



AGENDA

AUGUST 13, 2025

***4:30 P.M. (CLOSED SESSION) *6:00 P.M. (OPEN SESSION)**

BOARD OF EDUCATION, REGULAR MEETING

**THIS MEETING WILL BE HELD AT
2309 TULARE STREET, FRESNO, CALIFORNIA 93721
FRESNO UNIFIED SCHOOL DISTRICT
SECOND FLOOR - BOARD ROOM**

***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 on "N" street. Board meeting attendees without key cards should report to the parking booth attendant. Please do NOT take a ticket. Additionally, the City of Fresno will not enforce the street meters in this area after 6:00 p.m., Monday through Friday.

For the safety of all who attend Fresno Unified Board Meetings, everyone entering the Education Center building is subject to metal detector scanning. Board Policy 5145.12 allows for the use of metal detectors. Prohibited items are as follows: alcohol, illegal drugs, knives, or firearms.

In compliance with the Americans with Disabilities Act, those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact the Board President or Board Office at 457-3727.

Notification at least 48 hours prior to the meeting will enable the district to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodations, auxiliary aids or services.

Any member of the public who wishes to address the Board shall submit a speaker card specifying the item(s) they wish to address. The card must be submitted before or during the Board's consideration of the item.

In accordance with Board Bylaw 9322, students and parents/guardians may request directory information or personal information (as defined in Education code 49061 and/or 49073.2) be excluded from the minutes by making a request in writing to the Superintendent or Board Clerk.

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

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



Agenda Approved by:
Mao Misty Her, Superintendent

***4:30 P.M.**

PLEDGE OF ALLEGIANCE

Marie Williams, Ed.D., will lead the Pledge of Allegiance.

OPPORTUNITY FOR PUBLIC COMMENT ON CLOSED SESSION AGENDA

RECEIVE INFORMATION & REPORTS (See Section A)

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); Fresno Unified School District Negotiator(s): David Chavez and Paul Idsvoog; Employee Organizations(s): FTA, CSEA, Chapter 125, CSEA, Chapter 143, SEIU, Local 521, FASTA/SEIU, Local 521/CTW, CLC, Fresno Unified Building & Construction Trades/FTA; International Association of Machinists and Aerospace Workers (IAMAW), Unrepresented Employees: All Management, Confidential, and Supervisory Employees.
3. Public Employee Discipline, Dismissal, Release, Reassignment, Resignation (Government Code Section 54957).
4. Public Employment/Appointment (Government Code Section 54957).
 - a. Deputy Superintendent
 - b. Director, Americans with Disabilities
 - c. Executive Director, Safety and Security
5. Conference with Legal Counsel – Existing Litigation (Government Code Section 54956.9 (d)(1)).
 - a. Receipt of Claim Pursuant to the Government Claims Acts
 - i. Claim GL24-1219-14860
 - ii. Claim GL25-0203-14873
6. Conference with Legal Counsel – Anticipated, Pending, Threatened Litigation (Government Code Section 54956.9(d)(2)).
 - a. Potential Case (one)

***6:00 P.M., RECONVENE and Report Action Taken During Closed Session**

Page

A. RECEIVE INFORMATION & REPORTS

- | | | |
|----|---|----|
| 1. | RECEIVE the Fresno Unified School District Fourth Quarterly Investment Report for Fiscal Year 2024/25
Receive the Fresno Unified School District Fourth Quarterly Investment Report for Fiscal Year 2024/25.docx  | 11 |
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| 1. | Included in the Board material is the fourth quarterly investment report for the period ending June 30, 2025. Board Policy 3430(a) requires the Superintendent, or designee, to supply the Board of Education with quarterly and annual reports on district investments. As of June 30, 2025, Fresno Unified School District is in compliance with Board Policy 3430(a) for investments. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Patrick Jensen, telephone (559) 457-6226. | 11 |
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B. CONFERENCE/DISCUSSION AGENDA

- | | | |
|----|--|---------|
| 1. | DISCUSS and APPROVE Addition of Third Member to the School Liaison Subcommittee
Discuss and Approve Addition of Third Member to the School Liaison Subcommittee.docx 
Discuss and Approve Addition of Third Member to the School Liaison Subcommittee-BACKUP.pdf 
Included in the Board material is an item for discussion and approval regarding the addition of a third member to the School Liaison Subcommittee. Currently, Trustees Veva Islas and Elizabeth Jonasson Rosas are appointed to serve on this committee. Board President Davis has been informed the district is allotted three seats. Trustees are invited to consider whether they are interested in filling the third seat on the School Liaison Subcommittee. The Board President recommends approval . Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Ambra O'Connor, telephone (559) 457-3838. | 12 - 15 |
| 2. | PRESENT and DISCUSS Goals and Guardrails Monitoring - Part B
Present and Discuss Goals and Guardrails Monitoring - Part B.pdf 
Present and Discuss Goals and Guardrails Monitoring - Part B-BACKUP.pdf 
Included in the Board material is an item for discussion. As part of ongoing development in Student Focused Outcomes Governance, the Board will continue training on the goals and guardrails monitoring process. This is a key component of ensuring accountability and alignment with student-centered priorities. Sue Diegaard from the Council of the Great City schools will lead the training. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Ambra O'Connor, telephone (559) 457-3838. | 16 - 27 |

C. CONSENT AGENDA

All Consent Agenda items are considered routine by the Board of Education and will be acted upon by one motion. There will be no separate discussion of items unless a Board member requests, in which event, the items will be considered following approval of the Consent Agenda.

1. 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 regular meeting of the Board held June 18, 2025. The Superintendent **recommends adoption**. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Carlos Castillo, Ed.D., telephone (559) 457-3750.

2. ADOPT Resolution 26-05, Delineating Authorized Agents to Sign on Behalf of the Fresno Unified School District Employee Insurance Benefit Account 28 - 30
[Adopt Resolution 26-05, Delineating Authorized Agents to Sign on Behalf of the Fresno Unified School District Employee Insurance Benefit Account.docx](#) 
[Adopt Resolution 26-05, Delineating Authorized Agents to Sign on Behalf of the Fresno Unified School District Employee Insurance Benefit Account-BACKUP.docx](#) 
Included in the Board material is Resolution 26-05, Delineating Authorized Agents to Sign on Behalf of Fresno Unified School District's Employee Insurance Benefit Account. This resolution will be effective for the period beginning August 13, 2025, until revoked or superseded. The Superintendent **recommends adoption**. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Patrick Jensen, telephone (559) 457-6226.

3. APPROVE Personnel List 31 - 34
[Approve Personnel List.docx](#) 
[Approve Personnel List- BACKUP.pdf](#) 
Included in the Board material is the personnel List, Appendix A, as submitted. The Superintendent **recommends approval**. Fiscal Impact: There is no fiscal impact to the district at this time. Contact person: David Chavez, telephone (559) 457-3713.

4. APPROVE Meeting Minutes 35 - 47
[Approve Meeting Minutes.docx](#) 
[Approve Meeting Minutes-BACKUP.pdf](#) 
Included in the Board material are the draft minutes for the regular meeting of the Fresno Unified School District Board of Education held, June 18, 2025. The Superintendent **recommends approval**. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Superintendent, Mao Misty Her, telephone (559) 457-3884.
5. APPROVE the Board of Education Time Use Evaluation 48 - 52
[Approve the Board of Education Time Use Evaluation.docx](#) 
[Approve the Board of Education Time Use Evaluation-BACKUP.pdf](#) 
Included in the Board material is the Board of Education time use evaluation for April 2025 through June 2025. The time use evaluation will be presented as a routine item for review and approval on a quarterly basis. The Board President **recommends approval**. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Ambra O'Connor, telephone (559) 457-3838.
6. APPROVE Proposed Date Change to Scheduled Board Meeting 53 - 55
[Approve Proposed Date Change to Scheduled Board Meeting.docx](#) 
[Approve Proposed Date Change to Scheduled Board Meeting-BACKUP.pdf](#) 
Included in the Board material is a request to approve a proposed change to the Board meeting calendar, changing the originally scheduled June 10, 2026, meeting to June 03, 2026. The Superintendent **recommends approval**. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Ambra O'Connor, telephone (559) 457-3838.
7. APPROVE the 2025/26 Spring Release Consolidated Application to the California Department of Education 56 - 58
[Approve the 2025/26 Spring Release Consolidated Application to the California Department of Education.docx](#) 
[Approve the 2025/26 Spring Release Consolidated Application to the California Department of Education-BACKUP.docx](#) 
Included in the Board material is the 2025/26 Spring Release Consolidated Application to the California Department of Education.

7. The Superintendent **recommends approval**. Fiscal impact: Total funding for categorical programs is included in the 2025/26 Adopted Budget approved by the Board on June 18, 2025. Contact person: Patrick Jensen, telephone (559) 457-6226. 56 - 58
8. APPROVE Annual Service Agreements - Primary Report 59 - 60
[Approve Annual Service Agreements - Primary Report.docx](#) 
[Approve Annual Service Agreements - Primary Report-BACKUP.pdf](#) 
Included in the Board material is a matrix detailing agreements to provide services to Fresno Unified School District. Agreements will commence after Board approval and will end no later than June 30, 2026. The Superintendent **recommends approval**. Fiscal impact: Sufficient funds have been budgeted in the 2025/26 budget. These investments will be funded through the appropriate budgets, as detailed in the matrix. Contact person: Patrick Jensen, telephone (559) 457-6226.
9. Approve the Included Salary Schedules for 2025/26 Revisions Reflecting 5.5% Increase and the Extra-Pay-Extra-Services Salary Schedule Reflecting 3% Increase, Minimum Wage, and Certificated Substitute for the Fresno Area Substitute Teacher Association Daily Salary Schedule 61 - 146
[Approve the Included Salary Schedules for 2025/26 Revisions Reflecting 5.5% Increase and the Extra-Pay-Extra-Services Salary Schedule Reflecting 3% Increase, Minimum Wage, and Certificated Substitute for the Fresno Area Substitute Teachers Association Daily Salary Schedule.docx](#) 
[BACKUP.pdf](#) 
Included in the Board material are the 2025/26 Salary Schedule revisions reflecting a 5.5% increase and the Extra-Pay-Extra-Services Salary Schedule Reflecting 3% Increase, Minimum Wage, and Certificated Substitute for the Fresno Area Substitute Teachers Association Daily Salary Schedule. The Superintendent **recommends approval**. Fiscal Impact: Sufficient funds are available in the district budget. Contact person: David Chavez, telephone (559) 457-3713.
10. APPROVE Revised Job Description for Chief Academic Officer 147 - 151
[APPROVE Revised Job Description for Chief Academic Officer.docx](#) 
[APPROVE Revised Job Description for Chief Academic Officer-BACKUP.pdf](#) 

Included in the Board material is the revised job description for Chief Academic Officer which reflects alignment with the district goals and guardrails and is consistent with current duties and expectations for the Chief Academic Officer. This position is designated Certificated Management, non-exempt and placed on E-34 of the Certificated Management Salary Schedule. The Superintendent **recommends approval**. Fiscal Impact: There are sufficient funds in the School Leadership budget. Contact person: David Chavez, telephone (559) 457-3713.

11. APPROVE Certificated Retiree Contract for Olivia Dominguez for the 2025/26 School Year 152 - 156

[Approve Certificated Retiree Contract for Olivia Dominguez for the 2025/26 School Year.pdf](#) 

[Approve Certificated Retiree Contract for Olivia Dominguez for the 2025/26 School Year-BACKUP.pdf](#) 

Included in the Board material is a Certificated Retiree Contract between Fresno Unified School District and Olivia Dominguez for the 2025/26 school year. Mrs. Dominguez will provide services as a certificated tutor at Kirk Elementary School starting August 18, 2025. The Superintendent **recommends approval**. Fiscal impact: Sufficient funds in the amount of \$55,004 are available in the Kirk Elementary School Budget. Contact person: Carlos Castillo, Ed.D., telephone (559) 457-3750.

12. RATIFY the Agreement with Shoulet Blunt LLC 157 - 165

[Ratify the Agreement with Shoulet Blunt LLC.pdf](#) 

[Ratify the Agreement with Shoulet Blunt LLC-Backup.pdf](#) 

Included in the Board material is an agreement with Shoulet Blunt LLC for a Workforce Essentials subscription, which will serve up to 5,000 learners. The agreement provides access to over 24 digital employability lessons, facilitator tools, onboarding support, and an employability skills assessment. It also includes the creation of a custom multilingual orientation video in English, Spanish, and Hmong designed to align with Fresno Adult School's programs and objectives. The Superintendent **recommends ratification**. Fiscal impact: Sufficient funds in the amount of \$100,000 are available in the CalWORKs for Adult Education budget. Contact Person: Carlos Castillo, Ed.D. telephone (559) 457-3750.

13. RATIFY Memorandum of Understanding with State Center Adult Consortium Office 166 - 177

[Ratify Memorandum of Understanding with State Center Adult Consortium Office.pdf](#) 

[Ratify Memorandum of Understanding with State Center Adult Consortium Office-Backup](#)

Included in the Board material is a Memorandum of Understanding for Fresno Unified School District Employees, Sherri Watkins and Pang Vangyi, who are on loan to the State Center Adult Education Consortium Office. The cost of these loaned positions will be 100% reimbursed to Fresno Unified. The Superintendent **recommends ratification**. Fiscal Impact: Sufficient funds in the amount of \$506,213 are available in the Adult Education Consortia budget. Contact Person: Carlos Castillo, Ed.D., telephone (559) 457-3750.

14. DENY Claim GL24-1219-14860 178 - 179

[Deny Claim GL24-1219-14860.docx](#) 

[Deny Claim GL24-1219-14860-BACKUP.pdf](#) 

Included in the Board material is a late Claim for Damages by a minor, case GL24-1219-14860. The Superintendent **recommends the Claim be denied**, and the matter referred to the district's Risk Management Department for further handling. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Patrick Jensen, telephone (559) 457-6226.

15. DENY Claim GL25-0203-14873 180 - 181

[Deny Claim GL25-0203-14873.docx](#) 

[Deny Claim GL25-0203-14873-BACKUP.pdf](#) 

Included in the Board material is a late Claim for Damages by USAA a/s/o Adolph Dominguez, Lydia Gonzalez, case GL25-0203-14873. The Superintendent **recommends the Claim be denied**, and the matter referred to the district's Risk Management Department for further handling. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Patrick Jensen, telephone (559) 457-6226.

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. To the extent practical, the card should be submitted before the Board President announces unscheduled oral communications.

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

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

OPPORTUNITY for Board Member Reflections on the Board Shared Agreements

Board members will have the opportunity to reflect on the Board Shared Agreements.

D. ADJOURNMENT

NEXT SCHEDULED REGULAR MEETING

WEDNESDAY, AUGUST 27, 2025

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: RECEIVE

TITLE AND SUBJECT: Receive the Fresno Unified School District Fourth Quarterly Investment Report for Fiscal Year 2024/25

ITEM DESCRIPTION: Included in the Board material is the fourth quarterly investment report for the period ending June 30, 2025. Board Policy 3430(a) requires the Superintendent, or designee, to supply the Board of Education with quarterly and annual reports on district investments.

As of June 30, 2025, Fresno Unified School District is in compliance with Board Policy 3430(a) for investments. District funds are invested in a manner that meets the primary objective of safeguarding the principal of the funds and serving the district's liquidity needs. District funds are invested as follows:

County Treasury Investment Pool	\$1,011,592,895
Investment with Trustees	\$85,802,337*

*This amount represents escrow funds held by trustees at U.S. Bank. These funds are invested in U.S. Treasury Bills and Notes, which are backed by the U.S. Federal Government.

In accordance with law and administrative regulations, this investment report also certifies that the Fresno Unified School District has sufficient cash on hand to meet the district's cash requirements for the next six months.

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

PREPARED BY: Kim Kelstrom

DIVISION: Business and Financial Services

CABINET APPROVAL PHONE: (559) 457-6226

CABINET APPROVAL: Chief Financial Officer, Patrick Jensen



Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: DISCUSS AND APPROVE

TITLE AND SUBJECT: Discuss and Approve Addition of Third Member to the School Liaison Subcommittee

ITEM DESCRIPTION: Included in the Board material is an item for discussion and approval regarding the School Liaison Subcommittee. Currently, Trustees Veva Islas and Elizabeth Jonasson Rosas are appointed to serve on this committee.

Board President Davis has been informed the district is allotted three seats. Trustees are invited to consider whether they are interested in filling the third seat on the School Liaison Subcommittee.

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

PREPARED BY Ambra O'Connor

DIVISION: Office of the Superintendent

CABINET APPROVAL PHONE: (559) 457-3838

CABINET APPROVAL: Chief of Staff, Ambra O'Connor



Fresno Unified School District – Board Committee Assignments for 2025

Board Approved: 01/08/25

Organization	2025 Representative
Board Bylaw Sub-Committee Meeting Dates: As necessary Purpose: The purpose of this sub-committee is to review and revise Board Bylaws and to make recommendations as needed to the Board of Education.	CAZARES ISLAS LEVINE
California School Boards Association Delegate Assembly Meeting Dates: Twice a year, in May and December, prior to the CSBA Annual Conference Purpose: The Delegate Assembly is the primary policy-making body of the CSBA. This group elects the officers and directors of the Association, establishes procedures for the adoption and periodic resolutions of the Delegate Assembly, and transacts any other business that may come before it.	LEVINE Appointed 01/08/25 Term 04/01/25 to 03/31/27 THOMAS Appointed 12/13/23 Term 04/01/24 to 03/31/26
Council of the Great City Schools Meeting Dates: The Council holds an annual conference in the fall of each year as well as an annual legislative session at the beginning of each calendar year. Purpose: This is a membership organization composed of 76 of the largest urban school districts in the United States. The Council is 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.	DAVIS WITTRUP
Dailey Elementary Charter School Board of Directors Meeting Dates: Monthly on the 2nd Tuesday of every month at 5PM Purpose: The Board of Directors is comprised of Board representatives from Fresno Unified, Superintendent, and community and business representatives and meets to decide on issues relating to the oversight of the Charter School. One-year term.	DAVIS LEVINE

Fresno Unified School District – Board Committee Assignments for 2025

Board Approved: 01/08/25

Organization	2025 Representative
District Audit Committee Meeting Dates: Meets 4 times a year from 9AM to 12PM Purpose: To ensure that the highest levels of internal controls are maintained in order to assure that the work of the district is conducted in an efficient and economical manner.	DAVIS JONASSON ROSAS WITTRUP
Facilities Corporation Meeting Dates: Once a year (February or March) Purpose: The Corporation is a non-profit corporation organized under the General Nonprofit Corporation Law of the State of California to provide financial assistance to Fresno Unifies, a public district of the State of California, by financing the acquisition, construction, improvement and remodeling of public-school buildings and facilities for the district.	DAVIS WITTRUP
Fresno County Committee on School District Organization Voting Representative and Alternate Voting Representative Meeting Dates: Once a year called by the County Superintendent for the purpose of voting representative to replace a vacancy or vacancies on the committee Purpose: The function of this committee is to consider petitions from school districts or voters concerning the reorganization of school districts, i.e., increasing boards, creating trustee areas, and/or transferring territories from one district to another. This committee also calls hearings on these matters and either makes recommendations to the State Board of Education or calls for specific matters to be placed on the ballot for local elections.	LEVINE JONASSON ROSAS (A)
Fresno County School Trustees Association – Board of Directors Meeting Dates: The Association's Board of Directors meets on the third Tuesday in February/March, June, September, and December. Purpose: The Board is comprised of a representative nominated from each unified district, each high school district area or its feeder elementary schools, the Fresno County Board of Education, and both community college districts, for a total of 22 members.	DAVIS

(A) Alternate

Fresno Unified School District – Board Committee Assignments for 2025

Board Approved: 01/08/25

Organization	2025 Representative
Fresno Regional Occupational Program (ROP) Meeting Dates: Every 3rd Wednesday of every other month at 3PM – total of 5 meetings per year Purpose: This program is administered by the County Schools Office and is a training program for students aged 16 through adult. Some functions of the ROP Board include approving new courses and hearing concerns regarding curriculum and financial issues. Can have up to three board members.	THOMAS
District Legislative Committee Meeting Dates: First Thursday of the month (except July) from 12PM to 1:30PM Purpose: These representatives are responsible for monitoring legislation of interest to or affecting school districts and reporting back to the Board of Education. Occasionally, CSBA will request school districts through their legislative representatives to support or oppose certain legislation. Can have up to three board members.	ISLAS LEVINE THOMAS
JPA Board of Directors for Center for Advanced Research & Technology (CART) Meeting Dates: Monthly on the 2nd Tuesday from 4PM to 6PM at CART Purpose: This Board, comprised of Board representatives, Superintendents, community & business representatives from both Clovis and Fresno Unified School Districts, meets to decide on issues relating to the establishment and oversight of the CART facility.	WITTRUP
School Liaison Act Committee Meeting Dates: Twice a year (TBD) Purpose: This Committee will meet with a goal of developing policies and practices that will improve communication between the City of Fresno and the local school governing boards of Fresno, Clovis, Sanger and Central Unified School Districts.	ISLAS JONASSON ROSAS
Superintendent Search Sub-Committee Meeting Dates: As necessary Purpose: The purpose of this sub-committee is to work toward the goal of gathering pertinent feedback and engagement to support the superintendent search process.	DAVIS ISLAS WITTRUP

(A) Alternate

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: PRESENT AND DISCUSS

TITLE AND SUBJECT: Present and Discuss Goals and Guardrails Monitoring - Part B

ITEM DESCRIPTION: The Board will continue training on the goals and guardrails monitoring process, a key component of the Student Focused Outcomes Governance work. This training will be led by Sue Deigaard from the Council of the Great City Schools.

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

PREPARED BY: Ambra O'Connor

DIVISION: Office of the Superintendent

CABINET APPROVAL PHONE: (559) 457-3838

CABINET APPROVAL: Chief of Staff, Ambra O'Connor



Effective Goal Monitoring

ABOUT GOAL MONITORING

What is Goal Monitoring?

Too often in public education, leaders do not pay attention to what's working and what's not working. The result can be a revolving door of initiatives / programs / silver bullets that drain resources, frustrate staff, and fail students. Breaking this cycle requires having clearly agreed upon data, a predictable cadence of reviewing the data to see what's working/not working, and the expectation that this information impacts what happens next. This is the purpose of monitoring. (see [Effective Information Requests](#))

Goal monitoring is a conversation between the board and superintendent that provides boards the opportunity to evaluate the alignment between the community's vision for student outcomes (goals) and current student performance/growth (reality). While goals and reality may not match perfectly, it only becomes problematic when there is no evidence of student growth. And even if students aren't yet growing and making progress, that's only catastrophic if the superintendent doesn't have sufficiently aggressive strategies in place for helping students make progress.

How is Goal Monitoring beneficial?

In addition to clarifying student and superintendent performance, monitoring -- when done effectively -- confers several other organizational benefits:

- **Lead by Example:** What happens in the boardroom is more likely to be echoed in the classroom. Board behavior sets the culture for an institution. If board members want a culture where teachers are open and reflective in their craft, they set the stage for that by demonstrating what it looks like for the board and superintendent to be open and reflective -- grounded in student outcomes data -- in their craft as well.
- **Clarify Strategies:** When the board receives monitoring reports from the superintendent, the report should be at a 6th grade level and include how the superintendent will respond to the data. If the data says things are slightly off track, the superintendent's strategy should reflect that. If the data says that performance is completely off track, the superintendent's strategy should reflect the urgency that the current reality demands.
- **Communicate Expectations:** By investing at least 50% of the board's time each month into monitoring progress toward the vision, the board makes clear what the priorities of the entire organization are expected to be. This is a powerful tool for creating organizational alignment.
- **Superintendent Evaluation:** With each monitoring report the board is conducting a micro assessment of superintendent performance which creates an opportunity for the superintendent to make adjustments. As a continuous improvement strategy, providing this regularly recurring feedback loop is a superior approach to the outdated concept of merely conducting annual performance evaluations.

BEFORE GOAL MONITORING

Once SMART goals about student outcomes have been adopted, effective goal monitoring requires four main ingredients: monitoring calendar, monitoring report, superintendent participation, and board member participation.

Effective Monitoring Calendars

Before boards can begin effective monitoring, they should adopt a 36-60 month schedule that describes which goals will be monitored during which month. The board will typically have the superintendent draft a calendar since the administration knows when student performance data is freshly available throughout the year. Nevertheless, it remains the board's monitoring calendar, not the superintendents. Qualities to look for include:

- It should span the entire length of the goals -- if the goals are five year long, the calendar should be five years long as well
- It should include all of the board's goals and guardrails
- It often includes all board trainings, board-led community trainings, board-led community listenings, board self evaluations, board-led superintendent evaluations, and statutory votes
- It should schedule each goal to be monitored at least four times throughout the year, and each guardrail at least one time per year (on 12 month cal)
- It should schedule one or two interim goals to be monitored each month, no less and definitely no more than three
- It can schedule as many interim guardrails to be monitored during a month as the board wants
- It should never suggest that goal monitoring reports be placed on the consent agenda, but guardrail monitoring reports may be on consent

- It should clarify that boards will monitor goals during every month of the year that the board meets

Effective Monitoring Reports

Here are four qualities to ask about the 1-5 page monitoring report before the board can begin progress monitoring (if the answer to any of these is “no”, hand the report back to the Superintendent and have them complete it before proceeding -- likely at the next regularly scheduled board meeting):

1. **The Goal:** Does it clearly show which specific goal / interim goal is being monitored?
2. **The Data:** Does it clearly show data for the 3 previous reporting periods (preferably on a line graph)? Does it clearly show the current reporting period? Does it clearly show the target reporting periods (annual targets and deadline target)?
3. **The Interpretation:** Does it clearly show the Superintendent’s understanding of system performance relative to the goal?
4. **The Evidence & Plan:** Does it clearly show supporting documentation that evidences the Superintendent’s understanding of system performance? If the school system is not at target or the Superintendent’s understanding of system performance indicates implementation is not on track, does the monitoring report clearly describe systemic root causes, strategic responses (including rationale), and any needed next steps?

Effective Superintendent Participation

How superintendents show up in the monitoring conversation has a huge impact on the conversation’s effectiveness. A few guidelines include:

- **Don’t Hide the Data:** The student performance data being presented during the monitoring conversation should be easy for most parents to understand. As such, monitoring reports should be only 1-5 pages at most, and should be written at no more than an 6th grade reading level.
- **Don’t Sugar Coat the Data:** The data is the data. Whatever it says is what it says -- good, bad, or ugly. Never suggest that the data is saying anything other than what you believe it to be saying. If the school system is off track, say that; don’t talk around that. Sugarcoating loses trust.
- **Align Monitoring with Managerial Action:** Data in monitoring report should reflect what staff are looking at to gauge the district’s effectiveness. There should be no need to create data for a monitoring session that isn’t otherwise being considered by the superintendent and cabinet.
- **Be Prepared:** Many superintendents rehearse for monitoring conversations by having their teams throw every conceivable question at them before the board meeting. This is a wise practice not only because it helps with the monitoring conversation but because it can help surface managerial issues and solutions that might not otherwise come up.
- **Don’t Be Defensive:** If the student performance data is disappointing, then it’s natural that board members would be disappointed. Unfortunately, not all of them will manage their disappointment in a mature, adult, and effective manner. Even if this happens, don’t get defensive.

Effective Board Member Participation

Goal monitoring, like board governance in general, is not always intuitive. It is easy to inadvertently conduct monitoring in an ineffective manner. Here are a few guidelines to follow to increase the likelihood of effectiveness:

- **Do Your Homework:** Board members should arrive at board meetings having already read the monitoring report, having already shared technical and tactical questions with the superintendent, and having already come up with at least three or four [SMART Questions](#) each regarding the monitoring report (see *During Goal Monitoring* below).
- **Understanding Reality:** The desired result of monitoring is to understand the current reality for your students as compared to the vision you’ve adopted for them (goals). Whether you enjoy the current reality isn’t the point of monitoring; whether or not you fully know the current reality is.
- **Keep the Conversation Going:** If the superintendent presents a monitoring report that is missing the prerequisites (see *Before Goal Monitoring* above) or that fails to clarify for board members the extent to which reality matches the goals, consider tabling the conversation and giving the superintendent a chance to fix it and re-offer it at a subsequent meeting, instead of choosing not to accept it and ending the discussion.
- **No Gotcha Governance:** Adopt a monitoring calendar that shows which goals will be monitored during which months and that spans the full term of the goals -- for five year goals, the calendar should be five years. Then ensure board members adhere to the monitoring conversation rubric below.
- **Don’t Offer Advice:** Monitoring is never an opportunity for board members to provide advice to the superintendent regarding what should/shouldn’t be done about student outcomes. It’s also not about liking/not liking the superintendent’s strategies.

RING GOAL MONITORING

Monitoring is about understanding the extent to which reality matches the Board’s adopted goals / interim goals. Monitoring is never about offering advice or recommendations; most of monitoring is about understanding where we are and how we got here. The Board’s attention is focused on what’s true for

students, not on what adults are/aren't doing. Here are observations to look for / questions to ask that support effective progress monitoring. Notice that none of these questions offer advice concerning which inputs/outputs the Superintendent should select; these are SMART monitoring questions, not managing questions. (see [Effective Question Asking](#))

Current Performance Questions			Future Performance Questions
What do we know about the students mentioned in the report?	What do we know about the data mentioned in the report?	What do we know about the root cause of the student data in the report?	What adult behaviors need to change in response to the student data?
Who is struggling the most? Who is growing the most? Who is not moving? Which students are not included in this data?	What is currently happening? What else do we need to know about this? How and what did we learn? What are the strengths? What are the limitations? Where do gaps exist between student groups? What's working? Not working? What do you see as accounting for <anomalous data in report>?	Why is it working in this area? Why is it not working in this area? How did we learn about this issue? Why such significant growth? Why was there no growth? What do we need to know about? Why do gaps between student groups exist? Why is <data point a> so much <higher or lower> than <data point b>?	How can we replicate what is happening in ____? Given what we know about ___, what are you going to do to speed up the progress? What evidence suggests that your new strategy is going to work? How are we going to address ____ (issue not resolved)? How might changes show up in the future (budget, etc.)? How can the board help?

