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

MINUTES – BOARD OF EDUCATION REGULAR MEETING

Fresno, California
April 30, 2025
Fresno Unified School District, Education Center, 2309 Tulare Street, Fresno, CA 93721.

At a Regular Meeting of the Board of Education of Fresno Unified School District, held April 30, 2025, there were present Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and Board President Davis. Superintendent Mao Misty Her was also present.

Board President Davis CONVENED the Regular Board Meeting at 4:30 p.m.

PLEDGE OF ALLEGIANCE
Patrick Jensen led the Flag Salute.

For the record, Board President Davis read the statement as follows:

"Closed Session item two includes conference with Labor Negotiator for unrepresented management employees, which includes the Superintendent.

Pursuant to Government Code Section 54957.6, the district hereby designates the representatives regarding the Superintendent's contract as follows: District Representatives are David Chavez and Bryan Martin, and the Employee Representative is Mao Misty Her."

RECOGNITION of Top STARS
An opportunity was provided for the Board to recognize sixteen award recipients representing individual teachers and school sites with the highest proficiency and growth on the English Language Arts Smarter Balanced Assessment Consortium.

OPPORTUNITY for Public Comment on Closed Session Items
For the record, the Board received three (3) requests to address the Board on Closed Session items. The individual's name and a summary of topic are as follows:

1. Brenda Quispe shared disappointment with the superintendent employment agreement and requested that teachers be treated with respect.
2. Craig Cleveland spoke to provide context on a personnel matter.
3. Marianne Cleveland ceded time to Craig Cleveland.

A. RECEIVE INFORMATION & REPORTS

For the record, there were no items for this section of the agenda.

Board President Davis ADJOURNED the Regular Board Meeting to Closed Session at 5:02 p.m.

For the record, Closed Session extended to 6:00 p.m.

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

For the record, Closed Session extended to 6:51 p.m.

Board President Davis RECONVENED the meeting to Open Session at 6:52 p.m.

Reporting Out of Closed Session

- On a motion by Board Member Thomas, seconded by Board Clerk Islas, the Board acted in closed session to approve Resolution 25-70, In the matter of the reduction and/or elimination of particular kinds of certificated services for the 2025/26 school year, by a vote of 7-0-0-0 as follows: AYES: Board Members: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Board Clerk Islas, and Board President Davis.

- On a motion by Board Member Jonasson Rosas, seconded by Board Member Cazares, the Board acted in closed session on a risk management settlement for: Jane Doe, a Minor, by and through her Guardian Ad Litem, Rocio Soto, Claim No. GL16-0701-10009, by a roll call vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Board Clerk Islas, and Board President Davis.

- On a motion by Board Member Thomas, seconded by Board Member Cazares, the Board acted in closed session on a risk management settlement for: Jane Doe, a Minor, by and through her Guardian Ad Litem, Ana Escobar, Claim No. GL16-0701-10010, by a roll call vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Board Clerk Islas, and Board President Davis.

- On a motion by Board Member Cazares, seconded by Board Member Thomas, the Board acted in closed session on a risk management settlement for: Jane Doe, a Minor, by and through her Guardian Ad Litem, Lourdes S. Martinez, Claim No. GL16-0701-10011, by a roll call vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Board Clerk Islas, and Board President Davis.

For the record, Clerk Islas read the approved Board Shared Agreements which are as follows:

- **Respect and Civility** – Honor our shared agreements.
- **Be Honest and Honorable** – Honor my word and do not lie, deflect, or disparage others.
- **Honor the Process and any Time Limits**
- **Honor Confidentiality**
- **Be Prepared and On Time** – Be on time. Read materials or share questions ahead of time. Share as early as possible if I will be late or miss a commitment.
- **Represent All Students** - Do not represent solely my region/area.

B. CONFERENCE/DISCUSSION AGENDA

B-1, DISCUSS and ADOPT Elementary History/Social Studies Instructional Materials

For the record, the Board received zero (0) requests from the public to address agenda item B-1, Discuss and Adopt Elementary History/Social Studies Instructional Materials.

