios Ed

Name: Brian Juarez

Address:

2955 Campus Drive, Suite 110
San Mateo, CA 94403

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

Date

CONTRACTOR

Helios Ed

Brian Juarez

Name: Brian Juarez , *Title:* K-12 Partnership Mar
12/6/2021

Date

Approved As To Form:

Andrew De La Torre

Andrew De La Torre, Executive Director
Benefits and Risk Management

12/7/2021

Date



www.heliosed.com

Proposal

Proposal #	12587
Date	11/20/2021
Expiration Date	12/25/2021
Number of Employees	10,000

School or District Fresno Unified School District

Primary Contact Paul Idsvoog, Manjit Atwal, Felicia Treadwell, Malati Gopal

Services

Ongoing Annual Cost (See Documentation for Expanded Descriptions of Services)	Annual Cost \$
Helios Core Software Solution with: ✓ Initial Online Training ✓ Phone and Email Support (Business Hours) ✓ Data Hosting ✓ Software updates to existing modules ✓ Reports ✓ Hiring and Applicant Tracking ✓ New Hire Onboarding ✓ Selection, Interviewing, and Ranking ✓ Electronic Files and Documents	69,900
Includes:	
Screening, Selection, Scheduling, Interview Panel Setup	
Scoring, Forced Ranking for Classified/Management	
Standard scoring for Certificated	
Job Applications and Applicant Pool	
Reference Checking and Hiring	
Multiple New Hire Packets	
Total Annual Cost	69,900
Discount 32%	22,368
Net Total Annual Cost	47,532

One Time Setup Cost	Rate \$	Est. Hours	Item Cost \$
Initial Setup Cost	125	10	1,250
Onboarding Forms Setup (1 Onboarding Packet)	125	25	3,125
Setup 1 Interface	125	39	4,875
Selection and Interview Process setup (as discussed)	125	76	9,500
4 webinar trainings			FREE
Net Total One Time Setup Cost			18,750

Initial Term	3 Years
	The discounts and annual investment will remain good for the term selected, except if number of employees increases or additional modules are needed.
Payments	
<i>Payment Terms</i>	Annual billing
<i>Payment Due Date</i>	Initial annual Technology Services payment is due prior to or at time of delivery of administrator access keys to Service.
	Subsequent annual Technology Services payments and all Professional Services payments are due within 30 days of invoice receipt.
<i>Refund Policy</i>	Technology Service fees are non-refundable except otherwise noted.
<i>Setup and Professional Services</i>	Professional services provided are estimates only based on the scope of work known at the time of providing this proposal. Additional services or services beyond this scope will be charged at the prevailing hourly rate.
<i>Early Termination</i>	If the Client chooses to terminate the Agreement prior to the expiration of the Initial Term specified above, an early termination fee equal to one year of annual ongoing investment will be payable upon such termination.

This SUBSCRIPTION SERVICES AGREEMENT, along with the attached Terms and Conditions and all Schedules (collectively, the "Agreement") is made and entered into between Mann InfoCom, Inc., dba Helios Ed ("Company"), and the Client listed above this proposal is prepared for ("Client") as of the date written below the Client signature ("Effective Date"). Company and Client are each a "Party" or together the "Parties."

ADDITIONAL TERMS

The following shall supersede the language in the attached Terms and Conditions:

Section 4.1 regarding Term and Termination: The Agreement will remain in full force and effect for the Initial Term specified above. Subsequently, Licensee will be able to renew the Agreement for additional consecutive annual terms (each a "Renewal Term") and the Agreement will not automatically renew. If the Licensee fails to renew and pay the invoices for the subsequent Renewal Terms within a reasonable period of time, Licensee may lose access to the service and the data.

Section 9.1 and 9.3 regarding Limitation of Liability: Company's liability for all claims arising out of the agreement, whether in contract, tort, data breach, or otherwise, shall not exceed \$500,000 in aggregate.

Section 11.3 regarding Governing Law: Courts situated in Fresno county, CA will have jurisdiction over the resolution of disputes.

All other terms remain unchanged.

Accepted and agreed:

Client

Signature:



Name: Paul Edsberg

Title: Chief of Human Resources

Date: 12/9/2021

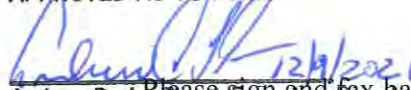
Helios Ed

Signature: Brian Juarez II

Name: Brian Juarez II

Title: Partner Success

APPROVED AS TO FORM



Andrew De La Torre, Executive Director

Benefits & Risk Management

Please mail check payable to Helios Ed, 2955 Campus Drive, Suite 110, San Mateo, CA 94403.

This proposal is valid for 30 days for this Client only unless stated otherwise.

TERMS AND CONDITIONS TO HELIOS ED SUBSCRIPTION SERVICES AGREEMENT

1. DEFINITIONS.

"Affiliate" means an entity that directly or indirectly controls, is controlled by, or is under common control with a Party. "Control," for purposes of this definition, means direct or indirect ownership or control of more than 50% of the voting interests of the subject entity.

"Applicable Law" or "Applicable Laws" means all laws, rules, regulations, and other binding requirements of any governmental authority with jurisdiction which are applicable to any Party under this Agreement.

"Documentation" means the instructions and other content available on Company's websites, including any replacement pages, all of which may be amended from time to time.

"IP Rights" means all copyrights, patents, trademarks, trade secrets, moral rights and other intellectual property and proprietary rights.

"Service Data" means data, information or material uploaded or routed to Client via the Subscription Services, or transmitted using the Subscription Services, or otherwise provided to Client or Users by Company, together with any derivative works made therefrom. Service Data is deemed to be the Confidential Information of Company.

"Subscription Services" means the school and school district employee management and record keeping tools, features, functions and services offered by Company and listed above in this Agreement, including without limitation databases, public data and information, documentation, system and network interfaces, internal network, cloud and disk storage, software applications, operating systems, engines, warehouses and internal communications backbone used to provide access to and use of such services, and all IP Rights therein. The Subscription Services may be supplemented, revised, expanded, or updated from time to time by Company in its sole discretion, providing that all material features provided for in this Agreement shall continue to be available to Client.

"Tax" or "Taxes" means any and all sales, use, value-added, excise, or similar transaction taxes or duties, together with any penalties, fines, charges or interest thereon, imposed by any domestic or foreign taxing authority on or with respect to the sale of any services or materials in connection with the performance of the Agreement.

"User" and "Users" means employees of Client and any Affiliates which have been provided access to any part of the Subscription Services by Client. "Affiliate" means contractors, directors, volunteers, applicants, entities

legally affiliated with Client, or other third parties controlled by or affiliated with Client.

"User Data" means data, information, documents or other material uploaded, routed or transmitted by Client or Users, or their respective equipment, and transmitted to Company or the Subscription Service.

2. SUBSCRIPTION SERVICES.

2.1 Company Responsibilities. During the Term of the Agreement, Company agrees to:

2.1.1 host, maintain and support the Subscription Services and make them available to Client via the Internet or other data transmission system, pursuant to the terms and conditions of this Agreement, and any Documentation;

2.1.2 provide the Professional Services listed in this Agreement; and

2.1.3 adopt and implement commercially reasonable, industry standard data protection systems and procedures.

2.2 Access. Users may access and use the Subscription Services during the Term for Client's internal business purposes only as provided for in this Agreement. Neither Users nor Client shall sell, resell, license, sublicense, distribute, rent, lease or otherwise commercially exploit the Subscription Services except as contemplated by the Agreement. Client and Users may not decompile, disassemble, translate or reverse engineer, or otherwise attempt to discover or access the source code, or underlying structure, ideas, know-how or algorithms relevant to the Subscription Services, nor remove from the Subscription Services any language or designation indicating the confidential nature thereof or the proprietary rights of Company or its suppliers.

2.3 Performance. Company shall provide the Subscription Services during the Term of the Agreement on a 24/7 basis, it being understood that the Subscription Services may be inaccessible or inoperable from time to time for any reason, including, without limitation: (i) equipment malfunctions; (ii) periodic maintenance procedures or repairs which Company may undertake from time to time; or (iii) causes beyond the control of Company or which are not reasonably foreseeable by Company, including, without limitation, interruption or failure of telecommunication or digital transmission links, delays or failures due to Client's Internet access connections, hostile network attacks, network congestion or other force majeure events.

2.4 Client Responsibilities.

2.4.1 Client, for itself and all Users, agrees to: (i) provide Company with reasonable cooperation necessary to implement the Subscription Services; (ii) use commercially reasonable efforts to (a) prevent

unauthorized access to, or use of, the Subscription Services, and (b) maintain the security and integrity of the Subscription Services and the Service Data, including by not sharing accounts or log-in credentials; and (iii) promptly inform Company of any actual or reasonably suspected unauthorized access to the Subscription Services or Service Data. Client agrees that it is and will be solely responsible for all Users' use of the Subscription Services, and responsible for responding to User requests regarding their data. Client shall be solely responsible for providing, maintaining and ensuring compatibility of its systems with the Subscription Services, including securing Internet access connections. Client agrees to request support from Company through a maximum of two designated client representatives.

2.4.2 Client acknowledges and agrees that the Subscription Services may collect data and information which may be available from third party sources (including but not limited to teacher credentialing or other data available from federal, state or local government sources) as directed or authorized by Client. Client acknowledges that such data or information may not be complete, correct, or uncorrupted, and may not import or transfer into the Subscription Services correctly due to the systems and procedures of third parties.

2.5 Service Data and User Data Licenses.

2.5.1 During the Term of the Agreement, Company grants to Client a limited, non-exclusive, non-sublicensable, non-transferable, revocable license to access, capture, copy, store, transmit, maintain and display the Service Data solely to the extent necessary to provide the Subscription Services to Client under the Agreement. Upon termination or expiration of the Agreement, Client will destroy all copies of the Service Data and certify the same in writing to Company; excluding (i) Service Data incorporated into reports or analytics created during the Term, and (ii) Service Data on back-up media, which may be destroyed or recycled according to Client's retention schedule for such media.

2.5.2 . Client is solely responsible for User Data including (i) obtaining all necessary rights and consents to transmit User Data to Company, and (ii) any corruption, loss of data, inaccurate or incomplete data.

3. OWNERSHIP. As between the Parties, (i) Company owns all right, title and interest, including all IP Rights, in and to the Subscription Services, Service Data, Documentation, any Company website, and Company trademarks, and (ii) Client owns all right, title and interest, including all IP Rights, in and to the User Data, and Client trademarks. The Agreement does not transfer or convey to either Party or any third party any

of the foregoing rights, title or interest, but only a limited right of use revocable in accordance with this Agreement.

4. TERM AND TERMINATION.

4.1 Generally. This Agreement will begin on the Effective Date and remain in full force and effect for the Initial Term specified above (the "**Initial Term**"). Upon the expiration of the Initial Term, the Agreement will automatically renew for additional consecutive annual terms (each a "**Renewal Term**"), unless prior to the expiration of the then-current term, either Client or Company provide 60 days' written notice of its intention not to renew. The Initial Term, together with any and all Renewal Terms, is collectively referred to as the "**Term**." Either Party may terminate the Agreement if the other Party breaches any material provision of the Agreement and has not cured the breach within thirty (30) days after receipt of written notice of the breach from the non-breaching Party. Notwithstanding this Section 4, Company may immediately terminate Client's access to the Subscription Services if deemed necessary to protect the security or integrity of the Subscription Services, Service Data, User Data, or any other data or information contained therein. Upon termination, Client agrees to discontinue use of the Subscription Services, Service Data and Documentation.

4.2 Additional Term and Termination Rights.

4.2.1 Trial User. Approved Trial or Sandbox Clients may only use the Subscription Services for a maximum of 60 days from the date of initial registration. They may however terminate this Agreement within 15 days of the Effective Date by providing written notice to Company. Upon such termination, such Clients will owe no fees for such use.

4.2.2 Free Express User. The Initial Term for approved Free Express Clients shall be indefinite, and the Agreement may be terminated by either Party in its discretion on 60 days' written notice.

5. PAYMENT.

5.1 Fees. Client agrees to pay Company the Service Fees set forth above in this Agreement. Any hour estimates listed for Professional Services are estimates only which may be exceeded. All prices are in United States dollars. Initial annual Technology Services payment is due prior to or at time of delivery of administrator access keys. Subsequent annual Technology Services payments and all Professional Services payments are due within 30 days of invoice mailing. In the event any invoice remains unpaid more than 30 days after mailing, Client shall incur a late

payment charge of one (1) percent per month on all unpaid amounts. After the Initial Term, Company may increase the fees for the Subscription Services by providing an invoice to the Client which shall be treated as notice of the fee increase.

5.2 Taxes. The Services Fees are exclusive of Taxes. Each Party agrees to be responsible for the payment of its own taxes applicable under all laws, including taxes based on a Party's income, unemployment, social security and other payroll and wage taxes. To the extent Company is required to collect any taxes owed by Client, Company shall separately state the amount of tax due on its invoices to Client with all other applicable information.

6. WARRANTIES

6.1 Mutual Warranties. Each Party represents and warrants that it will at all times during the Term of this Agreement comply with all Applicable Laws.

6.2. Company Warranties. Company represents and warrants that (i) it is the owner of the Subscription Services or otherwise has the right to grant Client the rights and license set forth in this Agreement, and (ii) any Professional Services will be provided by qualified personnel in a professional and skillful manner.

6.2 Disclaimer.

EXCEPT TO THE EXTENT SET FORTH IN SECTIONS 6.1 AND 6.2, CLIENT ACCEPTS THE SUBSCRIPTION SERVICES "AS IS" AND "AS AVAILABLE", WITH NO REPRESENTATION OR WARRANTY OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING WITHOUT LIMITATION IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NONINFRINGEMENT OF INTELLECTUAL PROPERTY RIGHTS, OR ANY IMPLIED WARRANTY ARISING FROM STATUTE, COURSE OF DEALING, COURSE OF PERFORMANCE, OR USAGE OF TRADE. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING COMPANY DOES NOT REPRESENT OR WARRANT THAT THE SUBSCRIPTION SERVICE WILL PERFORM WITHOUT INTERRUPTION OR ERROR OR IS SECURE FROM HACKING OR OTHER UNAUTHORIZED INTRUSION. COMPANY HAS NO RESPONSIBILITY TO CONTINUE TO PROVIDE ACCESS TO PUBLIC DATA AND INFORMATION WHICH GOVERNMENT AGENCIES MAY IN THE FUTURE ELECT TO RESTRICT FROM USE OR DISTRIBUTION BY COMPANY.

7. SURVIVAL

Sections 3, 4, 8, 9, 10 and 11 shall survive termination or expiration of the Agreement, in addition to any provisions that by their nature should, or by their own express terms do, survive or extend beyond termination or expiration of the Agreement.

8. INDEMNIFICATION

8.1 General Indemnity. To the fullest extent allowed by Applicable Law, a Party (the "Indemnitor") shall defend the other Party, its Affiliates, and their respective officers, stockholders, directors, partners, agents and employees (collectively, the "Indemnified Parties") against any and all claims, demands, suits, or actions, actual or threatened by a third party ("Claims"), and shall release, indemnify, and hold harmless the Indemnified Parties for and from any and all liabilities, obligations, losses, damages, deficiencies, penalties, levies, fines, judgments, settlements, costs and expenses, including interest, litigation costs, and reasonable attorney's fees flowing from such Claims ("Losses"), to the extent such Claims or Losses arise out of or result from the gross negligence of, or willful misconduct or material breach by, Indemnitor, its Affiliates, or anyone for whose acts Indemnitor may be liable in the performance or nonperformance of the Indemnitor's obligations under the Agreement. Losses may include, but are not limited to, injury to or death of any person (including employees), or damage to or destruction of any property, real or personal.

8.2 IP Infringement Indemnity. Regarding any Claim against Client Indemnified Parties arising from, and in connection with or otherwise relating to the infringement of any IP Rights of a third party and arising out of or related to the Subscription Services (the "Infringing IP"), Company's shall, at Company's option after consulting with Client (in each case, without any cost or expense to Client), either: (i) procure the right for Client to continue to use the Infringing IP; (ii) modify or replace the Infringing IP so that it is no longer infringing, provided however that such modification or replacement shall not degrade the functionality, operation or performance of the Subscription Services; or (iii) if subsections (i) and (ii) are deemed commercially unreasonable by Company in its sole discretion, Company shall have the option to terminate this Agreement and provide Client a pro rata refund of fees paid. Company's obligations in this Section 8.2 shall not apply to the extent such Claim arises out of: (i) the failure of Client or any User to implement the Subscription Services in accordance with the Documentation; (ii) breach of this Agreement by Client,

a User, a Client Indemnified Party or any of their respective Affiliates; or (iii) the negligence, fraud or willful misconduct of Client, a User or a Client Indemnified Party. This Section 8.2 states Company's sole liability and Client's sole remedy related to any Infringing IP as between Company and Client.

