



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
November 05, 2025

Fresno Unified School District, Education Center, 2309 Tulare Street, Fresno, CA 93721.

At the regular meeting of the Fresno Unified School District Board of Education held November 05, 2025, there were present Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and Board President Davis. Superintendent Her was also present as well as Student Members Mayes and Souksamlane.

For the record, Board Clerk Islas arrived at 4:33 p.m.

Board President Davis CONVENED the Regular Board Meeting at 4:33 p.m.

PLEDGE OF ALLEGIANCE

Adela Garcia Duncan led the Pledge of Allegiance.

OPPORTUNITY for Public Comment on Closed Session Items

For the record, the Board received no public requests to address the Board on Closed Session items.

A. RECEIVE INFORMATION & REPORTS

For the record, there were no items for the Board to receive.

Board President Davis ADJOURNED the Regular Board Meeting to Closed Session at 4:34 p.m.

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

Board President Davis RECONVENED the meeting to Open Session at 6:03 p.m.

Reporting Out of Closed Session

For the record, the Board had no action to report from Closed Session.

For the record, Clerk Islas read the approved Board Shared Agreements and shared a reminder that these jointly established shared agreements are one element of the Board's governance efforts to focus on student outcomes. The Board Shared Agreements 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 APPROVE the Service Employees International Union 521 Fresno Area Substitute Teachers Association Chapter Initial Proposal to Fresno Unified School District for the 2025-2028 Successor Agreement

For the record, the Board received no public requests to speak on agenda item B-1, Discuss and Approve the Service Employees International Union 521 Fresno Area Substitute Teachers Association Chapter Initial Proposal to Fresno Unified School District for the 2025-2028 Successor Agreement.

For the record, Board Members had no comments or questions regarding agenda item B-1.

For the record, Annarita Howell presented the item.

On a motion by Board Member Cazares, seconded by Board Member Wittrup, the Board approved the Service Employees International Union 521 Fresno Area Substitute Teachers Association Chapter Initial Proposal to Fresno Unified School District for the 2025-2028 Successor Agreement, by a roll call vote of 7-0-0-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis. Student Members Mayes and Souksamlane voted yes as well.

B-2, DISCUSS and APPROVE the Fresno Unified School District Initial Proposal to the Service Employees International Union 521 Fresno Area Substitute Teachers Association Chapter for the 2025-2028 Successor Agreement

For the record, the Board received no public requests to speak on agenda item B-2, Discuss and Approve the Fresno Unified School District Initial Proposal to the Service Employees International Union 521 Fresno Area Substitute Teachers Association Chapter for the 2025-2028 Successor Agreement.

For the record, Board Members had no comments or questions regarding agenda item B-2.

For the record, Annarita Howell presented the item.

On a motion by Board Member Jonasson Rosas, seconded by Board Member Thomas, the Board approved the Fresno Unified School District Initial Proposal to the Service Employees International Union 521 Fresno Area Substitute Teachers Association Chapter for the 2025-2028 Successor Agreement, by a roll call vote of 7-0-0-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis. Student Members Mayes and Souksamlane voted yes as well.

B-3, DISCUSS and APPROVE the Proposed Superintendent Evaluation Tool

For the record, Board President Davis shared that as outlined in Superintendent Her's employment agreement, the Board and Superintendent shall mutually establish the evaluation instrument and metrics by which to evaluate the Superintendent that are aligned to Student Outcomes Focused Governance.

For the record, the Board received no public requests to speak on agenda item B-3, Discuss and Approve the Proposed Superintendent Evaluation Tool.

For the record, at this time Member Wittrup moved to approve the proposed Superintendent Evaluation Tool with a second from Member Cazares.

Before the vote was called there was discussion from fellow Board members. A summary of Board Member feedback is outlined below:

Member Jonasson Rosas requested clarity as to what the first page represented, and what the gray area on the second page represented. Requested to see how other districts managed their superintendent evaluation.

Commented that the format of the evaluation as it stands now will allow for points to be assigned without accomplishing the guardrails. Member Jonasson Rosas's understanding is goals could not be accomplished without accomplishing the guardrails and commented that this format would allow a satisfactory review without validating the guardrails. Member Jonasson Rosas commented that as the format stands, a satisfactory review can be attained even if a guardrail is thrown aside and that is not the intent. Member Jonasson Rosas asked to see what other districts are doing.

