

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
FRESNO UNIFIED SCHOOL DISTRICT
AND
THE FRESNO TEACHERS' ASSOCIATION
November 21, 2025**

WHEREAS, on or about June 16, 2025, Fresno Teachers Association (“FTA”) filed a grievance against Fresno Unified School District (“District”) alleging that the District violated Article 50 sections 4.2 and 4.3 by not including previous years of District service in the calculation for purposes of Career Increment when an employee’s break in service exceeds 39 months; and

WHEREAS, the Parties have met and conferred regarding this matter and now, FTA on one hand and the District on the other desire to resolve this grievance without the added cost or arbitration.

NOW, THEREFORE, in consideration of the mutual promises, assurances, and covenants set forth below, the Parties mutually agree as follows:

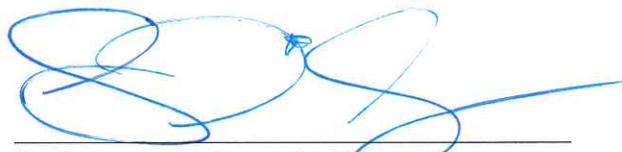
1. Effective July 1, 2023, any current certificated employee in a teaching position who (1) was previously employed in a certificated position in the District, (2) resigned from District’s employment, and (3) returned to a certificated position in District employment 39 months or more from the date of the employee’s initial resignation date, shall be credited for all previous years of employment with the Fresno Unified School District for purposes of the Career Increment incentive described in Article 50, sections 4.2 and 4.3.
2. For any current employee meeting the criteria identified above and who was re-hired by the District, the District shall adjust the employee’s Career Increment using the new criteria, retroactive to the initial date of hire, and shall provide retroactive payment for the equivalent of the Career Increment which would have been credited to the employee from July 1, 2023 until the date that this MOU is ratified by both parties.
3. Consistent with Education Code section 44931, for any employee who leaves the District for 39 months or more and returns to District employment, that employee shall receive a new seniority date (date of hire) which shall be the first date of paid service upon reemployment with the District.
4. This MOU shall not establish a past practice and shall be non-present setting.



David Chavez, Chief of Human Resources
Fresno Unified School District

11/21/25

Date



Louis Jamerson, Executive Director
Fresno Teachers Association

11/21/25

Date