

**BOARD OF EDUCATION**

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INTERIM SUPERINTENDENT

Mao Misty Her

**April 30, 2025 Board Meeting
Trustee Agenda Item Questions & Answers**

C-3 Resolution Occupational Therapy Awareness Month

Q: How many Occupational Therapists work with FUSD students?

A: *Fresno Unified School District currently has a total of eleven (11) Occupational Therapists (OTs) and two (2) Certified Occupational Therapy Assistants (COTAs), who collectively provide services to 537 students enrolled across the district.*

Q: How many are contracted and how many are district employees?

A: *Of the eleven Occupational Therapists serving FUSD students, seven (7) are employees of the district, and four (4) are contracted service providers. Additionally, the district employs two (2) Certified Occupational Therapy Assistants (COTAs) who support service delivery.*

Q: Is there a shortage, and how is the district ensuring that students who require Occupational Therapy are receiving the services they need?

A: *The district currently has all permanent, employed positions filled. Of the four contracted positions, we currently have a 1.2 FTE vacant (1.0 FTE is being served with a contracted COTA to ensure service to students.)*

To guarantee that students with disabilities continue to receive OT services consistent with their IEP, FUSD has implemented the following measures:

- *Caseloads are systematically monitored to ensure that services are provided consistent with student IEPs. Adjustments are made, as needed, when service coverage is required.*
- *Site-based professional development is offered to general education and special education staff, with an emphasis on Tier 1 supports consistent with a Multi-Tiered System of Support (MTSS) framework to ensure support for all students*

C-4 Approve Employee Agreement for Mao Misty Her, Superintendent

Q: Will board members and the public have an opportunity to review the proposed contract (proposed salary and benefits) before the board votes?

A: *Yes, Trustees will receive the proposed contract prior to the meeting and the contract will be available in the Board of Education office by 8:00 a.m. on Wednesday April 30, 2025.*

Q: What is the proposed salary based on, and how does it compare to neighboring districts in the central valley, and to other similar districts in California (i.e., Long Beach)?

A: *The proposed salary was based on several factors including the Interim Superintendent salary and the salary of the previous Superintendent.* Other similar district salary & benefits are reported online as follows:

• Elk Grove Unified	\$ 610,420	(2023)
• Long Beach Unified:	\$ 575,800.83	(2023)
• Sacramento City Unified:	\$ 646,652.28	(2023)
• San Diego Unified:	\$ 475,339	(2022)
	\$ 433,125 – salary only	(2024)

Q: What will future salary increases be based on?

A: *All contract details, including potential for salary increases will be included in the proposed agreement which will be available for review in the Board office on Wednesday April 30, 2025.*

Q: Are there conditions or additional expectations the board has included in the contract, or for the superintendent evaluation? If so, what are those?

A: *All contract details, including potential for salary increases will be included in the proposed agreement which will be available for review in the Board office on Wednesday April 30, 2025.*

C-5 Approve agreement with Expo, Inc. (\$12.495.)

Q: Under SOFG, does C-5 fall within the scope of "Superintendent Work" since the monetary cost falls below the \$15,000. threshold? Why is it on the board agenda?

A: *Typically, single year contracts less than \$15,000 do not require board approval; however, this contract is considered a multi- year contract, as services will be provided in two different fiscal years (2024-25 and 2025-26), thus requiring approval by the board.*

C-7 Approve Pupil Transportation Services-Special Education Programs to Zum Services, Inc.

Q: Why did the proposed contract increase by 1 million dollars (from \$16,721,083 to \$17,721,083) since last week?

A: *During the April 23, 2025, Board meeting the item was tabled. Due to increased costs in meeting recent SEIU bus driver wage demands, Zum has since counter proposed this contract change for Board consideration.*

C-8 Approve Board Time Use Evaluation

Q: According to the analysis, the board used only 11% of meeting time focusing on student outcomes. What is the target (% of time), and how will this be accomplished over the next 3 months?

A: *As discussed in the Board self-evaluation process, the ultimate target is for the Board to spend at least 50% of meeting time on student outcomes. It is anticipated that the percentage of minutes focused on student outcomes will increase as the monthly goal/guardrail progress monitoring cycles are implemented.*