



Fresno Unified School District



Parent Advisory Council (PAC) Meeting

Thursday, October 19, 2023

Fresno Unified School District Representative



Maiyer Vang

Executive Director, Parent University

Phone Number: 559-250-1322

Email: maiyer.vang@fresnounified.org



Which norm will you lead into today?

- Honor the agenda and everyone's time
- Respect the PAC Code of Conduct and Values
- Honor equity of voice
- Value each other's perspectives
- Keep a positive tone and intentions
- Check for understanding
- Collaborate together

Why Are We Here Today?



The Parent Advisory Committee (PAC) provides feedback and advises district leaders on developing the Local Control and Accountability Plan (LCAP) and the budgets that support the plan.



The PAC also provides input on the effectiveness of the academic support programs with district officials to ensure they meet the county and state requirements.

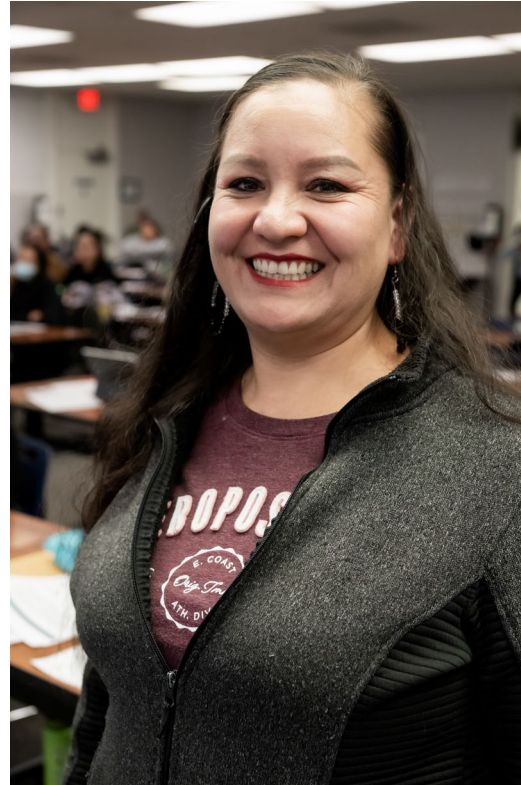
PAC Officers



Christopher De La Cerda
PAC Chairperson



Maria Gonzalez
PAC Vice-Chairperson



Raquel Pineda
PAC Secretary



Approval of Agenda



BOARD OF EDUCATION
 Genevieve Isles, President
 Susan Witnup, Clerk
 Claudia Carrazes
 Valerie F. Davis
 Andy Levine
 Elizabeth Jonsson-Rosas
 Keshia Thomas

SUPERINTENDENT
 Robert G. Nelson, Ed.D.

AGENDA
PARENT ADVISORY COMMITTEE (PAC)
 Thursday, October 19, 2023
 5:30 P.M. – 7:30 P.M.

Christopher De La Cerda (Chairperson) Maria Gonzalez (Vice-Chairperson) Raquel Pineda (Secretary)

Microsoft Teams: <https://tinyurl.com/yz5ry5ts> or **Dial in:** 559-512-2623 **Conference ID:** 636 846 626#

- | | |
|--|------------------------------------|
| 1. Welcome | Action Information (5 min.) |
| 2. Call to Order | |
| 3. Roll Call | |
| 4. Approval of Agenda | Approve (5 min.) |
| 5. Approval of Previous Minutes
May 19, 2023, Meeting Minutes | Approve (5 min.) |
| 6. Strike Information
<i>Nikki Henry, Chief Communications Officer, Communications Department</i> | Information (20 min.) |
| 7. Local Control and Accountability Plan (LCAP) Updates
<i>Ashlee Chiarito, Executive Officer, State and Federal Programs</i> | Information (40 min.) |
| 8. Information & Discussion of the PAC Bylaws
<i>Maiyer Vang, Executive Director, Parent University Department</i> | Approve (40 min.) |
| 9. Unscheduled Public Comments | Information (5 min.) |
| 10. The next hybrid PAC meeting: Thursday, December 14, 2023 | |
| 11. Adjournment | |

Optional view lives PAC meeting:

- For TV viewing go to Comcast Xfinity Channel 94 and AT&T U-Verse Channel 99.
 - Mobile devices, install the Ustream app on your Android or Apple device. Then, search for "Fresno Unified" in the app.
 - PCs and other devices go to the Fresno Unified Ustream page.
- (NOTE: If playback unexpectedly stops while using Ustream, try refreshing the page to reconnect.)

Technical and Language Support:

If you are having trouble logging into Microsoft Teams, please call 559-457-3390. Live oral interpretation, childcare, and food are available in person only.

2309 Tulare Street, Fresno, CA 93721-2287 | www.fresnounified.org



BOARD OF EDUCATION
 Genevieve Isles, President
 Susan Witnup, Clerk
 Claudia Carrazes
 Valerie F. Davis
 Andy Levine
 Elizabeth Jonsson-Rosas
 Keshia Thomas

SUPERINTENDENT
 Robert G. Nelson, Ed.D.

KEV SIB THAM
NIAM TXIV-PAWG NEEG TUAV TSWV YIM (PAC)
 Hnub Thursday, Kaum Hlis Tim 19, 2023
 5:30 – 7:30 TSAUS NTUJ

Christopher De La Cerda (Thawj Coj) Maria Gonzalez (Lwm Thawj) Raquel Pineda (Tus Sau Ntawv)

Microsoft Teams: <https://tinyurl.com/yz5ry5ts> or **Dial in:** 559-512-2623 **Conference ID:** 636 846 626#

- | | |
|--|--------------------------------------|
| 1. Txais Tos | Ua Hauj Lwm Hai Qhia (5 min.) |
| 2. Hu los sib tham | |
| 3. Hu npe | |
| 4. Tso cai rau kev sib tham | Tso Cai (5 min.) |
| 5. Tso cai rau cov lus sib tham tag lawm
Tsis Hlis Tim 19, 2023, Cov lus sib tham | Tso Cai (5 min.) |
| 6. Kev qhia txog kev tawm tsamtham tsis tsau siab
<i>Nikki Henry, Chief Communications Officer, Communications Department</i> | Hais Qhia (20 min.) |
| 7. Lub Xeev thiab Tsom Fwv (LCAP) Lus Tshaj Tawm
<i>Ashlee Chiarito, Executive Officer, State and Federal Programs</i> | Hais Qhia (40 min.) |
| 8. Lus qhia & Kev sib tham txog PAC Cov Cai
<i>Maiyer Vang, Executive Director, Parent University Department</i> | Hais Qhia (40 min.) |
| 9. Cia zej zog hais lus | Hais Qhia (5 min.) |
| 10. PAC lub rooj sib tham tom ntej tuaj kiag/koom saum huab cua: Hnub Thursday, Kaum Ob Hlis Tim 14, 2023 | |
| 11. Xaus rooj sib tham | |
- Yog Xav Saib PAC lub rooj sib tham kiag:**
- Saib nyob huv TV mus rau ntawm Comcast Xfinity Channel 94 and AT&T U-Verse Channel 99.
 - Saib nyob hauv xov tooj, muab qhov Ustream app tso rau hauv koj lub Android losyog Apple ces mus nrhia saib nyob rau "Fresno Unified" qhov app.
 - Yog siv lub PCs no ces mus rau ntawm Fresno Unified Ustream phab. (LUS QHIA: Yog hais tias nws siv tawm losyog nres thaum siv Ustream no ces muab kho dua kom rov siv txuas.)
- Cov Kev Pab Rau Kev Siv Khoom thiab Kev Hais Lus:**
- Yog koj muaj teeb meem nkag tsis tau mus rau hauv Microsoft Teams, thov hu rau 559-457-3390. Kev txhais lus, kev zov me nyuam thiab zaub mov tsuas muaj rau hauv rooj sib tham tim ntsej tim muag xwb.

2309 Tulare Street, Fresno, CA 93721-2287 | www.fresnounified.org



BOARD OF EDUCATION
 Genevieve Isles, President
 Susan Witnup, Clerk
 Claudia Carrazes
 Valerie F. Davis
 Elizabeth Jonsson-Rosas
 Andy Levine
 Keshia Thomas

SUPERINTENDENT
 Robert G. Nelson, Ed.D.

AGENDA
COMITÉ ASESOR DE PADRES (PAC)
 Jueves, 19 de octubre del 2023
 5:30 P.M. – 7:30 P.M.

Christopher De La Cerda (Presidente) Maria Gonzalez (Vicepresidente) Raquel Pineda (Secretaria)

Enlace de Microsoft Teams: <https://tinyurl.com/yz5ry5ts> or **llame al:** 559-512-2623 **número de conferencia:** 636 846 626#

- | | |
|--|------------------------------------|
| 1. Bienvenida | Acción Información (5 min.) |
| 2. Llamada al orden | |
| 3. Pasar lista | |
| 4. Aprobación de la agenda | Aprobar (5 min.) |
| 5. Aprobación de minutos anteriores
minutas de la junta del 19 de mayo del 2023 | Aprobar (5 min.) |
| 6. Información sobre la huelga
<i>Nikki Henry, Directora de Comunicaciones, Departamento de Comunicaciones</i> | Información (20 min.) |
| 7. Actualizaciones del Plan Local de Control y Rendición de Cuentas (LCAP)
<i>Ashlee Chiarito, Directora Ejecutiva, Programas Estatales y Federales</i> | Información (40 min.) |
| 8. Información y discusión de los estatutos del PAC
<i>Maiyer Vang, Directora Ejecutiva, Departamento de la Universidad para Padres</i> | Aprobar (40 min.) |
| 9. Comentarios públicos no programados | Información (5 min.) |
| 10. La próxima reunión híbrida del PAC: jueves 14 de diciembre del 2023 | |
| 11. Clausura | |

Opciones para mirar la reunión de PAC en vivo:

- Para mirar por TV vaya a Comcast Xfinity canal 94 y AT&T U-Verse canal 99.
 - Dispositivos móviles, instalar la aplicación Ustream en su dispositivo Android o Apple. Después busque "Fresno Unified" en la aplicación.
 - Computadoras PC y otros dispositivos vayan a la página de Fresno Unified Ustream.
- (NOTA: Si la reproducción de la presentación se detiene inesperadamente mientras se usa Ustream, intente actualizar la página para volver a conectarse.)

Apoyo técnico e idioma:

Si usted está experimentando problemas para iniciar sesión en Microsoft Teams, por favor llame al 559-457-3390. La interpretación oral en vivo, el cuidado de niños y la comida están disponibles solo en persona.

2309 Tulare Street, Fresno, CA 93721-2287 | www.fresnounified.org



Welcome & Call to Order



Christopher De La Cerda
PAC Chairperson

Roll Call to Order



Approval of Minutes



**PARENT ADVISORY COMMITTEE (PAC)
Meeting Minutes
Thursday, May 25, 2023
5:30 P.M.-7:30 P.M.**

Christopher De La Cerda (Chairperson) Maria Gonzalez (Vice-Chairperson) Raquel Pineda (Secretary)

Location: Parent University, 850 N Blackstone Ave. Fresno, CA. 93701 and Microsoft Teams

Call to Order: 5:40 P.M.

- 1st – Eileen Giron (Greenberg)
- 2nd – Trae Bojorquez (Centennial)

Welcome

Maiyer Vang

Roll Call

Christopher De La Cerda

Approval of Agenda

- 1st – Eileen Giron (Greenberg)
- 2nd – Trae Bojorquez (Centennial)

Approval of Minutes: March 23, 2023, Meeting Minutes

- 1st – Eileen Giron (Greenberg)
- 2nd – Rochelle Cantu (Sunnyside)

Nutrition Services Initiatives (Nutrition Services)

- Presenter- Amanda Harvey-Executive Director
- What do we do?
- School Breakfast Program (SBP)
- National School Lunch Program (NSLP)
- Seamless Summer Option (SSO)
- Fresh Fruit and Vegetable Program (FFVP)
- After School Snack Program (ASSP)
- Child and Adult Care (CACFP) including Super Snack
- Serve 12,000,000 meals annually
- Tufts University Study-Study Finds Americans eat food of mostly poor nutritional quality except at school.
- Two entrée options at Elementaries
- Reduce and recycle-Compostable trays and film
- Bringing regional executive chefs
- CDFA Farm to School grant- Provides an organic menu

1

**NIAM TXIV PAWG NEEG MUAB TSWV YIM (PAC)
Cov Lus Sib Tham
Hnub Thursday, Tsib Hlis Tim 25, 2023 5:30 P.M.-7:30 P.M.**

Christopher De La Cerda (Thawj Coj) Maria Gonzalez (Lwm Thawj) Raquel Pineda (Tus Sau Ntawv)

Qhov Chaw: Niam Txiv University, 850 N Blackstone Ave. Fresno, CA. 93701 thiab nyob rau hauv Microsoft Teams

Hu Los Sib Tham: 5:40 P.M.

