



AN AGREEMENT BETWEEN

The Fresno County Superintendent of Schools and
The Fresno County Schools Office Educators' Association Local Chapter #704

Effective July 1, 2024 thru June 30, 2027
Ratified on September 2, 2025

TABLE OF CONTENTS

DEFINITIONS	i-ii
ARTICLE 1 Recognition.....	1
ARTICLE 2 Maintenance of Benefits.....	2
ARTICLE 3 Employer Rights	3
ARTICLE 4 Association Rights	4
ARTICLE 5 Grievance Procedure	6
5.1 Definitions	6
5.2 Informal Resolution	7
5.3 Formal Grievance, Step 1.....	8
5.4 Appeal to Deputy Superintendent, Step 2.....	8
5.5 Advisory Arbitration	9
5.6 Appeal to Superintendent, Step 3.....	9
5.7 Other Provisions.....	10
ARTICLE 6 Procedures for Evaluation of Performance.....	11
6.1 Purpose of Evaluation	11
6.2 Evaluation Instruments	11
6.3 Frequency	11
6.4 Notification	12
6.5 Formal Observation Requirements.....	12
6.6 Evaluation Requirements	13
6.7 Appeal of Evaluation	14
6.8 Other Provisions.....	14
ARTICLE 7 Personnel Files E.C. 44031	15
ARTICLE 8 Vacancy/Transfers/Reassignment	17
8.1 Definitions	17
8.2 Transfers/Reassignment Criteria.....	17
8.3 Voluntary Transfers/Reassignments.....	18
8.4 Involuntary Transfers/Reassignments	18
8.5 Announcement of Vacancies	19
8.6 Conventional School Year Assignments.....	20
ARTICLE 9 Hours and Work Year	21
9.1 General	21
9.2 Work Year	21
9.3 Work Day / Hours	21
9.4 Other Provisions.....	22
9.5 Extended School Year (“ESY”) / Summer School (“SS”).....	24
ARTICLE 10 Class Size.....	25
ARTICLE 11 Leaves and Absences from Duty Provisions	26
11.1 General	26
11.2 Sick Leave.....	26

11.3	Catastrophic Leave	28
11.4	Personal Necessity Leave	29
11.5	Personal Leaves of Absence	29
11.6	Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA).....	30
11.7	Pregnancy Disability Leave	31
11.8	Maternity/Paternity Leave	32
11.9	Bereavement Leave	32
11.10	Court Appearances	33
11.11	Military Leave	33
11.12	Sabbatical Leaves	34
11.13	Industrial Illness and Accident Leave.....	35
ARTICLE 12	Facilities & Safety	36
ARTICLE 13	Mileage/Time Reimbursement (in County)	38
13.1	Definitions	38
13.2	Mileage Reimbursement – Classroom Teacher Unit Member.....	38
13.3	Mileage Reimbursement – Itinerant Unit Member.....	38
13.4	Mileage Reimbursement – Travel Between Work Sites	39
13.5	Time Reimbursement	39
ARTICLE 14	Employee Health and Welfare Benefits.....	41
14.1	Coverage.....	41
14.2	Eligibility	41
14.3	Employer Contribution	42
14.4	Duration of Benefits	42
14.5	Retiree Benefits.....	43
14.6	Retiree Cash Payment for Benefits.....	45
14.7	Maximum Retiree Benefit	46
14.8	Continuing Coverage for Surviving Spouses of Unit Member	
	Retirees.....	47
ARTICLE 15	Salaries.....	48
15.1	General	48
15.2	Initial Salary Placement	48
15.3	Group Advancement	48
15.4	Step Advancement	49
15.5	Longevity.....	49
15.6	Master's and Doctorate Additional Pay	50
15.7	Special Education Additional Pay	50
15.8	Extended School Year ("ESY") / Summer School ("SS")/ Intersession Salary Placement	50
ARTICLE 16	Negotiation Procedures.....	51
ARTICLE 17	Savings Provision	52
ARTICLE 18	Miscellaneous Provisions.....	53
ARTICLE 19	Non-Discrimination.....	54
ARTICLE 20	Reduction in Force.....	55

ARTICLE 21	Peer Assistance and Coaching (“PAC”)	56
21.1	General	56
21.2	Definitions	56
21.3	Program Participation	57
21.4	Peer Assistance and Coaching Panel.....	59
21.5	Peer Coach	60
21.6	Confidentiality.....	62
21.7	Duty to Indemnify	62
21.8	Funding and Compensation.....	62
ARTICLE 22	Reductions in Force of Non-Tenure Track Employees	63
ARTICLE 23	Just Cause, Due Process and Progressive Discipline of Bargaining Unit Members.....	66
23.1	Purpose.....	66
23.2	General Provisions	66
23.3	Grounds	66
23.4	Levels of Progressive Discipline to be Followed	67
23.5	Procedures Governing Implementation and Review of Formal Discipline	67
23.6	Dismissal Proceedings Pursuant to Education Code	68
23.7	Bargaining Unit Member’s Rights to Review by Disciplinary Review Panel.....	68
23.8	Disciplinary Review Panel Composition and Selection	68
23.9	Disciplinary Review Panel Duties	69
ARTICLE 24	Terms of Agreement	70

APPENDICES

<u>APPENDIX A1</u>	Salary Schedules (with 3%)	71
	2024-2025 Audiologist, Speech Language Pathologist and School Nurse Salary Schedule	71
	2024-2025 Certificated Salary Schedule (6.75 hrs/day)	72
	2024-2025 Certificated Salary Schedule (7.25 hrs/day)	73
	2024-2025 Nurse Practitioner Salary Schedule	74
<u>APPENDIX A2</u>	Salary Schedules (with 2.5%)	75
	2025-2026 Audiologist, Speech Language Pathologist and School Nurse Salary Schedule	75
	2025-2026 Certificated Salary Schedule (6.75 hrs/day)	76
	2025-2026 Certificated Salary Schedule (7.25 hrs/day)	77
	2025-2026 Nurse Practitioner Salary Schedule	78
<u>APPENDIX B</u>	Work Stoppage by Probation or Sheriff Department Personnel.....	79
<u>APPENDIX C</u>	Individual Return to Work Choice Form.....	81
<u>APPENDIX D</u>	Sample Formal Grievance Form	82
<u>APPENDIX E</u>	Safety Concern/Suggestion Form Sample Form	83

DEFINITIONS

1. **BOARD** – Fresno County Board of Education
2. **DAYS** – Days a Unit Member is required to be on duty and the length of the Unit Member's duty day.
3. **CATEGORICALLY FUNDED AND NON-TENURE EMPLOYEES** – Categorically funded non-tenured employees shall be defined as Unit Members who work in projects or programs that are conducted under contract with either public or private agencies or programs that are categorically funded for an indeterminate duration under applicable Education Code provisions and case law.
4. **EMPLOYEE** – Any person employed by the Employer in any capacity including Unit Members.
5. **EMPLOYER** – Fresno County Superintendent of Schools
6. **IMMEDIATE ADMINISTRATOR** – The Fresno County Superintendent of Schools person with direct responsibility for supervising a given Unit Member.
7. **IMMEDIATE FAMILY** – The Unit Member's spouse, mother, mother-in-law, father, father-in-law, grandmother, grandmother-in-law, grandfather, grandfather-in-law, grandchild of the Unit Member or the Unit Member's spouse; son, son-in-law, daughter, daughter-in-law, brother or sister of the Unit Member, step and foster relations, or any relative living in the immediate household of the Unit Member.
8. **INSERVICE DAY** – Any day of inservice training required of Unit Members.
9. **INSURANCE COVERAGE** – Shall mean insurance and benefits from an insurance or indemnity carrier, trust or by self-funded plan.
10. **NEGOTIABLE ITEMS** – Those items defined in Government Code Section 3543.2.
11. **NEGOTIATE IN GOOD FAITH** – A serious and honest effort on the part of each party to reach agreement, including but not limited to, the duty on the part of each party to provide the other with all information, records, data, worksheets and budgetary materials which may be relevant to the negotiation of negotiable items, and the duty to meet and negotiate as provided in Government Code Section 3543.7.
12. **NON-TENURE TRACK EMPLOYEES** – Non-tenure track employees shall be defined as Unit Members not eligible to acquire probationary or permanent status under applicable Education Code provisions and case law.
13. **OFFICE** – The Fresno County Superintendent of Schools including all facilities and personnel.
14. **PAID LEAVE OF ABSENCE** – That Unit Members shall be entitled to: (A) Receive wages and all fringe benefits, including but not limited to, insurance and retirement, and; (B) Receive credit for salary increments provided during the paid leave of absence.
15. **PROBATIONARY EMPLOYEES** – Probationary employees shall be defined as Unit Members who have not been classified as permanent employees under applicable Education Code provisions and case law.
16. **SITE** – A school, area, central office, or any administrative unit supervised by one immediate administrator which may have multiple physical locations.
17. **SUPERINTENDENT** – Fresno County Superintendent of Schools.

18. **TEMPORARY EMPLOYEE** – A person employed on a contractual basis to take the place of a Unit Member on leave of absence or who is absent due to long-term illness or injury or as might otherwise be provided in the Education Code.
19. **TENURE EMPLOYEES** – Tenure employees shall be defined as Unit Members who have been employed by the County Office for two complete consecutive school years and the re-elected for a third year under applicable Education Code provisions and case law.
20. **UNIT MEMBER** – Any employee employed in a position which is included in the bargaining unit for which the Fresno County of Schools Office Educators Association #704, CTA/NEA is the exclusive representative.

ARTICLE 1
RECOGNITION

1.0 RECOGNITION

1.1 The Employer confirms its recognition of the Association as exclusive representative for that unit of employees recognized by the Employer per its Resolution dated April 29, 1976. The representation unit, which the Fresno County Schools' Office Educators Association #704, California Teachers' Association/National Education Association claims to be appropriate, consists of the following certificated positions: Teachers, Speech & Language Pathologists, School Nurses, Nurse Practitioners, Specialists. This list excluded those employees of a substitute, management, supervisory, and confidential status.

1.2 The Employer and the Association agree to expand the scope of Unit recognition to include part-time employees who meet the following definition: "A part-time employee who meets all other criteria qualifies for representation in this Unit if he/she is employed sixty percent (60%) of a school year. Sixty percent (60%) of a school year means seven hundred thirty-six (736) hours."

ARTICLE 2

MAINTENANCE OF BENEFITS

2.0 MAINTENANCE OF BENEFITS

2.1 The Employer shall maintain all the terms and conditions of the Agreement until its expiration unless changed by mutual agreement.

2.2 STATUTORY AND/OR ADMINISTRATIVE CHANGES

2.2.1 The parties agree to adhere to any changes mandated by State and Federal laws or by Administrative rulings of State or Federal agencies until such matters can be negotiated.

2.2.2 Any permissive actions brought about by State or Federal laws or Administrative rulings, which may affect the salary or fringe benefits of a Unit Member shall be negotiated.

2.2.3 The provisions of Section 2.2.2 herein above shall be applicable only when said permissive actions do not require additional expenditures by the Employer, other than incidental administrative or clerical costs, or said permissive action is supported by additional funding to the Employer.

2.2.4 Whenever the provisions of Sections 2.2.1 or 2.2.2 are invoked by either party serving a written request upon the other, the Employer and the Association expressly agree to meet and negotiate changes, if any, to this Agreement in a timely manner.

ARTICLE 3

EMPLOYER RIGHTS

3.0 EMPLOYER RIGHTS

3.1 Except as otherwise provided in this Agreement, it is understood and agreed that the Employer retains all of its power and authority to direct, manage and control to the full extent of the law. Included in, but not limited to, those duties and powers is the exclusive right to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; establish its educational policies, goals, and objectives; insure the rights and educational opportunities of students; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of Employer operation; determine the curriculum; build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; and contract out work. In addition, the Employer retains the right to hire, classify, assign, evaluate, promote, and terminate employees.

3.2 The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the law.

ARTICLE 4

ASSOCIATION RIGHTS

4.0 ASSOCIATION RIGHTS

4.1 The Association and its members shall have the right to make use of the Employers equipment, buildings and facilities during regular business hours as long as the use does not interfere with the school program and the duties of the employees. "Use of Facilities" forms for such requests shall be utilized.

4.2 The Association shall have the right to post notices of activities and matters of Association concern on Employer controlled bulletin boards in an area designated by the immediate supervisor. The Association may use the Fresno County Superintendent of Schools mail service and certificated personnel mailboxes for communications to bargaining Unit Members. Upon request and the employer's prior approval, the Association shall have the right to use the Employer's facilities and buildings after hours. The employer's prior approval may be contingent upon staffing, security, and insurance coverage issues.

4.3 Authorized representatives of the Association shall be permitted to transact official Association business before and after school hours and during breaks on sites controlled by the Employer. Such transactions shall not interfere with the school program and the duties of the employees.

4.4 The Chapter President, or in the absence of the Chapter President, the person so designated by the Chapter President shall be granted reasonable release time to attend to the Association Chapter's business, which includes participation in the new hire training as scheduled by Human Resources. This time shall be exclusive of the time the Chapter President is required to attend joint Association | Administration meetings. The aggregate release time for the Chapter President and the eBoard members shall not exceed thirteen (13) days per school year. The Chapter President and/or the eBoard members shall submit a leave request, which must state reason for and duration of release time (e.g., "Other – SISC Renewal Meeting") at least 72 hours in advance to his/her immediate supervisor. If the requested release time would adversely affect department operations, Assistant Superintendent Human Resources and FCSOEA President will meet to determine a mutually agreeable solution. The aggregate release time may exceed one (1) day with the specific approval of the Employer. The Association shall pay the cost of any additional days.

4.5 Upon request by the Association and prior approval by the program administration, the Association may conduct Association business in the last 10 minutes of the meeting. A Unit Member shall not be required to remain beyond the conclusion of the departmental staff meeting. No additional release time shall be granted for purposes of this subsection.

4.6 For the purposes of investigatory or disciplinary interviews, Unit Members shall have the right to be represented by one (1) FCSOEA/CTA representative. If FCSOEA wishes for an additional representative to attend an interview, the FCSOEA President will meet with the Assistant Superintendent Human Resources, in advance to discuss the need for an additional representative.

ARTICLE 5

GRIEVANCE PROCEDURE

5.0 GRIEVANCE PROCEDURE

5.1 DEFINITIONS

5.1.1 Grievance – a formal written allegation by a Grievant that he/she has been adversely affected by an alleged violation, misinterpretation or misapplication of the specific provisions of this Agreement or the Employer's practice or regulation implementing this Agreement.

5.1.2 Grievance File – the Human Resources Office shall maintain a separate and distinct file for grievances. Each grievance shall be kept in a separate folder, along with any other documents accumulated pursuant to the grievance. The grievance file shall not be available for inspection by anyone other than the grievant, the grievant's representatives or a member of the administration directly involved in the grievance procedure.

5.1.3 Grievance Form – the Formal Grievance Form – Step 1 shall be digitally available on SharePoint for a Unit Member to access and submit. The sample form is included as Appendix D.

5.1.4 Group Grievance – if an identical or near-identical set of facts results in more than one Unit Member being adversely affected by an alleged violation of the specific provisions of this Agreement, the Grievant may file a Group Grievance on a single grievance form signed by all the Unit Members participating in the Grievance. All Grievants to the Group Grievance are afforded the full process of this article and have the right to representation at each level of the process starting with Section 6.3 (Formal Grievance) of this Article.