Ineffective Questions
- Any statements or questions that are really just board member opinions or recommendations about what the superintendent should do - Any statements or questions that don't reference the data mentioned in the monitoring report. - Any statements or questions that aren't actually questions but that are just statements or opinions - Any statements or questions about what will happen next that aren't grounded in previously asked questions about where students currently are and how students got there

AFTER GOAL MONITORING

To Accept the Monitoring Report or Not?

Once the board has completed the monitoring conversation, it must choose whether to accept or not accept the report based on three questions: 1) does reality match the vision, 2) is there growth toward the vision, and 3) is there a strategy and plan sufficient to cause growth toward the vision?

- If the answer to all three is yes, then the board can accept the monitoring report confident that data is accurate & the superintendent is performing.
- If the answer to only one or two of these questions is yes, the board may opt to table the matter (see *Keep the Conversation Going* above).
- If the answer to all three is no, the board should consider voting to not accept the report. Note: This vote informs the superintendent that they have failed to meet the expectations of monitoring.

Change Goals or Not?

ce the board has completed the monitoring conversation, it's also appropriate -- though not required -- to ask whether or not the goal is still an appropriate representation of the community's vision for what students should know and be able to do. This inquiry should not be taken lightly; goal monitoring is most effective when the goals only change after their term has expired or they are accomplished. Frequently changing goals makes it almost impossible to adequately assess superintendent performance and to avoid wasting school system resources. If the board believes that the goal is no longer

appropriate, it should create a plan to start the board-led community listening process over again and then begin the community listening process from scratch. Because goals represent the vision of the community, no new goals should be adopted without first going through this process.

Evaluating the Quality of Goal Monitoring

While the board is in the process of conducting the monitoring conversation:

- 1) Use the “Evaluation Rubric” to evaluate every individual question on its SMARTness: Strategy, Measure, Ask-oriented, Results, Time-bound.
- 2) Use the “Tally Sheet” below to track whether each individual question is focused or not (“Yes” or “No”). This will provide data that describes the percentage of all of the questions that are focused (“% Focused”) on each of the SMART characteristics.
- 3) Average the individual ratings for the SMART characteristics together to get the overall rating of monitoring quality. Some behaviors -- ineffective monitoring practices, not being prepared in advance, or not participating -- will give automatic zeroes.
- 4) Total Monitoring Scores of 90 and above indicate highly effective monitoring, 80-89 indicate effective, 70-79 indicate approaching effective, and 69 or less indicate ineffectiveness. (see [Effective Goal Monitoring spreadsheet](#); it automatically performs these steps)

Monitoring Conversation Evaluation Rubric			
	Ineffective Monitoring		Effective Monitoring
Strategy-Focused	Any conversation is focused on or offering advice about technical or tactical issues. (see Technical/Tactical/Strategic)		Is the question about strategic issues rather than technical or tactical issues?
Measure-Focused	Any comments are focused on data not in the report.		Does the question reference specific metrics/data that has been provided at the request of the board?
Ask-Oriented	Any conversation is focused on accusatory yes/no questions or statements.		Is the question open ended.
Results-Focused	Any comments are focused on blaming or shaming.		Is the question focused on understanding data rather than sharing opinions.
Time-Bound	Any conversation is offering advice about future action.		Is the question focused on current performance (past actions) rather than future performance (future actions).
	Automatic 0%		
Preparation & Participation	Read: The monitoring conversation is automatically scored 0% if any Board members have not completely read any of the monitoring report prior to the monitoring conversation.	Participate: The monitoring conversation is automatically scored 0% if there is non-participation by any board member present during the monitoring conversation.	Share: The monitoring conversation is automatically scored 0% if any board members failed to share questions with the Superintendent at least three working days prior to the monitoring conversation.

Monitoring Conversation Tally Sheet (or use Effective Goal Monitoring spreadsheet)											
Strategy-Focused		Measure-Focused		Ask-Oriented		Results-Focused		Time-Bound		Preparation & Participation	

# Yes:	# No:	# Yes:	# No:	# Yes:	# No:	# Yes:	# No:	# Yes:	# No:	Read?:	Part?:	Share?:
% Focused:		% Focused:		% Focused:		% Focused:		% Focused:				

Technical vs Tactical vs Strategic

Tips for Effective Monitoring Question Development

If the [goal being monitored](#) is, "The percentage of our economically disadvantaged graduates who have demonstrated career/college-level proficiency in collaboration skills and problem solving skills on the soft skills portfolio assessment will increase from 27% in August 2020 to 84% by August 2025", here are examples:

Technical (trying to understand how something is measured)

- What's the alignment of the portfolio assessment with the SAT or ACT?
- How do we know the validity of the portfolio assessment?
- What are the psychometric properties of the portfolio assessment?
- Why did we single out collaboration and problem solving skills from all the skills assessed?

Tactical (trying to understand how something is done)

- To whom is the assessment administered?
- Which staff have been trained to administer the assessment?
- What type of PD have staff received regarding the assessment?
- How do staff feel about the assessment?

Strategic (trying to understand how something aligns to the priorities)

- Looking at the data in table 1, which strategy was most effective with our target student population?
- What is a strategy we deployed that didn't work, given the data in table 2, and what did we learn?
- Based on the data in graph 1, why are we seeing such significant growth among our non-target student population but not our target student population?
- Why is the data in graph 2 showing that system performance on item a is so much higher than item b?

Focus & Timing

Technical questions focus on understanding the details surrounding the assessment and goal details themselves. Tactical questions focus on understanding the details surrounding implementation of the assessment and goal. Strategic questions focus on understanding, relative to the goal, what we've learned about system performance and what lessons we've learned from that performance. No questions during an effective monitoring conversation are focused on providing advice to the superintendent, board member opinions about system performance, or efforts to project manage the school system.

Technical and tactical questions are often essential to having a full understanding of current system performance; there is nothing wrong with board members asking technical and tactical questions. Timing matters, however. The superintendent is expected to be the strategic leader over the school system's operations. During a monitoring conversation with the superintendent, it is unreasonable to expect them to also have a mastery of every technical or tactical detail. So if school board members want answers to those questions to be part of the monitoring conversation, they need to ask the questions at least five to seven days in advance of the monitoring session. If that hasn't happened, board members are welcome to still ask new technical and tactical questions during the monitoring session, but the board chair and/or superintendent should advise them that the answers will go out in the next update from the superintendent to the board.

Past vs Future

Regardless of whether or not a question is technical, tactical, or strategic in focus, they can just as easily focus on past actions -- what have our strategies been and what have been the impacts on performance -- as on future actions -- what strategies will we deploy given what our performance currently shows. Boards that are monitoring effectively will invest the majority of their time -- preferably upwards of $\frac{3}{4}$ of the monitoring session - - focused on understanding the past: where are we, how did we get here, what worked, what didn't work, what did we learn? Only once a board is fully conversant in and knowledgeable of what has happened can it meaningfully engage in future-focused dialogue.

Ineffective boards succumb to the temptation of mostly focusing on technical/tactical, their opinions and statements, or what will happen next. These are weaknesses of discipline and vision and should be corrected.

Monitoring Report Link:Page 24 of 181

Effective Question Asking

It's often said that good questions make good school board meetings. We differ slightly: SMART questions asked for a defined reason increase the effectiveness of school board meetings -- decision-making or monitoring questions that are strategic, measure-focused, ask-oriented, results-focused, time-bound.

Question Reasons

There are three reasons that school board members ask questions. Effective school board members focus on decision-making and monitoring questions during school board meetings. To the extent that incidental / other questions are deemed necessary, the school board should create a system for those questions to be asked and answered as much as possible outside of school board meetings. A key to effective question asking is that random acts of inquiry don't change systemic adult behavior; effective and intentional decision-making and monitoring does.

- **Decision Making:** Questions that provide information educating the board regarding items to be voted on.
- **Monitoring:** Questions that provide information educating the board concerning school system performance on the goals and/or guardrails. This is where 50% of effective school board time lives: monitoring goals.
- **Incidental / Other:** Questions that provide information educating the board regarding anything else. Generally to be avoided during school board meetings so as to make space for strategic dialogue.

SMART Questions

The more of these five indicators that a school board member's question meets, the more effective of a question it will be. Board members wanting to grow in effectiveness will invite a Coach to evaluate each of their questions.

- **Strategic:** Is the question about strategic issues rather than technical or tactical issues? (*Also, see below Technical vs Tactical vs Strategic*)
- **Measure-Focused:** Does the question reference specific metrics/data that has been provided at the request of the school board?
- **Ask-Oriented:** Is the question open ended or is it a yes/no/multiple choice question? Also consider the tone of the question: if the question is asked in a confrontational or accusatory manner, it automatically fails to be ask-oriented since a respectful and professional approach is more likely to yield valuable information than a confrontational or accusatory approach.
- **Results-Focused:** Does the question focus on understanding data rather than sharing opinions? Also consider the tone and approach of the question: is the question being asked with the purpose of authentically learning about the data or is the question really just advice-giving or recommendation-making in disguise? Is the question directly related to understanding data about board work -- the goals, guardrails, and/or legally required items? If the question is not directly related to board work, it should likely be avoided.
- **Time-Bound:** Does the question focus on current performance (past actions) or future performance (future actions)? Additionally, consider the timing of the question: is the question being asked at an appropriate time in the decision-making process? If a question is being asked too late in the process, that's a governance failure not a management failure and shouldn't be allowed to harm the process; preparation is key.
- **Effective Example:** The 3rd grade literacy growth on page 4 appears flat for group A but not group B. Which, if any, of our budgeted strategies most accounted for that difference?
- **Ineffective Example:** Since X is an effective strategy for improving student outcomes, are you going to provide teachers with training on it next semester?

Technical vs Tactical vs Strategic

Effective school board conversations are strategy focused. Where technical and tactical questions are needed to contextualize a pending strategic conversation, the school board should have systems in place for school board members to ask those questions and get answers before the board meeting.

- **Technical:** Questions to understand how something is measured. Examples include:
 - What's the alignment of the portfolio assessment with the SAT or ACT? How do we know the validity of the portfolio assessment? What are the psychometric properties of the portfolio assessment? Why did we single out collaboration and problem solving skills from all the skills assessed?
- **Tactical:** Questions to understand how or by whom something is done. Examples include:
 - To whom is the assessment administered? Which staff have been trained to administer the assessment? What type of PD have staff received regarding the assessment? How do staff feel about the assessment?
- **Strategic:** Questions to understand how something aligns to the the goals and guardrails. Examples include:
 - Looking at the data in table 1, which strategy was most effective with our target student population? What is a strategy we deployed that didn't work, given the data in table 2, and what did we learn? Based on the data in graph 1, why are we seeing such significant growth among our r

population but not our target student population? Why is the data in graph 2 showing that system performance on item a is so much higher than item b?

Current Performance vs Future Performance

Effective school board conversations are focused on current performance. Knowing how we got here should precede asking about where we're going next.

- **Current Performance:** Questions to understand the current state of performance by evaluating prior / current data. Questions about current performance should take $\frac{2}{3}$ to $\frac{3}{4}$ of conversations. Examples include:
 - Who: What do we know about the students mentioned in the report? Who is struggling the most? Who is growing the most? Who is not moving? Which students are not included in this data?
 - What: What do we know about the data mentioned in the report? What is currently happening? What else do we need to know about this? How and what did we learn? What are the strengths? What are the limitations? Where do gaps exist between student groups? What's working? Not working? What do you see as accounting for <anomalous data in report>?
 - Why: What do we know about the root cause of the student data in the report? Why is it working in this area? Why is it not working in this area? How did we learn about this issue? Why such significant growth? Why was there no growth? What do we need to know about? Why do gaps between student groups exist? Why is <data point a> so much <higher or lower> than <data point b>?
- **Future Performance:** Questions to understand what we think future performance and future actions will be. School board members tend to jump straight to these questions. This reveals a lack of training about effective leadership, a lack of discipline, or both. Examples include:
 - How: What adult behaviors need to change in response to the student data? How can we replicate what is happening in ____? Given what we know about ____, what are you going to do to speed up the progress? What evidence suggests that your new strategy is going to work? How are we going to address ____ (issue not resolved)? How might changes show up in the future (budget, etc.)? How can the board help?

Examples of Ineffective Questions

- Any statements or questions that are really just board member opinions or recommendations about what the superintendent should do.
- Most statements or questions that don't reference the data requested by the school board.
- Any statements or questions that aren't actually questions but that are just statements or opinions.
- Any statements or questions about what will happen next that aren't grounded in previously asked questions about current performance.

Question Discipline: Creating Organizational Alignment

A key observation about the questions board members ask, is that school board member inquiries have an impact on administrative behavior. If school board members ask a lot of questions about why there are potholes in the junior high parking lot, then that will have the effect of administrative behavior being more likely to attend to potholes in the junior high parking lot. The challenge is that the amount of administrative energy and time are finite, so the time spent on potholes is time that is not spent on something more strongly correlated with accomplishment of the goals or honoring of the guardrails. If every school board members asks every one of their pet questions, alignment diminishes rapidly.

Every single question asked -- whether in a board meeting or outside of board meetings, via text or via email or face-to-face -- nudges the behavior of administration in a direction. Effective school board members will conduct a 2-step cost/benefit analysis before asking any question of their administration (and only proceed if both are "yes"):

- Step 1: Does this question nudge in the direction of organizational alignment with the goals and guardrails?
 - The answer to that question for 95%+ of possible questions is likely, "no." Every now and then the answer will be yes, but far, far more often, the answer will be no. Pretending the answer is "yes" is a common failing of school board members; the intellectually dishonest person will invent a way to pretend that a strong connection exists. I commonly hear things like, "well if the potholes aren't fixed then our teachers might quit out of frustration and some of our parents might be less likely to visit the school because they might not be able to afford new tires so yes, this issue is directly related to the accomplishment of our goals and guardrails". If this example seems reasonable rather than tenuous to you, please consider resigning if you currently serve on a school board.
- Step 2: Do the benefits of asking this question outweigh the costs to organizational alignment?
 - This is a less clear judgment call. The answer is likely, "no", but sometimes unique things happen

INTERIM GOAL L1

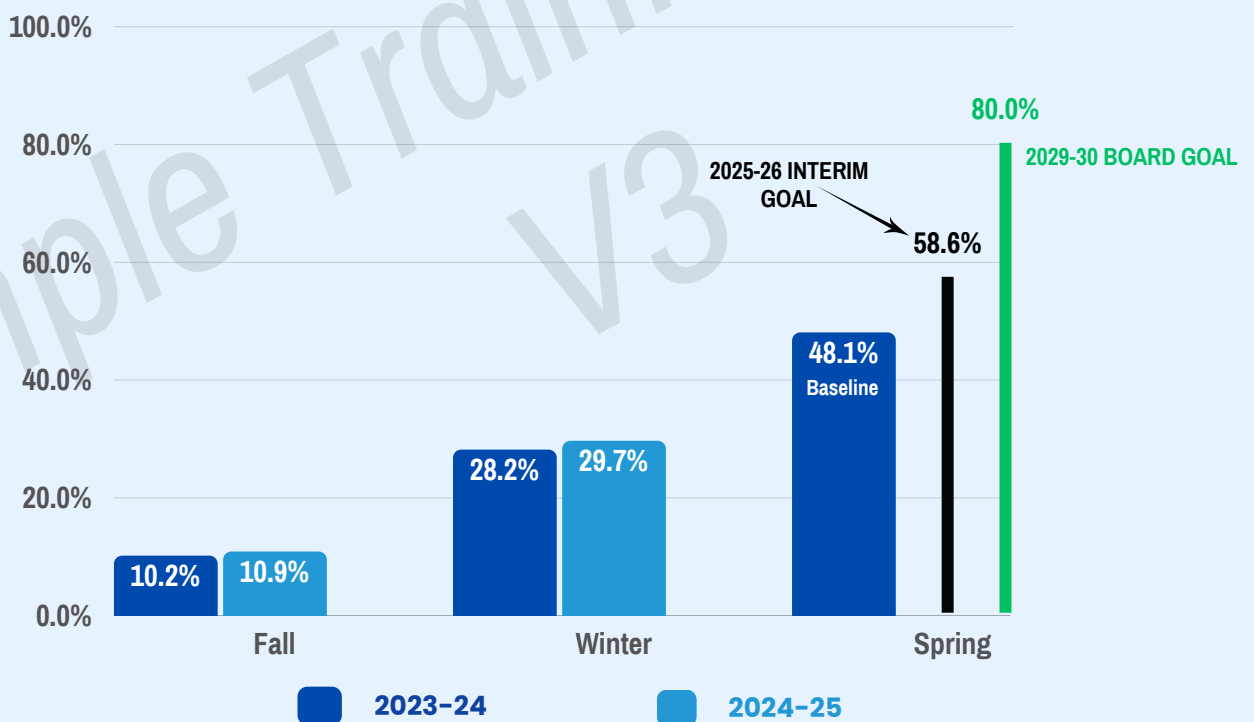
Goal: Early Literacy

The percentage of 1st graders who are proficient in literacy based on iReady results will increase from 48% in June 2024 to 80% June 2030.

Interim Goal: L1

From June 2024 to June 2026, the percentage of 1st grade students who are at or above grade level in literacy as measured by iReady diagnostic assessment will increase from 48% to 58.6%.

Percentage of 1st Grade Students AT or ABOVE Grade level in literacy in iReady



STATUS:

Off Track

On Track

Root Causes

- Students need increased opportunities to engage in phonics, phonemic awareness, and fluency practice.
- Students need increased opportunities to practice foundational skills within text (i.e., reading).
- Students need multiple opportunities to demonstrate their mastery of foundational skills.

Response / Rationale

- Building teacher and leader knowledge around progression of reading foundational skills.
- Provide additional opportunities for students to read more during the school day and practice their discrete skills in context.
- Building systems to progress monitor student and classroom patterns and trends of skill mastery in order to identify areas for intervention.

Action Steps

- Teacher and leader professional learning around progression of reading foundational skills.
- Professional learning around reading instruction strategies (e.g., small group, guided reading).
- Creation of additional local progress monitoring systems (i.e., Multi-Tiered Systems of Support).

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: ADOPT

TITLE AND SUBJECT: Adopt Resolution 26-05, Delineating Authorized Agents to Sign on Behalf of Fresno Unified School District's Employee Insurance Benefit Account.

ITEM DESCRIPTION: Included in the Board material is resolution 26-05 related to the Employee Insurance Benefit Account presented for adoption to update authorized officials to sign on behalf of Fresno Unified School District. This resolution will be effective for the period beginning August 13, 2025, until revoked or superseded.

Signature Resolutions are updated periodically to reflect changes in staff and/or Board of Education Members.

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

PREPARED BY: Kim Kelstrom

DIVISION: Business and Financial Services

CABINET APPROVAL PHONE: (559) 457-6226

CABINET APPROVAL: Patrick Jensen, Chief Financial Officer



**BEFORE THE BOARD OF EDUCATION
OF THE FRESNO UNIFIED SCHOOL DISTRICT OF
FRESNO COUNTY, CALIFORNIA**

RESOLUTION NO. 26-05

On motion of Trustee _____, seconded by
Trustee _____, RESOLUTION NO. 26-05 was adopted as follows:

BE IT RESOLVED by the Governing Board of the Fresno Unified School District and hereby ordered that:

The BMO Bank N.A. as designated depository and (including its correspondent banks) of this District is hereby requested, authorized and directed to honor all checks, drafts, or other orders for payment of less than \$10,000 of money drawn in this District's name on its Employee Insurance Benefit Account when bearing or purporting to bear the facsimile signature of the following Delta Health Systems staff:

Greg Stemler or Nilam Panchal

BE IT FURTHER RESOLVED, that any check, draft, or other orders for payment of an amount of \$10,000 or more money drawn in this District's name in its Employee signature on the instrument as a co-signer:

Mao Misty Her, Superintendent
Patrick Jensen, Chief Financial Officer, Business and Financial Services
Carlos Castillo, Chief Academic Officer
Kim Kelstrom, Chief Executive, Fiscal Services
Rosa Contreras, Executive Director, Fiscal Services
Luke Hicks, Executive Director, Fiscal Services

BE IT FURTHER RESOLVED, that the BMO Bank N.A. (including its correspondent banks) shall be entitled to honor and to charge this District for all such checks, drafts, or other orders for the payment of money, regardless of by whom or by what means the actual purported facsimile signature or signatures thereon may have been affixed thereto, if such facsimile signature or signatures resembled the facsimile specimen from time to time filed with the BMO Bank N.A. by the Chief Financial Officer of this District.

This RESOLUTION revokes and supersedes Resolution No. 25-41 and is effective August 13, 2025, until revoked or superseded.

Resolution No. 26-05

PASSED AND ADOPTED this 13th day of August 2025, by the following Board of the Fresno Unified School District of Fresno County, California, by the following vote:

AYES:

NOES:

ABSENT:

STATE OF CALIFORNIA) COUNTY
OF FRESNO)

I, Genoveva Islas, authorized agent of the Governing Board of Fresno Unified School District of Fresno County, California, do hereby certify that the foregoing is a full, true and correct copy of a Resolution adopted by the said board at a regular meeting thereof held at its regular place of meeting at the time and by the vote above stated.

Witness my hand this 13th day of August 2025.

Clerk of the Governing Board of
Fresno Unified School District

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve Personnel List

ITEM DESCRIPTION: Included in the Board material is the personnel List, Appendix A, as submitted

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

PREPARED BY: Annarita Howell

DIVISION: Human Resources/Labor Relations

CABINET APPROVAL PHONE: (559) 457-3713

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

BOARD OF EDUCATION APPENDIX

Fresno Unified School District

Date: 8/13/2025

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 2025-2026.

ELECTIONS

Certificated Personnel

1086048	Albarran-perez	Daisy	Teacher, Handicapped, Severely	Gibson Elementary	8/13/2025
1007124	Ayala	John	Teacher, Music, Elementary	Music/Visual and Perform Arts	7/1/2025
1064532	Billingsley	Christine	Teacher, Music, Elementary	Music/Visual and Perform Arts	7/1/2025
1064290	Brosius	Sarah	Teacher, Elementary	Viking Elementary	8/11/2025
1005664	Chronister-Avoledo	Melanie	Tutor	Viking Elementary	7/1/2025
1078417	Coronado Pineda	Cynthia	Teacher, Bilingual	Sunset K-8	8/11/2025
1083029	Diaz-alaniz	Bianca	Teacher, Middle School	Scandinavian Middle	8/11/2025
1086059	Foss	Mckenna	Teacher, Elementary	Slater Elementary	8/11/2025
1082519	Galvez	Alisa	Teacher, Lrng Hndcp, Sdc	Powers Elementary	8/11/2025
1076357	Garcia	Crystal	Teacher, Elementary	Greenberg Elementary	8/11/2025
1085364	Garcia	Veronica	Teacher, Senior High	Sunnyside High	8/11/2025
1084489	Gonzalez	Sulamit	Teacher, Elementary	Lincoln Elementary	8/11/2025
1061933	Grijalva	Richard	Teacher, Senior High	Sunnyside High School	8/13/2025
1005585	Harris	Nancy	Therapist, Spch/Lang/Hrng/Dis	Special Ed	7/1/2025
1065880	Hendrickson	Anne	Teacher, Music, Elementary	Manchester Gate	7/1/2025
1069528	Lo	Bai	Teacher, Elementary	Kratt Elementary	8/11/2025
1076317	Mendez Lopez	Melina	Teacher, Handicapped, Severely	Powers Elementary	8/11/2025
1010842	Reyes	Estella	Tutor	Winchell Elementary	7/1/2025
1081673	Rubio	Myra	Teacher, Deaf/Hard of Hear.SDC	Norseman Elementary	6/17/2025
1003257	Tilghman	Cynthia	Teacher, Music, Elementary	Music/Visual and Perform Arts	7/1/2025
1013197	Tobin	Cheryl	Teacher, Music, Elementary	Figarden Elementary	7/1/2025

Classified Personnel

1084132	Ayala	Astrid	Trustee Area Liaison	Board Of Education	6/30/2025
1085950	Ayala	Martin	Custodian	Roosevelt High School	7/28/2025
1088243	Calderon	Antonio	Custodian	Bullard High School	7/28/2025
1087871	Cervantes	Jose	Custodian	Roosevelt High School	7/28/2025
1044181	Chang	David	Custodian	Easterby Elementary	7/28/2025
1087851	Gonzalez	Marcial	Custodian	Calwa Elementary	7/28/2025
1087920	Turner	Jack	Custodian	Edison-Computech 7-8	7/28/2025
1083921	Xiong	Benny	Custodian	Mclane High School	7/28/2025
1085880	Xiong	Tarry	Custodian	Olmos Elementary	7/28/2025
1085980	Yang	Dao	Custodian	Rata	7/28/2025
1085852	Yang	Thaying	Custodian	Herrera Elementary	7/28/2025
1085235	Yang	Timothy	Custodian	Cooper Middle School	7/28/2025

DISSMISSALS

No results found

RESIGNATIONS OR RETIREMENTS

Danette Gillespie rescinded her resignation letter late.

Certificated Personnel

1023361	Benitez	Lily	Teacher, Senior High	Roosevelt High	6/12/2025
1075640	Gaston	Christopher	Teacher, Elementary	Yokomi Elementary	6/12/2025
1067190	Houts	Austen	Teacher, Handicapped, Severely	Bullard High School	6/30/2025
1070753	Rodriguez Villegas	Ezequiel	Teacher, Elementary	Hidalgo Elementary	7/8/2025
1051151	Silvas	Patricia	Teacher, Autistic, Sdc	Mayfair Elementary	6/30/2025

Classified Personnel

1005935	Aceves	James	Assistant, Noontime	Powers Elementary	6/20/2025
1078129	Brown	Bobby	Assistant, Noontime	Williams Elementary	5/28/2025
1022836	Gillespie	Danette	Paraprof, Extensive Support Needs	Tioga Middle School —	7/25/2025
1082903	Hernandez	Jaqueline	Assistant, Noontime	Jefferson Elementary	6/6/2025
1080206	Johnson	Deja	Assistant, Noontime	Lowell Elementary	4/12/2023
1083011	Lopez	Adrina	Paraprof, Mild/Moderate Support Needs	Burroughs Elementary	7/31/2025
1078534	Rojas Rico	Rocio	Liaison, Home/School Spanish	Hidalgo Elementary	7/11/2025
1012222	Royal	Bryan	Assistant, Health	Health Services	9/19/2025
1077480	Sandoval	Vanessa	Assistant, Resrce Cnslg	Kratt Elementary	7/3/2025
1087825	Silva	Bianey	Assistant, Noontime	Lawless Middle School 7-8	7/3/2025
1076212	Solis Arellano	Veronica	Liaison, Home/School Spanish	Yokomi Elementary	8/15/2025
1087974	Williams	James	Assistant, Noontime	Edison-Computech 7-8	6/12/2025
1084837	Yang	Mai	Paraprof, Child Development	Webster Child Dev Center	7/15/2025
1029046	Yang	Phia	Custodian	Addams Elementary	8/29/2025

Management Certificated

1084035	Allen	Dejanae	Clinical School Social Worker	Project Access	7/30/2025
1076563	Alvarado	Kate	Manager III, SPED Prog & Serv	Special Educ Administration	6/30/2025
1040349	Heights	Tumani	Manager II, Social Emot Supp	Prevention And Intervention	6/30/2025
1048800	Ortega	Diana	Advisor, Guidance and Learning	IMC Special Ed	7/25/2025

Management Classified

1080100	Niehoff	Michael	Executive Director	Elementary Division Area V	7/31/2025
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DECEASED

Classified Personnel

1048223	Luevanos	Juan	Worker, Grnds Maint IV Line Bu	Plant Operations	7/3/2025
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LEAVE REQUEST

Certificated Personnel

1039997	Tikijian	Jaime	Teacher, Elementary	Eaton Elementary	8/13/2025
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Management Certificated

PROMOTIONS

Classified Personnel

1052779	Beltran	Eulogio	Worker, Grnds Maint II	Plant Operations	7/16/2025
1076329	Castro Trujano	Yulisa	Transltr/Assessor Spanish	Translation and Interpret Serv	7/21/2025

1040162	Daugherty	Alvin	Specialist, School Safe & Sec	Security Office	6/16/2025
1038135	Divens	Stanley	Plant Coordinator I	Webster Elementary	7/16/2025
1077694	Renovato	Robert	Plant Coordinator I	Jackson Elementary	7/1/2025
1078573	Tejeda	Marino	Plant Coordinator I	Forkner Elementary	7/16/2025
1064772	Xiong	Pao	Worker, Grnds Maint II	Plant Operations	7/16/2025

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve Meeting Minutes

ITEM DESCRIPTION: Included in the Board material are draft minutes for the Board of Education regular meeting held June 18, 2025.

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

PREPARED BY Ambra O'Connor, Chief of Staff

DIVISION: Office of the Superintendent

CABINET APPROVAL PHONE: (559) 457-3838

CABINET APPROVAL: Chief of Staff, Ambra O'Connor 



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

June 18, 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 June 18, 2025, there were present Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and Board President Davis. Superintendent Her was also present.

Board President Davis CONVENED the Regular Board Meeting at 4:34 p.m.

PLEDGE OF ALLEGIANCE

Ambra O'Connor led the Flag Salute.

RECOGNITION OF THE 2024/25 RETIREES

The Board recognized and celebrated the Fresno Unified School District 2024/25 Retirees.

