



CLOVIS UNIFIED SCHOOL DISTRICT
1450 Herndon Avenue • Clovis, California 93611-0599

GOVERNING BOARD MEETING

August 5, 2026

**Clovis North Educational Center Lecture Hall
2770 East International Avenue, Fresno, CA 93730**

5:30 PM - CLOSED SESSION

6:30 PM - PUBLIC SESSION

Members of the public who wish to provide public comments must do so in-person during the Board meeting. **Please complete and submit a Public Comment Form before the start of the Public Session on the day of the meeting.** The Public Comment Form is available outside the Board meeting room on the day of the meeting. During the meeting, speakers who have requested to address the Board will be called to do so. Comments on items that are on the agenda are to be made when the item is called by the Board President. Comments on matters that are not on the agenda are to be made during the Public Presentations. Pursuant to Board Bylaw No. 9323, each speaker generally has up to two (2) minutes to speak. The Board President may adjust the time allotted for each speaker and limit the total time for public comment. No speaker may yield his or her time to another speaker.

Regular Meeting AGENDA

Additional information regarding this agenda may be viewed through the District's website at

<https://pwr.cusd.com/boardagendas.html>

In compliance with the Americans with Disabilities Act, if you need special assistance to access the Board meeting room or to otherwise participate at this meeting, including auxiliary aids or services, please contact the Superintendent's Office at 327-9105. Notification at least 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting.

Public records relating to an open session agenda item of a regular meeting that are distributed within 72 hours prior to the meeting will be available for public inspection at the District Office, 1450 Herndon Avenue, Clovis, California.

An invocation may be held prior to the start of the Board meeting. Attendance during and participation in the invocation are optional and voluntary. No students, parents, members of the public, Board members, student Board representative, or employees are required to attend or participate in the invocation.

INVOCATION

A. CALL TO ORDER

B. ROLL CALL

C. ADOPTION OF AGENDA

D. CLOSED SESSION

1. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION - Significant Exposure to Litigation (Pursuant to Subdivision (d)(2) of Gov't Code § 54956.9) - 1 case
2. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Gov't Code § 54956.9(d)) - Case No. F088930, Case No. SA-RR-1228-E, Case No. 22CECG02432, Case No. 26CECG00272, OAH Case No. 2026060976
3. CONFERENCE WITH LABOR NEGOTIATORS (Education Code § 54957.6) Agency Negotiator - Corrine Folmer, Ed.D., Supt. Negotiating Parties - Contracted Emps., Cert. Mgmt., Cert. Teachers, Class. Emps., Class. Mgmt. and Ops. Unit
4. APPOINTMENT/EMPLOYMENT OF INDIVIDUALS IN POSITIONS LISTED IN BOARD POLICY EXHIBITS NO. 4151.10, 4251.10, 4351.10, 4151.21, 4151.22, 4151.23, AND 4251.10 (Gov't Code § 54957)
5. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE/SUSPENSION (Gov't Code § 54957)
6. STUDENT DISCIPLINE AND OTHER CONFIDENTIAL STUDENT MATTERS (Education Code § 48900 et seq. and § 35146)

E. RECONVENE FOR PUBLIC SESSION

F. RECOGNITION OF VISITORS

G. PLEDGE OF ALLEGIANCE

H. CLOSED SESSION MOTIONS

I. SUPERINTENDENT'S REPORT

J. PUBLIC PRESENTATIONS

This time is reserved for individuals who may wish to address the Board regarding a matter that is not included on the agenda. Please note that because the items brought up by the public during this time are not on the agenda, the Governing Board may not discuss or act upon such items.

K. PUBLIC HEARINGS

1. Public Hearing Regarding the Support of Applications for Eligibility Determination and Funding through Proposition 2

Conduct a public hearing no earlier than 6:45 p.m. at Clovis North Educational Center Lecture Hall, 2770 East International Avenue, Fresno, California, regarding the consideration of a resolution in support of applications for eligibility determination and funding through Proposition 2.

L. CONSENT

1. Conference Requests

Approve the Conference Requests, as submitted.

2. Fundraiser Requests

Approve the Fundraiser Requests, as submitted.

3. Student Trip Requests

Approve the Student Trip Requests, as submitted.

4. Voluntary Community Recreation Programs

Approve the Voluntary Community Recreation Programs, as submitted.

5. July 15, 2026, Governing Board Meeting Minutes

Approve the minutes of the July 15, 2026, Governing Board meeting, as submitted.

6. Ratification of District Purchase Orders, Contracts, and Check Register

Ratify District Purchase Orders, Contracts, and Checks numbered 560713208 through 560714562.

7. Change Orders

Approve the Change Orders, as submitted.

8. Notices of Completion

Adopt the Notices of Completion, as submitted.

9. Annual Agreement with Action Mentoring Program

Authorize the Superintendent or designee to approve the annual agreement with Action Mentoring Program (AMP) for the 2026-27 school year, as submitted.

10. Annual Memorandum of Understanding with J&D Mind Builders, Bricks4Kidz

Approve the annual Memorandum of Understanding (MOU) with J&D Mind Builders, Bricks4Kidz effective September 1, 2026, through April 30, 2027, to continue to provide enrichment experiences to all students who participate in the Expanded Learning Club (ELC).

11. Clovis Adult Education Courses 2026-27

Approve the Clovis Adult Education course offerings for the 2026-27 school year, as submitted.

12. Annual Agreement with Key2Ed Professional Development

Authorize the Superintendent or designee to enter into an agreement for the 2026-27 school year with Key2Ed Professional Development for the purpose of utilizing its services to train staff in facilitated Individualized Education Program (IEP) meetings.

13. Annual Agreement with Quality Behavioral Solutions, LLC

Authorize the Superintendent or designee to enter into an annual agreement with Quality Behavioral Solutions (QBS), LLC to train staff to manage challenging behavior safely and respectfully for students with special needs.

14. Resolution No. 4104 – Annual Authorization of Inter-Fund Loans for Cash Flow Purposes

Adopt Resolution No. 4104 authorizing inter-fund loans for cash flow purposes, as submitted.

M. ACTION

In general (unless otherwise noted), these items were seen for Information at the prior Board meeting and will be voted on at this meeting. Agenda items titled "Annual" are recurring items submitted to the Board for approval yearly.

1. Nomination of a Governing Board Member for Election as a Member of the Fresno County Committee on School District Organization

Nominate a Governing Board member for election as a member of the Fresno County Committee on School District Organization (FCCSDO).

2. Annual California School Boards Association Membership

Should the Governing Board desire to maintain its membership in the California School Boards Association (CSBA) for the 2026-27 school year, it will be necessary for the Board to approve the payment of dues in the amount of \$29,701.

3. Annual California School Boards Association Education Legal Alliance Membership

Should the Governing Board desire to maintain its membership in the California School Boards Association (CSBA) Education Legal Alliance (ELA) for the 2026-27 school year, it will be necessary for the Board to approve the payment of dues in the amount of \$7,112.

4. Agreement with Music Hills

Authorize the Superintendent or designee to approve an agreement with Music Hills to provide classroom visits to all 45 Clovis Unified School District Preschool programs four times during the 2026-27 school year.