Member Jonasson Rosas commented on understanding the intent of this tool is to have an objective point with no sentiment involved, a tool that tells the Board this is where we are, and this is how we are doing. Member Jonasson does not see the guardrails as optional.

Member Jonasson Rosas shared concern that if any guard rail is not met it would invalidate the entire evaluation. Member Jonasson Rosas commented on liking the colors and format but is struggling with the guardrails.

Member Levine echoed Member Jonasson Rosas's concerns and commented that the limited number of guardrails in place is to ensure that goals are not met unless guardrails are honored. Member Levine commented on being interested in seeing what others have done and if they have balanced the formula to ensure guardrails are honored as a prerequisite to making sure the evaluation is taken into consideration.

Member Levine referenced the summary on the third page and commented that the reason the Board is using this approach for the Superintendent's evaluation is in the past there have been too many priorities and goals making it difficult to attain the goals. With this work the Board is laser focused on priorities they have heard from the community as being important and holding the Superintendent accountable to specific goals and guardrails not making it about other things but keeping it objective.

Member Levine requested clarity as to whether the glows and grows are specific to goals and guardrails.

Clerk Islas commented that part of the challenge is the goals do not align to the guardrail beside it. There are several guardrails that will align with early literacy and if the format was oriented with early literacy and all guardrails related to early literacy placed together it might be more intuitive if a guardrail was missed and would help the Board more accurately score a goal--will create ease of use. Member Islas commented in favor of having it oriented to have the goal and the guardrails on the same page.

Member Wittrup commented that equitable access is applicable to early learning.

Member Jonasson Rosas shared for Board consideration, the option of deducting points for not meeting guardrails.

Member Cazares commented that having two columns is confusing as one column does not relate to the other column and suggested a goal on one page and guardrails on another.

Member Thomas commented on liking the format and the point system is clear, and making the requested change should not be too hard. Member Thomas thanked staff for their work.

Member Cazares asked if bringing this back will affect other timelines.

President Davis commented that the Board has entrusted the Superintendent to do the work necessary to move forward the goals and guardrails and this is what the Board will utilize to evaluate the Superintendent's progress. President Davis commented the Board should not get in the way and can not do the Superintendent's work, according to the Board's guardrails. President Davis offered to monitor the guard rails.

For the record, Ambra O'Connor was available to provide clarity.

For the record, Board Member Wittrup amended the original motion. Member Wittrup motioned to table this item to allow staff to make requested revisions and then return the item to the Board at a future meeting. Board Member Cazares amended the original second as well.

On a motion by Board Member Wittrup, seconded by Board Member Cazares, the Board approved to table agenda item B-3 until a future meeting, by a roll call vote of 7-0-0-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and President Davis. Student Members Mayes and Souksamlane voted yes as well.

OPPORTUNITY for Public Comment on Consent Agenda Items

For the record, the Board received no public requests to speak 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 items C-8 and C-14 which were pulled for Trustee recusals, by a roll call vote of 7-0-0-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Levine, Thomas, Wittrup, Clerk Islas, and Board President Davis. Student Members Mayes and Souksamlane voted yes as well.

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, 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 October 015, 2025.

C-2, ADOPT Provisional Internship Permits

ADOPTED as recommended, a Provisional Internship Permit (PIP) recommendation to rehire or hire upon Board adoption.

C-3, ADOPT Variable Term Waiver for Bilingual Cross-Cultural, Language and Development Authorization

ADOPTED as recommended, a Variable Term Waiver request for the Bilingual Cross-Cultural, Language and Development Authorization.

C-4, ADOPT Variable Term Waiver for Career Technical Education Credential Holder

ADOPTED as recommended, the Variable Term Waiver request for Career Technical Education Credential Holder.

C-5, APPROVE Personnel List

APPROVED as recommended, the personnel List, Appendix A, as submitted.

C-6, APPROVE Meeting Minutes

APPROVED as recommended, the draft minutes for the regular meeting of the Fresno Unified School District Board of Education held, October 15, 2025.

C-7, APPROVE Revisions to the Board Monitoring Calendar

APPROVED as recommended, a revision to the Board Monitoring Calendar. The baseline data for the health and wellness interim guardrails will not be available until the Board meeting scheduled December 17, 2025.