OPPORTUNITY for Public Comment on Closed Session Items

For the record, the Board received one (1) request to address the Board on Closed Session items. The individual's name with a summary of topic

1. Daymani W. Dequisha requested an expungement of expulsion from cumulative record.

A. RECEIVE INFORMATION & REPORTS

For the record, the Board was in receipt of agenda item A-1, Receive Constituent Services Quarterly Reporting.

Board President Davis ADJOURNED the Regular Board Meeting to Closed Session at 4:57 p.m.

For the record, Closed Session extended to 7:03 p.m.

Board President Davis RECONVENED the meeting to Open Session at 7:04 p.m.

Reporting Out of Closed Session

- The Board acted in closed session on a Workers' Compensation Settlement for Don Sommarstrom, Case No. WC23-1128-11598, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.
- On a motion by Board Member Thomas, seconded by Board Clerk Islas, the Board acted in closed session to approve dismissal charges for a classified employee, identification number 1087048, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.
- On a motion by Board Member Jonasson Rosas, seconded by Board Clerk Islas the Board acted in closed session to approve dismissal charges for a classified employee, identification number 1083433, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.
- On a motion by Board Member Thomas, seconded by Board Member Jonasson Rosas the Board acted in closed session to approve dismissal charges for a classified employee, identification number 1064856, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.
- On a motion by Board Member Thomas, seconded by Board Member Jonasson Rosas, the Board acted in closed session to approve dismissal charges for a classified employee, identification number 1077758, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.
- On a motion by Board Member Levine, seconded by Board Member Cazares, the Board acted in closed session to approve dismissal charges for a classified employee, identification number 1083454, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.
- On a motion by Board Clerk Islas, seconded by Board Member Thomas, the Board acted in closed session to approve dismissal charges for a classified employee, identification number 1065881, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.

- On a motion by Board Member Cazares, seconded by Board Clerk Islas, the Board acted in closed session to approve the appointment of Marie Williams, Ed.D., to Associate Superintendent, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.
- On a motion by Board Clerk Islas, seconded by Board Member Jonasson Rosas, the Board acted in closed session to approve appointment of Carlos Castillo, Ed.D., to Chief Academic Officer, by a vote of 7-0-0-0 as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.

At this time, the Board watched a brief video highlighting the closing of the 2024/25 school year and the celebration of the Class of 2025.

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 the 2025/26 Local Control and Accountability Plan

For the record, the Board received zero (0) requests from the public to address agenda item B-1, Discuss and Adopt the 2025/26 Local Control and Accountability Plan.

On a motion by Board Member Jonasson Rosas, seconded by Board Member Thomas, the Board Approved agenda item B-1, Discuss and Adopt the 2025/26 Local Control and Accountability Plan, by a vote of 7-0-0-0 as follows: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.

B-2, DISCUSS and ADOPT the Fresno Unified School District 2025/26 Proposed Budget and Education Protection Account

For the record, the Board received zero (0) requests from the public to address agenda item B-2, Discuss and Adopt the Fresno Unified School District 2025/26 Proposed Budget and Education Protection Account.

On a motion by Board Member Jonasson Rosas, seconded by Board Member Thomas, the Board Approved agenda item B-2, Discuss and Adopt the Fresno Unified School District 2025/26 Proposed Budget and Education Protection Account, by a vote of 7-0-0-0 as follows: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.

B-3, DISCUSS and APPROVE the Fresno Unified School District 2025-2028 Initial Proposal to Service Employees International Union Local 521

For the record, the Board received zero (0) requests from the public to address agenda item B-3, Discuss and Approve the Fresno Unified School District 2025-2028 Initial Proposal to Service Employees International Union Local 521.

On a motion by Board Member Jonasson Rosas, seconded by Board Member Cazares, the Board Approved agenda item B-3, Discuss and Approve the Fresno Unified School District 2025-2028 Initial Proposal to Service Employees International Union Local 521, by a vote of 7-0-0-0 as follows: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.

B-4, CONDUCT and APPROVE the Board Quarterly Self-Evaluation

For the record, the Board received zero (0) requests from the public to address agenda item B-4, Conduct and Approve the Board Quarterly Self-Evaluation.

For the record, Sue Deigaard was available to provide clarity.

On a motion by Board Member Thomas, seconded by Board Member Levine, the Board Approved agenda item B-4, Conduct and Approve the Board Quarterly Self-Evaluation, by a vote of 7-0-0-0 as follows: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis.

OPPORTUNITY for Public Comment on Consent Agenda Items

For the record, the Board received zero (0) requests to address the Board on the Consent Agenda.

On a motion by Board Member Thomas, seconded by Board Member Cazares, the Board approved the Consent Agenda with the exception of agenda item C-13 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.

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 June 04, 2025.

C-3, APPROVE Meeting Minutes

APPROVED as recommended, the draft minutes for the regular meetings of the Fresno Unified School District Board of Education that were held May 28 and June 04, 2025.

C-4, ADOPT Resolution 25-93, Authorizing Inter-Fund Loans for Cash Flow Purposes

ADOPTED as recommended, Resolution 25-93, Authorizing Fresno Unified School District to transfer funds as needed for cashflow purposes and to repay those transactions as funds become available for the 2025/26 Fiscal Year. Education Code Section 42603 authorizes inter-fund transfer loans to cover such temporary cash flow transfers.

C-5, APPROVE Proposed Revisions for Board Bylaws

APPROVED as recommended, proposed revisions for three Board Bylaws (BB) and one Exhibit (E) as follows: BB 9002 Constituent Services; E 9002 Constituent Services (New); BB 9310 Board Policies; and BB 9322 Agenda/Meeting Materials.

C-6, APPROVED Proposed Revisions for Board Policies

APPROVED as recommended, proposed revisions for fourteen Board Policies (BP) as follows: BP 0440.1 Use of District Technology Networks Internet Services and Information Services; BP 1250 Visitors Outsiders; BP 3515.5 Sex Offender Information; BP 5113 Absences and Excuses; BP 5113.1 Chronic Absence and Truancy; BP 5131 Conduct; BP 5144 Discipline; BP 5144.1 Suspension and Expulsion Due Process; BP 5145.3 Nondiscrimination-Harassment; BP 5145.7 Sexual Harassment; BP 5148.2 Before/Afterschool School Programs; BP 6158 Independent Study; BP 6163.4 Student Use of Technology; and BP 7310 Naming of Facility.

C-7, APPROVE the Progress Monitoring Calendar

APPROVED as recommended, the draft monitoring calendar which outlines the goals and guardrails monitoring schedule for 2025/26.

C-8, APPROVE the Fall 2025 California Dashboard Local Indicators

APPROVED as recommended, updated information on the Fall 2025 California Dashboard Local Indicators and associated local indicator mandates. These local indicators include Basic Instructional Materials, Teachers, Facilities; Implementation of Academic Standards; Parent and Family Engagement; Local Climate Survey; and Access to a Broad Course of Study.

C-9, APPROVE the Fresno Unified Special Education Local Plan Area's Local Plan for the 2025/26 School Year

APPROVED as recommended, the Fresno Unified School District 2025/26 Special Education Local Plan Area (SELPA) Local Plan. The Local Plan is made up of four sections: contacts and certifications, governance and administration, the annual budget plan, and the annual service plan.

C-10, APPROVE Comprehensive Safe School Plans for the 2025/26 School Year

APPROVED as recommended, the 2025/26 Comprehensive Safe School Plans for all schools.

C-11, APPROVE Retiree Contracts for the 2024/25 and 2025/26 School Years

APPROVED as recommended, is a list of retiree contracts recommended for approval to provide services to Fresno Unified School District during the 2024/25 and 2025/26 School Years.

C-12, APPROVE Annual Service Agreements - Primary Report

APPROVED as recommended, annual service agreements – primary report. Agreements will begin after Board approval and will end no later than June 30, 2026.

C-13, APPROVE Annual Service Agreements - Supplemental Report

APPROVED as recommended, annual service agreements – supplemental report.

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

“Agenda item C-13 on tonight’s Consent Agenda contains an agreement between Fresno Unified School District and the CSU Fresno Foundation.

I did not participate in the making of the agreement related to this agenda item; however, because of my employment with Fresno State, I have a remote financial interest in the agreement.

Therefore, in the interest of full transparency, I am abstaining from this vote pursuant to Board Bylaw 9270.”

On a motion by Board Member Thomas, seconded by Board Member Jonasson Rosas, the Board approved agenda item C-13, Approve Annual Service Agreements - Supplemental Report by a vote of 6-0-1-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Thomas, Wittrup, Clerk Islas, and Board President Davis. ABSTENTIONS: Board Member Levine.

C-14, APPROVE Memorandum of Understanding between Fresno Unified School District and the Fresno Teachers Association regarding Elimination of the Designated Schools Program

APPROVED as recommended, a Memorandum of Understanding between the Fresno Unified School District and the Fresno Teachers Association (FTA) regarding the elimination of the Designated Schools Program.

C-15, APPROVE Agreement with California Office to Reform Education for Shared Principal II Services on Loan to California Office to Reform Education

APPROVED as recommended, an agreement between Fresno Unified School District and the California Office to Reform Education (CORE) for the shared services of Principal II, Maria Lynn Rocha Salazar, on loan to CORE as of August 01, 2025, through June 30, 2026.

C-16, APPROVE Agreement with Career Nexus

APPROVED as recommended, an agreement with Career Nexus to continue the sub-lease agreement for the College and Career Readiness Center, located on the corner of Shields and Millbrook Avenues.

C-17, APPROVE Agreement with DoubleTree by Hilton

APPROVED as recommended, an agreement with DoubleTree by Hilton to host the Nutrition Services Mandatory All Staff Meeting for the 2025/26 School Year.

C-18, APPROVE Agreement with Exceptional Parents Unlimited

APPROVED as recommended, an agreement with Exceptional Parents Unlimited. Exceptional Parents Unlimited will receive funding from the Fresno Unified Early Learning Department through the Inclusive Early Education Expansion Program Grant. Grant funding will be used to improve instruction and accessibility to indoor and outdoor environments at Exceptional Parents Unlimited classrooms to increase participation of children with disabilities, including severe disabilities.

C-19, APPROVE Agreement and Memorandum of Understanding with Fort Valley State University

APPROVED as recommended, an Agreement and Memorandum of Understanding between Fresno Unified School District and Fort Valley State University, a public Historically Black College and University (HBCU)

C-20, APPROVE Workers' Compensation Insurance

APPROVED as recommended, a quotation received from the district's insurance broker, Marsh & McLennan Agency, for the district's Excess Workers' Compensation and Employer's Liability coverage. The policy period will extend from July 01, 2025, through June 30, 2026.

C-21, Approve Legal Services Agreements for 2025/26

APPROVED as recommended, a list of legal firms recommended for approval to provide legal services to Fresno Unified School District during the 2025/26 fiscal year. The list includes the firm name, location, and the 2024/25 and 2025/26 attorney hourly rate(s).

C-22, APPROVE Use of Individual Piggyback Contracts in 2025/26

APPROVED as recommended, two piggyback contracts for use during 2025/26 for efficient and cost-effective procurement. This is in addition to the piggyback contracts approved by the Board previously, to allow for expedited purchases related to delivery services of disposable paper products and food items. Use of piggyback contracts is allowed under Public Contract Codes 10299 and 20118 and is a procurement best practice that takes advantage of competitive pricing from a contract formally bid by another school district or public agency.

C-23, APPROVE Award of Bid 25-41, Fresno High School New Cafeteria

APPROVED as recommended, information on Bid 25-41, Fresno High School New Cafeteria. The project consists of a new 17,017 square foot cafeteria building.

The new two-story cafeteria includes a fully functional kitchen with a walk-in refrigerator, freezer and dedicated dry storage space. Staff recommend the award to the lowest responsive, responsible bidder: Marko Construction Group, Inc. (Fresno, California) \$14,182,452.

C-24, APPROVE Award of Bid 25-45, Hoover High School Concrete Sidewalks and Seat Wall Replacement

APPROVED as recommended, is information on Bid 25-45, Hoover High School Concrete Sidewalks and Seat Wall Replacement. This project consists of concrete improvements in the quad to allow for the Americans with Disabilities Act (ADA) accessibility, including an ADA parking stall and ramp. Also included are concrete seat walls for upgraded outdoor student seating. Staff recommend award to the lowest responsive, responsible bidder: BDM, Inc. (Hanford, California) \$424,875.

C-25, APPROVE Award of Bid 25-61, Bullard High School Pool Shade Structure Installation

APPROVED as recommended, information on Bid 25-61, Bullard High School Pool Shade Structure Installation. The project consists of installing a shade structure at the west pool bleachers and miscellaneous accessibility upgrades. Staff recommend the award to the lowest responsive, responsible bidder: Landmark Associated Builders, Inc. (Downey, California) \$247,500.

C-26, APPROVE Award of Bid 25-62, Athletic Field Rehabilitation at Calwa, Homan, and Mayfair Elementary Schools and Ahwahnee and Fort Miller Middle Schools

APPROVED as recommended, information on Bid 25-62, Athletic Field Rehabilitation at Calwa, Homan, and Mayfair Elementary Schools and Ahwahnee and Fort Miller Middle Schools. The project includes rehabilitating ball fields, restoring running lanes, pitching mounds, batter boxes, and adding infield mix. Staff recommend the award to the lowest responsive, responsible bidder: Briner & Son, Inc. (Fresno, California) Section A Calwa Elementary School \$125,414, Section B Homan Elementary School \$104,322, and Section C Mayfair Elementary School \$69,452; Elite Landscape Construction, Inc. (Fresno, California) Section D Ahwahnee Middle School \$336,600 and Section E Fort Miller Middle School \$406,100.

C-27, APPROVE Award of Request for Proposals 25-14, Security Guard Services

APPROVED as recommended, information on Request for Proposals (RFP) 25-14, to provide security patrol and standing guard services for district schools and facilities.

C-28, APPROVE Award of Request for Proposals 25-20, USDA Commodity Prepared Foods

APPROVED as recommended, information on Request for Proposals (RFP) 25-20, to establish fixed pricing for USDA commodity processed beef, chicken, pork, egg, and cheese products for delivery to the Nutrition Center.

Utilizing USDA commodity foods allows schools to contract with state approved commercial food processors to convert raw bulk foods into more convenient, ready-to-use end products to be served in student meals funded by the National School Breakfast and Lunch Program. Commodity foods are offered at a significantly discounted price from commercial products. Staff recommend award of Schedule A line items to the best value bidders: Acxion Foodservice; B&S Marketing, Inc.; Brookwood Farms, Inc.; Buena Vista Foods; Cargill Kitchen Solutions; ES Foods; Goodman Food Products, dba Don Lee Farms; Hormel Food Sales, LLC; J&J Snack Foods Sales Corp.; JTM Provisions Company, Inc.; Let's Do Lunch, Inc.; MCI Foods, Inc.; Out of the Shell, LLC dba Yangs 5th Taste; Red Gold LLC; Rich Chicks, LLC; Richandre, Inc.; S.A. Piazza & Assoc., LLC; Savory Life, LLC; Schwan's Food Service, Inc.; Smucker Foodservice, Inc.; Sysco; Tasty Brands; Tyson Prepared Foods, Inc.; Wawona Frozen Foods.

C-29, APPROVE Award of Request for Proposals 25-51, Natural Gas

APPROVED as recommended, information on Request for Proposals (RFP) 25-51, Natural Gas, to purchase core natural gas at a capped or fixed rate for all district sites. The procurement of natural gas from a direct supplier allows the district to better manage energy costs, reduce exposure to market fluctuations, and enhances the accuracy of budget forecasting. Staff recommend award to Commercial Energy of Montana, Inc., Commercial Energy of California (Oakland, California) for the estimated amount of \$1,500,000.

C-30, APPROVE Rejection of Bid 25-39, Roosevelt High School New Auxiliary Gym

APPROVED rejection as recommended, Bid 25-39, Roosevelt High School New Auxiliary Gym. The project, as part of an ongoing effort to increase the equity of athletic facilities throughout the district, will add a new 13,300 square foot gymnasium with retractable bleachers which will allow a 918-spectator capacity. Staff recommend rejecting all bids. The project scope will be evaluated for modification and rebid in the future.

C-31, APPROVE Rejection of Bid 25-54, Fresno High School Pool Improvements

APPROVED as recommended, information on Bid 25-54, Fresno High School Pool Improvements. The project consists of resurfacing the pool, replacing mechanical equipment, diving boards, and miscellaneous accessibility upgrades. Staff recommend rejecting all bids. The project scope will be evaluated for modification and rebid in the future.

C-32, RATIFY Acceptance of Award Letter from Menlo EDU

RATIFIED as recommended, an award letter from Menlo Edu approving Curriculum, Instruction and Professional Learning's grant application. The award amount is \$29,130. Funds will be used to support the development of a theory of action aligned with the Fresno Unified School District's Mathematics Vision Statement. The period of performance aligned with funds ends September 30, 2025.

C-33, RATIFY Agreement with Black Students of California United

RATIFIED as recommended, a request for the Board to ratify an agreement with Black Students of California United (BSCU) to continue supporting the Bullard High School Social Justice Project, which was started during the 2023/24 Academic Year. The Bullard High School Social Justice Project initiatives began early in the 2024/25 Academic Year to ensure continuity of learning and build upon the progress made in the prior year. The request to ratify the agreement with BSCU is based on the timeline of the Provident National Corporation (PNC) Foundation Grant disbursement, which occurred in February 2025, with funds becoming available in March 2025. In order for the work to be completed this year, the work had to begin as soon as possible.

C-34, RATIFY Agreement with California School Management Systems, Inc.

RATIFIED as recommended, an agreement with California School Management Systems, Inc. (CSM, Inc.) CSM facilitates the district's federal E-Rate program for school internet access, telecommunications, bus wi-fi, internal connections, and basic maintenance. The federal E-Rate program funds between 85% and 90% of the cost of these services for the district.

C-35, RATIFY Agreement with the San Diego County Office of Education

RATIFIED as recommended, an agreement with the San Diego County Office of Education (SDCOE) to provide subcontracted support to Fresno Unified School District in the development of the California Department of Education 2026 Personal Finance Curriculum Guide. SDCOE will assist with implementation strategies, instructional approaches, community outreach models, and post feedback revisions. The \$20,000 subcontract is funded by the California Department of Education (CDE) agreement and supports final approval of the curriculum by May 2026.

C-36, RATIFY Change Orders

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

- Bid 23-23, Ericson Elementary School New Multipurpose Building and Interim Housing
Change Order 10 (MPB) presented for ratification: \$48,483
- Bid 23-33, Del Mar Elementary School New Multi-Purpose Building
Change Order 5 (MPB) presented for ratification: \$101,426
Change Order 6 (New Kindergarten Bldg., Admin and Library Mod) presented for ratification: \$165,272
- Bid 24-92, Cambridge High School Sitework and Portable Improvement
Change Order 1 presented for ratification: \$-5,059
Change Order 2 presented for ratification: \$73,951

- Bid 24-94 Section A, Burroughs Elementary School Playground Replacements
Change Order 3 presented for ratification: \$19,570
- Bid 25-12, Sunnyside High School Chiller Replacements
Change Order 1 presented for ratification: \$43,951

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. Jacquelyn Fargano asked that the Tiger Rescue Team be allowed to reestablish work to trap two community cats on the Edison High School campus.

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 7:45 p.m.

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve Board of Education Time Use Evaluation

ITEM DESCRIPTION: Included in the Board material is the Board of Education time use evaluation for April 2025 through June 2025. The time use evaluation will be presented as a routine item for review and approval on a quarterly basis.

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

PREPARED BY: Ambra O'Connor

DIVISION: Office of the Superintendent

CABINET APPROVAL PHONE: (559) 457-3838

CABINET APPROVAL: Ambra O'Connor, Chief of Staff 

BOARD MONTHLY TIME USE EVALUATION

District Name / City:	Fresno Unified School District, Fresno, CA
Meeting Date / Location:	4/3/2025 (Special Meeting); 4/9/2025 (Special Meeting) Regular Board Meetings: 4/23/2025 and 4/30/2025 Legislative Committee: 4/10/2025
Link to Meeting Video(s):	https://video.ibm.com/recorded/134304932 https://video.ibm.com/recorded/134332043 https://video.ibm.com/recorded/134342335
Link to Meeting Agenda(s) / Minutes:	https://www.fresnounified.org/board/board-agendas-and-minutes/2024-2025

Framework	Activity	Mins Used	% of Total Mins Used	Description	Minute Notations	Evaluator Notes
Vision & Goals	Goal Setting	0	0%	Reviewing, discussing, and/or selecting goals		
	Goal Monitoring	0	0%	Reviewing, discussing, and/or accepting/not accepting goal monitoring reports in accordance with the monitoring calendar		
Values & Guardrails	Guardrail Setting	0	0%	Reviewing, discussing, and/or selecting guardrails		
	Guardrail Monitoring	0	0%	Reviewing, discussing, and/or accepting / not accepting guardrail monitoring reports in accordance with the monitoring calendar		
Monitoring & Accountability	Superintendent Evaluation	0	0%	Annual evaluation of Superintendent / district performance		
	Voting	147	38%	The Board debating and/or voting on any item (voting on goal / guardrail adoption and/or scheduled monitoring reports & evals are counted elsewhere, not here; all other incidents of debating/voting are never a form of goals / guardrails "monitoring")		
Communication & Collaboration	Community Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their staff and community members		
	Student / Family Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their students and family members		
Continuous Improvement	Board Self Evaluation	0	0%	Quarterly and/or annual Board self-evaluation using the Student Outcomes Focused Governance instrument		
	Board Time Use Evaluation	0	0%	Meeting evaluation using this time use instrument		
	Board Training	0	0%	Training for the Board on Student Outcomes Focused Governance and related topics		
	Board-led Community Training	0	0%	Board-hosted and Board Member-led or co-led training on Student Outcomes Focused Governance and related topics		
	Closed Sessions	1037	NA	Time spent in non-public meetings, consistent with open meetings laws; this time is not calculated		
	Other	238	62%	Any time spent on an activity that is not one of the above		
Student Outcomes-focused Minutes		0	0%	Goal Setting & Goal Monitoring combined		
Public Meeting Minutes		385	100%	All minutes in Board-authorized public meetings combined		

BOARD MONTHLY TIME USE EVALUATION						
District Name / City:		Fresno Unified School District, Fresno, CA				
Meeting Date / Location:		Regular Board Meetings: 5/14/2025; 5/28/2025 Legislative Committee: 5/15/2025				
Link to Meeting Video(s):		https://video.ibm.com/recorded/134363434 https://video.ibm.com/recorded/134382372				
Link to Meeting Agenda(s) / Minutes:		https://www.fresnounified.org/board/board-agendas-and-minutes/2024-2025				
Framework	Activity	Mins Used	% of Total Mins Used	Description	Minute Notations	Evaluator Notes
Vision & Goals	Goal Setting	0	0%	Reviewing, discussing, and/or selecting goals		
	Goal Monitoring	0	0%	Reviewing, discussing, and/or accepting/not accepting goal monitoring reports in accordance with the monitoring calendar		
Values & Guardrails	Guardrail Setting	0	0%	Reviewing, discussing, and/or selecting guardrails		
	Guardrail Monitoring	0	0%	Reviewing, discussing, and/or accepting / not accepting guardrail monitoring reports in accordance with the monitoring calendar		
Monitoring & Accountability	Superintendent Evaluation	0	0%	Annual evaluation of Superintendent / district performance		
	Voting	170	85%	The Board debating and/or voting on any item (voting on goal / guardrail adoption and/or scheduled monitoring reports & evals are counted elsewhere, not here; all other incidents of debating/voting are never a form of goals / guardrails "monitoring")		
Communication & Collaboration	Community Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their staff and community members		
	Student / Family Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their students and family members		
Continuous Improvement	Board Self Evaluation	0	0%	Quarterly and/or annual Board self-evaluation using the Student Outcomes Focused Governance instrument		
	Board Time Use Evaluation	0	0%	Meeting evaluation using this time use instrument		
	Board Training	0	0%	Training for the Board on Student Outcomes Focused Governance and related topics		
	Board-led Community Training	0	0%	Board-hosted and Board Member-led or co-led training on Student Outcomes Focused Governance and related topics		
Other	Closed Sessions	187	NA	Time spent in non-public meetings, consistent with open meetings laws; this time is not calculated		
	Other	30	15%	Any time spent on an activity that is not one of the above		
Total Student Outcomes-focused Minutes		0	0%	Goal Setting & Goal Monitoring combined		
Public Meeting Minutes		200	100%	All minutes in Board-authorized public meetings combined		

BOARD MONTHLY TIME USE EVALUATION

District Name / City:	Fresno Unified School District, Fresno, CA					
Meeting Date / Location:	Regular Board Meetings: 6/4/2025; 6/18/2025 Legislative Committee Meetings: 6/12/2025					
Link to Meeting Video(s):	—					
Link to Meeting Agenda(s) / Minutes:	https://www.fresnounified.org/board/board-agendas-and-minutes/2024-2025					
Framework	Activity	Mins Used	% of Total Mins Used	Description	Minute Notations	Evaluator Notes
Vision & Goals	Goal Setting	0	0%	Reviewing, discussing, and/or selecting goals		
	Goal Monitoring	0	0%	Reviewing, discussing, and/or accepting/not accepting goal monitoring reports in accordance with the monitoring calendar		
Values & Guardrails	Guardrail Setting	0	0%	Reviewing, discussing, and/or selecting guardrails		
	Guardrail Monitoring	0	0%	Reviewing, discussing, and/or accepting / not accepting guardrail monitoring reports in accordance with the monitoring calendar		
Monitoring & Accountability	Superintendent Evaluation	0	0%	Annual evaluation of Superintendent / district performance		
	Voting	113	51%	The Board debating and/or voting on any item (voting on goal / guardrail adoption and/or scheduled monitoring reports & evals are counted elsewhere, not here; all other incidents of debating/voting are never a form of goals / guardrails "monitoring")		
Communication & Collaboration	Community Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their staff and community members		
	Student / Family Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their students and family members		
Continuous Improvement	Board Self Evaluation	20	9%	Quarterly and/or annual Board self-evaluation using the Student Outcomes Focused Governance instrument		
	Board Time Use Evaluation	2	1%	Meeting evaluation using this time use instrument		
	Board Training	22	10%	Training for the Board on Student Outcomes Focused Governance and related topics		
	Board-led Community Training	0	0%	Board-hosted and Board Member-led or co-led training on Student Outcomes Focused Governance and related topics		
Other	Closed Sessions	201	NA	Time spent in non-public meetings, consistent with open meetings laws; this time is not calculated		
	Other	66	30%	Any time spent on an activity that is not one of the above		
Total Student Outcomes-focused Minutes		0	0%	Goal Setting & Goal Monitoring combined		
Total Public Meeting Minutes		223	100%	All minutes in Board-authorized public meetings combined		

BOARD MONTHLY TIME USE EVALUATION

District Name / City:	Fresno Unified School District, Fresno, CA					
Meeting Date / Location:	April 2025 to June 2025					
Link to Meeting Video(s):						
Link to Meeting Agenda(s) / Minutes:						
Framework	Activity	Mins Used	% of Total Mins Used	Description	Minute Notations	Evaluator Notes
Vision & Goals	Goal Setting	0	0%	Reviewing, discussing, and/or selecting goals		
	Goal Monitoring	0	0%	Reviewing, discussing, and/or accepting/not accepting goal monitoring reports in accordance with the monitoring calendar		
Values & Guardrails	Guardrail Setting	0	0%	Reviewing, discussing, and/or selecting guardrails		
	Guardrail Monitoring	0	0%	Reviewing, discussing, and/or accepting / not accepting guardrail monitoring reports in accordance with the monitoring calendar		
Monitoring & Accountability	Superintendent Evaluation	0	0%	Annual evaluation of Superintendent / district performance		
	Voting	430	53%	The Board debating and/or voting on any item (voting on goal / guardrail adoption and/or scheduled monitoring reports & evals are counted elsewhere, not here; all other incidents of debating/voting are never a form of goals / guardrails "monitoring")		
Communication & Collaboration	Community Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their staff and community members		
	Student / Family Engagement	0	0%	Two-way communication opportunity where Board Members listen for and discuss the vision / values of their students and family members		
Continuous Improvement	Board Self Evaluation	20	2%	Quarterly and/or annual Board self-evaluation using the Student Outcomes Focused Governance instrument		
	Board Time Use Evaluation	2	0%	Meeting evaluation using this time use instrument		
	Board Training	22	3%	Training for the Board on Student Outcomes Focused Governance and related topics		
	Board-led Community Training	0	0%	Board-hosted and Board Member-led or co-led training on Student Outcomes Focused Governance and related topics		
Other	Closed Sessions	1425	NA	Time spent in non-public meetings, consistent with open meetings laws; this time is not calculated		
	Other	334	41%	Any time spent on an activity that is not one of the above		
Total Student Outcomes-focused Minutes		0	0%	Goal Setting & Goal Monitoring combined		
Public Meeting Minutes		808	100%	All minutes in Board-authorized public meetings combined		

Fresno Unified School District
Board Agenda Item

Board Meeting Date: August 13, 2025

ACTION REQUESTED: Approve

TITLE AND SUBJECT: Approve Proposed Date Change to Scheduled Board Meeting

ITEM DESCRIPTION: Included in the Board material is a request to approve a proposed change to the Board meeting calendar, changing the originally scheduled June 10, 2026, meeting to June 03, 2026.

The meeting in question was originally set for June 10, 2026, in an effort to avoid the first week of June due to anticipated high school graduations. However, it has since been confirmed that graduations will occur on the second week of June.