8.3 Indemnification Procedure. The Indemnified Party shall promptly give the Indemnitor notice of any Claim for which the Indemnified Party seeks indemnity under this Section 8. The Indemnitor shall have reasonable control over the defense and settlement of Third Party Claims; provided however, that the Indemnitor shall not enter into any Claim settlement requiring payment of money or other affirmative act (or inaction) by Indemnitee without Indemnitee's consent, which shall not to be unreasonably withheld, delayed, or conditioned.

9. LIABILITY.

9.1 LIMITATION OF LIABILITY. Except for each Party's indemnity obligations under Section 8 or its fraud or intentional misconduct, EACH PARTY'S LIABILITY FOR ALL CLAIMS ARISING OUT OF THE AGREEMENT, WHETHER IN CONTRACT, TORT OR OTHERWISE, WILL NOT EXCEED THE AMOUNT PAID BY CLIENT TO COMPANY UNDER THE AGREEMENT DURING THE TWELVE (12) MONTHS PRIOR TO WHEN THE LIABILITY ARISES.

9.2 EXCLUSION OF CONSEQUENTIAL DAMAGES. IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER FOR ANY INDIRECT, INCIDENTAL OR CONSEQUENTIAL DAMAGES OF ANY KIND, INCLUDING BUT NOT LIMITED TO LOST REVENUES, PROFITS, OR GOODWILL, FOR ANY MATTER ARISING OUT OF OR IN CONNECTION WITH THE PERFORMANCE OR NONPERFORMANCE OF THE AGREEMENT, WHETHER SUCH LIABILITY IS ASSERTED ON THE BASIS OF CONTRACT, TORT OR OTHERWISE, EVEN IF A PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

9.3 DATA BREACH LIMIT. NOTWITHSTANDING ANYTHING TO THE CONTRARY IN THIS AGREEMENT, COMPANY'S MAXIMUM LIABILITY FOR CLAIMS, LOSSES OR OTHER LIABILITY RELATED TO THE UNAUTHORIZED USE OF DISCLOSURE OF DATA SHALL NOT EXCEED FIVE TIMES THE ANNUAL COST PAID BY CLIENT TO THE COMPANY BASED ON THE MOST RECENT ANNUAL INVOICE TO CLIENT.

10. CONFIDENTIALITY.

10.1 Confidential Information. Each Party (the "Receiving Party") understands that the other Party (the "Disclosing Party") has disclosed or may disclose business, technical or financial information relating to the Disclosing Party's business (hereinafter referred to as "Confidential Information" of the Disclosing Party). Confidential Information of Company includes non-public information regarding features, functionality and performance of the Subscription Service. Confidential Information of Client includes non-public data provided by Client to Company to enable the provision of the Services. The Receiving Party agrees: (i) to take reasonable precautions to protect such Proprietary Information, and (ii) not to use (except in performance of the Services or as otherwise permitted herein) or divulge to any third person any such Proprietary Information. The Disclosing Party agrees that the foregoing shall not apply with respect to any information after three (3) years following the disclosure thereof or any information that the Receiving Party can document (a) is or becomes generally available to the public, or (b) was in its possession or known by it prior to receipt from the Disclosing Party, or (c) was rightfully disclosed to it without restriction by a third party, or (d) was independently developed without use of any Proprietary Information of the Disclosing Party or (e) is required to be disclosed by law. The confidentiality obligations of each Party and its employees shall survive the expiration or termination of this Agreement.

10.2 Injunctive Relief. Recipient acknowledges that disclosure of any Confidential Information or Trade Secret by it or its employees will give rise to irreparable injury to Discloser or the owner of such information, not adequately compensated by damages. Accordingly, Disclosing Party may seek and obtain injunctive relief against the breach or threatened breach of the undertakings contained herein, in addition to any other legal remedies which may be available, without the requirement of posting bond. Receiving Party further acknowledges and agrees that the covenants contained herein are necessary for the protection of Disclosing Party's legitimate business interests and are reasonable in scope and content.

11. GENERAL PROVISIONS.

11.1 Interpretation. Words in the singular shall be held to include the plural and vice versa, the word "including" and words of similar import shall mean "including, without limitation," and the headings contained herein are for reference purposes only and shall not affect in any way the meaning or interpretation of the Agreement.

11.2 Notices. Any notices, requests or other communications required or permitted to be given hereunder shall be in writing and shall be delivered by hand, by overnight courier, by email or by facsimile.

11.3 Governing Law. All matters arising from or relating to the Agreement shall be governed and construed in accordance with the laws of the state of California, United States of America, without giving effect to any choice-of-law provision or rule (whether of the state of California or any other jurisdiction) that would cause the application of the laws of any other jurisdiction. The Federal or state courts situated in Alameda County, California, United States of America, have exclusive jurisdiction over the resolution of all disputes that arise under the Agreement, and each Party irrevocably submits to the personal jurisdiction of such courts. The United Nations Convention on Contracts for the International Sale of Goods shall not be applicable to the parties' rights or obligations under the Agreement.

11.4 Publicity. Company may identify Client as a customer of Company, and may include the name and trademarks of Client on its website and in marketing materials.

11.5 Assignment. No Party may assign any of its rights under the Agreement or delegate its performance under the Agreement without the prior written consent of the other Party. Notwithstanding the foregoing, upon notice, Company may assign its rights and delegate its performance under the Agreement, and any licenses granted hereunder, to: (i) any entity that acquires all or substantially all of its assets or substantially all of the assets of that portion of its business that manages the Agreement; (ii) any Affiliate that controls, is controlled by, or is under common control with Company; and (iii) any successor in a merger, acquisition, or reorganization, including any judicial reorganization.

11.6 Successors and Assigns; No Third Party Beneficiaries. The Agreement is legally binding upon and inures to the benefit of the parties and their permitted successors and assigns. No third party is intended to benefit from, nor may any third party seek to enforce, any of the terms of the Agreement.

11.7 Relationship of the Parties. Company shall furnish all Subscription Services as an independent contractor. Nothing contained in the Agreement shall be deemed to create an association, partnership, joint venture, or relationship of principal and agent or master and servant between the parties, or to grant either Party the right or authority to assume, create or incur any

liability or obligation of any kind, express or implied, against, in the name of, or on behalf of, the other Party.

11.8 Complete Agreement. The Agreement constitutes the final agreement between the parties. It is the complete and exclusive expression of the parties' agreement on the matters contained in the Agreement. All prior and contemporaneous negotiations and agreements between the parties on the matters contained in the Agreement are expressly merged into and superseded by the Agreement. In entering into the Agreement, neither party has relied upon any statement, representation, warranty, or agreement by or from the other Party except for those expressly contained in the Agreement.

11.9 Modification. The terms of the Agreement may not be modified or amended other than by a writing executed by both parties by their duly authorized representatives.

11.10 Savings Clause. If any provision of the Agreement is determined to be invalid, illegal or unenforceable, the remaining provisions of the Agreement remain in full force if the essential terms and conditions of the Agreement for each Party remain valid, binding and enforceable.

11.11 Waiver. Any delay by a Party in exercising its rights hereunder shall not constitute a waiver of its rights or its entitlement to enforce any provision of this Agreement.

11.12 Counterparts; E-Signatures. The Agreement may be executed in one or more counterparts, each of which is deemed an original and all of which, taken together, constitutes a single enforceable agreement. Each Party agrees, for itself and all Affiliates or Users, that this Agreement and any document associated with the Subscription Services may be executed via electronic signature.

11.13 Binding Arbitration. In the event of any dispute, claim, question, or disagreement arising from or relating to the Agreement or the breach thereof (collectively "Dispute"), the Parties shall use their best efforts to settle the Dispute. Such efforts will include, at a minimum, that they consult, meet in person and negotiate with each other in good faith and, recognizing their mutual interests, attempt to reach a just and equitable solution satisfactory to both parties.

A. If the Parties do not resolve the Dispute pursuant to the foregoing paragraph within a period of 30 days, then, upon notice by either Party to the other, the Parties agree to mediate the Dispute in good faith according to the American Arbitration Association's

Commercial Mediation Procedures in a location mutually agreeable to the Parties. The Parties shall work in good faith with the mediator to attempt to complete the mediation within 30 days of such notice.

B. If the Parties do not resolve the Dispute through mediation pursuant, then, upon notice by either Party to the other, the Dispute shall be finally settled by arbitration administered by the American Arbitration Association in accordance with the provisions of its Commercial Arbitration Rules. The arbitration shall be conducted on a confidential basis. The arbitration shall be conducted before a single arbitrator mutually agreed to by the Parties. Any decision or award as a result of any such arbitration proceeding shall be in writing and shall provide an explanation for all conclusions of law and fact and shall include the assessment of costs, expenses, and reasonable attorneys' fees. Any arbitration shall be conducted by an arbitrator experienced in contract and technology law, shall include a written record of the arbitration hearing, and shall be conducted in a location mutually agreeable to the Parties. An award of arbitration may be confirmed in a court of competent jurisdiction. The arbitrator shall award to one or both Parties as prevailing party, if any, as determined by the arbitrator, some or all of its costs and fees in their sole discretion. "Costs and fees" mean all reasonable pre-award expenses of the arbitration, including the arbitrators' fees, administrative fees, out-of-pocket expenses such as copying and telephone, witness fees, and attorneys' fees.

C. Exception: Company and Client each agree that the protection of Confidential Information shared is necessary and reasonable in order to protect the Disclosing Party and its business. Company and Client each expressly agree that due to the unique nature of the Disclosing Party's Confidential Information, monetary damages would be inadequate to compensate the Disclosing Party for any breach by the Receiving Party of its covenants and agreements set forth in the Agreement. Accordingly, Company and Client each agree and acknowledge that any such violation or threatened violation would cause irreparable injury to the Disclosing Party and that, in addition to any other remedies that may be available, in law, in equity or otherwise, the Disclosing Party shall be entitled to obtain injunctive relief against the threatened breach or continued breach by the Receiving Party, without the necessity of proving actual damages.

Fresno Unified School District
Retiree Contract Checklist
This Form Must BE TYPED.

1. School Site: HUMAN RESOURCES
2. Administrator: Manjit Atwal Telephone: 457-3501.
3. Retiree: Benedict J. Atitya.
4. Term: January 1, 2022 Through: June 30, 2022 .
5. Budget: 030-0188-0930-0000-7200-2460.
6. Contract Amount: \$32,500.
7. Scope of Work Summary: Lead development of interim workaround solutions for the migration of SearchSoft and implementation of HeliosEd agreement as well as design an HR Data Reporting and Analytics System. The scope will include defining Data retrieval and ETL ; unstructured data processing.
8. Expected Results/Student Outcome: Support in HR decisions related to recruitment and hiring to ensure personnel are onboarded efficiently to support schools
9. Date item is to appear on Board of Education Agenda: December 15, 2021
(Contracts of \$15,000. or more)

**Please send this form (with the cover memo and Retiree contract)
to the appropriate Assist superintendent for your department or school site**

**FRESNO UNIFIED SCHOOL DISTRICT
CLASSIFIED RETIREE CONTRACT
PURSUANT TO GOVERNMENT CODE SECTION 21224**

Retiree:	Benedict J. Atitya	Retiree I.D. Number:	1002768
Department	Human Resources	Department Number:	0930
Position Title:	Administrative Analyst	Hourly/Daily Rate of Pay:	\$60.05
Contract Period:	January 1, 2022-June 30, 2022	Contract Salary Not to Exceed:	\$32,500
Budget Number:	030-0188-0930-0000-7200-2460	School Site Plan (if applicable):	N/A
Funding Source:	Human Resources	During this fiscal year, have you signed any other retiree contracts?	NO

BEN ATITYA ("Retiree") is retired from service with the Fresno Unified School District and elects to accept retiree employment pursuant to Government Code section 21224.

1. Offer of Employment: Retiree is hereby offered retiree employment to serve as a retired classified 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 Government Code section 21224.
 - 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 1, 2022** through **June 30, 2022** 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 specialized skills, job duties/position and limitations set forth in Government Code section 21224.
 - a. Length of service shall not exceed a combined total of 960 hours for all employers each fiscal year.
 - b. Compensation for service shall not exceed the maximum monthly base salary paid to other employees performing comparable duties as listed on a publicly available pay schedule divided by 173.333 to equal an hourly rate.

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. 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.

6. 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.


Retiree's Signature

Date 11/9/2021


Principal/Department Head Signature

Date 12/7/21

Funding Source Signature
(Office of State & Federal)


Date _____

Assistant Superintendent

Date _____

Associate Superintendent
(that oversees above Mentioned Program)

Date _____


Associate Superintendent, Human Resources

Date 12/2/21

Board Approval Date _____ Item# _____

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM A-19

AGENDA SECTION: A

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

ACTION REQUESTED: Approve

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Approve Educator Effectiveness Block Grant Plan

ITEM DESCRIPTION: Included in the Board binders for approval is a plan for Fresno Unified to provide professional learning for teachers, administrators, paraprofessionals, and classified staff that will promote educator equity, quality, and effectiveness. This one-time funding plan was presented at the December 08, 2021 school board meeting. Funds can be used for coaching, mentoring, programs, practices, and strategies that lead to the acceleration of student learning.

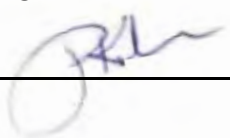
FINANCIAL SUMMARY: Sufficient funds in the amount of \$18,186,921 are available in the Educator Effectiveness Block Grant budget.

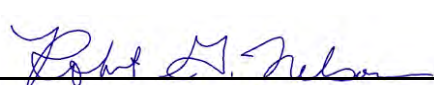
PREPARED BY: Carlos Castillo,
Instructional Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3731

CABINET APPROVAL: Kim Mecum,
Chief Academic Officer

SUPERINTENDENT APPROVAL:





Educator Effectiveness Block Grant 2021

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Fresno Unified School District	Carlos Castillo, Instructional Superintendent	carlos.castillo@fresnounified.org

The Educator Effectiveness Block Grant (EEBG) is a program providing funds to county offices of education, school districts, charter schools, and state special schools to provide professional learning and to promote educator equity, quality, and effectiveness.

As a condition of receiving funds for educator effectiveness, Local Educational Agencies (LEAs) shall develop and adopt a plan for expenditure of funds, which requires the plan to be explained in a public meeting of the governing board of the school district, county board of education, or governing body of the charter school before its adoption in a subsequent meeting. Funds may be expended for the purposes identified in [Assembly Bill 130, Chapter 44, Section 22](#) and [Assembly Bill 167, Chapter 252, Section 9](#) and mentioned below in the “Planned Use of Funds” section. These expenditures may take place over fiscal years 2021–22, 2022–23, 2023–24, 2024–25, and 2025–26. LEAs may use these allocated funds to provide professional learning for teachers, administrators, paraprofessionals who work with students, and classified staff that interact with students to promote educator equity, quality, and effectiveness. The funding is distributed in an equal amount per unit of full-time equivalent certificated and classified staff as reported in California Longitudinal Pupil Achievement Data and California Basic Educational Data System for the 2020–21 fiscal year. This funding for certificated and classified staff shall not exceed the total certificated staff and classified staff count.

Expenditure Plan

Total Educator Effectiveness Block Grant funds awarded to the LEA
\$18, 186,921

The following table provides the LEA’s expenditure plan for how it will use EEBG funds to provide professional learning for teachers, administrators, paraprofessionals who work with students, and classified staff that interact with students to promote educator equity, quality, and effectiveness. The allowable use categories are listed below.

