

**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 an additional stipend to FASTA unit members for consecutively substitute teaching 20 school days in a row.

**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 continue in substitute teaching assignments to promote consistency and stability for students;

**Whereas,** the Parties desire to memorialize their agreement regarding an additional stipend for FASTA members consecutively teaching 20 school days in a row.

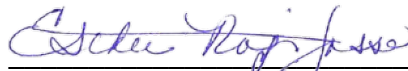
**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

1. A FASTA member that takes and works a full day assignment as determined by the District (i.e. no cancelling or changing assignments except as determined by the District) for 20 consecutive school days shall receive an additional stipend in the amount of \$200.00. FASTA members shall receive the \$200.00 for each 20 consecutive day period they work for the District, with a total possible stipend in the amount of \$1,260.00 for the remainder of the 2021-2022 school year with a start Date November 1, 2021.

2. Non-Precedent Setting

2.1. This Side Letter Agreement shall not be precedent setting nor form any basis for a past practice.

Dated: 11/2/2021, 2021



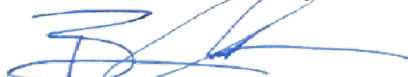
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**Esther Rojas-Jasso**, President  
FASTA – SEIU Local 521

Dated: 11-1-21, 2021



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**Kevin Smith**, Internal Organizer  
FASTA – SEIU Local 521

Dated: Nov. 2, 2021



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