

SIDE LETTER OF AGREEMENT

Between The

FRESNO UNIFIED SCHOOL DISTRICT

And The

FRESNO AREA SUBSTITUTE TEACHERS ASSOCIATION,

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521

The Fresno Unified School District (“District”) and the Fresno Area Substitute Teachers Association – SEIU Local 521, (“FASTA”) hereby enter into this Side Letter of Agreement (“Side Letter”) providing an additional stipend to FASTA unit members for committing work every school day for the District in the second semester of the 2021-2022 school year.

Whereas, the District is experiencing an emergency substitute shortage and is taking all reasonable efforts to ensure student education is maximized despite disruptions resulting from a shortage of available substitutes;

Whereas, the District desires to incentivize FASTA members to continue in substitute teaching assignments to promote consistency and stability for students;

Whereas, the Parties have already agreed to an additional stipend for FASTA members who teach 20 consecutive days with the District;

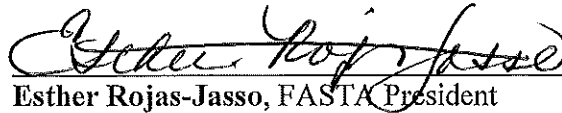
Whereas, the Parties desire to memorialize their agreement regarding additional commitments for FASTA members willing to work every school day for the District in the second semester of the 2021-2022 school year.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. A FASTA member that commits to work for the District and works the assignment as determined by the District (i.e. no cancelling or changing assignments except as determined by the District) for each school day of the second semester of the 2021-2022 school year may receive up to \$1,000.00 (\$200.00 for the remaining 20 consecutive day periods for the year as per the parties prior agreement)
2. The District shall attempt reasonable efforts to assign FASTA members to the same site.
3. Unit members must be flexible if they need to be reassigned to a new location.
4. To be eligible FASTA members must: (1) be fully vaccinated and received the booster (when applicable); and (2) have no negative evaluations.
5. The District shall provide eligible members that commit to working each school day of the second semester a District laptop.
6. Unit members are not obligated and may continue to fill jobs per the normal business process.
7. Non-Precedent Setting.


7.1. This Side Letter Agreement shall not be precedent setting nor form any basis for a past practice.

Dated: 1-18, 2022



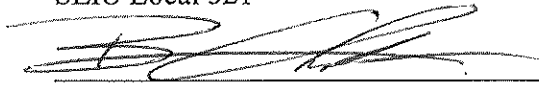
Esther Rojas-Jasso, FASTA President
FASTA – SEIU Local 521

Dated: 1-18, 2022



Kevin Smith, Internal Organizer
SEIU Local 521

Dated: 1-18, 2022



Brian L Christensen, Administrator, HR/Labor Relations
Fresno Unified School District