- 1st – Eileen Giron (Greenberg)
- 2nd – Trae Bojorquez (Centennial)

Zoo Siab Tos Txais

Maiyer Vang

Hu Npe

Christopher De La Cerda

Tso Cai Rau Kev Sib Tham

- 1st – Eileen Giron (Greenberg)
- 2nd – Trae Bojorquez (Centennial)

Tso Cai Rau Cov Lus Sib Tham: Lub Peb Hlis Tim 23, 2023, Cov Lus Sim Thab

- 1st – Eileen Giron (Greenberg)
- 2nd – Rochelle Cantu (Sunnyside)

Kev Pab Cuam Rau Khoom Noj Khoom Haus (Nutrition Services)

- Tus nthuav qhia- Amanda Harvey-Executive Director
- Peb ua dab tsi?
- Tsev Kawm Ntawv Noj Tshais Qhov Kev Pab Cuam (SBP)
- Teb Chaws Tsev Kawm Ntawv Noj Su Qhov Kev Pab Cuam (NSLP)
- Seamless Lub Caij Ntuj Sov Xaiv (SSO)
- Cov Txiv Hmab Txiv Ntoothiab Zaub Tshiab Qhov Kev Pab Cuam (FFVP)
- Tom Qab Tsev Kawm Ntawv Cov Khoom Noj Txom Ncauj Qhov Kev Pab cuam (ASSP)
- Kev Saib Xyuas Menyuum Thiab Neeg Laus (CACFP) suav nrog Khoom Noj Txom Ncauj Super
- Pab 12,000,000 plus noj txhua xyoo
- Tufts University Txoj Kev Kawm - Ishawb fawb pom cov neeg Asmeskas noj zaub mov feam ntawv tsis tsuas zoo tsuas zoo yog nyob rau tom tsev kawm ntawv.
- Ob qho kev xaiv zaub mov nyob rau hauv Tsev Kawm Ntawv Theem Elementary
- Txo kom tsawg thiab rov muab sim dua- muab cov tais thiab yas zom thiab pov tseg
- Nqa cov kwv ua zaub mov hauv cheeb tsam
- CDFA Ua liaj ua teb rau tsev kawm ntawv nyiaj pab- Muab cov zaub mov organic

1

**COMITÉ ASESOR DE PADRES (PAC)
MINUTAS DE LA REUNIÓN
Jueves, 25 de mayo del 2023
5:30 P.M.-7:30 P.M.**

Christopher De La Cerda (Presidente) Maria González (Vicepresidenta) Raquel Pineda (Secretaria)

Lugar: Universidad para Padres, 850 N. Blackstone Ave, Fresno, CA y Microsoft Teams

Llamada al orden: 5:40 P.M.

- 1ª- Eileen Giron (Greenberg)
- 2ª- Trae Bojorquez (Centennial)

Bienvenida

Maiyer Vang

Pasar lista

Christopher De La Cerda

Aprobación de la agenda:

- 1ª- Eileen Giron (Greenberg)
- 2ª- Trae Bojorquez (Centennial)

Aprobación de minutas anteriores - minutas de la reunión del 23 de marzo del 2023

- 1ª- Eileen Giron (Greenberg)
- 2ª- Rochelle Cantu (Sunnyside)

Iniciativas de los Servicios de Nutrición (Servicios de Nutrición)

- Presentadora- Amanda Harvey-Directora Ejecutiva
- ¿Qué hacemos?
- Programa de Desayunos Escolares (*School Breakfast Program SBP*)
- Programa Nacional de Almuerzos Escolares (*National School Lunch Program NSLP*)
- Opción de comida en el verano (*Seamless Summer Option SSO*)
- Programa de Frutas y Verduras Frescas (*Fresh Fruit and Vegetable Program FFVP*)
- Programa de Meriendas Después de la Escuela (*After School Snack Program ASSP*)
- Cuidado de niños y adultos (*Child and Adult Care CACFP*) que incluye Super Snack
- Se sirven 12,000,000 de comidas al año
- Un estudio de la Universidad de Tufts revela que los estadounidenses comen alimentos de mala calidad nutricional, excepto en la escuela.
- Dos opciones de comida en la escuela primaria
- Reducción y reciclaje-de bandejas y filmes

1

Strike Information



Nikki Henry

Chief Communications Officer,
Communications Department

Phone Number: 559-457-3733

Email: nikki.henry@fresnounified.org



Fresno Unified
School District



Negotiations Update

Overview

- Negotiations Timeline
- Our Proposal
- FTA's Proposal
- Logistics on Campus
- Our Promise

Negotiations Timeline

- June 2022 – April 2023: Interest-based bargaining
- May 2023: District moves back to traditional bargaining and FTA submits their Last, Best and Final Offer
- June 2023: Fresno Unified submits their First Package Proposal to FTA
- July 2023: Fresno Unified and FTA jointly file impasse and participate in mediation, without reaching a deal the parties were released to factfinding
- September 2023: Fresno Unified and FTA participate in the Factfinding Process
- October 2023: FUSD submitted Second Package Proposal to FTA, Factfinding report has been issued and released publicly, and FTA held a strike vote on 10/18

Fresno Unified's Updated Proposal

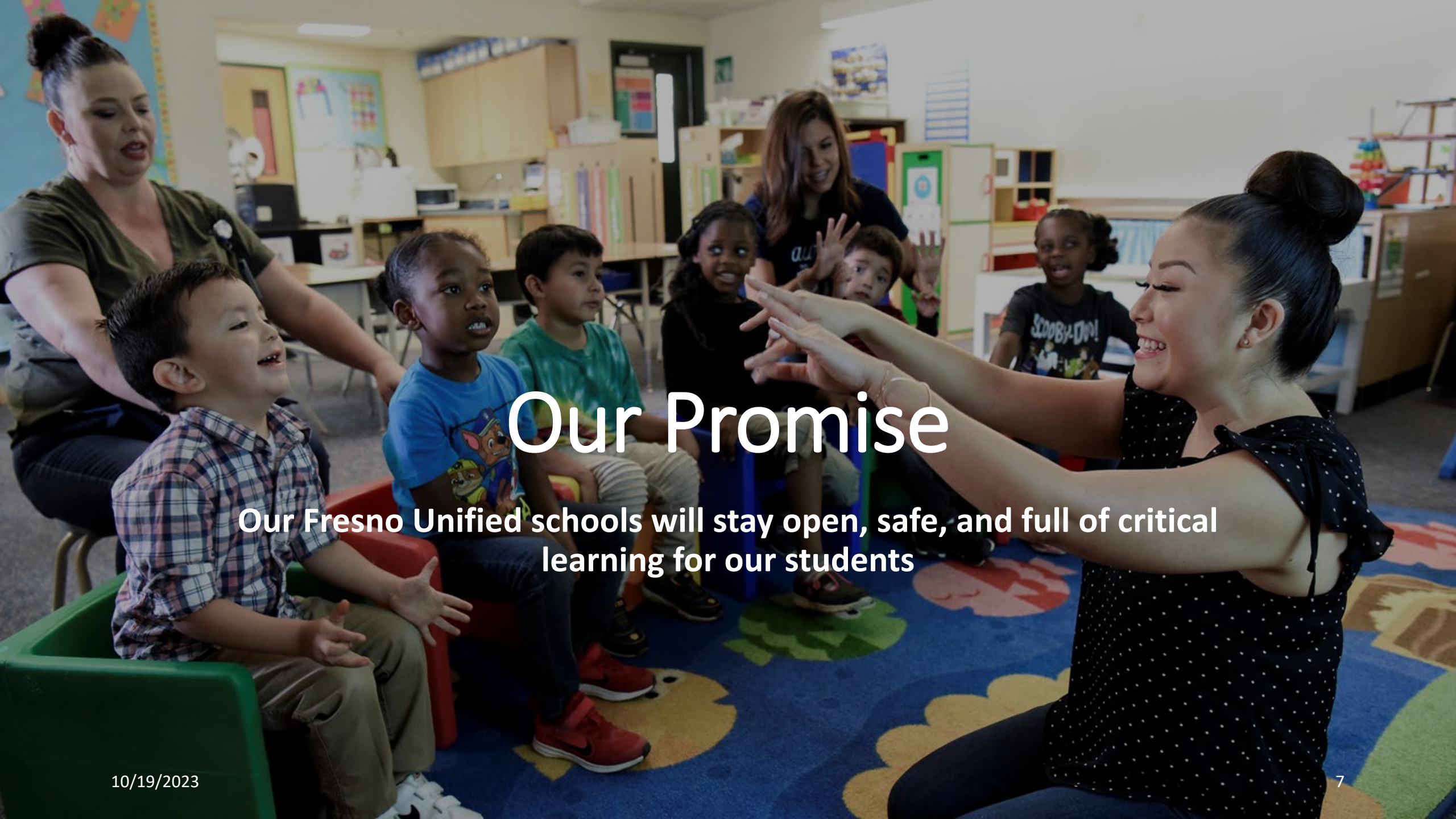
- Provides a total of 19% in salary increases; 14% ongoing and 5% one-time
- Provides a “Bridge to Medicare” meaning anyone retiring from Fresno Unified with 20 years of service and is at least 57.5 years old will never be without affordable, high-quality medical coverage
- Includes 100% medical coverage with a monthly cost around \$260 for an entire family
- Reduces class size overage limits
- Special education improvements
- Ensures the ongoing fiscal stability and strength of Fresno Unified

Fresno Teachers Association Proposal

- 27% or more in salary increases, including increases above our state funding allocations
- \$27,500 in additional one-time payments
- Reinstating lifetime medical benefits – huge financial liability
- Hard caps on class size – splits siblings and busses students away from their neighborhood schools involuntarily
- Allowing probationary teachers who do not meet the standards to become permanent teachers to transfer instead of being non-reelected
- Piloting a 4-day school week

Campus Logistics During A Strike

- Classroom instruction and the afterschool program will continue
- Qualified, certified, fingerprinted and background checked substitutes in classrooms
- Grade-level, relevant, timely curriculum prepared and provided
- Extra security contracts in place
- Extra health professional contracts in place
- Teachers will be picketing during drop-off and pick-up
- All additional non-FTA staff will be deployed to school sites
 - Certificated staff will support classrooms
 - Classified staff will support student supervision and offices



Our Promise

Our Fresno Unified schools will stay open, safe, and full of critical learning for our students



Fresno Unified
School District



Community Discussion: Local Control and Accountability Plan (LCAP)

Fall 2023

10/19/23

ICE BREAKER

**CONSIDER FOR A MOMENT:
WHAT DOES YOUR CHILD
NEED AT SCHOOL TO BE
SUCCESSFUL?**



WHAT WE WILL COVER

- Purpose
- What is the Local Control and Accountability Plan?
- What is the Executive Summary
- What is the Local Control Funding Formula
- What does FUSD do with your input?
- Listening to Educational Partners
- How can you participate in the process?
- What's new this year?
- ThoughtExchange
- Questions



PURPOSE

WE NEED INPUT FROM YOU! OUR EDUCATIONAL PARTNERS

Objective:

Collect input from a diverse group of school and community representatives, to help refine district plans to improve student outcomes



Education Code: 52060

The governing board of a school district shall consult with teachers, principals, administrators, other school personnel, local bargaining units of the school district, parents, and pupils in developing a local control and accountability plan.

WHAT IS THE LCAP?

Local Control and Accountability Plan (LCAP)

- Three-year plan
- Structure provided by the California Department of Education
- Reflects District's Values
- Outlines Goals, Actions and Expenditures
- Requires the District work with staff, students, families and the community
- Adopted for the upcoming year by the District's Board in June

Local Control and Accountability Plan

The instructions for completing the Local Control and Accountability Plan (LCAP) follow the template.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Fresno Unified School District	Robert Nelson, Superintendent	Bob.Nelson@fresnounified.org (559) 457-3882

Plan Summary 2023/24

General Information

A description of the LEA, its schools, and its students in grades transitional kindergarten–12, as applicable to the LEA.

Fresno Unified School District (Fresno Unified) is the third largest school district in California located in the Central Valley. The district serves more than 73,000 students from preschool through grade 12. Fresno Unified nurtures and cultivates the interests of students by providing an excellent and equitable education in a culturally proficient environment. The district serves a diverse population, where students, families, and staff are valued and empowered. In total, students attending Fresno Unified schools reflect the celebrated diversity of Fresno, with families speaking 59 different languages.

Fresno Unified values the vast array of people that comprise our community. Students are encouraged to become lifelong learners, demonstrating positive behaviors and personal accountability. Many Fresno families face extraordinary circumstances, including extreme low-income. To promote progress, Fresno Unified established goals for students, staff, and families with objectives that are actionable and measurable as part of a District Strategic Plan. This plan guides program evaluation and equitable allocation of resources to enrich academic performance, expand learning experiences, and increase inclusive opportunities for students and their families. All of this is with the goal of helping students achieve their greatest potential.

The District's full LCAP Plan can be found here:

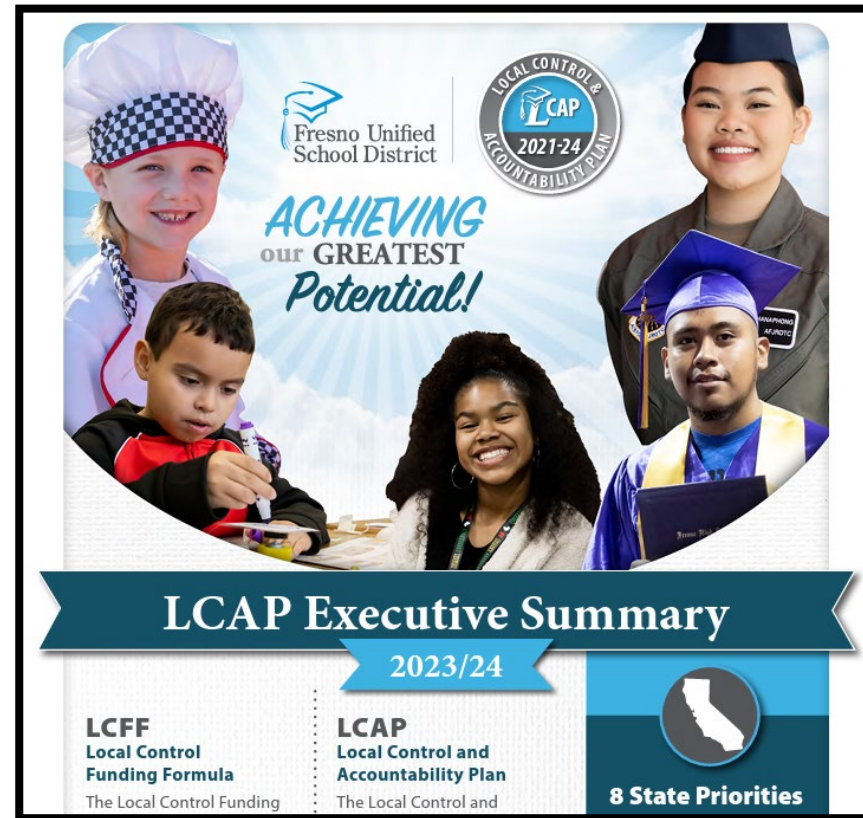
<https://stafed.fresnounified.org/lcap/>

WHAT IS THE EXECUTIVE SUMMARY?

