Memorandum of Understanding
Between
FRESNO UNIFIED SCHOOL DISTRICT
And the
Fresno Teachers Association – Building and Trades Professionals

Fresno Unified School District ("District") and Fresno Teachers Association – Building and Trades Professionals ("FTA Trades"), collectively the "Parties" enter into this Memorandum of Understanding ("MOU") regarding the longevity for FTA Trades members.

AGREEMENT

1. Effective July 1, 2025, the language of the Parties' Collective Bargaining Agreement, Appendix A, section I.1 "Anniversary Increment" shall read:

   a. "An anniversary increment shall be applied as follows: Eight-tenths of one percent (0.8%) each year of employment from the 11th to the 20th year, to a total of eight percent at the 20th year and thereafter.

      In addition to the above, employees will receive a one-time $1,500 payment when they reach their 16th year, employees will receive a one-time $3,000 payment when they reach their 21st year, employees will receive a one-time payment of $6,000 when they reach their 26th year, to be paid in the same manner. This one-time payment will commence July 1 after achieving the respective milestone. One-time payments to employees shall be made monthly during their duty year (e.g., ten (10) month employees will receive their increment in ten (10) equal payments).

      Employees who are in between tiers at the time of the ratification of this Agreement, will be eligible for the applicable one-time payment and one-time payments are noncumulative. Specifically, an employee in their 17th, 18th, 19th, or 20th year at the time of the ratification of this Agreement is eligible for a $1,500 one-time payment. An employee in their 22nd, 23rd, 24th, or 25th year at the time of the ratification of this Agreement is eligible for a one-time $3,000 payment. An employee in their 26th year and beyond at the time of the ratification of this Agreement is eligible for a one-time $6,000 payment.

      Employees working less than eight (8) hours per day shall be granted a proportionate share of the maximum increment. Increment payments and one-time payments to employees shall be made monthly during their duty year (e.g., ten (10) month employees will receive their increment in ten (10) equal payments). A year shall be construed as seventy-five percent (75%) or more of a normal work year.

2. The Parties agree that retroactive payments shall only be made to employees in paid status at the time that the Parties ratify this MOU.

3. The Parties understand and agree that the District makes no representation regarding the California Public Employment Retirement System's ("CalPERS") treatment of the one-time payments in section 1. and the District is not liable to retiring employees regardless

of whether CalPERS does or does not determine such compensation to constitute creditable compensation for CalPERS purposes, and regardless of the effect, if any, of any such determination on a unit member's retirement benefits.

4. Based upon the Parties' long history of past practice, the Parties mutually agree that in the Article 23, section 2 "Parity", "superior health and welfare/compensation package" means (1) annually negotiated percentage increases to the base salary schedule, (2) annually negotiated one-time off schedule salary payments, and (3) any annually negotiated contributions to the health and welfare benefits; and specifically excludes career anniversary incentives, anniversary increments, any longevity, any professional growth incentives., any stipends, any hiring incentives, any allowances, and/or any other additives.

5. This agreement shall be non-precedent setting nor form any sort of past practice.

Dated: 10/31, 2025

Louis Jamerson, Executive Director
Fresno Teachers Association

Dated: 10/31, 2025

David Chavez, Chief of Human Resources and Labor Relations
Fresno Unified School District