5.1.5 Grievant – a Unit Member acting solely on his/her own behalf concerning a personal and individual Grievance.

5.1.6 Immediate Supervisor – the Grievant's Immediate Supervisor or Administrator at the lowest level of administration with authority to resolve the complaint. It shall be the responsibility of the Employer, or his/her designee, to inform the Association and the Unit Member as to the identity of the appropriate Immediate Supervisor.

5.1.7 Release Time – the Grievant, the Grievant's Representative (if an employee of the Employer) and any witnesses shall be provided release time including reasonable travel time, if required, to be present at any formal hearing conducted pursuant to the Grievance process.

5.1.8 Representative – individuals (up to two individuals – one FCSOEA representative and one CTA representative) selected by the Grievant to be present and represent the Grievant's interest at each step of the formal Grievance procedure. The representative cannot be employed by or be a representative of an Association other than the exclusive bargaining unit (FCSOEA) and shall be selected from the officers of the unit, the site representative, the grievance committee member, the assigned CTA field representative or the CTA attorney.

5.1.9 Witness – someone requested by the Grievant, the Grievant's Representative or the administration to be present for purposes of giving testimony regarding the Grievance at any step of the Grievance procedure beyond the informal resolution level.

5.1.10 Working Day – any day, or part day, the County Schools Office is open for business and is designated by the Employer as a work day for Unit Members.

5.2 INFORMAL RESOLUTION

5.2.1 A Unit Member who believes he/she has a Grievance may request a meeting with his/her Immediate Supervisor to orally present the Grievance or go directly to Formal Grievance, Step 1 (6.3). Said request shall be made within fifteen (15) working days after the Grievant knew, or reasonably should have known, of the circumstances which form the basis of the Grievance. Failure to do so shall render the Grievance null and void for the purpose of proceeding to the Formal Grievance stage of this procedure.

5.2.2 The Immediate Supervisor shall, within five (5) working days, arrange a time and place to meet during a working day for purposes of hearing the Grievance. The Immediate Supervisor shall record all of the pertinent facts and review them with the Grievant to ensure agreement on the circumstances surrounding the Grievance.

5.2.3 Within five (5) working days of the conference with the Grievant, the Immediate Supervisor shall meet with the Grievant and give an oral decision regarding the Grievance.

5.2.4 If the Grievant is not reasonably satisfied with the oral decision of the Immediate Supervisor, the Grievant may, within five (5) working days, proceed with the filing of a Formal Grievance.

5.3 FORMAL GRIEVANCE, STEP 1

5.3.1 The Grievant shall submit the Grievance Form to the Grievant's Senior and/or Executive Director and/or Assistant Superintendent. The employer-generated form shall be legible and complete, including names, dates, places and circumstances necessary for a complete understanding of the Grievance. Pertinent attachments may be made as warranted.

5.3.2 The Senior and/or Executive Director and/or Assistant Superintendent shall have five (5) working days to complete an investigation of the issues involved and arrange for a formal hearing of the Grievance. The investigation may include informal conferencing with the Grievant and the Supervisor, individually or collectively, and/or other steps necessary to ascertain the facts relating to the Grievance.

5.3.3 Within five (5) working days of the formal hearing, the Senior and/or Executive Director and/or Assistant Superintendent shall provide the Grievant with a written decision.

5.3.4 The Grievant shall have five (5) working days from the receipt of the Senior and/or Executive Director Assistant Superintendent's decision to proceed to Step 2.

5.4 APPEAL TO DEPUTY SUPERINTENDENT, STEP 2

5.4.1 Upon receipt of Formal Grievance, Step 2 form, the appropriate Deputy Superintendent shall have five (5) working days to conduct an investigation of the issues and circumstances and arrange a formal hearing.

5.4.2 Within five (5) working days of the formal hearing, the Deputy Superintendent shall provide the Grievant with a written decision.

5.4.3 The Grievant shall have five (5) working days from receipt of the Deputy Superintendent's decision to either proceed to non-binding advisory arbitration or proceed directly to Step 3.

5.5 ADVISORY ARBITRATION

5.5.1 The Arbitrator's decision shall be advisory and he/she shall be selected and governed by the following:

5.5.1.1 The California Conciliation Service shall be requested to furnish a list of Arbitrators who are knowledgeable in public elementary and secondary education. The Arbitrator shall be selected by alternately striking from the list until one name remains. The order of striking shall be determined by lot. The appointed member shall serve as the Arbitrator who shall consider only those issues, which have been properly processed through all prior applicable steps of this procedure.

5.5.1.2 The Arbitrator shall provide both the Employer's representative and the Employee, or the Employee's representative, a reasonable opportunity to present witnesses, evidence, and arguments. The rules of conduct for said presentations shall be determined by rules established by the American Arbitration Association's Streamlined Labor Arbitration rules.

5.5.1.3 The jurisdiction of the Advisory Arbitrator shall be confined to a determination of the relevant facts and interpretations of the provisions of this Agreement. The Arbitrator may recommend remedies, including financial reimbursement, as part of his/her advisory decision.

5.5.2 The Association and the Employer shall equally share the Arbitrator's fee, per diem and travel expenses. In the event either party orders a transcript of the proceedings, the party shall pay the entire cost of the transcript. If both parties desire a copy of the proceedings, one of them shall order a copy and furnish the other with a photocopy. The parties shall equally share the cost of a report and the cost of one photocopy.

5.5.3 As an alternative to Advisory Arbitration, the Grievant may request that the matter be heard by a mediator from the State Mediation and Conciliation Service in an attempt to resolve the matter.

5.6 APPEAL TO SUPERINTENDENT, STEP 3

5.6.1 Upon receipt of Formal Grievance, Step 3 form, the Superintendent shall have ten (10) working days to conduct an investigation of the issues and circumstances and arrange a formal hearing.

5.6.2 Within five (5) working days of the formal hearing, the Superintendent shall provide the Grievant with a written decision. Said decision shall be final except as provided herein below.

5.6.3 If the Grievant selects Advisory Arbitration, the Superintendent shall review the decision of the arbitrator and notify the parties of the Superintendent's acceptance, modification, or rejection of the arbitrator's recommended decision within ten (10) working days of the Superintendent's receipt.

5.6.4 In the event the Grievant is not satisfied with the decision of the Superintendent, the Grievant may file suit in a court of competent jurisdiction.

5.7 OTHER PROVISIONS

5.7.1 Should the Senior and/or Executive Director and/or Assistant Superintendent or Deputy Superintendent fail to comply with the provisions of this Article, the Grievant shall be authorized to pursue the next step of the Grievance procedure.

5.7.2 Should the Grievant fail to pursue the Grievance to the next step within the specified period of time, the decision rendered shall be considered final.

5.7.3 The time period specified for administrative or Grievant response at any step of this procedure may be extended for a defined period by mutual agreement between the Grievant and the appropriate administrator. Agreement to extend time shall not be unreasonably withheld.

ARTICLE 6

PROCEDURES FOR EVALUATION OF PERFORMANCE

6.0 PROCEDURES FOR EVALUATION OF PERFORMANCE

6.1 PURPOSE OF EVALUATION

6.1.1 It is recognized that a system of periodic evaluation is essential to assist Unit Members in developing competency and realizing their potential. It is further recognized that information gathered through such a system will enable decisions to measure a Unit Member's performance in a just and equitable manner.

6.1.2 The evaluation procedure is a cooperative process designed to:

- a. Promote the achievement of goals and objectives of the County Office and its programs through the assessment and evaluation of the staff that perform within that program;
- b. Provide a formal method of recognizing staff achievement and growth;
- c. Identify abilities and specific indicators most critical to support job performance and provide needed activities for staff development;
- d. Develop suggestions and direction regarding desired performance and improvement;
- e. Increase the employee's understanding of performance from the supervisor's viewpoint; and
- f. Provide a process of two-way communication to evaluate job performance.

6.2 EVALUATION INSTRUMENTS

6.2.1 The evaluation instruments shall contain the following Employer generated forms:

- a. Intent to Evaluate Form(s)
- b. Observation Form(s)
- c. Certificated Evaluation Form(s)

6.3 FREQUENCY

6.3.1 Probationary/Temporary Unit Members shall be evaluated each school year.

6.3.2 Regular/Permanent (non-tenured and tenured) Unit Members with more than two years of service shall be evaluated every other school year unless either party shall make a request for a more frequent evaluation.

6.3.3 Unit Members with Regular/Permanent (non-tenured and tenured) status who have been employed with the County Office for at least ten (10) complete consecutive school years and are deemed qualified under Every Student Succeeds Act, if required by their assignment and, whose two most recent evaluations are rated “Successfully Achieves Standards,” then, by mutual consent, the Employee may be evaluated every four (4) years.

6.3.4 If a Unit Member is scheduled to be evaluated during a particular school year, but is granted a leave of absence for one (1) semester or longer, such evaluation shall take place during the first year of return to duty.

6.4 NOTIFICATION

6.4.1 Unit Members to be evaluated during a particular year shall be furnished a copy of the evaluation procedures, advised of the criteria upon which the evaluation is to be based, and notified of the identity of their Evaluator no later than November 1 of the year in which the evaluation is to take place.

6.4.2 The Unit Member being evaluated and the Evaluator will complete the Intent to Evaluate form no later than November 1 to discuss:

- a. Professional goal(s) and objective(s) for the upcoming evaluation period;
- b. Standard(s) to be achieved during the evaluation period; and
- c. Establish projected schedule, including estimated time frames of date, time and location of formal observation(s) and final evaluation dates. The date, time and location of formal observation(s) and final evaluation shall be confirmed in accordance with subsection 6.5.1.

6.4.3 The Unit Member shall have the right to identify any factors, which the Unit Member believes may inhibit his/her ability to meet the objectives and standards established.

6.4.4 The Unit Member’s evaluator shall be his/her Immediate Supervisor in the FCSS program.

6.5 FORMAL OBSERVATION REQUIREMENTS

6.5.1 Formal observations shall:

- a. Last at least thirty (30) minutes.

- b. Be made known to the Unit Member at least two (2) working days prior to their occurrence.
- c. Be followed by a conference with written feedback within five (5) working days of the formal observation.

6.5.2 Probationary employees shall have no less than three (3) formal observations with one of those observations occurring by the close of the first semester.

6.5.3 Regular/Permanent employees shall have no less than two (2) formal observations. In cases where the Regular/Permanent Unit Member successfully achieves all standards, and by mutual consent of both Unit Member and the Evaluator, the number of observations may be reduced to one (1).

6.5.4 A Unit Member who receives a negative formal observation shall, upon request, be entitled to additional formal observations, observation conferences and written feedback as prescribed in subsection 6.5.1 c. Upon request of the Unit Member, the next level administrator shall act as the evaluator.

6.5.5 In the case of a negative observation(s)/evaluation, the Evaluator shall take positive action to assist the Unit Member in correcting any cited deficiencies.

6.6 EVALUATION REQUIREMENTS

6.6.1 The evaluation conference shall be held no later than May 1.

6.6.2 The Evaluator's role to assist the Unit Member shall include, but not be limited to the following:

- a. Specific written recommendation for improvement;
- b. County Office of Education assistance to implement such recommendation; and;
- c. Provision of available resources, without cost to the Unit Member, to be utilized to assist with improvements.

6.6.3 In reference to Regular/Permanent employees, in preparing the final evaluation form for placement in the Unit Member's personnel file, the Evaluator shall rely primarily upon data collected through observations and evaluation conferences. Any deficiencies that have been brought to the attention of the Unit Member, and subsequently corrected, or demonstrated notable progress, may not be included in the final evaluation form.

6.6.4 Unsubstantiated statements shall not be included in the evaluation.

6.7 APPEAL OF EVALUATION

6.7.1 If the Evaluatee feels the evaluation is incorrect or inaccurate, the Evaluatee may appeal as follows:

- a. The Evaluatee shall have ten (10) working days from the date of the evaluation conference within which to file a written rebuttal with Human Resources and the Evaluator. The written rebuttal will be attached to the evaluation instrument for placement in the personnel file.
- b. Within the same ten (10) working day period, the Evaluatee may request a conference with the Evaluator's supervisor and next level Administrator. This conference will be scheduled during the Unit Member's regularly scheduled duty day unless an alternative time is requested by the Unit Member and mutually agreed upon. Unit Member may request a FCSOEA Representative. The completion of this conference ends the appeal process.

6.8 OTHER PROVISIONS

6.8.1 A Unit Member shall not be evaluated on or held accountable for any deficiency of the educational program over which the Unit Member has no authority or ability to correct.

6.8.2 Unit Members shall not be required to participate in the evaluation(s) and/or observation(s) of other Unit Members, except as provided for in the Peer Assistance and Coaching (PAC) Article of this Agreement.

6.8.3 The evaluation of a Unit Member, pursuant to this Article, shall not be based on the personal life or lifestyle of a Unit Member or their personal opinion.

6.8.4 An Association representative may be present at conferences described in this Article. They may attend as observers. Should the Unit Member choose to have an Association representative present, they must notify the Evaluator at least two (2) working days prior to the evaluation conference.

ARTICLE 7

PERSONNEL FILES E.C. 44031

7.0 PERSONNEL FILES E.C. 44031

7.1 A Unit Member shall have the right to inspect any materials in his/her personnel file, which may serve as a basis for affecting the status of his/her employment subject to the following:

7.1.1 Such materials available for inspection by the Unit Member shall not include ratings, reports or records obtained prior to the Unit Member's employment by the Employer, materials prepared by an identifiable examination committee, or information obtained in connection with a promotional or advancement examination.

7.1.2 The Unit Member's right to inspect the materials in his/her personnel file or as a representative for another Unit Member, with the written permission of the Unit Member, shall be restricted to those times the Unit Member or representative is not required to render service to the County Office and shall be during normal business hours of the Human Resources Office.

7.1.3 Unit Members may request of the Employer the removal of derogatory materials over four (4) years old and in accordance with Title 5, 16023.

7.1.4 Information of a derogatory nature, except those mentioned in the second paragraph of this Article, shall not be entered or filed unless or until the Unit Member is given a copy of the material and an opportunity to review and comment thereon. Such review shall take place by mutual agreement with the Employer, or his designee, during normal business hours and the Unit Member shall be released from duty for the purpose without salary deduction. In the event the above stated procedure is not followed, such information shall not be allowed as evidence in any disciplinary action against the Unit Member or used by the Employer in any grievance filed by the Unit Member.

7.1.5 A Unit Member may have a representative present when he/she inspects his/her personnel file. Upon written authorization by the Unit Member and prior notification to the Human Resources Office, a representative of the Association shall be permitted to examine or obtain copies of materials which are not of a restricted nature.

7.1.6 Access to a Unit Member's personnel file shall be limited to the Employer, or his/her designee, on a need-to-know basis. The contents of all personnel files shall be kept in the strictest confidence.

7.1.7 The personnel file for a Unit Member shall be maintained in Human Resources located in a secure digital database in the central administrative building of the Employer. Any files kept by the Unit Member's Immediate Administrator shall not contain information deemed detrimental to the welfare of the Unit Member involved.

7.1.8 Unit Members shall be charged a rate of \$.10 per page if their request for personnel file hard copies exceeds ten (10) pages.

ARTICLE 8

VACANCY/TRANSFERS/REASSIGNMENT

8.0 VACANCY/TRANSFERS/REASSIGNMENT

8.1 DEFINITIONS

8.1.1 Vacancy: The term “vacancy” shall be defined as an opening, which remains funded, resulting from the resignation, retirement, death, promotion, or termination of an employee, or the creation of a “new position.”