5. Amendment to the Triennial Cooperative Contract with the Department of Rehabilitation Transition Partnership Program

Authorize Clovis Unified School District (CUSD) to amend the existing triennial Cooperative Contract with the Department of Rehabilitation (DOR) Transition Partnership Program (TPP).

6. Public Disclosure of a Collective Bargaining Agreement Related to the Association of Clovis Educators American Sign Language Interpreters

Approve a 3.5% salary schedule increase for the 2025-26 school year, effective April 1, 2026, for the Association of Clovis Educators (ACE) American Sign Language (ASL) Interpreters.
Approve a 5% salary schedule increase for the 2026-27 school year for ACE ASL Interpreters.

7. Approval and Ratification of the Initial Collective Bargaining Agreement Between Clovis Unified School District and the Association of Clovis Educators American Sign Language Interpreters

Approve and ratify the collective bargaining agreement between Clovis Unified School District (District) and the Association of Clovis Educators (ACE) American Sign Language (ASL) Interpreters, as submitted.

8. Provisional Internship Permits

Approve the Provisional Internship Permits (PIP) for the recommended teaching candidates, as submitted.

9. Administrator Contract - Legal Counsel, Special Education

Approve the contract for the new position of Legal Counsel, Special Education, as submitted.

10. Resolution No. 4105 - Resolution in Support of Applications for Eligibility Determination and Funding through Proposition 2 and Authorization to Sign Applications

Adopt Resolution No. 4105 authorizing Clovis Unified School District and its appointed representatives to file modernization and/or new construction applications for eligibility and funding under the School Facility Program (SFP) with the Office of Public School Construction (OPSC).

11. Award of Bid - Construction

Award of Bid No. 3088 - Nelson Modernization Metal Panels, Roofing, and Sheet Metal per the attached tabulation.

N. INFORMATION

Unless otherwise noted, these items are on the agenda to provide time for Board members to review prior to taking action on the items at the next Board meeting. Agenda items titled "Annual" are recurring items submitted to the Board for approval yearly.

1. Annual Agreement with The Positivity Project

Approve the annual contract with The Positivity Project for the 2026-27 school year, as submitted.

2. Salary Schedules for the Association of Clovis Educators American Sign Language Interpreters

Approve the Association of Clovis Educators (ACE) American Sign Language (ASL) Interpreters 2025-26 and 2026-27 salary schedules, as submitted.

3. Legal Services Agreements

Approve legal services agreements for Dannis Woliver Kelley, Lozano Smith, and the Professional Rate Schedule with Fagen Friedman & Fulfrost.

4. Annual Agreement with RT Diversified, Inc.

Authorize the Superintendent or designee to approve an agreement with RT Diversified, Inc. as a manager and operator for campus water and wastewater facilities at the Terry P. Bradley Educational Center (TBEC) for the 2026-27 school year.

5. Section 125 Amendment to the Flexible Benefit Plan

Approve an amendment to the District's Section 125 Flexible Benefit Plan, as submitted.

6. Award of Bid - Supplies and Construction

A recommendation for Bid No. 3085 - Sierra Outdoor School Gym and Bid No. 3087 - Office Supplies/Arts & Crafts for Warehouse Stock will be brought to the Governing Board for action at a future date.

O. BOARD MEMBER REPORTS

P. ADJOURNMENT

CUSD Board Agenda Item

Agenda Item: K 1

Title: Public Hearing Regarding the Support of Applications for Eligibility Determination and Funding through Proposition 2

CONTACT: Michael Johnston

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Conduct a public hearing no earlier than 6:45 p.m. at Clovis North Educational Center Lecture Hall, 2770 East International Avenue, Fresno, California, regarding the consideration of a resolution in support of applications for eligibility determination and funding through Proposition 2.

DISCUSSION:

Based on current School Facility Program (SFP) guidelines, the Office of Public School Construction (OPSC) requires a Board resolution and a public hearing in support of the filing of applications for eligibility and funding of modernization and/or new construction applications.

The Board will consider the adoption of a resolution authorizing Clovis Unified School District and its appointed representatives to file modernization and/or new construction applications for eligibility and funding under the SFP with the OPSC.

FISCAL IMPACT:

REVISIONS:

ATTACHMENTS:

Description	Upload Date
Public Hearing Notice	07-07-2026



NOTICE OF PUBLIC HEARING

TO SUPPORT APPLICATIONS FOR ELIGIBILITY DETERMINATION
AND FUNDING AUTHORIZATION TO
SIGN APPLICATIONS AND ASSOCIATED DOCUMENTS

NOTICE IS HEREBY GIVEN that the Governing Board of the Clovis Unified School District will hold a public hearing at its regular meeting on AUGUST 5, 2026, no earlier than 6:45 p.m. at 2770 East International Avenue, California, regarding the support of applications for eligibility determination and funding through Proposition 2.

CUSD Board Agenda Item

Agenda Item: L 1

Title: Conference Requests

CONTACT: Marc Hammack

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the Conference Requests, as submitted.

DISCUSSION:

Attached are the Conference Requests submitted for Board consideration.

FISCAL IMPACT:

REVISIONS:

ATTACHMENTS:

Description

Upload Date

[Conference Requests 8.5.2026](#)

07-28-2026

**Clovis Unified School District
Conference Requests 8.5.2026**

Departure	Return	Attendee	Site/Dept	Conference Name	Conference Location	Purpose for Attending
RATIFY 7/15/2026	7/18/2026	Darrin Holtermann	CI&A	Deep Dive into the World of Building Thinking Classrooms	Jacksonville Beach, FL	An immersive workshop that transforms how students think and learn in a mathematics classroom
8/21/2026	8/24/2026	Neil Castro	Clovis West	Las Vegas Classic Volleyball Tournament	Las Vegas, NV	Admin supervision during competition
9/20/2026	9/23/2026	Jessica Belew	Special Education	Pacific Northwest Special Education and the Law	Portland, OR	Obtain special education legal knowledge to improve systems of high quality IEPs and alternate dispute resolution
9/20/2026	9/23/2026	Danielle Hester	Special Education	Pacific Northwest Special Education and the Law	Portland, OR	Obtain special education legal knowledge to improve systems of high quality IEPs and alternate dispute resolution
9/20/2026	9/23/2026	Meaghan Young	Special Education	Pacific Northwest Special Education and the Law	Portland, OR	Obtain special education legal knowledge to improve systems of high quality IEPs and alternate dispute resolution
9/20/2026	9/23/2026	Desiree Stumpf	Special Education	Pacific Northwest Special Education and the Law	Portland, OR	Obtain special education legal knowledge to improve systems of high quality IEPs and alternate dispute resolution
9/20/2026	9/23/2026	Tammi Lott	Special Education	Pacific Northwest Special Education and the Law	Portland, OR	Obtain special education legal knowledge to improve systems of high quality IEPs and alternate dispute resolution
9/20/2026	9/23/2026	Shelley Taber	Special Education	Pacific Northwest Special Education and the Law	Portland, OR	Obtain special education legal knowledge to improve systems of high quality IEPs and alternate dispute resolution

