

**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 requesting teachers to cover classes at secondary schools or receive deployed students at elementary schools.

**Whereas**, the Parties agree the best place for student learning is in the classroom;

**Now therefore**, the parties agree to modify Article 39 – Obtaining Substitute Classroom Teachers as follows:

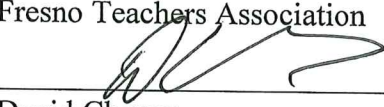
1. Site Administration and/or department supervisors may ask teachers to substitute for an uncovered class (or to receive deployed elementary students).
  - a. Teachers have a right to decline this request with the exception of Article 39 section 3 which states "The district may require teachers to cover classes for teachers in case of emergencies".
  - b. If a teacher accepts this request, secondary teachers covering a class period during their prep and elementary teachers receiving deployed students will receive 1 hour of per diem pay.
  - c. Teachers will receive retroactive compensation to Aug. 14, 2023.
2. Non-Precedent Setting
  - a. This Side Letter Agreement shall not be precedent setting nor form any basis for a past practice.
3. Duration
  - a. This Side Letter Agreement shall remain in effect through the remainder of the 2023-2024 school year.

Dated: 12/11, 2023

Dated: 12/12, 2023



Louis Jamerson, Executive Director  
Fresno Teachers Association



David Chavez  
Chief of Human Resources/Labor Relations  
Fresno Unified School District