Allowable Use of Funds	Planned Use of Funds (Actions)	Planned Expenditures
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<p>1. Coaching and mentoring of staff serving in an instructional setting and beginning teacher or administrator induction, including, but not limited to, coaching and mentoring solutions that address a local need for teachers that can serve all pupil populations with a focus on retaining teachers, and offering structured feedback and coaching systems organized around social-emotional learning, including, but not limited to, promoting teacher self-awareness, self-management, social awareness, relationships, and responsible decision-making skills, improving teacher attitudes and beliefs about one's self and others, and supporting learning communities for educators to engage in a meaningful classroom teaching experience.</p>	<p>Expand induction programs and job-embedded professional learning support for aspiring, new and existing staff members, with an equity focus:</p> <ul style="list-style-type: none"> • Expand stable Substitute pool and provide training for substitute educators for the purpose of covering classes to allow for teacher release during professional development opportunities. • Strengthen onboarding training supports for new classified staff and ongoing, job-alike learning opportunities and customer service training that is culturally and linguistically responsive • Paraeducator Academy to expand staff in areas of critical need for direct student support • Grow2Teach to recruit classified staff into teacher development pipeline to strengthen and diversify • New Teacher Supports that include regular coaching and feedback cycles and that promote teacher self-reflection and development • Aspiring Teacher Leaders to grow a diverse leadership pipeline • Cognitive Coaching and Leadership Development to support effective feedback and educator improvement • Co-Administrator Institute to coordinate essential learning for all leaders 	<p>\$7,280,023</p>
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Allowable Use of Funds	Planned Use of Funds (Actions)	Planned Expenditures
	<p>Center for Black Educator Development:</p> <ul style="list-style-type: none"> • Develop educator skills teach in a culturally responsive, affirming, and sustaining manner. The Center uses a mix of instructional presentation, dynamic discussion, practice, and real-time feedback loops. Training is built to meet the unique needs of participants, their context, and the communities they serve. 	
<p>2. Programs that lead to effective, standards-aligned instruction and improve instruction in literacy across all subject areas, including English language arts, history- social science, science, technology, engineering, mathematics, and computer science.</p>	<p>Improving literacy across all subject areas and improving mathematics remains a focal point in the district. Providing job-embedded professional learning and coaching to strategize lessons and curriculum support for grade K-9 math fluency/foundational skills for state standards, K-2 Foundational Skills, and literacy across content areas. Enhance planning of common formative assessments to help teachers adjust their instruction to meet student needs, support for teachers and site administrators, site capacity building. A few examples:</p> <ul style="list-style-type: none"> • Professional development that supports sustainable Professional Learning Communities (PLCs) • Job-embedded professional learning and coaching • Math lesson design • K-2 foundational skills • Reading apprenticeship • Science adoption • Consultants and contracted support from external experts 	<p>\$4,320,000</p>

Allowable Use of Funds	Planned Use of Funds (Actions)	Planned Expenditures
<p>3. Practices and strategies that reengage pupils and lead to accelerated learning.</p>	<p>Expand professional development and coaching/mentoring for staff in classified, certificated and leadership roles to improve student academic and social emotional learning outcomes and intervention practices within the Multi-Tiered System of Support (MTSS) tiers 1, 2 and 3.</p> <ul style="list-style-type: none"> • Each school has a cohesive and comprehensive understanding of a Multi-Tiered System of Supports that will improve instructional practice in both general education core and intervention classes to increase access to standards-aligned instruction and prepare students for college and career readiness. • Onboarding for new staff members • Develop model schools and school teaming structures for effective MTSS implementation • Coaching/mentoring support to school site teams 	<p>\$640,000</p>
<p>4. Strategies to implement social-emotional learning, trauma-informed practices, suicide prevention, access to mental health services, and other approaches that improve pupil well-being.</p>	<p>Strengthening social emotional and behavioral supports:</p> <ul style="list-style-type: none"> • Build system capacity for the implementation of Social Emotional Learning, including across content areas and standards alignment, for adults and students • Utilize contracted services to expand intensive behavior support, with a targeted focus on reducing suspension and expulsion of special education youth. 	<p>\$990,000</p>

<p>5. Practices to create a positive school climate, including, but not limited to, restorative justice, training around implicit bias, providing positive behavioral supports, multitiered systems of support, transforming a school site's culture to one that values diverse cultural and ethnic backgrounds, and preventing discrimination, harassment, bullying, and intimidation based on actual or perceived characteristics, including disability, gender, gender identity, gender expression, language, nationality, race or ethnicity, religion, or sexual orientation.</p>	<p>Provide targeted professional learning related to establishing a positive and inclusive school culture. This includes supporting a pro-active approach to behavioral support, including techniques for de-escalation and trauma-informed response:</p> <ul style="list-style-type: none"> • Implementation of discipline guidelines, which includes training for classroom and leadership staff • Coaching/mentoring for new and existing Vice Principals and GLAs • Supplemental contracts and/or external experts 	<p>\$540,000</p>
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Allowable Use of Funds	Planned Use of Funds (Actions)	Planned Expenditures
<p>6. Strategies to improve inclusive practices, including, but not limited to, universal design for learning, best practices for early identification, and development of individualized education programs for individuals with exceptional needs.</p>	<p>Expand train the trainer model for the development of individualized educational programs to improve inclusive practices. Add sessions from a consulting legal firm to provide training focused on increasing understanding related to areas such as least restrictive environments, students with exceptional needs, and Section 504 Plans. Continue to develop and support Regional Instructional Managers to facilitate school-based improvement in inclusion practices, so all students receive equitable educational options to engage in high quality instruction in the least restrictive environment with high expectations, individualized for each student to be college, career, and community ready.</p> <p>In addition, support educators to serve students with autism and other developmental delays through coaching support, resources for implementers, administrators, and parents. A variety of hands-on training opportunities, workshops, and online resources will be provided to meet the identified needs of students and families.</p>	<p>\$460,000</p>

<p>7. Instruction and education to support implementing effective language acquisition programs for English learners, which may include integrated language development within and across content areas and building and strengthening capacity to increase bilingual and biliterate proficiency.</p>	<p>Support the establishment of a uniform, district-wide, implementation of both integrated and designated ELD (English Language Development) instruction through use of both in district coaches and external consultants. Training, materials, and instructional approaches will be provided with teachers, classified personnel, and leaders as they improve instructional practices.</p> <p>Direct support for bilingual programs and options to assist students attain The Seal of Biliteracy is available at all Fresno Unified high schools.</p> <p>Continue to strengthen school teams with family engagement of parents, caretakers of EL (English Learners) students:</p> <ul style="list-style-type: none"> • Job embedded professional learning • Consulting groups • Lab schools • Community partners 	<p>\$1,000,000</p>
<p>8. New professional learning networks for educators not already engaged in an education-related</p>	<p>Affinity groups for leaders, classified personnel, and teachers for networking to increase the recruitment and retention of our community. This is a continuous learning process in which educators learn and share the newly generated knowledge with those who may benefit, e.g., professional learning day, celebration, culmination event.</p>	<p>\$1,121,218</p>

Allowable Use of Funds	Planned Use of Funds (Actions)	Planned Expenditures
professional learning network to support the requirements of subdivision (c).		
<p>9. Instruction, education, and strategies to incorporate ethnic studies curricula adopted pursuant to Section 51226.7 into pupil instruction for grades 7 to 12, inclusive.</p>	<p>Support the development and implementation of cultural proficiency in Fresno Unified through Ethnic Studies curricula and program. Increase cultural proficiency Job-embedded professional learning for teachers, classified personnel, and leaders. Develop curriculum based on the State of California Model Curriculum for Ethnic Studies:</p> <ul style="list-style-type: none"> • Ethnic Studies curriculum development • Cultural Proficiency Training • Job-Embedded Professional Learning • Consultant • Coaching 	\$540,000
<p>10. Instruction, education, and strategies for certificated and classified educators in early childhood education, or childhood development.</p>	<p>Expand Fresno Teacher Residency Program for Transitional Kindergarten (TK) through partnership with Fresno State University. This expansion will allow Pre-School teachers to continue working while acquiring a teaching credential required to become a TK teacher. The residency cohort model is a 12-month credential program, six months master's degree in Early Childhood Education. Commitment contract is for five years. Guaranteed job placement upon successful completion.</p>	\$1,295,680
Subtotal		\$18,186,921

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM A-20

AGENDA SECTION: A

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

ACTION REQUESTED: Ratify

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Ratify Amendment to the Agreement with Forensic Analytical Consulting Services

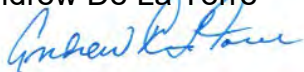
ITEM DESCRIPTION: Included in the Board binders is an amendment to the agreement with Forensic Analytical Consulting Services for environmental health consulting and support services related to COVID-19.

The services from Forensic Analytical Consulting Services have been in continued support of refining appropriate measures and protocols for use of designated isolation spaces, review and assessment of protocols related to personal protective equipment for conducting specialized health procedures in support of medically fragile students, N95 fit testing consultation and general training/consultation. The services provided are in accordance with guidelines from established public health entities (federal, state, and local), and the environmental health experience of consultant.

Services provided under the amendment are for the period July 01, 2021 through June 10, 2022 with an estimated not to exceed cost of \$25,000. The cost of related services to date for 2021/22 is approximately \$20,000.

FINANCIAL SUMMARY: Sufficient funds in the amount of \$25,000 are available in the district's Liability Internal Service Fund.

PREPARED BY: Andrew De La Torre
Executive Director

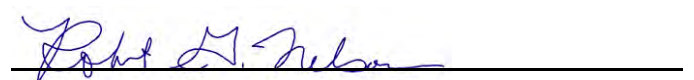


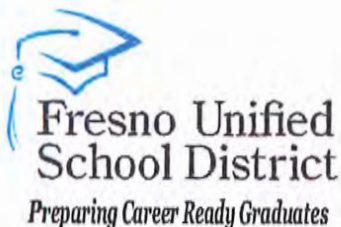
DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer



SUPERINTENDENT APPROVAL:





Fresno Unified School District Contract Routing Form

Completed independent contract agreement must be attached

Forensic Analytical Consulting Services

Vendor Name

(916) 242-4140

Phone Number

From: July 1, 2021

Term (Duration)

FUSD Contract Administrator:

Andrew De La Torre

Name

7625 Sunrise Blvd., Suite 104 Citrus Height, CA 95610

Address

Sylvia Fontes, CIH

Vendor Contact

Through: June 30, 2022

Benefits & Risk Management

Site/ Dept

Telephone number

Budget (Fund-Unit-Dept.-Activity-Object)

Annual Cost \$25,000.00
~~\$10,000.00~~

JP

(Contract will not be authorized to exceed this amount w/o BOE approval)

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:

COVID-19 and Safety related consulting services for 2021-22 school year.

Date Item is to appear on **Board of Education Agenda:**

Agenda Item # (Contracts of \$15,000.00 or more)

Reviewed & approved by **Cabinet Level Officer:**

Sylvia Fontes
Signed

06/11/2021

Date

Reviewed & approved by **Executive Director, Risk Management:**

Andrew De La Torre
Signed

6/9/2021

Date

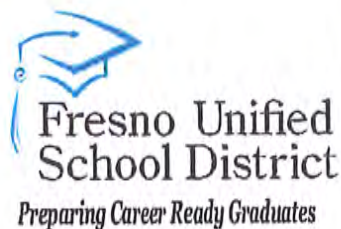
Please return signed contract to:

Mai Moua

Name

Benefits & Risk Management 457-3645

Department



Fresno Unified School District

Independent Contractor Services Agreement

GENERAL INFORMATION Benefits & Risk Management

School/Department Budget: 680-0851-0880-0000-6000-5899

District Contact Person: Andrew De La Torre

Budget Manager Approval: Andrew De La Torre

Contractor's Vendor Name: Forensic Analytical Consulting Services

Contractor's Contact Person: Sylvia Fontes, CIH

Contractor's Title: CIH

Contractor's Telephone Number: (916) 242-4140

Contractor's E-mail: sfontes@forensicanalytical.com

Contractor's Address: 7625 Sunrise Blvd., Suite 104 Citrus Height, CA 95610

Contractor's Taxpayer ID# or
SSN#:

This Independent Contractor Services Agreement is made and entered into effective 07/01/21 (the "Effective Date") by and between the Fresno Unified School District ("District") and ("Contractor") Forensic Analytical Consulting.

1. Contractor Services. Contractor agrees to provide _____

COVID-19 and Safety related consulting services for 2021-22 school year.

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 07/01/21, and shall terminate on 06/30/22. 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 _____ per \wedge , not to exceed ~~\$10,000.00~~ ^{\$25,000.00} attached fee schedule. Checks will be made payable to Forensic Analytical Consulting Services. 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 _____

- 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): ~~\$10,000.00~~ ^{\$25,000.00}
- 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 District's 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 RD

District's initials JP

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 Committee 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 Committee Contractor shall provide a written acknowledgement 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 Committee 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 Committee and 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 ("Indemnitees") free and harmless from any and all claims, demands, negligence (including the active or passive negligence of Indemnitees, 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 Indemnitees, 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 Indemnitees, 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 Indemnitees, in any such suit, action or other legal proceeding. The Contractor shall reimburse Indemnitees, 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 one million (\$1,000,000) dollars per occurrence, two million (\$2,000,000) 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 one million (\$1,000,000) 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 \$1,000,000 per claim and \$3,000,000 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 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 RD District's initials [Signature]

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:

Edward Collins
Purchasing Department
Fresno Unified School District
4498 N. Brawley Avenue
Fresno, CA 93722

Contractor: Forensic Analytical Consulting Services

Name: Sylvia Fontes, CIH

Address:

7625 Sunrise Blvd., Suite 104
Citrus Heights, CA 95610

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



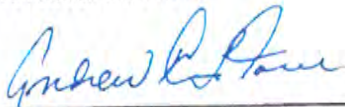
Santino Danisi, Chief Financial Officer

Jun 29, 2021

Date

Santino Danisi, Chief Financial Officer

Approved As To Form:



*Andrew De La Torre, Executive Director
Benefits and Risk Management*

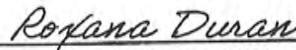
6/9/2021

Date


11/23/2021

CONTRACTOR

Forensic Analytical Consulting Services



Litigation and Contract Administrator

Name: Sylvia Fontes, CIH , *Title:* CIH

6/9/21

Date

11/23/2021

Contract Administrator



LABOR RATES

DESIGNATION	HOURLY RATE
Senior CIH	\$310
CIH/Principal Scientist	\$285
Professional Geologist	\$285
Senior Project Manager	\$165
Project Manager	\$110
Project Specialist	\$110
Senior Technician	\$100
Technician	\$95
Project Coordinator	\$85
Administrative Support	\$65

Right People.

Right Perspective.

Right Now.



LABORATORY ANALYTICAL RATES (PER SAMPLE)

ANALYSIS	TURNAROUND TIME*					
ASBESTOS	Same Day	1 Day	2 Days	3 Days	4 Days	5 Days
PCM (air)	\$24	\$22	\$20	\$18	\$16	\$14
PLM (bulk - standard)	\$35	\$32	\$28	\$25	\$22	\$20
PLM (bulk - complex)	\$65	\$50	\$45	\$40	\$36	\$34
TEM (air)	\$280	\$200	\$175	\$150	\$125	\$100
Point Count – 400	\$125	\$100	\$90	\$80	\$75	\$70
Point Count – 1000/Gravimetry	\$250	\$200	\$180	\$160	\$150	\$140
OTHER	Same Day	1 Day	2 Days	3 Days	4 Days	5 Days
Lead – Atomic Absorption	\$60	\$50	\$40	\$30	\$25	\$20
Silica	\$253	\$236	\$206	\$177	\$148	\$130
MICROBIOLOGY	Same Day	1 Day	2 Days	3 Days	4 Days	>7 Days
Non-Viable Air	\$175	\$140	\$125	\$75		
Non-Viable Bulk	\$125	\$115	\$75	\$55		
Total Coliform & E. Coli (MUG)		\$160	\$125	\$90		
Legionella Viable Culture						\$175

*Turnaround time = total business days to receive laboratory results after sample submission

MISCELLANEOUS

Mileage: Cost plus 15%
 Reimbursables: Cost plus 15%
 Equipment and Consumables: Cost plus 15%
 Off-Hours Lab Opening Fee: \$400

Deposition/Testimony: Labor Rate x 1.5
 Emergency Response: Labor Rate x 2
 Overtime: Labor Rate x 1.5

2021 Fresno USD Schedule
 Please contact us for a complete list of services.

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM B-21

AGENDA SECTION: B

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

ACTION REQUESTED: Discuss

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Present and Discuss Plans for Engagement Related to the Local Control and Accountability Plan

ITEM DESCRIPTION: The Local Control and Accountability Plan (LCAP) outlines the district goals, actions, and expenditures planned for improving student outcomes. Critical to the development of the plan is engagement of district educational partners to seek input and feedback on the district's plan for elevating student success. The presentation will include an update from staff regarding the district's planned outreach efforts as well as informing the Board of new LCAP requirements for the upcoming school year.

FINANCIAL SUMMARY: All actions outlined in the Local Control and Accountability Plan are funded with General Fund resources, which include the Local Control Funding Formula funds.