C-8, APPROVE Award of Bid 26-09, Roosevelt High School Auxiliary Gym Rebid

APPROVED as recommended, information on Bid 26-09, Roosevelt High School New Auxiliary Gym Rebid.

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 for an increase in total spectator capacity to 918. The project includes the gym building, a lobby that includes a snack bar and restrooms, two classrooms, as well as additional support spaces. Staff recommend the award to the lowest responsive, responsible bidder: Davis Moreno Construction, Inc. (Fresno, California) \$10,376,315.

For the record, Member Jonasson Rosas read the statement as follows:

“Agenda Item C-8 on tonight’s Consent Agenda is to Approve the Award of Bid 26-09, Roosevelt High School Auxiliary Gym Rebid.

My residence is located within 500 feet of the southwest edge of the property comprising the Roosevelt High School site. Despite this proximity, approving the award of bid 26-09 will have no measurable financial impact on my property.

Moreover, the impact of approving the award of bid 26-09 is indistinguishable from its effect on the majority of the residential properties within my trustee area that are part of Roosevelt High School’s attendance area.

Notwithstanding the absence of any financial impact on my property, I am abstaining from the vote to approve the award of bid 26-09 pursuant to Board Bylaw 9270 for the express purpose of avoiding the appearance of any conflict.”

On a motion by Board Member Thomas, seconded by Board Clerk Islas, the Board approved agenda item C-8, by a roll call vote of 6-0-1-0, as follows: AYES: Board Members Cazares, Levine, Thomas, Wittrup, Clerk Islas, and Board President Davis. Student Members Mayes and Souksamlane voted yes as well. ABSTENTIONS: Board Member Jonasson Rosas.

C-9, APPROVE Award of Bid 26-11, Intrusion Security Upgrades at Various Sites- Phases 5 and 6

APPROVED as recommended, information on Bid 26-11, Intrusion Security Upgrades at Various Sites Phases 5 and 6. This project will remove obsolete equipment and install new district provided intrusion alarm equipment and infrastructure at Del Mar, Kratt, Lincoln, Lowell, Malloch, Manchester, Norseman, Pyle, Roeding, Thomas, and Viking Elementary Schools, Fort Miller, Kings Canyon, Tenaya, Tioga Middle Schools, Cambridge, Edison, Hoover, Roosevelt High Schools, and Cesar Chavez Adult School. Staff recommend the award to the lowest responsive, responsible bidder: Audeamus, dba Sebastian (Fresno, California) \$3,719,500.

C-10, APPROVE Grant Applications to the California Department of Education for the Career Technical Education Facilities Program, Round 7

APPROVED as recommended, a request to approve grant applications to the California Department of Education for the Career Technical Education Facilities Program (CTEFP). The CTEFP funds projects to reconfigure, construct, or modernize Career Technical Education (CTE) facilities, and/or purchase equipment for CTE programs at comprehensive high schools.

C-11, DENY Claim GL25-0508-15475

DENIED as recommended, Claim for Damages by a minor, case GL25-0508-15475.

C-12, DENY Claim GL25-0515-14620

DENIED as recommended, a Claim for Damages by minor, case GL25-0515-14620.

C-13, RATIFY Purchase Orders from August 01, 2025, through August 31, 2025, and Zero Dollar Contracts—Primary Report

RATIFIED as recommended, information on purchase orders issued from August 01, 2025, through August 31, 2025, and Zero Dollar Contract - Primary Report. Two items are presented to ratify purchase orders. The first item includes the Primary Report with all purchase orders issued during the reported dates with the exception of those that may present a potential conflict of interest for an individual Board member. All remaining purchase orders are in the Supplemental Report and presented as a second agenda item.

C-14, RATIFY Purchase Orders from August 01, 2025, through August 31, 2025—Supplemental Report

RATIFIED as recommended, information on purchase orders issued from August 01, 2025, through August 31, 2025 – Supplemental Report. Two items are presented to ratify purchase orders. The first item includes the Primary Report with all purchase orders issued during the reported dates with the exception of those that may present a potential conflict of interest for an individual Board member. All remaining purchase orders are in the Supplemental Report and presented as a second agenda item.

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

Agenda item C-14 on tonight's Consent Agenda contains purchase orders between Fresno Unified School District and the California Teaching Fellows Foundation, the CSUF Fresno Foundation, California State University, Fresno, as well as the CSUF/Association.