**Clovis Unified School District
Conference Requests 8.5.2026**

10/5/2026	10/11/2026	Sherri Johnston	CI&A	Google for Education Leader Series	Atlanta, GA	Explore how technology and human-centric design transform the educational experience
11/30/2026	12/7/2026	Kevin Kerney	School Leadership	Nike Cross Nationals	Portland, OR	Admin supervision during competition
12/1/2026	12/7/2026	Brian Weaver	Sports & Rec	Nike Cross Nationals	Portland, OR	Supervise and coach athletes during competition
12/1/2026	12/7/2026	Alison Bartosch	Sports & Rec	Nike Cross Nationals	Portland, OR	Supervise and coach athletes during competition
2/2/2027	2/8/2027	Miranda Rudolph	Clovis North	National High School Spirit Championships	Orlando, FL	Supervise and coach athletes during competition
2/2/2027	2/8/2027	Britney Audino	Clovis North	National High School Spirit Championships	Orlando, FL	Supervise and coach athletes during competition
2/2/2027	2/8/2027	Triana Lopez	Clovis North	National High School Spirit Championships	Orlando, FL	Supervise and coach athletes during competition
2/2/2027	2/8/2027	Cheyne Saucedo	Clovis North	National High School Spirit Championships	Orlando, FL	Supervise and coach athletes during competition
2/2/2027	2/8/2027	Courtney Davies	Clovis North	National High School Spirit Championships	Orlando, FL	Admin supervision during competition
3/15/2027	3/30/2027	Anthony Badella	Clovis East	A Performance Tour of Hawaii	Honolulu, HI	Admin supervision during competition
3/15/2027	3/30/2027	Matthew Rye	Clovis East	A Performance Tour of Hawaii	Honolulu, HI	Accompanist for choir students participating in performance tour
3/15/2027	3/30/2027	Allison Crose	Clovis East	A Performance Tour of Hawaii	Honolulu, HI	Supervise and coach students during performance tour

CUSD Board Agenda Item

Agenda Item: L 2

Title: Fundraiser Requests

CONTACT: Marc Hammack

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the Fundraiser Requests, as submitted.

DISCUSSION:

Attached are the Fundraiser Requests submitted for Board consideration.

FISCAL IMPACT:

REVISIONS:

ATTACHMENTS:

Description

Upload Date

[Fundraiser Requests 8.5.2026](#)

07-23-2026

**Clovis Unified School District
Fundraiser Requests 8.5.2026**

#	Site	Advisor	Start	End	Organization	Description	Vendor
15025	Copper Hills Elem	Matt Papendorf	8/6/2026	6/30/2027	PTC	Food Truck	Dippin' Dots, Quesadilla Gorilla, Ohana Whip Wagon, Deliciously Good Hot Dogs
15043	Kastner Inter	Karson Allen	8/17/2026	6/30/2027	Chess Club	Snack Bar Sales*	Costco, Sam's Club, Smart & Final
15090	Fancher Creek Elem	Carisa Cordova	8/7/2026	5/7/2027	Dance	Cookie Sales*	Crumbl Cookies
15207	Dry Creek Elem	Simi Gill	8/17/2026	6/4/2027	PTC	Carnivals*	Wetzels Pretzels
15314	Weldon Elem	Sarina Chhun	8/6/2026	6/30/2027	Yearbook	Yearbook Dedication/Ad Pages/Sales	Larson Brothers Photography
15315	Weldon Elem	Karli Sims	8/6/2026	6/30/2027	PTC	Snack Bar Sales*	Costco, Smart & Final
15316	Weldon Elem	Ann Castro	8/6/2026	6/4/2027	ASB	Various "A-thons" (ie. Jog-A-Thons, Basketball Shoot-A-Thons)	Walmart, Save Mart Supermarkets
15317	Weldon Elem	Mark Prandini	8/6/2026	6/30/2027	PTC	Donations to Program	None
15318	Weldon Elem	Ann Castro	8/24/2026	6/4/2027	PTC	Carnivals*	Carni Kettle Korn, Kona Ice, Me-n-Ed's, Panda Express, Walmart, Smart & Final, Tacos Las Salsas
15319	Weldon Elem	Ann Castro	8/17/2026	6/4/2027	PTC	Donuts with Families*	Smart & Final, Vons
15320	Weldon Elem	Ann Castro	8/17/2026	6/4/2027	PTC	Trunk or Treat	Costco, Walmart
15321	Weldon Elem	Ann Castro	8/17/2026	6/4/2027	PTC	Showcase (Fashion, Drama, Dance, etc.)*	Costco, Sam's Club, Walmart
15322	Weldon Elem	Ann Castro	8/17/2026	6/4/2027	PTC	Voucher Sales*	Nothing Bundt Cakes, Chocolate Wishes, Crave Cookie
15323	Weldon Elem	Ann Castro	8/6/2026	6/4/2027	PTC	Movie Nights*	Me-n-Ed's, Walmart, Hungry Howie's Pizza, Smart & Final
15324	Weldon Elem	Ann Castro	8/17/2026	6/4/2027	PTC	Book Fair	Scholastic Book Fair

*In compliance with Board Policy 3554.

**Clovis Unified School District
Fundraiser Requests 8.5.2026**

15325	Weldon Elem	Jackson Carbaja	8/6/2026	6/4/2027	6th Grade	Voucher Sales	Chocolate Wishes
15326	Weldon Elem	Mark Prandini	8/6/2026	6/4/2027	Pep and Cheer	Online Donations	Booster.com
15327	Weldon Elem	Mrs. Alexander	8/17/2026	6/4/2027	Leadership	Holiday Grams*	Walmart, Smart & Final
15328	Weldon Elem	Leticia Lewis	8/17/2026	6/4/2027	PTC	Donations to Program	None
15533	Fancher Creek Elem	Nadia Nehme	8/6/2026	6/4/2027	Yearbook	Yearbook Dedication/Ad Pages/Sales	Larson Brothers Photography
15534	Fancher Creek Elem	Emily Wolfe	8/6/2026	12/26/2026	6th Grade	Candy Sales*	Signature Chocolates Fundraising
15535	Fancher Creek Elem	Isabella Naranjo	9/7/2026	5/21/2027	Folklorico	Event Food Sales *	FoodMaxx
15536	Fancher Creek Elem	Carisa Cordova	8/6/2026	5/14/2027	Latino Club	Event Food Sales *	FoodMaxx, Walmart
15537	Fancher Creek Elem	Courtney Burnett	8/6/2026	5/28/2027	Diversity Club	Event Food Sales *	FoodMaxx, Larson Brothers Photography, Walmart
15538	Fancher Creek Elem	Sally McNinch	8/6/2026	5/28/2027	Hmong Club	Event Food Sales *	Costco, FoodMaxx, Walmart
15542	Lincoln Elem	Anisha Mayberry	8/17/2026	6/11/2027	PTC	Carnivals*	Sam's Club
15543	Lincoln Elem	Anisha Mayberry	8/6/2026	6/4/2027	PTC	Family Restaurant Night*	Chipotle Mexican Grill, McDonald's, Panda Express, Pieology Pizzeria, Corner Bakery, Rocket Dog, Raising Cane's
15544	Miramonte Elem	Michelle Dodson	8/6/2026	6/4/2027	Foundation	Miscellaneous gift/catalog items sold*	Believe Kids
15545	Miramonte Elem	Lisa Franks	8/6/2026	6/4/2027	ASB	Various "A-thons" (ie. Jog-A-Thons, Basketball Shoot-A-Thons)	Boosterthon
15546	Miramonte Elem	Michelle Dodson	8/6/2026	6/4/2027	ASB	Yearbook Dedication/Ad Pages/Sales	Larson Brothers Photography

*In compliance with Board Policy 3554.