For the record, Board members had comments pertaining to agenda item B-1. A summary is as follows:

Member Jonasson Rosas asked how the goals and guardrails factored into the staff's recommendation of instructional materials. Suggested the district market the district created Hmong curriculum.

Student Member Epperly asked if feedback was received about the SAAVAS virtual textbook and if it was factored into the recommendation.

Marie Williams, Ed.D., was available to provide clarity.

On a motion by Board Member Jonasson Rosas, seconded by Board Member Cazares, the Board approved agenda item, B-1, Discuss and Adopt Elementary History/Social Studies Instructional Materials by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and Board President Davis.

B-2, **PRESENT and DISCUSS the 2025/26 Strategic Budget Development Phase I**

For the record, the Board received zero (0) requests from the public to address agenda item B-2, Present and Discuss the 2025/26 Strategic Budget Development Phase I.

For the record, Board members had comments pertaining to agenda item B-2. A summary is as follows:

Member Cazares thanked staff for how the presentation was aligned to the Board's goals and commented on the importance of teacher involvement and requested teacher engagement opportunities are provided as much as possible. Requested clarity as to literacy initiative funding and asked if it is part of the budget presented. Member Cazares asked what type of services are provided, how services are provided, and what vendor is providing the services related to student mentoring and tutoring.

Member Levine thanked staff for the presentation and the structure used to stay true to goals and commented that it seems in both goals thought and funding were included for family engagement but is curious what those goals look like as it is a minimal amount of money; and asked if the district feels it is enough to reach the goals.

Member Thomas asked staff to include vendors and Academic Return on Investment (AROI) when preparing the breakdown for the next presentation. Member Thomas is interested in what family engagement looks like, is the district knocking on doors or sending messages via ParentSquare.

Member Wittrup thanked Dr. Williams for diligence in making sure the district is taking care of literacy and commented that she was impressed with the presentation provided earlier in the week.

OPPORTUNITY for Public Comment on Consent Agenda Items

For the record, the Board received seven (7) requests to address the Board on the Consent Agenda. The individual's name and a summary of topic are as follows:

Agenda item C-4, APPROVE Employment Agreement for Mao Misty Her, Superintendent

1. Brenda Qu shared disappointment on the employment agreement for superintendent. Agenda item C-4.

Agenda item C-7, APPROVE Award of Request for Proposals 25-17, Pupil Transportation Services–Special Education Programs to Zūm Services, Inc.

1. Jacole Paul expressed gratitude to the Board for taking time to hear concerns and acting.
2. Christina Stanley thanked the Board for their support of Christina and fellow bus drivers.
3. Charolette Taylor thanked the Board for hearing her and explained why this agreement is important to Charolette and the students on Charolette's bus route.

On a motion by Board Member Thomas, seconded by Board Member Cazares, the Board approved the Consent Agenda with the exception of agenda items C-4, C-7, and C-10 by a vote of 6-0-0-1, as follows: AYES: Board Members Cazares, Jonasson Rosas, Thomas, Wittrup, Clerk Islas, and Board President Davis. ABSENT: Board Member Levine.

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 requests, in which event, the item(s) will be considered following approval of the Consent Agenda. Pulled Consent Agenda items will be considered for approval after the Conference/Discussion Agenda.

C. CONSENT AGENDA

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

C-2, ADOPT Findings of Fact and Recommendations of District Administrative Board
ADOPTED as recommended, the Findings of Fact and Recommendations of District Administrative Panels resulting from hearings on expulsion and readmittance cases conducted during the period since the regular meeting of the Board held April 23, 2025.

C-3, ADOPT Resolution 25-67, Proclaiming April 2025 Occupational Therapy Awareness Month
APPROVED as recommended, Resolution 25-67, Proclaiming April 2025 as Occupational Therapy Awareness Month.

Occupational Therapists play a significant role in providing the skills and support needed for our students to be successful in the school environment and in their community.