PREPARED BY: Tammy Townsend
Executive Officer

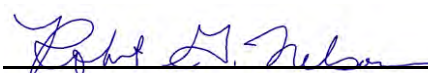


DIVISION: Administrative Services
PHONE NUMBER: (559) 457-6226

CABINET APPROVAL: Santino Danisi
Chief Financial Officer

SUPERINTENDENT APPROVAL:







Local Control and Accountability Plan (LCAP) Education Partner Outreach Strategy

Board of Education

December 15, 2021

WHAT WE WILL COVER

- Purpose of input
- LCAP Planning and Engagement Timeline
- Community Roundtable Exploration Workshops
- Engagement Strategies
- Language Support
- What's New
- Questions



PURPOSE

INPUT FROM EDUCATIONAL PARTNERS

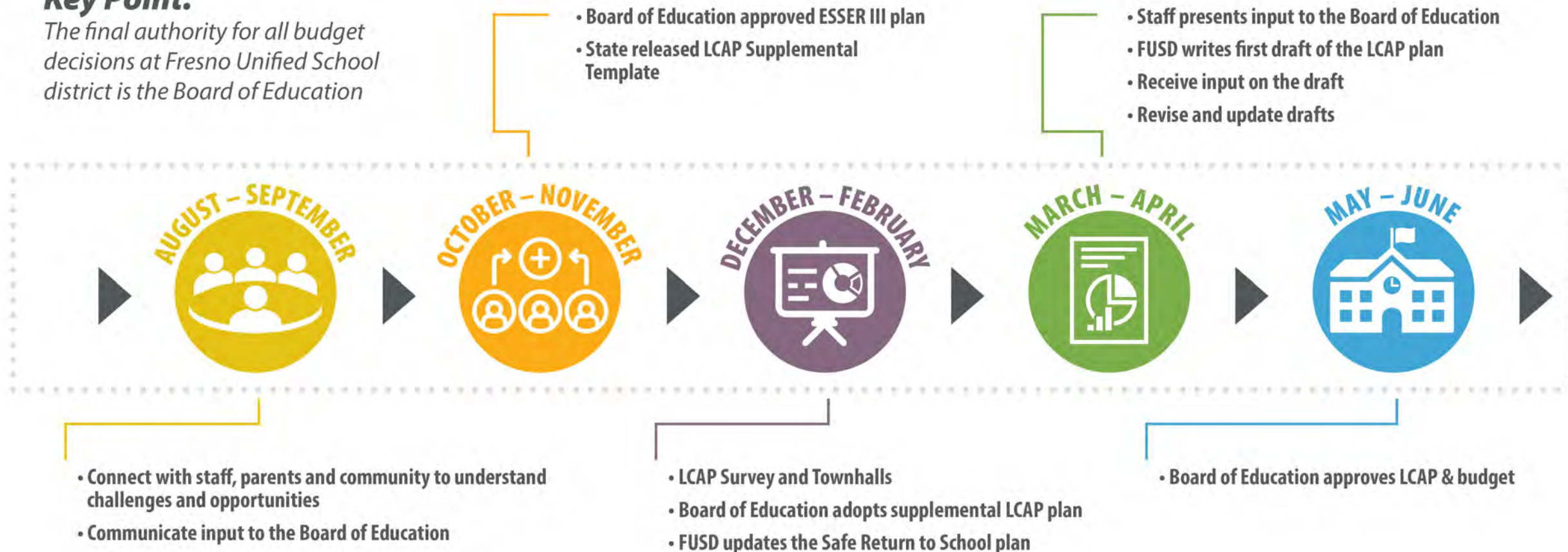
Collect input from a diverse group of school and community representatives, to help refine district plans to improve student outcomes



2021/22 PLANNING AND ENGAGEMENT TIMELINE

Key Point:

The final authority for all budget decisions at Fresno Unified School district is the Board of Education



COMMUNITY ROUNDTABLE EXPLORATION WORKSHOPS

JANUARY

➤ BULLARD HS	JAN. 13, 2022
➤ FORT MILLER MS	JAN. 20, 2022
➤ ROOSEVELT HS	JAN. 25, 2022

FEBRUARY

➤ EDISON HS	FEB. 01, 2022
➤ SUNNYSIDE HS	FEB. 03, 2022
➤ McLANE HS	FEB. 08, 2022
➤ HOOVER HS	FEB. 09, 2022
➤ <u>ENGLISH</u> VIRTUAL WORKSHOP	FEB. 10, 2022
➤ <u>SPANISH</u> VIRTUAL WORKSHOP	FEB. 15, 2022
➤ <u>HMONG</u> VIRTUAL WORKSHOP	FEB. 17, 2022

- **ALL MEETINGS WILL START AT 5:30 PM**
- **FOOD, REFRESHMENTS AND TRANSLATION WILL BE PROVIDED**
- **VIRTUAL MEETINGS WILL BE CONDUCTED ON MICROSOFT TEAMS**




ENGAGEMENT STRATEGIES

- Peachjar
- District Website
- District Update
- District School Messenger
- Parent University
- Employee Zone
- Posters
- Flyers
- Morning Announcements
- Banners
- School Marquis
- School Messaging

PARENTS | TEACHERS | STUDENTS | COMMUNITY

COMMUNITY ROUNDTABLE
EXPLORATION
Fresno Unified School District



Come join us as we explore ways to
ACCELERATE YOUR CHILD'S EDUCATION!

COMMUNITY ROUNDTABLE
EXPLORATION
Fresno Unified School District

BULLARD
High School Cafeteria
Thursday,
January 13, 2022 @ 5:30pm

ROUNDTABLE SCHEDULE

January 13, 2022	➤ Bullard High School- Cafeteria
January 20, 2022	➤ Fort Miller Middle School- Cafeteria
January 25, 2022	➤ Roosevelt High School- Cafeteria
February 1, 2022	➤ Edison High School- Cafeteria
February 3, 2022	➤ Sunnyside High School- Cafeteria
February 8, 2022	➤ McLane High School- Cafeteria
February 9, 2022	➤ Hoover High School- Cafeteria

LIVE WORKSHOPS*


February 10, 2022	➤ ENGLISH LCAP Workshop
February 15, 2022	➤ SPANISH LCAP Workshop
February 17, 2022	➤ HMONG LCAP Workshop

VIRTUAL

Each participant will receive:

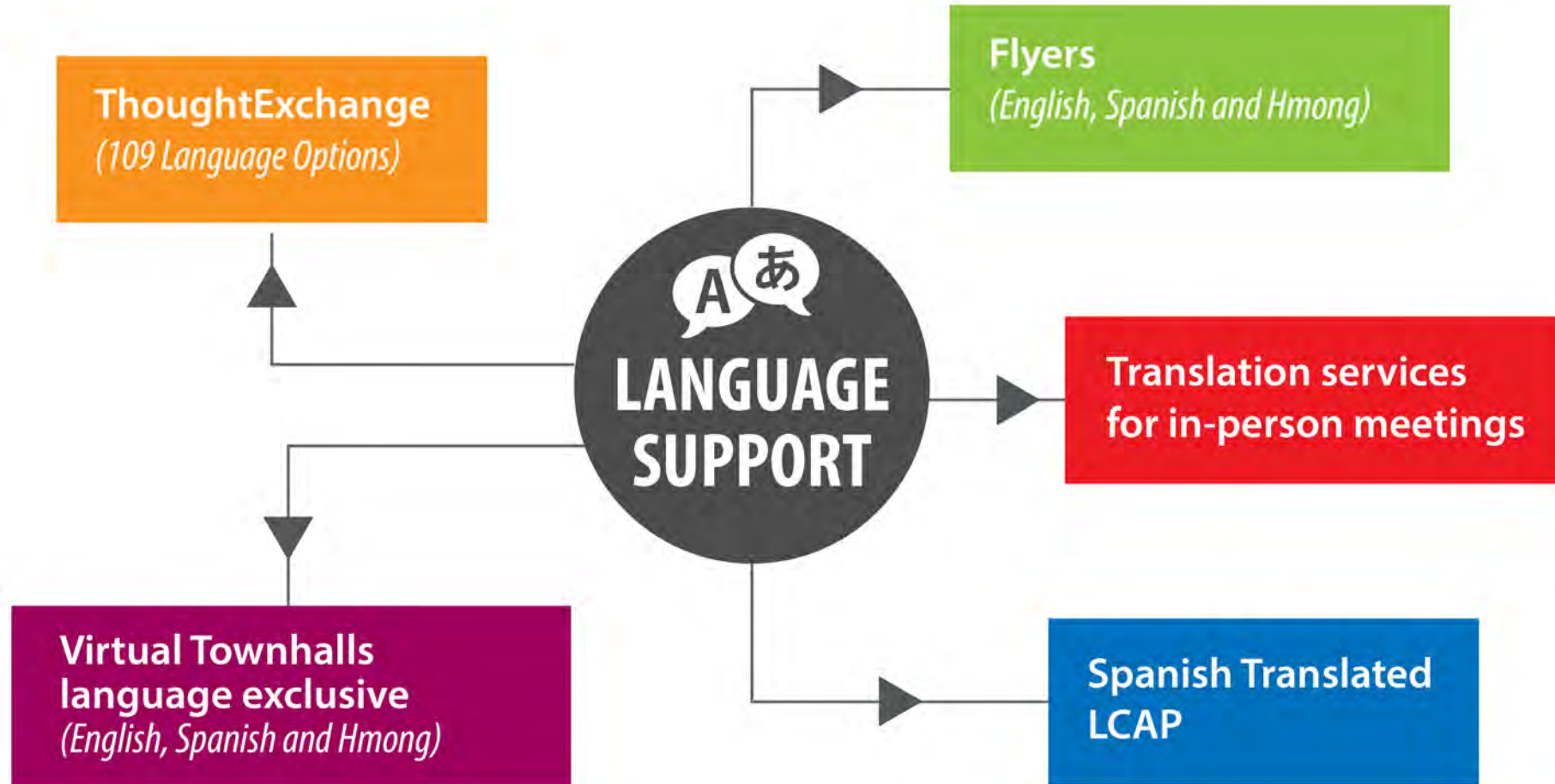
- 1 Adult admission ticket
- 1 Child admission ticket
- 1 Giraffe feeding ticket

To the Chaffee Zoo!



*Face Mask Required

LANGUAGE SUPPORT



WHAT'S NEW?

Changes to the LCAP Template

- **Remove the term “Stakeholder”** - Throughout the state LCAP template, groups that districts engage with are now being referred to as “educational partners”
- **Supplemental and Concentration Fund Carryover** - Districts must calculate carryover and provide a description of the actions to be implemented using carryover
- **Additional Concentration Funds** - The 2021/22 State budget provided districts with more than 55% of students who are English learners, foster youth or low-income an additional 15% concentration grant to hire additional school staff
 - Five schools not meeting the 55% threshold include Bullard Talent, Forkner, Malloch, Starr, and Baird
 - This new funding equates to \$30 million for Fresno Unified
- **New Mandated District Goals** - The LCAP statute was updated to require district goals focused on improving outcomes of low-performing student groups.
 - Fresno Unified will have two new goals in its LCAP
 - Foster youth
 - Students with disabilities



QUESTIONS?



Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM B-22

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.

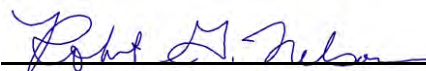
FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: David Chavez,
Chief of Staff

DIVISION: Department Name
PHONE NUMBER: (559) 457-3566

CABINET APPROVAL: David Chavez,
Chief of Staff

SUPERINTENDENT APPROVAL:



2021
VOTING REPRESENTATIVE CERTIFICATE

Representative _____

District Name _____

(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 2022 - Ed. Code §§ 35023, 72403)

Signature _____
(Clerk)

2021
ALTERNATE VOTING REPRESENTATIVE CERTIFICATE

Alternate
Representative _____

District Name _____

(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 2022 - Ed. Code §§ 35023, 72403)

Signature _____
(Clerk)

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM B-23

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 Nominations to the California School Boards Association's Delegate Assembly

ITEM DESCRIPTION: Each year, member boards elect representatives to the California School Boards Association's (CSBA) Delegate Assembly. The Delegate Assembly is a vital link in the Association's governance and sets the general policy direction. Delegates elected in 2022 will serve a two-year term beginning April 01, 2022. There are two required Delegate Assembly meetings each year; in 2022, the dates are May 21-22 and November 29-30. Nominations and biographical sketch forms for CSBA's Delegate Assembly are being accepted until Friday, January 07, 2022.

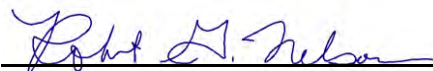
FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: David Chavez,
Chief of Staff

DIVISION: Department Name
PHONE NUMBER: (559) 457-3566

CABINET APPROVAL: David Chavez,
Chief of Staff

SUPERINTENDENT APPROVAL:



Delegate Assembly District Nomination Form for 2022 Election



TO BE COMPLETED BY THE NOMINATING BOARD

Deadline: Friday, January 7, 2022 | No late submissions accepted

This form is required. Please submit this Nomination Form via e-mail to nominations@csba.org by no later than 11:59 p.m. on January 7, 2022. Forms may also be submitted via mail, to CSBA's Executive Office, at 3251 Beacon Blvd., West Sacramento, CA 95691, with a postmark of no later than January 7, 2022. It is the candidate's responsibility to confirm that CSBA has received nomination materials prior to the deadline.

CSBA Region/subregion # _____

See "CSBA REGION INDEX FOR DISTRICTS & COE"

The Board of Education of the _____

(Nominating District)

voted to nominate _____ **The nominee is a member of the**
(Nominee)

_____ **which is a member of the**
(Nominee's Board)

California School Boards Association.

Board Clerk or Board Secretary (signature)

Date

Board Clerk or Board Secretary (print name)

ONLY ONE NOMINEE PER NOMINATION FORM

Delegate Assembly

Biographical Sketch Form for 2022 Election



Deadline: Friday, January 7, 2022 | No late submissions accepted

This form is required. An optional, one-page, single-sided, résumé may also be submitted. Do not state "see résumé." Do not re-type this form. It is the candidate's responsibility to confirm that CSBA has received nomination materials prior to the deadline. Please submit completed form via e-mail to nominations@csba.org by no later than 11:59 p.m. on January 7, 2022. Forms may also be submitted via mail, to CSBA's Executive Office, at 3251 Beacon Blvd., West Sacramento, CA 95691, with a postmark of no later than January 7, 2022.

Your signature indicates your consent to have your name placed on the ballot and to serve as a Delegate, if elected.

Signature: _____ Date: _____

Name: _____ CSBA Region & subregion #: _____

District or COE: _____ Years on board: _____

Profession: _____ Contact Number (☐ Cell ☐ Home ☐ Bus.): _____

Primary E-mail: _____

Are you an incumbent Delegate? ☐ Yes ☐ No If yes, year you became Delegate: _____

Why are you interested in becoming a Delegate? Please describe the skills and experiences you would bring to the Delegate Assembly.

Please describe your activities and involvement on your local board, community, and/or CSBA.

What do you see as the biggest challenge facing governing boards and how can CSBA help address it?