**Clovis Unified School District
Fundraiser Requests 8.5.2026**

15547	Miramonte Elem	Sue Hamilton	8/6/2026	6/4/2027	Library	Book Fair	Scholastic Book Fair
15548	Miramonte Elem	Kristen Christopherson	8/6/2026	6/4/2027	PTC	Family Dance*	Costco, Oriental Trading Company, Sam's Club, Walmart, WinCo Foods, Smart & Final, Amazon
15549	SpEd	Heidi Ratzlaff and Christoph Lusse	8/17/2026	6/4/2027	Special Education	Bake Sale*	FoodMaxx, Walmart
15550	SpEd	Sara Franklin	8/19/2026	6/4/2027	Special Education	Coffee Sales*	FoodMaxx, Amazon
15551	SpEd	Sara Franklin	8/20/2026	6/4/2027	Special Education	Floral Sales	Amazon
15552	SpEd	Kendra Taylor	8/17/2026	6/4/2027	Special Education	Recycling	Clovis Recycling Center
15553	SpEd	Heidi Ratzlaff and Christoph Lusse	8/17/2026	6/4/2027	Special Education	Floral Sales	Walmart, Home Depot
15554	TBEC	James DiSanto	8/6/2026	6/30/2027	Class of 2030	Food Truck	Dutch Bros. Coffee, Arsenio's
15555	TBEC	James DiSanto	8/6/2026	6/30/2027	Class of 2030	Food Truck*	Dutch Bros. Coffee, Arsenio's
15556	TBEC	James DiSanto	8/6/2026	6/30/2027	Class of 2030	Spirit Wear/Spirit Packs	Ink Dab, Archer and Hound Advertising, Farm Girl Printing, National Sports Apparel, LLC
15557	TBEC	Muggs Prieto	8/6/2026	6/30/2027	Class of 2029	Spirit Wear/Spirit Packs	Ink Dab, Archer and Hound Advertising, Farm Girl Printing, National Sports Apparel, LLC
15558	CNEC	Miranda Rudolph	8/6/2026	6/4/2027	Pep and Cheer	Training Clinics	RevTrak
15559	TBEC	Kelly Hobbs	8/6/2026	6/30/2027	Math Team	Spirit Wear/Spirit Packs	BSN Sports, Custom Ink, Artworkz, Etsy, 1st Place Spiritwear, Farm Girl Printing, National Sports Apparel, LLC

*In compliance with Board Policy 3554.

**Clovis Unified School District
Fundraiser Requests 8.5.2026**

15560	TBEC	Kelly Hobbs	8/6/2026	6/30/2027	Math Team	Food Fair*	Costco, FoodMaxx, Little Caesars, Me-n-Ed's, Walmart, WinCo Foods, Save Mart Supermarkets, Food 4 Less, Vons, Trader Joe's
15561	TBEC	Derek Smith	8/6/2026	6/30/2027	BSU	Spirit Wear/Spirit Packs	BSN Sports, CUSD Graphic Arts, Ink Dab, Rush Advertising, Rush Order Tees, Artworkz, Simply Print Goods, Farm Girl Printing, National Sports Apparel, LLC
15562	TBEC	Greg Clark	8/6/2026	6/30/2027	Track	Adult Dinners/Dance (ie. BBQs, crab feasts)	Oak Blossom Farm
15563	TBEC	Greg Clark	8/6/2026	6/30/2027	Girls Volleyball	Adult Dinners/Dance (ie. BBQs, crab feasts)	Classic Catering, Clovis Rodeo Grounds, Oak Blossom Farm
15564	TBEC	Greg Clark	8/6/2026	6/30/2027	Football	Carnivals*	Kona Ice, Me-n-Ed's, Dippin' Dots, Colorado Grill, Mariscos Colima Tacos, Bounce 2 U Drop, Bounce House Bonanza, Ohana Whip Wagon, Mi Linda Tierra Taqueria, Ohana Pantry

*In compliance with Board Policy 3554.

CUSD Board Agenda Item

Agenda Item: L 3

Title: Student Trip Requests

CONTACT: Marc Hammack

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the Student Trip Requests, as submitted.

DISCUSSION:

Attached are the Student Trip Requests submitted for Board consideration.

FISCAL IMPACT:

REVISIONS:

ATTACHMENTS:

Description

Upload Date

[Student Trip Requests 8.5.2026](#)

07-30-2026

Clovis Unified School District
Student Trip Requests 8.5.2026

Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108256	AQUA Clovis Swim Club	08/27/2026 12:00 PM	08/30/2026 10:30 PM	AQUA-Car-BrdApp	Walnut, CA	3
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108315	CNEC Pep and Cheer	09/18/2026 04:00 PM	09/20/2026 06:00 PM	CNH-NONE-BrdApp	Manhattan Beach, CA	15
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108334	CCUR CW Boys Basketball	09/26/2026 07:00 AM	09/27/2026 07:00 PM	CCUR-CWHS-Van-BrdApp	Orange, CA	15
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108337	CWHS Girls Volleyball	10/01/2026 07:00 AM	10/04/2026 11:00 PM	CCUR-CWHS-Van-BrdApp	Redondo Beach, CA	21
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108311	CHS AVID	10/14/2026 06:25 AM	10/16/2026 07:30 PM	CHS-TRNZ-Van-BrdApp	Los Angeles, CA	28
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108177	CEHS Boys Water Polo	10/15/2026 08:00 AM	10/18/2026 12:00 PM	CEH/ATH-0500-Van-BrdApp	Villa Park, CA	16
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
107587	CEHS Choir	11/05/2026 07:15 AM	11/07/2026 08:00 PM	CEH/ATH-FDN-Van-BrdApp	Stockton, CA	8
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108275	CWHS Boys Water Polo	11/16/2026 07:00 AM	11/19/2026 09:00 PM	EDSV-PLAYOFF-Van-BrdApp	TBA - Play Offs	14
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108294	CWHS Girls Golf	11/18/2026 06:00 AM	11/20/2026 10:00 PM	EDSV-PLAYOFF-Van-BrdApp	TBA - Play Offs	7
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108276	CWHS Boys Water Polo	11/19/2026 07:00 AM	11/22/2026 09:00 PM	EDSV-PLAYOFF-Van-BrdApp	TBA - Play Offs	14
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108309	CCUR BHS Cross Country	12/01/2026 09:00 AM	12/07/2026 09:00 AM	CCUR-NONE-BrdApp	Portland, OR	10
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
107352	CNEC Pep and Cheer	02/02/2027 06:00 AM	02/08/2027 08:00 PM	CNH-NONE-BrdApp	Orlando, FL	20
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108020	CWHS Pom and Cheer	02/03/2027 05:00 AM	02/08/2027 09:00 PM	CWH-NONE-BrdApp	Orlando, FL	17
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108297	CNEC Dance	02/19/2027 08:00 AM	02/22/2027 08:00 PM	CNH-ASB-Van-BrdApp	Anaheim, CA	13
Trip ID	Trip Name	Start Time	Return Time	Account:	Destination	Passengers
108299	CEHS Choir	03/15/2027 06:00 AM	03/30/2027 06:00 PM	CEH-ASB-CharterBus-BrdApp	Los Angeles, CA	45

Thursday, July 23, 2026 07:59 AM

Title: Voluntary Community Recreation Programs

CONTACT: Marc Hammack**FOR INFORMATION:****FOR ACTION:** August 5, 2026

RECOMMENDATION:

Approve the Voluntary Community Recreation Programs, as submitted.