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

PREPARED BY: Ambra O'Connor

DIVISION: Office of the Superintendent

PHONE NUMBER: (559) 457-3838

CABINET APPROVAL: Ambra O'Connor, Chief of Staff



Board Revised
March 26, 2025

TEACHER INSTITUTE DAYS

August 14 & 15

DISTRICT BUYBACK DAYS

August 13, 2025

October 17, 2025

March 13, 2026

**INSTITUTE & BUYBACK
DAYS ARE
NON-STUDENT DAYS**

VACATION & HOLIDAYS

Independence Day: July 4

Labor Day: Sept. 1

Veterans' Day: Nov. 11

Thanksgiving: Nov. 24-28

Winter Break: Dec. 22-Jan. 9

M.L. King, Jr. Day: Jan. 19

Lincoln's Birthday: Feb. 9

Presidents' Day: Feb. 16

Spring Break: Mar 30-Apr. 6

Memorial Day: May 25

Juneteenth: June 19

Independence Day: July 4, 2026

(Observed July 3, 2026)

**HOLIDAYS FOR CLASSIFIED
PERSONNEL**

2025: July 4, Sept. 1, Nov. 11,
Nov. 27 & 28, Dec. 24 & 25.

2026: Jan. 1, Jan 19, Feb. 9,
Feb. 16, April 3, May 25,
June 19, July 3

Board of Education Meetings

are held at the

FUSD Education Center
2309 Tulare Street, 2nd Floor

© Schools Month April 2026
lay of the Teacher May 13, 2026
sified Employee Week May 17-23, 2026

FRESNO UNIFIED SCHOOL DISTRICT ACADEMIC CALENDAR SCHOOL YEAR 2025-2026

JULY 2025

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						0

BLACK FIGURES DENOTE DAYS SCHOOL WILL BE IN SESSION

RED FIGURES DENOTE NON-STUDENT DAYS WHEN SCHOOL WILL NOT BE IN SESSION



HOLIDAY



INSTITUTE DAY



NOT IN SESSION



BUYBACK DAY

AUGUST 2025

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						10

SEPTEMBER 2025

S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						21

OCTOBER 2025

S	M	T	W	T	F	S
				1	2	3
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18	19	20	21	22	23	24
25	26	27	28	29	30	31
						22

NOVEMBER 2025

S	M	T	W	T	F	S
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23	24	25	26	27	28	29
30						14

DECEMBER 2025

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JANUARY 2026

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31						
						14

FEBRUARY 2026

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						18

MARCH 2026

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						19

APRIL 2026

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30						
						18

MAY 2026

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23	24	25	26	27	28	29
30	31					
						20

JUNE 2026

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						9

JULY 2026

S	M	T	W	T	F	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
						0

Visit us on the web
www.fresnounified.org

SCHOOL BEGINS
August 18, 2025
SCHOOL ENDS
June 11, 2026

**Elementary & Secondary
Reporting Periods**

Oct. 10 Period 1 ends (39 days)
Dec. 19 Period 2 ends (43 days)
Mar. 20 Period 3 ends (46 days)
Jun. 11 Period 4 ends (52 days)

REPORT TO PARENTS

Sept 15-19 1st Progress Notice
Oct. 14-17 1st Report Card
(Elementary Parent Conferences Oct. 20-24)
Nov 10-14 2nd Progress Notice
Jan. 12-16 2nd Report Card
Feb. 17-20 3rd Progress Notice
Mar. 23-27 3rd Report Card
May 4-8 4th Progress Notice
June 11 4th Report Card

**END OF SEMESTER DATES
ELEMENTARY & SECONDARY**

Dec. 19 (82 days)
June 11 (98 days)

**STANDARDIZED TESTING
WINDOW**

State Testing
April 7 - June 11

Traditional School Year - 180 teaching days and 5 non-student days

**FRESNO UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING SCHEDULE 2025/26**

**ALL MEETINGS WILL BE HELD AT FRESNO UNIFIED SCHOOL
DISTRICT EDUCATION CENTER, 2309 TULARE STREET – 2ND FLOOR
MEETING TIMES WILL BE SPECIFIED ON THE AGENDA**

2025

**August 13 and 27
September 10, 17 (Board Workshop), and 24
October 08 and 15
November 05 and 19
December 10 and 17**

2026

**January 14 and 28
February 11, 18 (Board Workshop), and 25
March 11 and 25
April 08 and 22
May 13, 20 (Board Workshop), and 27
June ~~03~~ ~~10~~ and 17**

(Approval of these dates will not preclude either additions or changes at any time)

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve 2025/26 Spring Release Consolidated Application to the California Department of Education

ITEM DESCRIPTION: Included in the Board material is a budget summary for the Consolidated Application (Con App). The Con App is a tool used by the California Department of Education (CDE) to distribute funds from federal programs to school districts across California. The funds received from this application enable the district to serve students through activities described in each School Plan for Student Achievement (SPSA) and in the district's Local Control and Accountability Plan (LCAP).

Fresno Unified has applied for the following federal funds: Title I, Part A (Basic Grant); Title II, Part A (Supporting Effective Instruction); Title III English Learner Student Program; Title III Immigrant Student Program; and Title IV, Part A (Student Support and Academic Enrichment).

Attached is a budget summary that includes \$84,007,885 in budgeted funding plus \$7,995,495 in projected 2024/25 carryover.

The Con App was completed on June 25, 2025, prior to the June 30, 2025, notification from the United States Department of Education to the CDE that the Title II, Part A; Title III; and Title IV, Part A funds will be reviewed to determine award amounts for fiscal year 2025/26. The Con App funding reflects what was included in the 2025/26 budget approved on June 18, 2025.

FINANCIAL SUMMARY: Total funding for categorical programs was included in the 2025/26 Adopted Budget approved by the Board on June 18, 2025.

PREPARED BY: Ashlee Chiarito, Executive Officer

DIVISION: Business and Financial Services

CABINET APPROVAL PHONE: (559) 457-6226

CABINET APPROVAL: Chief Financial Officer, Patrick Jensen



**Consolidated Categorical Program Funds
2025/26 Budget Highlights
Con App – Spring Release**

Title I, Part A – Basic Grant

2025/26 Projected Allocation:	\$71,778,835
2024/25 Estimated Carryover:	<u>3,946,028</u>
	\$75,724,863

Poverty Base:	District allocations from the California Department of Education are determined based on U.S. Census Bureau estimates of poverty and district enrollment.
School Allocations:	\$7,764,335 – Direct resources to schools to increase student achievement and meet district goals. School allocations are based upon the number of children eligible for Free/Reduced Price Meals. Funding levels vary according to enrollment and the percentage of poverty at each school. The district poverty average is 86.8%.
Nonprofit Private School Equitable Services:	\$37,596 – Eligible students enrolled in private nonprofit schools receive Title I, Part A services that are equitable to those provided to eligible public-school students.
District Support to Schools:	\$40,529,899 – District resources to schools to increase student achievement and meet district goals
Parent Involvement/Community Engagement:	\$2,155,949 – Community and family engagement activities and services including Parent University
Homeless Students:	\$1,149,730 – Support and advocacy services for homeless students
Professional Development:	\$11,036,279 – Support for Title I schools including teacher and leadership development including instructional coaches and professional learning communities (PLC) teacher supplemental contracts
Choice Transportation:	\$1,710,953 – Reservation for transportation for students in School Choice Program
Administrative/Indirect:	\$11,340,122 – 14.98% of the entitlement and carryover (15% allowable)

Title II, Part A – Supporting Effective Instruction

2025/26 Projected Allocation:	\$5,370,622
2025/26 Title IV Funds Transferred:	4,840,365
2024/25 Estimated Carryover:	<u>2,604,628</u>
	\$12,815,615

Indirect:	\$747,044 based on 6.19%
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Program:	Funding to increase student achievement by improving teacher and principal quality and increase the number of highly qualified teachers and principals in schools.
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Consolidated Categorical Program Funds Continued

Title III – English Learner Student Program

2025/26 Projected Allocation:	\$1,861,192
2024/25 Estimated Carryover:	<u>1,350,017</u>
	\$3,211,209

Indirect: \$141,201 based on 6.19% maximum allowed

Program: Funding to support English Learners in attaining English proficiency and meeting the standards expected of all students through professional learning for teachers and classified staff as well as increased parent involvement activities

Title III – Immigrant Student Program

2025/26 Projected Allocation:	\$156,871
2024/25 Estimated Carryover:	<u>94,822</u>
	\$251,693

Indirect: \$5,928 Based on 6.19% maximum allowed

Program: Funding to support English Learner immigrant students to attain English proficiency. This program supports additional services for this population and will be coordinated with both the Title III-English Learners and Title I program to increase student achievement.

Title IV, Part A – Student Support and Academic Enrichment

2025/26 Projected Entitlement: See Title II, Part A

The district will request in the Winter Release to transfer these funds to Title II, Part A.

Program: Funding to increase the district’s capacity to provide all students with a well-rounded education, improve conditions for student learning, and improve the use of technology to improve academic achievement and digital literacy.

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve Annual Agreements for the 2025/26 School Year – Primary Report

ITEM DESCRIPTION: Included in the Board material is a matrix detailing agreements to provide services to Fresno Unified School District. These agreements start in August for the 2025/26 school year and include, but are not limited to, the categories as follows:

- Leadership and Professional Development
- Opportunities to promote arts, activities, and athletics

Vendors have the opportunity to disclose demographic information in the district's online bid software. Currently, 2279 vendors are registered in the bidding tool. Roughly 23% of those are categorized as Disadvantaged (federally funded), Minority, and/or Women Business Enterprises. The remaining chose not to disclose. Please keep in mind this is a sample, and Fresno Unified is working to create a process to access sufficient data.

Copies of individual agreements are available for review in the Business and Financial Services Department. Agreements will commence after Board approval and will end no later than June 30, 2026.

FINANCIAL SUMMARY: Sufficient funds have been budgeted in the 2025/26 budget. These investments will be funded through the appropriate budgets, as detailed in the matrix.

PREPARED BY: Ashlee Chiarito, Executive Officer

DIVISION: Business and Financial Services

CABINET APPROVAL PHONE: (559) 457-6226

CABINET APPROVAL: Chief Financial Officer, Patrick Jensen



Contract Number	Vendor Name	Vendor Type	Principal/Department Head	Instructional Superintendent/Exec. Director	Cabinet Representative	New Vendor	School/Department	Contract Start Date	Contract End Date	Scope of Work	Funding Source	Estimated Cost
245845	Camp Oakhurst Inc	Corporation	Bryan Wells	Carlos Castilo	Chief Academic Officer	No	Extracurricular & Cocurricular	8/18/2025	6/11/2026	The overnight camp program is typically a three-day, two-night experience. Camp Oakhurst will schedule a camp program that includes outdoor education as well as activities that reinforce leadership skills as well as peer to peer and peer to adult positive relationship building.	Trips and Transitions	\$ 300,000
262934	Career Nexus	Other Non-Profit Org	Rachael Maciel	Carlos Castilo	Chief Academic Officer	No	Farber Educational Campus	8/14/2025	6/30/2026	Career Nexus will bill monthly based off of internships utilized.	LCFF Equity Multiplier	\$ 580,000
271886	Central California Amateur Arbiters Pay	Sole Proprietor	Bryan Wells	Carlos Castilo	Chief Academic Officer	No	Extracurricular & Cocurricular	8/14/2025	6/30/2026	Central California Amateur Arbiters receives, holds, and dispenses payment to Arbitor. CCAA will also schedule and provide trained officials for Fresno Unified athletic events as needed.	Extracurricular & Co-curricular	\$ 900,000
245693	Clovis Unified School District / Regional		Bryan Wells	Carlos Castilo	Chief Academic Officer	No	Extracurricular & Cocurricular	8/18/2025	6/11/2026	Sierra Outdoor School will provide facilities, outdoor classroom experiences, room and board for Fresno Unified sixth grade students and staff.	Trips and Transitions	\$ 375,000
269842	Mark T. Harris	Sole Proprietor	Patrick Jensen	Patrick Jensen	Chief Financial Officer	No	Business Services Admin	8/14/2025	6/30/2026	The vendor will work in collaboration with district leaders, the district's current team of attorneys and investigators to provide an independent assessment of matters which arise from within the district pertaining to race, ethnicity, national origin, gender, ability, and sexual orientation involving employees and students.	Diversity, Equity, and Inclusion	\$ 137,500
245818	Merced Co Office of Ed		Bryan Wells	Carlos Castilo	Chief Academic Officer	No	Extracurricular & Cocurricular	8/18/2025	6/11/2026	Camp Green Meadows will provide FUSD sixth grade students with an overnight outdoor education program that will reinforce NGSS and include language arts, social studies, conservation, and animal habitats while developing leadership skills and positive relationships between students, school site staff and chaperones.	Trips and Transitions	\$ 350,000
245831	Mission Springs Camps & Conference Center Inc	Corporation	Bryan Wells	Carlos Castilo	Chief Academic Officer	No	Extracurricular & Cocurricular	8/18/2025	6/11/2026	The overnight camp program is typically a three-day, two-night experience. Camp Mission Springs will schedule a camp program that includes outdoor education as well as activities that reinforce leadership skills as well as peer to peer and peer to adult positive relationship building.	Trips and Transitions	\$ 175,000
271925	Riddell / All American Sports Corporation	Other Non-Profit Org	Bryan Wells	Carlos Castilo	Chief Academic Officer	No	Extracurricular & Cocurricular	8/14/2025	6/30/2026	Reconditioning of football protective gear for middle and high school.	Extracurricular & Co-curricular	\$ 130,000
245672	Wonder Valley Ranch Resort	Corporation	Bryan Wells	Carlos Castilo	Chief Academic Officer	No	Extracurricular & Cocurricular	8/18/2025	6/11/2026	Wonder Valley will provide facilities, outdoor classroom experiences, room and board for Fresno Unified sixth grade students and staff.	Trips and Transitions	\$ 680,000
Estimated Grand Total:												\$ 3,627,500

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve the included salary schedules for 2025-2026 Revisions Reflecting 5.5% Increase and the Extra-Pay-Extra-Services Salary Schedule Reflecting 3% Increase, Minimum Wage, and Certificated Substitute for the Fresno Area Substitute Teacher Association Daily Salary Schedule

ITEM DESCRIPTION: Included in the Board material are the following Salary Schedules for 2025-2026 Revisions Reflecting 5.5% Increase and the Extra-Pay-Extra-Services Salary Schedule Reflecting 3% Increase, Minimum Wage, and Certificated Substitute (FASTA) Daily Salary Schedule.

The salary schedules included are as follows;

- 2025-26 Operations Hourly Salary Schedule
- 2025-26 International Association of Machinists and Aerospace Workers (IAMAW) Crafts Hourly Salary Schedule
- 2025-26 Fresno Teachers Association (FTA) -Trades Hourly Salary Schedule
- 2025-26 Classified Hourly Salary Schedule
- 2025-26 Classified Hourly Food Services Salary Schedule
- 2025-26 Classified Hourly Minimum Wage Salary Schedule
- 2025-26 Confidential Hourly Salary Schedule
- 2025-26 Supervisory Hourly Salary Schedule
- 2025-26 Certificated Management Monthly Salary Schedule 185 Duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 197 Duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 197 Duty Days (12 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 201 Duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 201 Duty Days (12 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 202 Duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 206 duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 206 Duty Days (12 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 207 Duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 211 Duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 215 Duty Days (11 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 215 Duty Days (12 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 220 Duty Days (12 Months Work Schedule)
- 2025-26 Certificated Management Monthly Salary Schedule 261 Duty Days (12 Months Work Schedule)
- 2025-26 Classified Management Daily Salary Schedule 197 Duty Days
- 2025-26 Classified Management Daily Salary Schedule 201 Duty Days
- 2025-26 Classified Management Daily Salary Schedule 205 Duty Days
- 2025-26 Classified Management Daily Salary Schedule 206 Duty Days
- 2025-26 Classified Management Daily Salary Schedule 215 Duty Days
- 2025-26 Classified Management Daily Salary Schedule 261 Duty Days
- 2025-26 Certificated Management Monthly Salary Schedule Competitive and Negotiable 261 Duty Days
- 2025-26 Classified Management Daily Salary Schedule Competitive and Negotiable 261 Duty Days
- 2025-26 Nurses Annual Salary Schedule 185 Duty Days
- 2025-26 Nurses Annual Salary Schedule 200 Duty Days
- 2025-26 Nurses Annual Salary Schedule 203 Duty Days
- 2025-26 Speech Language Pathologist Pilot Salary Schedule
- 2025-26 Schedule A- Teachers and Librarians Annual Salary Schedule 185 Duty Days
- 2025-26 Schedule A- Teachers and Librarians Annual Salary Schedule 194 Duty Days
- 2025-26 Schedule A- Teachers and Librarians Annual Salary Schedule 200 Duty Days
- 2025-26 Schedule A- Teachers Annual Salary Schedule 190 Duty Days
- 2025-26 Schedule A- Teachers on Special Assignment Annual Salary Schedule 185 Duty Days (8-hour Workday)
- 2025-26 Schedule A- Teachers on Special Assignment and Librarians Annual Salary Schedule 194 Duty Days (8-hour Workday)

- 2025-26 Schedule A- Teachers on Special Assignment Annual Salary Schedule 203 Duty Days (8-hour Workday)
- 2025-26 Schedule A- Teachers on Special Assignment Annual Salary Schedule 217 Duty Days (8-hour Workday)
- 2025-26 Schedule A - Career Technical Ed/Vocational Ed Teachers Annual Salary Schedule 185 Duty Days
- 2025-26 Schedule A - Junior Reserve Officers' Training Corps (JROTC) Instructors - Army Annual Salary Schedule 218 Duty Days
- 2025-26 Schedule A - Lori Ann Infant Center Annual Salary Schedule 200 Duty Days
- 2025-26 Schedule C - Child Development Center and Pace Teachers Annual and Hourly Salary Schedule 194 Duty Days (8-hour Workday)
- 2025-26 Schedule C - Child Development Center and PACE Teachers Salary Schedule 261 Duty Days (8-hour Workday)
- 2025-26 Schedule C - Teachers on Special Assignment Child Development Center and PACE Annual Salary Schedule 195 Duty Days (8-hour Workday)
- 2025-26 Schedule C - Child Development Center Teachers on Special Assignment Annual and Hourly Salary Schedule 261 Duty Days (8-hour Workday)
- 2025-26 Schedule D - Adult Education Hourly and Daily Salary Schedule 185 Duty Days
- 2025-26 Schedule D - Adult Education Hourly and Daily Salary Schedule 215 Duty Days
- 2025-26 Schedule R - Pre-Kindergarten Teachers Annual Salary Schedule 183 Duty Days
- 2025-26 Supplemental Services Salary Schedule
- 2025-26 Certificated Substitute Daily Salary Schedule
- Extra-Pay-Extra-Services Salary Schedule

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

PREPARED BY: Annarita Howell, Assistant Superintendent

DIVISION: Human Resources/Labor Relations

CABINET APPROVAL PHONE: 559-457-3713

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

FRESNO UNIFIED SCHOOL DISTRICT

Operations Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
N25	Custodian	O003	\$20.7381	\$21.7813	\$22.9235	\$24.0936	\$25.3625
	Worker, Warehouse Trainee*	O030					
N27	Custodian, PE Male/Female	O006	\$21.7813	\$22.9235	\$24.0936	\$25.3625	\$26.6736
N30	Custodian, Lead	O029	\$23.5438	\$24.7423	\$25.9263	\$27.2516	\$28.6615
	Operator, Swimming Pool	O014					
	Worker, Grounds Maint I	O018					
N31	Coordinator, Plant I	O004	\$24.1301	\$25.3362	\$26.6025	\$27.9330	\$29.3289
N32	Specialist, Stadium Grounds	O016	\$24.5164	\$25.6868	\$26.9556	\$28.3653	\$29.7749
	Worker, Grounds Maint II	O019					
	Worker/Driver, Warehouse I	O024					
N33	Coordinator, Plant II	O005	\$25.1088	\$26.4480	\$27.7306	\$29.0843	\$30.5363
	Courier, District	O001					
	Driver, Bus	O009					
	Driver, Truck	O012					
	Driver, Senior Bus*	O010					
N34	Operator, School Farm Lab	ZZ294	\$25.6868	\$26.9556	\$28.3653	\$29.7749	\$31.2837
	Worker, Grounds Maint III-Chipper Truck Operator	O020					
	Worker, Grounds Maint III-Gang Reel Mower Operator	O026					
	Worker, Warehouse/Freezer	O021					

FRESNO UNIFIED SCHOOL DISTRICT

Operations Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
N35	Courier, District II	O002	\$26.4480	\$27.7306	\$29.0843	\$30.5363	\$32.0872
	Driver, Relief Bus	O011					
	Manager, Auditorium Operations	O013					
	Worker/Driver, Warehouse II	O025					
N36	Worker, Grounds Maint IV - Aerator Tractor	O027	\$26.9556	\$28.3653	\$29.7749	\$31.2837	\$32.9752
	Worker, Grounds Maint IV - Line Burner	O022					
	Worker, Grounds Maint IV - Tractor Loader	O028					
	Worker, Grounds Maint IV - Tree Trimmer	O023					
N38	Scheduler, Transportation	O015	\$28.3653	\$29.7749	\$31.2837	\$32.9752	\$34.6531
N43	Dispatcher/Special Educ Dispatcher	O008	\$32.0625	\$33.6666	\$35.3498	\$37.1172	\$38.9733

*Senior Bus Drivers will receive a 15% incentive added to their base salary, and an additional 5% incentive for qualifying for the Blackwell award.

*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.

FRESNO UNIFIED SCHOOL DISTRICT

IAMAW CRAFTS Hourly-Salary-Schedule

2025-2026

Effective July 1, 2025

IAMAW CRAFTS Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M12	Vehicle Utilities Worker	IAMAW Local 653	M025	\$41.5063
M51	Vehicle/Equipment Mechanic	IAMAW Local 653	M009	\$51.8761
M57	Carpenter	UB Local 1109	M001	\$58.1818
M57	Locksmith	UB Local 1109	M006	\$58.1818
M58	Concrete Worker/Finisher	OPCM Local 300	M003	\$51.8227
M60	Metal Trades II	UA Local 246	M018	\$54.0583

IAMAW CRAFTS Lead Hourly Salary Schedule

Grade	Title	Union	Job Code	Hrly Rate (Step 18)
M52	Lead Vehicle/Equipment Mechanic	IAMAW Local 653	M032	\$54.4700
M63	Lead Carpenter	UB Local 1109	M002	\$61.0907
M67	Lead Metal Trades II	UA Local 246	M042	\$56.7612
M70	Lead Locksmith	UB Local 1109	M044	\$61.0907

FRESNO UNIFIED SCHOOL DISTRICT

FTA-TRADES Hourly Salary Schedule

2025-2026

Effective July 1, 2025

FTA-TRADES Hourly-Salary-Schedule

Grade	Title	Job Code	Hrly Rate
M15	Laborer - HVAC - Filter Changer	M026	\$38.0465
M15	Laborer - Maintenance	M027	\$38.0465
M18	Irrigation Specialist	M016	\$36.1307
M21	Floor Covering Worker	M019	\$46.5388
M24	Equipment Operator I	M028	\$42.8021
M27	Roofer	M013	\$38.1976
M30	Painter	M010	\$48.7656
M39	Equipment Operator II	M029	\$47.5579
M39	Fence Erector	M047	\$47.5579
M46	Electrician	M004	\$48.4750
M46	Electronics Services Specialist	M015	\$48.4750
M46	Telecommunications Technician	M017	\$48.4750
M49	Glazier	M005	\$55.2585
M69	Boiler/Heating Equipment Mechanic	M007	\$51.6193
M69	HVAC & Refrigeration Mechanic	M008	\$51.6193
M69	Plumber	M012	\$51.6193

FTA-TRADES Lead Hourly Salary Schedule

Grade	Title	Job Code	(Step 18)
M22	Lead Floor Covering Worker	M030	\$48.8658
M23	Lead HVAC & Refrigeration Mechanic	M033	\$54.2001
M33	Lead Roofer	M014	\$40.1075
M36	Lead Painter	M011	\$51.2039
M47	Lead Electronics Services Specialist	M031	\$50.8987
M61	Lead Irrigation Specialist	M038	\$37.9372
M62	Lead Glazier	M040	\$58.0213
M64	Lead Electrician	M039	\$50.8987
M65	Lead Equipment Operator II	M041	\$49.9359
M68	Lead Plumber	M043	\$54.2001
M70	Lead Mobile Maintenance	M045	\$61.0907
M72	Lead Filter Changer	M046	\$39.9488

Year 2025-26

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G18	Paraprof, PE/Athletics	W041	\$18.7463	\$18.7463	\$18.8359	\$19.7428	\$20.7475
G19	Office Clerk	W073	\$18.7463	\$18.7463	\$19.2546	\$20.2313	\$21.2359
	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	\$18.7463	\$18.8359	\$19.7428	\$20.7475	\$21.7802
	Paraprof, Resource Lab	W043					
G22	Mailroom Assistant	W054	\$18.8359	\$19.7428	\$20.7475	\$21.7802	\$22.8961
G23	Early Childhood Food Service Asst	W068	\$19.2546	\$20.2313	\$21.2359	\$22.3520	\$23.4404
	Office Assistant II	W057					
	Paraprof, Computer Lab Asst I	W034					
	School Readiness Facilitator	W108					

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G23	School Readiness Facilitator-Hmong	W100	\$19.2546	\$20.2313	\$21.2359	\$22.3520	\$23.4404
	School Readiness Facilitator-Lao	W103					
	School Readiness Facilitator-Spanish	W106					
G24	Health Assistant	W020	\$19.7428	\$20.7475	\$21.7802	\$22.8961	\$24.1241
	Library Media Technician-Elem	W204					
	Paraprof, Bilingual Arabic	W245					
	Paraprof, Bilingual Punjabi	W275					
	Paraprof, Bilingual Hmong	W024					
	Paraprof, Bilingual Lao	W027					
	Paraprof, Bilingual Spanish	W030					
	Paraprof, Child Development, Bilingual	W251					
	Translator/Assessor Hmong	W222					
	Translator/Assessor Lao	W224					
	Translator/Assessor Spanish	W225					
G25	Accounting Payroll Technician I	W183	\$20.2313	\$21.2359	\$22.3520	\$23.4404	\$24.6823
	Library Media Technician-Middle	W205					
G26	Account Clerk II	W070	\$20.7475	\$21.7802	\$22.8961	\$24.1241	\$25.2680
	Attendance Records Assistant	W011					
	Instructional Materials Asst II	W052					
	Library Media Technician-High School	W206					

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G26	Medi-Cal Billing Technician	W246	\$20.7475	\$21.7802	\$22.8961	\$24.1241	\$25.2680
	Registrar Assistant	W158					
	Resource Counseling Assistant	W018					
	Resource Counseling Asst-Hmong	W014					
	Resource Counseling Asst-Lao	W016					
	Resource Counseling Asst-Spanish	W017					
G27	Categorical School Program Assistant	W235	\$21.2359	\$22.3520	\$23.4404	\$24.6823	\$25.9796
	Choral Assistant/Accompanist	W065					
	Human Resources Assistant	W236					
	Office Assistant III	W058					
	Paraprof, Computer Lab Asst II	W035					
	School Office Assistant	W060					
	Secretary I	W159					
	Special Ed Office Assistant	W214					
G28	Bookstore Technician	W189	\$21.7802	\$22.8961	\$24.1241	\$25.2680	\$26.5241
	Instructional Materials Assistant III	W053					
	Library Resource Technician	W207					
	Maintenance Dispatcher	W195					
	Printing Technician	W233					
	Paraprof, Mild/Moderate Support Needs	W269					
	Paraprof, Visual Impairment	W270					
	Telecommunication Operator I	W150					

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G29	Accounting Payroll Technician II	W184	\$22.3520	\$23.4404	\$24.6823	\$25.9796	\$27.2774
	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					
	Home/School Liaison-Punjabi	W274					
	Paraprof, Early Childhood Mild/Mod Support Needs	W271					
G30	Media Specialist/Braille Transcriber	W220	\$22.8961	\$24.1241	\$25.2680	\$26.5241	\$27.9191
	Medical Lab Technician	W208					
	Paraprof, Moderate/Severe: Autism	W259					
	Paraprof, Moderate/Severe: DHH Oral	W260					
	Paraprof, Moderate/Severe: DHH Sign	W261					
	Paraprof, Moderate/Severe: Soc Emot Interven	W262					
	Paraprof, Extensive Support Needs	W267					
G31	Account Clerk III	W071	\$23.4404	\$24.6823	\$25.9796	\$27.2774	\$28.6029
	Assistant, Campus Safety	W061					

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G32	Assessment Svcs Technician-Hmong	W009	\$24.1241	\$25.2680	\$26.5241	\$27.9191	\$29.2728
	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	\$24.6821	\$25.9796	\$27.2774	\$28.6029	\$30.0681
	Customer Service Representative	W174					
	High School Financial Technician	W200					
	Offset Press Operator	W149					
	Paraeducator, Community Based	W152					
G34	Accounting Payroll Technician III	W185	\$25.2680	\$26.5241	\$27.9191	\$29.2729	\$30.7656
	Attendance Technician	W187					
	Budget Technician I	W190					
	Paraeducator, Speech	W153					
	Purchasing Technician I	W212					
	Child Welfare & Attend Specialist I	W138					

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G34	Facilities Project Technician	W237	\$25.2680	\$26.5241	\$27.9191	\$29.2729	\$30.7656
	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	\$25.9796	\$27.2774	\$28.6029	\$30.0681	\$31.5611
	Home Education Facilitator-Hmong	W093					
	Home Education Facilitator-Spanish	W096					
	Job Developer I	W079					
	Registrar	W157					
	School Office Manager Elementary	W140					
	School/Community Liaison-Hmong	W131					
	School/Community Liaison-Indian	W132					
	School/Community Liaison-Lao	W134					
	School/Community Liaison-Spanish	W135					
	School/Community Liaison-NonLanguage	W137					
	Workplace Technician	W181					
	Paraeducator, Autism	W230					
	Paraeducator, Soc Emot Intervention	W231					
	Paraeducator, Deaf/Hard of Hearing (Oral)	W272					
	Paraeducator, Deaf/Hard of Hearing (Sign)	W273					
G36	Administrative Secretary I	W161	\$26.5241	\$27.9191	\$29.2729	\$30.7656	\$32.4399
	Budget Technician II	W191					
	Child Welfare & Attend Specialist II	W165					