C-4, APPROVE Employment Agreement for Mao Misty Her, Superintendent

APPROVED as recommended, the Oral Report on the Superintendent's salary and benefits as presented in open session as required by Government Code Section 54953(c)(3), as well as the Superintendent's Employment Agreement. The term of the Superintendent's Employment Agreement begins on May 01, 2025, and continues through June 28, 2025, unless otherwise modified pursuant to law and/or the terms of the Employment Agreement.

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

Government Code section 54953(c)(3) of the Brown Act requires that this Board make an oral report in open session before taking action on certain terms of an employment agreement for a local agency executive such as the Interim Superintendent. The oral report must summarize any terms related to compensation including salary and/or fringe benefits.

Consistent with this requirement, the district is providing the following oral summary pertaining to compensation and fringe benefits, as set forth in the proposed Superintendent Employment Agreement between Fresno Unified School District and Mao Misty Her.

1. The contract term for the Superintendent Employment Agreement is from May 01, 2025, through June 30, 2028.

2. Annual base salary of $385,500.00, which includes a 7.5% career increment consistent with the career increment applicable to all management employees in the district, prorated for the 2024/25 school year.

3. Salary adjustments in 2025/26 by percentage equal to the percentage adjustment for District management employees generally.

4. Salary adjustments in 2026/27 and subsequent years, equal to the percentage adjustments for district management employees when there is a decrease applied to the salary of management employees generally. Any reinstatement or said decrease to district management employee shall be applied to the superintendent's salary.

5. One-time off salary schedule payments in the same amount and paid in the same manner as one-time, off salary schedule payments made to management employees generally including a payment in 2025/26 based on 2.5% of the annual salary. Annual salary increases of a minimum of 3% upon positive evaluation.

6. Retirement contribution payments equal to the maximum annual employee elective deferral allowed under the Internal Revenue Code for 403(b) and 457(b) Tax Sheltered Accounts.

7. Superintendent is to receive $1,500.00 per month for vehicle and business-related expenses.

8. Paid medical, dental and vision insurance coverage on same terms as other management employees.

9. Paid vacation at 25 days per year with the accrual maximum not to exceed 40 days.

10. Membership fees for the following professional organizations: Association of California School Administrators ("ACSA"), California Association of Asian & Pasifika Leaders in Education ("CAAPLE"), and the dues (excluding fines, meals, and other non-dues costs) for a local Rotary Club within the District.

That concludes the Board's report pursuant to Government Code section 54953(c)(3). I will now open this item for discussion and action.

For the record, Board members had comments pertaining to agenda item C-4. A summary is as follows:

Member Wittrup commented it would have been helpful to have access to the contract more than 24 hours before voting by the Board to allow for an opportunity for questions related to the contract without a time limit as with Closed Session. Additionally, Member Wittrup shared concerned about the waiver of the age requirement of the life-time benefits. Member Wittrup commented there were questions she asked and did not receive an answer and because of this process she will register a no vote.

Member Thomas shared happiness that Superintendent Her is getting a comparable salary while being a superintendent in a man's world. Member Thomas wished Superintendent Her the best and is proud to have Superintendent Her as the official superintendent of Fresno Unified.

On a motion by Board Member Cazares, seconded by Board Member Thomas, the Board approved agenda item, C-4, Approve Employment Agreement for Mao Misty Her, Superintendent by a vote of 6-1-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Clerk Islas, and Board President Davis. NOES: Board Member Wittrup.

C-5, APPROVE Agreement with Expo Pass, LLC
APPROVED as recommended, an agreement with Expo Pass, LLC. Expo Pass, LLC provides a virtual platform that is utilized to promote and communicate School Choice opportunities offered to all students in the district. Each school participating in School Choice is represented by a virtual slide in the platform highlighting their school's program and how to participate in the transfer process.

C-6, APPROVE Award of Bid 25-38, Ahwahnee Middle School Walk-In Freezer Replacement
APPROVED as recommended, information on Bid 25-38, Ahwahnee Middle School Walk-In Freezer Replacement. The project consists of the replacement of an existing walk-in freezer. The existing walk-in freezer is over 30 years old and has difficulty keeping products at proper temperature.

