

SIDE LETTER OF AGREEMENT
Between The
FRESNO UNIFIED SCHOOL DISTRICT
And The
FRESNO AREA SUBSTITUTE TEACHERS ASSOCIATION,
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521

The Fresno Unified School District (“District”) and the Fresno Area Substitute Teachers Association – SEIU Local 521, (“FASTA”) hereby enter into this Side Letter of Agreement (“Side Letter”) providing compensation to FASTA unit members for substitute teaching on November 12, 2021.

Whereas, the District anticipates a significant number of absences on the Friday following the November 11, 2021 holiday for Veteran’s Day;

Whereas, the District is experiencing an emergency substitute shortage and is taking all reasonable efforts to ensure student education is maximized despite disruptions resulting from a shortage of available substitutes;

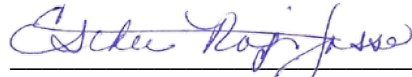
Whereas, the District desires to incentivize FASTA members to take substitute teaching assignments on November 12, 2021;

Whereas, the Parties desire to memorialize their agreement regarding a shortage stipend, particularly for the November 12, 2021 school day.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. A FASTA member that takes and works the assignment as determined by the District (i.e. no cancelling or changing assignments except as determined by the District) on November 12, 2021 shall receive an additional shortage stipend in the amount of \$100.00. The total pay to FASTA members for working November 12, 2021 as described herein will be \$308.04 (Long Term rate of 163.04 plus simultaneous teaching \$45.00 and \$100 additional shortage stipend).
2. Should November 12, 2021 become a non-instructional day, this Side Letter Agreement is void.
3. Non-Precedent Setting
 - 3.1. This Side Letter Agreement shall not be precedent setting nor form any basis for a past practice.

Dated: Nov. 16, 2021



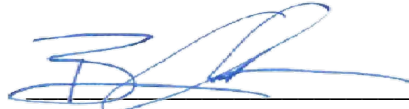
Esther Rojas-Jasso, President
FASTA – SEIU Local 521

Dated: Nov. 16, 2021



Kevin Smith, Internal Organizer
FASTA – SEIU Local 521

Dated: Nov. 16, 2021



Brian L Christensen, Administrator, HR/Labor Relations
Fresno Unified School District