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MEDIA RELEASE

Discussion of Workforce Reduction Structure

What: Fresno Unified Board of Education will discuss proposed workforce reductions

When: Wednesday, Feb. 25, 2026
Open session at 6:30 p.m.

Where: Fresno Unified Education Center, Board Room, second floor
2309 Tulare St. (93721)

Why: Initial proposed workforce reductions will be presented by staff to the Fresno Unified School Board for approval, as the district seeks to preserve aligned student programs and services while facing a current deficit of \$77 million and a projected \$59 million deficit the following year. Similar to districts up and down California, Fresno Unified's budget constraints are due to reduced funding related to declining enrollment and low attendance.

The district's commitment during reduction in force: The district will propose a reduction of approximately 200 positions. The district is committed to offering any employee currently in a benefited position, who is not placed through the seniority-based "bumping" process, the opportunity to transition into an alternative benefited vacancy within the district that they are qualified for. While the available roles may exist in different departments or at different

compensation levels than the current assignment, the placement would ensure core district benefits and continued years of service, while still reserving the employee's status on the reemployment list, should a vacancy in their previous position become available. Affected employees will receive individualized notifications detailing the specific positions available to them and the timeline for acceptance if they are not placed in the "bumping" process.

"Once the board approves the necessary recommendation reduction in force, the primary commitment is to support our dedicated staff through this transition. We are also actively working with our labor partners to minimize the impact of these necessary reductions in force," Her said.

Factors in the budget process:

Reserves: Fresno Unified's current reserve is 5.83%. In accordance with Board Policy 3110, the reserve must stay within the 5-10% target range. The state minimum for a district FUSD's size is 2%. A district that goes below the minimum two consecutive years is subject to state oversight.

District office reductions: In the 2023-24 school year, the district began proactively making its first reductions, beginning with a \$3.5 million decrease in district office leadership. An additional \$9 million reduction is proposed in district office leadership for the 2026-27 school year, totaling a 17.8% reduction in district office leadership.

Early retirement incentive: In October 2025, an early retirement incentive administered by the Public Agency Retirement Services (PARS) was offered to minimize direct impacts on classrooms. This incentive provides eligible employees with district-funded supplemental retirement income in exchange for retiring at the end of this school year. As a result of the PARS incentive, 573 full/part-time employees elected to retire, representing a significant net reduction in staffing. The early retirement incentive is projected to generate approximately \$56 million in savings **over the next five years** but addresses less than half of the \$50 million reduction needed for the 2026-27 school year.

Reorganization: The district is undergoing a comprehensive reorganization of positions, programs and support structures to achieve the additional reductions needed. Resources and programs are being eliminated or realigned as the district focuses on the priorities outlined in the district's Goals and Guardrails. For 2026-27, \$39 million in reductions are planned.

Staffing: Of the 573 full/part-time employees retiring from the district through the PARS early retirement incentive, 100 positions will need to be filled and will be advertised in the district's job postings. Because of the PARS incentive, 324 positions were saved.

"We are not the only district facing these budget challenges. That is why I joined seven other district superintendents in February in sending a [letter](#) demanding the state restructure district funding," said Superintendent Misty Her.

"This is very difficult. Laying off employees was not a decision taken lightly, but it is necessary to keep our district fiscally solvent, with the least impact on our students. We are committed to preserving programs and services to students while maintaining effective staffing and student-to-teacher ratios."

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