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G36	Department Office Manager	W139	\$26.5241	\$27.9191	\$29.2729	\$30.7656	\$32.4399
	Grants Technician	W197					
	Help Desk Support Technician	W146					
	Purchasing Technician II	W268					
	Staff Development Technician	W215					
G37	Disability/Retirement Technician	W171	\$27.1869	\$28.5444	\$29.9733	\$31.4704	\$33.0441
	Human Resources Data Specialist I	W172					
	Human Resources Specialist	W201					
	School Office Manager - Middle	W142					
	Workers' Comp Technician	W182					
G38	Technology Support Specialist I	W176	\$27.8660	\$29.2592	\$30.7208	\$32.2562	\$33.8676
	Tier II Intervention Specialist	W264					
G39	Operator, Computer II	W144	\$28.6029	\$30.0681	\$31.5611	\$33.1933	\$34.8535
	Education Audiologist Technician	W019					
G40	Administrative Secretary II	W162	\$29.3158	\$30.8161	\$32.3534	\$34.0201	\$35.7238
G41	Architectural Drafting Specialist	W066	\$30.0681	\$31.5611	\$33.1933	\$34.8535	\$36.7373
	Media Technician/Driver	W219					
G42	Accountant I	W001	\$30.7656	\$32.4399	\$34.1002	\$35.7745	\$37.5883
	Educational Transcriber	W221					
	Employee Service Center Specialist	W248					
	Human Resources Data Specialist II	W173					

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G42	Payroll Specialist	W249	\$30.7656	\$32.4399	\$34.1002	\$35.7745	\$37.5883
	Photographer/Media Technician/Driver	W265					
G43	Network Technician I	W192	\$31.5611	\$33.1933	\$34.8535	\$36.7373	\$38.5790
	Technology Support Specialist II	W232					
	Technical Specialist I	W239					
	Systems Technician I	W243					
G44	Community Education Specialist	W167	\$32.4399	\$34.1002	\$35.7745	\$37.5883	\$39.5973
	Community Relations Liaison	W120					
	Community Relations Liaison Spanish	W256					
	Community Relations Liaison Hmong	W257					
	Community Relations Liaison Lao	W258					
	Job Developer II	W080					
	Media Production Specialist	W180					
G45	Primary Language Instruction Specialist	W178	\$33.1933	\$34.8535	\$36.7373	\$38.5790	\$40.4625
	Speech Language Pathologist Assistant	W250					
	Mentoring Program Facilitator I	W252					
G46	Accountant II	W002	\$34.1002	\$35.7745	\$37.5883	\$39.5973	\$41.5231
	Student Attend Review Board Technician	W213					
	Mentoring Program Facilitator II	W253					
	Licensed Vocational Nurse	W198					
G47	Licensed Mental Health Clinician	W074	\$34.9459	\$36.7106	\$38.5454	\$40.4720	\$42.5556
G51	Network Technician II	W193	\$38.5790	\$40.4625	\$42.5556	\$44.6764	\$46.9087

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G51	Software Developer I	W004	\$38.5790	\$40.4625	\$42.5556	\$44.6764	\$46.9087
	Systems Technician II	W244					
	Technical Specialist II	W229					
	Technology Support Specialist III	W247					
G53	DHH Cued Lang Transliterater Itinerant	W090	\$40.5875	\$42.6159	\$44.7475	\$46.9853	\$49.3334
	DHH Oral Interpreter Itinerant	W091					
	DHH Sign Interpreter Itinerant	W092					
G54	Software Developer II	W005	\$41.5231	\$43.6433	\$45.8346	\$48.1089	\$50.6341
G55	DHH Sign Interpreter (Certified) - Itinerant II	W263	\$42.5556	\$44.6764	\$46.9087	\$49.3645	\$51.8620
	Senior Interpreter - Translator, Bilingual	W266					
G58	Network Technician III	W194	\$45.8346	\$48.1089	\$50.6341	\$53.2291	\$55.8941
	Software Developer III	W006					
	Technical Specialist III	W062					
	Web Administrator	W227					
	Systems Administrator	W238					
G59	Information System Specialist	W003	\$46.9087	\$49.3645	\$51.8620	\$54.5269	\$57.2893
	Software Engineer	W240					
G60	Database Administrator	W170	\$48.1256	\$50.5321	\$53.0594	\$55.7125	\$58.4985
	Systems Programmer	W154					
	Systems Engineer	W241					

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

FRESNO UNIFIED SCHOOL DISTRICT

Classified Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G62	Network Security Specialist	W177	\$50.6341	\$53.2291	\$55.8941	\$58.7407	\$61.6566

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

FRESNO UNIFIED SCHOOL DISTRICT

Food Services Hourly Salary Schedule
2025-2026
Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
F01	Nutrition Services Assistant	F007	\$18.7463	\$18.7463	\$18.7463	\$18.7600	\$19.7417
F03	Packaging Machine Operator	F004	\$18.7463	\$18.7463	\$18.7463	\$19.7417	\$20.7788
F05	Food Services Technician - Cesar Chavez Adult Education	F006	\$18.7463	\$18.7463	\$19.7229	\$20.7600	\$21.8525
F07	Food Production Staging Technician Food Production Utility Technician	F014 F013	\$18.7463	\$19.7044	\$20.7414	\$21.8342	\$22.9823
F10	Food Service Operator-Educ Center Nutrition Services Cook/Baker Nutrition Services Senior Assistant Nutrition Services Operator	F003 F009 F005 F008	\$20.2045	\$21.2599	\$22.3895	\$23.5566	\$24.7974
F21	Nutrition Services Manager	F001	\$26.6701	\$28.0748	\$29.5555	\$31.1121	\$32.7445

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

FRESNO UNIFIED SCHOOL DISTRICT
Classified Hourly - Minimum Wage Salary Schedule
2025-2026
Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
G01	Noon-time Assistant	NTA2	\$16.5000				

FRESNO UNIFIED SCHOOL DISTRICT

Confidential Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
T34	Assistant, Benefits & Risk Mgmt Secretary II	C002 C004	\$27.3105	\$28.6752	\$30.1089	\$31.6139	\$33.1949
T36	Secretary, Administrative I	C006	\$28.7108	\$30.1445	\$31.6539	\$33.2232	\$34.8825
T40	Secretary, Administrative II Trustee Area Liaison*	C007 C012	\$31.5809	\$33.1595	\$34.8164	\$36.5586	\$38.3865
T46	Secretary, Administrative III	C008	\$36.7604	\$38.5886	\$40.5288	\$42.6082	\$44.7574
T48	Secretary, Executive to the Board of Educ Secretary, Executive to the Superintendent	C009 C010	\$38.5886	\$40.5288	\$42.6082	\$44.7574	\$47.1022
T54	Officer, Community Relations	C003	\$45.8233	\$48.0970	\$50.6219	\$53.2163	\$55.8806

*Not eligible for permanency or health and welfare benefits

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S35	Supervisor, Benefits	S017	\$26.4154	\$27.6970	\$29.0487	\$30.4989	\$32.0479	
S36	Supervisor, Department Office	S010	\$26.9222	\$28.3446	\$29.7526	\$31.2593	\$32.9491	
	Specialist, Facilities Dept	S013						
	Specialist, School Safety/Security	S015						
S37	Supervisor, School Food Services	S026	\$27.6970	\$29.0487	\$30.4989	\$32.0479	\$33.7232	
	Supervisor, Student Records	S042						
	Supervisor, Nutrition Center	S051						
S38	Supervisor, Plant High School	S039	\$28.3446	\$29.7526	\$31.2593	\$32.9491	\$34.6246	
	Supervisor, Shipping/Receiving	S041						
S41	Supervisor, Grounds Maintenance	S028	\$30.4989	\$32.0479	\$33.7232	\$35.3993	\$37.2999	
S42	Buyer I	S001	\$31.2593	\$32.9491	\$34.6246	\$36.3284	\$38.2010	
	Trainer-Bus Driver	S048						
S45	Buyer II	S002	\$33.7232	\$35.3993	\$37.2999	\$39.1868	\$41.0877	
	Supervisor, Warehouse Operations	S046						
S48	Supervisor, Media Services	S034	\$36.3284	\$38.2010	\$40.1723	\$42.1578	\$44.3265	

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S50	Buyer III Technician, Energy Management	S003	\$38.2010	\$40.1723	\$42.1578	\$44.3265	\$46.5230	
		S047						
S53	Supervisor, Accounting	S016	\$41.0877	\$43.2140	\$45.3684	\$47.6072	\$50.1275	
	Supervisor, Grounds & Landscape	S029						
	Supervisor, Operations-IMS	S036						
	Supervisor, Transport Operations	S045						
S56	Estimator, Planner-Electrical	S004	\$44.3265	\$46.5230	\$48.8462	\$51.3949	\$54.0562	
	Estimator, Planner-Mechanical	S005						
	Manager, Assistant, Project	S009						
S59	Supervisor, Telecommunications II Scheduler, Work Control	S044	\$47.6072	\$50.1275	\$52.6760	\$55.3796	\$58.1535	
		S012						
S66	Supervisor, Building Trades - CRAFTS	S019						\$68.0723
S67	Supervisor, Building Trades - TRADES	S051						\$66.7644
S68	Supervisor, Bus Shop - CRAFTS	S020						\$60.6624
S69	Supervisor, Concrete - CRAFTS	S022						\$60.6323
S70	Supervisor, Lock Shop - CRAFTS	S032						\$68.0723

FRESNO UNIFIED SCHOOL DISTRICT

Supervisory Hourly Salary Schedule

2025-2026

Effective July 1, 2025

Grade	Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 18
S71	Supervisor, Metal - CRAFTS	S035						\$63.1671
S72	Supervisor, Mobile Unit - CRAFTS	S049						\$68.0723
S73	Supervisor, Electrical Trades - TRADES	S024						\$56.7144
S74	Supervisor, Electronics Shop - TRADES	S025						\$56.7144
S75	Supervisor, General Maintenance - TRADES	S027						\$55.6427
S76	Supervisor, HVAC & Refrigeration - TRADES	S030						\$60.3947
S77	Supervisor, Irrigation - TRADES	S031						\$42.2729
S78	Supervisor, Paint Shop - TRADES	S037						\$57.0558
S79	Supervisor, Plumber - TRADES	S040						\$60.3947

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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	\$7,749.15	\$8,136.61	\$8,543.43	\$8,970.60	\$9,419.14

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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
E25	Vice Principal I	E189	\$10,029.89	\$10,531.39	\$11,057.96	\$11,610.86	\$12,191.41
E24	Advisor, Guidance and Learning	E044	\$9,552.37	\$10,029.98	\$10,531.48	\$11,058.05	\$11,610.95
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Manager I, Prev & Intervention	E055					
E21	Social Worker, School	E152	\$8,251.79	\$8,664.39	\$9,097.60	\$9,552.48	\$10,030.11

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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
E25	Vice Principal I	E189	\$9,194.07	\$9,653.77	\$10,136.46	\$10,643.29	\$11,175.46
E24	Advisor, Guidance and Learning	E044	\$8,756.33	\$9,194.15	\$9,653.85	\$10,136.54	\$10,643.37
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
	Manager I, Prev & Intervention	E055					
E21	Social Worker, School	E152	\$7,564.14	\$7,942.36	\$8,339.47	\$8,756.44	\$9,194.27

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

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

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

Annual \$1500 for Earned Doctorate*

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

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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>
E26	Vice Principal II	E190	\$10,745.08	\$11,282.33	\$11,846.44	\$12,438.77	\$13,060.72
E25	Head Counselor	E062	\$10,233.55	\$10,745.23	\$11,282.49	\$11,846.62	\$12,438.95
	Manager II - Magnet School	E247					
	Manager II, Regional Instructional	E222					
	Principal I	E144					
	Principal I on Special Assignment	E244					
E24	Advisor, Guidance and Learning	E044	\$9,746.32	\$10,233.63	\$10,745.31	\$11,282.58	\$11,846.71
	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

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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>
E26	Vice Principal II	E190	\$9,849.66	\$10,342.13	\$10,859.24	\$11,402.21	\$11,972.32
E25	Head Counselor	E062	\$9,380.75	\$9,849.79	\$10,342.28	\$10,859.40	\$11,402.37
	Manager II - Magnet School	E247					
	Manager II, Regional Instructional	E222					
	Principal I	E144					
	Principal I on Special Assignment	E244					
E24	Advisor, Guidance and Learning	E044	\$8,934.13	\$9,380.83	\$9,849.87	\$10,342.36	\$10,859.48
	School Counselor - Site	E060					

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

Management 202 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 I	E189	\$10,284.46	\$10,798.68	\$11,338.62	\$11,905.56	\$12,500.83

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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
E29	Principal III	E147	\$12,233.97	\$12,845.67	\$13,487.95	\$14,162.34	\$14,870.46
E28	Principal II	E145	\$11,911.14	\$12,506.70	\$13,132.04	\$13,788.65	\$14,478.08
	Principal II on Special Assignment	E146					
E27	Vice Principal III	E191	\$11,563.36	\$12,141.52	\$12,748.60	\$13,386.03	\$14,055.33
	Vice Principal III on Special Assignment	E192					
E26	Vice Principal II	E190	\$11,012.37	\$11,562.98	\$12,141.13	\$12,748.19	\$13,385.61
E25	Manager II, - Special Education/Principal I	E222	\$10,488.11	\$11,012.52	\$11,563.15	\$12,141.31	\$12,748.37
	Manager II, Regional Instructional	E156					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	\$9,988.77	\$10,488.20	\$11,012.61	\$11,563.24	\$12,141.40

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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C. CHALLENGING ASSIGNMENT INCENTIVE

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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
E29	Principal III	E147	\$11,214.48	\$11,775.19	\$12,363.96	\$12,982.15	\$13,631.25
E28	Principal II	E145	\$10,918.55	\$11,464.48	\$12,037.71	\$12,639.60	\$13,271.58
	Principal II on Special Assignment	E146					
E27	Vice Principal III	E191	\$10,599.74	\$11,129.73	\$11,686.22	\$12,270.53	\$12,884.05
	Vice Principal III on Special Assisgnment	E192					
E25	Manager II, - Special Education/Principal I	E222	\$9,614.10	\$10,094.81	\$10,599.55	\$11,129.53	\$11,686.01
	Manager II, Regional Instructional	E156					
	School Psychologist - Site Programs	E151					
E24	School Counselor - Site	E060	\$9,156.37	\$9,614.18	\$10,094.89	\$10,599.63	\$11,129.62

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

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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	Advisor, Guidance and Learning	E044	\$10,037.26	\$10,539.12	\$11,066.07	\$11,619.37	\$12,200.34

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

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

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

Annual \$1500 for Earned Doctorate*

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

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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>
E28	Principal II	E145	\$12,200.25	\$12,810.26	\$13,450.78	\$14,123.33	\$14,829.49

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E29	Principal III	E147	\$12,768.47	\$13,406.88	\$14,077.23	\$14,781.09	\$15,520.14
	Principal III on Special Assignment	E215					
E28	Principal II	E145	\$12,431.53	\$13,053.11	\$13,705.77	\$14,391.07	\$15,110.62
	Principal II on Special Assignment	E146					
E27	Vice Principal III on Special Assignment	E192	\$12,068.55	\$12,671.97	\$13,305.58	\$13,970.86	\$14,669.40
E26	Manager III, Special Education Programs and Services	E124	\$11,493.49	\$12,068.16	\$12,671.57	\$13,305.15	\$13,970.42
	Vice Principal II	E190					
	Vice Principal II on Special Assignment	E217					
E25	Manager II - Specialized Programs	E245	\$10,946.33	\$11,493.65	\$12,068.33	\$12,671.76	\$13,305.34
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	Manager II, Nurse Educator	E273					
	Manager II, Preschool Infant	E047					
	Manager II, Regional Instructional	E222					
	Manager II, Social Emotional Support	E028					
	School Psychologist - District	E151					
	Vice Principal I on Special Assignment	E187					
E24	Manager I, Autism Support	E153	\$10,425.17	\$10,946.42	\$11,493.74	\$12,068.43	\$12,671.85
	Manager I, Prevention and Intervention	E055					
	Manager I, Technology Training	E157					
	School Counselor	E060					
E23	Coordinator II, Attendance	E137	\$9,928.68	\$10,425.12	\$10,946.38	\$11,493.70	\$12,068.38
	School Social Worker	E152					

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E29	Principal III	E147	\$11,704.43	\$12,289.64	\$12,904.13	\$13,549.33	\$14,226.79
	Principal III on Special Assignment	E215					
E28	Principal II	E145	\$11,395.57	\$11,965.35	\$12,563.63	\$13,191.81	\$13,851.40
	Principal II on Special Assignment	E146					
E27	Vice Principal III on Special Assignment	E192	\$11,062.84	\$11,615.98	\$12,196.78	\$12,806.62	\$13,446.95
E26	Manager III, Special Education Programs and Services	E124	\$10,535.70	\$11,062.48	\$11,615.60	\$12,196.39	\$12,806.22
	Vice Principal II	E190					
	Vice Principal II on Special Assignment	E217					
E25	Manager II - Specialized Programs	E245	\$10,034.14	\$10,535.85	\$11,062.64	\$11,615.78	\$12,196.56
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	Manager II, Nurse Educator	E273					
	Manager II, Preschool Infant	E047					
	Manager II, Regional Instructional	E222					
	Manager II, Social Emotional Support	E028					
	School Psychologist - District	E151					
	Vice Principal I on Special Assignment	E187					
E24	Manager I, Autism Support	E153	\$9,556.41	\$10,034.22	\$10,535.93	\$11,062.72	\$11,615.86
	Manager I, Prevention and Intervention	E055					
	Manager I, Technology Training	E157					
	School Counselor	E060					

Fresno Unified School District
Certificated Management Monthly Salary Schedule 2025-2026
Effective July 1, 2025
Management 215 Duty Days (12 Month/July to June Work Schedule)

E23	Coordinator II, Attendance	E137	\$9,101.29	\$9,556.36	\$10,034.18	\$10,535.89	\$11,062.68
E21	School Social Worker	E152	\$8,255.28	\$8,668.05	\$9,101.45	\$9,556.52	\$10,034.35

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

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

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

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

Fresno Unified School District
Certificated Management Monthly Salary Schedule 2025-2026
Effective July 1, 2025
Management 220 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E29	Principal III	E147	\$11,976.62	\$12,575.45	\$13,204.22	\$13,864.43	\$14,557.65

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

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

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

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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>
E34	Chief Academic Officer	E138	\$18,938.60	\$19,885.52	\$20,879.79	\$21,923.77	\$23,019.96
E33	Assoc Superintendent, School Leadership/School Support Services	E176	\$17,374.98	\$18,243.73	\$19,155.92	\$20,113.72	\$21,119.41
E32	Chief Engagement and External Partnerships Officer	E259	\$15,656.97	\$16,439.82	\$17,261.81	\$18,124.90	\$19,031.15
	Instructional Superintendent, School Curriculum	E225					
	Instructional Superintendent, School Leadership	E224					
E31	Assistant Superintendent, Early Learning	E246	\$14,042.15	\$14,744.26	\$15,481.48	\$16,255.55	\$17,068.32
	Assistant Superintendent, EL Program and Services	E202					
	Assistant Superintendent, School Leadership	E203					
	Assistant Superintendent, Special Education Services	E177					
E30	Principal V	E226	\$13,227.18	\$13,888.54	\$14,582.97	\$15,312.12	\$16,077.72
	Executive Officer - Leadership Development	E280					
E29	Administrator, Leadership Development	E009	\$12,412.13	\$13,032.74	\$13,684.37	\$14,368.59	\$15,087.02
	Executive Director, Special Education	E233					
	Principal IV	E148					
	Principal IV on Special Assignment	E216					
	Principal III on Special Assignment	E215					
E27	Director, Health Services	E076	\$11,731.79	\$12,318.38	\$12,934.31	\$13,581.03	\$14,260.08
	Director, Instructional Media Services	E080					
	Director, Instructional Support	E070					
	Director, School Choice	E087					
	Director, SELPA	E091					
E26	Manager III, Athletics	E110	\$11,172.70	\$11,731.32	\$12,317.90	\$12,933.79	\$13,580.47
	Manager III, Community Family Engagement Network	E112					
	Manager III, Early Childhood Education	E114					

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2025-2026

Effective July 1, 2025

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	\$10,640.78	\$11,172.82	\$11,731.46	\$12,318.03	\$12,933.94
	Manager II, Special Education	E212					
	Manager II, State and Federal Programs	E056					
E24	Manager I (General)	E258	\$10,134.20	\$10,640.90	\$11,172.94	\$11,731.58	\$12,318.16

Duty Year of 261 reflects 227 duty days, 14 holidays, plus 20 vacation days

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year.

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

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 Associate Superintendent of HR/LR.

C. CHALLENGING ASSIGNMENT INCENTIVE

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

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

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

Fresno Unified School District

Classified Management Daily Salary Schedule 2025-2026

Effective July 1, 2025

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	\$533.38	\$560.05	\$588.05	\$617.45	\$648.33
E13	Specialist, Behavioral Intervention	E230	\$311.87	\$327.46	\$343.83	\$361.02	\$379.08

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 2025-2026

Effective July 1, 2025

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	\$560.04	\$588.05	\$617.45	\$648.32	\$680.74

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

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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 2025-2026

Effective July 1, 2025

Management 205 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	Advisor, Behavior Support	E275	\$533.38	\$560.05	\$588.05	\$617.45	\$648.33

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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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 2025-2026

Effective July 1, 2025

Management 206 Duty Days*

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Manager II (General)	E211	\$560.04	\$588.05	\$617.45	\$648.32	\$680.74
	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

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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 2025-2026
Effective July 1, 2025
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	\$588.04	\$617.44	\$648.31	\$680.73	\$714.77
E25	Manager II (General)	E211	\$560.04	\$588.05	\$617.45	\$648.32	\$680.74
	Manager II, Specialized Programs	E245					
	Manager II, Student Conduct Hearing	E154					
E24	Manager I, Program	E123	\$533.38	\$560.05	\$588.05	\$617.45	\$648.33
E23	Occupational Therapist	E186	\$507.98	\$533.38	\$560.05	\$588.05	\$617.45
	Physical Therapist	E253					
E22	Coordinator II, Career Education	E207	\$483.80	\$507.98	\$533.38	\$560.05	\$588.06

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 2025-2026
Effective July 1, 2025
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>
E34			\$870.74	\$914.28	\$959.99	\$1,007.99	\$1,058.39
E33	Chief Operational Services	E169	\$798.85	\$838.79	\$880.73	\$924.77	\$971.01
	Senior Executive	E227					
	Chief Counsel	E284					
E32	Chief Engagement and External Partnership Officer	E259	\$719.86	\$755.85	\$793.65	\$833.33	\$875.00
	Chief Equity and Access	E200					
	Chief Executive	E236					
	Chief Information Officer	E139					
	Chief of Staff (General)	E221					
	Chief Technology Officer	E179					
E31	Assistant Superintendent	E159	\$645.62	\$677.90	\$711.79	\$747.38	\$784.75
	Assistant Superintendent, Operational Services	E161					
	Deputy Executive (General)	E208					
	Prevention and Intervention Executive	E263					
	Deputy Chief Counsel	E285					
E30	Executive Officer, District & School Accountability & Improvement	E104	\$608.15	\$638.55	\$670.48	\$704.01	\$739.21
	Executive Officer, School Leadership	E105					
	Executive Officer (General)	E220					
E29	Administrator (General)	E195	\$570.67	\$599.21	\$629.17	\$660.62	\$693.66
	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	\$539.39	\$566.36	\$594.68	\$624.42	\$655.64
	Director, Benefits and Risk Management	E066					
	Director, Career Readiness	E067					

Fresno Unified School District
Classified Management Daily Salary Schedule 2025-2026
Effective July 1, 2025
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>
E27	Director, Fiscal Services	E073	\$539.39	\$566.36	\$594.68	\$624.42	\$655.64
	Director, Food Services	E074					
	Director, Human Resources	E079					
	Director, Transportation	E093					
	Director, Risk Management	E272					
	Director, Americans with Disabilities (ADA)	E286					
E26	Administrative Analyst	E015	\$513.69	\$539.37	\$566.34	\$594.66	\$624.39
	Administrative Analyst, Research, Evaluation & Assessment	E194					
	Manager III (General)	E223					
	Manager III, Technology Services	E113					
E25	Manager II (General)	E211	\$489.23	\$513.69	\$539.38	\$566.35	\$594.66
	Manager II, Emergency Planning/Crisis Response	E042					
	Manager II, Grants	E043					
	Manager II, Information Technology	E048					
	Manager II, Maintenance and Operational Services	E119					
	Manager II, Mentoring	E053					
	Manager II, Nurse Educator	E273					
	Manager II, Special Education	E212					
	Manager II, Student Conduct Hearing	E154					
	Manager II, Specialized Programs	E245					
E24	Business Operations Manager (General)	E213	\$465.94	\$489.24	\$513.70	\$539.38	\$566.35
	Design Lead	E266					
	Manager I, Applications Development and Support	E170					
	Ombudsman	E143					
	Manager I, (General)	E258					
	Manager I, Program	E123					
	Manager Program, Student Wellness	E265					
	Manager I, Communications	E142					
	Manager, Grounds and Landscape Services	E282					
E23	Executive Assistant to Superintendent	E024	\$443.75	\$465.94	\$489.24	\$513.70	\$539.38
E22	Analyst II, Budget	E261	\$422.63	\$443.76	\$465.94	\$489.24	\$513.70
	Coordinator II, Technology Support Services	E172					
	Project Manager (General)	E214					

Fresno Unified School District
Classified Management Daily Salary Schedule 2025-2026
Effective July 1, 2025
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>
E22	Project Maintenance & Operations Manager	E256	\$422.63	\$443.76	\$465.94	\$489.24	\$513.70
	Supervisor, Environmental Health & Safety Services	E281					
	Project Manager, Facilities	E122					
E21	Analyst II, Accounting/Payroll	E199	\$402.50	\$422.63	\$443.76	\$465.94	\$489.24
	Analyst II (General)	E198					
	Analyst II, Fiscal Services	E017					
E20	Coordinator I, Benefits	E032	\$383.34	\$402.51	\$422.63	\$443.76	\$465.95
	Coordinator I, Community Schools**	E279					
	Coordinator I, Energy Management	E232					
	Coordinator I, Extended Learning	E274					
	Coordinator I, Human Resources	E278					
	Executive Chef	E276					
E19	Coordinator I, Purchasing	E127	\$365.07	\$383.32	\$402.49	\$422.62	\$443.75
	Coordinator I, Workers' Compensation	E175					
E18	Analyst I, Budget	E262	\$347.68	\$365.07	\$383.32	\$402.49	\$422.61
	Analyst I, Workers' Compensation	E019					
	Coordinator I, Warehouse Services	E133					
	Maintenance Stockroom Logistics Coordinator	E287					
E17	Analyst I, Fiscal Services	E016	\$331.29	\$347.86	\$365.25	\$383.51	\$402.69
	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	\$315.36	\$331.13	\$347.69	\$365.07	\$383.32
E15	Athletic Trainer (Certified)	E229	\$300.34	\$315.36	\$331.13	\$347.68	\$365.07
	District Supervisor I, Food Services	E116					
	District Supervisor I, Risk Management Claims	E209					
	Nutritionist	E136					

Fresno Unified School District
Classified Management Daily Salary Schedule 2025-2026
Effective July 1, 2025
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>
E15	Coordinator, Farm to School	E277	\$300.34	\$315.36	\$331.13	\$347.68	\$365.07
E13	District Supervisor I, Custodial Services	E030	\$278.60	\$286.04	\$300.34	\$315.36	\$331.13
	District Supervisor I, Graphic Services	E174					
	Manager IV, School Office	E283					

Duty Year of 261 reflects 227 duty days, 14 holidays plus 20 vacation days

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year.

**Contingent upon approval of the California Community Schools Partnership Program Grant.

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

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

B. MENTOR/LEADERSHIP COACH INCREMENT

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

C. CHALLENGING ASSIGNMENT INCENTIVE

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

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

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

Fresno Unified School District

Certificated Management 261 Monthly Salary Schedule

Competitive and Negotiable 2025-2026

Effective July 1, 2025

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>	<u>Neg Step</u>
E158	Superintendent*	Neg	\$31,527.32

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year.

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

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

Annual \$500 for B.A. + 90

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

Annual \$1500 for Earned Doctorate

*Additions are non-cumulative

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

Fresno Unified School District
Classified Management 261 Daily Salary Schedule
Competitive and Negotiable 2025-2026
Effective July 1, 2025

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>	<u>Neg Step</u>
E271	Chief Operations and Classified Labor Officer*	Neg	\$1,080.39
E260	Chief Financial Officer*	Neg	\$1,010.91
E180	Chief Human Resources / Labor*	Neg	\$1,112.13

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year.

