

SIDE LETTER AGREEMENT
BETWEEN THE
FRESNO UNIFIED SCHOOL DISTRICT
AND THE
FRESNO TEACHERS ASSOCIATION

The following is a Side Letter Agreement between the Fresno Unified School District (“District”) and the Fresno Teachers Association (“FTA”) regarding the parties’ agreement to enter into a pilot program for Speech Language Pathologists (“SLP”) in attempts to recruit and retain SLPs.

Whereas, the District has a significant number of unfilled SLP positions throughout the District and based on a compensation study conducted in 2022 that compared SLP salaries for surrounding districts, the District desires to make changes to SLP compensation to be more competitive with surrounding school districts and the private sector to recruit and retain SLPs;

Now therefore, the parties agree to the following SLP three-year pilot program:

1. Effective February 1, 2023, the District shall establish a Pilot SLP Salary Schedule (Exhibit A). This salary schedule is inclusive of the Special Education stipend, Speech and Language Therapy stipend, and all other additions to placement on the current Basic Schedule.
2. Any across the board salary schedule adjustments shall also apply to the Pilot SLP salary schedule in the same manner as to other FTA certificated salary schedules.
3. Placement of current SLPs shall be done using their current allocated years of service with Fresno Unified regardless of their current Class and Level and no current SLPs’ salary will be negatively impacted.
4. SLPs will move one step on July 1 of every year, beginning on July 1, 2024.
5. For the duration of the pilot and in the case the pilot is deemed successful, the Class V column shall be removed from the salary schedule.
6. If at least twenty-seven (27) SLPS are hired and retained for at least six (6) months between July 1, 2023, and June 30, 2026, the pilot shall be deemed successful. This represents an eighty-nine percent (89%) increase from the average number of SLP hires for the past six (6) years.
 - a. One-Year Check-In: If the pilot is not on track (nine (9) new hires by June 30, 2024), the District and FTA shall work on an addendum with other options that may help recruit and retain SLPs.

7. Non-Precedent Setting

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

8. Duration

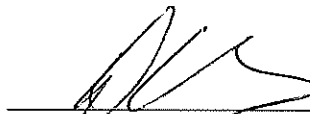
- a. This Side Letter Agreement shall remain in effect between February 1, 2023, and June 30, 2026.
 - b. If the "targets" of the Side Letter Agreement are fully satisfied, then the Pilot Salary Schedule (Exhibit A) shall remain in place over the SLP Salary Schedule (Exhibit B) and become part of the CBA.
 - c. If the targets are not met, upon the expiration of this Side Letter Agreement, the Pilot Salary Schedule shall be eliminated and SLPs shall be placed on the SLP salary schedule presented in December 2022 (Exhibit B), as well as any across the Board salary schedule adjustments received by FTA certificated salary schedules.
9. The Pilot SLP salary schedules will be reflected in the collective bargaining agreement for the duration of the pilot and once the targets are met would become the SLP salary schedules in the CBA.

Dated: March 10, 2023



Louis Jamerson, Executive Director
Fresno Teachers Association

Dated: 3/14, 2023



David Chavez, Chief Executive of Human
Resources
Fresno Unified School District