8.1.1.1 When a vacancy occurs within ninety (90) calendar days from the closing date of a prior recruitment with the same position requirements, the Employer may select the next available ranked candidate from that prior recruitment. Internal candidates may be considered for one hundred and eighty (180) calendar days from the closing date of a prior recruitment.

8.1.2 Transfer/Reassignment: A transfer/reassignment refers to any action by the Employer which results in the movement of a Unit Member from the position held immediately preceding such action to a position under a different Immediate Supervisor. A transfer/reassignment may be Unit Member initiated (voluntary) or Employer initiated (involuntary).

- a. Voluntary transfer/reassignment – Initiated by either the Employee or the Employer with the consent of the Employee.
- b. Involuntary transfer/reassignment – Initiated by the Employer without the consent of the Employee.

8.1.3 A transfer/reassignment, whether voluntary or involuntary, shall not result in the loss of compensation or any fringe benefits to the Unit Member transferred/reassigned, unless such transfer/reassignment is to a position with a decrease in hours per work day.

8.2 TRANSFERS/REASSIGNMENT CRITERIA

Whenever a transfer/reassignment is being considered, voluntary or involuntary, the request will be reviewed and assessed by administration based on the following factors:

- Credentials to perform the required service;
- Unit Member preference and seniority;

- Skills, talents, or experiences unique to the transferee;
- The legitimate needs of the Employer, which shall not be determined arbitrarily or capriciously; and
- Previous written evaluations, teaching performance and relationships with personnel and agencies.

8.3 VOLUNTARY TRANSFERS/REASSIGNMENTS

8.3.1 Unit Members may initiate their own transfer/reassignment by submitting an Employer generated transfer/reassignment request form to the Human Resources Department.

8.3.2 The transfer/reassignment request form may be submitted in response to a particular opening that has been posted in the County Office or for purposes of receiving consideration for vacancies as they occur.

8.3.3 All transfer/reassignment request forms received shall be kept on file **electronically or hard copy** in the Human Resources Department until June 1 of each school year.

8.3.4 Voluntary transfers/reassignments will be given due consideration based exclusively on the legitimate educational needs of the County Office and shall not be denied arbitrarily, capriciously, or without a basis in education need.

8.3.5 Unit Members who are qualified for a vacant position and who have submitted an Employer generated transfer/reassignment request form before the job posting will be considered prior to the employment of anyone outside the County Office.

8.3.6 No voluntary transfer/reassignment shall be granted which will displace or result in the termination of another Unit Member.

8.3.7 A Unit Member may request a meeting with their supervisor and Assistant Superintendent, Human Resources or his/her designee should they not receive a requested voluntary transfer/reassignment.

8.4 INVOLUNTARY TRANSFERS/REASSIGNMENTS

8.4.1 Involuntary transfers/reassignments shall be based exclusively on the legitimate educational needs of the County Office and shall not be made arbitrarily, capriciously, or without a basis in educational need.

8.4.2 Involuntary transfer/reassignments may be made for the following reasons:

- a. Vacancy;
- b. Fluctuations in pupil enrollment;
- c. Placement of personnel commencing or returning from leaves;
- d. Opening and closing of schools, classes or programs;
- e. Improvement of instructional program, operations of the organization, and/or staffing requirements such as teaching experience, specialized skills and talents; and/or
- f. Incompatibility and/or improvement of performance.

8.4.3 Unit Members shall not be involuntarily transferred/reassigned more than one (1) time every three (3) years except in those instances where a demonstrated need exists as described above.

8.4.4 Transfers/reassignments for reasons of incompatibility or improvement of performance shall not occur unless there exists proper documentation evidencing the need for the involuntary transfer/reassignment or the evaluation process has been followed and the employee/supervisor conferences have been held in an attempt to resolve the problems.

8.4.5 Unit Members transferred/reassigned involuntarily after August 1 shall be provided reasonable release time with a substitute and appropriate assistance for the transition.

8.5 ANNOUNCEMENT OF VACANCIES

8.5.1 All vacancy notices or certificated bargaining Unit Member positions shall be posted and distributed as follows:

- a. Human Resources shall post all vacancy notices on EDJOIN. Such notices shall include the position description, program, job title, credentials requirement(s) and a closing date for application. The closing date shall be not less than seven (7) working days following the initial date of posting.
- b. For Extended School Year (ESY) and Summer School (SS) the closing date for accepting applications pursuant to a vacancy notice shall not be less than five (5) working days following the initial date of posting.
- c. Human Resources shall notify all Department Heads and Unit Members of the posting of vacancy notice via County Office mail.

8.5.2 All Unit Members meeting the job specifications as announced, who complete the transfer/reassignment request form, shall be considered for the position; however, the final selection shall be in the sole discretion of the Employer.

8.6 CONVENTIONAL SCHOOL YEAR ASSIGNMENTS

Except for non-students duty days, Unit Members who are assigned to work at schools or other facilities that operate on a “conventional school year” schedule (e.g. August or early September through mid-June) shall work during the same period as that school’s certificated employees. Unit Members shall begin work no earlier than the first day on which teachers employed by that school district are required to commence work for the school year, and end work no later than the last day on which certificated employees assigned to that school are required to work. Special Education Unit Members who work in regionalized programs that serve multiple districts with different school calendars may have a schedule designed over a calendar year rather than a school year. Such certificated Unit Members include the Infant/Toddler, Low Incidence, Adapted Physical Education Teachers, School Nurses, Nurse Practitioners and Speech Language Pathologists.

ARTICLE 9

HOURS AND WORK YEAR

9.0 HOURS AND WORK YEAR

9.1 GENERAL

9.1.1 In recognition of the fact that Unit Members are a professional group committed to fulfilling their responsibilities, including the arrival at and departure from their assignments and the continuance of their duties, and in recognition of the wide variance of programs administered by the County Office, each program shall determine what the work hours are based on the length of workday hours for each of the individual programs.

9.2 WORK YEAR

9.2.1 The number of scheduled work days for Unit Member shall be 183 work days or as required for compliance with the applicable provisions of the Education Code.

9.2.2 For any days of service required in addition to those specified in 9.2.1 above, Unit Members will be compensated at his/her daily rate of pay; however, an employee who voluntarily attends an approved conference or event that includes non-duty days (e.g. Saturday or Sunday) will not be compensated for those days of attendance. The maximum number of duty days exclusive of holidays, may be extended by the Employer to match the school term duty days of the school to which the Unit Member is assigned.

9.3 WORK DAY/HOURS

9.3.1 The Employer recognizes that the varying nature of a Unit Member's day-to-day professional responsibilities does not lend itself to an instructional day of rigidly established length. The instructional work day for Unit Members shall generally be six (6) hours and forty-five (45) minutes, not including lunch, unless the Employer designated assignment is on a special education comprehensive high school or Career Technical Education Charter High School campus, which shall be seven (7) hours and fifteen (15) minutes, not including lunch.

9.3.2 The parties of this Agreement acknowledge that Unit Members may require some workday variance based on program needs and assignment. Generally, the instructional day will consist of the following dependent on program assignment:

Function	6.75 Instructional Day	7.25 Instructional Day
Student Contact	330	360
Other/Breaks*	45	45
Preparation Time**	30	30
Total Number of Minutes Equal	405	435

* Other/Breaks shall be determined by program administration considering school schedules, program need and assignment.

** The equivalent amount of preparation time shall not be less than two and a half (2.5) hours per standard five (5) day work week (approximately 30 minutes per day).

For Special Education programs with minimum days, minimum days are to be used as follows: alternating days between administrative uses and teacher preparation time.

9.4 OTHER PROVISIONS

9.4.1 Unit Members are expected to arrive fifteen (15) or thirty (30) minutes prior to the opening bell time and remain fifteen (15) or thirty (30) minutes after the closing bell as determined by school assignment and/or program need to ensure a safe arrival and departure of students. The combined arrival and departure time will not exceed forty-five (45) minutes per workday.

9.4.2 The workday for Unit Members shall be determined by the program/site's bell schedule.

9.4.2.1 When the basic instructional day for members of this unit requires a longer workday/work year, based on program need, and with the pre-approval of the Employer, supplemental time will be compensated on an Employer generated form.

9.4.3 The instructional work week shall include classroom preparation. Unit Members are responsible for their instructional day duties, which include assignments, Employer meetings, special help to student(s), student supervision, and other assignments, which are determined by management to be necessary for the efficient functioning of the County Superintendent.

9.4.4 In addition to Employer meetings as specified in sub-section 9.4.5, regularly scheduled meetings shall be held between the flexible work hours of 7:30am and 5:00pm with attendance being mandatory. Such meetings shall be scheduled in advance and a

calendar shall be disseminated to applicable staff members. No more than twelve (12) meetings beyond the assigned instructional day shall be held during any school year, with two (2) of the twelve (12) reserved for unforeseen circumstances. There shall not be more than two (2) meetings held in any calendar month. Mandatory attendance at meetings is considered a vital professional responsibility. A Unit Member's failure to attend scheduled meetings, without adequate excuse, may result in disciplinary action pursuant to Article 23 and applicable Education Code provisions.

9.4.5 Unit Members will be expected to attend, as applicable, a minimum of four events per school year of the following: Back to School Night, Open House, Graduation, Parent Advisory Committee, Career Pathway Employer Advisory meetings, Student Project Presentations to Parents and the Public, English Language Advisory Committee (ELAC), and District English Language Advisory Committee (DELAC) meetings, as mutually agreed upon by the Unit Member and immediate Administrator. Unit Members assigned to middle school or high school programs will be required to attend one of their assigned program's graduation ceremonies as one of their four annual events.

9.4.6 Every effort will be made to maintain safety standards for all staff members during extra school or in-service activities. Additional instructional day duties shall be assigned on an equitable basis. Voluntary services over and beyond these are the choice of the Unit Member.

9.4.7 Except for unusual circumstances, notices of meeting and agendas shall be given to Unit Member at least three (3) days prior to such meetings.

9.4.8 Depending on the desire of the affected Unit Members and satisfactory arrangements with the Probation Department, for Unit Members assigned to Alternative Education, the instructional day may be from 7:30am to 3:45pm. Other beginning and ending times may be established by mutual consent of the Local #704 (FCSOEA) and the Employer from time to time, not to exceed six (6) hours, forty-five (45) minutes excluding lunch.

9.4.9 Pursuant to the Terms of the Agreement, Unit Members shall have a minimum of thirty (30) minutes duty free lunch period.

9.5 EXTENDED SCHOOL YEAR (“ESY”) / SUMMER SCHOOL (“SS”)

9.5.1 ESY/SS supplemental assignments are contingent upon funding and/or student enrollment. When ESY/SS sessions are offered, the positions will be filled as follows:

9.5.1.1 The Unit Member will be given first right of refusal to provide supplemental services when Unit Member complies with application process and deadline (EDJOIN) as established by the Employer and the Unit Member meets the program needs in the available classroom.

9.5.1.2 When application process and deadline are met, the Employer will fill the supplemental assignment based on the transfer/reassignment criteria as set forth in Article 8.2. When the application process and deadline are not met, the Employer will fill the supplemental assignment.

ARTICLE 10

CLASS SIZE

10.0 CLASS SIZE

10.1 Class size in all Special Education programs and other classes conducted by the Employer shall not exceed fourteen (14) students per class or the maximum number as provided by State law.

10.2 Class size in Alternative Education Programs shall be as follows:

- a. Alice M. Worsley School: Class size shall not exceed twenty (20) students. Class size will fluctuate based on the occupancy of the facility.
- b. Violet Heintz Education Academy (VHEA): Class size shall not exceed twenty (20) students, with the exception of the Independent Study Programs.
- c. Independent Study Programs: Class size shall not exceed twenty-five (25) students. Class size will fluctuate based on enrollment and drop periods during the semester.

10.3 Class size at Career Technical Education Charter (CTEC) High School shall not exceed twenty-four (24), unless mutually agreed upon in writing by program administration and the classroom teacher on a year-to-year basis, except for Physical Education (P.E.) and internship preparation classes.

10.4 In no event shall class size or caseload exceed the legal limits as mandated in Education Code 56000 and following.

ARTICLE 11

LEAVES AND ABSENCES FROM DUTY PROVISIONS

11.0 LEAVES AND ABSENCES FROM DUTY PROVISIONS

11.1 GENERAL

The Employer shall grant Unit Members leaves of absences, with or without pay, subject to the provisions contained herein.

11.1.1 Said leave benefits are the sole leave benefits which are part of this collective agreement, and it is agreed that other leave benefits are not incorporated, either directly or implied, into this collective agreement, nor are such other leave benefits subject to the grievance procedure, Article V.

11.2 SICK LEAVE

11.2.1 A full time Unit Member shall be entitled to eleven (11) days leave with pay for each school year for purposes of personal illness or injury. Said days are to be credited each year at the start of the new fiscal year. A Unit Member employed for less than full time shall be entitled to that portion of the eleven (11) days leave as the number of hours per week of scheduled duty relates to the number of hours for a full time Unit Member in a comparable position.

11.2.2 Sick leave may be used in no less than one quarter (1/4) hour increments, starting from the time the Unit Member fails to appear for service at his/her regular time or leaves his/her assigned place of service, exclusive of time outside the Unit Member's regular work day and lunch period.

11.2.3 Unused sick leave shall accumulate year to year. A Unit Member who has exhausted his/her total hours of sick leave and whose attendance record reflects total or partial leave docks and a possible pattern of abuse, including but not limited to, Monday/Friday absences, absences that extend holiday periods, excessive partial absences, and routine failure to work a full week as evidenced by excessive payroll docks that create an undue hardship on the department/program and/or have a negative impact on service delivery, shall be subject to disciplinary action, up to and including termination, and/or disqualification of supplemental assignments. Supplemental

assignments include, but are not limited to, extended school year, intersession, summer sessions, and adjunct classes.

11.2.4 Unit Members employed for Extended School Year (ESY) and/or Summer School (SS) for at least fifty-one percent (51%) of the ESY/SS sessions shall be credited an additional day of sick leave equivalent to the hours assigned each day during their ESY/SS assignment. Sick Leave shall not exceed a maximum of twelve (12) days in one (1) school year. Days accumulated may be used during the regular school session, summer school, or extended session. Hours beyond the annual twelve (12) days of Sick Leave maximum shall be credited to the Unit Member as Earned Time. Said Earned Time shall be used by June 30 of each school year it is earned.

11.2.5 Upon exhaustion of all accumulated sick leave, a Unit Member who would otherwise qualify for sick leave under the provisions of this Article shall receive differential leave for up to a maximum of an additional five (5) calendar months. Differential sick leave shall be paid at not less than the difference between his/her pay and the amount paid a substitute at the lowest daily rate of substitute pay; or, if no substitute has been employed, the amount that would have been paid a substitute.

11.2.6 A Unit Member on differential sick leave which extends into a new fiscal year shall be eligible only for the unexpended days of the initial differential sick leave for the same illness or injury.

11.2.7 As required by the Family Medical Leave Act (FMLA) of 1996, employees on a paid differential sick leave (PDSL) will be notified at the beginning of a PDSL that the first twelve (12) weeks of a PDSL will be counted against the twelve (12) week FMLA leave entitlement noted in Article 11, Section 11.6.

11.2.8 The Employer, through the Human Resources department may request a Unit Member to provide medical verification of illness or injury when an Employee is absent three consecutive days or more due to illness or injury or when a Unit Member's attendance reflects a possible pattern of abuse. Potential patterns of abuse include, but are not limited to, Monday/Friday absences, or absences to extend holiday periods.