DISCUSSION:

The Clovis Community Sports and Recreation Department provides and operates noneducational, athletic and recreation programs and activities for the access and enjoyment of Clovis and surrounding communities. Such noneducational, recreational programs and activities are not part of the District's curricular, extracurricular, or co-curricular educational programs, and are entirely separate and distinct from the District's educational program. The Department's recreational offerings are available to all age-appropriate participants in Clovis, Fresno, and surrounding communities, whether or not such participants are enrolled in the District's educational program, and students enrolled in the District's educational program are never required to participate in the Department's noneducational, recreational programs or activities.

The proposed costs listed below are to attend the camp/clinic and may not include additional items such as spirit packs, shirts, jerseys, etc. The additional items will be provided at cost with no profit for the program. All additional items will be specifically identified in the flyers to the community.

Clovis Community Sports and Recreation Department
Fall Chaos Girls Basketball
Clovis West High School
Date: August 15 - October 31, 2026
Grade: 3-12
Cost: \$185.00 per participant

Clovis Community Sports and Recreation Department
Hustlin Eagles Boys Fall AAU Basketball
Clovis West High School
Date: August 28 - October 6, 2026
Grade: 3-8
Cost: \$115.00 per participant

Clovis Community Sports and Recreation Department
Hustlin Eagles Boys AAU Fall Shootout Tournament
Clovis West High School
Date: September 5 - 6, 2026
Grade: 3-11

Cost: \$300.00 per team

Clovis Community Sports and Recreation Department
Fall Chaos Classic Girls Basketball Tournament
Clovis West High School
Date: October 17 - 18, 2026
Grade: 3-12
Cost: \$200.00 per team

Clovis Community Sports and Recreation Department
Winter Conditioning Individual Defense Baseball Camp
Clovis High School
Date: November 1, 2026 - January 28, 2027
Grade: 9-12
Cost: \$0

Clovis Community Sports and Recreation Department
Holiday Basketball Camp
Clovis East High School
Date: December 21 - 23, 2026
Grade: K-6
Cost: \$60.00 per participant

Clovis Community Sports and Recreation Department
Free Middle School Baseball Camp
Clovis High School
Date: January 26 - 27, 2027
Grade: 7-8
Cost: \$0

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: L 5

Title: July 15, 2026, Governing Board Meeting Minutes

CONTACT: Corrine Folmer

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the minutes of the July 15, 2026, Governing Board meeting, as submitted.

DISCUSSION:

FISCAL IMPACT:

REVISIONS:

ATTACHMENTS:

Description

[Minutes 7.15.2026](#)

Upload Date

07-28-2026



GOVERNING BOARD MEETING

MINUTES

July 15, 2026

**Professional Development Building, Boardroom
1680 David E Cook Way, Clovis, California**

5:30 PM - CLOSED SESSION

6:30 PM - PUBLIC SESSION

Members of the public who wish to provide public comments must do so in-person during the Board meeting. **Please complete and submit a Public Comment Form before the start of the Public Session on the day of the meeting.** The Public Comment Form is available outside the Board meeting room on the day of the meeting. During the meeting, speakers who have requested to address the Board will be called to do so. Comments on items that are on the agenda are to be made when the item is called by the Board President. Comments on matters that are not on the agenda are to be made during the Public Presentations. Pursuant to Board Bylaw No. 9323, each speaker generally has up to two (2) minutes to speak. The Board President may adjust the time allotted for each speaker and limit the total time for public comment. No speaker may yield his or her time to another speaker. Each regular Board meeting will be video recorded by the District, the recording of which will be made accessible to the public within 48 hours of the Board meeting at:

<https://www.cusd.com/board-agendas-meetings-archives>

Regular Meeting AGENDA

Additional information regarding this agenda may be viewed through the District's website at

<https://pwr.cusd.com/boardagendas.html>

In compliance with the Americans with Disabilities Act, if you need special assistance to access the Board meeting room or to otherwise participate at this meeting, including auxiliary aids or services, please contact the Superintendent's Office at 327-9105. Notification at least 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting.

Public records relating to an open session agenda item of a regular meeting that are distributed within 72 hours prior to the meeting will be available for public inspection at the District Office, 1450 Herndon Avenue, Clovis, California.

An invocation may be held prior to the start of the Board meeting. Attendance during and participation in the invocation are optional and voluntary. No students, parents, members of the public, Board members, student Board representative, or employees are required to attend or participate in the invocation.

A. CALL TO ORDER

Board President Tiffany Stoker Madsen called the Governing Board meeting to order at 5:35 p.m.

B. ROLL CALL

Board Members Present:

Tiffany Stoker Madsen, President

Wilma Hashimoto, Clerk

Deena Combs-Flores, Member (arrived 5:38 p.m.)

Steven Fogg, M.D., Member

Yolanda Moore, Member

Board Members Absent:

Hugh Awtrey, Vice-President

Clinton Olivier, Member

District Administration Present:

Corrine Folmer, Ed.D., Superintendent

Barry Jager, Deputy Superintendent

Michael Johnston, Associate Superintendent

Denver Stairs, Associate Superintendent

Shawn VanWagenen, General Counsel

Kelly Avants, APR, Chief Communications Officer

C. ADOPTION OF AGENDA

Adopted the July 15, 2026, Governing Board meeting agenda as amended to include an update to agenda item M-6 reflecting the proposed settlement of two bargaining units. Board Member Deena Combs-Flores was not present for this vote.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Hashimoto Passed: 4-0 Board Members voting Ayes: Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Combs-Flores, Olivier

D. CLOSED SESSION

The Board adjourned to Closed Session at 5:36 p.m. to discuss the following items:

1. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION - Significant Exposure to Litigation (Pursuant to Subdivision (d)(2) of Gov't Code § 54956.9) - 6 cases
2. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Gov't Code § 54956.9(d)) - Case No. F088930, OAH Case No. 2026060976, Case No. 26CU01215
3. CONFERENCE WITH LABOR NEGOTIATORS (Education Code § 54957.6) Agency Negotiator - Corrine Folmer, Ed.D., Supt. Negotiating Parties - Contracted Emps., Cert. Mgmt., Cert. Teachers, Class. Emps., Class. Mgmt. and Ops. Unit
4. CONFERENCE WITH REAL PROPERTY NEGOTIATORS (Gov't Code § 54956.8) APNs 150-340-16, 150-340-26, Agency Negotiator - Michael Johnston
5. APPOINTMENT/EMPLOYMENT OF LEGAL COUNSEL (Gov't Code § 54957)

6. APPOINTMENT/EMPLOYMENT OF INDIVIDUALS IN POSITIONS LISTED IN BOARD POLICY EXHIBITS NO. 4151.10, 4251.10, 4351.10, 4151.21, 4151.22, 4151.23, AND 4251.10 (Gov't Code § 54957)
7. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE/SUSPENSION (Gov't Code § 54957)
8. STUDENT DISCIPLINE AND OTHER CONFIDENTIAL STUDENT MATTERS (Education Code § 48900 et seq. and § 35146)

E. RECONVENE FOR PUBLIC SESSION

Board President Tiffany Stoker Madsen reconvened the public meeting at 6:58 p.m.