Because of the length and complexity of the District's LCAP, a short summary was created with key information.

This document is called the **LCAP Executive Summary**.

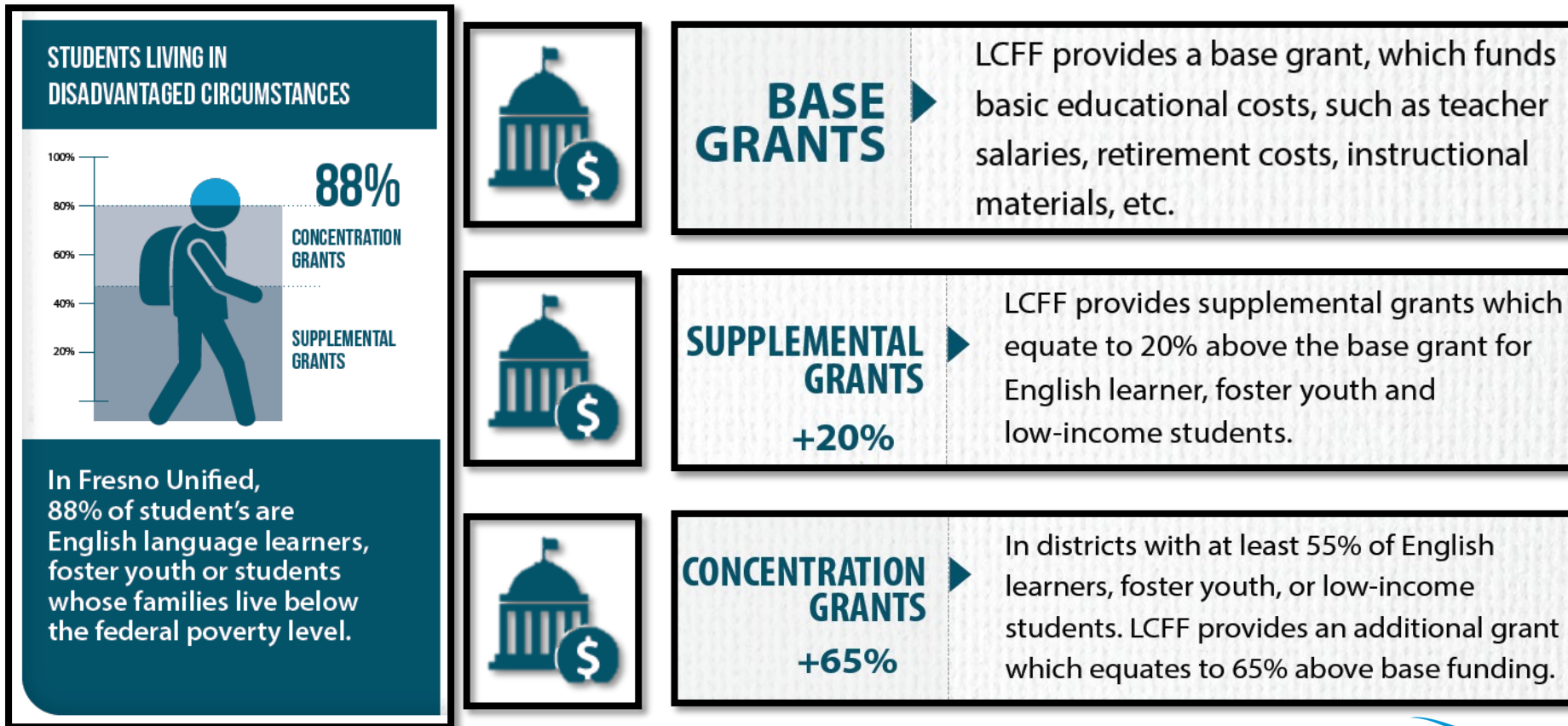
Beginning this year, copies of this summary can be found in English, Spanish and Hmong at Fresno Unified school sites.



View the LCAP Executive Summary
<https://stafed.fresnounified.org/lcap/>

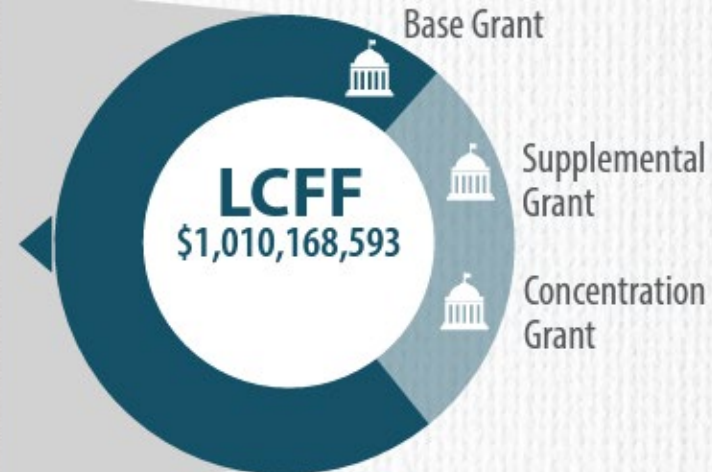
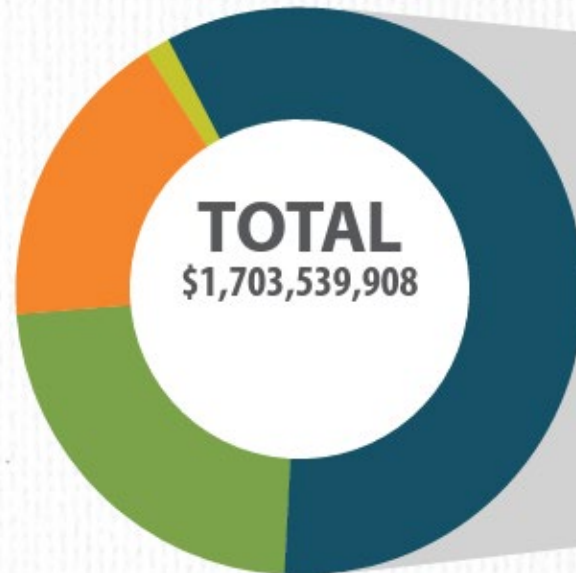
WHAT IS THE LOCAL CONTROL FUNDING FORMULA?

The Local Control Funding Formula is the formula that the State of California uses to provide funding for school districts. It represents almost 60% of the District's General Fund



WHAT IS THE LOCAL CONTROL FUNDING FORMULA?

Financial



- Federal ● \$369,696,729
- State ● \$298,165,335
- Local ● \$25,509,251
- LCFF ● \$1,010,168,593

TOTAL \$1,703,539,908



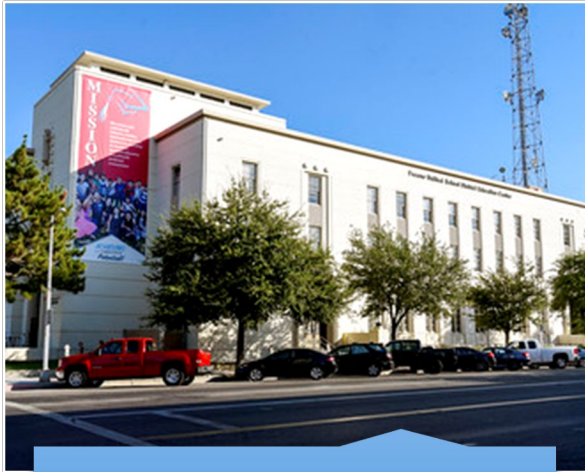
LOCAL CONTROL FUNDING FORMULA- LCFF

PAUSE AND REFLECT

**AS YOU LOOK AT THE
EXECUTIVE SUMMARY,
CHOOSE 1-2 ACTIONS THAT
YOU FEEL ARE IMPORTANT**



WHAT DOES FUSD DO WITH YOUR INPUT?



Influence the Budget Development





Feedback Impacts Program Improvement






Promotes Transparency and Accountability

LISTENING TO EDUCATIONAL PARTNERS AND INVESTING IN STUDENTS

TOP THEMES FROM EDUCATIONAL PARTNERS	CURRENT DISTRICT INVESTMENTS	INVESTMENTS FOR 2023/24
 LCFF ACADEMICS	Investments include Credit Recovery, Dual Enrollment, Dual Language Programs, Designated Schools, and Tutor.com	<ul style="list-style-type: none">• Technology Upgrades• Library/Literacy Initiatives• TK Expansion
 STUDENT NUTRITION	The Cafeteria Fund provides 70,0000 meals each day (Breakfasts, Lunches, Snacks, Super Snacks). Additionally, 550,000 summer meals are served annually	<ul style="list-style-type: none">• 9 Executive Chefs• Meal Options/Food Prep at Elementary• Equipment Purchases

 Denotes an investment from Local Control Funding Formula, Supplemental and Concentration Funds

LISTENING TO EDUCATIONAL PARTNERS AND INVESTING IN STUDENTS

TOP THEMES FROM EDUCATIONAL PARTNERS	CURRENT DISTRICT INVESTMENTS	INVESTMENTS FOR 2023/24
 <p>MENTAL AND PHYSICAL HEALTH</p> <p>LCFF</p>	<p>Investments include School Psychologists, Resource Counseling Assistants, Social Workers, Restorative Practices, and Student Peer Mentors</p>	<ul style="list-style-type: none"> • 7.5 FTE Nurses and 10 FTE LVN • 3.0 FTE Tier II Specialists • 5.0 FTE Behavioral and Restorative Supports
 <p>STUDENT ENGAGEMENT</p> <p>LCFF</p>	<p>Investments to support Enrichment Trips, Arts and Music, Mentoring Programs, Increased Child Welfare and Attendance Specialists, and High School Graduation</p>	<ul style="list-style-type: none"> • Athletic Equipment and Bridge Academy • Increase Elementary Engagement • Graduation Supports
 <p>SAFETY</p> <p>LCFF</p>	<p>Investment supports Additional Campus Safety Assistants at High Schools and identified Middle Schools</p>	<ul style="list-style-type: none"> • 37.2 FTE Campus Safety Assistants • Professional Learning – Restorative Practices

 Denotes an investment from Local Control Funding Formula, Supplemental and Concentration Funds

LCAP COMMUNITY MEETINGS

ALL MEETINGS WILL START AT 5:00 PM

OCTOBER	
➤ EDISON	OCT. 10, 2023
➤ FRESNO	OCT. 11, 2023
➤ ROOSEVELT	OCT. 24, 2023
➤ MCLANE	OCT. 25, 2023
➤ SUNNYSIDE	OCT. 26, 2023
NOVEMBER	
➤ BULLARD	NOV. 7, 2023
➤ HOOVER	NOV. 8, 2023

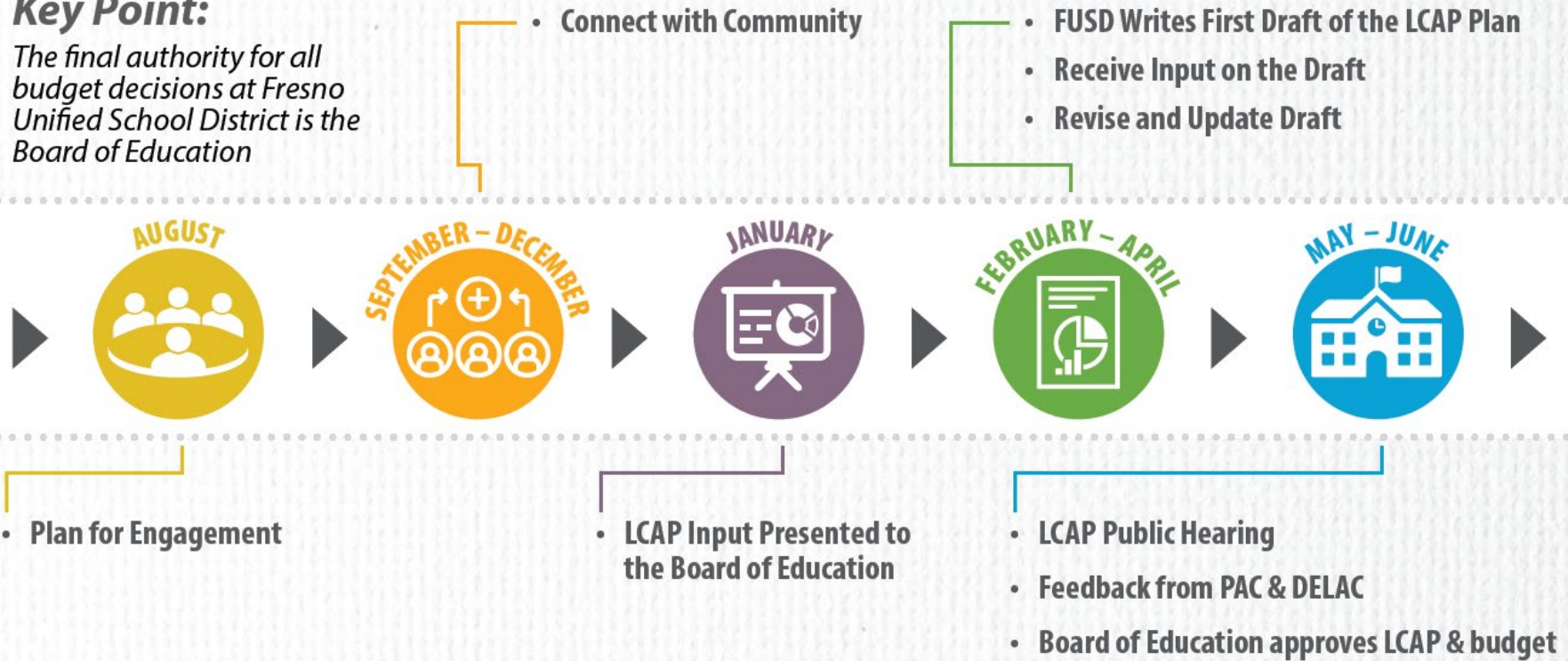


***FOOD, BABYSITTING AND
TRANSLATION WILL BE PROVIDED***

LCAP PLANNING AND ENGAGEMENT TIMELINE

Key Point:

The final authority for all budget decisions at Fresno Unified School District is the Board of Education



“By presenting your input in a way that harmonizes with the structure of the LCAP, you make it easier for the school district to turn your priorities into plans and actions”
-California State PTA



Provide **Homeless Youth** Targeted Social Emotional and Academic Interventions

HOMELESS YOUTH	YEAR 2 OUTCOME	2023/24 DESIRED OUTCOMES	NEW INVESTMENTS:
SBAC - ELA	-118.0	-105.7	• Academic Counselors
SBAC - MATH	-151.9	-139.9	• Clinical School Social Workers
Chronic Absenteeism	82.4%	59.9%	• Child Welfare and Attendance Specialists
Suspension Rate	12.9%	12.8%	

- *It's Easy!*
- *It's Fun!*
- *It's Confidential!*

Fresno Unified Wants to know: *As we start the school year, what are the most important things our district needs to think about in order to support all students?*



Participants share answers to open-ended questions



Participants consider ideas from others and add stars to the ones they like best



Everyone discovers what is important to the group

Let's walkthrough and complete a ThoughtExchange together:

Use your smartphone to scan the QR Code



Use your computer or tablet to join online or click the link below

<https://my.thoughtexchange.com/scroll/795764557/welcome>

1

Type **tejoin.com** or scan the QR code

2

Type in the 9-digit code and click join:

795-764-557

QUESTIONS



For questions or comments, please contact:

Fresno Unified School District Office of State & Federal Programs

<https://stafed.fresnounified.org/lcap/>

(559) 457-3934

Ashlee.Chiarito@fresnounified.org

Vicente.Cantu@fresnounified.org

Miguel.vega@fresnounified.org



Fresno Unified School District



Parent Advisory Committee Bylaws

Thursday, October 19, 2023

Information & Discussion of The PAC Bylaws



Fresno Unified School District PAC Bylaws

PAC BYLAWS

Article I Parent Advisory Committee

The council shall be known as the Fresno Unified School District PAC.

Article II Role of the Committee

Role of PAC

The Parent Advisory Committee (PAC) shall advise district administration regarding the development of the Local Control and Accountability Plan (LCAP) and the budgets that support the plan. Following approval of the LCAP by the school district governing board, the PAC shall review a minimum of one time per year the implementation of the plan and comment on the effectiveness of the program with district officials using the state and county criteria in California Education Code Section 52060. The PAC shall annually review these bylaws and make modifications when necessary. The PAC shall carry out all other duties and responsibilities assigned by the district governing board and any state or federal laws and related codes of the State of California.

Role of Board of Education

To the extent that these bylaws are silent on an issue, or to the extent these bylaws are ambiguous, the PAC delegates to the Fresno Unified School District Board of Education the authority to interpret the bylaws or adopt appropriate rules in the sole discretion of the Board of Education.

Code of Conduct

PAC members shall follow Fresno Unified School District's adopted community values as follows:

1. Stewardship - We will lead and follow as stewards of our region, caring responsibly for our community assets. We will work together to achieve the greatest, long-term benefit for the community as a whole;
2. Boundary Crossing and Collaboration - We are willing to cross political, social ethnic and economic boundaries and partner with others to achieve community outcomes. We will lead "beyond the walls" to create an inclusive, cohesive community through partnership and collaboration;
3. Commitment to Outcomes - We are willing to take responsibility for tasks and achieving specific outcomes. We are committed to staying involved until the tasks are completed;

1

Reviewed, Revised, Approved October 9, 2014

Hauv Paus Tsev Kawm Ntawv Fresno PAC Cov Cai

PAC COV CAI

NQE LUS I Cheeb Tsam Tsev Kawm Ntawv Niam Txiv Pawg Neeg Pawg Neeg Tuav Tswv Yim PAC

Pawg neeg tuav tswv yim yuav raug paub tam li Hauv Paus Tsev Kawm Ntawv PAC.

NQE LUS II Luag hauj lw m ntawm Pawg Neeg Tuav Tswv Yim

Luag hauj lw m ntawm pawg PAC

Niam Txiv-Pawg Neeg Tuav Tswv Yim (PAC) yuav tsum tuav tswv yim rau pawg thawj coj cheeb tsam chaw kawm ntawv txog kev rhawv muaj qhov Kev Npaj Tswj thiab Ris Dej Num hauv Chaw Ib Cheeb Tsam (LCAP) thiab tej kev npaj siv nyiaj txiag txhawb pab qhov kev npaj ua. Lawv liag kev pom zoo yuav qhov LCAP los ntawm cheeb tsam chaw kawm ntawv pawg nom tswj kev kawm, pawg PAC yuav tsum tshuj xyuas kev siv kom tau txoj kev npaj ua yam tsawg ib xyoo ib zaug thiab txhab lus qhia txog kev tau txiaj ntsim ntawm txoj kev kawm rau cheeb tsam chaw kawm ntawv cov neeg lis dej num siv lub xeev thiab county tej lus teem tseg hauv California Txoj Cai Kawm Txuj Sob Lus 52060. Pawg PAC yuav tsum niaj xyoo tshuj xyuas cov cai no thiab muab kev hloov kho thaum twg tsim nyog. Pawg PAC yuav tsum ua kom tiav tag nrho lw m cov dej num thiab tej kev ris dej num txib tseg los ntawm cheeb tsam chaw kawm ntawv pawg nom tswj kev kawm thiab lub xeev los yog teb chaws tej cai thiab tej cai muaj feem ntawm Xeev California.

Luag Hauj Lw m ntawm Pawg Nom Tswj Kev Kawm

Txog rau tus ciam uas cov cai no hais tsis txog ib qho teeb meem twg, los yog txog rau tus ciam cov cai no hais tsis mee pem, pawg PAC tso fwj chim rau Fresno Cheeb Tsam Chaw Kawm Ntawv Pawg Nom Tswj Kev Kawm los txhais cov cai los yog txais yuav tej cai tsim nyog raws kev xam pom ywj pheej ntawm Pawg Nom Tswj Kev Kawm.

Cai Coj Cwi Pwm

Cov neeg koom pawg PAC yuav tsum taug qab xyuas Fresno Cheeb Tsam Chaw Kawm Ntawv tej kev saib muaj nqis hauv zej zog tau txais yuav raws li nram no:

1. Kev Ua Neej Tswj Kav – Peb yuav ntaus thawj thiab taug qab xyuas tam li cov neeg tswj kav ntawm peb thaj chaw, ua tib zoo saib xyuas peb tej khoom muaj nuj nqis hauv zej zog. Peb yuav khiav dej num ua ke los ua kom tau txiaj ntsim ntau tshaj plaws, mus ntev li ntev rau lub zej zog tam li tib pawg neeg;
2. Kev Hla Ciam thiab Kev Sib Koom Tes – Peb txaus siab los hla tej ciam tswj teb kav chaw, haiv neeg, thiab kev ua neej thiab sib koom nrog lw m leej lw m tus los ua kom tau tej kev tshwm sim zoo hauv zej zog. Peb yuav ntaus thawj mus "kom dhau plaws cov phab ntsa" los tsim muaj ib lub zej zog nyob sib xyaws, ua npoj ntwg los ntawm kev sib koom siab thiab kev sib koom tes khiav dej num;
3. Kev Kub Siab rau Kev Ua Kom Muaj Tej Kev Tshwm Sim Zoo – Peb txaus siab los tuav kev ris dej num thiab kev ua kom tau tej kev tshwm sim ntees twg. Peb kub siab lug rau kev nyob koom tes nram kom txog rau thaum tej dej num raug ua tiav;

1

Rov muab saib, Rov muab kho, Pom zoo rau lub 10 hli tin 9, 2014

Distrito Escolar Unificado de Fresno

REGLAMENTOS DEL PAC

REGLAMENTOS DEL PAC

Artículo I Comité Asesor de Padres

El comité se conocerá como el Comité Asesor de Padres (PAC) del Distrito Escolar Unificado de Fresno.

Artículo II Función del Concilio

Función del PAC

Comité Asesor de Padres (PAC) aconsejará a la administración del distrito en relación al desarrollo del Plan de Responsabilidad de Control Local (LCAP) y los presupuestos que apoyan el plan. Tras la aprobación del LCAP por la mesa gobernante del distrito escolar, el PAC deberá revisar al menos una vez al año la implementación del plan y comentar sobre la eficacia del programa con los oficiales del distrito utilizando los criterios del estado y del condado en el Código de Educación de California Sección 52060. El deberá revisar anualmente estos reglamentos y hacer modificaciones cuando sea necesario. El PAC cumplirá con otras obligaciones y responsabilidades asignadas por la mesa gobernante del distrito y cualquier ley estatal o federal y códigos relacionados del Estado de California.

Función de la Mesa de Educación

En la medida en que estos reglamentos se reserven sobre un tema, o al grado en que estos reglamentos sean ambiguos, el PAC delega la autoridad para interpretar los reglamentos o adoptar normas adecuadas a discreción únicamente de la Mesa de Educación del Distrito Escolar Unificado de Fresno.

Código de Conducta

Los miembros del PAC deben seguir los valores comunitarios adoptados del Distrito Escolar Unificado de Fresno de la siguiente manera:

1. Administración - Guiar y seguir como administradores de nuestra región, cuidando con responsabilidad nuestros valores comunitarios. Trabajaremos juntos para lograr el mayor beneficio a largo plazo para la comunidad en su conjunto;

1

Revisado 05 de noviembre 2013
Adaptado

The Role of PAC



- The Parent Advisory Council (PAC) shall advise district administration regarding the development of the Local Control and Accountability Plan (LCAP) and the budgets that support the plan. Following approval of the LCAP by the school district governing board, the PAC shall review a minimum of one time per year the implementation of the plan and comment on the effectiveness of the program with district officials using the state and county criteria in California Education Code Section 52060.
- The PAC shall annually review these bylaws and make modifications when necessary.
- The PAC shall carry out all other duties and responsibilities assigned by the district governing board and any state or federal laws and related codes of the State of California.

Code of Conduct



PAC members shall follow Fresno Unified School District's adopted community values as follows:

1. Stewardship - We will lead and follow as stewards of our region, caring responsibly for our community assets. We will work together to achieve the greatest, long-term benefit for the community as a whole;
2. Boundary Crossing and Collaboration - We are willing to cross political, social ethnic, and economic boundaries and partner with others to achieve community outcomes. We will lead "beyond the walls" to create an inclusive, cohesive community through partnership and collaboration;
3. Commitment to Outcomes - We are willing to take responsibility for tasks and achieve specific outcomes. We are committed to staying involved until the tasks are completed;
4. "Art of the Possible" Thinking - We believe that anything is possible in the Fresno Region. We will envision "success without limitations" and then backward map a specific, attainable strategy for achieving that vision;
5. Fact-Based Decision Making - To the greatest extent possible, we will base decisions and action plans on objective data, thereby avoiding distortion of issues by personal feelings or agendas;

Code of Conduct Continues...



6. Truth Telling - We value the empowerment of everyone involved, along with all community stakeholders, to honestly and forthrightly share all knowledge, experience, and insights relative to the work at hand. We take responsibility for ensuring our "truth" is current, not historical. We all share the responsibility for maintaining the truth-telling standard;

7. Power Parity - We respect all persons and recognize that there are diverse viewpoints.

Positional power will not determine a strategy or preferred outcome, merit will. Viewpoints from diverse constituencies will be proactively sought to ensure the best possible outcomes for the community;

8. Commitment to Resolving Conflict - Conflict is inevitable and is sometimes required in order to achieve the best outcomes possible. Healthy conflict involves valuing every individual regardless of his or her stance on a specific issue and an unwavering commitment to working through the conflict in a positive manner despite its severity;

9. Asset-Based Approach - We are focused on using a strengths-based, asset-oriented approach to people and issues. We believe that positive change occurs when we appreciate, value, and invest in what is best for our people and community;

10. Conflict of Interest - We agree to disclose any personal or professional conflict of interest that may affect our objectivity before engaging in work that will impact the community. We seek to avoid even the appearance of impropriety.