If the verification of illness or injury requires the services of a doctor, which the Unit Member would not otherwise have required, the Employer, or his/her Administrative Designee, may designate the doctor and the Employer shall be liable for only the service

fee necessary to procure said verification. If the Unit Member has already made an appointment with, or is under the care of a doctor relating to the illness for which verification requested, the Employer shall incur no liability.

11.2.9 Sick leave which has been credited and used but not earned upon termination shall be repaid by deduction from final salary settlement. Said deduction shall be the rate of pay in force as of the date of termination.

11.2.10 A certificated employee may have his/her sick leave balance at a school district or another County Office of Education transferred to his/her sick leave balance accumulated pursuant to 11.2.1 provided:

- a. He/she was employed at said prior school agency within the state of California for at least one (1) school year; and
- b. He/she is employed as a certificated employee by the County Office within the school year succeeding that in which he/she terminated said prior employment.

11.2.11 All additional provisions for the application of this sick leave policy are detailed in E.C. 44977, 44978.

11.3 CATASTROPHIC LEAVE

11.3.1 The Bargaining Unit may provide information to the Superintendent to assist a Unit Member in their request for approval to allow donations of accrued sick leave to be used towards Catastrophic Leave for a Unit Member's long-term illness or injury. For purposes of this section, "catastrophic" means an illness or injury that is expected to incapacitate the Unit Member for an extended period of time and whose personal illness or injury prevents them from performing the necessary functions of their job for a period of time that extends beyond all other leave available to the Unit Member. Upon approval, it is the responsibility of the Unit Member who is contributing leave to fill out the Employer generated "Sick Leave Donation Form" to initiate this action and deliver the form to the Human Resources Department. The Employer will then transfer the number of days authorized to the Unit Member in need. Transferred days from a Unit Member are lost to Unit Member whether the days are used or not by the receiving Unit Member. A Unit Member cannot contribute catastrophic leave while in probationary status. In no case shall such leave extend beyond sixty (60) days of paid leave.

11.4 PERSONAL NECESSITY LEAVE

11.4.1 Any days of accumulated sick leave, may be used in one-quarter (1/4) hour increments by a Unit Member for Personal Necessity leave when the Personal Necessity is one of the following:

- a. When additional time is requested after “bereavement leave” has been exhausted or when the deceased is not an immediate family member, then Personal Necessity may be used.
- b. Accident – involving person or property.
- c. Court appearance – other than jury duty.
- d. Attend school activities defined as follows: any activity that is sponsored, supervised, or approved by the school (e.g. parent conferences, open house, school orientation and/or meeting called by the school).
- e. Any other genuine emergency in the Unit Member’s personal life, or any pressing personal business that cannot reasonably be conducted after the Unit Member’s normal working hours. This provision, under no circumstances, shall include utilizing personal necessity for the purpose of secondary employment.

11.4.3 Two (2) confidential leave days per fiscal year under Personal Necessity, may be used by a Unit Member for confidential purposes determined by that Unit Member only and is to be requested by the regular leave request procedures.

11.4.4 Unit Members shall submit notification for Personal Necessity/Personal Necessity Confidential leave to their Immediate Supervisor at least one (1) day prior to the beginning date of the leave, except where extenuating circumstances make this impossible. In such an event, the Unit Member will, as soon as possible, notify their supervisor of the circumstance and the need for Personal Necessity. No explanation/reason is required for Personal Necessity Confidential (PNC) leave.

11.4.5 Personal Necessity Confidential leave deductions shall be calculated in no less than one quarter (1/4) hour increments.

11.5 PERSONAL LEAVES OF ABSENCE

11.5.1 A Unit Member may be eligible for personal leave of absence, for a period not to exceed one (1) year, upon written application by the Unit Member, recommendation of the Unit Member’s appropriate administrator, and approval of the Employer.

11.5.2 Said leave of absence shall be without pay. A Unit Member on leave of absence under this personal leave of absence section in excess of thirty (30) calendar days shall not, from the date the leave starts, accrue seniority, sick leave or other fringe benefits granted to regular Unit Members.

11.5.3 A Unit Member must submit a request for personal leave of absence a minimum of thirty (30) days in advance in order to provide a reasonable opportunity to find a substitute employee for the duration of the Unit Member's leave of absence, if required.

11.5.4 Failure by the Unit Member on personal leave of absence to return to duty or to have notified the Employer and have been granted an extension, at the expiration of the approved leave period may be considered abandonment of position and the Unit Member may be terminated for cause.

11.5.5 Upon receipt of the Unit Member's notification to return, the Unit Member shall be placed in a vacant position in the Unit Member's previous program.

11.5.6 A Unit Member desiring to return to duty prior to the expiration of the approved personal leave period shall provide the Employer with a written request to return, specifying the date of availability. Upon receipt of the request to return and the approval of the Employer, the Unit Member shall be placed in a vacant position in the Unit Member's area of credentialing.

11.6 FAMILY MEDICAL LEAVE ACT ("FMLA") AND CALIFORNIA FAMILY RIGHTS ACT ("CFRA")

11.6.1 Employees who have completed one (1) year consisting of at least 1,250 hours of service are eligible for family leave.

11.6.2 Family leave is unpaid leave. For Unit Members on family leave, the County Office will maintain the Unit Member's health and welfare coverage under the group health and welfare plans, up to the legally required term. The County Office contribution for the health and welfare plans will be the same contribution that is made for Unit Members not on leave. However, should the Unit Member fail to return from the family leave, the cost of all health and welfare benefits will be reimbursed by the Unit Member to the Employer. The Employer may withhold any monies owed the Unit Member to satisfy the cost of health and welfare benefits owed to the Employer because of the Unit Member's failure to return to work at the end of a family leave.

11.6.3 REASONS FOR TAKING FAMILY LEAVE:

- a. Care for the Unit Member's child after birth, or placement for adoption or foster care.
- b. Care for the Unit Member's spouse, son or daughter, or parent, who has a serious health condition.
- c. Due to the Unit Member's own serious health condition that makes the Unit Member unable to perform the essential functions of his/her position.
- d. Because of any qualifying exigency arising out of the fact that the Unit Member's spouse, child, or parent is a covered military member on covered active duty (or has been notified of an impending call or order to covered active duty).
- e. To care for a covered service member with a serious injury or illness if the Unit Member is the spouse, child, parent, or next of kin, as defined, of the service member.

11.6.4 PROCEDURES FOR OBTAINING FAMILY LEAVE:

- a. The Unit Member ordinarily must provide thirty (30) days advance leave notice when the need for leave is foreseeable. Requests for family leave must be made in writing. Leave may be denied if requirements are not met.
- b. The Unit Member must provide the Employer with medical certification documenting the need for FMLA/CFRA leave.
- c. Length of leave may not exceed twelve (12) calendar weeks and will run concurrently with paid sick leave, paid differential sick leave and paid industrial illness and accident leave when the leave is due to the Unit Member's own serious health condition. However, CFRA leave will not run concurrently with pregnancy disability leave.
- d. Upon completion of FMLA/CFRA leave, Unit Members will be restored to their original or equivalent position with equivalent pay, benefits, and other employment terms.

11.7 PREGNANCY DISABILITY LEAVE

11.7.1 In conformance with California Education Code Section 44965, any Bargaining Unit Member who is pregnant shall be entitled to the use of sick leave for maternity purposes when there is a disability caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from. Verification of pregnancy from a doctor or medical facility may be required by the Employer.

11.7.2 Pregnancy disability leave shall become effective on a date to be determined by the Unit Member and her medical advisor. Said leave may include a reasonable recovery period following termination of the pregnancy.

11.7.3 A Unit Member may return to work the first regular working day following submission to the Employer of a certificate from the attending physician that the Unit Member is capable of resuming the duties of her position.

11.8 MATERNITY/PATERNITY LEAVE

11.8.1 Upon request, the Employer may provide a Unit Member who is a natural or adopting parent a leave of absence for the purpose of maternity/paternity leave in accordance with the FMLA/CFRA and Education Code Section 44977.5. A Unit Member shall notify the Employer that he or she intends to take such leave at least four (4) weeks prior to the anticipated date on which the leave is to commence or less if approved by the Employer.

11.9 BEREAVEMENT LEAVE

11.9.1 Upon request, a Unit Member shall be granted bereavement leave for the death of the Unit Member's immediate family.

11.9.2 As per Education Code 44985, members of the immediate family, as used in this section, means the mother, mother-in-law, father, father-in-law, grandmother, grandmother-in-law, grandfather, grandfather-in-law, grandchild, spouse or domestic partner, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee, step or foster relation of the employee or any relative living in the immediate household of the employee.

11.9.3 Every Unit Member shall be entitled to one (1) day leave of absence on account of the death of a brother-in-law or sister-in-law. No deduction shall be made from the salary of such employee, nor shall such leave be deducted from leave granted by other sections of the Education Code.

11.9.4 Unit Members shall be granted necessary bereavement leave of absence, not to exceed five (5). No deduction shall be made from the salary of such employee nor shall such leave be deducted from leave granted by other sections of this code. A Unit Member may take bereavement leave in one (1) day increments, not to exceed five (5) working

days. The one (1) day increments of bereavement leave need not be consecutive, but must be taken within three (3) months of the first request for bereavement leave.

11.9.5 When additional time is requested after “bereavement leave” has been exhausted or when the deceased is not an immediate family member, then Personal Necessity may be used.

11.10 COURT APPEARANCES

11.10.1 A Unit Member shall be paid when summoned to jury duty, while making a court appearance related to the work of the Office of the Fresno County Superintendent or when requested to make a material contribution (either as a witness or to file a formal deposition) to a criminal case. When summoned for jury duty, any compensations, other than mileage, meals, and parking, received for such duty shall be endorsed over to the Employer. A Unit Member whose regular work shift commences at 4:00pm or later shall be relieved of duty with pay for any night in which the Unit Member was required to be in court six (6) or more hours during the day.

11.11 MILITARY LEAVE

11.11.1 Military service leave shall be granted in accordance with Federal and State law upon written request to the Employer from the Unit Member involved. If a Unit Member enters the military service of the United States, he/she shall be given an indefinite leave of absence. He/she shall retain all rights of employment, and time spent in the military service shall be considered in computing years of service.

11.11.2 In the event a Unit Member enters the military service of the United States, the vacant position(s) and any position(s) created in the class of positions shall be deemed duration positions. Any person subsequently appointed to the class will be considered to have less credit for years of service than the Unit Member who left the position to enter military service. In the event a layoff is necessary, persons appointed to duration positions will be laid off first. A Unit Member returning from military services shall be reinstated in his/her former position or office provided application for reinstatement is made within six (6) months of separation from service, and the Unit Member is physically and mentally able to perform the duties required of his/her position or office.

11.12 SABBATICAL LEAVES

11.12.1 Sabbatical leaves may be granted by the Employer to Unit Members where such leaves will improve the professional skills and knowledge of Unit Members. (E.C. 44966-44970)

11.12.2 Any Unit Member of the Employer may apply for a sabbatical leave provided that he/she meets the following conditions:

- a. He/she has spent at least seven (7) consecutive years as a regular full time certificated employee of the County Office.
- b. He/she has not taken a sabbatical within the previous seven year period.

11.12.3 Sabbatical leaves may be granted:

- a. For the full school year.
- b. For one semester of a school year.

A fully qualified replacement to perform the duties of the Unit Member must be available for the period of the leave.

11.12.4 Sabbatical leaves will only be granted for the purpose of full time graduate study or research. Such study or research must be related to the Unit Member's work assignment.

11.12.5 Application for sabbatical leave must be made to the Employer on the Sabbatical Leave Application Form. Application must be made prior to February 1, of the school year preceding the one for which the leave is requested and agree to file a written report.

11.12.6 All requests for sabbatical leave shall be reviewed by a Sabbatical Leave Committee. This committee shall be appointed by the Employer for three-year terms and shall consist of the following:

- a. One member of the Employer's Cabinet.
- b. Two department heads.
- c. Four Unit Members.

The committee shall evaluate applicants and recommend either "consideration warranted" or "not recommended this year." The evaluation shall be completed by March 1.

11.13 INDUSTRIAL ILLNESS AND ACCIDENT LEAVE

11.13.1 A Unit Member shall be granted leave with pay, for a period not to exceed sixty (60) working days, in any fiscal year, for the same illness or accident resulting from or out of employment in the Office of the Fresno County Superintendent.

11.13.2 Such leave shall not accumulate from year-to year. When an illness or industrial accident occurs at a time when the full sixty (60) working days' leave will overlap into the next fiscal year, the Unit Member shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred for the same illness or accident.

11.13.3 Payment by the Office of the Fresno County Superintendent for wages lost on any day shall not, when added to an award granted the Unit Member under Workers' Compensation Law of the State of California, exceed the Unit Member's normal wage for the day.

11.13.4 Leave under this section shall commence on the first day of absence and will be reduced by one day for each day of authorized absence regardless of a compensation award made under Workers' Compensation.

11.13.5 Leave under this section shall be used in lieu of entitlement acquired under Section 11.2 (sick leave). When leave under this section has been exhausted, entitlement to sick leave, and sick leave differential shall be used.

11.13.6 During all paid leaves of absence, whether under this section, sick leave, compensated time off or other available leave, the Unit Member shall endorse to the Office of the Fresno County Superintendent wage loss benefit checks received under Workers' Compensation Laws of the State of California. The Office of the Fresno County Superintendent shall, in turn, issue the Unit Member appropriate warrants for the period of illness.

11.13.7 As required by the Family Medical Leave Act (FMLA) of 1996, employees on a Paid Industrial Illness or Accident Leave (PIIOAL) will be notified at the beginning of a PIIOAL that the first eight (8) weeks of a PIIOAL will be counted against the twelve (12) week FMLA leave entitlement noted in Article 11, Section 11.6.

ARTICLE 12

FACILITIES & SAFETY

12.0 SAFETY

12.1 The Employer will provide a safe working environment for employees. The Employer will comply with the provisions of the California State Occupational Safety and Health Act (CALOSHA) regulations within the general industry and, where applicable, construction safety orders.

12.2 The Employer shall provide the necessary tools, equipment and training to permit bargaining Unit Members to perform their assigned duties in a safe manner.

12.2.1 Unit Members shall have access to a desk and phone line(s) for each teacher at the home base or office.

12.3 Unit Members shall conform to and comply with all health, safety, and sanitation requirements imposed by state and federal law or regulations. Unit Members will not be required to work under unsafe conditions as identified by the Employer, or perform tasks that endanger their health or safety.

12.4 Unit Members may utilize the Employer generated form to report to his/her immediate supervisor(s) any condition(s) suspected of being unsafe. This form shall be digitally available on SharePoint for a Unit Member to access and submit. The sample form is included as Appendix E. A copy of this report shall be immediately transmitted to the Illness and Injury Prevention Program (IIPP) Coordinator or his/her designee. The IIPP Coordinator or designee will investigate the condition and determine appropriate action.

12.5 No Unit Member shall be in any way discriminated against as a result of reporting any condition believed unsafe.

12.6 For purposes of safety and conducive working conditions, Unit Members are expected to maintain the highest levels of appropriate and professional attire in relation to their work/instructional setting.

12.7 For purposes of safeguarding FCSS facilities and equipment, enhancing personal safety, and conducive working conditions, Unit Members understand that, with the exception of classrooms or library settings, security cameras may be placed in or outside of FCSS facilities or in facilities where FCSS operates program. The camera system does not guarantee the protection

of individuals from criminal or property-related crimes or monitor unacceptable behavior; however, such crimes or behavior if captured may be used as evidence.