C-7, APPROVE Award of Request for Proposals 25-17, Pupil Transportation Services–Special Education Programs to Zūm Services, Inc.
APPROVED as recommended, information on Request for Proposals (RFP) 25-17, to provide transportation services to the district's special education students. The contract term is a five-year period with the option to renew for one five-year period and will begin August 01, 2026.

On a motion by Board Clerk Islas, seconded by Board Member Thomas, the Board approved agenda item C-7, by a vote of 7-0-0-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and Board President Davis.

C-8, APPROVE Award of Request for Qualifications 25-02, Services for Community Schools
APPROVED as recommended, information on Request for Qualifications (RFQ) 25-02, to qualify a pool of vendors for Indirect/Direct Student and Family Services and Professional Learning under four pillars: Integrated Student Supports, Expanded and Enriched Learning Opportunities, Family and Community Engagement, and Collaborative Leadership and Practices. The qualification term is three (3) years with the option of up to two (2) one-year renewals and will begin May 01, 2025.

C-9, APPROVE the Board of Education Time Use Evaluation
APPROVED as recommended, the Board of Education time use evaluation for January 2025 through March 2025.

The time use evaluation will be presented as a routine item for review and approval on a monthly basis.

C-10, APPROVE Proposed Revisions for Board Bylaw

APPROVED as recommended, proposed revisions for Board Bylaw 9000 Role of the Board. These revisions are in alignment with Student Outcomes Focused Governance (SOFG) and best practices. In accordance with Board Bylaw 9311 - Board Policies, the Superintendent is recommending the Board waive the second reading for approval.

For the record, Board members had comments pertaining to agenda item B-2. A summary is as follows:

Member Wittrup requested legal counsel Bryan Martin to provide a legal analysis to waive a second reading of Board Policies or Board Bylaws. Member Wittrup asked Mr. Martin to provide examples of when it is appropriate to waive a second reading. Member Wittrup asked why Board Bylaw 900 will not receive a second reading. Member Wittrup commented the Bylaw may need revisions as out of context it seems restrictive.

Clerk Islas commented that she, with Members Cazares and Levine, have the task of reviewing the Board Bylaws and aligning them with the Student Outcomes Focused Goals which the Board adopted as an area of focus. The committee does bring changes, in the form of a draft, to the Board for review and there is opportunity for feedback as it is an iterative process.

Member Islas commented that Board Bylaw 9000 is the first the team has worked on, and the team is open to ideas on how to improve it in terms of language, and how to make it more efficient. Member Islas commented that this Bylaw helps to distinguish between the roles of the Superintendent and the roles of the Board, which is important but in no way abdicates the Board’s responsibilities and commitments to the district, students, and families.

Member Cazares commented that the process is difficult and time-consuming and requires a significant amount of work. Member Cazares said it was important to put the goals into Bylaw 9000, to put them in writing, to ensure the Board stays focused on Student Outcomes Focused Governance as students need the best from the Board and the best is to focus on student achievement. The revisions to this Bylaw do not mean the Board does not have other responsibilities.

Member Levine reiterated this is just one bylaw from the 9000 series that the Board Bylaw Subcommittee is tasked with reviewing, and which Member Levine felt it was important to begin with as it was the most straightforward in aligning with the work the Board has committed too around moving toward a Student Outcomes Focused Governance structure--to make sure the Board is clear on what is squarely Board work versus what is Superintendent work with the Board’s oversight and accountability; to be clear on the goals and guardrails set by the Board based on community values. Member Levine commented on hearing concerns that the Board would not be responsible and focused on other areas such as school and student safety and Member Levine commented this is the furthest from the truth both in terms of the Board's legal requirements and why the Board placed many of these things in the guardrails.

Member Jonasson Rosas extended appreciation to the committee. Commented that this Board is committed to advances, and this is part of the task to align all parts of the system and to codify that the Board's focus is on outcomes. Similar to the Board requesting staff to align resources and steer the ship one way, the Board has to do so as well and doing this does not take away or lessen the duties of the Board within Education Code. The Board is responsible for the entire district and will not meet their goals without good facilities, without students feeling safe, and without fed and healthy students.