Among other things, these values require that PAC members:

1. Shall be a duly elected member of a Fresno Unified School District School Site Council and shall attend noticed meetings regularly.
2. Shall follow State and Federal law and guidance and FUSD Board Policy in their duties.
3. Shall follow the PAC bylaws.
4. Shall assess the consensus of the people who elected them to their School Site Council position with a method that has been discussed and documented.
5. Shall conduct all PAC business in a courteous, professional manner.
6. Shall perform their required duty to monitor and review the district LCAP.
7. Shall not use their role as PAC members to unduly influence decisions or assert authority not granted.
8. Shall not meet together or attempt to reach a consensus on issues outside of duly scheduled meetings.

Membership



- Each PAC representative(s) is/are selected by their School Site Council (SSC)
 - The PAC is composed of a minimum of one member and a maximum of two members representing each SSC
 - One member shall serve as the primary voting representative for their SSC
 - The alternate voting member may represent their SSC in the absence of the primary voting member.
- A quorum vote shall be 50% plus 1 of the PAC members present
 - Each school will have only one vote in all PAC business
 - No items may be voted on by the PAC in any meetings unless noticed in the written agenda 72 hours in advance of the meeting
- The PAC includes a broad representation of parents, students, and staff population served by the district and reflects the diversity of the SSC members from across the district

Meeting Criteria's



- The Chairperson and the district representative shall work together to adopt an agenda
- The PAC agenda shall be posted 72 hours in advance to the meetings
- The PAC shall meet at a time and location that is most convenient for the entire community to encourage open discussion by the public
- The PAC will meet a minimum of two times per year
- Other meetings will be convened if necessary

PAC Officers



The annual election of the PAC officers will occur at the second PAC meeting of each school year

Nominations for PAC Officers shall be taken at the second meeting



The Officers of the PAC shall be:

Chairperson
Vice-Chairperson
Secretary



The Officers of the PAC shall be elected annually by the current PAC members and serve for one year

An officer term, may be nominated and elected to serve in a different position, but may not serve in the same position in consecutive years



Officers shall be elected based on having a majority vote of the members present

PAC Officer Roles



PAC Chairperson

- Shall preside at all meetings and sign any assurances as required and other communications from the PAC
- Develop the meeting agenda in coordination with the district representatives
- Assures all voices are heard in the PAC meetings and manages the meeting with the assistant of the district representative
- Facilitates the meeting pursuant to the Code of Conduct
- Attendance at each of the meetings

PAC Vice-Chairperson

- Shall be to represent the president in assigned duties during his/her absence and assists the president as needed
- Attendance to each of the PAC meetings

PAC Secretary

- Works with the district representative to record accurate minutes of all PAC meetings and distribute information
- Attendance at each of the meetings

Unscheduled Public Comments



Announcements

Items not on the
agenda

2023/24 PAC Meeting Schedule

PARENT ADVISORY COMMITTEE



THURSDAYS 5:30 P.M. - 7:30 P.M.

- October 19, 2023
- December 14, 2023
- February 22, 2024
- May 23, 2024



HYBRID MEETINGS

IN-PERSON

Parent University
850 N. Blackstone Ave,
Fresno, CA 93701

VIRTUAL

<https://tinyurl.com/yz5rySts>
Phone Conference #:
(559) 512-2623
Phone ID #: 636 846 626#

YOUR VOICE MATTERS!

PROVIDED IN-PERSON

- Interpretations (Hmong and Spanish)
- Childcare
- Food



For more information
Please scan the QR code or use the following
link <https://tinyurl.com/z5823hb5>
to access all PAC agendas and additional
documents.

Parent University
(559) 457-3390



Adjournment



Fresno Unified School District

Maiyer Vang, Executive Director

Community and Family Services, Parent University
(559) 250-1322 | maiyer.vang@fresnounified.org





BOARD OF EDUCATION

Genoveva Islas, President
Susan Witttrup, Clerk
Claudia Cazares
Valerie F. Davis
Andy Levine
Elizabeth Jonasson Rosas
Keshia Thomas

SUPERINTENDENT

Robert G. Nelson, Ed.D.

AGENDA
PARENT ADVISORY COMMITTEE (PAC)
Thursday, October 19, 2023
5:30 P.M. – 7:30 P.M.

Christopher De La Cerda (Chairperson) Maria Gonzalez (Vice-Chairperson) Raquel Pineda (Secretary)

Microsoft Teams: <https://tinyurl.com/yz5ry5ts> or **Dial in:** 559-512-2623 **Conference ID:** 636 846 626#

- | | <u>Action</u> |
|--|------------------------------|
| 1. Welcome | Information (5 min.) |
| 2. Call to Order | |
| 3. Roll Call | |
| 4. Approval of Agenda | Approve (5 min.) |
| 5. Approval of Previous Minutes
May 19, 2023, Meeting Minutes | Approve (5 min.) |
| 6. Strike Information
<i>Nikki Henry, Chief Communications Officer, Communications Department</i> | Information (20 min.) |
| 7. Local Control and Accountability Plan (LCAP) Updates
<i>Ashlee Chiarito, Executive Officer, State and Federal Programs</i> | Information (40 min.) |
| 8. Information & Discussion of the PAC Bylaws
<i>Maiyer Vang, Executive Director, Parent University Department</i> | Approve (40 min.) |
| 9. Unscheduled Public Comments | Information (5 min.) |
| 10. The next hybrid PAC meeting: Thursday, December 14, 2023 | |
| 11. Adjournment | |

Optional view lives PAC meeting:

1. For TV viewing go to Comcast Xfinity Channel 94 and AT&T U-Verse Channel 99.
2. Mobile devices, install the Ustream app on your Android or Apple device. Then, search for "Fresno Unified" in the app.
3. PCs and other devices go to the Fresno Unified Ustream page.

(NOTE: If playback unexpectedly stops while using Ustream, try refreshing the page to reconnect.)

Technical and Language Support:

If you are having trouble logging into Microsoft Teams, please call 559-457-3390. Live oral interpretation, childcare, and food are available in person only.

PARENT ADVISORY COMMITTEE (PAC)
Meeting Minutes
Thursday, May 25, 2023
5:30 P.M.-7:30 P.M.

Christopher De La Cerda (Chairperson) Maria Gonzalez (Vice-Chairperson) Raquel Pineda (Secretary)

Location: Parent University, 850 N Blackstone Ave. Fresno, CA. 93701 and Microsoft Teams

Call to Order: 5:40 P.M.

- 1st – Eileen Giron (Greenberg)
- 2nd – Trae Bojorquez (Centennial)

Welcome

Maiyer Vang

Roll Call

Christopher De La Cerda

Approval of Agenda

- 1st – Eileen Giron (Greenberg)
- 2nd – Trae Bojorquez (Centennial)

Approval of Minutes: March 23, 2023, Meeting Minutes

- 1st –Eileen Giron (Greenberg)
- 2nd –Rochelle Cantu (Sunnyside)

Nutrition Services Initiatives (Nutrition Services)

- Presenter- Amanda Harvey-Executive Director
- What do we do?
- School Breakfast Program (SBP)
- National School Lunch Program (NSLP)
- Seamless Summer Option (SSO)
- Fresh Fruit and Vegetable Program (FFVP)
- After School Snack Program (ASSP)
- Child and Adult Care (CACFP) including Super Snack
- Serve 12,000,000 meals annually
- Tufts University Study-Study Finds Americans eat food of mostly poor nutritional quality except at school.
- Two entrée options at Elementaries
- Reduce and recycle-Compostable trays and film
- Bringing regional executive chefs
- CDFA Farm to School grant- Provides an organic menu

- Questions and Comments

Eileen Giron (Greenberg)

Question: When can we get away from the nutrition center and go back to having lunches prepared at the school sites?

Response: They are currently working on creating hybrid kitchens to help with the quality of food.

Concern: The quality of the diet meals needs improving.

Melissa Ilad (Slater)- Virtual

Question: Can the food expo be an option again?

Response: Will take feedback back to the department.

Myra Campos (Freemont)

Question: Would like the department to do regular check-ups on school sites to ensure that the kitchen equipment is working properly?

Response: Nutrition chefs are currently and will check regularly.

Blia Her (Heaton)

Question: Can teachers teach students not to throw away food?

Response: Food choices are being introduced to avoid food waste.

Fabiola Garcia (...) online

Concern: Can high school meals be different than elementary school meals?

Trea Bojorquez (Centennial)

Comment: Food was better when it was freshly cooked. Is there any way to go back?

Response: The hybrid model will provide better quality food. Not all schools are equipped to return to a full-on kitchen.

Edith Rosemand-(Gatson)

Concern- Frozen food and quality.

Rochelle Cantu (Sunnyside)

Concerns/Comments- Can chefs help with school meals? Why were the board members only invited to try new foods? Why can't parents take food home this year during summer? Who did Tufts University Study?

Response- Chefs will help with meal preparation, Food services were invited to a board meeting, food was taken home due to a Federal mandate from Covid, and Tufts University did the study.

Norma Orozco- (Freemont)

Concern-Why say we are offering fresh food when food is frozen?

Farm Saephan (Gaston) -Lao Speaker

Concern- Food and snacks are not fresh, we should invest in our students.

Mai Thao- (Duncan)

Concern-Food is important for students' development, would like to see the nutrition department make better choices.

Program and Investments (African American Academic Acceleration)

- Presenter- Lisa Mitchelle-MSW, M. Ed
- Our mission is to accelerate the academic achievement of African-American students in Fresno Unified School District by creating an environment where they can achieve success during their time in school and beyond.

- Current Programs & Initiatives:
 - Waterford & Kinder Readiness Academy
 - Reading Programs-Afterschool Summer K-4th
 - Kemet Council
 - Academic Center for Suspended Students
 - L.E.A.D.-Learn Excel Achieve Develop
 - Academic Advisors
 - AA Boys & Girls Course (Terronez MS)
 - Math Camp
 - HBCU STEP UP-CCR Partnership
 - Student Voice Lived Experiences
 - AASLA & BSU
 - Questions and Answers

Eileen Giron (Greenberg)

Question-How can you help other ethnic groups?

Response- Round table with other cultures to bring feedback

Trae Bojorquez (Centennial)

Can support be taken into homes?

Response- Ways parents can get involved is by getting fingerprinted, parent engagement, building leaders, etc.

Rochelle Cantu (Sunnyside)

How can you support other cultures, like Native Americans?

Response-Will investigate diversity inclusion.

Trisha Martinez- Virtual

Concern-Will like more extracurricular opportunities for sped students.

LCAP Updates (State and Federal)

- Presenter- Ashlee Chiarito-Executive Officer
- LCAP Overview/Timeline
- Educational Partner Participation
- New LCAP Goals
- Input from Educational Partners- <https://forms.office.com/r/6fsr5iE9YR>
- Draft LCAP Document and Resources
- Upcoming Budget Discussions
- A QR Code was provided for questions, comments, and concerns.

Unscheduled Public Comments

The next hybrid PAC meeting: October 2023

Adjournment: 7:49 P.M.

1st—Eileen Giron (Greenberg)

2nd – Edith Rosemond (Gaston)

FUSD Proposal: What Does It Mean?



FUSD Offer



SALARY

Salary Increases

- Total of 19% salary increases
 - 14% ongoing
 - 5% one-time
- 8.5% increase for the 2023-2024 school year
- 3% increase and 2.5% one-time payment for 2024-25
- 2.5% increase and 2.5% one-time payment for 2025-26

What Does It Mean?

Salary Increases

- The majority of teachers are on Column A04, Step 10 and will be making the following annual base salary over the next three years
 - 2023-2024: \$105,246
 - 2024-2025: \$108,404
 - 2025-2026: \$111,114



HEALTH BENEFITS

(2023-2024 school year)

- "Bridge to Medicare" health coverage after retirement
 - At least 20 years of service
 - 57.5 years of age
 - Employee and spouse eligible at active employee premium rate
 - Post-2005 employees
- 100% district-paid healthcare for all members

- "Bridge to Medicare" means that employees will have medical coverage for the rest of their lives if they meet these requirements.
- 100% coverage means that an active employee pays nothing after deductible and applicable co-pays for medical services.



CLASS SIZE

- Decreasing class size overage limits year over year
- 50 teachers on special assignment will be moved back to the classroom each year to lower class sizes
- Development of collaborative Problem-Solving team with Superintendent and FTA President to regularly meet and negotiate on additional interests including class size
- Special education classes will be reduced to two grade spans where possible

- FUSD is on a path to lowering class sizes District-wide. To this end, FUSD is committed to putting 100 educators back into the classroom over the next two years.



STUDENT INVESTMENTS

In addition to the strong offer we have provided FTA, we've also invested an **additional \$93 million** this school year to ensure our students and staff are supported inside and beyond the classroom. This includes:



\$27 million
for literacy initiatives



\$13.2 million
for arts and athletics



\$8.8 million
for mental health and
wellness support



\$7.2 million
for school safety
improvements



\$3.9 million
for special
education programs

NEXT STEPS:

- FTA has scheduled a strike authorization vote on Wednesday, October 18th
- Fresno Unified will keep schools open, safe and full of learning students in the event of a strike
- Fresno Unified is offering a special \$500 per day rate for qualified substitutes during an active strike

Frequently Asked Questions By Families
Regarding a Potential Teacher Strike

1) Q. Will schools be closed in the event of a strike?