ARTICLE 13

MILEAGE/TIME REIMBURSEMENT (IN COUNTY)

13.0 MILEAGE/TIME REIMBURSEMENT (IN COUNTY)

13.1 DEFINITIONS:

For purposes of the Article (Mileage), the following terms are defined as:

- a. **Classroom Teacher Unit Member:** Refers to those Unit Members who are assigned to the same school site on a daily basis.
- b. **Itinerant Unit Member:** Refers to those Unit Members assigned to multiple school sites on a regular basis. Examples include: Speech Language Pathologists, Itinerant Deaf & Hard of Hearing Teachers, Itinerant Visually Impaired Teachers, and Credentialed School Nurses. Itinerant Unit Members are required to provide their own vehicle as a condition of employment, and are reimbursed for travel between school sites.

13.2 MILEAGE REIMBURSEMENT - TRAVEL TO AND FROM REMOTE WORK SITES (CLASSROOM TEACHER UNIT MEMBER)

13.2.1 Unit Members necessarily assigned and/or required to travel to and from a remote work site more than twelve (12) miles one-way from the employee's home or the Fresno County Superintendent of Schools ("FCSS") main building, 1111 Van Ness, Fresno, California, 93721, whichever is less, shall be reimbursed for mileage starting with the first mile.

13.2.2 Mileage reimbursement for remote site travel shall be paid at the IRS established rate through Accounts Payable.

13.2.3 Unit Members shall document the exact mileage from home or FCSS, whichever is less, in order to receive a mileage reimbursement to and from the remote work site.

13.3 MILEAGE REIMBURSEMENT - TRAVEL TO REMOTE AND MULTIPLE WORK SITES (ITINERANT UNIT MEMBER)

13.3.1 Unit Members required to travel to a remote work site more than twelve (12) miles one-way from the Employee's home or the Fresno County Superintendent of Schools ("FCSS") main building, 1111 Van Ness, Fresno, California, 93721, whichever is less, shall be reimbursed for mileage starting with the first mile.

13.3.2 Unit Members required to travel to a remote work site shall be reimbursed from their last work site back to the FCSS main building, 1111 Van Ness, Fresno, California, 93721, or Employee's home, whichever is less.

13.3.3 Unit Members shall document the exact mileage from home or FCSS, whichever is less, in order to receive a mileage reimbursement to the remote work site.

13.3.4 Mileage reimbursement for remote site travel and/or between site travel shall be paid at the IRS established rate through Accounts Payable.

13.4 MILEAGE REIMBURSEMENT – TRAVEL BETWEEN WORK SITES

13.4.1 Mileage reimbursement shall be paid to Unit Members who are required by the Employer, or his/her designee, to travel from one work site to another work site, at a different work location, in the course of their daily work assignment, or as required to attend workshops and/or meetings.

13.4.2 Mileage reimbursement shall be paid at the IRS established rate through Accounts Payable.

13.4.3 Unit Members shall document the exact mileage from one assigned school site to another as specified by the Employer or his/her designee in order to receive a mileage reimbursement. Pre-approved miles driven will be reimbursed.

13.5 TIME REIMBURSEMENT

13.5.1 Unit Members assigned to remote locations that reasonably requires a driving time of more than forty-five (45) minutes, one way from the Employee's home or the Fresno County Superintendent of Schools ("FCSS") main building, 1111 Van Ness, Fresno, California, 93721, whichever is closer to the job site, are entitled to compensating time off, at straight time rate, for each minute the Unit Member is required to travel in excess of forty-five (45) minutes to the initial job site and from the final job site.

13.5.2 The Unit Member and their Immediate Supervisor shall agree in advance to the compensatory time off to be accrued.

13.5.3 Approval must be obtained from the Immediate Supervisor prior to the usage of accrued time. Accrued time is to be expended in hourly increments and must be used within the Unit Member's scheduled instructional work year beginning with the fall

semester and ending the following June 30. Accrued time cannot be converted to paid time.

ARTICLE 14

EMPLOYEE HEALTH AND WELFARE BENEFITS

14.0 EMPLOYEE HEALTH AND WELFARE BENEFITS

14.1 COVERAGE

14.1.1 The Employer shall provide the Unit Members with health and welfare benefits as follows:

- a. Medical (Unit Member, spouse, and eligible dependents up to age 26)
- b. Prescription Drugs
- c. Dental (Unit Member, spouse, and eligible dependents up to age 26)
- d. Vision (Unit Member, spouse, and eligible dependents up to age 26)
- e. Life (\$50,000 Unit Member only)

14.1.2 The health and welfare benefits shall be for the Unit Member, spouse, and eligible dependents up to age 26. The Employer will only provide access to an Employer sponsored medical plan of minimum essential value for the employee and eligible dependent children to age 26 in accordance with the Employer mandate under the Patient Protection and Affordable Care Act as set forth in subsection 14.2.1.

14.2 ELIGIBILITY

14.2.1 Unit Members whose regularly assigned position is equal to or more than the annual hours of 60 percent of a full-time equivalent (183 duty days) which equates to 741.15 hours (6.75 x 109.8 days) shall be eligible for the benefits as described in subsection 14.1.1.

14.2.2 Unit Members whose regularly assigned position is less than the annual hours of 60 percent of a full-time equivalent (183 duty days) which equates to 741.15 hours (6.75 hours x 109.8 days) shall only be eligible for the medical plan of minimum essential value for the Unit Member and eligible dependent children to age 26 as designated by the Employer as the Anchor Bronze Plan with no Employer contribution. The full cost of this plan will be the Unit Member's responsibility. Premiums must be paid as specified by the Employer, and cannot be deducted from payroll or paid on a pre-tax basis.

14.2.3 A Unit Member on an unpaid leave of absence may have the option to elect Employer's insurance coverage through COBRA for the period of the approved leave, not to exceed one (1) calendar year.

14.2.4 Unit Members may participate in the tax-sheltered annuity of their choice from programs available through the Employer, with the Employer providing payroll deduction for this purpose.

14.3 EMPLOYER CONTRIBUTION

14.3.1 The Employer's maximum contribution toward eligible employee health and welfare benefits shall be capped for the 2024-2025 benefit plan year (October through September) at nineteen thousand, two hundred dollars (\$19,200.00) per plan year. For the 2025-2026 benefit plan year (October through September) the Employer's maximum contribution toward eligible employee health and welfare benefits shall be capped at twenty thousand, four hundred and fifty dollars (\$20,450.00).

14.4 DURATION OF BENEFITS

14.4.1 If a Unit Member is terminated at any time as a result of just cause disciplinary action, the Unit Member's coverage for health and welfare benefits shall cease as of the last day of the month in which the Unit Member was terminated.

14.4.2 If a Unit Member's resignation effective date is on or after the last working day of the school year, the Unit Member may elect to have their health and welfare benefits extended through September 30 of the new school year or until the last day of the month in which the Unit Member is eligible for health and welfare benefits with another Employer, whichever is first.

14.4.3 If the Unit Member elects to have the benefits extension, pursuant to 14.4.2, the employee contribution will be deducted from their final paycheck and the employee will be required to submit a voluntary deduction form by May 1. If the Unit Member fails to notify the employer by May 1, the employee will be responsible for reimbursing the employee contribution by direct payment. A check or money order for the Unit Member's portion of premiums for the entire period of extension of benefits must be submitted by the Employer specified due date. If a Unit Member becomes eligible for benefits coverage with another Employer prior to the expiration of the extension of benefits, the Unit Member's portion of the premium(s) will be remitted to the Unit Member on a whole month basis only.

14.4.4 Unit Members who resign their employment with the County Superintendent mid-year, shall have their benefit coverage cease on the first day of the calendar month following separation from service.

14.5 RETIREE BENEFITS

14.5.1 COVERAGE AND ELIGIBILITY

- a. Upon retirement from the Fresno County Superintendent of Schools ("FCSS") a Unit Member may purchase the retiree medical, dental or vision plans offered by FCSS for themselves, eligible dependents and spouse, by paying a voluntary contribution in advance.
- b. The Unit Member must meet the eligibility requirements as set forth in 14.2.1 to qualify for retiree benefits.
- c. A Unit Member must submit a written request to the Human Resources Department of their intent to retire on or before June 1 preceding the fiscal year the Unit Member plans to retire.
- d. If a Unit Member declines retiree benefits on or before the date of their retirement or any date after their retirement, the retiree is ineligible to reenroll at a subsequent date.

14.5.2 QUALIFICATIONS FOR EMPLOYER CONTRIBUTION FOR EMPLOYEES RETIRING PRIOR TO NOVEMBER 1, 2005.

14.5.2.1 QUALIFIERS

- a. Unit Member is at least 55 years of age; and
- b. Unit Member has been employed by the FCSS for ten (10) consecutive years or more.

14.5.2.2 CONTRIBUTION

Employer agrees to contribute ten dollars (\$10.00) per month toward the benefit program for retirees who desire to continue the medical group program in which all Unit Members participate.

14.5.3 QUALIFICATIONS FOR EMPLOYER CONTRIBUTION FOR EMPLOYEES RETIRING ON NOVEMBER 1, 2005 AND PRIOR TO APRIL 26, 2019.

14.5.3.1 QUALIFIERS

- a. Unit Member is at least fifty-eight (58) years of age; and

- b. Unit Member has been employed by the FCSS for fifteen (15) consecutive years or more.

14.5.3.2 CONTRIBUTION

- a. A Unit Member who has not reached the age of sixty-two (62) on the date of their retirement shall receive an Employer contribution of one-hundred (\$100.00) per month toward retiree benefits, beginning with the first month after their retirement or in compliance with 14.4.2 and through the end of the month in which the retired employee turns sixty-five (65). Once the retiree reaches sixty-five (65) years of age and becomes eligible for Medicare, the one-hundred (\$100.00) per month shall cease.
- b. A Unit Member who is between the age of sixty-two (62) and sixty-five (65) shall receive an Employer contribution toward the cost of retiree benefits in the same proportion as an active Unit Member from the date of retirement or in compliance with 14.4.2. "Same proportion" shall be defined as: a part, share, or number considered in comparative relation to the whole. The month the retired employee reaches the age sixty-five (65) and eligible for Medicare, the retired employee shall receive an Employer contribution of two-hundred and sixty dollars (\$260.00) per month.
- c. A Unit Member who is at least sixty-five (65) on the date of their retirement shall receive an Employer contribution of two-hundred and sixty dollars (\$260.00) per month toward retiree benefits, beginning with the first month following the date of their retirement or in compliance with 14.4.2.

14.5.4 QUALIFICATIONS FOR EMPLOYER CONTRIBUTION FOR EMPLOYEES RETIRING ON OR AFTER APRIL 26, 2019.

14.5.4.1 QUALIFIERS

- a. Unit Member has been employed by FCSS for ten (10) consecutive years or more; or
- b. Unit Member has a total of twenty-five (25) years of public school education service in California, with the last five (5) consecutive years of service before retirement with FCSS.

14.5.4.2 CONTRIBUTION

- a. A Unit Member who has not reached the age of sixty-two (62) on the date of their retirement shall receive an Employer contribution of eighty dollars (\$80.00) per month when a combination of the qualified retiree's age and years of public school service are equal to or greater than seventy-five (75) at the time of retirement and the employee is not eligible for Medicare Benefits.
- b. A Unit Member who has not reached the age of sixty-two (62) on the date of their retirement shall receive an Employer contribution of one-hundred (\$100.00) per month when a combination of the qualified retiree's age and years of public school service are equal to or greater than eighty (80) at the time of retirement and the retiree is not eligible for Medicare benefits.
- c. A Unit Member who is between the age of sixty-two (62) and sixty-five (65) shall receive an Employer contribution toward the cost of retiree benefits in the same proportion as an active Unit Member from the date of retirement or in compliance with 14.4.2. "Same proportion" shall be defined as: a part, share, or number considered in comparative relation to the whole. The month the retired employee reaches the age of sixty-five (65) and eligible for Medicare, the retired employee shall receive an Employer contribution of three-hundred dollars (\$300.00) per month.
- d. A Unit Member who is at least the age of sixty-five (65) on the date of their retirement shall receive an Employer contribution of three-hundred dollars (\$300.00) per month toward retiree benefits, beginning with the first month following the date of their retirement or in compliance with 14.2.2.
- e. A Unit Member who is between the age of sixty (60) and sixty-one (61), with twenty (20) of continuous, consecutive years of service with FCSS, shall receive an Employer contribution toward the cost of retiree benefits in the same proportion as an active Unit Member from date of retirement or in compliance with 14.4.2. When retiree turns the age of sixty-two (62) and up to the age of sixty-five (65) the provisions of 14.5.4.2.c shall apply. When retiree turns the age of sixty-five (65), the provisions of 14.5.4.2.d will apply.

14.6 RETIREE CASH PAYMENT FOR BENEFITS

14.6.1 Cash Payments Towards the Cost of Retiree Benefits Paid by Retirees Who Retire on or After November 1, 2005.

In compliance with subsection 14.5.1, a qualified retiree may elect to receive a reimbursement made directly to them for the purpose of purchasing medical, dental or vision benefits outside the plans offered by FCSS. The monthly reimbursement shall be processed through FCSS's Accounts Payable.

14.6.2 However, as per Government Code Section 53202, retirees may only receive a cash payment to reimburse a retiree for benefits purchased by the retiree. This payment may not be paid in lieu of benefits purchased by the retiree.

14.6.3 In order to facilitate providing retiree employees with a cash benefit, paid by the retiree, the FCSS will, as authorized in Government Code Section 53202.2, require a proof of payment by the retiree toward a specific Medical, Dental or Vision benefit whose cost to the retiree equals or exceeds the district's payment to the retiree.

14.6.4 The proof of payment by the retiree will be provided to the Human Resources Department, with the first request for payment to the retiree, and annually thereafter. Payment will be effective the first calendar month following receipt of proof.

14.6.5 The Human Resources Department in turn will provide the FCSS Internal Finance Department with a proof of payment with the first payment to the retiree and annually thereafter. Payment will be effective the first calendar month following receipt of proof. This proof should reflect the amount of the monthly payment and a copy of the employee's proof of payment for a benefit whose cost exceeds the amount of the reimbursement provided the retirees per this contract.

14.6.6 Finally, these Accounts Payable payments will be considered a retiree benefit and not income; therefore, no 1099-R Form will be issued for these payments.

14.7 MAXIMUM RETIREE BENEFIT

14.7.1 Maximum FCSS cost of retiree benefits if the health and welfare cost paid for all CTA retirees exceeds five percent (5%) of the total cost of health and welfare benefits (e.g. medical, dental, or vision), paid for all active FCSS Employees in any plan year (October through September), a reduction in the total cost of benefits for CTA retirees will be implemented as noted below.

All certificated retirees will have a prorated reduction in their FCSS paid health and welfare benefits until the total cost of the benefits for all CTA retirees equals approximately five

percent (5%) of the total cost of the health and welfare benefits for all active FCSS employees.

14.8 CONTINUING COVERAGE FOR SURVIVING SPOUSES OF UNIT MEMBER RETIREES

14.8.1 The County Superintendent of Schools shall permit the enrollment of certificated retiree's surviving spouses in the same Medical, Dental and Vision Plans offered eligible active Employees under Subsection 14.2. Surviving spouses of certificated retirees who elect coverage pursuant to this Article will be required to pay all premiums and other charges, including any increases in the rate of premiums and all costs incurred by County Superintendent of Schools in administering this Article.

14.8.2 This enrollment entitlement does not apply to either the new spouse upon the remarriage of a surviving spouse or the children of a certificated retiree.

