



Side Letter FAQs

Updated: March 15, 2022

Topic: Duty Day

- Teachers may leave campus after the end of their instructional day.
 - Classroom teachers have the option to leave after the conclusion of instruction on days where there are no nuts-and-bolts meetings and all professional duties have been fulfilled (IEPs, school dismissal responsibilities, parent contacts/meetings, admin conversations, etc).
 - When the Fresno County metrics for daily new cases per 100k is less than 5.9% and the positivity rate is less than 4.9% for three consecutive weeks, teachers will revert back the duty day/work day per the CBA.

Source: FTA-FUSD Side Letter, Jan. 2022

Duty Day FAQs

Q. On a minimum day, may I leave campus after instruction?

A. Yes.

Q. Is it ok for my site admin. to change previously scheduled minimum days to a regular day schedule?

A. No. This is not within the spirit of the agreement. Please contact your FTA staff representative if this happens.

Q. When my school has a late start in order to have a meeting, am I required to attend?

A. No, unless the meeting is one of the four nuts and bolts staff meetings allowed this semester.

Topic: PL/PLC Meetings

- All remaining scheduled PL/PLC meetings are optional for teachers to attend.
 - There shall not be disciplinary action or implied disciplinary action for not attending PL/PLC meetings.
 - When the Fresno County metrics for daily new cases per 100k is less than 2 and the positivity rate is less than 2%, we will revert back the 2020-21 side letter and the agreed upon remaining scheduled PL/PLC hours.
- Site administration may schedule up to four (4) Nuts and Bolts meetings during the remainder of the 2nd semester.

Note: Designated Schools are still responsible for the designated PL/PLC hours that they are being compensated for, for the remainder of the year.

Source: FTA-FUSD Side Letter, Jan. 2022

PL/PLC Meetings FAQs

Q. Can my site admin. control the PLC agenda?

A. No. The decision on if and when to meet, plus the topics of conversation are at the discretion of the teacher.

Q. My site admin. told me that some PL/PLC meetings are still required. Is that true?

A. No. All PL/PLC meetings are optional.



Side Letter FAQs
Updated: March 15, 2022

Topic: Buyback

- March 21, 2022: Admin time is up to 2 hours. Remainder of the day is teacher time to plan and perform their professional responsibilities, as determined by the teachers.

Source: FTA-FUSD Side Letter, Jan. 2022
FTA-FUSD Side Letter, May 2021

Buyback FAQs

- Q. What can I do with the time after the two hour admin. limit?
- A. You have discretion to use that time in a way that you feels best meets your professional responsibilities (i.e. lesson planning, grading, meeting with colleagues, etc.)
- Q. Is it ok for my site admin. to schedule PLCs after their two hour limit?
- A. Site admin. can't require attendance because individual teachers have discretion on what to do with their time.
1. All PLC meetings are optional.
 2. All the time after the two hour limit is at the discretion of the teacher.

Substitute Coverage

- Site Admin and/or department supervisors may ask teachers to substitute for an uncovered class (or to receive deployed elementary students).
- While we recognize that teachers have an option, the District and FTA encourage all teachers to lean in and assist when and where they can.
 - Per article 39, the district may require teachers to cover classes for teachers in case of emergencies.
 - Site administration and/or department supervisors will explore additional options beyond an assigned classroom teacher covering the classroom before requiring the teacher to cover or receive deployed students.
- 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.
 - Teachers will receive retroactive compensation to Aug. 12, 2021.