A. No. Fresno Unified will do everything in its power to keep schools open, safe, and full of learning in the event of a strike.

2) Q. If a teacher strike occurs, can I still drop off my child at extended care before and after regular school hours?

A. Yes. Extended day childcare and after school programs will continue as planned.

3) Q. When is a strike likely to occur?

A. It is unknown at this time. FTA has disclosed that they will take a strike authorization vote on October 18, 2023. If FTA decides to strike, they are required to give reasonable notice to the District as to the date of their strike. Employees, parents, and the community will then be notified.

4) Q. Will I be notified if there is a strike?

A. Yes. There will be information provided both from the District and from your child's school site about any timelines that we receive about a strike and what to expect if there is a strike.

5) Q. How long can a strike last?

A. It is difficult to say. Fresno Unified's last strike was in 1978 and it lasted eight days. Oakland Unified strike which occurred in May 2023 lasted seven days.

6) Q. How will schools stay safe in the event of a strike?

A. Fresno Unified will provide additional supervision and security to each campus in the event of a strike. Students will also be supervised by qualified, background-checked, fingerprinted, permitted substitute teachers.

7) Q. What is the vetting process for substitute teachers? What about volunteers?

A. All people who have contact with Fresno Unified students, including substitutes and volunteers, have to be background-checked and fingerprinted. In the State of California, substitute teachers are required to get a permit from the local County Office of Education proving that they have a bachelor's degree or that they are an enrolled college student who is on their way to earning their bachelor's degree.

8) Q. Will there still be busses to take my student to school and home?

A. Yes, there will still be busses to transport students.

9) Q. If a strike occurs, will camps, sports, field trips, or community events be cancelled?

A. Yes. In the event of a strike, to ensure safety and security, all events in or on Fresno Unified property, outside of regularly scheduled school hours and after school programs, will be cancelled. The District hopes to reschedule these events, including camps, field trips, community meetings, youth athletic tournaments, health center access, and Green Space activity once the strike is over and the District can make sure that everyone remains safe on District campuses.

10) Q. Will IEPs have to be rescheduled in the event of a strike?

A. Yes. Any scheduled IEPs during days of a strike will need to be rescheduled, as the student's teacher will likely not be present.

11) Q. Will my student still receive breakfast and lunch from school if there is a strike?

A. Yes, meals will still be provided to students in the event of a strike.

12) Q. How will the District provide medical support to medically fragile students if nurses strike?

A. The District has a deployment plan to ensure that medically fragile students have access to medical professionals in the event of a strike.

13) Q. What happens if there are not enough substitute teachers?

A. The District has over 2,100 substitute teachers ready to be deployed in the event of a strike. However, if that is still not enough, District staff will serve as substitutes in classrooms to ensure that all students stay supervised and safe.

14) Q. Am I okay to send my students to school in the event of a strike?

A. YES! Fresno Unified is prepared for schools to stay open, for students to stay learning, and for everyone to stay safe. We look forward to seeing your students on campus!

15) Q. There is a rumor that students will not receive official credits if teachers strike. Is this true?

A. No. Students who attend school during a strike will receive both academic and attendance credit. All students will receive semester credit and grades.

16) Q. If a student stays home because of the strike, will his/her/their absence be excused?

A. No. While parents may decide to keep their students home during a teacher strike, it is not considered an excused absence. Per Administrative Regulation (AR) 5113, students are excused from school for personal illness, medical/dental appointments, and funeral services for an immediate family member.

17) Q. Students are asking if they are just going to be sent to the gym to watch movies all day. Is that the plan?

A. No. Fresno Unified is providing lesson plans and core subject curriculum that will be taught each day during a strike.

18) Q. How can the Fresno Unified afford to pay substitutes \$500 a day during a strike?

A. A teacher's average salary per day is near \$500. On days that teachers strike, they are not paid and cannot take paid leave. Contributions to their STRS retirement are reduced for each day they strike. This offsets Fresno Unified's special rate of pay for substitutes in the event of a strike.

19) Q. If a teacher chooses to strike, are they paid by Fresno Unified?

A. No. If an individual chooses to strike, they will not be paid by Fresno Unified for any day(s) they strike. A strike is a work stoppage and strikers are not paid. Retirement contributions to STRS are reduced for each day a teacher strikes.

20) Q. Can other union partners join FTA in a strike?

A. No. While unions can show their support in a number of ways, Fresno Unified is still negotiating with a handful of our labor partners and has contract language forbidding sympathy strikes in each contract. Other bargaining units cannot legally strike until each one has exhausted negotiations process, which includes mediation and the fact-finding process.

21) Q. If a member of FTA does not strike, what happens to them?

A. They come to work and Fresno Unified will continue to pay the employee his/her/their regular salary.

22) Q. Can teachers send FTA flyers home with students or use school resources to communicate with parents about why they are considering a possible strike?

A. No. Per CBA language, conducting union business during parent teacher conferences, such as disseminating strike-related materials, is prohibited.

23) Q. Why not go back to online learning only? Is this an option?

A. Online learning is no longer a viable option for ADA apportionment except for independent study, which would require a teacher of record to approve independent study agreements for each student.

If you have additional questions, contact Fresno Unified Communications at 559-457-3733.

Fresno Unified will provide updates to Frequently Asked Questions.



 Fresno Unified
School District



ACHIEVING
our **GREATEST**
Potential!

LCAP Executive Summary

2023/24

LCFF Local Control Funding Formula

The Local Control Funding Formula (LCFF) is California's formula for determining the level of state funding provided to school districts. The majority of funding is dedicated to improving academic outcomes for all students with additional funding provided for English learner, foster youth and low-income students.

LCAP Local Control and Accountability Plan

The Local Control and Accountability Plan (LCAP) is the district's three year plan for how it will use state LCFF funding to service all students.

During the 2022/23 school year, Fresno Unified School District held numerous meetings and roundtables to gain community input on how best to serve students.



8 State Priorities

1. Basic Services
2. Academic Standards
3. Parent Involvement
4. Student Achievement
5. Student Engagement
6. School Climate
7. Course Access
8. Other Outcomes

Publish Date: June 2023

District Overview



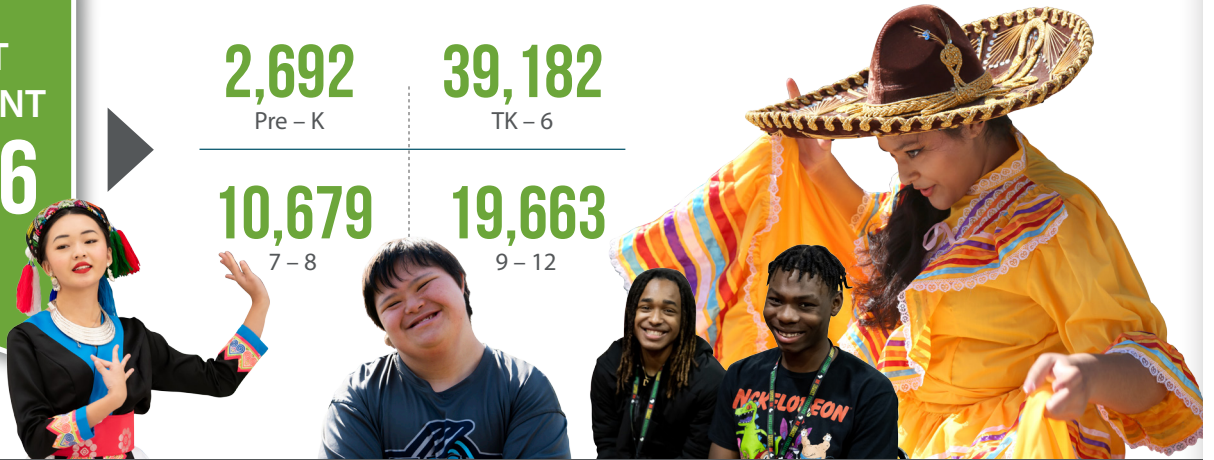
Fresno Unified School District



We nurture and cultivate the interests, intellect, and leadership of our students by providing an excellent, equitable education in a culturally proficient environment.

STUDENT ENROLLMENT
72,216
TOTAL

2,692 Pre - K	39,182 TK - 6
10,679 7 - 8	19,663 9 - 12



STUDENT DIVERSITY

African American	7.6%	Hispanic	69.5%
American Indian	0.6%	Two or More Races	2.6%
Asian	10.8%	Pacific Islander	0.4%
Filipino	0.3%	White (Not Hispanic)	8.1%

STUDENT ENROLLMENT BY PROGRAM

English Learner	19.26%
Low-income Students	84.01%
Students with Disabilities	11.83%
Foster Youth	1.06%

SCHOOLS
110
TOTAL

67 Elementary Schools	14 Middle Schools	10 High Schools
3 Special Education Schools	6 Alternative Education & Adult Schools	10 Charter Schools

EMPLOYEES
10,000+
TOTAL



Educational Partner Engagement

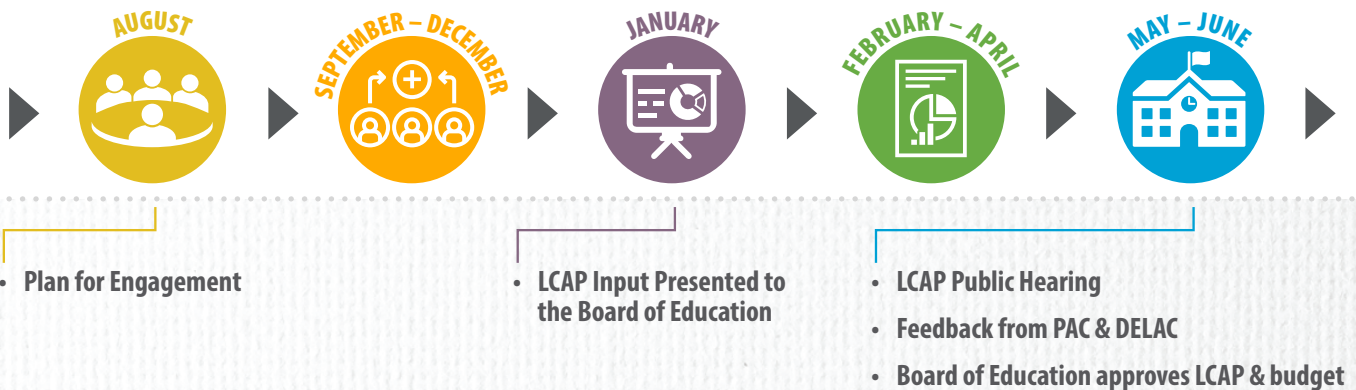
LCAP PROCESS

Key Point:

The final authority for all budget decisions at Fresno Unified School District is the Board of Education

- Connect with Community
- 44 Separate Opportunities

- FUSD Writes First Draft of the LCAP Plan
- Receive Input on the Draft
- Revise and Update Draft



ENGAGEMENT OPPORTUNITIES

LCAP Participation Summary of Efforts

- Home School Liaisons
- School Coffee Hours
- PAC (Parent Advisory Committee)
- DELAC (District English Learner Advisory Committee)
- CAC (Community Advisory Committee)
- GO Public Schools
- SW Fresno Event at St Rest
- Foster Youth Roundtable
- Regional Community Idea Exchanges
 - Each Region
- SAB (Student Advisory Board)
- Fresno Housing Events
 - Legacy Commons
 - Cedar Courts
 - Park Grove
- Meetings with Bargaining Units
- Community Based Organization Virtual Event



Progress Indicators

ACADEMIC



		YEAR	RESULTS	2023/24 DESIRED OUTCOME
English Language Arts iReady 3: On or above grade level	Year 2 Outcome	2022/23	36.4%	38.9%
	Baseline	2020/21	35.6%	
Math iReady 3: On or above grade level	Year 2 Outcome	2022/23	31.7%	32%
	Baseline	2020/21	28.6%	
A-G Completion Rates	Year 2 Outcome	2021/22	48.7%	56.4%
	Baseline	2019/20	54.0%	
% of Students who pass AP exam with a score of 3 or higher	Year 2 Outcome	2021/22	28.7%	30.7%
	Baseline	2019/20	27.4%	
English Learner Progress	Year 2 Outcome	2021/22	44.3%	49.2%
	Baseline	2018/19	45.9%	
English learner Redesignation	Year 2 Outcome	2021/22	3.0%	Meet/Exceed State Redesignation Rate
	Baseline	2019/20	10.4%	

SCHOOL CONNECTEDNESS

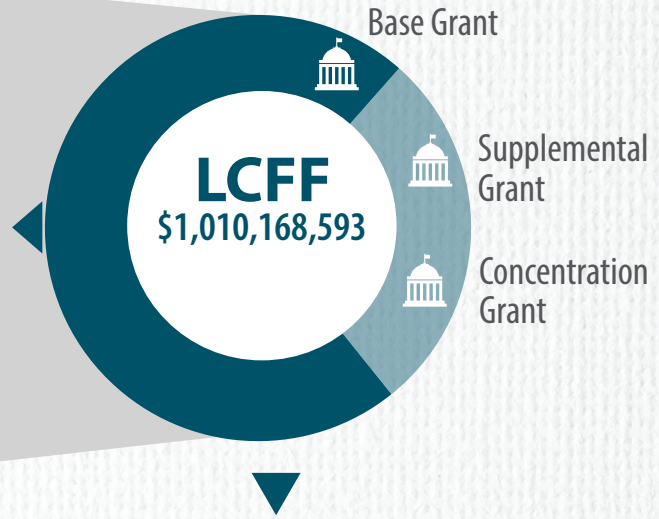
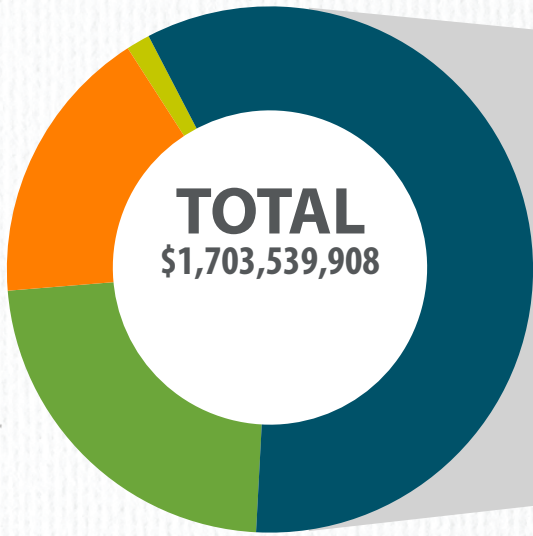