14.8.3 The surviving spouse of a certificated retiree must enroll in the coverage provided by this Article within thirty (30) days of losing County Office Medical, Dental and/or Vision coverage through the certificated retiree. If the surviving spouse does not enroll in a County Office Medical, Dental and/or Vision plan during this initial thirty (30) day enrollment period, the surviving spouse shall be prohibited from enrolling on a subsequent date.

14.8.4 This section shall permit enrollment into any County Office Medical, Dental and/or Vision plan offered to other retirees, only once. A surviving spouse of a certificated retiree who has been previously covered under this Article and has voluntarily terminated that coverage shall be prohibited from enrolling on a subsequent date.

ARTICLE 15

SALARIES

15.0 SALARIES

15.1 GENERAL

The 2024-2025 Certificated Salary Schedule(s) shall be increased by three percent (3.0%) retroactive to July 1, 2024. The 2025-2026 Certificated Salary Schedule(s) shall be increased by two and a half percent (2.5%) effective upon July 1, 2025. The salary schedule (contract year) shall be for 183 days of service. The Employer reserves the right to provide a portion of full increment to a salary base for additional pay, or special assignments.

The employer proposes a three thousand five hundred dollar (\$3,500.00) one-time, off-schedule salary schedule payment be provided to eligible bargaining Unit Members. To be eligible, a Unit Member must be employed as of the date of ratification. This one-time payment will be pro-rated for part-time employees, proportioned to the employee's FTE for the 2025-2026 school year. This payment shall be made at the earliest possible payroll following ratification.

15.2 INITIAL SALARY PLACEMENT

Initial placement will be determined by official transcripts and verifiable experience submitted at time of offer of employment. Only units or semester hours earned from an accredited university or college will be considered. Personnel entering employment after opening of school will be paid on a prorated basis after placement on the salary schedule.

15.3 GROUP ADVANCEMENT

15.3.1 To receive credit for group advancement, verified transcripts or course reports must be submitted to the Superintendent or designee and approved by October 1 of each year. A letter from a class instructor, on school letterhead, noting that an employee has completed and passed the course will be accepted in lieu of an official transcript before October 1. However, once an instructor's letter has been received, an official transcript must follow by no later than October 15 to receive a salary group advancement change.

15.3.2 Units earned at an accredited college and taken toward a higher degree, completing the requirements for a full credential, or related to one's employment

responsibilities will be credited toward salary advancement if received and approved by October 1 of each year.

15.3.3 Lower division credits, unless prior approval is obtained from the Employer, will not be allowed.

15.3.4 Units for advancement on the salary schedule shall be governed as outlined above.

15.3.5 The Association President and the Assistant Superintendent, Human Resources, or their designee(s) shall review all disputed requests for unit advancement as outlined above.

15.4 STEP ADVANCEMENT

Unit Members shall be placed on the next step on the salary schedule effective at the beginning of each school year, providing they were hired on or before December 31 of the previous year. Employees hired January 1 or after, will not receive a step increase until the completion of one full school year. Unit Members employed less than full time shall receive salary advancement on a prorated basis.

15.5 LONGEVITY

- A Unit Member, that has completed ten (10) or more years of consecutive service with FCSS, from their date of hire in a regular probationary position, shall receive four and a half percent (4.5%) of their then base annual salary.
- A Unit Member, that has completed fifteen (15) or more consecutive years of service with FCSS, from their date of hire in a regular probationary position, shall receive six percent (6.0%) of their then base annual salary.
- A Unit Member, that has completed twenty (20) or more consecutive years of service with FCSS, from their date of hire in a regular probationary position, shall receive seven and one-half percent (7.5%) of their then base annual salary.
- A Unit Member, that has completed twenty-five (25) or more consecutive years of service with FCSS, from their date of hire in a regular probationary position, shall receive nine percent (9%) of their then base annual salary.
- A Unit Member, that has completed thirty (30) or more consecutive years of service with FCSS, from their date of hire in a regular probationary position, shall receive ten and one half percent (10.5%) of their then base annual salary.

15.6 MASTER'S AND DOCTORATE ADDITIONAL PAY

15.6.1 Full time Unit Members who hold a Master's Degree from a regionally accredited institution shall receive additional pay in the amount of one thousand dollars (\$1,000.00) annually. Unit Members employed less than full time shall receive their additional pay on a prorated basis.

15.6.2 Full time Unit Members who hold a Doctorate Degree from a regionally accredited institution shall receive additional pay in the amount of one thousand and six hundred dollars (\$1,600.00) annually. Unit Members employed less than full time shall receive their enhancement on a prorated basis.

15.7 SPECIAL EDUCATION ADDITIONAL PAY

Unit Members employed in full time positions providing Special Education services shall receive an additional pay in the increments as follows:

- a. Temporary Permit, Internships and/or Waiver holders shall receive one thousand dollars (\$1,000.00) annually; and
- b. Preliminary Credential holders shall receive two thousand dollars (\$2,000.00) annually; and
- c. Professional Clear/Life Credentials holders shall receive three thousand dollars (\$3,000.00) annually.

Unit Members employed less than full time shall receive their additional pay on a prorated basis.

15.8 EXTENDED SCHOOL YEAR ("ESY") / SUMMER SCHOOL ("SS") / INTERSESSION SALARY PLACEMENT

- a. Bargaining Unit Members assigned to the Special Education and Court & Community Schools programs for an ESY/SS session(s) shall be compensated at their current hourly rate of pay, which includes longevity percentage.
- b. Bargaining Unit Members assigned to the Migrant Education Program for an ESY/SS session(s) shall be compensated at an hourly rate of pay as established by the Employer.
- c. Non-bargaining Unit Members assigned to an FCSS program in a teaching position shall be compensated at an hourly rate of pay as established by the Employer.
- d. Bargaining Unit Members assigned workdays during intersession (i.e., Spring Break and Thanksgiving week) will be compensated at the Unit Member's daily rate of pay.

ARTICLE 16

NEGOTIATION PROCEDURES

16.0 NEGOTIATION PROCEDURES

16.1 Both parties agree to comply with the public notice provisions adopted by Public Employees Relations Board (PERB). No later than April 1, of the year in which this agreement expires, both parties will exchange initial proposal outlines.

16.2 No later than May 1, of the calendar year in which this Agreement expires, the Employer shall meet and negotiate in good faith with the Association on negotiable items. Any Agreement reached between the parties shall be reduced to writing and signed by them.

16.3 If requested by the Association, the Employer shall furnish the Association with the placement of Unit Members on the respective salary schedules as of October 1 each year.

16.4 The Employer agrees to provide the Association with all necessary public documents concerning budget and related items as necessary for the Association to fulfill its role as exclusive bargaining representative.

16.5 The Association shall designate five (5) representatives who shall each receive a sufficient number of hours of release time without loss of compensation to negotiate.

16.5.1 Upon advance notice, through meet and confer between the parties, a specified individual may attend a designated bargaining session to address a specific bargaining topic. The designated individual shall only attend for the time period required for the topic's presentation and immediate questions.

16.6 Negotiations shall take place at mutually agreeable times and places.

16.7 The Employer and the Association may discharge their respective duties by means of authorized officers, individual representatives or committees.

16.8 Either party may utilize the services of outside consultants to assist in the negotiations.

16.9 The identified members of the FCSOEA Negotiating Team in accordance with Article 16 subsection 16.5, shall be granted four (4) hours of release time to meet and prepare for negotiations for each scheduled negotiations date.

16.10 No release time shall be granted for the bargaining unit ratification.

ARTICLE 17
SAVINGS PROVISION

17.0 SAVINGS PROVISION

17.1 If any provisions of this Agreement are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

ARTICLE 18

MISCELLANEOUS PROVISIONS

18.0 MISCELLANEOUS PROVISIONS

18.1 Any individual contract between the Employer and an individual Unit Member heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement.

18.2 This Agreement shall supersede any rules, regulations or practices of the Employer which are contrary to or inconsistent with its terms.

18.3 Within forty-five (45) days of ratification of this Agreement by both parties herein, the Employer will post the contract electronically on the FCSS website. The Employer will also make a copy available at the Unit Member's request. The Association shall receive five (5) copies of the above ratified Agreement.

18.4 A Unit Member's notification to the Employer that he/she intends to resign shall remain revocable until such time as the Employer officially takes action on such notification.

18.5 All Unit Members defined as non-tenure shall be informed in their initial employment contract that they are not eligible for probationary or permanent status.

ARTICLE 19

NON-DISCRIMINATION

19.0 NON-DISCRIMINATION

19.1 The Employer acknowledges and agrees that it shall comply with all state and federal non-discrimination laws. The Parties further agree that any Unit Member who alleges violations of state or federal non-discrimination laws shall proceed with those claims in the appropriate administrative and/or judicial forum and that such claims are not subject to grievance procedures.

ARTICLE 20

REDUCTION IN FORCE

20.0 REDUCTION IN FORCE

20.1 REDUCTION IN FORCE REGARDING PROBATIONARY AND PERMANENT EMPLOYEES

Any reduction in force of probationary or permanent Unit Members during the life of this Agreement shall be in accordance with Education Code Sections 44949, 44955, 44955.5, 44956, 44956.5 and 44957 and/or any other applicable current law.

ARTICLE 21

PEER ASSISTANCE AND COACHING (“PAC”)

21.0 PEER ASSISTANCE AND COACHING (“PAC”)

21.1 GENERAL

Every student deserves an exemplary educator, and every educator deserves to be valued and provided relevant and meaningful professional development. PAC is an opportunity for the Fresno County Office Educator’s Association (Association) and the Fresno County Superintendent of Schools (“FCSS”) to cooperatively improve the quality of instruction. The FCSS and the Association agree to implement the PAC program in order to support the growth and improve the quality of instruction and services provided to all students. This program serves to support all participating teachers and service providers. PAC is designed to provide individualized coaching and on-the-job professional learning to participants. Participation in the PAC program will be available to teachers who have not earned a preliminary credential and to Service Providers who have not earned a clear service credential. In addition, teachers and service providers holding clear credentials may apply to participate upon hire with the FCSS or in response to a change in assignment/area of service (i.e. grade level, subject matter, or disability area).

21.2 DEFINITIONS

21.2.1 PARTICIPATING TEACHER

A “Participating Teacher” shall receive assistance and coaching to improve instructional skills, classroom management, knowledge of subject matter and other aspects of teaching performance as described in the California Standards for the Teaching Profession.

21.2.2 PARTICIPATING SERVICE PROVIDER

A “Service Provider” shall receive assistance and coaching to improve provisions of services, caseload management, knowledge of their field of expertise and other aspects of service delivery.

21.2.3 PAC COACH

A “PAC Coach” is an experienced, exemplary Teacher/Service Provider selected by Program Administration that meets the criteria as specified in Article Subsection 21.5.2 and approved by the Peer Assistance and Coaching (“PAC”) Panel.

21.2.4 PEER ASSISTANCE AND COACHING PANEL

The PAC panel is responsible for the supervision and evaluation of the PAC program and is composed of two (2) Administrators selected by the FCSS/Designee and a total of three (3) Teachers and/or Service Providers cooperatively selected by the Association and Program Administration.

21.3 PROGRAM PARTICIPATION

21.3.1 There are generally four (4) categories for Program Participation:

- a. Voluntary Participation: initiated by either the Employee or the Employer with the consent of the Employee.
- b. Participation of Waiver/Permit holders: initiated cooperatively by the Employer with the consent of the Employee.
- c. Participation of Service Providers holding Preliminary Service Credentials: initiated cooperatively by the Employer with the consent of the Employee.
- d. Administrative Referral Participation: initiated by the Employer with the consent of the Employee.

21.3.2 Program participation criteria: When participation is being highly encouraged as a result of holding a Waiver/Permit or as a result of an administrative referral, the request will be reviewed and assessed by program administration based on the following:

- a. The legitimate needs of the Employer, which shall not be determined arbitrarily or capriciously.
- b. To support the growth and/or improvement of skills, talents and/or experiences of the Participating Teacher/Service Provider related to credential pathway planning/years of experience of the employee.
- c. Previous written evaluations, job performance and relationships with personnel and agencies demonstrating the need for growth and/or improvement.
- d. Teachers holding a Waiver/Permit will be strongly encouraged to participate in the program until granted a Preliminary Credential.
- e. Service Providers holding a Preliminary Credential will be strongly encouraged to participate in the program until granted a Clear Credential.

21.3.3 VOLUNTARY PARTICIPANT

21.3.3.1 This program shall provide support to Teachers/Service providers, permanent or probationary, that are not participating in an Induction Program. Support will be provided to Teachers who seek to improve their instructional skills, classroom management, knowledge of subject matter and other aspects of teaching performance as described in the California Standards of the Teaching Profession for General Education/Special Education and Specialty Area Standards as relevant for Special Education. Support will also be provided to Service Providers, who seek to improve service delivery, case management and knowledge of the educational system and other aspects that fall within their scope of practice as outline in the California Standards of the Teaching Profession and California Standards and/or Standards of School Nursing Practice.

21.3.3.2 All communication between the Peer Coach and a Volunteer Participating Teacher/Service Provider shall be confidential and shall not be shared with others, including the Immediate Supervisor, the Evaluator or the PAC panel without the written consent of the Participant.

21.3.4 TEACHERS HOLDING A WAIVER/PERMIT

Teachers holding Waivers, Provisional Internship Permits (PIP), Short Term Staff Permits (STSP), Special Education Limited Assignment Permits (SELAP) or General Education Limited Assignment Permits (GELAP), who are seeking to improve their teaching practices are strongly encouraged to enroll in the program.

21.3.5 SERVICE PROVIDERS HOLDING PRELIMINARY CREDENTIALS

Service Providers holding a waiver or Preliminary Credential who seek to improve service delivery shall be offered the opportunity to enroll in the program.

21.3.6 REFERRAL PARTICIPANT (“RP”)

21.3.6.1 This program shall provide support to permanent or probationary Teacher or Service Provider that are referred by Program Administration for support and coaching to foster growth and/or improvement in instructional skills, classroom/caseload management, knowledge of subject matter, area of expertise and other aspects required of the Unit Member’s position.

21.3.6.2 The Peer Coach shall provide support and assistance to the RP to work on goals related to the areas for growth and/or improvement identified by Program Administration. The Peer Coach shall provide assistance to the RP until the Peer Coach concludes that the teaching performance or provision of services of the RP is satisfactory, or that further support will not be productive; at which time the Peer Coach will consult with the PAC panel and make a recommendation regarding the RP's on-going participation in the PAC program. The PAC panel designee will then communicate the PAC panel's recommendation to the RP. If the recommendation is made to continue the program, the PAC panel will work collaboratively with the Peer Coach and RP for the remainder of the school year. If the recommendation is made to discontinue RP's participation in the program, the PAC panel designee will communicate the decision to Program Administration and RP. When discontinuation is based on lack of growth and/or improvement, the RP will be referred back to Program Administration and the terms and conditions of Article 23 or the California Education Code may apply.

21.4 PEER ASSISTANCE AND COACHING PANEL

21.4.1 PANEL COMPOSITION AND SELECTION

21.4.1.1 The PAC program is supervised and evaluated by a PAC panel composed of two administrators selected by the County Office and a total of three teachers and/or service providers selected by the Association. Should a PAC panel member be unable to serve for any purpose including, but not limited to, the absence of a regular PAC panel member or the conflict of interest of a PAC panel member, the replacement shall be filled in the same manner that it was originally filled. The chair alternates annually between a Unit Member and an Administrator. A panel year is defined as July 1 – June 30. A panel member's term shall be three years.