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

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

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

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

Annual \$1500 for Earned Doctorate*

* Additions are non-cumulative

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

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2025-2026
Effective July 1, 2025
Schedule A: Nurses 185* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified nursing 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

0	\$68,995.68	\$72,733.86	\$76,472.19	\$80,209.93	\$82,415.58
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Full-Credentialed Nurses

1**	\$72,733.86	\$76,472.19	\$80,209.93	\$83,948.41	\$86,265.80
2	\$76,472.19	\$80,209.93	\$83,948.41	\$87,686.45	\$90,116.16
3	\$80,209.93	\$83,948.41	\$87,686.45	\$91,424.63	\$93,966.24
4	\$83,948.41	\$87,686.45	\$91,424.63	\$95,162.67	\$97,816.60
5	\$87,686.45	\$91,424.63	\$95,162.67	\$98,900.70	\$101,667.12
6	\$91,424.63	\$95,162.67	\$98,900.70	\$102,660.94	\$105,741.12
7	\$95,162.67	\$98,900.70	\$102,660.94	\$106,661.08	\$109,860.70
8		\$102,660.94	\$106,661.08	\$110,660.64	\$113,980.42
9			\$110,660.64	\$114,660.93	\$118,100.45
10				\$118,660.48	\$122,220.32

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 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 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 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%	\$1,898.57	\$120,559.05	\$124,175.85
12	3.20%	\$3,797.14	\$122,457.62	\$126,131.37
13	4.80%	\$5,695.70	\$124,356.18	\$128,086.90
14	6.40%	\$7,594.27	\$126,254.75	\$130,042.42
15	8.00%	\$9,492.84	\$128,153.32	\$131,997.95

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule A: Nurses 200* Duty Days

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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Non-Credentialed Nurses

0	\$74,589.92	\$78,631.20	\$82,672.64	\$86,713.44	\$89,097.92
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Full-Credentialed Nurses

1**	\$78,631.20	\$82,672.64	\$86,713.44	\$90,755.04	\$93,260.32
2	\$82,672.64	\$86,713.44	\$90,755.04	\$94,796.16	\$97,422.88
3	\$86,713.44	\$90,755.04	\$94,796.16	\$98,837.44	\$101,585.12
4	\$90,755.04	\$94,796.16	\$98,837.44	\$102,878.56	\$105,747.68
5	\$94,796.16	\$98,837.44	\$102,878.56	\$106,919.68	\$109,910.40
6	\$98,837.44	\$102,878.56	\$106,919.68	\$110,984.80	\$114,314.72
7	\$102,878.56	\$106,919.68	\$110,984.80	\$115,309.28	\$118,768.32
8		\$110,984.80	\$115,309.28	\$119,633.12	\$123,222.08
9			\$119,633.12	\$123,957.76	\$127,676.16
10				\$128,281.60	\$132,130.08

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

Due to the compression of the 1999-2000 salary schedule, 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 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 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 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%	\$2,052.51	\$130,334.11	\$134,244.16
12	3.20%	\$4,105.01	\$132,386.61	\$136,358.24
13	4.80%	\$6,157.52	\$134,439.12	\$138,472.32
14	6.40%	\$8,210.02	\$136,491.62	\$140,586.41
15	8.00%	\$10,262.53	\$138,544.13	\$142,700.49
YRS OF SERVICE	CAREER INCREMENT AMOUNT			
21-25	\$5,000			
26+	\$10,000			

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

Salary may be pro-rated based on FTE / 1.0 FTE

FRESNO UNIFIED SCHOOL DISTRICT
 Basic Annual Salary Schedule 2025-2026
 Effective July 1, 2025
 Schedule A: Nurses 203* 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	\$75,708.77	\$79,810.67	\$83,912.73	\$88,014.14	\$90,434.39
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Full-Credentialed Nurses

1**	\$79,810.67	\$83,912.73	\$88,014.14	\$92,116.37	\$94,659.22
2	\$83,912.73	\$88,014.14	\$92,116.37	\$96,218.10	\$98,884.22
3	\$88,014.14	\$92,116.37	\$96,218.10	\$100,320.00	\$103,108.90
4	\$92,116.37	\$96,218.10	\$100,320.00	\$104,421.74	\$107,333.90
5	\$96,218.10	\$100,320.00	\$104,421.74	\$108,523.48	\$111,559.06
6	\$100,320.00	\$104,421.74	\$108,523.48	\$112,649.57	\$116,029.44
7	\$104,421.74	\$108,523.48	\$112,649.57	\$117,038.92	\$120,549.84
8		\$112,649.57	\$117,038.92	\$121,427.62	\$125,070.41
9			\$121,427.62	\$125,817.13	\$129,591.30
10				\$130,205.82	\$134,112.03

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

Due to the compression of the 1999-2070 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 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties’ collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 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 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%	\$2,083.29	\$132,289.12	\$136,257.82
12	3.20%	\$4,166.59	\$134,372.41	\$138,403.62
13	4.80%	\$6,249.88	\$136,455.70	\$140,549.41
14	6.40%	\$8,333.17	\$138,539.00	\$142,695.20
15	8.00%	\$10,416.47	\$140,622.29	\$144,840.99

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Speech Language Pathologist Pilot Salary Schedule

Effective July 1, 2024, through June 30, 2026
Full-Credentialed Speech Language Pathologist
185 Duty Days

LEVEL	*SALARY
1	\$102,918.76
2	\$108,335.70
3	\$114,037.26
4	\$120,039.54
5	\$126,357.22
6	\$133,007.75
7	\$140,008.15
8	\$147,377.07
9	\$147,377.07
10	\$147,377.07

*Salary is inclusive of the Special Education stipend, Speech and Language Therapy stipend, and all other additions to placement on the current Basic Schedule.

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 credit 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 increments.

SLP at level 10 meeting the appropriate years of service would receive the following compensation:

YEARS OF SERVICE	PERCENT OF SALARY	CAREER INCREMENT	*SALARY
11	1.6%	\$2,358.03	\$149,735.10
12	3.2%	\$4,716.07	\$152,093.14
13	4.8%	\$7,074.10	\$154,451.17
14	6.4%	\$9,432.13	\$156,809.20
15	8.0%	\$11,790.17	\$159,167.24

Year 2022-26

5.5% increase effective 7/1/2025

Board Approved Pending

FRESNO UNIFIED SCHOOL DISTRICT
Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule A: Teachers and Librarians 185 Duty Days (8 hours)

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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Non-Credentialed Teachers/Librarians

0	\$62,302.08	\$66,040.26	\$69,778.30	\$73,516.19	\$75,721.68
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Full-Credentialed Teachers/Librarians

1**	\$69,250.83	\$72,988.72	\$76,726.90	\$80,465.23	\$82,894.95
2	\$69,778.30	\$73,516.19	\$77,254.37	\$80,992.56	\$83,422.27
3	\$73,516.19	\$77,254.37	\$80,992.56	\$84,730.89	\$87,272.64
4	\$77,254.37	\$80,992.56	\$84,730.89	\$88,468.63	\$91,122.71
5	\$80,992.56	\$84,730.89	\$88,468.63	\$92,206.96	\$94,973.23
6	\$84,730.89	\$88,468.63	\$92,206.96	\$95,944.85	\$98,823.15
7	\$88,468.63	\$92,206.96	\$95,944.85	\$99,683.18	\$102,673.82
8		\$95,944.85	\$99,683.18	\$103,421.22	\$106,523.89
9			\$103,421.22	\$107,159.55	\$110,374.26
10				\$110,897.58	\$114,224.33

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. There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$1,774.36	\$112,671.95	\$116,051.92
12	3.20%	\$3,548.72	\$114,446.31	\$117,879.51
13	4.80%	\$5,323.08	\$116,220.67	\$119,707.10
14	6.40%	\$7,097.45	\$117,995.03	\$121,534.68
15	8.00%	\$8,871.81	\$119,769.39	\$123,362.27

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule A: Teachers and Librarians 194 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	\$65,332.99	\$69,253.03	\$73,172.92	\$77,092.65	\$79,405.44
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Full-Credentialed Teachers/Librarians

1**	\$72,619.79	\$76,539.52	\$80,459.56	\$84,379.76	\$86,927.68
2	\$73,172.92	\$77,092.65	\$81,012.69	\$84,932.73	\$87,480.65
3	\$77,092.65	\$81,012.69	\$84,932.73	\$88,852.93	\$91,518.34
4	\$81,012.69	\$84,932.73	\$88,852.93	\$92,772.51	\$95,555.71
5	\$84,932.73	\$88,852.93	\$92,772.51	\$96,692.70	\$99,593.55
6	\$88,852.93	\$92,772.51	\$96,692.70	\$100,612.44	\$103,630.76
7	\$92,772.51	\$96,692.70	\$100,612.44	\$104,532.63	\$107,668.76
8		\$100,612.44	\$104,532.63	\$108,452.52	\$111,706.13
9			\$108,452.52	\$112,372.72	\$115,743.81
10				\$116,292.60	\$119,781.19

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$1,860.68	\$118,153.28	\$121,697.69
12	3.20%	\$3,721.36	\$120,013.96	\$123,614.19
13	4.80%	\$5,582.04	\$121,874.65	\$125,530.68
14	6.40%	\$7,442.73	\$123,735.33	\$127,447.18
15	8.00%	\$9,303.41	\$125,596.01	\$129,363.68

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule A: Teachers and Librarians 200 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	\$67,353.60	\$71,394.88	\$75,436.00	\$79,476.96	\$81,861.28
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Full-Credentialed Teachers/Librarians

1**	\$74,865.76	\$78,906.72	\$82,948.00	\$86,989.44	\$89,616.16
2	\$75,436.00	\$79,476.96	\$83,518.24	\$87,559.52	\$90,186.24
3	\$79,476.96	\$83,518.24	\$87,559.52	\$91,600.96	\$94,348.80
4	\$83,518.24	\$87,559.52	\$91,600.96	\$95,641.76	\$98,511.04
5	\$87,559.52	\$91,600.96	\$95,641.76	\$99,683.20	\$102,673.76
6	\$91,600.96	\$95,641.76	\$99,683.20	\$103,724.16	\$106,835.84
7	\$95,641.76	\$99,683.20	\$103,724.16	\$107,765.60	\$110,998.72
8		\$103,724.16	\$107,765.60	\$111,806.72	\$115,160.96
9			\$111,806.72	\$115,848.16	\$119,323.52
10				\$119,889.28	\$123,485.76

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.

**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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$1,918.23	\$121,807.51	\$125,461.53
12	3.20%	\$3,836.46	\$123,725.74	\$127,437.30
13	4.80%	\$5,754.69	\$125,643.97	\$129,413.08
14	6.40%	\$7,672.91	\$127,562.19	\$131,388.85
15	8.00%	\$9,591.14	\$129,480.42	\$133,364.62

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Note: This Salary Schedule is Valid for the 2025/2026 School Year Only

Effective July 1, 2025

Schedule A: Designated Teachers 190 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	\$63,985.92	\$67,825.14	\$71,664.20	\$75,503.11	\$77,768.22
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Full-Credentialed Teachers/Librarians

1**	\$71,122.47	\$74,961.38	\$78,800.60	\$82,639.97	\$85,135.35
2	\$71,664.20	\$75,503.11	\$79,342.33	\$83,181.54	\$85,676.93
3	\$75,503.11	\$79,342.33	\$83,181.54	\$87,020.91	\$89,631.36
4	\$79,342.33	\$83,181.54	\$87,020.91	\$90,859.67	\$93,585.49
5	\$83,181.54	\$87,020.91	\$90,859.67	\$94,699.04	\$97,540.07
6	\$87,020.91	\$90,859.67	\$94,699.04	\$98,537.95	\$101,494.05
7	\$90,859.67	\$94,699.04	\$98,537.95	\$102,377.32	\$105,448.78
8		\$98,537.95	\$102,377.32	\$106,216.38	\$109,402.91
9			\$106,216.38	\$110,055.75	\$113,357.34
10				\$113,894.82	\$117,311.47

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$1,822.32	\$115,717.13	\$119,188.46
12	3.20%	\$3,644.63	\$117,539.45	\$121,065.44
13	4.80%	\$5,466.95	\$119,361.77	\$122,942.42
14	6.40%	\$7,289.27	\$121,184.08	\$124,819.41
15	8.00%	\$9,111.59	\$123,006.40	\$126,696.39

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule A: Teachers on Special Assignment 185* Duty Days

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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Non-Credentialed Teachers

0	\$62,302.08	\$66,040.26	\$69,778.30	\$73,516.19	\$75,721.68
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Full-Credentialed Teachers

1**	\$69,250.83	\$72,988.72	\$76,726.90	\$80,465.23	\$82,894.95
2	\$69,778.30	\$73,516.19	\$77,254.37	\$80,992.56	\$83,422.27
3	\$73,516.19	\$77,254.37	\$80,992.56	\$84,730.89	\$87,272.64
4	\$77,254.37	\$80,992.56	\$84,730.89	\$88,468.63	\$91,122.71
5	\$80,992.56	\$84,730.89	\$88,468.63	\$92,206.96	\$94,973.23
6	\$84,730.89	\$88,468.63	\$92,206.96	\$95,944.85	\$98,823.15
7	\$88,468.63	\$92,206.96	\$95,944.85	\$99,683.18	\$102,673.82
8		\$95,944.85	\$99,683.18	\$103,421.22	\$106,523.89
9			\$103,421.22	\$107,159.55	\$110,374.26
10				\$110,897.58	\$114,224.33

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$1,774.36	\$112,671.95	\$116,051.92
12	3.20%	\$3,548.72	\$114,446.31	\$117,879.51
13	4.80%	\$5,323.08	\$116,220.67	\$119,707.10
14	6.40%	\$7,097.45	\$117,995.03	\$121,534.68
15	8.00%	\$8,871.81	\$119,769.39	\$123,362.27

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026

5.5% effective 7/1/2025

Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule A: Teachers on Special Assignment and Librarians 194 Duty Days (8 hours)

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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Non-Credentialed Teachers

0	\$65,332.99	\$69,253.03	\$73,172.92	\$77,092.65	\$79,405.44
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Full-Credentialed Teachers

1**	\$72,619.79	\$76,539.52	\$80,459.56	\$84,379.76	\$86,927.68
2	\$73,172.92	\$77,092.65	\$81,012.69	\$84,932.73	\$87,480.65
3	\$77,092.65	\$81,012.69	\$84,932.73	\$88,852.93	\$91,518.34
4	\$81,012.69	\$84,932.73	\$88,852.93	\$92,772.51	\$95,555.71
5	\$84,932.73	\$88,852.93	\$92,772.51	\$96,692.70	\$99,593.55
6	\$88,852.93	\$92,772.51	\$96,692.70	\$100,612.44	\$103,630.76
7	\$92,772.51	\$96,692.70	\$100,612.44	\$104,532.63	\$107,668.76
8		\$100,612.44	\$104,532.63	\$108,452.52	\$111,706.13
9			\$108,452.52	\$112,372.72	\$115,743.81
10				\$116,292.60	\$119,781.19

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$1,860.68	\$118,153.28	\$121,697.69
12	3.20%	\$3,721.36	\$120,013.96	\$123,614.19
13	4.80%	\$5,582.04	\$121,874.65	\$125,530.68
14	6.40%	\$7,442.73	\$123,735.33	\$127,447.18
15	8.00%	\$9,303.41	\$125,596.01	\$129,363.68

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026

5.5% effective 7/1/2025

Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

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	\$68,363.90	\$72,465.80	\$76,567.54	\$80,669.11	\$83,089.20
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Full-Credentialed Teachers

1**	\$75,988.75	\$80,090.32	\$84,192.22	\$88,294.28	\$90,960.40
2	\$76,567.54	\$80,669.11	\$84,771.01	\$88,872.91	\$91,539.03
3	\$80,669.11	\$84,771.01	\$88,872.91	\$92,974.97	\$95,764.03
4	\$84,771.01	\$88,872.91	\$92,974.97	\$97,076.39	\$99,988.71
5	\$88,872.91	\$92,974.97	\$97,076.39	\$101,178.45	\$104,213.87
6	\$92,974.97	\$97,076.39	\$101,178.45	\$105,280.02	\$108,438.38
7	\$97,076.39	\$101,178.45	\$105,280.02	\$109,382.08	\$112,663.70
8		\$105,280.02	\$109,382.08	\$113,483.82	\$116,888.37
9			\$113,483.82	\$117,585.88	\$121,113.37
10				\$121,687.62	\$125,338.05

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

Due to the compression of the 1999-2000 salary schedule, 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$1,947.00	\$123,634.62	\$127,343.46
12	3.20%	\$3,894.00	\$125,581.62	\$129,348.86
13	4.80%	\$5,841.01	\$127,528.62	\$131,354.27
14	6.40%	\$7,788.01	\$129,475.63	\$133,359.68
15	8.00%	\$9,735.01	\$131,422.63	\$135,365.09

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026

5.5% effective 7/1/2025

Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

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	\$73,078.66	\$77,463.44	\$81,848.06	\$86,232.50	\$88,819.49
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Full-Credentialed Teachers

1**	\$81,229.35	\$85,613.79	\$89,998.58	\$94,383.54	\$97,233.53
2	\$81,848.06	\$86,232.50	\$90,617.29	\$95,002.08	\$97,852.07
3	\$86,232.50	\$90,617.29	\$95,002.08	\$99,387.04	\$102,368.45
4	\$90,617.29	\$95,002.08	\$99,387.04	\$103,771.31	\$106,884.48
5	\$95,002.08	\$99,387.04	\$103,771.31	\$108,156.27	\$111,401.03
6	\$99,387.04	\$103,771.31	\$108,156.27	\$112,540.71	\$115,916.89
7	\$103,771.31	\$108,156.27	\$112,540.71	\$116,925.68	\$120,433.61
8		\$112,540.71	\$116,925.68	\$121,310.29	\$124,949.64
9			\$121,310.29	\$125,695.25	\$129,466.02
10				\$130,079.87	\$133,982.05

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

Due to the compression of the 1999-2000 salary schedule, 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 stipend for a completed full school year. Bilingual Teachers receive a \$3000 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%	\$2,081.28	\$132,161.15	\$136,125.76
12	3.20%	\$4,162.56	\$134,242.42	\$138,269.48
13	4.80%	\$6,243.83	\$136,323.70	\$140,413.19
14	6.40%	\$8,325.11	\$138,404.98	\$142,556.90
15	8.00%	\$10,406.39	\$140,486.26	\$144,700.61

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule A: Career Technical Ed/Vocational Ed Teachers 185* Duty Days

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

Placement for CTE/Voc Ed teachers is found under Article 66 of the FTA CBA

Level (Step)	Class I (A01) Preliminary Cred	Class II (A02) Clear Cred	Class III (A03) Semester Units Clear Cred + 15 Units	Class IV (A04) Clear Cred + BA	*Class V (A05) Semester Units PL Column
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Non-Credentialed Teachers

0	\$62,302.08	\$66,040.26	\$69,778.30	\$73,516.19	\$75,721.68
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Full-Credentialed Teachers

1	\$69,250.83	\$72,988.72	\$76,726.90	\$80,465.23	\$82,894.95
2	\$69,778.30	\$73,516.19	\$77,254.37	\$80,992.56	\$83,422.27
3	\$73,516.19	\$77,254.37	\$80,992.56	\$84,730.89	\$87,272.64
4	\$77,254.37	\$80,992.56	\$84,730.89	\$88,468.63	\$91,122.71
5	\$80,992.56	\$84,730.89	\$88,468.63	\$92,206.96	\$94,973.23
6		\$88,468.63	\$92,206.96	\$95,944.85	\$98,823.15
7		\$92,206.96	\$95,944.85	\$99,683.18	\$102,673.82
8			\$99,683.18	\$103,421.22	\$106,523.89
9			\$103,421.22	\$107,159.55	\$110,374.26
10				\$110,897.58	\$114,224.33

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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%	\$1,774.36	\$112,671.95	\$116,051.92
12	3.20%	\$3,548.72	\$114,446.31	\$117,879.51
13	4.80%	\$5,323.08	\$116,220.67	\$119,707.10
14	6.40%	\$7,097.45	\$117,995.03	\$121,534.68
15	8.00%	\$8,871.81	\$119,769.39	\$123,362.27

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT
 Basic Annual Salary Schedule 2025-2026
 Effective July 1, 2025

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	\$73,415.42	\$77,820.42	\$82,225.24	\$86,629.89	\$89,228.80
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Full-Credentialed Teachers

1	\$81,603.68	\$86,008.32	\$90,413.32	\$94,818.49	\$97,681.61
2	\$82,225.24	\$86,629.89	\$91,034.88	\$95,439.88	\$98,303.00
3	\$86,629.89	\$91,034.88	\$95,439.88	\$99,845.05	\$102,840.19
4	\$91,034.88	\$95,439.88	\$99,845.05	\$104,249.52	\$107,377.03
5	\$95,439.88	\$99,845.05	\$104,249.52	\$108,654.69	\$111,914.40
6		\$104,249.52	\$108,654.69	\$113,059.33	\$116,451.07
7		\$108,654.69	\$113,059.33	\$117,464.50	\$120,988.60
8			\$117,464.50	\$121,869.32	\$125,525.45
9			\$121,869.32	\$126,274.49	\$130,062.64
10				\$130,679.32	\$134,599.48

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. There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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%	\$2,090.87	\$132,770.18	\$136,753.07
12	3.20%	\$4,181.74	\$134,861.05	\$138,906.66
13	4.80%	\$6,272.61	\$136,951.92	\$141,060.25
14	6.40%	\$8,363.48	\$139,042.79	\$143,213.85
15	8.00%	\$10,454.35	\$141,133.66	\$145,367.44

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT
 Basic Annual Salary Schedule 2025-2026
 Effective July 1, 2025
 Schedule A: Lori Ann Infant Center 200* Duty Days

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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Non-Credentialed Teachers

0	\$67,353.60	\$71,394.88	\$75,436.00	\$79,476.96	\$81,861.28
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Full-Credentialed Teachers

1**	\$74,865.76	\$78,906.72	\$82,948.00	\$86,989.44	\$89,616.16
2	\$75,436.00	\$79,476.96	\$83,518.24	\$87,559.52	\$90,186.24
3	\$79,476.96	\$83,518.24	\$87,559.52	\$91,600.96	\$94,348.80
4	\$83,518.24	\$87,559.52	\$91,600.96	\$95,641.76	\$98,511.04
5	\$87,559.52	\$91,600.96	\$95,641.76	\$99,683.20	\$102,673.76
6	\$91,600.96	\$95,641.76	\$99,683.20	\$103,724.16	\$106,835.84
7	\$95,641.76	\$99,683.20	\$103,724.16	\$107,765.60	\$110,998.72
8		\$103,724.16	\$107,765.60	\$111,806.72	\$115,160.96
9			\$111,806.72	\$115,848.16	\$119,323.52
10				\$119,889.28	\$123,485.76

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

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 \$3000 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%	\$1,918.23	\$121,807.51	\$125,461.53
12	3.20%	\$3,836.46	\$123,725.74	\$127,437.30
13	4.80%	\$5,754.69	\$125,643.97	\$129,413.08
14	6.40%	\$7,672.91	\$127,562.19	\$131,388.85
15	8.00%	\$9,591.14	\$129,480.42	\$133,364.62

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule C: Child Development Center & *PACE Teachers 194 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$43,967.85	\$47,330.41	\$50,510.31	\$53,580.16	\$57,161.87
C-2	\$47,330.41	\$50,510.31	\$53,580.16	\$57,161.87	\$60,195.41
C-3	\$50,510.31	\$53,580.16	\$57,161.87	\$60,195.41	\$63,594.60
C-4	\$53,580.16	\$57,161.87	\$60,195.41	\$63,594.60	\$66,774.33
C-5		\$60,195.41	\$63,594.60	\$66,774.33	\$68,236.32
C-6			\$66,774.33	\$68,236.32	\$73,682.13
C-7				\$73,682.13	\$76,825.40
C-8					\$80,041.76

FRESNO UNIFIED SCHOOL DISTRICT

Basic Hourly Rate Salary Schedule 2025-2026

Effective July 1, 2025

Schedule C: Child Development Center & *PACE Teachers 194 Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$28.3298	\$30.4964	\$32.5453	\$34.5233	\$36.8311
C-2	\$30.4964	\$32.5453	\$34.5233	\$36.8311	\$38.7857
C-3	\$32.5453	\$34.5233	\$36.8311	\$38.7857	\$40.9759
C-4	\$34.5233	\$36.8311	\$38.7857	\$40.9759	\$43.0247
C-5		\$38.7857	\$40.9759	\$43.0247	\$43.9667
C-6			\$43.0247	\$43.9667	\$47.4756
C-7				\$47.4756	\$49.5009
C-8					\$51.5733

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%	\$1,178.91	\$74,861.04
12	3.20%	\$2,357.83	\$76,039.96
13	4.80%	\$3,536.74	\$77,218.87
14	6.40%	\$4,715.66	\$78,397.79
15	8.00%	\$5,894.57	\$79,576.70

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

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

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	\$59,152.62	\$63,676.48	\$67,954.59	\$72,084.65	\$76,903.34
C-2	\$63,676.48	\$67,954.59	\$72,084.65	\$76,903.34	\$80,984.54
C-3	\$67,954.59	\$72,084.65	\$76,903.34	\$80,984.54	\$85,557.68
C-4	\$72,084.65	\$76,903.34	\$80,984.54	\$85,557.68	\$89,835.57
C-5		\$80,984.54	\$85,557.68	\$89,835.57	\$91,802.47
C-6			\$89,835.57	\$91,802.47	\$99,129.05
C-7				\$99,129.05	\$103,357.88
C-8					\$107,685.05

FRESNO UNIFIED SCHOOL DISTRICT

Basic-Hourly Rate Salary Schedule 2025-2026

Effective July 1, 2025

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	\$28.3298	\$30.4964	\$32.5453	\$34.5233	\$36.8311
C-2	\$30.4964	\$32.5453	\$34.5233	\$36.8311	\$38.7857
C-3	\$32.5453	\$34.5233	\$36.8311	\$38.7857	\$40.9759
C-4	\$34.5233	\$36.8311	\$38.7857	\$40.9759	\$43.0247
C-5		\$38.7857	\$40.9759	\$43.0247	\$43.9667
C-6			\$43.0247	\$43.9667	\$47.4756
C-7				\$47.4756	\$49.5009
C-8					\$51.5733

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%	\$1,586.06	\$100,715.12
12	3.20%	\$3,172.13	\$102,301.18
13	4.80%	\$4,758.19	\$103,887.25
14	6.40%	\$6,344.26	\$105,473.31
15	8.00%	\$7,930.32	\$107,059.38

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

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year.

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

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	\$44,194.49	\$47,574.38	\$50,770.67	\$53,856.35	\$57,456.52
C-2	\$47,574.38	\$50,770.67	\$53,856.35	\$57,456.52	\$60,505.69
C-3	\$50,770.67	\$53,856.35	\$57,456.52	\$60,505.69	\$63,922.40
C-4	\$53,856.35	\$57,456.52	\$60,505.69	\$63,922.40	\$67,118.53
C-5		\$60,505.69	\$63,922.40	\$67,118.53	\$68,588.05
C-6			\$67,118.53	\$68,588.05	\$74,061.94
C-7				\$74,061.94	\$77,221.40
C-8					\$80,454.35

FRESNO UNIFIED SCHOOL DISTRICT

Basic Hourly Rate Salary Schedule 2025-2026

Effective July 1, 2025

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	\$28.3298	\$30.4964	\$32.5453	\$34.5233	\$36.8311
C-2	\$30.4964	\$32.5453	\$34.5233	\$36.8311	\$38.7857
C-3	\$32.5453	\$34.5233	\$36.8311	\$38.7857	\$40.9759
C-4	\$34.5233	\$36.8311	\$38.7857	\$40.9759	\$43.0247
C-5		\$38.7857	\$40.9759	\$43.0247	\$43.9667
C-6			\$43.0247	\$43.9667	\$47.4756
C-7				\$47.4756	\$49.5009
C-8					\$51.5733

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%	\$1,184.99	\$75,246.93
12	3.20%	\$2,369.98	\$76,431.92
13	4.80%	\$3,554.97	\$77,616.91
14	6.40%	\$4,739.96	\$78,801.90
15	8.00%	\$5,924.96	\$79,986.90

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

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026

5.5% increase effective 7/1/2025

Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

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	\$59,152.62	\$63,676.48	\$67,954.59	\$72,084.65	\$76,903.34
C-2	\$63,676.48	\$67,954.59	\$72,084.65	\$76,903.34	\$80,984.54
C-3	\$67,954.59	\$72,084.65	\$76,903.34	\$80,984.54	\$85,557.68
C-4	\$72,084.65	\$76,903.34	\$80,984.54	\$85,557.68	\$89,835.57
C-5		\$80,984.54	\$85,557.68	\$89,835.57	\$91,802.47
C-6			\$89,835.57	\$91,802.47	\$99,129.05
C-7				\$99,129.05	\$103,357.88
C-8					\$107,685.05

FRESNO UNIFIED SCHOOL DISTRICT

Basic-Hourly Rate Salary Schedule 2025-2026

Effective July 1, 2025

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	\$28.3298	\$30.4964	\$32.5453	\$34.5233	\$36.8311
C-2	\$30.4964	\$32.5453	\$34.5233	\$36.8311	\$38.7857
C-3	\$32.5453	\$34.5233	\$36.8311	\$38.7857	\$40.9759
C-4	\$34.5233	\$36.8311	\$38.7857	\$40.9759	\$43.0247
C-5		\$38.7857	\$40.9759	\$43.0247	\$43.9667
C-6			\$43.0247	\$43.9667	\$47.4756
C-7				\$47.4756	\$49.5009
C-8					\$51.5733

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%	\$1,586.06	\$100,715.12
12	3.20%	\$3,172.13	\$102,301.18
13	4.80%	\$4,758.19	\$103,887.25
14	6.40%	\$6,344.26	\$105,473.31
15	8.00%	\$7,930.32	\$107,059.38

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

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year.

