

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
FRESNO UNIFIED SCHOOL DISTRICT
AND THE FRESNO TEACHERS ASSOCIATION

June 9, 2025

WHEREAS, in November 2024, the Fresno Unified School District (“District”) and the Fresno Teachers Association (“FTA”) (collectively, “the Parties”) engaged in an arbitration to determine if the District met the conditions of the trigger language in Article 65 subsection 4.2 of the Parties’ Collective Bargaining Agreement (“CBA”) for the elimination of the Designated Schools program.

WHEREAS, 4.2 of Article 65 of the CBA provides that, “Due to the uncertainty and volatility of state and federal funding, it is understood and agreed that this Article shall terminate if for any reason there exists an inability for full funding through LCFF or successor legislation.”

WHEREAS, in December 2024, a neutral arbitrator decided that those conditions have been met and, therefore, Article 65 and the Designated Schools Program will be eliminated effective in the 2025-2026 school year.

WHEREAS, in light of this decision, the Parties engaged in mediation in December 2024 and February 2025 to negotiate the effects of the elimination of the Designated Schools program. However, mediation efforts were unsuccessful, and the Parties declared impasse.

WHEREAS, the Parties engaged in impasse mediation on May 13, 2025 and, while initially it was unsuccessful, the Parties have continued to negotiate a settlement of this dispute; and

WHEREAS, the Parties have reached an agreement to fully and finally settle the effects of bargaining for the elimination of the Designated Schools Program.

NOW THEREFORE, the Parties agree to as follows:

I. For the purposes of this settlement, the “effected unit members” shall be limited to only teachers and teachers on special assignment assigned to a Designated Schools site for the 2024-2025 school year as their primary assignment.

II. Effected unit members assigned to Designated Schools as their primary assignment for the 2025-2026 school year shall have a duty year that consists of 190 duty days.

III. For the 2025-2026 school year, the five (5) transitional days for effected unit members who are assigned to a Designated Schools site for their primary assignment shall be used to adjust lesson plans in light of the reduced instructional time. The adjusted work year for effected unit members shall begin on August 8, 2025; however, these five (5) transitional days shall be self-directed, effected unit members may work them either on or off District property, and effected unit members do not have report to campus until August 13, 2025.

IV. The effected unit members assigned to Designated Schools as their primary assignment for the 2026-2027 school year shall have a duty year that consists of 188 duty days.

V. For the 2026-2027 school year, the three (3) transitional days for effected unit members who are assigned to a Designated Schools site for their primary assignment shall be used to adjust lesson plans in light of the reduced instructional time. The adjusted work year for effected unit members shall begin three days prior to the start date for unit members with 185 duty days; however, these three (3) transitional days shall be self-directed, effected unit members may work them either on or off District property, and effected unit members do not have report to campus until the first day that unit members who have 185 duty days have to report back.

VI. The effected unit members assigned to Designated Schools as their primary assignment for the 2027-2028 school year and all subsequent school years shall have a duty year that consists of 185 duty days.

VII. In Article 50, effective July 1, 2025, increase the salary schedule an additional 1.0% ongoing for a total of 5.5 % salary increase ongoing.

VIII. In Article 36, effective July 1, 2025, Section seven (7) will be modified to:

For the 2025-2026 school year and subsequent years thereafter, each bargaining unit member will have a total of nine hundred dollars (\$900) for supplies and materials to be utilized for services and instruction to students.

IX. For each of the 2025-2026 and 2026-2027 school years only, the District shall dedicate an additional four million dollars (\$4,000,000) for Extra Pay/Extra Services contracts specific to improving literacy or for literacy intervention for each school year. This contribution shall be limited to a maximum of four million dollars (\$4,000,000) per year and any dollars not spent in the 2025-2026 school year shall not roll over to the contribution for the 2026-2027 school year. The District's obligation to fund these Extra Pay/Extra Services contracts shall automatically terminate on June 30, 2027.

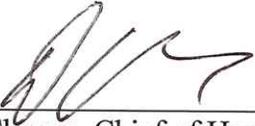
X. The District and the Fresno Teachers Association (FTA) shall each assign five (5) individuals to co-design the programs, activities, and implementation plans associated with these funds, including eligibility criteria for educators, which shall be aligned to the Board adopted Goals and Guardrails.

XI. Effected unit members who are determined to be eligible and 1) assigned to Designated Schools as their primary assignment for the 2025-2026 and 2026-2027 school years and 2) who are on Class IV Step 10 or above in the 2024-2025 school year, such members shall have the right of first refusal to all Extra Pay/Extra Services Contracts at their school site which are a direct result of the afterschool literacy contribution described in section IX above. All other effected and eligible unit members shall have the right of first refusal to any remaining Extra Pay/Extra Services Contracts at their school site which are a direct result of the afterschool literacy contribution described in section IX above

XII. For any effected unit member who transferred out by lateral or overage effective at the start of the 2025-2026 school year, that member shall have priority to transfer back into an open position for which they are qualified to hold at the Designated School site which they were

previously assigned for the 2025-2026 or the 2026-2027 school years. Such priority shall terminate July 1, 2026.

XIII. This Memorandum of Understanding shall not be precedent setting nor form any basis for a past practice or deemed precedential in any manner.



David Chavez, Chief of Human Resources
Fresno Unified School District

6/19/25

Date



Manuel Bonilla, President
Fresno Teacher's Association

June 19, 2025

Date

List of Designated Schools
Addams Elementary School
Anthony Elementary School
Aynesworth Elementary School
Balderas Elementary School
Birney Elementary School
Burroughs Elementary School
Calwa Elementary School
Columbia Elementary School
Del Mar Elementary School
Easterby Elementary School
Ericson Elementary School
Ewing Elementary School
Fremont Elementary School
Greenberg Elementary School
Heaton Elementary School
Hidalgo Elementary School
Homan Elementary School
Jackson Elementary School
Jefferson Elementary School
King Elementary School
Kirk Elementary School
Lane Elementary School
Lincoln Elementary School
Lowell Elementary School
Mayfair Elementary School
Muir Elementary School
Norseman Elementary School
Olmos Elementary School
Pyle Elementary School
Roeding Elementary School
Rowell Elementary School
Slater Elementary School
Vang Pao Elementary School
Viking Elementary School
Webster Elementary School
Williams Elementary School
Wilson Elementary School
Winchell Elementary School
Wishon Elementary School
Wolters Elementary School
Yosemite Middle School