21.4.2 PANEL DUTIES AND RESPONSIBILITIES

21.4.2.1 The PAC Panel shall:

- a. Administer the program and participate in training required to implement the program.
- b. Determine its meeting schedule.

- c. Establish and distribute all operating rules and procedures.
- d. Select its chairperson.
- e. Develop a program budget each year based on program need.
- f. Submit funding request to Superintendent as needed.
- g. Establish a procedure for application and selection of Coaches.
- h. Accept and reject PAC enrollment from Human Resources designee to PAC panel based on funding and other available resources.
- i. Review the Instructional Learning Plan ("ILP").
- j. Monitor Coaches and review documentation.
- k. Collaborate, as appropriate, with other Teacher/Service Provider support programs.
- l. Evaluate annually the impact of PAC in order to improve the program
- m. An administrator from the PAC Panel will facilitate a meeting between Coach, Participant, and immediate supervisor upon request

21.4.3 PANEL RECOMMENDATIONS AND DECISION MAKING

21.4.3.1 The PAC panel shall use a consensus model for decision making. Consensus is defined as all members agreeing to support the recommendation. In the event that a consensus cannot be reached, a simple majority vote shall be taken.

21.4.3.2 To conduct an official meeting, at least three (3) of the five (5) members of the PAC panel must be present. No action or recommendations shall be taken unless at least two Association Panel Members and one Administrator Panel Member are present. Individual members shall refrain from participating in discussion and voting on any matter in which he/she has a professional or personal conflict of interest.

21.5 PEER COACH

21.5.1 Coaches will be nominated by Program Administration and approved by the PAC panel. Once approved, Coaches will remain eligible to provide service annually unless:

- a. The effectiveness of the Coach is found to be unsatisfactory at the annual review by either the Program Administration or the PAC panel, then he/she may be removed from this role.
- b. The Coach submits a 30-day written request to Program Administration and the PAC panel to withdraw from the program. Upon approval he/she may withdraw as a Coach providing an acceptable replacement Coach has been found.

21.5.2 COACH QUALIFICATIONS

- a. Possess a Clear California Teaching, Clear Clinical Rehabilitative Services and/or Clear School Nurse Services Credential.
- b. Demonstrate a minimum of three (3) years exemplary experience teaching or providing services to students.
- c. Demonstrate a commitment to support a Participating Teacher/Service Provider for at least one (1) year and assist in documenting progress by working collaboratively for at least an average of one hour per week.
- d. Demonstrate working knowledge of state adopted standards, student performance levels, methods/standards of service delivery, appropriate subject matter pedagogy; and/or area of expertise.
- e. Effectively communicate and work well with others.

21.5.3 DUTIES AND RESPONSIBILITIES OF THE COACH

The PAC program strongly encourages a cooperative relationship and communication among the Coach, Administrator, and the Participating Teacher/Service Provider with respect to the process of PAC.

The Coach shall:

- a. Assist Participating Teachers/Service Providers through demonstrations, observations, coaching, recommending conferences or workshops and/or other appropriate activities in support of the Participating Teacher/Service Provider.
- b. Attend scheduled professional learning opportunities to improve coaching practice.
- c. Meet regularly with the Participating Teacher/Service Provider to discuss the PAC program, establish mutually agreed upon performance goals aligned with the California Standards of the Teaching Profession or American Nursing Standards and

Instructional Learning Plan (“ILP”) to achieve pupil learning and develop the ILP and a process for determining successful completion of the PAC program.

- d. Maintain a written log of contacts and specific support given to Participating Teacher/Service Provider.
- e. Document all observations, visitations, and meetings with the Participating Teacher/Service Provider.
- f. Collaboratively complete and ensure timely submission of all ILP documents with the Participating Teacher/Service Provider.
- g. Participate in meetings with other Coaches.
- h. Participate in an annual review of the program with the PAC panel.

21.6 CONFIDENTIALITY

All materials related to evaluations, reports, deliberations and other personnel matters shall be confidential, subject to the following exceptions:

- a. In response to subpoena or order of the court.

21.7 DUTY TO INDEMNIFY

The County shall defend and indemnify members of the PAC panel and the Coaches and agrees to hold each of them harmless of and from any and all claims, actions, or causes of action in any way related to or arising out of the member’s participation in the PAC.

21.8 FUNDING AND COMPENSATION

21.8.1 FUNDING

Program expenditures will be limited to the budget cooperatively developed between the PAC panel and the Fresno County Superintendent of Schools (“FCSS”).

21.8.2 COMPENSATION

An annual budget shall be developed by the PAC panel using revenues provided by the FCSS. Each bargaining Unit Member that serves as a PAC panel member or a Coach will receive additional pay and will be prorated if needed. Each Coach and Participating Teacher/Service Provider will receive an annual budget to use for materials, supplies, training, travel, substitutes, etc. for up to a total of two (2) academic years as approved by the PAC panel. The budget will be submitted to the Superintendent for approval.

ARTICLE 22

REDUCTION IN FORCE OF NON-TENURE TRACK EMPLOYEES

22.0 REDUCTION IN FORCE OF NON-TENURE TRACK EMPLOYEES

22.1 Any reduction in force of Unit Members defined as non-tenure track employees shall be in accordance with the following provisions:

22.1.1 Except when circumstances make it impractical to do so, non-tenure track employees shall be entitled to thirty (30) days written notice in advance of the reduction in force.

22.1.2 A non-tenure track employee whose position has been eliminated as a result of a reduction in force:

22.1.2.1 May elect to have his or her health and welfare benefits extended for up to three (3) months or until the last day of the month in which Unit Member is eligible for health and welfare benefits with another Employer, whichever occurs first. If the Unit Member elects to have the benefits extension, a check or money order for the Unit Member's portion of premiums for the entire period of the extension of benefits must be received prior to the Unit Member's last day of employment with the Employer. If a Unit Member becomes eligible for benefits coverage with another Employer prior to the expiration of the extension of benefits, the Unit Member's portion of the premium(s) will be remitted to the Unit Member on a whole month basis only.

22.1.2.2 Any non-tenure track employee released due to a reduction in force before the expiration of their normal contract (exclusive of summer school), shall receive the health and welfare benefits as set forth in 22.1.2.1 on a prorated bases.

22.1.2.3 For example, an Employee whose contracted year is 183 days but who is released after working only 127 days shall be entitled to receive 70% of the Employer's portion of the health and welfare benefit premium. In addition, beyond the extended benefits noted above terminated non-tenured employees will also be entitled to extended Consolidated Omnibus Budget Reconciliation Act (COBRA) benefits as provided by law through Self-Insured Schools of California COBRA plan.

22.1.2.4 Shall be placed on the substitute list.

22.1.2.5 In an effort to assist employees with future employment the Fresno County Superintendent of Schools will offer a "Career Continuation Workshop" to Unit Members whose positions have been eliminated. This workshop will be provided only if at least ten (10) employees have acknowledged in writing that they will attend the workshop at the time and place scheduled by the Employer.

22.1.3 At least ten (10) days prior to the posted closing date, the Employer shall mail notices of vacancies as defined in Article 8, Section 8.5, to non-tenure track employees whose positions have been eliminated by a reduction in force. The Employer shall forward such vacancy notices to those non-tenure track employees who submit a request, together with their mailing address, on or before their last day of employment with the Employer. The Employer's obligation to mail such notices will continue for a period of six (6) months from the last day of the Unit Member's employment.

22.1.4 Non-tenure track employees may be considered for vacant positions as defined in Article 8, Section 8.5, along with other qualified applicants by advising the Human Resources Department in writing of their interest. In order to be considered for vacant positions, non-tenure track employees may, but need not, submit a new application. The filling of vacant positions shall otherwise be accomplished in accordance with Article 8, Section 8.5.

22.1.5 Non-tenure track employees who are released from County Office service due to reduction in force and who file the appropriate applications shall be considered for vacancies based on, but not limited to, the following criteria:

- a. Credentials & Certifications
- b. County Office Needs
- c. Programs Needs
- d. Experience
- e. Length of County Office Service

The final selection or hiring shall be in the sole discretion of the Employer.

22.1.6 Non-tenure track Employees who are released due to a reduction in force shall receive a letter from the Employer stating the dates of the former Unit Member's service and that the former Unit Member was released due to a reduction in force.

22.1.7 A reduction in non-tenure track employees will only take place for the following reasons:

- a. Due to a reduction in program funding;
- b. Due to a reduction in student population; and
- c. Due to a programmatic change in a specific categorical area.

ARTICLE 23

JUST CAUSE, DUE PROCESS AND PROGRESSIVE DISCIPLINE OF BARGAINING UNIT MEMBERS

23.0 JUST CAUSE, DUE PROCESS AND PROGRESSIVE DISCIPLINE OF BARGAINING UNIT MEMBERS

23.1 PURPOSE

23.1.1 This article is to establish just cause, due process and progressive discipline for disciplinary action affecting bargaining Unit Members.

23.1.2 No bargaining Unit Member shall be disciplined, reduced in rank or compensation, nor otherwise subjected to adverse action as a result of alleged misconduct, without just cause.

23.1.3 Any alleged misconduct which can be remedied by progressive discipline must be remedied in accordance with this Agreement.

23.2 GENERAL PROVISIONS

23.2.1 Representation: Upon request, bargaining Unit Members have the right to secure and utilize Association representation for any disciplinary considerations.

23.2.2 Right of Rebuttal: Bargaining Unit Members shall have the right to rebut any written warning or reprimand by submitting a written statement of their position. Such written rebuttal shall be attached to the warning or reprimand.

23.2.3 Acknowledgment of Receipt of Documents: The bargaining Unit Member shall acknowledge receipt of all documents intended for placement in his/her personnel file in the manner set forth in the "Personnel File" Article 7, Section 7.1.4 of this Agreement. Notice may also be documented by utilizing registered mail to transmit true copies of documents to be filed, return receipt requested.

23.3 GROUNDS

23.3.1 The grounds for "progressive discipline" under this Article shall include those identified in Education Code 44932 et. seq. and other behavior deemed to constitute unprofessional conduct. In every event where a formal charge is made, it shall be in writing and shall specify the instance(s) of behavior deemed to warrant discipline.

23.4 LEVELS OF PROGRESSIVE DISCIPLINE TO BE FOLLOWED:

23.4.1 Progressive discipline will generally follow the following levels. However, it is mutually acknowledged that unusually serious behaviors and/or exceptional conditions may warrant full or partial bypass of one or more levels.

23.4.2 Level 1: Discussion between the Immediate Supervisor and bargaining Unit Member(s). Whenever possible, questions and/or issues should be resolved by means of objective discussion.

Level 2: Written warnings issued to bargaining Unit Member.

Level 3: Written reprimand for placement into bargaining Unit Member's personnel file. The County Office must append to the reprimand any prior written warnings and/or reprimands which are to be relied upon for any purpose as well as complete copies of all employee responses to those documents.

Level 4: A written reprimand calling for suspension without pay (not to exceed fifteen (15) working days). The County Office must append to the reprimand any prior written warnings and/or reprimands which are to be relied upon for any purpose as well as complete copies of all employee responses to those documents. Upon issuing a suspension without pay, the County Office will advise the Unit Member to contact the Association.

23.5 PROCEDURES GOVERNING IMPLEMENTATION AND REVIEW OF FORMAL DISCIPLINE

23.5.1 Prior to implementation of Level 4 discipline, bargaining Unit Members will be provided with a letter of reprimand calling for suspension without pay. Such reprimand will be given to the bargaining Unit Member after the County Office has fully completed its investigation.

23.5.2 After receipt of the written reprimand described above, the bargaining Unit Member, or the Association on behalf of the bargaining Unit Member, shall have ten (10) working days to request a review by the disciplinary review panel.

23.5.3 Any reprimand calling for suspension without pay will not be placed in the bargaining Unit Member's personnel file until exhaustion of the review process.

23.6 DISMISSAL PROCEEDINGS PURSUANT TO EDUCATION CODE

23.6.1 The Fresno County Superintendent of Schools retains the right to implement dismissal proceedings against a bargaining Unit Member in accordance with the Education Code (44932, et. seq.).

23.7 BARGAINING UNIT MEMBER'S RIGHT TO REVIEW BY DISCIPLINARY REVIEW PANEL

The bargaining Unit Member shall have the right to seek review by the disciplinary panel discipline which calls for a suspension without pay.

23.8 DISCIPLINARY REVIEW PANEL COMPOSITION AND SELECTION

23.8.1 A panel consisting of five (5) bargaining Unit Members will review management's decision to suspend without pay a bargaining Unit Member.

23.8.2 The disciplinary panel will be formed at the beginning of each three-year term as follows:

23.8.2.1 The Superintendent will select two (2) bargaining Unit Members to serve on the panel at the beginning of the school year.

23.8.2.2 The bargaining unit will select two bargaining Unit Members to serve on the panel at the beginning of the school year.

23.8.2.3 The final panel member will be selected by drawing. Any bargaining Unit Member who wishes to be a panel member may submit his/her name for consideration. The CTA President or his/her designee and the Superintendent or his/her administrative designee shall jointly agree on the names placed in the drawing.

23.8.2.4 The drawing will take place in the Human Resources Office. The Chief Human Resources Officer (or designee) and the Association President (or designee) will visually confirm that the names of all bargaining Unit Members who requested to be placed in the lottery are placed in the drawing box before the drawing takes place. The Association President (or designee) will draw the name of the final panel member from those submitted.

23.8.2.5 Should any seat be vacated during a three-year term, either a permanent vacancy or a temporary vacancy, or should a panel member declare a conflict of interest as to a specific employee matter then the replacement, permanent or temporary, shall be filled in the same manner that it was originally filled.

23.9 DISCIPLINARY REVIEW PANEL DUTIES

23.9.1 The bargaining Unit Member and the Employer (or his designee) may submit documentation relevant to the proposed discipline.

23.9.2 Should the review panel have questions of the parties after their review of the initial written submissions, they shall submit their question(s) to both sides in writing and all responses shall be in writing.

23.9.3 After a thorough review of the proposed suspension without pay, in relation to the conduct giving rise to the discipline the review panel will, by majority vote of three (3) or more, make a final determination as to whether a bargaining Unit Member will or will not be suspended without pay.

23.9.4 The panel's decision to either suspend or not suspend a bargaining Unit Member without pay is final and shall be binding on both parties.

23.9.5 The panel may make a written recommendation for additional consideration by the Superintendent.

23.9.6 The bargaining Unit Member's rights to have the disciplinary action submitted to the review panel shall be the Unit Member's exclusive right to appeal. Article 5, Grievance Procedures shall not apply to disciplinary action under this Article 23.

ARTICLE 24

TERMS OF AGREEMENT

24.0 TERMS AND REOPENING OF NEGOTIATIONS

24.1. This Agreement is made and entered into this second (2nd) day of September 2025 between the Fresno County Superintendent of Schools and the Fresno County Schools Office Educators' Association Local Chapter # 704. This Agreement shall remain in full force and effect until June 30, 2027, without further negotiations except as provided in Section 24.2 of this Article.

24.2 Both parties reserve the right to open three (3) Articles in addition to Salaries and Employee Health and Welfare Benefits. Each party shall submit reopener proposals by April 1, 2026, for the 2026-2027 school year.

Agreed to on behalf of the Fresno County Superintendent of Schools on the second (2nd) day of September 2025.



Dr. Michele Cantwell-Copher, Superintendent

11.18.25
Date

Agreed to on behalf of the Fresno County School Office of Educators' Association, #704, on the twenty-ninth day of August 2025.