F. RECOGNITION OF VISITORS

Board President Tiffany Stoker Madsen welcomed meeting attendees.

G. PLEDGE OF ALLEGIANCE

Board President Tiffany Stoker Madsen led the Board members and meeting attendees in the Pledge of Allegiance.

H. CLOSED SESSION MOTIONS

Approved the appointment of Stephanie Adams to the open position of Legal Counsel.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

Approved routine Personnel Matters, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

During Closed Session, the Board voted unanimously to dismiss a classified employee who failed to timely demand a hearing after being served charges for dismissal and thus waived their right to a hearing.

I. SUPERINTENDENT'S REPORT

Superintendent Corrine Folmer, Ed.D., shared her report with the members of the Governing Board regarding recent news, events, and achievements from across the District.

J. PUBLIC PRESENTATIONS

This time is reserved for individuals who may wish to address the Board regarding a matter that is not included on the agenda. Please note that because the items brought up by the public during this time are not on the agenda, the Governing Board may not discuss or act upon such items.

K. STAFF REPORTS

1. Annual Child Development Preschool Program Self-Evaluation - Written Report

Staff provided the Preschool Program Self-Evaluation written report for the Governing Board's review.

2. Annual Child Development Expanded Learning Club Program Self-Evaluation - Written Report

Staff provided the Expanded Learning Club Program Self-Evaluation written report for the Governing Board's review.

L. CONSENT

1. Conference Requests

Approved the Conference Requests, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

2. Fundraiser Requests

Approved the Fundraiser Requests, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

3. Student Trip Requests

Approved the Student Trip Requests, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

4. Voluntary Community Recreation Programs

Approved the Voluntary Community Recreation Programs, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

5. June 10, 2026, Governing Board Meeting Minutes

Approved the minutes of the June 10, 2026, Governing Board meeting, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

6. Ratification of District Purchase Orders, Contracts, and Check Register

Ratified District Purchase Orders, Contracts, and Checks numbered 560711790 through

560713207.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

7. Change Orders

Approved the Change Orders, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

8. Annual Agreement with Comprehensive Youth Services

Authorized the Superintendent or designee to enter into an agreement with Comprehensive Youth Services (CYS) to provide support services for the Parent Resource Centers in the Alternative Education, Buchanan, Clovis, Clovis East, Clovis North, Clovis South, and Clovis West areas during the 2026-27 school year, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

9. Annual Community Funded Bus Routes

Approved the Community Funded Bus Route (CFBR) requests for the 2026-27 school year, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

10. Resolutions No. 4100 and No. 4101 – Annual General Liability and Workers' Compensation Coverage for Volunteer Personnel

Adopted Resolutions No. 4100 and No. 4101 regarding general liability and workers' compensation coverage related to volunteer personnel, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

11. Agreement for Students with Special Needs Placed in Residential Treatment Centers for the 2026-27 School Year

Authorized the Superintendent or designee to enter into an agreement with two residential treatment centers to address the unique educational needs of District students with special needs.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

12. Annual Agreement for Students with Special Needs Placed in Non-Public Schools for the 2026-27

School Year

Authorized the Superintendent or designee to continue agreements with three non-public schools to address the unique educational needs of District students with special needs.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

13. Williams Settlement Complaint Summary Report - Fourth Quarter, 2025-26 School Year

Accepted the fourth quarter summary report of zero complaints related to the requirements of the Williams Lawsuit Settlement, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

14. Schedule a Public Hearing Regarding the Support of Applications for Eligibility Determination and Funding through Proposition 2

Scheduled a public hearing for August 5, 2026, no earlier than 6:45 p.m. at the Clovis North Educational Center Lecture Hall, 2770 East International Avenue, Fresno, California, regarding the support of applications for eligibility determination and funding through Proposition 2.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

M. ACTION

In general (unless otherwise noted), these items were seen for Information at the prior Board meeting and will be voted on at this meeting. Agenda items titled "Annual" are recurring items submitted to the Board for approval yearly.

1. Provisional Internship Permits

Approved the Provisional Internship Permits (PIPs) for the recommended teaching candidates, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

2. Variable Term Waiver Requests

Approved the Variable Term Waiver (VTW) requests for the Career Technical Education (CTE) candidates, as submitted.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Hashimoto Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

3. Approval and Ratification of the Successor Collective Bargaining Agreement Between Clovis

Unified School District and the California School Employees Association, Chapter 250 for 2026-29

Approved and ratified the successor collective bargaining agreement between Clovis Unified School District and the California School Employees Association (CSEA), Chapter 250.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

4. Approval and Ratification of the Reopener Collective Bargaining Agreement Between Clovis Unified School District and the Association of Clovis Educators Psychologists and Mental Health Support Providers

Approved and ratified the reopener collective bargaining agreement between Clovis Unified School District and the Association of Clovis Educators (ACE) Psychologists and Mental Health Support Providers, as presented.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

5. Public Disclosure of a Collective Bargaining Agreement Related to the California School Employees Association, Chapter 250 and the Association of Clovis Educators Psychologists and Mental Health Support Providers

Approved a 5% salary schedule increase for the 2026-27 school year for the California School Employees Association (CSEA), Chapter 250 and the Association of Clovis Educators (ACE) Psychologists and Mental Health Support Providers employees, in accordance with bargaining group contract settlements.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

6. Annual Approval of Salary Schedules and Amendment to Board Policy No. 4252

Approved the District's 2026-27 Salary Schedules with the exception of those not yet settled with ACE American Sign Language (ASL) Interpreters and amended Board Policy No. 4252 to reflect updated stipend amounts.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

7. Resolution No. 4106 - Honoring America's 250th Anniversary

Adopted Resolution No. 4106 in observance of America's 250th semiquincentennial celebration.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Combs-Flores, Seconded by Board Member Stoker Madsen Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

8. Award of Bid - Supplies

Awarded Bid No. 3077 for Campus Catering - Produce and Bid No. 3078 for Campus Catering -

Processed Commodities with Direct Shipment per the attached evaluations.

Motion: Approved Result: Passed Actions: Approved Moved by Board Member Fogg, Seconded by Board Member Combs-Flores Passed: 5-0 Board Members voting Ayes: Combs-Flores, Fogg, Hashimoto, Moore, Stoker Madsen Board Member Absent: Awtrey, Olivier

N. INFORMATION

Unless otherwise noted, these items are on the agenda to provide time for Board members to review prior to taking action on the items at the next Board meeting. Agenda items titled "Annual" are recurring items submitted to the Board for approval yearly.