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

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

On a motion by Board Thomas, seconded by Board Member Jonasson Rosas, the Board ratified agenda item C-14, by a roll call vote of 6-0-1-0, as follows: AYES: Board Members Cazares, Jonasson Rosas, Thomas, Wittrup, Clerk Islas, and Board President Davis. Student Members Mayes and Souksamlane voted yes as well. ABSTENTIONS: Board Member Levine.

OPPORTUNITY FOR UNSCHEDULED ORAL COMMUNICATIONS

For the record, the Board received three (3) request to address the Board during Unscheduled Oral Communications. The individual's name and a summary of topic are as follows:

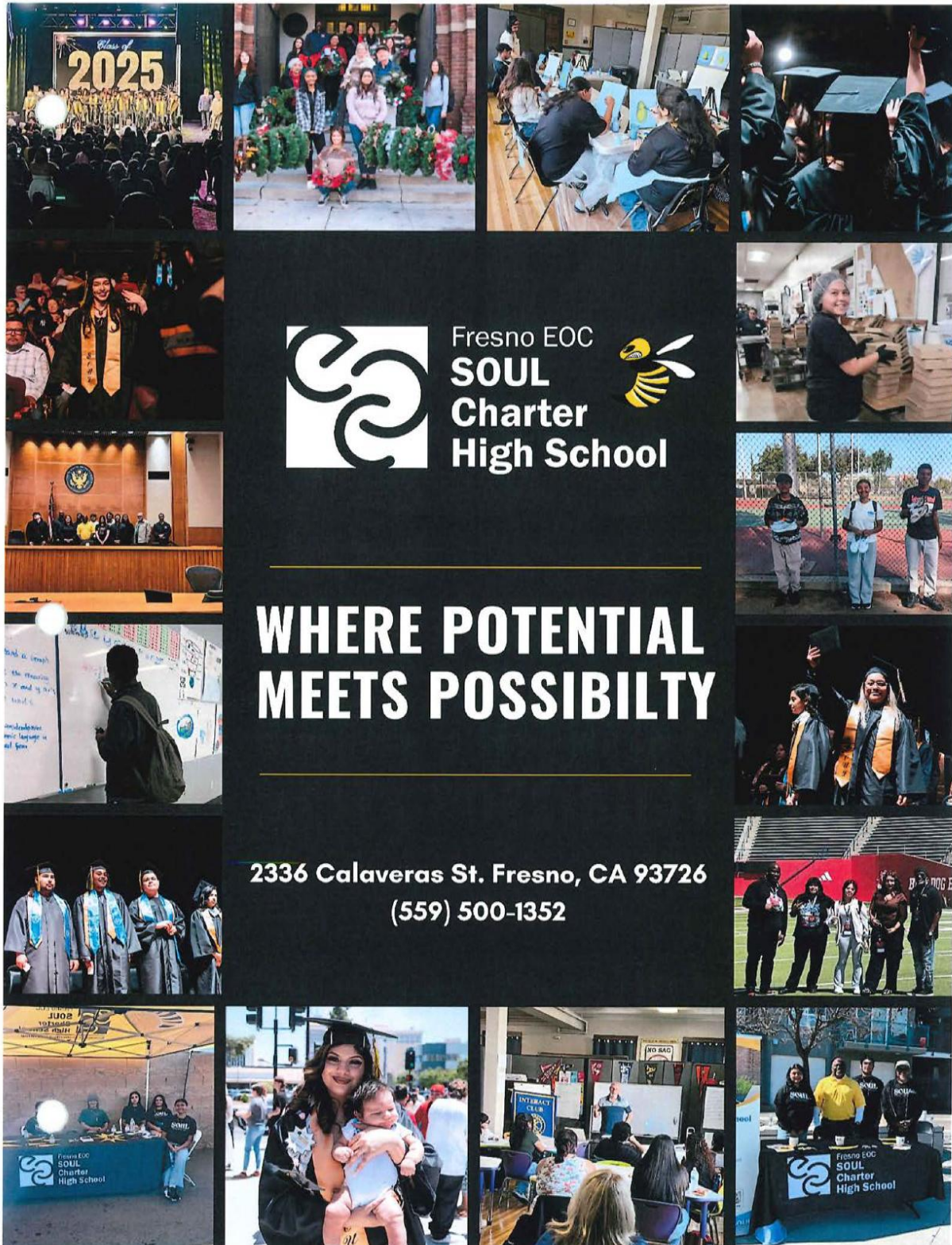
1. Carl D'Souza, co-chair of the Special Education Advisory Committee, shared concern that a Memorandum of Understanding between the District and California State University, Fresno, Joyce M. Huggins Early Education Center was terminated early.
2. Amanda Whitehead shared support for the continued partnership between the District and the Joyce M. Huggins Early Education Center.
3. Dion Vanardo, Ed.D., shared information related to the School of Unlimited Learning (SOUL) Charter School in advance of a request next month for charter renewal. Thanked those Board members who visited SOUL and invited others to visit. Provided handouts for Board members, Appendix A.