Delegate Assembly Important Dates



2022 Delegate Assembly Election

Friday, January 7:	Deadline for Nomination Forms and Biographical Sketch Forms
Tuesday, February 1:	Ballots sent to member boards
Tuesday, March 15:	Deadline for ballots to be sent back to CSBA
By Thursday, March 31:	Ballots will be counted
Friday, April 1:	First day of new 2-year term for Delegates elected in 2022

2022 Delegate Assembly Meeting Dates

Saturday – Sunday, May 21 - 22
(scheduled to occur in Sacramento)

Tuesday – Wednesday, November 30 - December 1
(scheduled to occur in San Diego)



DELEGATE ASSEMBLY ROSTER with terms (Updated 10/7/2021)

** = District or COE appointment*

REGION 1 – 4 Delegates (4 elected)

Director: Frank Magarino (Del Norte County USD)

Subregion 1-A (Del Norte, Humboldt)

Donald McArthur (Del Norte County USD), 2023

Lisa Ollivier (Eureka City Schools), 2022

Subregion 1-B (Lake, Mendocino)

Tyler Nelson (Ukiah USD), 2022

Region 1 County

Melissa Kinsel (Lake COE), 2023

REGION 2 – 4 Delegates (4 elected)

Director: Sherry Crawford (Siskiyou COE)

Subregion 2-A (Modoc, Siskiyou, Trinity)

Gregg Gunkel (Siskiyou Union HSD), 2023

Subregion 2-B (Shasta)

Bruce Ross (Redding SD), 2023

Subregion 2-C (Lassen, Plumas)

Leslie Edlund (Plumas County & USD), 2022

Region 2 County

Brenda Duchi (Siskiyou COE), 2022

REGION 3 – 8 Delegates (8 elected)

Director: A.C. (Tony) Ubalde (Vallejo City USD)

Subregion 3-A (Sonoma)

Jeremy Brott (Bennett Valley Union SD), 2022

Omar Medina (Santa Rosa City SD), 2023

Subregion 3-B (Napa)

David Gracia (Napa Valley USD), 2023

Subregion 3-C (Solano)

Diane Ferrucci (Benicia USD), 2023

Ralph Gross (Vallejo City USD), 2022

David Isom (Fairfield-Suisun USD), 2023

Subregion 3-D (Marin)

Gina Daly (San Rafael City Schools), 2022

Region 3 County

Dana Dean (Solano COE), 2023

REGION 4 – 8 Delegates (8 elected)

Director: Renee Nash (Eureka Union SD)

Subregion 4-A (Glenn, Tehama)

Vacant, 2022

Subregion 4-B (Butte)

Sharon Nilsson (Oroville City ESD), 2023

Subregion 4-C (Colusa, Sutter, Yuba)

Talwinder Chetra (Live Oaks USD), 2022

Doug Criddle (Marysville Joint USD), 2023

Subregion 4-D (Nevada, Placer, Sierra)

Julann Brown (Auburn Union ESD), 2023

Alisa Fong (Roseville City SD), 2023

Rachelle Price (Rocklin USD), 2022

Region 4 County

David Patterson (Placer COE), 2022

***Delegate-at-Large**

Mike Walsh (Butte COE)

REGION 5 – 10 Delegates (7 elected/3 appointed*)

Director: Alisa MacAvoy (Redwood City ESD)

Subregion 5-A (San Francisco)

Jenny Lam (San Francisco County USD)*, 2023

Faauga Moliga (San Francisco County USD)*, 2023

Vacant (San Francisco County USD)*, 2022

Subregion 5-B (San Mateo)

Noelia Corzo (San Mateo-Foster City SD), 2022

Carrie Du Bois (Sequoia Union HSD), 2023

Clayton Koo (Jefferson ESD), 2022

Gregory Land (San Mateo Union HSD), 2023

Sophia Layne (Cabrillo USD), 2022

Daina Lujan (South San Francisco USD), 2023

Region 5 County

Beverly Gerard (San Mateo COE), 2023

REGION 6 – 18 Delegates (11 elected/7 appointed*)

Director: Darrel Woo (Sacramento City USD)

Subregion 6-A (Yolo)

Jackie Wong (Washington USD), 2022

Subregion 6-B (Sacramento)

Beth Albiani (Elk Grove USD)*, 2023

Nancy Chaires Espinoza (Elk Grove USD)*, 2022

Christopher Clark (Folsom-Cordova USD), 2022

Pam Costa (San Juan USD)*, 2023

Craig DeLuz (Robla ESD), 2022

Leticia Garcia (Sacramento City USD), 2023

Lisa Kaplan (Natomas USD), 2023

Kelly Kelley (Center Joint USD), 2023

Mike McKibbin (San Juan USD)*, 2022

Chinua Rhodes (Sacramento City USD), 2023

Edward Short (Folsom-Cordova USD), 2023

Vacant (Sacramento City USD)*, 2022

Vacant (Sacramento City USD)*, 2023

Vacant (Twin Rivers USD)*, 2023

Subregion 6-C (Alpine, El Dorado, Mono)

Misty diVittorio (Placerville Union ESD), 2022

Suzanna George (Rescue Union ESD), 2023

Region 6 County

Vacant, 2022

REGION 7 – 18 Delegates (14 elected/4 appointed*)

Director: Yolanda Peña Mendrek (Liberty Union HSD)

Subregion 7-A (Contra Costa)

Thuy DaoJensen (Brentwood Union SD), 2023

Rachel Hurd (San Ramon Valley USD)*, 2022

Meredith Meade (Lafayette SD), 2023

Marina Ramos (John Swett USD), 2022

Mary Rocha (Antioch USD), 2022

Pauline Rivera Allred (Liberty Union HSD), 2022

Richard Severy (Moraga ESD), 2023

Subregion 7-B (Alameda)

James Aguilar (San Leandro USD), 2022
Desrie Campbell (Fremont USD)*, 2023
Dianne Jones (Fremont USD), 2023
Lance Nishihira (New Haven USD), 2022
Diana Prola (San Leandro USD), 2023
Monique Tate (San Leandro USD), 2022
Anne White (Livermore Valley Joint USD), 2022
Gary Yee (Oakland USD)*, 2022
Sara Prada (Hayward USD), 2023
Clifford Thompson (Oakland USD)*, 2023

Region 7 County

Annette Lewis (Contra Costa COE), 2023

REGION 8 – 14 Delegates (12 elected/2 appointed*)

Director: Stephen Schluer (Manteca USD)

Subregion 8-A (San Joaquin)

Eric Duncan (Manteca USD), 2022
Kathy Howe (Manteca USD), 2022
Cecilia Mendez (Stockton USD)*, 2022
George Neely (Lodi USD), 2023
Christopher (Kit) Oase (Ripon USD), 2023
Jenny Van De Pol (Lincoln USD), 2022
Raymond C. Zulueta Jr. (Stockton USD)*, 2023

Subregion 8-B (Amador, Calaveras, Tuolumne)

Sherri Reusche (Calaveras USD), 2023

Subregion 8-C (Stanislaus)

Faye Lane (Ceres USD), 2022
Cynthia (Cindi) Lindsey (Sylvan Union ESD), 2023
Paul Wallace (Neman-Crows Landing USD), 2023

Subregion 8-D (Merced)

Jessee Espinosa (Merced City SD), 2023
Vacant, 2022

Region 8 County

Juliana Feriani (Tuolumne COE), 2022

***Delegate-at-Large**

Cindy Marks (Modesto City Schools)

REGION 9 – 8 Delegates (8 elected)

Director: Tami Gunther (Atascadero USD)

Subregion 9-A (San Benito, Santa Cruz)

Phil Rodriguez (Soquel Union ESD), 2023
Roger Snyder (Scotts Valley USD), 2022
Deborah Tracy-Proulx (Santa Cruz City Schools), 2022

Subregion 9-B (Monterey)

Adrian Ayala (North Monterey County USD), 2022
David Kong (Greenfield Union SD), 2023

Subregion 9-C (San Luis Obispo)

Mark Buchman (San Luis Coastal USD), 2022
Vicki Meagher (Lucia Mar USD), 2023

Region 9 County

John McPherson (Monterey COE), 2023

***Delegate-at-Large**

Chris Ungar (San Luis Coastal USD)

REGION 10 – 14 Delegates (10 elected/4 appointed*)

Director: Kathy Spate (Caruthers USD)

Subregion 10-A (Madera, Mariposa)

Barbara Bigelow (Chawanakee USD), 2023

Subregion 10-B (Fresno)

Daniel Babshoff (Kerman USD), 2023
Darrell Carter (Washington USD), 2022
Phillip Cervantes (Central USD), 2022
Naindeep Singh Chann (Central USD), 2023
Gilbert Coelho (Firebaugh-Las Deltas USD), 2022
Valerie Davis (Fresno USD)*, 2023
David DeFrank (Clovis USD)*, 2023
William (Bill) Johnson (Clay Jt. ESD), 2023
Elizabeth Sandoval (Clovis USD)*, 2022
Keshia Thomas (Fresno USD)*, 2022
G. Brandon Vang (Sanger USD), 2023

Subregion 10-C (Kings)

Mark Pescatore (Lemoore Union ESD), 2022

Region 10 County

Marcy Masumoto (Fresno COE), 2022

REGION 11 – 9 Delegates (9 elected)

Director: Sabrena Rodriguez (Ventura USD)

Subregion 11-A (Santa Barbara)

Wendy Sims-Moten (Santa Barbara USD), 2022
Luz Reyes-Martin (Goleta Union SD), 2023

Subregion 11-B (Ventura)

Matthew Almaraz (Ventura USD), 2023
Darlene Bruno (Hueneme SD), 2022
Efrain Cazares (Oceanview SD), 2022
Debra Cordes (Oxnard SD), 2022
Lauren Gill (Conejo Valley USD), 2022
Jeri Mead (Santa Paula USD), 2023

Region 11 County

Rachel Ulrich (Ventura COE), 2023

REGION 12 – 13 Delegates (11 elected/2 appointed*)

Director: Bill Farris (Sierra Sands USD)

Subregion 12-A (Tulare)

Peter Lara (Porterville USD), 2022
Felipe Martinez (Porterville USD), 2023
Cathy Mederos (Tulare Joint Union HSD), 2023
Vacant, 2022

Subregion 12-B (Kern)

Pamela (Pam) Baugher (Bakersfield City SD), 2023
Cynthia Brakeman (Kern HSD)*, 2022
Pamela Jacobsen (Standard SD), 2022
Tim Johnson (Sierra Sands USD), 2023
David Manriquez (Kern HSD)*, 2023
Geri Rivera (Arvin Union SD), 2023
Lillian Tafoya (Bakersfield City SD), 2022
Keith Wolaridge (Panama-Buena Vista Union SD), 2023

Region 12 County

Vacant, 2022

REGION 15 – 24 Delegates (17 elected/7 appointed*)

Director: Meg Cutuli (Los Alamitos USD)

County: Orange

Alfonso Alvarez (Santa Ana USD)*, 2022
Lauren Brooks (Irvine USD), 2022
Carrie Buck (Placentia-Yorba Linda USD), 2022
Judy Bullockus (Capistrano USD)*, 2023
Bonnie Castrey (Huntington Beach Union HSD), 2023
Lynn Davis (Tustin USD), 2022
Jackie Filbeck (Anaheim ESD), 2023
Carrie Flanders (Brea Olinda USD), 2023
Karin Freeman (Placentia-Yorba Linda USD), 2023
Ira Glasky (Irvine USD)*, 2022
Diana Hill (Los Alamitos USD), 2023
Al Jabbar (Anaheim Un. HSD), 2023
Candice Kern (Cypress ESD), 2022
Martha McNicholas (Capistrano USD)*, 2022
Charlene Metoyer (Newport-Mesa USD), 2023
Arturo Montez (Centralia ESD), 2023
Theresa (Terri) Rocco (Garden Grove USD)*, 2023
Lan Nguyen (Garden Grove USD)*, 2022
Annemarie Randle-Trejo (Anaheim Union HSD), 2022
Rigo Rodriguez (Santa Ana USD)*, 2023
Michael Simons (Huntington Beach Union HSD), 2022
Suzie Swartz (Saddleback Valley USD), 2023
Sharon Wallin (Irvine USD), 2022

Region 15 County

Rebecca Gomez (Orange COE), 2023

***Delegates-at-Large**

Marilyn Buchi (Fullerton Joint Union HSD)
Susan Henry (Huntington Beach Union HSD)

REGION 16 – 18 Delegates (14 elected/4 appointed*)

Director: Karen Gray (Silver Valley USD)

Subregion 16-A (Inyo)

Susan Patton (Lone Pine USD), 2023

Subregion 16-B (San Bernardino)

Joe Armendarez (Fontana USD)*, 2022
Christina Cameron-Otero (Needles USD), 2022
Tom Courtney (Lucerne Valley USD), 2023
Barbara Dew (Victor Valley Union HSD), 2022
Gwen Dowdy-Rodgers (San Bernardino City USD)*, 2023
Barbara Flores (San Bernardino City USD), 2022
Cindy Gardner (Rim of the World USD), 2022
Shari Megaw (Chaffey Joint Union HSD), 2023
James O'Neill, (Redlands USD), 2022
Adam Perez (Fontana USD)*, 2023
Wilson So (Apple Valley USD), 2022
Gabriel Stine (Victor ESD), 2023
Eric Swanson (Hesperia USD), 2023
Mondi Taylor (Etiwanda SD), 2023
Kathy Thompson (Central ESD), 2023
Scott Wyatt (San Bernardino City USD)*, 2022

Region 16 County

Laura Mancha (San Bernardino COE), 2022

REGION 17 – 23 Delegates (17 elected/6 appointed*)

Director: Debra Schade (Solana Beach ESD)

County: San Diego

Richard Barrera (San Diego USD)*, 2023
Sabrina Bazzo (San Diego USD)*, 2023
Maria Betancourt-Castaneda (National SD), 2022
Kate Bishop (Chula Vista ESD), 2023
Leslie Bunker (Chula Vista ESD), 2023
Eleanor Evans (Oceanside USD), 2022
Humberto Gurmilan (San Ysidro SD), 2022
Andrew Hayes (Lakeside Union SD), 2023
Claudine Jones (Carlsbad USD), 2022
Melissa Krogh (Warner USD), 2023
Michael McQuary (San Diego USD)*, 2022
Gee Wah Mok (Del Mar Union SD), 2022
Tamara Otero (Cajon Valley Union SD), 2022
Darshana Patel (Poway USD)*, 2023
Dawn Perfect (Ramona USD), 2023
Barbara Ryan (Santee SD), 2023
Elva Salinas (Grossmont Union HSD), 2022
Nicholas Segura (Sweetwater Union HSD)*, 2022
Arturo Solis (Sweetwater Union HSD)*, 2023
Marla Strich (Encinitas Union ESD), 2022
Cipriano Vargas, (Vista USD), 2022
Katrina Young (San Dieguito Union HSD), 2023

Region 17 County

Guadalupe Gonzalez (San Diego COE), 2023

REGION 18 – 21 Delegates (16 elected/5 appointed*)

Director: Wendy Jonathan (Desert Sands USD)

Subregion 18-A (Riverside)

Kathy Allavie (Riverside USD)*, 2023
Heidi Matthies-Dodd (Lake Elsinore USD), 2022
Angelov Farooq (Riverside USD)*, 2022
Robert Garcia (Jurupa USD), 2023
Madonna Gerrell (Palm Springs USD), 2023
Virniecia Green-Jordan (Perris ESD), 2022
Sandy Hinkson (Temecula Valley USD), 2023
Cleveland Johnson (Moreno Valley USD)*, 2023
Marla Kirkland (Val Verde USD), 2022
Elizabeth Marroquin (Corona-Norco USD)*, 2022
David Nelissen (Perris Union HSD), 2022
Gerard Reller (Romoland ESD), 2023
David Sanchez (Beaumont USD), 2022
Victor Scavarda (Hemet USD), 2022
Kris Thomasian (Murrieta Valley USD), 2023
Lizeth Vega (Alvord USD), 2022
Mary Ybarra (Corona-Norco USD)*, 2023

Subregion 18-B (Imperial)

Diahna Garcia-Ruiz (Central Union HSD), 2022
Gil Rebollar (Brawley ESD), 2023
Tony Sandoval (Heber ESD), 2023

Region 18 County

Victor Jaime (Imperial COE), 2022

***Delegate-at-Large**

Jesus Holguin (Moreno Valley USD)

REGION 20 – 12 Delegates (11 elected/1 appointed*)

Director: Albert Gonzalez (Santa Clara USD)

County: Santa Clara

Teresa Castellanos (San Jose USD)*, 2023
Lorena Chavez (East Side Union HSD), 2022
Danielle Cohen (Campbell Union SD), 2023
Devon Conley (Mountain View Whisman SD), 2023
Van Le (Eastside Union HSD), 2023
Jodi Muirhead (Santa Clara USD), 2022
Mary Patterson (Morgan Hill USD), 2022
Andres Quintero (Alum Rock Union ESD), 2022
George Sanchez (Franklin-McKinley ESD), 2023
Bridget Watson (Sunnyvale SD), 2023
Fiona Walter (Mountain View Los Altos HSD), 2023

Region 20 County

Rosemary Kamei (Santa Clara COE), 2022

REGION 21 – 7 Delegates (7 appointed*)

Director: Scott Schmerelson (Los Angeles USD)

County: Los Angeles

Mónica Garcia (Los Angeles USD)*, 2022
Jackie Goldberg (Los Angeles USD)*, 2022
Kelly Gonez (Los Angeles USD)*, 2022
George McKenna (Los Angeles USD)*, 2022
Nick Melvoin (Los Angeles USD)*, 2022
Tanya Ortiz Franklin (Los Angeles USD)*, 2022

Region 21 County

Monte Perez (Los Angeles COE), *2022

REGION 22 – 6 Delegates (6 elected)

Director: Nancy Smith (Palmdale SD)

Los Angeles County: North Los Angeles

Julie Bookman (Eastside Union SD), 2022
Steven DeMarzio (Westside Union ESD), 2022
Keith Giles (Lancaster ESD), 2022
Cherise Moore (William S. Hart Union HSD), 2023
Christopher Trunkey (Saugus Union SD), 2023
Sharon Vega (Palmdale ESD), 2023