Chris Hudson, Local Chapter #704, President

11/18/25
Date

APPENDIX A1 **SALARY SCHEDULES (WITH 3%)**

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS **2024 - 2025 Audiologist, Speech Language Pathologist &** **School Nurse Salary Schedule**

Revision Date: September 2, 2025
Retroactive to: Beginning of 2024-25 School Year
Reflects 3% Increase


Step	Annual	Daily	Hourly
Speech Lanaguage Pathologist hired on a Waiver			
0	73,257	400.31	59.31
Fully Credentialed			
1	77,652	424.33	62.86
2	82,311	449.79	66.64
3	87,250	476.78	70.63
4	92,485	505.38	74.87
5	98,034	535.70	79.36
6	103,916	567.85	84.13
7	110,151	601.92	89.17
8	116,760	638.03	94.52
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)			

Note: Annual salary based on 183 duty days.

Annual Additional Pay:

Master's Degree	\$1,000
Doctorate Degree	\$1,600

Special Education for Temporary Permit, Intership and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000

 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools	9/2/2025 Date
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FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2024 - 2025 Certificated Salary Schedule

6.75 hrs/day

Revision Date: September 2, 2025

Retroactive to: Beginning of 2024-25 School Year

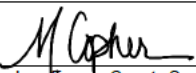
Reflects 3% Increase

STEP	GROUP I BA + 30	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
Teachers hired on a Waiver, Temporary Permit or Internship Credential				
0	59,549	62,492	67,626	70,998
Fully Credentialed Teachers				
1	61,628	68,407	75,248	79,763
2	63,169	70,117	77,129	81,757
3	64,748	71,870	79,057	83,801
4	66,367	73,667	81,033	85,896
5	68,026	75,509	83,059	88,043
6	69,727	77,397	85,135	90,244
7	71,470	79,332	87,263	92,500
8	73,257	81,315	89,445	94,813
9	75,088	83,348	91,681	97,183
10	76,965	85,432	93,973	99,613
11	0	87,568	96,322	102,103
12	0	0	98,730	104,656
13	0	0	0	107,272
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)				

Note: Annual salary based on 183 duty days.

Annual Additional Pay:	
Master's Degree	\$1,000
Doctorate Degree	\$1,600
Special Education for Temporary Permit, Internship and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000

Career Technical Education (CTE) Placement	
Group I	CTE Credential
Group II	CTE Credential +45 units (or License equivalent hours)*
Group III	CTE Credential +60 units (or License equivalent hours)*
Group IV	CTE Credential +75 units (or License equivalent hours)*
* 1 unit = 15 hours of Licensed Hours	


 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

 9/2/2025
 Date

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2024 - 2025 Certificated Salary Schedule

7.25 hrs/day

Revision Date: September 2, 2025

Retroactive to: Beginning of 2024-25 School Year

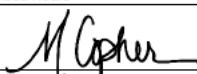
Reflects 3% Increase

STEP	GROUP I BA + 30	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
Teachers hired on a Waiver, Temporary Permit or Internship Credential				
0	63,960	67,120	72,634	76,258
Fully Credentialed Teachers				
1	66,193	73,474	80,821	85,670
2	67,848	75,311	82,842	87,812
3	69,544	77,194	84,913	90,007
4	71,283	79,124	87,036	92,257
5	73,065	81,102	89,212	94,563
6	74,892	83,130	91,442	96,927
7	76,764	85,208	93,728	99,350
8	78,683	87,338	96,071	101,834
9	80,650	89,521	98,473	104,380
10	82,666	91,759	100,935	106,990
11	0	94,053	103,458	109,665
12	0	0	106,044	112,407
13	0	0	0	115,217
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)				

Note: Annual salary based on 183 duty days.

Annual Additional Pay:	
Master's Degree	\$1,000
Doctorate Degree	\$1,600
Special Education for Temporary Permit, Internship and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000

Career Technical Education (CTE) Placement	
Group I	CTE Credential
Group II	CTE Credential +45 units (or License equivalent hours)*
Group III	CTE Credential +60 units (or License equivalent hours)*
Group IV	CTE Credential +75 units (or License equivalent hours)*
* 1 unit = 15 hours of Licensed Hours	


9/2/2025
 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools
 Date

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2024 - 2025

Nurse Practitioner Salary Schedule

8.00 hrs/day

Revision Date: September 2, 2025

Retroactive to: Beginning of 2024-25 School Year

Reflects 3% Increase

Step	Annual	Daily	Hourly
1	94,986	507.95	63.49
2	99,735	533.34	66.67
3	104,722	560.01	70.00
4	109,958	588.01	73.50
5	115,456	617.41	77.18
6	121,229	648.28	81.04
7	127,290	680.70	85.09
8	133,655	714.73	89.34
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)			

Note: Annual salary based on 187 duty days.

Annual Additional Pay:

Master's Degree \$1,000

Doctorate Degree \$1,600



Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

9/2/2025

Date

APPENDIX A2 SALARY SCHEDULES (WITH 2.5%)

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS 2025 - 2026 Audiologist, Speech Language Pathologist & School Nurse Salary Schedule

Revision Date: September 2, 2025
Retroactive to: Beginning of 2025-26 School Year
Reflects 2.5%

Step	Annual	Daily	Hourly
Speech Lanaguage Pathologist hired on a Waiver			
0	75,088	410.32	60.79
Fully Credentialed			
1	79,593	434.93	64.43
2	84,369	461.03	68.30
3	89,431	488.69	72.40
4	94,797	518.02	76.74
5	100,485	549.10	81.35
6	106,514	582.04	86.23
7	112,905	616.97	91.40
8	119,679	653.98	96.89
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)			

Note: Annual salary based on 183 duty days.

Annual Additional Pay:

Master's Degree	\$1,000
Doctorate Degree	\$1,600

Special Education for Temporary Permit, Internship and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000


Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

9/2/2025
Date

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2025 - 2026 Certificated Salary Schedule

6.75 hrs/day

Revision Date: September 2, 2025

Retroactive to: Beginning of 2025-26 School Year


Reflects 2.5%

STEP	GROUP I BA + 30	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
Teachers hired on a Waiver, Temporary Permit or Internship Credential				
0	61,038	64,054	69,317	72,773
Fully Credentialed Teachers				
1	63,169	70,118	77,130	81,758
2	64,748	71,871	79,058	83,802
3	66,367	73,668	81,034	85,897
4	68,026	75,510	83,060	88,044
5	69,727	77,398	85,137	90,245
6	71,470	79,333	87,265	92,501
7	73,257	81,316	89,447	94,814
8	75,088	83,349	91,683	97,184
9	76,965	85,433	93,975	99,614
10	78,889	87,569	96,324	102,104
11	0	89,758	98,732	104,657
12	0	0	101,200	107,273
13	0	0	0	109,955
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)				

Note: Annual salary based on 183 duty days.

Annual Additional Pay:	
Master's Degree	\$1,000
Doctorate Degree	\$1,600
Special Education for Temporary Permit, Internship and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000

Career Technical Education (CTE) Placement	
Group I	CTE Credential
Group II	CTE Credential +45 units (or License equivalent hours)*
Group III	CTE Credential +60 units (or License equivalent hours)*
Group IV	CTE Credential +75 units (or License equivalent hours)*
* 1 unit = 15 hours of Licensed Hours	


9/2/2025
 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools Date

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2025 - 2026 Certificated Salary Schedule

7.25 hrs/day

Revision Date: September 2, 2025

Retroactive to: Beginning of 2025-26 School Year

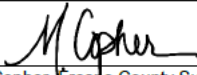
Reflects 2.5%

STEP	GROUP I BA + 30	GROUP II BA + 45	GROUP III BA + 60	GROUP IV BA + 75 or Masters
Teachers hired on a Waiver, Temporary Permit or Internship Credential				
0	65,559	68,798	74,450	78,164
Fully Credentialed Teachers				
1	67,848	75,311	82,842	87,813
2	69,544	77,194	84,913	90,008
3	71,283	79,124	87,036	92,258
4	73,065	81,102	89,212	94,564
5	74,892	83,130	91,442	96,928
6	76,764	85,208	93,728	99,351
7	78,683	87,338	96,071	101,835
8	80,650	89,521	98,473	104,381
9	82,666	91,759	100,935	106,991
10	84,733	94,053	103,458	109,666
11	0	96,404	106,044	112,408
12	0	0	108,695	115,218
13	0	0	0	118,098
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)				

Note: Annual salary based on 183 duty days.

Annual Additional Pay:	
Master's Degree	\$1,000
Doctorate Degree	\$1,600
Special Education for Temporary Permit, Internship and/or Waiver holders	\$1,000
Special Education for Preliminary Credential holders	\$2,000
Special Education for Professional Clear/Clear/Life Credential holders	\$3,000

Career Technical Education (CTE) Placement	
Group I	CTE Credential
Group II	CTE Credential +45 units (or License equivalent hours)*
Group III	CTE Credential +60 units (or License equivalent hours)*
Group IV	CTE Credential +75 units (or License equivalent hours)*
* 1 unit = 15 hours of Licensed Hours	


9/2/2025
 Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools
 Date

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

2025 - 2026

Nurse Practitioner Salary Schedule

8.00 hrs/day

Revision Date: September 2, 2025

Retroactive to: Beginning of 2025-26 School Year

Reflects 2.5%

Step	Annual	Daily	Hourly
1	97,361	520.65	65.08
2	102,229	546.68	68.34
3	107,340	574.01	71.75
4	112,707	602.71	75.34
5	118,342	632.84	79.11
6	124,259	664.49	83.06
7	130,472	697.71	87.21
8	136,996	732.60	91.58
Longevity is granted after 10 years of continuous service (4.5%) Additional 1.5% granted after 15 years of continuous service (6.0%) Additional 1.5% granted after 20 years of continuous service (7.5%) Additional 1.5% granted after 25 years of continuous service (9.0%) Additional 1.5% granted after 30 years of continuous service (10.5%)			

Note: Annual salary based on 187 duty days.

Annual Additional Pay:

Master's Degree \$1,000

Doctorate Degree \$1,600



Dr. Michele Cantwell-Copher, Fresno County Superintendent of Schools

9/2/2025

Date

APPENDIX B

WORK STOPPAGE BY PROBATION OR SHERIFF DEPARTMENT PERSONNEL

- I. All County Superintendent staff assigned to Juvenile Justice Campus (JJC), County Jail, or Violet Heintz Education Academy (VHEA) are to report for work at VHEA at their regular starting times.
- II. The Superintendent shall use the following list to determine if the facility is safe or not safe:
 - A. The panic alarm system is working;
 - B. An administrative walk through;
 - C. When the Superintendent receives written assurance from the Probation Department that the following criteria is in place:
 1. The Institution is in compliance with established staff toward ratios, as defined by the California Youth Authority Standards.
 2. Emergency medical and/or building evacuation plans are not impaired by the work action;
 3. The facility remains structurally sound.
- III. If the Superintendent does not declare the facility safe, school staff who arrive for work will be given an alternate assignment and will be paid for the day.
- IV. Once the Superintendent has declared the facility safe each staff member, based upon a personal decision regarding his/her safety, will complete a choice form, indicating the selection of one of the following options: (1) Immediate return to work: (2) Not return to work and make up the days at the end of the regular contract year during the supplemental contract period; (3) Not to return to work at the staff member's usual and customary job site but fill substitute assignments that may arise during the remaining period of the work stoppage. The County Superintendent shall offer substitute assignments arising during the remaining period of the work stoppage. The County Superintendent shall offer substitute assignments choosing option 3 on the "Individual Return to Work Choice Form." Any employee who declines a substitute assignment shall forfeit a day's pay. If no substitute assignments become available during the remainder of the work stoppage, those employees checking option 3 on the "Individual Return to Work Choice Form" shall make up any days not worked at the end of the contract year during the supplemental contract period.

- V. If work stoppage occurs during the workday, students will be returned to the units as soon as possible, by the Probation Department administrative staff assisted by the school administrative staff. JJC School staff are to remain with their classes until their students have been returned to their units. If a member determines that an injury-threatening situation has developed in his/her classroom that endangers the staff member's physical well-being and the staff member leaves his/her classroom, he/she is to notify the school administration immediately.

APPENDIX C

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

WORK STOPPAGE

Individual Return to Work Choice Form

In, accordance with the "Memorandum Of Understanding between the Fresno County Superintendent of Schools and the Fresno County Schools Office Educators' Association", dated May 19, 1997, regarding a work stoppage by Probation or Sheriff Department employees at the Juvenile Justice Campus (JJC), the Fresno County Jail or the Violet Heintz Education Academy (VHEA), you must select one of the options listed below indicating whether you will return to work or not, now that the facility has been declared safe by the Probation or Sheriff Department and the County Superintendent.

Check one option only:

1. I choose to return to work during the remainder of the work stoppage declared by the Probation or Sheriff Department employees.
2. I do not choose to return to work for the remainder of the work stoppage, but will make up the days at the end of the regular contract year during the supplemental contract period.
3. I do not choose to return to work at my usual and customary job site, but wish to be offered substitute positions for which I am qualified in the order of my seniority. I understand that if I decline an offer to substitute, I must forfeit a day's pay. I further understand that if no substitute positions become available during the remainder of the work stoppage, I will make up the days not worked at the end of the regular contract year during the supplemental contract period.

Name Printed: _____

Signature: _____

Date: _____

APPENDIX D

This is a sample only of the Formal Grievance Form. To submit a Formal Grievance Form, please [click here](#).



Fresno County
Superintendent of Schools

Dr. Michele Cantwell-Copher
Superintendent

Formal Grievance Form

Date: _____

Grievance Number: _____

Step 1 - Immediate Supervisor

Submission of Grievance - All portions of this section must be completed by grievant. Additional pages may be attached.
(CSEA - Article 15, CTA - Article 5)

Employee Information

Employee Name: _____ Department: _____

Date Submitted: _____ Location: _____

Statement of Alleged Grievance:

Date of Occurrence: _____ Time: _____

Special provision(s) in contract alleged to have been violated (include article number):

Remedial Action Requested:

Employee Signature: _____ Date: _____

Employee Representative Signature (Optional): _____ Date: _____

Supervisor Information

Immediate Supervisor Response:

Supervisor Signature: _____ Date: _____

5/19/23 GH

APPENDIX E

This is a sample only of the Safety Concern/Suggestion Form. To submit a Formal Grievance Form, please review the Injury & Illness Prevention Program (IIPP) policy [here](#).

Appendix A



Fresno County
Superintendent of Schools

SAFETY CONCERN/SUGGESTION

Please use this form to report unsafe or uncorrected conditions that could endanger employees or students, or to make a safety or health-related suggestion to the FCSS Safety Committee.

Do not use this form in lieu of a work order to the Facilities and Operations Department. Emergency conditions should always be reported immediately to your supervisor. If your supervisor is not available, call the Facilities and Operations Department at (559) 497-3705.

You may also report safety concerns/suggestions anonymously by completing this form and delivering to:

Fresno County Superintendent of Schools
Facilities & Operations Department
Attention: Safety and Risk Manager
1111 Van Ness
Fresno, CA 93721
Phone: (559) 497-3705
Email: safety@fcoe.org

Site/School:			
Today's date:		Date condition identified:	
Your name (optional):			
Work or office phone number (optional):			
Has this condition been previously reported?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Unknown
To whom:			
Nature of concern or suggestion:			
If a safety concern, where exactly is the hazardous condition or concern?			
Additional Information:			
IIPP COORDINATOR USE ONLY – HR will process this form.			
Action Taken:			
Date Received:		Date Submitter Contacted:	
IIPP Designee Signature:		Date:	