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

Year 2025-2026
5.5% increase effective 7/1/2025
Board approved Pending

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

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule D: Adult Education 185 & 215 Duty Days

Hourly Rates

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	55.0198	1.00	56.6704	1.03	58.321	1.06
2	56.6704	1.03	58.321	1.06	59.9716	1.09
3	58.321	1.06	59.9716	1.09	61.6222	1.12
4	59.9716	1.09	61.6222	1.12	63.2728	1.15
5	61.6222	1.12	63.2728	1.15	64.9234	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	440.16	1.00	453.36	1.03	466.57	1.06
2	453.36	1.03	466.57	1.06	479.77	1.09
3	466.57	1.06	479.77	1.09	492.98	1.12
4	479.77	1.09	492.98	1.12	506.18	1.15
5	492.98	1.12	506.18	1.15	519.39	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 semester 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.

Career Increment of 1.6% each year from the 11th to the 15th year to a total of 8% at the 15th year and thereafter.

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule D: Adult Education 215 Duty Days, and NONWORK Hourly

Hourly Rates

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	62.8794	1.00	64.7658	1.03	66.6522	1.06
2	64.7658	1.03	66.6522	1.06	68.5385	1.09
3	66.6522	1.06	68.5385	1.09	70.4249	1.12
4	68.5385	1.09	70.4249	1.12	72.3113	1.15
5	70.4249	1.12	72.3113	1.15	74.1977	1.18

Daily Rates (8 hours)

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	503.04	1.00	518.13	1.03	533.22	1.06
2	518.13	1.03	533.22	1.06	548.31	1.09
3	533.22	1.06	548.31	1.09	563.40	1.12
4	548.31	1.09	563.40	1.12	578.49	1.15
5	563.40	1.12	578.49	1.15	593.58	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 semester 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.

Career Increment of 1.6% each year from the 11th to the 15th year to a total of 8% at the 15th year and thereafter.

FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2025-2026

Effective July 1, 2025

Schedule R: Pre-Kindergarten Teachers 183* Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (R01) Semester Units Less than 60 Units	Class II (R02) Semester Units 60-89 Units	Class III (R03) Semester Units 90 Units No Degree	Class IV (R04) Semester Units BA w/o Credential	Class V (R05) Semester Units BA with Credential
R-1	\$41,474.83	\$44,646.73	\$47,646.32	\$50,542.11	\$53,920.73
R-2	\$44,646.73	\$47,646.32	\$50,542.11	\$53,920.73	\$56,782.26
R-3	\$47,646.32	\$50,542.11	\$53,920.73	\$56,782.26	\$59,988.72
R-4	\$50,542.11	\$53,920.73	\$56,782.26	\$59,988.72	\$62,988.16
R-5		\$56,782.26	\$59,988.72	\$62,988.16	\$64,367.25
R-6			\$62,988.16	\$64,367.25	\$69,504.28
R-7				\$69,504.28	\$72,469.32
R-8					\$75,503.31

FRESNO UNIFIED SCHOOL DISTRICT

Basic Hourly Rate Salary Schedule 2025-2026

Effective July 1, 2025

Schedule R: Pre-Kindergarten Teachers 183* Duty Days (8 work hours)

PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (R01) Semester Units Less than 60 Units	Class II (R02) Semester Units 60-89 Units	Class III (R03) Semester Units 90 Units No Degree	Class IV (R04) Semester Units BA w/o Credential	Class V (R05) Semester Units BA with Credential
R-1	\$28.3298	\$30.4964	\$32.5453	\$34.5233	\$36.8311
R-2	\$30.4964	\$32.5453	\$34.5233	\$36.8311	\$38.7857
R-3	\$32.5453	\$34.5233	\$36.8311	\$38.7857	\$40.9759
R-4	\$34.5233	\$36.8311	\$38.7857	\$40.9759	\$43.0247
R-5		\$38.7857	\$40.9759	\$43.0247	\$43.9667
R-6			\$43.0247	\$43.9667	\$47.4756
R-7				\$47.4756	\$49.5009
R-8					\$51.5733

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 eight (8) 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%	\$1,112.07	\$70,616.35
12	3.20%	\$2,224.14	\$71,728.42
13	4.80%	\$3,336.21	\$72,840.48
14	6.40%	\$4,448.27	\$73,952.55
15	8.00%	\$5,560.34	\$75,064.62

YRS OF SERVICE	CAREER INCREMENT AMOUNT
21-25	\$5,000
26+	\$10,000

**SUPPLEMENTAL SERVICE CONTRACTS
IDENTIFIED SERVICES AND RATES OF PAY**

CERTIFICATED SERVICES	PAY RATE
Teacher/Presenter/Tutor	\$48.30/Hr
Summer School Teacher	Per Diem
Student Engagement Elementary	\$48.30/Hr
Student Engagement Secondary	\$48.30/Hr

EXTRA CURRICULAR	PAY RATE
Band Assistants	\$20.28/Hr
Equipment Maintenance	\$400.00/Yr
Game Management	\$16.50/Hr (Minimum Wage)
Licensed Vocational Nurse LVN	\$34.10/Hr (G46)

CLASSIFIED SERVICES	PAY RATE
Classified Support (AVID TUTORS)	\$16.50/Hr (Minimum Wage)
Community Education Teacher (may be non-credentialed)	\$19.91/Hr
Professional Instructor (non-credentialed/expert in field)	\$19.91/Hr
Babysitter (use Object #2960)	\$16.50/Hr (Minimum Wage)
Sign Language/Cues Speech Interpreter	\$16.50/Hr (Minimum Wage)
Translator	\$19.74/Hr (G24)

Drama/Plays (with or without students)	PAY RATE
Costume 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 2025-2026
Board Approved: Pending

FASTA Rates

<u>Daily Rate</u>	2025-2026
Daily Rate	\$ 211.15
Long-Term Daily Rate	\$ 221.71

<u>Half -Day Rate</u>	2025-2026
Daily Rate	\$ 105.58
Long-Term Daily Rate	\$ 110.86

ADDITIONAL SERVICE PAY SCHEDULE

1. ADDITIONAL SERVICE ASSIGNMENTS

1.1. REGULAR SUMMER SCHOOL SALARY

Starting with regular summer school for the 2025-2026 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, 2025

\$48.30 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 \$48.30 per hour effective July 1, 2025. 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, 2025 effective rate will be \$48.30

ACTIVITY SCHEDULE:

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

2.3

ELEMENTARY ATHLETICS

2.3.1 Employees will be paid \$1,294.83 for each of the following activities:
 The Athletic Stipend contracts are intended as a flexible position to support all athletic coaching needs

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

Cross Country G
Soccer- B

All Sports Coordinator
Soccer- G

Athletic Stipend
Volleyball B

Minecraft

Volleyball G

2.4 ELEMENTARY OUTDOOR EDUCATION CAMP

2.4.1 Employees will be paid **\$196.06** per night effective July 1, 2025 — limit one contract per class.

2.5 ELEMENTARY TRAFFIC PATROL SUPERVISION

Program I	1 1/2 to 2 hours per week	\$1,978.35/Maximum per year
Program II	2 to 2 1/2 hours per week	\$2,368.47/Maximum per year
Program III	2 1/2 to 3 hours per week	\$2,764.78/Maximum per year

4. EXTRA PAY AMOUNTS – MIDDLE SCHOOL ATHLETICS

The Athletic Stipend contracts are intended as a flexible position to support all athletic coaching needs.

ATHLETICS			1 st Year	2 nd Year	3 rd Year	4 th Year
Athletic Stipend	7-8	(3)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Baseball- B	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Baseball- B	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Basketball- B	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Basketball- B	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Basketball- G	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Basketball- G	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Cross Country- B&G	7-8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Football	7-8	(4)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Golf- B&G	7-8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Soccer- B	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Soccer- B	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Soccer- G	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Soccer- G	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86

Softball-G	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Softball-G	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Tennis-B&G	7-8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Track-B&G	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Track-B&G	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Volleyball-B	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Volleyball-B	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Volleyball-G	7	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Volleyball-G	8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Water Polo-B&G	7-8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Wrestling-B&G	7-8	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86

Coed Lifetime Sports	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Athletic Director	(1)	\$4,226.94	\$5,076.12	\$5,919.03	\$6,771.28
Athletic Director -Assistant	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86

STUDENT ACTIVITIES					
Campus Culture Director	(1)	\$4,226.94	\$5,076.12	\$5,919.03	\$6,771.28
Campus Culture Assistant	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Campus Culture Minor Assistant	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94

Pep/Cheer	7-8	(1)	\$3,051.94	\$3,430.85	\$4,057.54	\$4,672.68
Cultural Dancers		(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94

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

5. EXTRA PAY AMOUNTS – MIDDLE SCHOOL ACTIVITIES

DEPARTMENT CHAIRS					
Language Arts	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
Math	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
Physical Education	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
Science	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94

Social Studies	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
Special Education	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94

CLUBS with Competitions/Productions (See list of academic clubs below)

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/productions 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)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
History Day	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
Math Competition	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Music	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
Science Fair	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Spelling Bee	(1)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
Technology Competition	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86
Other Academic Competitions	(2)	\$1,782.90	\$2,140.14	\$2,531.80	\$2,910.94
eSports	(1)	\$3,051.94	\$3,722.47	\$4,402.44	\$5,069.86

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

6. EXTRA PAY AMOUNTS – HIGH SCHOOL ATHLETICS

The Athletic Stipend contracts are intended as a flexible position to support all athletic coaching needs.

ATHLETICS		1 st Year	2 nd Year	3 rd Year	4 th Year
Athletic Director	(1)	\$6,320.06	\$ 7,169.24	\$ 8,012.13	\$ 8,870.67
Athletic Director-Assistant	(1)	\$5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Athletic Stipend	(5)	\$3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Badminton – G Head	(1)	\$5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Badminton – G Assistant V.	(1)	\$3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Baseball – Head	(1)	\$5,683.98	\$ 6,526.88	\$ 7,372.93	\$ 8,209.52
Baseball- Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Baseball- J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Baseball- Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Basketball- B Head	(1)	\$ 5,683.98	\$ 6,526.88	\$ 7,372.93	\$ 8,209.52
Basketball- B Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Basketball- B J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06

Basketball- B Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Basketball- G Head	(1)	\$ 5,683.98	\$ 6,526.88	\$ 7,372.93	\$ 8,209.52
Basketball- G Assistant V	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Basketball- G J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Basketball- G Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Competitive Sport Cheer-G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Cross Country- B Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Cross Country- G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Cross Country- B & G Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Football – Head	(1)	\$ 6,320.06	\$ 7,169.24	\$ 8,012.13	\$ 8,870.67
Football – Assistants	(8)	\$ 4,841.10	\$ 5,683.98	\$ 6,526.88	\$ 7,372.93
Football – Frosh	(2)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Golf – B Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Golf – G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Lacrosse – G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Lacrosse – G Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Soccer-B-Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Soccer-B Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Soccer-B J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Soccer-B Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Soccer-G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Soccer-G Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Soccer-G J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Soccer-G Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Softball-G Head	(1)	\$ 5,683.98	\$ 6,526.88	\$ 7,372.93	\$ 8,209.52
Softball-G Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Softball-G J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06

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

7. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

ATHLETICS		1 st Year	2 nd Year	3 rd Year	4 th Year
Softball- G Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Swimming- B Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Swimming-G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Swimming-Assistant J.V. or Diving	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Tennis-B Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Tennis-G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Tennis- B Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Tennis-G Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Track-B Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Track-G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Track Assistant	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Track-Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Unified Sport-Basketball (SPED/Gen Ed)	(2)	\$ 1,695.16	\$ 2,115.05	\$ 2,528.67	\$ 2,945.39
United Sport-Soccer (SPED/Gen Ed)	(2)	\$ 1,695.16	\$ 2,115.05	\$ 2,528.67	\$ 2,945.39
Unified Sport-Track (SPED/Gen Ed)	(2)	\$ 1,695.16	\$ 2,115.05	\$ 2,528.67	\$ 2,945.39
Volleyball-G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Volleyball-G Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Volleyball-G J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Volleyball-G Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Volleyball-B Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Volleyball-B Assistant V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Volleyball-B J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Volleyball-B Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Water Polo-B Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Water Polo-B J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Water Polo-G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Water Polo-G J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Wrestling-Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85

Wrestling-J.V.	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Wrestling- G Head	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Wrestling- G J.V.	(1)	\$3,791.41	\$ 4,640.59	\$5,477.18	\$ 6,320.06
Wrestling-Frosh	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06

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

8. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

BAND		1 st Year	2 nd Year	3 rd Year	4 th Year
Band Director	(1)	\$ 4,906.31	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Band Assistant	(1)	\$ 4,084.55	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61
Band Specialty	(2)	\$ 3,669.11	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06

ORCHESTRA					
Orchestra	(1)	\$ 3,384.10	\$ 4,220.69	\$ 5,069.86	\$ 5,477.18

CADETS	(2)				
A Activities		\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
B Activities		\$ 3,384.10	\$ 4,220.69	\$ 5,069.86	\$ 5,477.18
C Activities		\$1,278.43	\$1,695.16	\$2,115.05	\$2,528.67

CLASS SPONSORS					
Freshman Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81
Sophomore Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81
Junior Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81
Senior Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81

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

DEPARTMENT CHAIRS					
Art	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
Career Technical Education	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
World Language	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
Language Arts	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Mathematics	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Music	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
Physical Education	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
Science** (if only one Science Chair) OR	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29

**Natural Science (see asterisk if 2 Science Chairs)	OR (1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
**Physical Science (see asterisk if 2 Science Chairs)	OR (1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
Social Science	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Special Education	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53

*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.

9. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

DRAMA FORENSICS		1st Year	2nd Year	3rd Year	4th Year
Drama-Head	(1)	\$ 4,220.69	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61
Drama-Assistant	(1)	\$ 2,945.39	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18
Forensics-Head	(1)	\$ 4,220.69	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61
Forensics-Assistant	(1)	\$ 2,945.39	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18

PEP GROUPS					
Pep/Cheer Head	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Pep/Cheer Assistant V.	(1)	\$ 1,905.12	\$ 2,744.86	\$ 3,114.60	\$ 3,935.56
Pep/Cheer J.V.	(1)	\$ 1,905.12	\$ 2,744.86	\$ 3,114.60	\$ 3,935.57
Pep/Cheer Frosh	(1)	\$ 1,695.16	\$ 2,115.05	\$ 2,528.67	\$ 2,945.39

PUBLICATIONS					
Publication/Media	(1)	\$ 4,220.69	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61
Yearbook	(1)	\$ 4,220.69	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61

VOCAL MUSIC					
Vocal Music Head	(1)	\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
Vocal Music Assistant	(1)	\$ 3,384.09	\$ 4,220.68	\$ 5,069.85	\$ 5,477.17

STUDENT ACTIVITIES and Competitions					
Campus Culture Director	(1)	\$ 6,320.06	\$ 7,169.24	\$ 8,012.12	\$ 8,870.67
Campus Culture Assistant	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Campus Culture Minor Asst	(1)	\$ 1,779.79	\$ 2,136.98	\$ 2,528.66	\$ 2,904.65
Cultural Dancers	(1)	\$ 1,905.12	\$ 2,744.86	\$ 3,114.60	\$ 3,935.57
Mariachi	(1)	\$ 1,905.12	\$ 2,744.86	\$ 3,114.60	\$ 3,935.57
eSports	(1)	\$ 3,051.94	\$ 3,722.47	\$ 4,402.44	\$ 5,069.86
Drone - Drift	(1)	\$ 3,051.94	\$ 3,722.47	\$ 4,402.44	\$ 5,069.86
Robotics (Club Red)	(1)	\$ 3,051.94	\$ 3,722.47	\$ 4,402.44	\$ 5,069.86
Rock Climbing	(1)	\$ 1,905.12	\$ 2,744.86	\$ 3,114.60	\$ 3,935.57

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

10. EXTRA PAY AMOUNTS – HIGH SCHOOL ACTIVITIES

ACADEMIC CLUBS (See list of academic clubs below)

ACADEMIC CLUBS	(7)	\$ 3,051.94	\$ 3,722.47	\$ 4,402.44	\$ 5,069.86
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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
HOSA
Junior Engineering & Technical Society (JETS)
Math Competition

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

Other Club

Marimba Dancers (Roosevelt Only)		\$ 1,905.12	\$ 2,287.39	\$ 2,657.13	\$ 3,048.82
Ski/Snowboarding (Grades 9-12)		\$ 3,423.66	\$ 4,175.85	\$ 4,938.61	\$ 5,687.32

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)	\$ 3,045.69	\$ 3,716.22	\$ 4,393.03	\$ 5,060.44

CLASS SPONSORS

Freshman Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81
Sophomore Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81
Junior Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81
Senior Class**	(1)	\$ 3,807.09	\$ 4,559.10	\$ 5,333.06	\$ 6,078.81

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

STUDENT ACTIVITIES and Competitions

Campus Culture Director	(1)	\$ 6,320.06	\$ 7,169.24	\$ 8,012.13	\$ 8,870.67
Campus Culture Assistant	(1)	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61	\$ 7,582.85
Campus Culture Minor Asst	(1)	\$ 1,779.79	\$ 2,136.98	\$ 2,528.66	\$ 2,904.65

DEPARTMENT CHAIRSPERSON

Career Technical Education	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
World Language	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Health Science/Medical	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
Language Arts	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Mathematics	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Physical Education	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53
Science	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Social Science	(1)	\$ 5,016.59	\$ 5,474.06	\$ 5,940.95	\$ 6,395.29
Special Education	(1)	\$ 3,807.09	\$ 4,179.95	\$ 4,559.10	\$ 4,944.53

FORENSICS

Forensics-Head	(1)	\$ 4,220.69	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61
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PUBLICATIONS

Publication/Media	(1)	\$ 4,220.69	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61
Yearbook	(1)	\$ 4,220.69	\$ 5,069.86	\$ 5,909.59	\$ 6,755.61

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

5. **EXTRA PAY AMOUNTS –continued – SPECIALTY SCHOOLS**

HIGH SCHOOL ACTIVITIES

		1 st Year	2 nd Year	3 rd Year	4 th Year
ACADEMIC CLUBS AND COMPETITIONS (See list below)	(8)	\$ 3,051.94	\$ 3,722.47	\$ 4,402.44	\$ 5,069.86

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
eSport
Future Business Leaders of America
Future Farmers of America
HOSA
Junior Engineering & Technical Society (JETS)
Math, Engineering, Science Association (MESA)
Model U.N. Program
Mock Trial
Science Fair
Skills USA
Vocational Industrial Clubs of America

		1 st Year	2 nd Year	3 rd Year	4 th Year
CADETS	(2)				
A Activities		\$ 3,791.41	\$ 4,640.59	\$ 5,477.18	\$ 6,320.06
B Activities		\$ 2,519.25	\$ 3,384.10	\$ 4,220.69	\$ 5,069.86
C Activities		\$ 1,278.43	\$ 1,695.16	\$ 2,115.05	\$ 2,528.67

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

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve Revised Job Description for Chief Academic Officer, Designation as Certificated Management, Non-Exempt

ITEM DESCRIPTION: Included in the Board material is the revised job description for Chief Academic Officer which reflects alignment with the District goals and guardrails and is consistent with current duties and expectations for the Chief Academic Officer. This position is designated Certificated Management, non-exempt and placed on E-34 of the Certificated Management Salary Schedule.

FINANCIAL SUMMARY: Sufficient funds are available in the School Leadership budget.

PREPARED BY: Manjit Atwal

DIVISION: Human Resources/Labor Relations

CABINET APPROVAL PHONE: (559) 457-3713

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



FRESNO UNIFIED SCHOOL DISTRICT
Position Description

TITLE: Chief Academic Officer **REPORTS TO:** Superintendent

DEPARTMENT: School Leadership **CLASSIFICATION:** Certificated Management

FLSA: Exempt **WORK YEAR:** Varies

BOARD APPROVAL: **SALARY:** E-34/Certificated Management Salary
~~–Negotiable~~

BASIC FUNCTION:

Accountable for improving student achievement for all students with special attention on English Learners and Special Education students through the effective management of assigned areas; plan, organize, control and direct the academic programs of the District to provide timely delivery of high quality learning options and a variety of activities to ensure students stay in school on target to graduate; develop, implement and monitor processes for compliance, quality and fiscal accountability; supervise and evaluate the performance of assigned personnel and provide clear, constructive feedback to improve staff effectiveness.

REPRESENTATIVE DUTIES: (Incumbents 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 associated with this classification, but is intended to accurately reflect the principal job elements.)

Accountable for improving student achievement for all students with special attention on improving student achievement of English Learners and Special Education Students. *E*

Plan, organize, control and direct the academic programs of the District for timely delivery of ~~high-quality~~ high-quality services to schools, site leaders, staff, families and community members in support of students learning at grade level and beyond. *E*

Secure funding for programs in order to continue or expand practices proven to raise student achievement; allocate baseline and categorical funds to sites and departments to ensure appropriate distribution of resources to support students and sites to accomplish stated goals. *E*

Develop, implement and monitor processes for compliance, quality and fiscal accountability including Academic Return on Investment (AROI). *E*

Support ~~Assistant~~ Instructional Superintendents and ~~sschool~~ ~~ssite~~ Leaders by providing accurate and timely information regarding state and federal legislation. *E*

Supervise and evaluate the performance of assigned personnel on a regular basis and provide constructive feedback to improve staff effectiveness; interview and select highly qualified employees and recommend transfers, reassignment, termination and disciplinary actions; plan, coordinate and arrange for appropriate training of staff in support of professional

learning. *E*

Advise and consult personnel, site staff and advisory groups in the development and implementation of curricular programs and budget. *E*

Serve as legislative liaison at State and federal levels; attend meetings and prepare agendas. *E*

Develop and prepare budgets for various programs; analyze and review budgetary and financial data to ensure accuracy and appropriate allocation of resources; monitor and authorize expenditures in accordance with established guidelines to ensure the financial stability of the District; develop budget schedules and processes for sites and departments. *E*

Collaborate and communicate with other administrators, District personnel and contractors to coordinate activities and programs, resolve issues and conflicts and exchange information; provide technical expertise regarding academic curricula, student intervention programs, and school leadership to ensure the viable operations of District school sites, formulate and develop policies and procedures. *E*

Provide oversight of the district goals and guardrails associated with the Instructional Division. *E*

Develop and implement effective ~~long and short-term plans and activities to assist each student to learn at grade level and beyond~~ initiatives to support the interim goals and guardrails. *E*

Routinely monitor the academic development of the District and its sites and programs; set targets for student success utilizing relevant data. *E*

Direct the preparation and maintenance of a variety of narrative and statistical reports, records and files with special attention to comprehensive student academic results from multiple measures to assist all students achieve their personal best. *E*

Attend Board meetings; prepare, and present agendas and reports to the Board as requested by the Superintendent; interpret financial impact of proposals as necessary. *E*

Keep abreast of developments and innovations in the field of education by reading current literature, attending professional association meetings, and by discussing developments and issues of mutual interest with others in the specific assigned field. *E*

Establish and lead interdepartmental teams to address complex district issues; create and maintain a culture of collaboration and continuous improvement among departments, sites and outside to assist each student to stay in school on target to graduate. *E*

Serve as a member of the Superintendent's ~~Council~~ Instructional Cabinet. *E*

Perform related duties as assigned by Superintendent or designee.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: bachelor's degree and five years increasingly responsible supervisory experience and three years teaching experience.

LICENSES AND OTHER REQUIREMENTS:

Valid Class C California driver's license; valid Administrative Services Credential and/or Teacher's Credential.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Planning, organization and direction of the academic and categorical programs of the District.
Budget preparation and control.
Operation of a computer to enter data, maintain records and generate reports.
Oral and written communication skills.
Principles and practices of management.
Labor Relations law and employee contracts.
Operational needs of schools and school districts.
Current educational principles and practices proven to raise student achievement.
School plant operations and appropriate supportive services required to assure operational effectiveness.
Interpersonal skills using tact, patience and courtesy.
Applicable laws, codes, regulations, policies and procedures.
Policies, objectives and terminology of assigned programs.
Instructional programs at all levels.
District organization, operations, policies, objectives and goals.

ABILITY TO:

Plan, organize and administer the academic and categorical programs of the District.
Secure funding of programs and allocate funds to sites and departments.
Communicate options and limitations of funding and program development.
Communicate, understand and follow both oral and written directions.
Interpret, comprehend, apply and explain rules, regulations, policies and procedures and legislation.
Analyze situations and legislation accurately and adopt an effective course of action.
Work independently with little direction.
Plan and organize work to meet schedules and timelines.
Prepare comprehensive narrative and statistical reports.
Supervise and evaluate the performance of assigned staff.
Perform quality checks and set targets for student success based upon relevant data.

Build, develop and maintain high quality talent to lead schools and departments.
Develop and execute strategic plans for a large multifaceted organization.
Blend analysis, knowledge, and insight to effectively assess and employ information to enhance personal and organizational performance.
Create competitive and breakthrough strategies and plans to take full advantage of the changing environment.
Dispense corrective feedback in a manner that inspires accountability among colleagues and direct reports.
Attend District program meetings which may be held at different sites.
Work collaboratively and build positive relationships with a diverse group of stakeholders.
Demonstrate leadership to all stakeholders by inspiring and motivating others to reach a common goal.
Translate theory into action.
Remain current on trends and development in the education field.
Demonstrate loyalty and high ethical standards.
Focus and appropriately allocate resources toward identified goals.
Manage change and design an effective system of reporting progress and monitoring results.
Negotiate skillfully in difficult situations and create solutions to promote compromise.
Think outside the box and develop new methods or solutions inspiring others to reach a common goal.
Learn new or updated computer systems and/or software programs to apply to current work.
Exercise judgment and discretion in interpreting and applying policies and legislation.
Communicate using patience and courtesy in a manner that reflects positively on the organization.
Actively participate in meeting District goals and outcomes.
Apply integrity and trust in all situations.

WORKING CONDITIONS:**ENVIRONMENT:**

Travel, office environment; driving a vehicle to conduct work. eOccasional contact with dissatisfied individuals; fast-paced work, constant interruptions.

PHYSICAL ABILITIES:

With reasonable accommodations, if necessary, sitting or standing for extended periods of time; hearing and speaking to exchange information and make presentations; dexterity to operate a computer keyboard; seeing to read and write reports; reaching overhead, above the shoulders and horizontally, kneeling, crouching or bending at the waist to retrieve supplies and other materials.

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
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Approve Retiree Contract for Olivia Dominguez for the 2025/26 School Year

ITEM DESCRIPTION: Included in the Board material is a Certificated Retiree Contract between Fresno Unified School District and Olivia Dominguez. Mrs. Dominguez will provide services as a certificated tutor at Kirk Elementary School.

During the 2024/25 school year, Mrs. Dominguez provided individual and small group instructional support and interventions for Tier Two and Tier Three English Language Development (ELD) students. Mrs. Dominguez supported 30 ELD students in preparation for the English Language Proficiency Assessment for California (ELPAC), in which 90% became Reclassified Fluent English Proficient (R-FEP).

Kirk Elementary anticipates serving 31 Tier Two and Tier Three ELD students during the 2025/26 school year and, as a result of the services provided by Mrs. Dominguez, the expectation is that 93% of the students will become R-FEP by June 2026.

FINANCIAL SUMMARY: Sufficient funds in the amount of \$55,004 are available in the Kirk Elementary School budget.

PREPARED BY: Marie Williams, Ed.D.

DIVISION: Instructional Division

CABINET APPROVAL PHONE: (559) 457-3750

CABINET APPROVAL: Chief Academic Officer, Carlos Castillo, Ed.D. 
Carlos Castillo (July 23, 2025 09:49:19 PDT)

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

1. School Site: Kirk Elementary
2. Administrator: Kevin Her Telephone: 559-457-2980
3. Retiree: Olivia Dominguez
4. Term: August 18, 2025 Through: June 11, 2026
5. Budget: 030-7090-0280-1110-1000-1110 (56%) /030-7091-0270-4760-1000-1110 (44%)
6. Contract Amount: \$55,004
7. Scope of Work Summary: As a certificated tutor, provide Tier 2 and 3 small group and individual support/instruction during reading and English Language Development (ELD) intervention. Support ELPAC assessments, student prep, and EL student reclassification instruction.
8. Expected Results/Student Outcome: Students will improve at least one grade level a year in reading and EL students will be on track for reclassification and be reclassified.
9. Date item is to appear on Board of Education Agenda: August 13, 2025
(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:	Olivia Dominguez	Retiree I.D. Number:	1012252
Department:	Kirk Elementary	Department Number:	0270
Position Title:	Certificated Tutor	Hourly/Daily Rate of Pay:	71.0245
Contract Period:	August 18, 2025 – June 11, 2026	Contract Salary Not to Exceed:	\$55,004
Budget Number:	030-7090-0270-1110-1000-1110 (56%) 030-7091-0270-4160-1000-1110 (44%)	School Site Plan:	G1A2, G1A3
Funding Source:	LCFF Supp. And Con./ LCFF for EL	During this fiscal year, have you signed any other retiree contracts?	No

Olivia Dominguez ("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 August 18, 2025, through June 11, 2026, or earlier if any of the following occur:

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;

- a. Notification by the District that Retiree's services are no longer needed; or
 - b. 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.

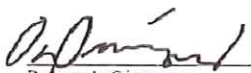
5. Credential(s) Held: By accepting this offer Retiree represents that he/she processes a credential(s) authorizing service in California Schools and that Retiree has registered the credential(s) with the Fresno County Superintendent of Schools.

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.


Retiree's Signature

Date 6/5/25

Funding Source Signature
(Office of State & Federal)

Date _____


Kevin Her (Jun 5, 2025 09:59 PDT)

Principal/Department Head Signature

Date 06/05/25


Matt Ward

Instructional Superintendent or Designee

Date 6/30/2025


Marie Williams, Ed.D.