REGION 23 – 11 Delegates (11 elected)

Director: Helen Hall (Walnut Valley USD)

Los Angeles County: San Gabriel Valley & East Los Angeles**Subregion 23-A**

Vacant, 2023
Jennifer Freemon (Glendale USD), 2023
Gregory Krikorian (Glendale USD), 2022
Gary Scott (San Gabriel USD), 2022

Subregion 23-B

Florencio Briones (El Monte Union HSD), 2023
Adam Carranza (Mountain View ESD), 2023
Elizabeth Rivas (El Monte City SD), 2022

Subregion 23-C

Cory Ellenson (Glendora USD), 2022
Steven Llanusa (Claremont USD), 2022
Christina Lucero (Baldwin Park USD), 2023
Eileen Miranda Jimenez (West Covina USD), 2023

REGION 24 – 14 Delegates (12 elected/2 Appointed*)

Director: Leighton Anderson (Whittier Union HSD)

Los Angeles County: Southwest Crescent

Jan Baird (South Whittier ESD), 2023
Maggie Bove-LaMonica (Hermosa Beach City ESD), 2022
Carolyn Castillo (El Rancho USD), 2023
Diana Craighead (Long Beach USD)*, 2022
Yesenia Cuarenta (Paramount USD), 2023
Jennifer De Baca Sandoval (Whittier City ESD), 2023
Jeremy Gerson (Torrance USD), 2022
Sylvia Macias (South Whittier ESD), 2022
Karen Morrison (Norwalk-La Mirada USD), 2022
Harunobu (H. Ernie) Nishii (ABC USD), 2023
Nicholas Otto (Long Beach USD)*, 2023
Ann Phillips (Lawndale ESD), 2022
Jorge Tirado (Norwalk-La Mirada USD), 2023
Vacant, 2022

Alphabetical Index of School Districts and Corresponding CSBA Region Number

ABC USD	24	Arvin Union SD	12 B	Big Sur USD	09 B
Acalanes Union HSD	07 A	Atascadero USD	09 C	Big Valley Joint USD	02 C
Ackerman Charter SD	04 D	Atwater ESD	08 D	Biggs USD	04 B
Acton-Agua Dulce USD	22	Auburn Union ESD	04 D	Bishop USD	16 A
Adelanto ESD	16 B	Azusa USD	23 C	Bitterwater-Tully Union ESD	09 A
Alameda COE	07 B	Baker Valley USD	16 B	Black Butte Union ESD	02 B
Alameda USD	07 B	Bakersfield City ESD	12 B	Black Oak Mine USD	06 C
Albany USD	07 B	Baldwin Park USD	23 C	Blake ESD	12 B
Alexander Valley Union ESD	03 A	Baldy View ROP	16 B	Blochman Union ESD	11 A
Alhambra USD	23 A	Ballard SD	11 A	Blue Lake Union ESD	01 A
Alisal Union SD	09 B	Ballico-Cressey ESD	08 D	Bogus ESD	02 A
Allensworth ESD	12 A	Bangor Union ESD	04 B	Bolinas-Stinson Union SD	03 D
Alpaugh USD	12 A	Banning USD	18 A	Bonita USD	23 C
Alpine County & USD	06 C	Banta ESD	08 A	Bonny Doon Union ESD	09 A
Alpine Union SD	17	Barstow USD	16 B	Bonsall USD	17
Alta Loma ESD	16 B	Bass Lake Joint Union ESD	10 A	Borrego Springs USD	17
Alta Vista ESD	12 A	Bassett USD	23 C	Bradley Union ESD	09 B
Alta-Dutch Flat Union ESD	04 D	Bayshore ESD	05 B	Brawley ESD	18 B
Alum Rock Union ESD	20	Bear Valley USD	16 B	Brawley Union HSD	18 B
Alview-Dairyland Union ESD	10 A	Beardsley ESD	12 B	Brea Olinda USD	15
Alvina Elementary Charter SD	10 B	Beaumont USD	18 A	Brentwood Union SD	07 A
Alvord USD	18 A	Bella Vista ESD	02 B	Bret Harte Union HSD	08 B
Amador County & USD	08 B	Bellevue ESD	08 B	Bridgeville ESD	01 A
Anaheim ESD	15	Bellevue Union SD	03 A	Briggs ESD	11 B
Anaheim Union HSD	15	Bellflower USD	24	Brisbane ESD	05 B
Anderson Union HSD	02 B	Belmont-Redwood Shores SD	05 B	Brittan ESD	04 C
Anderson Valley USD	01 B	Benicia USD	03 C	Browns ESD	04 C
Antelope SD	04 A	Bennett Valley Union SD	03 A	Buckeye Union ESD	06 C
Antelope Valley Union HSD	22	Berkeley USD	07 B	Buellton Union ESD	11 A
Antioch USD	07 A	Berryessa Union SD	20	Buena Park ESD	15
Apple Valley USD	16 B	Beverly Hills USD	24	Buena Vista ESD	12 A
Arcadia USD	23 A	Big Creek ESD	10 B	Burbank USD	23 A
Arcata ESD	01 A	Big Lagoon Union ESD	01 A	Burlingame ESD	05 B
Arcohe Union ESD	06 B	Big Oak Flat-Groveland USD	08 B	Burnt Ranch ESD	02 A
Armona Union ESD	10 C	Big Pine USD	16 A	Burrel Union ESD	10 B
Aromas-San Juan USD	09 A	Big Springs Union ESD	02 A	Burton ESD	12 A

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Butte COE	04	B	Central USD	10	B	Compton USD	24	
Butte Valley USD	02	A	Centralia ESD	15		Conejo Valley USD	11	B
Butteville Union ESD	02	A	Ceres USD	08	C	Contra Costa COE	07	A
Buttonwillow Union ESD	12	B	Chaffey Joint Union HSD	16	B	Corcoran Joint USD	10	C
Byron Union ESD	07	A	Charter Oak USD	23	C	Corning Union ESD	04	A
Cabrillo USD	05	B	Chatom Union SD	08	C	Corning Union HSD	04	A
Cajon Valley Union SD	17		Chawanakee USD	10	A	Coronado USD	17	
Calaveras COE	08	B	Chicago Park ESD	04	D	Corona-Norco USD	18	A
Calaveras USD	08	B	Chico USD	04	B	Cotati-Rohnert Park USD	03	A
Calexico USD	18	B	Chino Valley USD	16	B	Cottonwood Union SD	02	B
Caliente Union ESD	12	B	Chowchilla ESD	10	A	Covina-Valley USD	23	C
Calipatria USD	18	B	Chowchilla Union HSD	10	A	Cucamonga SD	16	B
Calistoga Joint USD	03	B	Chualar Union SD	09	B	Cuddeback Union ESD	01	A
Cambrian SD	20		Chula Vista ESD	17		Culver City USD	24	
Camino Union ESD	06	C	Cienega Union ESD	09	A	Cupertino Union SD	20	
Campbell Union HSD	20		Cinnabar ESD	03	A	Curtis Creek ESD	08	B
Campbell Union SD	20		Claremont USD	23	C	Cutler-Orosi Joint USD	12	A
Camptonville Union ESD	04	C	Clay Joint ESD	10	B	Cutten ESD	01	A
Canyon ESD	07	A	Clear Creek ESD	04	D	Cuyama Joint USD	11	A
Capay Joint Union ESD	04	A	Cloverdale USD	03	A	Cypress ESD	15	
Capistrano USD	15		Clovis USD	10	B	Davis Joint USD	06	A
Cardiff ESD	17		Coachella Valley USD	18	A	Death Valley USD	16	A
Carlsbad USD	17		Coalinga-Huron USD	10	B	Dehesa SD	17	
Carmel USD	09	B	Coast USD	09	C	Del Mar Union SD	17	
Carpinteria USD	11	A	Coastline ROP	15		Del Norte County & USD	01	A
Caruthers USD	10	B	Coffee Creek ESD	02	A	Delano Joint Union HSD	12	B
Cascade Union ESD	02	B	Cold Spring ESD	11	A	Delano Union ESD	12	B
Castaic Union SD	22		Colfax ESD	04	D	Delhi USD	08	D
Castle Rock Union ESD	02	B	College ESD	11	A	Delphic ESD	02	A
Castro Valley USD	07	B	Colton Joint USD	16	B	Denair USD	08	C
Cayucos ESD	09	C	Colton-Redlands-Yucaipa ROP	16	B	Desert Center USD	18	A
Center USD	06	B	Columbia ESD	02	B	Desert Sands USD	18	A
Centinela Valley Union HSD	24		Columbia Union SD	08	B	Di Giorgio ESD	12	B
Central ESD	16	B	Columbine ESD	12	A	Dinuba USD	12	A
Central Union ESD	10	C	Colusa COE	04	C	Dixon USD	03	C
Central Union HSD	18	B	Colusa USD	04	C	Dos Palos Oro Loma Joint USD	08	D

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Douglas City ESD	02	A	Escondido Union HSD	17	French Gulch-Whiskeytown ESD	02	B	
Downey USD	24		Escondido Union SD	17	Freshwater ESD	01	A	
Dry Creek Joint ESD	04	D	Esparto USD	06	A	Fresno COE	10	B
Duarte USD	23	A	Etiwanda ESD	16	B	Fresno USD	10	B
Dublin USD	07	B	Eureka City Schools	01	A	Fruitvale ESD	12	B
Ducor Union ESD	12	A	Eureka Union SD	04	D	Fullerton Joint Union HSD	15	
Dunham ESD	03	A	Evergreen ESD	20		Fullerton SD	15	
Dunsmuir ESD	02	A	Evergreen Union ESD	04	A	Galt Joint Union ESD	06	B
Dunsmuir Joint Union HSD	02	A	Exeter USD	12	A	Galt Joint Union HSD	06	B
Durham USD	04	B	Fairfax ESD	12	B	Garden Grove USD	15	
Earlimart ESD	12	A	Fairfield-Suisun USD	03	C	Garfield ESD	01	A
East Nicolaus Joint Union HSD	04	C	Fall River Joint USD	02	B	Garvey ESD	23	A
East San Gabriel Valley ROP	21		Fallbrook Union ESD	17		Gateway USD	02	B
East Side Union HSD	20		Fallbrook Union HSD	17		Gazelle Union ESD	02	A
East Whittier City ESD	24		Farmersville USD	12	A	General Shafter ESD	12	B
Eastern Sierra USD	06	C	Ferndale USD	01	A	Gerber Union ESD	04	A
Eastside Union SD	22		Fieldbrook ESD	01	A	Geyserville USD	03	A
Eden Area ROP	07	B	Fillmore USD	11	B	Gilroy USD	20	
Edison ESD	12	B	Firebaugh-Las Deltas USD	10	B	Glendale USD	23	A
El Centro ESD	18	B	Flournoy Union ESD	04	A	Glendora USD	23	C
El Dorado COE	06	C	Folsom-Cordova USD	06	B	Glenn COE	04	A
El Dorado Union HSD	06	C	Fontana USD	16	B	Gold Oak Union SD	06	C
El Monte City SD	23	B	Foresthill Union ESD	04	D	Gold Trail Union SD	06	C
El Monte Union HSD	23	B	Forestville Union ESD	03	A	Golden Feather Union SD	04	B
El Nido ESD	08	D	Forks of Salmon ESD	02	A	Golden Plains USD	10	B
El Rancho USD	24		Fort Bragg USD	01	B	Golden Valley USD	10	A
El Segundo USD	24		Fort Ross ESD	03	A	Goleta Union ESD	11	A
El Tejon USD	12	B	Fort Sage USD	02	C	Gonzales USD	09	B
Elk Grove USD	06	B	Fortuna ESD	01	A	Gorman Joint SD	22	
Elk Hills ESD	12	B	Fortuna Union HSD	01	A	Grant ESD	02	B
Elverta Joint ESD	06	B	Fountain Valley ESD	15		Grass Valley ESD	04	D
Emery USD	07	B	Fowler USD	10	B	Gratton ESD	08	C
Empire Union SD	08	C	Franklin ESD	04	C	Gravenstein Union ESD	03	A
Encinitas Union ESD	17		Franklin-McKinley ESD	20		Graves ESD	09	B
Enterprise ESD	02	B	Fremont Union HSD	20		Green Point ESD	01	A
Escalon USD	08	A	Fremont USD	07	B	Greenfield Union ESD	12	B

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Greenfield Union SD	09	B	Hughes-Elizabeth Lakes Union SD	22	Keppel Union ESD	22		
Grenada ESD	02	A	Hughson USD	08	C	Kerman USD	10	B
Gridley USD	04	B	Humboldt COE	01	A	Kern COE	12	B
Grossmont Union HSD	17		Huntington Beach City ESD	15		Kern HSD	12	B
Guadalupe Union ESD	11	A	Huntington Beach Union HSD	15		Kernville Union ESD	12	B
Guerneville ESD	03	A	Hydesville ESD	01	A	Keyes Union ESD	08	C
Gustine USD	08	D	Igo-Ono-Platina Union ESD	02	B	King City Union SD	09	B
Hacienda La Puente USD	23	B	Imperial COE	18	B	Kings Canyon Joint USD	10	B
Hamilton USD	04	A	Imperial USD	18	B	Kings COE	10	C
Hanford ESD	10	C	Imperial Valley ROP	18	B	Kings River Union ESD	12	A
Hanford Joint Union HSD	10	C	Indian Diggings ESD	06	C	Kings River-Hardwick Union ESD	10	C
Happy Camp Union ESD	02	A	Indian Springs ESD	02	B	Kingsburg Elementary Charter SD	10	B
Happy Valley ESD	09	A	Inglewood USD	24		Kingsburg Joint Union HSD	10	B
Happy Valley Union ESD	02	B	Inyo COE	16	A	Kirkwood ESD	04	A
Harmony Union ESD	03	A	Irvine USD	15		Kit Carson Union ESD	10	C
Hart-Ransom Union ESD	08	C	Island Union ESD	10	C	Klamath River Union ESD	02	A
Hawthorne SD	24		Jacoby Creek ESD	01	A	Klamath-Trinity Joint USD	01	A
Hayward USD	07	B	Jamestown ESD	08	B	Kneeland ESD	01	A
Healdsburg USD	03	A	Jamul-Dulzura Union ESD	17		Knights Ferry ESD	08	C
Heber ESD	18	B	Janesville Union ESD	02	C	Knightsen ESD	07	A
Helendale SD	16	B	Jefferson ESD	05	B	Konocti USD	01	B
Hemet USD	18	A	Jefferson ESD	09	A	La Canada USD	23	A
Hermosa Beach City ESD	24		Jefferson ESD	08	A	La Habra City ESD	15	
Hesperia USD	16	B	Jefferson Union HSD	05	B	La Honda-Pescadero USD	05	B
Hickman Charter SD	08	C	John Swett USD	07	A	La Mesa-Spring Valley SD	17	
Hillsborough City SD	05	B	Johnstonville ESD	02	C	Lafayette ESD	07	A
Hilmar USD	08	D	Julian Union ESD	17		Laguna Beach USD	15	
Hollister ESD	09	A	Julian Union HSD	17		Laguna Joint ESD	03	D
Holtville USD	18	B	Junction City ESD	02	A	Lagunita ESD	09	B
Hope ESD	12	A	Junction ESD	02	A	Lagunitas ESD	03	D
Hope ESD	11	A	Junction ESD	02	B	Lake COE	01	B
Horicon ESD	03	A	Jurupa USD	18	A	Lake Elsinore USD	18	A
Hornbrook ESD	02	A	Kashia ESD	03	A	Lake ESD	04	A
Hot Springs ESD	12	A	Kelseyville USD	01	B	Lake Tahoe USD	06	C
Howell Mountain ESD	03	B	Kentfield ESD	03	D	Lakeport USD	01	B
Hueneme ESD	11	B	Kenwood SD	03	A	Lakeside Joint SD	20	