Member Jonasson Rosas requested clarity as to the acronym SOFG.

Member Wittrup thanked the members of the Board Bylaw Subcommittee for their work and said her comments were not meant to criticize but that she is unclear and saw errors in the Bylaw that do not represent the Board well. Member Wittrup commented on wondering if that is a good reason for a second reading.

Member Cazares asked Member Wittrup to let the Board Bylaw Subcommittee know if there was anything substantial that Member Wittrup was not comfortable with.

For the record, Bryan Martin and Ambra O'Connor were available to provide clarity.

On a motion by Board Member Jonasson Rosas, seconded by Board Member Thomas, the Board approved agenda item C-10, by a vote of 6-1-0-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Clerk Islas, and Board President Davis. NOES: Board Member Wittrup.

C-11, RATIFY Change Orders

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

Bid 23-09, Sunnyside High School New Career Technical Education Health Science Building; Change Order 5 presented for ratification: $238,190.

Bid 23-23, Ericson Elementary School New Multipurpose Building and Interim Housing; Change Order 9 (MPB) presented for ratification: $48,172.

Bid 24-13, Dishwasher Installation at Various Sites Phase I; Change Order 1 presented for ratification: $3,938.

Bid 24-25, Education Center Board Room Remodel; Change Order 4 presented for ratification: $98,854.

Bid 24-51, Wawona Middle School Sitework and Portable Improvement; Change Order 3 presented for ratification: $58,170.

Bid 24-54, Bullard High School Fencing Improvements; Change Order 3 presented for ratification: $71,583.

Bid 24-56, Fresno High School Auxiliary Gym, and Site Improvements; Change Order 2 presented for ratification: $83,503; Change Order 3 presented for ratification: $43,842.

Bid 24-66, Edison High School Athletic Field Improvements; Change Order 2 presented for ratification: $1,312.

Bid 24-72, McLane High School New Gymnasium; Change Order 2 presented for ratification: $3,736.

Bid 24-78 Sections A, B, and C, Athletic Field Rehabilitation at Sunset Elementary School, Tatarian Elementary School, and Hamilton K-8 School; Change Order 1 presented for ratification: $5,754.

Bid 24-82, Heaton Elementary School Confidential Space Installation; Change Order 2 presented for ratification: $- 50,192.

Bid 24-86, Nutrition Center Facility Upgrades; Change Order 2 presented for ratification: $22,260.

Bid 24-95, Addicott Elementary School Shade Structures and Site Improvements; Change Order 2 presented for ratification: $11,668; Change Order 3 presented for ratification: $14,742.

Bid 24-97, Tehipite Middle School FUSD Technology Hub; Change Order 5 presented for ratification: $82,410.

C-12, RATIFY the Filing of Notices of Completion

RATIFIED as recommended, Notices of Completion for projects which have been completed according to plans and specifications as follows: Bid 24-13, Dishwasher Installation at Various Sites Phase I; Bid 24-39, Dailey Elementary Charter School Multipurpose Building HVAC Improvements; Bid 24-82, Heaton Elementary School Confidential Space Installation.

C-13, RATIFY Purchase Orders from January 01, 2025, through January 31, 2025– Primary Report

RATIFIED as recommended, information on purchase orders issued from January 01, 2025, through January 31, 2025, Primary Report.

OPPORTUNITY FOR UNSCHEDULED ORAL COMMUNICATIONS

For the record, the Board received one (1) request to address the Board during Unscheduled Oral Communications. The individual's name and a summary of topic are as follows:

1. Brenda Quispe shared information related to other candidates that ran for Fresno Unified School District superintendent.

OPPORTUNITY for Board Member Reflections on the Board Shared Agreements

For the record, there were no Board reflections shared.

D. ADJOURNMENT

Board President Davis ADJOURNED the meeting at 8:11 p.m.