OPPORTUNITY for Board Member Reflections on the Board Shared Agreements

D. ADJOURNMENT

Board President Davis ADJOURNED the meeting at 6:46 p.m.

Appendix A



BELOW IS A SUMMARY OF SOUL'S PERFORMANCE ON THESE SEVEN METRICS.

Metric	Outcomes	
<p>Metric #1: NWEA Growth-Reading Increase the % of students meeting growth targets by 5% annually. 2018-19 is the baseline year.</p>	<p>This metric has been MET by SOUL for each year it has been available. <i>This comparison is only available for the 2024-2025 school year, as it is the only year with prior NWEA MAP Reading scores. During this period, SOUL demonstrated a 13% increase.</i></p>	Met
<p>Metric #2: NWEA Growth-Math Increase the % of students meeting growth targets by 5% annually. 2018-19 is the baseline year.</p>	<p>This metric has been MET by SOUL for four of the six years (67%) it has been available. <i>The % of students meeting growth targets year over year increased every year except for one. The % of students meeting growth targets increased from 46% in 2018-19 to 65% in 2024-25.</i></p>	Partially Met
<p>Metric #3: Credit Attainment Increase credit attainment for first year students in grades 9-12 who are deficient in credits by 25%.</p>	<p>This metric has been MET by SOUL for every year since it was tracked. <i>Since the 2022-2023 school year, first-year students at SOUL have earned an average of 15 more credits per semester compared to the year prior to their enrollment.</i></p>	Met
<p>Metric #4: Satisfaction Rates 80% of Education Partners' annual survey responses will demonstrate a high satisfaction rate regarding enrollment at school as indicated by "agree" or "strongly agree" to survey questions.</p>	<p>This metric has been MET by SOUL. <i>Since 2022, internal surveys have consistently shown an average satisfaction rate of 94.3% regarding enrollment at SOUL. (Source: LCAP)</i></p>	Met
<p>Metric #5: Proficiency Rates Increase the percentage of students who meet or exceed the standards by 5% to 8% annually.</p>	<p>ELA CAASPP: This metric has been MET by SOUL for one of the three years (33%) it has been available. Math CAASPP: This metric was not met by SOUL. CAASPP results only show 11th graders and show a different cohort of students each year. NWEA MAP results include multiple grade levels.</p>	Partially Met
<p>Metric #6: Graduation Rate 75% of credit eligible seniors will complete all graduation requirements annually to earn a diploma.</p>	<p>This metric has been MET by SOUL for every year since it was tracked. <i>Over the past three years, 56 of our graduates completed high school in their 5th or 6th year. Since the 2022-2023 school year, our internal graduation rate has averaged 94% among credit-eligible seniors.</i></p>	Met
<p>Metric #7: Classroom-Based Enrollment Increase the enrollment percentage of classroom-based students in grades 9-12, 3-5% annually. 2022-23 will be the baseline year to evaluate enrollment gains.</p>	<p>This metric has been MET by SOUL for every year since it was tracked. Maximum classroom-based enrollment in 2022-23 was 19 students. This increased to 32 students in 2024-25.</p>	Met

Overall, as shown above five of the seven (71%) of the renewal metrics have been **MET**.

SOUL's progress on Renewal Metrics #2 (NWEA Math Growth) and #5 (Proficiency Rate) show the metrics have both been **partially met**.

This progress shows that SOUL has met or made progress toward all the renewal metrics agreed upon with the District.

QUESTIONS?

Please contact Dr. Dion Varnado, Ed.D. Principal,
School of Unlimited Learning, at (559) 500-5076 or Dion.Varnado@fresnoeoc.org