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Lakeside Union ESD	10	C	Livingston Union SD	08	D	Marcum-Illinois Union ESD	04	C
Lakeside Union ESD	12	B	Lodi USD	08	A	Maricopa USD	12	B
Lakeside Union SD	17		Loleta Union ESD	01	A	Marin COE	03	D
Lammersville Joint USD	08	A	Loma Prieta Joint Union ESD	20		Mariposa County & USD	10	A
Lamont ESD	12	B	Lompoc USD	11	A	Mark Twain Union ESD	08	B
Lancaster ESD	22		Lone Pine USD	16	A	Mark West Union SD	03	A
Larkspur-Corte Madera SD	03	D	Long Beach USD	24		Martinez USD	07	A
Las Lomitas ESD	05	B	Loomis Union ESD	04	D	Marysville Joint USD	04	C
Las Virgenes USD	11	B	Los Alamitos USD	15		Mattole USD	01	A
Lassen COE	02	C	Los Altos ESD	20		Maxwell USD	04	C
Lassen Union HSD	02	C	Los Angeles COE	21		McCabe Union ESD	18	B
Lassen View Union ESD	04	A	Los Angeles USD	21		McCloud Union ESD	02	A
Laton USD	10	B	Los Banos USD	08	D	McFarland USD	12	B
Latrobe SD	06	C	Los Gatos Union ESD	20		McKinleyville Union ESD	01	A
Lawndale ESD	24		Los Gatos-Saratoga Union HSD	20		McKittrick ESD	12	B
Laytonville USD	01	B	Los Molinos USD	04	A	McSwain Union ESD	08	D
Le Grand Union ESD	08	D	Los Nietos SD	24		Meadows Union ESD	18	B
Le Grand Union HSD	08	D	Los Olivos ESD	11	A	Mendocino COE	01	B
Leggett Valley USD	01	B	Lost Hills Union ESD	12	B	Mendocino USD	01	B
Lemon Grove SD	17		Lowell Joint ESD	15		Mendota USD	10	B
Lemoore Union ESD	10	C	Lucerne ESD	01	B	Menifee Union ESD	18	A
Lemoore Union HSD	10	C	Lucerne Valley USD	16	B	Menlo Park City ESD	05	B
Lennox SD	24		Lucia Mar USD	09	C	Merced City ESD	08	D
Lewiston ESD	02	A	Luther Burbank SD	20		Merced COE	08	D
Liberty ESD	03	A	Lynwood USD	24		Merced River Union ESD	08	D
Liberty ESD	12	A	Madera CSOS	10	A	Merced Union HSD	08	D
Liberty Union HSD	07	A	Madera USD	10	A	Meridian ESD	04	C
Lincoln USD	08	A	Magnolia ESD	15		Mesa Union ESD	11	B
Linden USD	08	A	Magnolia Union ESD	18	B	Metropolitan Education District	20	
Lindsay USD	12	A	Mammoth USD	06	C	Middletown USD	01	B
Linns Valley-Poso Flat Union ESD	12	B	Manchester Union ESD	01	B	Midway ESD	12	B
Little Lake City ESD	24		Manhattan Beach USD	24		Mill Valley ESD	03	D
Little Shasta ESD	02	A	Manteca USD	08	A	Millbrae ESD	05	B
Live Oak ESD	09	A	Manzanita ESD	04	B	Miller Creek ESD	03	D
Live Oak USD	04	C	Maple Creek ESD	01	A	Millville ESD	02	B
Livermore Valley Joint USD	07	B	Maple ESD	12	B	Milpitas USD	20	

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Mission Union ESD	09	B	Mt. Shasta Union SD	02	A	Oak Valley Union ESD	12	A
Mission Valley ROP	07	B	Mulberry ESD	18	B	Oak View Union ESD	08	A
Modesto City Schools	08	C	Mupu ESD	11	B	Oakdale Joint USD	08	C
Modoc COE	02	A	Muroc Joint USD	12	B	Oakland USD	07	B
Modoc Joint USD	02	A	Murrieta Valley USD	18	A	Oakley Union ESD	07	A
Mojave USD	12	B	Napa COE	03	B	Ocean View SD	15	
Mono COE	06	C	Napa Valley USD	03	B	Ocean View SD	11	B
Monroe ESD	10	B	National SD	17		Oceanside USD	17	
Monrovia USD	23	A	Natomas USD	06	B	Ojai USD	11	B
Monson-Sultana Joint Union ESD	12	A	Needles USD	16	B	Old Adobe Union SD	03	A
Montague ESD	02	A	Nevada City SD	04	D	Ontario-Montclair SD	16	B
Monte Rio Union ESD	03	A	Nevada COE	04	D	Orange Center SD	10	B
Montebello USD	23	B	Nevada Joint Union HSD	04	D	Orange COE	15	
Montecito Union SD	11	A	New Haven USD	07	B	Orange USD	15	
Monterey COE	09	B	New Hope ESD	08	A	Orchard ESD	20	
Monterey Peninsula USD	09	B	New Jerusalem ESD	08	A	Orcutt Union ESD	11	A
Montgomery ESD	03	A	Newark USD	07	B	Orick ESD	01	A
Moorpark USD	11	B	Newcastle ESD	04	D	Orinda Union ESD	07	A
Moraga ESD	07	A	Newhall SD	22		Orland USD	04	A
Moreland SD	20		Newman-Crows Landing USD	08	C	Oro Grande ESD	16	B
Moreno Valley USD	18	A	Newport-Mesa USD	15		Oroville City ESD	04	B
Morgan Hill USD	20		Nicasio SD	03	D	Oroville Union HSD	04	B
Morongo USD	16	B	Norris SD	12	B	Outside Creek ESD	12	A
Mother Lode Union ESD	06	C	North County Joint Union ESD	09	A	Owens Valley USD	16	A
Mountain Empire USD	17		North Cow Creek ESD	02	B	Oxnard SD	11	B
Mountain ESD	09	A	North Monterey County USD	09	B	Oxnard Union HSD	11	B
Mountain House ESD	07	B	North Orange County ROP	15		Pacheco Union ESD	02	B
Mountain Union ESD	02	B	Northern Humboldt Union HSD	01	A	Pacific ESD	09	A
Mountain Valley USD	02	A	Norwalk-La Mirada USD	24		Pacific Grove USD	09	B
Mountain View ESD	16	B	Novato USD	03	D	Pacific Union ESD	01	A
Mountain View ESD	23	B	Nuestro ESD	04	C	Pacific Union ESD	10	B
Mountain View Los Altos HSD	20		Nuview Union SD	18	A	Pacifica SD	05	B
Mountain View Whisman SD	20		Oak Grove ESD	20		Pajaro Valley USD	09	A
Mt. Baldy Joint ESD	16	B	Oak Grove Union SD	03	A	Palermo Union ESD	04	B
Mt. Diablo USD	07	A	Oak Park USD	11	B	Palm Springs USD	18	A
Mt. Pleasant SD	20		Oak Run ESD	02	B	Palmdale SD	22	

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Palo Alto USD	20	Pleasant Ridge Union ESD	04 D	Richland SD	12 B
Palo Verde Union ESD	12 A	Pleasant Valley Joint Union ESD	09 C	Richmond ESD	02 C
Palo Verde USD	18 A	Pleasant Valley SD	11 B	Rim of the World USD	16 B
Palos Verdes Peninsula USD	24	Pleasant View ESD	12 A	Rincon Valley Union ESD	03 A
Panama-Buena Vista Union SD	12 B	Pleasanton USD	07 B	Rio Bravo-Greeley Union ESD	12 B
Panoche ESD	09 A	Plumas County & USD	02 C	Rio Dell ESD	01 A
Paradise ESD	08 C	Plumas Lake ESD	04 C	Rio ESD	11 B
Paradise USD	04 B	Point Arena Schools	01 B	Ripon USD	08 A
Paramount USD	24	Pollock Pines ESD	06 C	River Delta USD	06 B
Parlier USD	10 B	Pomona USD	23 C	Riverbank USD	08 C
Pasadena USD	23 A	Pond Union ESD	12 B	Riverdale Joint USD	10 B
Paso Robles Joint USD	09 C	Pope Valley Union SD	03 B	Riverside COE	18 A
Patterson Joint USD	08 C	Porterville USD	12 A	Riverside USD	18 A
Peninsula Union ESD	01 A	Portola Valley ESD	05 B	Roberts Ferry Union ESD	08 C
Penn Valley Union ESD	04 D	Potter Valley Community USD	01 B	Robla ESD	06 B
Perris ESD	18 A	Poway USD	17	Rockford ESD	12 A
Perris Union HSD	18 A	Princeton Joint USD	04 A	Rocklin USD	04 D
Petaluma City ESD & Joint Union HSD	03 A	Raisin City ESD	10 B	Romoland School District	18 A
Piedmont City USD	07 B	Ramona USD	17	Rosedale Union ESD	12 B
Pierce Joint USD	04 C	Rancho Santa Fe ESD	17	Roseland SD	03 A
Pine Ridge ESD	10 B	Ravendale-Termo ESD	02 C	Rosemead ESD	23 B
Piner-Olivet Union ESD	03 A	Ravenswood City ESD	05 B	Roseville City SD	04 D
Pioneer Union ESD	04 B	Raymond-Knowles Union ESD	10 A	Roseville Joint Union HSD	04 D
Pioneer Union ESD	06 C	Red Bluff Joint Union HSD	04 A	Ross ESD	03 D
Pioneer Union ESD	10 C	Red Bluff Union ESD	04 A	Ross Valley SD	03 D
Pittsburg USD	07 A	Redding ESD	02 B	Round Valley Joint ESD	16 A
Pixley Union ESD	12 A	Redlands USD	16 B	Round Valley USD	01 B
Placentia-Yorba Linda USD	15	Redondo Beach USD	24	Rowland USD	23 B
Placer COE	04 D	Redwood City ESD	05 B	Sacramento City Unified School District	06 B
Placer Hills Union ESD	04 D	Reed Union ESD	03 D	Sacramento COE	06 B
Placer Union HSD	04 D	Reeds Creek ESD	04 A	Saddleback Valley USD	15
Placerville Union ESD	06 C	Reef-Sunset USD	10 C	Salida Union SD	08 C
Plainsburg Union ESD	08 D	Rescue Union ESD	06 C	Salinas City ESD	09 B
Planada ESD	08 D	Rialto USD	16 B	Salinas Union HSD	09 B
Plaza ESD	04 A	Richfield ESD	04 A	San Antonio Union ESD	09 B
Pleasant Grove Joint Union ESD	04 C	Richgrove ESD	12 A	San Ardo Union ESD	09 B

Alphabetical Index of School Districts and Corresponding CSBA Region Number

San Benito COE	09	A	Santa Clara COE	20	Sierra Sands USD	12	B
San Benito HSD	09	A	Santa Clara ESD	11	Sierra USD	10	B
San Bernardino City USD	16	B	Santa Clara USD	20	Silver Fork ESD	06	C
San Bernardino COE	16	B	Santa Cruz City Schools	09	Silver Valley USD	16	B
San Bruno Park ESD	05	B	Santa Cruz COE	09	Simi Valley USD	11	B
San Carlos ESD	05	B	Santa Maria Joint Union HSD	11	Siskiyou COE	02	A
San Diego COE	17		Santa Maria-Bonita SD	11	Siskiyou Union HSD	02	A
San Diego USD	17		Santa Monica-Malibu USD	24	Snelling-Merced Falls Union ESD	08	D
San Dieguito Union HSD	17		Santa Paula USD	11	Snowline Joint USD	16	B
San Francisco County & USD	05	A	Santa Rita Union ESD	09	Solana Beach ESD	17	
San Gabriel USD	23	A	Santa Rosa City Schools	03	Solano COE	03	C
San Jacinto USD	18	A	Santa Ynez Valley Union HSD	11	Soledad USD	09	B
San Joaquin COE	08	A	Santee SD	17	Solvang ESD	11	A
San Jose USD	20		Saratoga Union ESD	20	Somis Union ESD	11	B
San Juan USD	06	B	Saucelito ESD	12	Sonoma COE	03	A
San Leandro USD	07	B	Saugus Union SD	22	Sonoma Valley USD	03	A
San Lorenzo USD	07	B	Sausalito Marin City SD	03	Sonora SD	08	B
San Lorenzo Valley USD	09	A	Savanna ESD	15	Sonora Union HSD	08	B
San Lucas Union ESD	09	B	Scotia Union ESD	01	Soquel Union ESD	09	A
San Luis Coastal USD	09	C	Scott Valley USD	02	Soulsbyville ESD	08	B
San Luis Obispo COE	09	C	Scotts Valley USD	09	South Bay Union ESD	01	A
San Marcos USD	17		Sebastopol Union ESD	03	South Bay Union SD	17	
San Marino USD	23	A	Seeley Union ESD	18	South Fork Union SD	12	B
San Mateo COE	05	B	Seiad ESD	02	South Monterey County Joint Union USD	09	B
San Mateo Union HSD	05	B	Selma USD	10	South Pasadena USD	23	A
San Mateo-Foster City SD	05	B	Semitropic ESD	12	South San Francisco USD	05	B
San Miguel Joint Union ESD	09	C	Sequoia Union ESD	12	South Whittier ESD	24	
San Pasqual Union SD	17		Sequoia Union HSD	05	Southern California ROC	21	
San Pasqual Valley USD	18	B	Shaffer Union SD	02	Southern Humboldt Joint USD	01	A
San Rafael City Schools	03	D	Shandon Joint USD	09	Southern Kern USD	12	B
San Ramon Valley USD	07	A	Shasta COE	02	Southern Trinity Joint USD	02	A
San Ysidro ESD	17		Shasta Union ESD	02	Southside ESD	09	A
Sanger USD	10	B	Shasta Union HSD	02	Spencer Valley ESD	17	
Santa Ana USD	15		Shiloh ESD	08	Spreckels Union SD	09	B
Santa Barbara COE	11	A	Shoreline USD	03	Springville Union ESD	12	A
Santa Barbara USD	11	A	Sierra County/Sierra-Plumas Jt. USD . .	04	St. Helena USD	03	B

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Standard ESD	12	B	Travis USD	03	C	Ventura USD	11	B
Stanislaus COE	08	C	Tres Pinos Union ESD	09	A	Victor ESD	16	B
Stanislaus Union ESD	08	C	Tri-Cities ROP	21		Victor Valley Union HSD	16	B
Stockton USD	08	A	Trinidad Union ESD	01	A	Vineland ESD	12	B
Stone Corral ESD	12	A	Trinity Alps USD	02	A	Visalia USD	12	A
Stony Creek Joint USD	04	A	Trinity Center ESD	02	A	Vista Del Mar Union SD	11	A
Strathmore Union ESD	12	A	Trinity COE	02	A	Vista USD	17	
Sulphur Springs Union SD	22		Tri-Valley ROP	07	B	Walnut Creek ESD	07	A
Summerville ESD	08	B	Trona Joint USD	16	B	Walnut Valley USD	23	B
Summerville Union HSD	08	B	Tulare City SD	12	A	Warner USD	17	
Sundale Union ESD	12	A	Tulare COE	12	A	Wasco Union ESD	12	B
Sunnyside Union ESD	12	A	Tulare Joint Union HSD	12	A	Wasco Union HSD	12	B
Sunnyvale SD	20		Tulelake Basin Joint USD	02	A	Washington Colony ESD	10	B
Sunol Glen USD	07	B	Tuolumne COE	08	B	Washington Union ESD	09	B
Surprise Valley Joint USD	02	A	Turlock USD	08	C	Washington USD	10	B
Susanville SD	02	C	Tustin USD	15		Washington USD	06	A
Sutter COE	04	C	Twain Harte SD	08	B	Waterford USD	08	C
Sutter Union HSD	04	C	Twin Hills Union ESD	03	A	Waugh ESD	03	A
Sweetwater Union HSD	17		Twin Ridges ESD	04	D	Waukena Joint Union ESD	12	A
Sylvan Union ESD	08	C	Twin Rivers USD	06	B	Weaver Union SD	08	D
Taft City SD	12	B	Two Rock Union SD	03	A	Weed Union ESD	02	A
Taft Union HSD	12	B	Ukiah USD	01	B	West Contra Costa USD	07	A
Tahoe-Truckee USD	04	D	Union Hill ESD	04	D	West Covina USD	23	C
Tamalpais Union HSD	03	D	Union SD	20		West Park ESD	10	B
Tehachapi USD	12	B	Upland USD	16	B	West Side Union ESD	03	A
Tehama COE	04	A	Upper Lake USD	01	B	West Sonoma County Union HSD	03	A
Temecula Valley USD	18	A	Vacaville USD	03	C	Western Placer USD	04	D
Temple City USD	23	A	Val Verde USD	18	A	Westminster SD	15	
Templeton USD	09	C	Valle Lindo ESD	23	B	Westmorland Union ESD	18	B
Terra Bella Union ESD	12	A	Vallecito Union ESD	08	B	Westside ESD	10	B
Thermalito Union SD	04	B	Vallecitos SD	17		Westside Union ESD	22	
Three Rivers Union ESD	12	A	Vallejo City USD	03	C	Westwood USD	02	C
Tipton ESD	12	A	Valley Center-Pauma USD	17		Wheatland ESD	04	C
Torrance USD	24		Valley Home Joint ESD	08	C	Wheatland Union HSD	04	C
Tracy Joint USD	08	A	Valley ROP	10	B	Whitmore Union ESD	02	B
Traver Joint ESD	12	A	Ventura COE	11	B	Whittier City ESD	24	

Alphabetical Index of School Districts and Corresponding CSBA Region Number

Whittier Union HSD	24	
William S. Hart Union HSD	22	
Williams USD	04	C
Willits USD	01	B
Willow Creek ESD	02	A
Willow Grove Union ESD	09	A
Willows USD	04	A
Wilmar Union ESD	03	A
Wilsona SD	22	
Windsor USD	03	A
Winship-Robbins ESD	04	C
Winters Joint USD	06	A
Winton SD	08	D
Wiseburn USD	24	
Woodlake USD	12	A
Woodland Joint USD	06	A
Woodside ESD	05	B
Woodville ESD	12	A
Wright ESD	03	A
Yolo COE	06	A
Yosemite USD	10	A
Yreka Union ESD	02	A
Yreka Union HSD	02	A
Yuba City USD	04	C
Yuba COE	04	C
Yucaipa-Calimesa Joint USD	16	B

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM C-24

AGENDA SECTION: C

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

ACTION REQUESTED: Receive

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Receive Proposed Revisions for Board Policies

ITEM DESCRIPTION: Included in the Board binders are proposed revisions for the following three Board Policies (BP):

- BP 6151 Class Size
- BP 6152 Elementary and Secondary Parameters for Developing Thematic Schools and/or Schools of Choice (Delete)
- BP 6152 Class Assignment (NEW)

These revisions meet the legal mandates recommended by the California School Boards Association (CSBA) and best practices. The items will be brought back for approval at a future Board meeting.