1. Annual California School Boards Association Membership

Should the Governing Board desire to maintain its membership in the California School Boards Association (CSBA) for the 2026-27 school year, it will be necessary for the Board to approve the payment of dues in the amount of \$29,701.

2. Annual California School Boards Association Education Legal Alliance Membership

Should the Governing Board desire to maintain its membership in the California School Boards Association (CSBA) Education Legal Alliance (ELA) for the 2026-27 school year, it will be necessary for the Board to approve the payment of dues in the amount of \$7,112.

3. Annual Agreement with Action Mentoring Program

Authorize the Superintendent or designee to approve the annual agreement with Action Mentoring Program (AMP) for the 2026-27 school year, as submitted.

4. Agreement with Music Hills

Authorize the Superintendent or designee to approve an agreement with Music Hills to provide classroom visits to all 45 CUSD Preschool programs four times during the 2026-27 school year.

5. Annual Memorandum of Understanding with J&D Mind Builders, Bricks4Kidz

Approve the annual Memorandum of Understanding (MOU) with J&D Mind Builders, Bricks4Kidz effective September 1, 2026, through April 30, 2027, to continue to provide enrichment experiences to all students who participate in the Expanded Learning Club (ELC).

6. Clovis Adult Education Courses 2026-27

Approve the Clovis Adult Education course offerings for the 2026-27 school year, as submitted.

7. Annual Agreement with Key2Ed Professional Development

Authorize the Superintendent or designee to enter into an agreement for the 2026-27 school year with Key2Ed Professional Development for the purpose of utilizing its services to train staff in facilitated Individualized Education Program (IEP) meetings.

8. Amendment to the Triennial Cooperative Contract with the Department of Rehabilitation Transition Partnership Program

Authorize Clovis Unified School District (CUSD) to amend the existing triennial Cooperative Contract with the Department of Rehabilitation (DOR) Transition Partnership Program (TPP).

9. Annual Agreement with Quality Behavioral Solutions, LLC

Authorize the Superintendent or designee to enter into an annual agreement with Quality Behavioral Solutions (QBS), LLC to train staff to manage challenging behavior safely and respectfully for students with special needs.

10. Resolution No. 4104 – Annual Authorization of Inter-Fund Loans for Cash Flow Purposes

Adopt Resolution No. 4104 authorizing inter-fund loans for cash flow purposes, as submitted.

11. Resolution No. 4105 - Resolution in Support of Applications for Eligibility Determination and Funding through Proposition 2 and Authorization to Sign Applications

Adopt Resolution No. 4105 authorizing Clovis Unified School District and its appointed representatives to file modernization and/or new construction applications for eligibility and funding under the School Facility Program with the Office of Public School Construction (OPSC).

12. Award of Bid - Services, Supplies, and Construction

Recommendations for RFP No. 3086 - IRA Tax Credit Recovery Services; Bid No. 3088 - Nelson Modernization - Metal Panels, Roofing, and Sheet Metal; and Bid No. 3089 - Campus Catering Kitchen Equipment will be brought to the Governing Board for action at a future date.

O. BOARD SUBCOMMITTEE REPORTS

1. Center for Advanced Research and Technology (CART) Board Subcommittee (Awtrey)

Superintendent Corrine Folmer, Ed.D. reported that this was the final meeting with retiring CART CEO Rick Watson, Ed.D. and Office Manager Kelli Parker. The CART Board shared their gratitude for Watson's and Parker's years of service. Incoming CART CEO Aaron Morgan was welcomed. There was also a review of the budget and enrollment.

P. BOARD MEMBER REPORTS

Q. ADJOURNMENT

Board President Tiffany Stoker Madsen adjourned the Governing Board meeting at 7:43 p.m.

RESPECTFULLY SUBMITTED:

Clerk

Secretary

CUSD Board Agenda Item

Agenda Item: L 6

Title: Ratification of District Purchase Orders, Contracts, and Check Register

CONTACT: Michael Johnston

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Ratify District Purchase Orders, Contracts, and Checks numbered 560713208 through 560714562.

DISCUSSION:

District Administration recommends ratification of the Purchase Orders and Contracts for the period of June 17, 2026 - July 21, 2026, as well as the Check Register for June 17, 2026 - July 15, 2026. This information is available for review in the Purchasing and Accounting departments. Questions may be directed to the Business Services Department at 559-327-9127.

FISCAL IMPACT:

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: L 7

Title: Change Orders

CONTACT: Michael Johnston

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the Change Orders, as submitted.

DISCUSSION:

Change Order Number	Contract/Bid Number	Project Type	Site(s)	DSA Number
CSI-01f 02	Bid 3051-f	Security Improvements - 2025	Campus Security Improvements Phase 7	NA
DOF-04 08	Bid 3001	New Construction - 2024	District Campus - Phase 2	NA
SSSA-02 02	Bid 3055	Modernization - 2026	Building Improvements SSSA and Police Services	NA
SSSA-04 02	Bid 3055	Modernization - 2026	Building Improvements SSSA and Police Services	NA
SSSA-05 02	Bid 3055	Modernization - 2026	Building Improvements SSSA and Police Services	NA
26	Bid 2970/2972	New Construction - 2023	Terry Bradley Educational Center Increment 3	02-120345
22	Bid 2989	New Construction - 2024	Terry Bradley Educational Center Increment 4	02-120345
14	Bid 3002-5	New Construction - 2024	Terry Bradley Educational Center Increment 5	02-120345

FISCAL IMPACT:

As noted in the attachment.

REVISIONS:

ATTACHMENTS:

Description

[Change Orders](#)

Upload Date

07-23-2026

Contract Change Order No. 02

Project Campus Security Improvements **Date** 8/5/2026
Phase 7 (2025) 20008
Bid No./Contract Bid No. 3051-f /CSI-01f
(3260559)

Description CSI-01f - CO2

From Clovis Unified School District **To** American Window and Door Systems
1470 Herndon Avenue P.O. Box 1425
Clovis, CA 93611 Rohnert Park, California 94927

Item No.	Item Description	Item Amount	Reason for Change
01	CART - Incorrect hardware.	\$5,624.00	A&E Omission

Description: CART - Incorrect hardware.
Requested By: A&E Omission. \$5,624.00 to be added to the contract.
Reason for Change: A&E Omission. Panic bars specified on the drawings are too short for existing door openings.

Total for this Current CCO \$5,624.00

CONTRACT SUMMARY:

Original Contract	\$185,000.00
Pending CCOs (Including Current CCO)	\$5,624.00
Previous Approved CCOs	\$25,413.00
Total Contract	\$216,037.00

The revised contract amount is an increase of 16.78% from the original amount.