Lead-Instructional Superintendent

Date 07/16/2025


Chief Academic Officer or Designee
(that oversee above Mentioned Program)

Date _____


Tyler Seib

Director, Human Resources

Date 7/18/2025

Board Approval Date _____ Item# _____

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: RATIFY

TITLE AND SUBJECT: Ratify Agreement with Shoulet Blunt LLC

ITEM DESCRIPTION: Included in the Board materials is an agreement with Shoulet Blunt LLC for a Workforce Essentials subscription, which will serve up to 5,000 learners. The agreement provides access to over 24 digital employability lessons, facilitator tools, onboarding support, and an employability skills assessment. It also includes the creation of a custom multilingual orientation video in English, Spanish, and Hmong designed to align with Fresno Adult School's programs and objectives.

This item is being presented for ratification due to unanticipated delays in obtaining the necessary signatures, which affected its inclusion in the June contract bundle for prior approval.

FINANCIAL SUMMARY: Sufficient funds in the amount of \$100,000 are available in the CalWORKs for Adult Education budget.

PREPARED BY: Marie Williams, Ed.D.

DIVISION: Instructional Division

CABINET APPROVAL PHONE: (559) 457-3750

CABINET APPROVAL: Chief Academic Officer, Carlos Castillo, Ed.D. 
Carlos Castillo (Aug 27, 2025 11:14:17 PDT)

Contract Routing Form

Contract Attached

Contract Number: 247640

Federal Funding Will Not Be Used

Shoulet Blunt Llc

Vendor Name

6216 N. Constellation Ave , Clovis, Ca, 93619

Address

559-313-1331

Phone Number

Edgar Blunt

Vendor Contact

Term (Duration) From: 7/1/2025

Through: 6/30/2026

FUSD Contract Administrator:

Rachael.Maciel@fresnounified.org

Name

Cesar Chavez Adult School

Site/Dept

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

110 6371 0705 5899 4110 2700

Contract Amount: \$100,000.00

Estimated

Scope of Work Summary: Fresno Adult School Has A One-Year Contract With Imago At A Cost Of \$100,000.00 Per Year, Servicing 5,000 Students Annually. As Part Of Our Enrollment Process, Imago Is Developing A Custom Orientation Video In Three Languages—English, Spanish, And Hmong. The Content Is Tailored To Fresno Adult School’S Programs, Goals And Captures Current Best Practices To Support Student Success.

FUSD contract administrator acknowledges all individuals providing services under this contract are in compliance with the requirements of the “Michelle Montoya” Act, as required therein. No, this is not applicable to the scope of work

Routing Order:

1) Reviewed & approved by **Department:**

Rachael Maciel

2) Reviewed & approved by **Cabinet Level:**

Marie Williams

Carlos Castillo

3) Reviewed & approved by **Risk Management:**

[Signature]

4) Reviewed & approved by **Chief Financial Officer:**

Please return signed agreement back to (name/email) : *Tracy.Moua@Fresnounified.Org*

Routing:BOE Board Date(if applicable): 6/18/2025

II. Academic Return on Investment

<i>Situation</i>	<i>Inputs</i>	<i>Outputs</i>		<i>Outcomes</i> (Must be measurable)		
<i>Problem and Need</i>	<i>Investments</i> (e.g., equipment, funds, product, services, staff)	<i>Activities</i>	<i>Participants</i>	<i>Short-term</i> (Learning)	<i>Mid-term</i> (Change in Behavior or Performance)	<i>Long-term</i> (Change in Condition)
		<i>What we do</i>	<i>Who we reach</i>	<i>Expect to see</i>	<i>Want to see</i>	<i>Hope to see</i>
Fresno Adult School currently has a high percentage (42%) of enrolled students with fewer than 12 instructional hours, as reported in our quarterly data. This negatively impacts student persistence, funding eligibility, and program outcomes. Additionally, the current orientation process lacks consistency, language accessibility, and scalability, making it difficult to ensure all students are fully informed and engaged from the start.	Fresno Adult School has entered into a one-year contract with IMAGO, valued at \$100,000, to serve 5,000 students annually. IMAGO will develop a customized, multilingual orientation video (English, Spanish, and Hmong) tailored to Fresno Adult School's programs and designed to reflect current best practices in adult education and student engagement.	• Development of a professional, culturally responsive orientation video in three languages. • Integration of the orientation into the student enrollment process. • Coordination with staff to support in-person orientation sessions using the IMAGO video as a consistent tool. • Ongoing analysis and adjustment of orientation practices based on student feedback and performance data.	• 5,000 adult students annually, across ABE, HSD, HSE, and ESL programs. • Enrollment and intake staff. • Program coordinators and instructional teams.	Goal: Successfully implement the orientation video in all three languages into the in-person enrollment process. Expected Outcomes: • All new students receive a consistent orientation experience. • Orientation participation is tracked through sign-in or digital confirmation. Monitoring: • Implementation checklist. • Student orientation completion logs.	Goal: Reduce the percentage of students with fewer than 12 instructional hours from 42% to below 25%. Expected Outcomes: • Improved student understanding of program expectations. • Increased instructional hour engagement early in the quarter. Monitoring: • Quarterly report comparisons of <12-hour enrollment data. • Student surveys on orientation clarity and helpfulness.	Goal: Reduce the percentage of students with fewer than 12 hours to under 10%. Expected Outcomes: • Increased student persistence and retention. • Improved outcomes in academic progress and goal achievement. Monitoring: • Continued quarterly data reviews. • Data comparison to baseline year (before IMAGO implementation). • Program-wide analysis to assess correlation between orientation participation and student success metrics.

II. Academic Return on Investment

- CONFIDENTIAL -

BUILDING BETTER HUMANS TOGETHER

Proposal 1356B, prepared on **May 27, 2025** for

Fresno Adult School

I M Δ G O

WORKFORCE ESSENTIALS SUBSCRIPTION: (5,000 learners)

Imago works shoulder to shoulder with your team on best practices to ensure successful integration and greatest impact.

- 24+ digital lessons focused on employability skills
- Tailored facilitator guides & reinforcement learning tools
- Unlimited facilitator accounts
- Onboarding and platform training
- Support: telephone, email & text messaging (6am - 5pm Pacific Standard Time)

Topics included this Library:

Communication:

- Feedback
- How to Contribute
- Verbal Communication
- Written Communication
- Facilitation
- Meeting Participation

Teamwork:

- Adaptability
- Collaboration
- Conflict Resolution
- Empathy
- Respect
- Social Awareness
- Cultural Awareness

Professionalism:

- Appearance & Hygiene
- Customer Service
- Eye contact & Handshake
- Punctuality
- Self-management
- Work Ethic
- Prioritization

Problem solving:

- Identifying Problems
- Problem Solving Process
- Stress Management
- Creative Thinking
- Data
- Decision Making

Initiative:

- Leadership
- Lifelong Learning
- Proactive
- Self-Awareness

WORKFORCE READINESS ASSESSMENT: (5,000 learners)

In addition to our digital lessons, Workforce Essentials includes a unique Employability Skills Assessment.

- Pre/post assessments to measure progress and overall readiness
- Engages learner through *contextual and real-life scenarios*
- Gauges comprehension and ability to apply skills
- Tailored feedback on strengths and areas for improvement
- Individually customized lesson plans to address specific needs

CUSTOM CONTENT SERVICES (*Orientation Video in three languages: English, Spanish, Hmong*)

Content tailored to organizational goals and captures current organizational best practices. This process generates greater teacher confidence and impact for learners. It is a collaborative design process that includes:

- Universal design for learning
- Research and scripting
- Visual designs
- Closed captioning and bilingual options
- Depth of knowledge 1-4 study guides
- Planning sessions
- Videography
- Representative talent selection
- Customer feedback and approvals
- Tailored facilitator guides

Contract Term: July 1, 2025 - June, 30 2026

Total Investment: \$100,000

Who Is IMAGO?

Imago is a mission-driven human development company that goes beyond traditional methods, aiming to equip individuals with essential life skills for success in both personal and professional realms. Our vision is to address skills gaps in workforce and human development with the ultimate goal of building better humans. More than a curricula platform or professional training organization, Imago is a team of lifelong learners, shenanigans and creators passionate about embedding emotional and social competencies into all aspects of life. We empower individuals with the skills they need to thrive in a rapidly changing world.

Our solutions emphasizes real-world application, ensuring learners grasp foundational concepts and develop practical skills. We offer three main services: digital curriculum, professional training workshops and content creation. First, our digital lessons focus on three primary areas- career exploration, employability skills, and emotional intelligence competencies. Over 250+ lessons are complete with study guides and learner activities allow educators, trainers, or mentors to quickly implement into their program. Alongside our curricula, IMAGO delivers professional leadership training. We help leaders better address challenges in communication and collaboration. Our workshops are highly interactive, energetic, and engaging. Beyond that, you can expect attendees to walk away with new mindsets and tools to apply immediately.

We also create original content and co-create alongside our partners. Imago lessons are unlike the typical paper, workbook or digital powerpoint offerings. We are a production company with a fully equipped in-house studio and employ professional script writers, audio/visual specialists, artists and actors.. The result is current content that is not only enjoyable to watch, relevant and relatable, but impactful towards creating awareness, generating insight, and changing behaviors. We want to partner, not just be a vendor. We measure our success by the number of humans we can positively impact on a daily basis. This means we have to work in lock steps with our partners to get to the outcomes they are expecting. We are sometimes annoyingly present.

Technical Requirements and Privacy

Curricula is accessible from all major browsers and we have a robust [\(Privacy Policy\)](#).

Signatures

By signing below you agree to the terms contained in this proposal and IMAGO's [Terms & Conditions](#) which can be obtained [here](#). Additionally, by signing you affirm you have the authority to sign this form and thereby bind your organization to the terms of this proposal and IMAGO's [Terms & Conditions](#). IMAGO's acceptance of Partner's order is subject to signature on this proposal by a duly authorized representative of IMAGO.

Fresno Adult School
2500 E Stanislaus St
Fresno, CA 93721

IMAGO
555 W Shaw Avenue, Suite A5
Fresno, CA 93704

Partner

IMAGO

EDGAR BLUNT

Patrick Jensen, Chief Financial Officer

Print Name

Edgar Blunt 05.27.2025

Signature & Date

Signature & Date

- C O N F I D E N T I A L -

Partner



Stacey Sandoval, Executive Director Risk
Management

Jul 8, 2025

Signature & Date

I M Δ G O

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE:08/13/2025

ACTION REQUESTED: RATIFY

TITLE AND SUBJECT: Ratify Memorandum of Understanding with State Center Adult Education Consortium Office

ITEM DESCRIPTION: Included in the Board material is a Memorandum of Understanding (MOU) for Fresno Unified School District Employees, Sherri Watkins and Pang Vangyi, that are on loan to the State Center Adult Education Consortium (SCAEC) Office. These loans are 100% reimbursed to Fresno Unified.

The MOU was received from the vendor on May 29, 2025. There were unexpected delays in obtaining the necessary signatures, which impacted the timeline for submission through the June bundle contracts for approval.

FINANCIAL SUMMARY: Sufficient funds in the amount of \$506,213.40 are available in the Adult Education Consortia budget.

PREPARED BY: Marie Williams, Ed.D.

DIVISION: Instructional Division

CABINET APPROVAL PHONE: 457-3750

CABINET APPROVAL: Chief Academic Officer, Carlos Castillo, Ed.D. 
Carlos Castillo (Jul 23, 2025 10:22:56 PDT)

Contract Routing Form

Contract Attached

Contract Number: 262601

Federal Funding Will Not Be Used

State Center Community College Dist

Vendor Name

559-243-7111

Phone Number

Term (Duration) From: 7/1/2025

FUSD Contract Administrator:

Rachael.Maciel@fresnounified.org

Name

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

Contract Amount: \$506,213.40

1171 Fulton Street , Fresno, Ca, 93721

Address

Dr. David El Fattal

Vendor Contact

Through: 6/30/2026

Cesar Chavez Adult School

Site/Dept

110	9029	0705	2310	4110	2700
110	9029	0705	1210	4110	3130

Authorized as Not to Exceed

Scope of Work Summary: Fresno Unified School District Employees, Sherri Watkins And Pang Vangyi, Are Loaned To The State Center Adult Education Consortium Office. These Loans Are 100% Reimbursed To Fresno Unified. A 10% Cushion Has Been Added To Each Contract To Accommodate Any Changes In Contract.

Contracts Attached: Sherri Watkins - \$275,768.90 / Pang Vangyi - \$230,444.50

Total: \$506,213.40

FUSD contract administrator acknowledges all individuals providing services under this contract are in compliance with the requirements of the "Michelle Montoya" Act, as required therein. No, this is not applicable to the scope of work

Routing Order:

1) Reviewed & approved by **Department:**

Rachael Maciel

2) Reviewed & approved by **Cabinet Level:**

Marie Williams

Carlos Castillo

3) Reviewed & approved by **Risk Management:**

[Signature]

4) Reviewed & approved by **Chief Financial Officer:**

Please return signed agreement back to (name/email) : *Tracy.Moua@Fresnounified.Org*

Routing:BOE Board Date(if applicable): 8/13/2025

Procurement Detail interagency |

**INTER JURISDICTIONAL EXCHANGE AGREEMENT
BETWEEN
FRESNO UNIFIED SCHOOL DISTRICT AND
STATE CENTER COMMUNITY COLLEGE DISTRICT**

This Agreement is entered into by and between Fresno Unified School District (hereinafter referred to as "FUSD") and the State Center Community College District (hereinafter referred to as "State Center"). Upon expiration of the Agreement or in the event this Agreement is otherwise terminated before June 30, 2026, Ms. Vangyi will return to her FUSD position as Counselor or, with Ms. Vangyi's voluntarily written agreement, to an equivalent position for which she is qualified.

1. FUSD hereby agrees to release (exchange) Pang Vangyi to serve on a 100% basis as "Counselor," for the State Center Adult Education Consortium (California Adult Education Program funding according to AB 104 Legislation). Mrs. Vangyi shall serve in such exchange capacity from July 1, 2025, through June 30, 2026.

2. Said "State Center Adult Education Consortium" is funded by the California Adult Education Program according to AB 104 Legislation.

3. Mrs. Vangyi shall continue to receive his/her full salary and benefits paid by FUSD but State Center shall reimburse FUSD for such salary and benefits as paid to Mrs. Vangyi for all services performed for the State Center Adult Education Consortium (California Adult Education Program according to AB 104 Legislation) from July 1, 2025 through June 30, 2026. It is understood that Mrs. Vangyi will remain an employee of FUSD. Mrs. Vangyi will not become an employee of State Center Community College District.

4. State Center shall not be liable to reimburse FUSD for costs in excess of **\$230,444.50** unless and until this Agreement is amended to increase such maximum amount.

The breakdown of said sum for salary and benefits for Pang Vangyi are as follows:

Certificated Pupil Support-Regular	\$168,268.10
State Teacher Retirement-Cert	\$32,139.80
Medicare-Certificated	\$2,388.10
Health Benefits-Certificated	\$18,664.80
Unemployment Insurance-Cert	\$82.50
Workers Compensation-Cert	\$841.50
Retiree Benefits-Certificated	\$5,535.20
Other Insurance	\$2,524.50
Total	\$230,444.50

5. FUSD may invoice State Center at the end of each thirty (30) day period for Mrs. Vangyi services during the term of this Agreement. "State Center" shall make payment to FUSD promptly upon receipt of each invoice. Invoices must reference **Purchase Order No., (to be determined)** and shall be mailed to the following:

State Center Community College District
State Center Adult Education Consortium
1171 Fulton Street
Fresno, California 93721
Attn: Acct Payable

6. Any duties assigned and/or expected of Mrs. Vangyi beyond those which constitute his/her contract time with FUSD shall be time outside of assigned FUSD working hours and shall not constitute any cost to State Center.

7. This Agreement may be terminated by State Center if, for any reason, Mrs. Vangyi should become unable to serve the State Center Adult Education Consortium

Project, or if sufficient funds are not available to continue the project on which Mrs. Vangyi is employed. In the event of such termination, State Center shall continue to reimburse FUSD for that portion of Mrs. Vangyi salary and benefits earned by him/her through the date of termination.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by the duly authorized representatives as of the date of last signature written.

FRESNO UNIFIED
SCHOOL DISTRICT
(FUSD)

STATE CENTER COMMUNITY
COLLEGE DISTRICT
(State Center)

By: _____

By:  _____

Name: Patrick Jensen

Name: Julianna D. Mosier

Title: Chief Financial Officer, FUSD

Title: Vice Chancellor, Human Resources

Date: _____

Date: May 28, 2025

By:  _____

By:  _____
Rachael Maciel (Jun 20, 2025 15:42 PDT)

Name: Rodney Branch

Name: Racheal Macias

Title: Principal, Fresno Adult School

Title: Executive Officer General, FUSD

Date: 06/20/2025

Date: 06/20/2025

By:  _____

Name: Stacey Sandoval

Title: Exec. Director Risk Management, FUSD

Date: Jul 8, 2025

**INTER JURISDICTIONAL EXCHANGE AGREEMENT
BETWEEN
FRESNO UNIFIED SCHOOL DISTRICT
AND
STATE CENTER COMMUNITY COLLEGE DISTRICT**

This Agreement is entered into by and between Fresno Unified School District (hereinafter referred to as "FUSD") and the State Center Community College District (hereinafter referred to as "State Center"). Upon expiration of the Agreement or in the event this Agreement is otherwise terminated before June 30, 2026, Ms. Watkins will return to her FUSD position as Director or, with Ms. Watkins' voluntary written agreement, to an equivalent position for which she is qualified.

1. FUSD hereby agrees to release (exchange) Sherri Watkins to serve on a 100% basis as "Executive Director," for the State Center Adult Education Consortium (California Adult Education Program according to AB 104 Legislation). Ms. Watkins shall serve in such exchange capacity from July 1, 2025, through June 30, 2026.

2. Said "State Center Adult Education Consortium" is funded by the California Adult Education Program funds according to AB 104 Legislation.

3. Ms. Watkins shall continue to receive his/her full salary and benefits paid by FUSD but State Center shall reimburse FUSD for such salary and benefits as paid to Ms. Watkins for all services performed for the State Center Adult Education Consortium California Adult Education Program according to AB 104 Legislation from July 1, 2025 through June 30, 2026. It is understood that Ms. Watkins will remain an employee of FUSD. Ms. Watkins will not become an employee of State Center Community College District.

4. State Center shall not be liable to reimburse FUSD for costs in excess of **\$264,130.90** unless and until this Agreement is amended to increase such maximum amount.

The breakdown of said sum for salary and benefits for Sherri Watkins are as follows:

Certificated Supervisors & Admin-Reg	\$205,224.80
State Teacher Retirement-Cert	\$39,198.50
Medicare-Certificated	\$2,939.20
Health Benefits-Certificated	\$18,664.80
Unemployment Insurance-Cert	\$101.20
Workers Compensation-Cert	\$1,026.30
Retiree Benefits-Certificated	\$5,535.20
Other Insurance	\$3,078.90
Total	\$275,768.90

5. FUSD may invoice State Center at the end of each thirty (30) day period for Ms. Watkins services during the term of this Agreement. "State Center" shall make payment to FUSD promptly upon receipt of each invoice. Invoices must reference **Purchase Order No** **(to be determined)** and shall be mailed to the following:

State Center Community College District
State Center Adult Education Consortium
1171 Fulton Street
Fresno, CA 93721
Attn: Acct Payable

6. Any duties assigned and/or expected of Ms. Watkins beyond those which constitute his/her contract time with FUSD shall be time outside of assigned FUSD working hours and shall not constitute any cost to State Center.

7. This Agreement may be terminated by State Center if, for any reason, Ms.

Watkins should become unable to serve the State Center Adult Education Consortium Project, or if sufficient funds are not available to continue the project on which Ms. Watkins is employed. In the event of such termination, State Center shall continue to reimburse FUSD for that portion of Ms. Watkins salary and benefits earned by him/her through the date of termination.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by the duly authorized representatives as of the date of last signature written.

FRESNO UNIFIED
SCHOOL DISTRICT
(FUSD)

STATE CENTER COMMUNITY
COLLEGE DISTRICT
(State Center)

By: _____

By:  _____

Name: Patrick Jensen

Name: Julianna D. Mosier

Title: Chief Financial Officer, FUSD

Title: Vice Chancellor, Human Resources

Date: _____

Date: May 28, 2025

By:  _____

By:  _____
Rachael Maciel (Jun 20, 2025 15:42 PDT)

Name: Rodney Branch

Name: Rachael Maciel

Title: Principal, Fresno Adult School

Title: Executive Officer General, FUSD

Date: 06/20/2025

Date: 06/20/2025

By:  _____

Name: Stacey Sandoval

Title: Exec. Director Risk Management, FUSD

Date: Jul 8, 2025

UNIT 9029 - ADULT EDUCATION CONSORTIA
BFY 2025-2026 CONTRACT FIGURES

1028819 Watkins, Sherri

ObjectCode	ObjectLongName	Amount	MOU
2310	Classified Supervisors & Administration-Reg	\$186,568.00	\$205,224.80
3102	State Teacher Retirement-Class	\$35,635.00	\$39,198.50
3342	Medicare-Classified	\$2,672.00	\$2,939.20
3402	Health Benefits-Classified	\$16,968.00	\$18,664.80
3502	Unemployment Insurance-Class	\$92.00	\$101.20
3602	Workers Compensation-Class	\$933.00	\$1,026.30
3702	Retiree Benefits-Classified	\$5,032.00	\$5,535.20
5450	Other Insurance	\$2,799.00	\$3,078.90
		\$250,699.00	\$275,768.90

1020434 Vangyi, Pang

ObjectCode	ObjectLongName	Amount	MOU
1210	Certificated Pupil Support-Regular	\$152,971.00	\$168,268.10
3101	State Teacher Retirement-Cert	\$29,218.00	\$32,139.80
3341	Medicare-Certificated	\$2,171.00	\$2,388.10
3401	Health Benefits-Certificated	\$16,968.00	\$18,664.80
3501	Unemployment Insurance-Cert	\$75.00	\$82.50
3601	Workers Compensation-Cert	\$765.00	\$841.50
3701	Retiree Benefits-Certificated	\$5,032.00	\$5,535.20
5450	Other Insurance	\$2,295.00	\$2,524.50
		\$209,495.00	\$230,444.50

TOTAL BFY24-25 BUDPREP	\$460,194.00	\$506,213.40
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*NOTE: MOU amount allows 10% flexibility of the projected annual amount

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Deny Claim GL24-1219-14860

ITEM DESCRIPTION: Included in the Board material is a late Claim for Damages by a minor, case GL24-1219-14860. The Superintendent recommends the Claim be denied, and the matter referred to the district's Risk Management Department for further handling.

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

PREPARED BY: Stacey Sandoval

DIVISION: Business and Financial Services

CABINET APPROVAL PHONE: (559) 457-6226

CABINET APPROVAL: Patrick Jensen, Chief Financial Officer



FRESNO UNIFIED SCHOOL DISTRICT CLAIM FOR DAMAGES

To Person or Property

INSTRUCTIONS - Claims for death, injury to person, or to personal property must be filed not later than six (6) months after the occurrence. (Gov. Code Sec 911.2). - Claims for damages to real property must be filed not later than one year after the occurrence. (Gov. Code Sec 911.2). - Read entire Claim Form before filing. - Claim must be filed by claimant or person acting on claimant's behalf. Give relationship to claimant. - Attach separate sheets, if necessary, to give full detail. (SIGN EACH SHEET)		RESERVED FOR FILING RECEIVED JUL 15 2025 Benefits & Risk Management Fresno Unified School District	
1. Name of Claimant <i>MINOR</i>		2. Birthdate of Claimant <i>MINOR</i>	
3. Home Address of Claimant <i>MINOR</i>		4. Home Telephone Number <i>MINOR</i>	
5. Business Address of Claimant <i>MINOR</i>		6. Business Telephone Number <i>MINOR</i>	
7. Give Address of which you desire notices or communication to be sent regarding this claim: 720 W. Alluvial Ave., Fresno, CA 93711			
8. How and under what circumstances did DAMAGE or INJURY occur? Give full details: Fresno Unified School District employee, Sheri Guisto, was walking Claimant (who is wheelchair bound) when she let go of the wheelchair at the top of a ramp causing Claimant to fall and tumble down the ramp, causing injuries and damages.			
9. When did DAMAGE or INJURY occur? Give full particulars, date time of day: December 19, 2024			
10. Where did DAMAGE or INJURY occur? Describe fully. Use reverse side of this sheet to diagram accident, where appropriate. Give street names, addresses, measurements, etc. Hamilton K-8 School, 102 E. Clinton Ave., Fresno, CA 93704			
11. What particular ACT or OMISSION by the District or its employees do you claim caused the alleged INJURY or DAMAGE? Give names of District employees causing the alleged INJURY or DAMAGE, if known: Fresno Unified School District employee, Sheri Guisto, was walking Claimant (who is wheelchair bound) when she let go of the wheelchair at the top of a ramp causing Claimant to fall and tumble down the ramp, causing injuries and damages.			
12. Amount Claimed (including the estimated amount of any prospective injury, damage or loss together with the basis of computation of the amount claimed). If the amount claimed exceeds \$10,000.00, no dollar amount shall be included. However, you shall indicate whether the claim would be a limited civil case. (Refer to California Government Code Section 910(f)) Amount exceeds \$10,000 and will be filed as an unlimited civil case. This case is <u>NOT</u> a limited civil case.			
13. Insurance payments received, if any, and name(s) of insurance company:			
14. Expenditures made on account of DAMAGE or INJURY (Date - Item): Unknown at this time.			
15. Name and address of Witnesses, Doctors and Hospitals: Valley Children's Hospital; Sheri Guisto			
16. Signature of Claimant or person filing: <i>[Signature]</i>		17. Typed Name (Relationship to Claimant) Attorney	
		18. Date: 7/15/25	

NOTE: Claims must be filed with Public Entity. Section 72 of the California Penal Code Provides: "Every person who Intent to defraud, presents for payment to any school district any false or fraudulent claim, is guilty of a felony punishable by fine and/or imprisonment."

Revised/EC/10.09.2014

Fresno Unified School District
Board Agenda Item

BOARD MEETING DATE: August 13, 2025

ACTION REQUESTED: APPROVE

TITLE AND SUBJECT: Deny Claim GL25-0203-14873

ITEM DESCRIPTION: Included in the Board material is a late Claim for Damages by USAA a/s/o Adolph Dominguez, Lydia Gonzalez, case GL25-0203-14873. The Superintendent recommends the Claim be denied, and the matter referred to the district's Risk Management Department for further handling.

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

PREPARED BY: Stacey Sandoval

DIVISION: Business and Financial Services

CABINET APPROVAL PHONE: (559) 457-6226

CABINET APPROVAL: Patrick Jensen, Chief Financial Officer



FRESNO UNIFIED SCHOOL DISTRICT CLAIM FOR DAMAGES

To Person or Property

INSTRUCTIONS - Claims for death, injury to person, or to personal property must be filed not later than six (6) months after the occurrence. (Gov. Code Sec 911.2). - Claims for damages to real property must be filed not later than one year after the occurrence. (Gov. Code Sec 911.2). - Read entire Claim Form before filing. - Claim must be filed by claimant or person acting on claimant's behalf. Give relationship to claimant. - Attach separate sheets, if necessary, to give full detail. (SIGN EACH SHEET)		RESERVED FOR FILING STAMP RECEIVED JUL 14 2025 Benefits & Risk Management Fresno Unified School District	
1. Name of Claimant CSM, LLP o/b/o USAA a/s/o Adolph Dominguez, Lydia Gonzalez		2. DOB	
3. Home Address of Claimant c/o CSM, LLP; 2929 N Central Expwy, Ste 320		City/State Richardson, TX 75080	
5. Business Address of Claimant		City/State	
4. Home Telephone Number		6. Business Telephone Number 903-218-0098	
7. Give Address of which you desire notices or communication to be sent regarding this claim: c/o CSM, LLP; 2929 N Central Expwy, Ste 320 Richardson, TX 75080			
8. How and under what circumstances did DAMAGE or INJURY occur? Give full details: On February 3, 2025, USAA's insured vehicle was parked near 134 E Alamos Ave in Fresno, CA, when it was hit on the driver side by a Fresno Unified School District school bus. The Fresno Unified School District employee failed to keep a proper lookout and collided with USAA's insured vehicle, and several others.			
9. When did DAMAGE or INJURY occur? Give full particulars, date time of day: Approximately 3 PM			
10. Where did DAMAGE or INJURY occur? Describe fully. Use reverse side of this sheet to diagram accident, where appropriate. Give street names, addresses, measurements, etc. 134 E Alamos Ave			
11. What particular ACT or OMISSION by the District or its employees do you claim caused the alleged INJURY or DAMAGE? Give names of District employees causing the alleged INJURY or DAMAGE, if known: The Fresno Unified School District employee failed to keep a proper lookout and collided with USAA's insured vehicle, and several others.			
12. Amount Claimed (including the estimated amount of any prospective injury, damage or loss together with the basis of computation of the amount claimed). If the amount claimed exceeds \$10,000.00, no dollar amount shall be included. However, you shall indicate whether the claim would be a limited civil case. (Refer to California Government Code Section 910(f)) \$1,105.19			
13. Insurance payments received, if any, and name(s) of insurance company: \$1,105.19 - USAA			
14. Expenditures made on account of DAMAGE or INJURY (Date - Item):			
15. Name and address of Witnesses, Doctors and Hospitals:			
16. Signature of Claimant or person filing: 		17. Typed Name (Relationship to Claimant) Kristen Davis-Burns o/b/o CSM, LLP o/b/o USAA a/s/o Adolph Dominguez, Lydia Gonzalez	
		18. Date: 7/10/2025	

NOTE: Claims must be filed with Public Entity. Section 72 of the California Penal Code Provides: Every person who with intent to defraud, presents for payment to any school district any false or fraudulent claim, is guilty of a felony punishable by fine and/or imprisonment.

Revised/EC/01.27.2020