		YEAR	RESULTS	2023/24 DESIRED OUTCOME
School attendance rate	Year 2 Outcome	2021/22	80.1%	93.6%
	Baseline	2019/20	91.9%	
Chronic absenteeism	Year 2 Outcome	2021/22	50.9%	32.6%
	Baseline	2018/19	15.8%	
Middle school dropout rate	Year 2 Outcome	2021/22	0.3%	0.3%
	Baseline	2019/20	0.5%	
High school dropout rate	Year 2 Outcome	2021/22	7.3%	7.2%
	Baseline	2019/20	8.3%	
High school graduation rate	Year 2 Outcome	2021/22	89.5%	90.5%
	Baseline	2019/20	88.2%	
% students enrolled in any engagement in school and community	Year 2 Outcome	2021/22	44.9%	71.5%
	Baseline	2019/20	59.7%	
Student suspension rate	Year 2 Outcome	2021/22	5.8%	5.7%
	Baseline	2018/19	7.0%	
Student expulsion rate	Year 2 Outcome	2021/22	0.17%	0.17%
	Baseline	2018/19	0.2%	

OPERATIONAL



		YEAR	RESULTS	2023/24 DESIRED OUTCOME
Fully credentialed in area taught	Year 2 Outcome	2022/23	94.7%	99.5%
	Baseline	2020/21	99.9%	
Teachers misassigned	Year 2 Outcome	2022/23	0.123%	0.033%
	Baseline	2020/21	0.063%	
Teacher vacancies	Year 2 Outcome	2022/23	0.80%	0.19%
	Baseline	2020/21	0.28%	
Access to instructional materials	Year 2 Outcome	2022/23	100.0%	100%
	Baseline	2020/21	100.0%	
Facilities are properly maintained	Year 2 Outcome	2022/23	100.0%	100%
	Baseline	2019/20	100.0%	



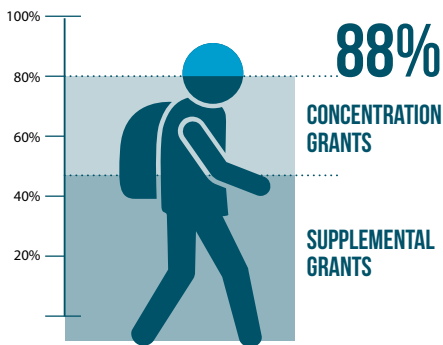
- Federal ● \$369,696,729
- State ● \$298,165,335
- Local ● \$25,509,251
- LCFF ● \$1,010,168,593

TOTAL \$1,703,539,908



LOCAL CONTROL FUNDING FORMULA- LCFF

STUDENTS LIVING IN DISADVANTAGED CIRCUMSTANCES



In Fresno Unified, 88% of student's are English language learners, foster youth or students whose families live below the federal poverty level.

BASE GRANTS


LCFF provides a base grant, which funds basic educational costs, such as teacher salaries, retirement costs, instructional materials, etc.


SUPPLEMENTAL GRANTS +20%

LCFF provides supplemental grants which equate to 20% above the base grant for English learner, foster youth and low-income students.

CONCENTRATION GRANTS +65%

In districts with at least 55% of English learners, foster youth, or low-income students. LCFF provides an additional grant which equates to 65% above base funding.

-  **Designated School Investment: \$24.9M**
 - Additional 30 minutes of instruction each day
 - Ten additional professional development days
 - One additional teacher to be prioritized by the school


-  **Additional Teacher Supply Funds: \$1.3M**
 - Each teacher-member receives an additional \$315 above base classroom funding for additional supplies and materials


-  **Middle & High School Redesign: \$11.4M**
 - Provides a broad course of study, including electives, for EL students

-  **Eliminate Elementary Combination Classes: \$5.4M**

-  **National Board Certification: \$0.7M**
 - Designed to develop, retain, and recognize accomplished teachers


-  **Instructional Supports and Instructional Coaches: \$26.7M**
 - Instructional coaches


-  **Additional Teachers Above Base Staffing: \$13.9M**
 - Additional teachers have been added to reduce class sizes

-  **Additional School Site Administration above Base: \$5.8M**
 - Additional Vice Principals and Guidance Learning Advisors

-  **African American Academic Acceleration: \$5.9M**
 - Promoting school connectedness through extracurricular activities
 - Academic acceleration through summer literacy program, academic advisor support, and college mentoring


-  **Early Childhood Education Developmental Screening: \$22.5M**
 - TK Expansion
 - Child Development Centers

-  **Additional Supports for Libraries: \$1.4M**
 - Book distribution
 - Backpacks


-  **Equity & Access: \$3.0M**
 - Identify gaps and supports for students with the greatest need
 - Support families/students with school choice options and outreach
 - Cultural Proficiency Training
 - GATE assessments and development


-  **GATE (Gifted and Talented Education)/AP (Advanced Placement)/IB (International Baccalaureate): \$5.8M**


-  **Expand Alternative Education: \$2.2M**


-  **Maintain Additional Services for Phoenix Community Day School: \$5.3M**
 - Behavior modification program for expelled students
 - Individual counseling programs to reduce peer conflict

-  **After School Tutoring: \$108.8M**

-  **Extended Summer Learning: \$36.1M**
 - Credit recovery

-  **All teachers are teachers of English learner (EL) students: \$19.4M**
 - Student Peer Mentors
 - Teacher professional learning

-  **Expansion of Dual Language Immersion Programs: \$2.5M**
 - Access to increase English literacy while maintaining primary language

-  **BASE: Instruction: \$436.1M**
 - All costs associated with the delivery of instruction to students

-  **BASE: Professional Learning: \$54.4M**

-  **BASE: Technology Access and Support: \$22.8M**

-  **BASE: Early Learning: \$1.5M**

Student Goal – Improve academic performance at challenging levels *(Continued)*



BASE: Equity and Access: \$2.9M



High Quality School Site Health Services: \$17.0M

- Registered Nurses and Licensed Vocational Nurses to support student health



Upgrading Access to Technology: \$2.5M

- Integration of technology, instruction, and learning
- Classroom Interactive Panels
- Fresno Unified's LTE Network



Instructional Lead Teachers: \$0.3M

- Lead Teachers



Student Technology Access and Annual Refresh: \$28.4M

- 1 x 1 student to device
- Family Learning and Technical Support (FLATS)



Regional Instructional Managers: \$2.7M

- Job-Embedded Coaching
- Support Academic Planning to Improve Graduation Rates



Early Interventions: \$5.1M

Student Goal – Expand student-centered and real-world learning experiences



Linked Learning, ROP, and CTE Pathway Development: \$27.6M

- Linked Learning Pathways
- CTE courses throughout the district
- ROP Courses
- California Partnership Academies
- Internship opportunities
- Dual Enrollment



CTE STEM PK-6 Kids Invent!: \$1.4M



Men's and Women's Alliance: \$1.7M



School Counselors and Resource Counseling Assistants: \$19.6M

Student Goal – Increase student engagement in their school and community



Increase School Allocations for Athletics: \$15.6M

- Summer Athletic Bridge Academy



District-Funded Educational Enrichment Trips: \$5.1M



District Arts Collaborative Project: \$0.1M



Increased Funding for Music: \$13.6M



Student Peer Mentor Program: \$0.8M



Social Emotional Supports: \$4.5M

- Resource Counseling Assistants
- Social Workers
- Child Welfare and Attendance Specialists
- Social Workers at Middle Schools



School Climate and Culture Expansion: \$10.3M



Restorative Practices / Relationship Centered Schools: \$4.0M

- Restorative Practices Counselors



BASE: Department of Prevention and Intervention: \$9.2M



Campus Climate and Culture Teachers: \$1.0M



Home School Liaisons: \$5.6M

- Additional Home School Liaisons



Mental Health Supports: \$10.5M

- School Psychologists



Expanded Transportation Services: \$2.9M

Staff Goal – Increase recruitment and retention of staff reflecting the diversity of our community



Base: Recruitment, Selection and Retention of Human Capital: \$11.7M

Family Goal – Increase inclusive opportunities for families to engage in their students’ education



Parent Engagement Investments: \$4.2M
 • Parent University



Expanded Student, Parent and Community Communication: \$1.1M
 • Translation Services

Foster Youth – Provide foster youth targeted social emotional and academic interventions to increase graduation rates



Supports for Foster Youth / Project Access: \$2.9M

- Clinical School Social Workers
- Academic Counselors
- Mental Health Supports and Case Management Services

Homeless Youth – Provide homeless youth targeted social emotional and academic interventions to increase graduation rates



Supports for Homeless Youth: \$2.2M

- Academic Counselors
- Clinical School Social Workers
- Child Welfare and Attendance Specialists

Special Education – Provide academic and behavioral interventions to increase academic proficiency and decrease absenteeism and suspension for students with disabilities



Decrease Suspension Rate to Increase Attendance and Academic Success



BASE: Special Education: \$191.4M
 • Paraprofessionals

Contributes to all Fresno Unified School District Goals



School Site Allocations to be Prioritized by each School’s Site Council: \$32.2M



BASE: Operational Services: \$203.6M
 • Nutrition Services, Facilities, Maintenance, Safety, Utilities, Transportation



BASE: Central Office Administration: \$8.1M
 • Board of Education, Superintendent, Communications



BASE: Other Expenses: \$66.7M
 • Health contribution, retirement



BASE: Business and Financial Services: \$17.7M
 • Fiscal Services, Payroll, Benefits/Risk Management, State and Federal, Student Transfers



One-time Recovery Resources: \$270.6M



Campus Safety Assistants: \$5.2M
 • Training on Restorative Practices
 • Reduce Chronic Absenteeism

2023/24 Supplemental & Concentration	\$280.0M
One-time Carryover	\$ 31.0M
Total Supplemental & Concentration Resources	= \$311.0M

District Focus Goals



Education Code Section 52064(e)(5) requires school districts that meet the criteria to receive technical assistance based on the performance of the same student group or groups for three or more consecutive years to include a goal in the LCAP focused on improving the performance of that student group or groups.

To better support graduation rates and college and career readiness for Foster Youth, Homeless Youth and students with disabilities, the district has made additional investments to support students earlier in their academic careers and promote high school graduation.

FOSTER YOUTH	YEAR 2 OUTCOME	2023/24 DESIRED OUTCOME
Graduation Rate	66.7%	69.8%
SBAC - ELA	-84.1	-72.2
SBAC - MATH	-120.1	-118.9
Chronic Absenteeism	52.9%	37.3%
Suspension Rate	14.6%	14.5%

HOMELESS YOUTH	YEAR 2 OUTCOME	2023/24 DESIRED OUTCOME
SBAC - ELA	-118.0	-105.7
SBAC - MATH	-151.9	-139.9
Chronic Absenteeism	82.4%	59.9%
Suspension Rate	12.9%	12.8%

STUDENTS WITH DISABILITIES	YEAR 2 OUTCOME	2023/24 DESIRED OUTCOME
Graduation Rate	71.1%	71.8%
SBAC - ELA	-129.4	-121.3
SBAC - MATH	-158.7	-146.6
Chronic Absenteeism	59.2%	40.0%
Suspension Rate	8.9%	8.8%

Personal Opportunities for Engagement (1,828 Participants)

- Home School Liaisons
- School Coffee Hours
- PAC (Parent Advisory Committee)
- DELAC (District English Learner Advisory Committee)
- CAC (Community Advisory Committee)
- GO Public Schools
- SW Fresno Event at St. Rest
- Foster Youth Roundtable
- Regional Community Idea Exchanges
 - Each Region
- SAB (Student Advisory Board)
- Fresno Housing Events
 - Legacy Commons
 - Cedar Courts
 - Park Grove
- Meetings with Bargaining Units
- Community Based Organization Virtual Event

Virtual Opportunities for Engagement (7,675 Participants)



- 4,641 Students
- 1,328 Certificated Staff
- 728 Parents
- 476 Classified Staff
- 323 Administrators
- 179 Community Members

Summary Report Top 5 Themes

THEMES FROM EDUCATIONAL PARTNERS	CURRENT DISTRICT INVESTMENTS	PROPOSED ADDITIONS FOR 2023/24
Academics	<ul style="list-style-type: none"> • Credit Recovery • Dual Enrollment • Dual Language Programs • Designated Schools • Tutor.com 	<ul style="list-style-type: none"> • Technology Upgrades • Dual Enrollment Expansion • Library Initiative • Literacy and Math Supports • TK Expansion
Food	<ul style="list-style-type: none"> • Cafeteria Fund Provides 70,000 meals each day (breakfast, lunch, snacks, and super snacks) • 550,000 Summer Meals 	<ul style="list-style-type: none"> • 9 Executive Chefs • Multiple Meal Options • Food Preparation at Elementary Sites • Equipment Purchases • Environmental Initiatives - Increase Organic Products and Climate- Smart Processes
Mental / Physical Health	<ul style="list-style-type: none"> • School Psychologists • Resources Counseling Assistants • Social Workers • Restorative Practices • Student Peer Mentors 	<ul style="list-style-type: none"> • Increase Nurses (7.5 FTE) • LVN (10 FTE) • Tier II Intervention Specialists (3.0) • Positive Behavioral Interventions and Supports (PBIS) Professional Learning • Increased Behavioral and Restorative Supports (5 FTE)
Student Engagement	<ul style="list-style-type: none"> • Enrichment Trips • Arts and Music • Mentoring Programs • Increased Child Welfare and Attendance Specialists • High School Graduation 	<ul style="list-style-type: none"> • Athletics- Replace Equipment and Uniforms • Athletic Bridge Academy • Graduation Supports • Increase Elementary Engagement • IdeaFest - Project-Based Learning
Safety	<ul style="list-style-type: none"> • Additional Campus Safety Assistant (CSA) at High Schools • Additional CSA to Identified Middle Schools 	<ul style="list-style-type: none"> • Increase Campus Safety Assistants (37.2 FTE) • Professional Learning for Campus Safety Assistants - Restorative Practices

Investment from Local Control Funding Formula (LCFF), Supplemental and Concentration Funds



For questions or comments, please contact:
Fresno Unified School District
Office of State & Federal Programs
<https://stafed.fresnounified.org/lcap/>
 (559) 457-3934



PAC BYLAWS**Article I**
Parent Advisory Committee

The committee shall be known as the Fresno Unified School District PAC.