Revision recommendations are color coded as follows:

Yellow highlight - CSBA recommended language policy

Peach font – Subcommittee recommendation

Grey font – New Policy, CSBA recommended

Green font – Legally mandated/reference changes

Teal header – *New Policy, non-CSBA proposed

Blue font – Clarification or readability changes

Red-strikeout – Recommended deletion

Green font – CDE required change

Purple font - Information change

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

PREPARED BY: Teresa Plascencia,
Executive Director

DIVISION: Constituent Services
PHONE NUMBER: (559) 457-3736

CABINET APPROVAL: David Chavez
Chief of Staff

SUPERINTENDENT APPROVAL:



Fresno Unified Board Policy (BP) 6151

Class Size

The Governing Board recognizes ~~that teachers today must meet the needs of students whose experiences and preparation for school are increasingly varied, and the number of students in a class impacts the extent to which teachers can identify and~~ that smaller classes may contribute to student learning by allowing teachers to better identify and respond to individual student needs. In accordance with negotiated employee agreements and state law, the Board shall establish ~~upper and lower~~ class size limits ~~recommended by the Superintendent or designee as being~~ appropriate for each grade level or the subject taught and conducive to the effective use of teaching staff.

(cf. 4141/4241 - Collective Bargaining Agreement)

~~The Board believes that individual attention is crucial to students in the elementary grades, where~~
The highest priority for maintaining small class sizes shall be in the primary grades in order to support young students as they acquire the basic skills that serve as the foundation for all their subsequent learning. Other priorities shall be established in accordance with the goals and strategies identified in the district's local control and accountability plan (LCAP).

~~(cf. 6117 - Year Round Schedules)~~

~~(cf. 7111 - Evaluating Existing Buildings)~~

(cf. 0200 - Goals for the School District)

(cf. 0460 - Local Control and Accountability Plan)

For grades K-3, the district shall annually make progress toward maintaining an average class of not more than 24 students, unless an alternative annual average class size for each school site is collectively bargained. (Education Code 42238.02; 5 CCR 15498-15498.3)

Transitional kindergarten classes established pursuant to Education Code 48000 shall be included in the calculation of average class enrollment for kindergarten.

(cf. 6170.1 - Transitional Kindergarten)

At the secondary level, district priorities for class size reduction shall focus on English language arts, mathematics, science, social studies, and other courses that are necessary for completion of graduation requirements and shall be aligned with student needs as identified in the district's LCAP.

(cf. 6143 - Courses of Study)

(cf. 6146.1 - Graduation Requirements)

For students who require special education and related services, the ratio of instructional adults to students in group services shall be dependent on the needs of the students. However, for children ages 3-5 years who are placed in group services, the adult-child ratio shall be less than 1:8 and the teacher-child ratio shall be less than 1:24. For children ages 3-5 years who are identified as severely disabled, the ratio of instructional adults to children shall not exceed 1:5. (Education Code 8264.8, 56441.5)

(cf. 4112.23 - Special Education Staff)

(cf. 6159 - Individualized Education Program)

The Superintendent or designee shall provide the Board with an analysis of staffing and school facilities

needs and other costs related to class size reduction proposals.

(cf. 3100 - Budget)

(cf. 6117 - Year-Round Schedules)

(cf. 7111 - Evaluating Existing Buildings)

~~The Superintendent or designee shall ensure that the teachers of these classes receive training which will help them to maximize the educational advantages of class size reduction.~~

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Legal Reference:

EDUCATION CODE

17042 Rules for determining area of adequate school construction; exceptions

17042.7 Formula for calculation

17200-17208 Class size reduction facilities funding

33050 Nonwaivable provisions

35160 Authority of the board

41375 Legislative intent encouraging reduction in class size

41376 Minimum class size standards

41378 Apportionments and allowances, kindergarten classes

42238.02 Local control funding formula, including adjustment for class size reduction

42280 Necessary small schools

46205 Computation for early-late programs

51225.3 Graduation requirements

52120-52128 Class Size Reduction Program

52060-52077 Local control and accountability plan

52080-52090 Morgan-Hart Class Size Reduction Act of 1989

GOVERNMENT CODE

3543.2 Scope of representation

CODE OF REGULATIONS, TITLE 5

15103 Definitions

15130-15133 Class size reduction program K-3

15140-15141 Class size reduction in two courses in grade 9

Management Resources:

CDE PROGRAM ADVISORIES

1007.96 Class Size Reduction and the Relationship to Individuals with Disabilities

0921.90 Implementing Class Size Reduction under the Morgan-Hart Class Size Reduction Act of 1989: CIL: 90/91-01

WEB SITES

CDE: [http:// www.cde.ca.gov](http://www.cde.ca.gov)

Policy FRESNO UNIFIED SCHOOL DISTRICT

adopted: February 12, 1998 Fresno, California

reviewed: July 14, 1999

revised: December __, 2021

Policy Section: 6000 Instruction

**Fresno Unified Board Policy (BP) 6152
Elementary And Secondary Parameters For Developing Thematic
Schools And/Or Schools Of Choice**

The Governing Board acknowledges that all students shall have the opportunity to receive quality instruction which shall enhance their individual educational achievement. The Board is committed to the proposition that education is most effective in a diverse, integrated setting. In district, diversity is broadly defined to include gender, racial or ethnic background, socioeconomic circumstances, unique language needs or abilities, and exceptional or special education needs.

The Board recognizes the need for extensive training and planning in order to implement and evaluate a quality instructional program that ensures equity and educational opportunity for students throughout the district. The Board also recognizes that the implementation of thematic schools and/or schools of choice has the potential to cultivate opportunities for students to explore specific areas of study and interest. The development of thematic schools and/or schools of choice can maximize the district's efforts to:

1. Promote learning environments with diverse students populations to reduce or prevent racial, linguistic, and socio-economic segregation and isolation and thus, foster racial and cultural understanding.
2. Design unique educational programs that will also enhance academic choices for students and parents/guardians, and/or
3. Facilitate the district's ability to accommodate growth in the student population.
4. Provide for the development and utilization by teachers of the most effective methods and strategies for educating urban youth.

The Board acknowledges the need for, and encourages the development of thematic schools and/or schools of choice. Proposals for thematic schools and/or schools of choice will embrace the concept of quality, equity and diversity.

Therefore, a thematic school and/or school of choice shall be defined as:

A school or a school-within-a-school, with a specialized course of study, organizational structure, or design approved by the Board; developed for the purpose of meeting the needs of the district in one or more of the areas specified above (see 1-4); and characterized by provisions for student accessibility (i.e. transportation, location, and equal access for all students).

It is the intent of the Board to locate thematic schools and/or schools of choice throughout the district in order to facilitate equal opportunity in learning environments with diverse student populations. This policy does not imply the same program for all students. Programs shall be based on students' needs, abilities, and future goals.

Policy FRESNO UNIFIED SCHOOL DISTRICT
adopted: June 23, 1994 Fresno, California
revised: April 16, 1998

Fresno Unified Board Policy (BP) 6152

Class Assignment

The Governing Board believes students should be assigned to classes and/or grouped in a manner that provides the most effective learning environment for all students.

When assigning students to specific courses and classes, the principal or designee may consider the following criteria as appropriate for the grade level and course:

1. Staff recommendation, including, but not limited to, the recommendations of teachers and counselors
2. Skills and classroom management style of individual teachers
3. Student skill level as indicated by multiple objective academic measures, such as student assessment results, grade point average, and grades in prerequisite courses

(cf. 5121 - Grades/Evaluation of Student Achievement)

(cf. 6152.1 - Placement in Mathematics Courses)

(cf. 6162.5 - Student Assessment)

(cf. 6162.51 - State Academic Achievement Tests)

4. Balance of high, medium, and low academic achievers
5. Student interests, readiness, behavior, and motivation
6. Student/teacher ratios and, if relevant, class size reduction considerations

(cf. 6151 - Class Size)

The principal or designee may accept from parents/guardians any information which would be helpful in making placement decisions. However, a parent/guardian who provides such information shall be informed that a request for a specific teacher shall be one of many factors which may be taken into account when determining **their** child's placement.

During the school year, the principal or designee may make any adjustments in class placement which **they** consider beneficial to the student or the educational program.

Additional Requirements for Grades 9-12

Except for a student enrolled in an alternative school, community day school, continuation high school, or opportunity school, or as otherwise specified below, no student enrolled in grades 9-12 shall be assigned:

1. **To any course without educational content for more than one week in any semester, including any of the following situations: (Education Code 51228.1)**
 - a. **The student is sent home or released from campus before the conclusion of the designated school day.**
 - b. **The student is assigned to a service, instructional work experience, or other course in which **the student** is assigned to assist a certificated employee, but is not expected to complete curricular assignments, in a course the certificated employee is teaching during that period and where the ratio of certificated employees to students assigned to the course for curricular purposes is less than one to one.**

- c. The student is not assigned to any course for the relevant course period.
2. To a course that the student has previously completed and received a grade determined by the district to be sufficient to satisfy minimum high school graduation requirements and the requirements and prerequisites for admission to California public postsecondary institutions, unless the course has been designed to be taken more than once because students are exposed to a new curriculum year to year and are therefore expected to derive educational value from taking the course again (Education Code 51228.2)

(cf. 6181 - Alternative Schools/Programs of Choice)

(cf. 6184 - Continuation Education)

(cf. 6185 - Community Day School)

An exception to item #1 or #2 above may be made only if all of the following conditions are satisfied: (Education Code 51228.1, 51228.2)

1. The student, or the student's parent/guardian if they are younger than age 18 years, has consented in writing to the assignment.
2. A school official has determined that the student will benefit from being assigned to the course period.
3. The principal or assistant principal has stated in a written document maintained at the school that, for the relevant school year, no students are assigned to those classes unless the school has obtained the student's or parent/guardian's consent and determined that the student will benefit from the assignment.

In addition, under no circumstances shall a student be assigned to a course period without educational content or a course the student has already satisfactorily completed because there are insufficient curricular course offerings for the student to take during the relevant period of the school day. (Education Code 51228.1, 51228.2)

The above limitations on class assignments shall not affect the authority of the Superintendent or designee to permit the enrollment of a student in a dual enrollment, independent study, evening high school program, or other class or course authorized by law. (Education Code 51228.1, 51228.2)

(cf. 6158 - Independent Study)

(cf. 6172.1 - Concurrent Enrollment in College Courses)

Any complaint that the district has not complied with the requirements in this section regarding assignments in grades 9-12 may be filed in accordance with the district's procedures in AR 1312.3 - Uniform Complaint Procedures. A complainant not satisfied with the district's decision may appeal the decision to the California Department of Education (CDE). If the district or the CDE finds merit in an appeal, the district shall provide a remedy to the affected student. (Education Code 51228.3; 5 CCR 4600-4687)

(cf. 1312.3 - Uniform Complaint Procedures)

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Legal Reference:

EDUCATION CODE

35020 Duties of employees fixed by governing board

35160 Authority of the board

51224.7 California Mathematics Placement Act of 2015

51228.1 Assignment to courses without educational content, grades 9-12

51228.2 Assignment to courses previously completed, grades 9-12

51228.3 Uniform complaint procedures; noncompliance with assignment limitations for grades 9-12

51705-51879.9 Authorized classes and courses of instruction

CODE OF REGULATIONS, TITLE 5

4600-4687 Uniform complaint procedures

Policy FRESNO UNIFIED SCHOOL DISTRICT

adopted: December __, 2021 Fresno, California

Policy Section: 6000 Instruction

Fresno Unified School District
Board Agenda Item

Board Meeting Date: December 15, 2021

AGENDA ITEM C-25

AGENDA SECTION: C

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

ACTION REQUESTED: Receive

(Adopt, Approve, Discuss, Receive, etc.)

TITLE AND SUBJECT: Receive the 2022 List of Board Member Committees and Organizations

ITEM DESCRIPTION: Included in the Board binders is a list of committees and organizations to which Board Members are appointed each year. Board Member appointment to committees and organizations will be back for consideration in January 2022.

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

PREPARED BY: David Chavez,
Chief of Staff

DIVISION: Department Name
PHONE NUMBER: (559) 457-3566

CABINET APPROVAL: David Chavez,
Chief of Staff

SUPERINTENDENT APPROVAL:



Fresno Unified School District – Board Committee Assignments for 2022

Organization	2021 Representative	2022 Representative
Board Bylaw Sub-Committee <ul style="list-style-type: none"> 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. 	CAZARES MILLS THOMAS	
Board Sustainability/Leadership Sub-Committee <ul style="list-style-type: none"> Meeting Dates: Monthly Purpose: <i>Supports the Board's reform policy efforts; engages civic partners with the school district; provides "on boarding" process for potential Board members; and identifies additional Board Policy work to accelerate student achievement and engage community stakeholders.</i> 	MILLS THOMAS	
California School Boards Association Delegate Assembly <ul style="list-style-type: none"> Meeting Dates: Twice a year, in May and December, prior to the CSBA Annual Conference Purpose: <i>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.</i> 	DAVIS Appointed 12/09/20 Term 04/01/21 to 03/31/23 THOMAS Appointed 12/11/19 Term 04/01/20 to 03/31/22	
Council of the Great City Schools <ul style="list-style-type: none"> 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: <i>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.</i> 	CAZARES DAVIS	

Fresno Unified School District – Board Committee Assignments for 2022

Organization	2021 Representative	2022 Representative
Dailey Elementary Charter School Board of Directors <ul style="list-style-type: none"> Meeting Dates: Monthly on the 2nd Tuesday of every month at 5PM Purpose: <i>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.</i> 	DAVIS THOMAS	
District Audit Committee <ul style="list-style-type: none"> 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. 	ISLAS JONASSON ROSAS DAVIS	
Facilities Corporation <ul style="list-style-type: none"> 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. 	ISLAS JONASSON ROSAS	
Voting Representative to the Fresno County Committee on School District Organization <ul style="list-style-type: none"> 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: <i>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.</i> 	MILLS JONASSON ROSAS	

Fresno Unified School District – Board Committee Assignments for 2022

Organization	2021 Representative	2022 Representative
Fresno Regional Occupational Program (ROP) <ul style="list-style-type: none"> Meeting Dates: Every 3rd Wednesday of every other month at 3PM – total of 5 meetings per year Purpose: <i>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.</i> 	THOMAS	
FUSD Legislative Committee Representatives <ul style="list-style-type: none"> Meeting Dates: First Thursday of the month (except July) from 12PM to 1:30PM Purpose: <i>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.</i> 	ISLAS MILLS JONASSON ROSAS	
JPA Board of Directors for Center for Advanced Research & Technology (CART) <ul style="list-style-type: none"> Meeting Dates: Monthly on the 2nd Tuesday from 4PM to 6PM at CART Purpose: <i>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.</i> 	THOMAS	

Fresno Unified School District – Board Committee Assignments for 2022

School Liaison Act Committee <ul style="list-style-type: none">• 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	
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