Article II
Role of the CommitteeRole of PAC

The Parent Advisory Committee (PAC) shall advise district administration regarding the development of the Local Control and Accountability Plan (LCAP) and the budgets that support the plan. Following approval of the LCAP by the school district governing board, the PAC shall review a minimum of one time per year the implementation of the plan and comment on the effectiveness of the program with district officials using the state and county criteria in California Education Code Section 52060. The PAC shall annually review these bylaws and make modifications when necessary. The PAC shall carry out all other duties and responsibilities assigned by the district governing board and any state or federal laws and related codes of the State of California.

Role of Board of Education

To the extent that these bylaws are silent on an issue, or to the extent these bylaws are ambiguous, the PAC delegates to the Fresno Unified School District Board of Education the authority to interpret the bylaws or adopt appropriate rules in the sole discretion of the Board of Education.

Code of Conduct

PAC members shall follow Fresno Unified School District's adopted community values as follows:

1. Stewardship - We will lead and follow as stewards of our region, caring responsibly for our community assets. We will work together to achieve the greatest, long-term benefit for the community as a whole;
2. Boundary Crossing and Collaboration - We are willing to cross political, social ethnic and economic boundaries and partner with others to achieve community outcomes. We will lead "beyond the walls" to create an inclusive, cohesive community through partnership and collaboration;
3. Commitment to Outcomes - We are willing to take responsibility for tasks and achieving specific outcomes. We are committed to staying involved until the tasks are completed;

4. "Art of the Possible" Thinking - We believe that anything is possible in the Fresno Region. We will envision "success without limitations" and then backward map a specific, attainable strategy for achieving that vision;
5. Fact-Based Decision Making - To the greatest extent possible, we will base decisions and action plans on objective data, thereby avoiding distortion of issues by personal feelings or agendas;
6. Truth Telling - We value the empowerment of everyone involved, along with all community stakeholders, to honestly and forthrightly share all knowledge, experience and insights relative to the working at hand. We take responsibility for ensuring our "truth" is current, not historical. We all share the responsibility for maintaining the truth telling standard;
7. Power Parity - We respect all persons and recognize that there are diverse viewpoints. Positional power will not determine a strategy or preferred outcome, merit will. Viewpoints from diverse constituencies will be proactively sought to ensure the best possible outcomes for the community;
8. Commitment to Resolving Conflict - Conflict is inevitable and is sometimes required in order to achieve the best outcomes possible. Healthy conflict involves valuing every individual regardless of his or her stance on a specific issue and an unwavering commitment to working through the conflict in a positive manner despite its severity;
9. Asset-Based Approach - We are focused on using a strengths-based, asset-oriented approach to people and issues. We believe that positive change occurs when we appreciate, value and invest in what is best in our people and community;
10. Conflict of Interest - We agree to disclose any personal or professional conflict of interest that may affect our objectivity before engaging in work that will impact the community. We seek to avoid even the appearance of impropriety.

Among other things, these values require that PAC members:

1. Shall be a duly elected member of a Fresno Unified School District School Site Council and shall attend noticed meetings regularly.
2. Shall follow State and Federal law and guidance and FUSD Board Policy in their duties.
3. Shall follow the PAC bylaws.
4. Shall assess consensus of the people who elected them to their School Site Council position with a method that has been discussed and documented.
5. Shall conduct all PAC business in a courteous, professional manner.
6. Shall perform their required duty to monitor and review the district LCAP.
7. Shall not use their role as PAC members to unduly influence decisions or assert authority not granted.

8. Shall not meet together or attempt to reach consensus on issues outside of duly scheduled meetings.

Article III

Members

Section I - Size and Composition

The PAC shall be composed of a minimum of one member and a maximum of two members representing each School Site Council in the Fresno Unified School District. Each representative shall be an elected member of their current SSC. One member shall serve as the primary voting representative for their SSC. The alternate voting member may represent their SSC in the absence of the primary voting member. Each SSC shall determine the voting responsibility of each representative and the school will have only one vote in all PAC business.

The needs and resources of the school improvement program require that membership of the SSC include broad representation of parents, students, and staff, including all socioeconomic and ethnic groups in the school attendance area. The PAC shall reflect the diversity of the SSC members from across the District.

Section II - Voting Rights

Each SSC is entitled to one vote and may cast that vote on each formal motion submitted to a vote by the PAC. Absentee ballots or proxy ballots shall not be permitted. PAC Representatives must be present to vote.

Section III - Termination of Membership

Membership shall automatically terminate if a member no longer meets the membership requirements under which elected to an SSC. The PAC, with a simple majority of the members present, may vote to suspend or expel a member for just cause. Membership may also terminate upon a 2/3 vote of the PAC upon a finding that the member violated the Code of Conduct outlined in these bylaws.

Section IV - Transfer of Membership

Membership in the PAC is not transferable or assignable.

Section V- Resignation

Any member may resign by filing a written resignation with the Chairperson. The written resignation shall become a part of the PAC records in the event of a dispute.

Section VIII - Vacancy

Any vacancy on the PAC shall be filled for the remainder of the school year by appointment by each school's SSC.

ARTICLE IV

Officers

Section I - Officers

The Officers of the PAC shall be a chairperson, vice chairperson, secretary, and other such officers as the committee may deem desirable.

Section II - Election and Term of Office

The officers of the PAC shall be elected annually by the current PAC members and shall serve for one year or until each successor has been elected.

Section III - Election Procedure

The annual election of PAC officers will occur at the second PAC meeting of each school year. The notice of the election will be placed on the Agenda and posted at the district office prior to the meeting. The Agenda will also be distributed to each district school and sent by email or U.S. mail to each PAC representative.

Nominations for PAC Officers shall be solicited at the second annual PAC meeting of each school year. The election of officers shall immediately follow the nominations.

Affirmation of each individual's election to a position shall be made by a voice vote or raised hands of all members in attendance at the meeting, unless it is impossible to determine the majority or any PAC member requests a vote by written ballot, which shall be conducted immediately. Ballots shall be counted in the open public view at the meeting. Officers shall be elected based on having a majority vote of the members present. In the event there are no nominees receiving a majority vote, nominees will be elected in descending order according to the criteria of highest number of votes. If there is a tie for an officer position, a run-off vote will be taken immediately or as soon as feasible using a similar election process. The results of PAC elections shall be recorded in the minutes. Ballots, if used, shall be retained for the record in the event of a dispute.

Section IV - Term of Office

All officers of the PAC shall serve for a one year term. At the conclusion of an officer's term, they may be nominated and elected to serve in a different or same position, for 1 additional year.

Section V - Vacancy

A vacancy in any office because of death, resignation, removal, disqualification, or otherwise shall, by special election, be filled by the members of the PAC for the unexpired portion of the term.

Section VI - Chairperson

The chairperson shall preside at all meetings and sign any assurances as required and other communications from the PAC. The chairperson will normally develop the meeting agenda in

coordination with the Office of State and Federal Programs representative, assigns PAC members to subcommittee work, advances the work of the posted agenda, assures all voices are heard in the PAC meetings and manages the meeting with the assistance of the district representative. The chairperson facilitates the meeting pursuant to the Code of Conduct adopted by the Board of Education and these bylaws.

Section VII - Vice Chairperson

The duties of the vice chairperson shall be to represent the chairperson in assigned duties and to substitute for the chairperson during his/her absence.

Section VIII - Secretary

The secretary shall, with the assistance of the district representative, keep factual, true and accurate minutes of all PAC meetings and shall distribute the copies of the minutes to each of the PAC members at the subsequent meeting. Minutes shall be as brief as possible in a standard format to assist in prompt translation. The secretary shall also keep a current list of all PAC members with role, name, address, phone number and start and end dates of their SSC terms. The secretary shall keep all copies of information distributed at meetings attached to the meeting agenda and minutes and give them to the district representative for distribution, organization and storage.

ARTICLE V Committees Section

I - Standing and Special Committees

The PAC may decide to establish standing or special committees as it may desire. No special or standing committee may exercise the authority of the PAC.

Section II - Membership

Unless otherwise specified by the PAC in its decision to establish committees, the chairperson shall appoint the members of the various subcommittees from a list of volunteers.

Section IV - Rules

Each committee may adopt rules for its conduct consistent with these bylaws, state law, guidance or FUSD Board Policy regulating the SSC/ PAC. The PAC in its decision to establish such committees shall specify details of when and how the committee shall report to the PAC.

Section V - Quorum

A simple majority of members present constitute a quorum to conduct the meeting of the subcommittee.

Section VI - Vacancy

A vacancy in the membership of any committee may be filled by appointment volunteers made in the same manner as provided in the case of the original appointment.

ARTICLE VI

Meetings of the PAC

Section 1 - Meetings

The PAC shall meet regularly at least twice per school year. The tentative schedule for the meetings will be sent to all members at the beginning of each school year to encourage full participation. Special Meetings may be called by the Chairperson, or district representative in the case of an emergency, or by a majority vote of the PAC members.

Section II -Time and Location of Meetings

The PAC shall meet at a time and location that is most convenient for the entire community to encourage open discussion by the public. The PAC will meet a minimum of two times per year. The PAC meeting location will be readily accessible to all members of the public, including handicapped persons.

Section III - Notice of Meetings

Written, translated agendas of all meetings shall be posted in the district office for view by the public and other readily visible locations at least 72 hours in advance of the meetings. When practicable and feasible, efforts to notice the school community of meetings may include but not be limited to: home calls, notice in community centers, the school newsletter, notes home. The district representative and Chairperson shall normally work together to adopt an agenda. However, agenda items may be added to an agenda by either the Chairperson or the district representative, provided the item is relevant to the role of the PAC.

Section IV - Quorum

A quorum vote shall be 50% plus 1 of the PAC members present. No decision of the PAC shall be valid unless a quorum agrees. Vacant positions should be filled pursuant to Article III above as soon as practicable, notwithstanding these quorum requirements.

Section V- Decisions

The PAC members as elected SSC representatives will use the following process in their decision making:

1. Determine in the fall how each representative group (parents, teachers, students, other staff) will assess the consensus of the people who elected them to the SSC on matters of significant impact to the school community. The district representative shall assist members to develop and implement their plan to assess their constituency. The plan shall become part of the public record in the meeting minutes and other community groups will be notified, as needed.
2. No items may be voted on by the PAC in any meetings unless noticed in the written agenda 72 hours in advance of the meeting. In the event of an unavoidable emergency as defined by SB 355, the PAC may vote on an item that needs immediate attention.
3. All decisions of the PAC shall be made only after an affirmative vote of a majority of its members in attendance.

Section VI - Meetings Open to the Public

All regular, special or work sessions of the PAC and its standing or special committees are open and accessible to the public. The PAC shall provide for a scheduled period on the agenda for public comments. The public shall submit their name, and concern to the PAC Chairperson for the written record and abide by a time limit per speaker within the allocated time frame for public comment. All members of the public will have equal opportunity to raise issues related to topics under discussion. Members of the public may also submit related concerns in writing to the PAC Chairperson. The PAC may, without taking action, briefly respond to members of the public about other concerns. In the event of public disruption to the meeting, the PAC Chairperson may request a privileged motion to clear the room for a break. Should the disruption continue, the Chairperson may ask the district to use Education Code provisions to request disruptive individuals to leave the meeting.

ARTICLE VII Bylaws

Section I - Bylaws Revision

These bylaws shall be reviewed annually by the PAC. Proposed changes shall be posted and subject to public discussion prior to the PAC taking action. Bylaw revision requires a majority vote of the members present. Bylaws shall not conflict with state or federal law, or Board Policy.

Section II - Accessibility of Bylaws

Bylaws shall be translated for accessibility to the major language groups represented in the school community. They shall be available at every PAC meeting, and to members of the public upon request.