Contract Change Order No. 08

Project District Campus Ph. 2 (2024) **Date** 8/5/2026
37047
Bid No./Contract Bid No. 3001 /DOF-04
(3250506)

Description District Campus Phase 2

From Clovis Unified School District
1470 Herndon Avenue
Clovis, CA 93611 **To** DAC Service Inc., dba Four C's Construction
1560 H Street
Fresno, California 93721

Item No.	Item Description	Item Amount	Reason for Change
01	Trolley hoist track angles & cabling.	\$8,205.00	A&E Omission

Description: Trolley hoist track angles & cabling.
Requested By: A&E Omission. \$8,205.00 to be added to the contract.
Reason for Change: A&E Omission. Cabling system and steel angles were added to support trolley hoist power cord suspended in air.

Total for this Current CCO \$8,205.00

CONTRACT SUMMARY:

Original Contract	\$4,064,875.00
Pending CCOs (Including Current CCO)	\$8,205.00
Previous Approved CCOs	\$84,175.00
Total Contract	\$4,157,255.00

The revised contract amount is an increase of 2.27% from the original amount.

Contract Change Order No. 02

Project SSSA-Police Serv. Building **Date** 8/5/2026
 Imprv. (2026) 37057
Bid No./Contract Bid No. 3055 /SSSA-02
 (3260647)

Description SSSA - Police Services Building Imprv,

From Clovis Unified School District **To** CENCAL Services, Inc. 976935
 1470 Herndon Avenue 3299 S. Cedar Ave.
 Clovis, CA 93611 Fresno, California 93725

Item No.	Item Description	Item Amount	Reason for Change
01	Site work demo and re-pour.	\$8,759.00	District Change

Description: Site work demo and re-pour.
 Requested By: District Change. \$8,759.00 to be added to the contract.
 Reason for Change: District Change. Removal of site work and landscaping on east side of building and pour new mow strip to prevent water sloping towards the building.

Total for this Current CCO \$8,759.00

CONTRACT SUMMARY:

Original Contract	\$127,000.00
Pending CCOs (Including Current CCO)	\$16,230.00
Previous Approved CCOs	\$0.00
Total Contract	\$143,230.00

The revised contract amount is an increase of 12.78% from the original amount.

Contract Change Order No. 02

Project SSSA-Police Serv. Building **Date** 8/5/2026
 Imprv. (2026) 37057
Bid No./Contract Bid No. 3055 /SSSA-04
 (3260628)

Description SSSA Police Services Building Imprv.

From Clovis Unified School District **To** Frontline Plastering, Inc.
 1470 Herndon Avenue 2549 N. Bundy Drive
 Clovis, CA 93611 Fresno, California 93727

Item No.	Item Description	Item Amount	Reason for Change
01	Rigid insulation at exterior walls.	\$17,916.00	Unforeseen Condition

Description: Rigid insulation at exterior walls.
 Requested By: Unforeseen Condition. \$17,916.00 to be added to the contract.
 Reason for Change: Unforeseen Condition. Rigid insulation installed at exterior block walls to provide a thermal break.

Item No.	Item Description	Item Amount	Reason for Change
02	Wall framing at roof drains.	\$3,663.00	Unforeseen Condition

Description: Wall framing at roof drains.
 Requested By: Unforeseen Condition. \$3,663.00 to be added to the contract.
 Reason for Change: Unforeseen Condition. Wall framing added around existing roof drain lines inside rooms.

Item No.	Item Description	Item Amount	Reason for Change
03	Additional layer at existing frames.	\$2,959.00	A&E Omission

Description: Additional layer at existing frames.
 Requested By: A&E Omission. \$2,959.00 to be added to the contract.
 Reason for Change: A&E Omission. Additional layer of soundboard required at existing frames to fill gap not accounted for in drawings.

Total for this Current CCO \$24,538.00

CONTRACT SUMMARY:

Original Contract	\$278,356.00
Pending CCOs (Including Current CCO)	\$49,885.00
Previous Approved CCOs	\$0.00
Total Contract	\$328,241.00

The revised contract amount is an increase of 17.93% from the original amount.

Contract Change Order No. 02

Project SSSA-Police Serv. Building **Date** 8/5/2026
 Imprv. (2026) 37057
Bid No./Contract Bid No. 3055 /SSSA-05
 (3260635)

Description SSSA Police Services Building Imprv.

From Clovis Unified School District **To** Wm. B. Saleh Co.
 1470 Herndon Avenue 1364 N. Jackson
 Clovis, CA 93611 Fresno, California 93703

Item No.	Item Description	Item Amount	Reason for Change
01	Paint existing steel canopy.	\$2,045.00	District Change

Description: Paint existing steel canopy.
 Requested By: District Change. \$2,045.00 to be added to the contract.
 Reason for Change: District Change. Paint existing steel canopy on the north side of the building.

Total for this Current CCO \$2,045.00

CONTRACT SUMMARY:

Original Contract	\$29,934.00
Pending CCOs (Including Current CCO)	\$3,913.00
Previous Approved CCOs	\$0.00
Total Contract	\$33,847.00

The revised contract amount is an increase of 13.07% from the original amount.

Contract Change Order No. 26

Project TBEC (2023) 20004-3 and 3A **Date** 8/5/2026
Bid No./Contract Bid No. 2970-3 / 2972-3A
 /(3240611)

Description Terry Bradley Educational Center Increment 3 - Site Work

From Clovis Unified School District
 1470 Herndon Avenue
 Clovis, CA 93611 **To** Harris Construction Company, Inc.
 5286 E. Home Ave.
 Fresno, California 93727

Item No.	Item Description	Item Amount	Reason for Change
01	Building A - Modify duct size at Room A240.	\$0.00	A&E Omission

Description: Building A - Modify duct size at Room A240.
 Requested By: A&E Omission. \$0.00 on this change order. \$2,993.00 from Lease-Lease Back contingency.
 Reason for Change: A&E Omission. Modification to duct size at room A240 due to air balancing report.

Item No.	Item Description	Item Amount	Reason for Change
02	Building J - Temporary lighting rental.	\$0.00	District Change

Description: Building J - Temporary lighting rental.
 Requested By: District Change. \$0.00 on this change order. \$2,967.00 from Lease-Lease Back contingency.
 Reason for Change: District Change. Temporary lighting equipment rental in Building J locker room to allow Clovis Unified School District to use the space prior to energization.

Item No.	Item Description	Item Amount	Reason for Change
03	Yard 4 - Additional electrical fuel tank provisions.	\$0.00	District Change

Description: Yard 4 - Additional electrical fuel tank provisions.
 Requested By: District Change. \$0.00 on this change order. \$31,315.00 from Lease-Lease Back contingency.
 Reason for Change: District Change. Provide explosion-proof fittings, disconnects, and emergency stop buttons at fuel tank in Yard #4.

Item No.	Item Description	Item Amount	Reason for Change
04	Credit: Lower vault deductive change order.	\$0.00	District Change

Description: Credit: Lower vault deductive change order.
 Requested By: District Change. \$0.00 on this change order. (\$9,555.00) credit to Lease-Lease Back contingency.
 Reason for Change: District Change. Credit for previously approved duplicated cost processed under CCD 216 in Change Order 25.

Total for this Current CCO \$0.00

CONTRACT SUMMARY:

Original Contract	\$72,506,817.00
Pending CCOs (Including Current CCO)	\$0.00
Previous Approved CCOs	\$0.00
Total Contract	\$72,506,817.00

No price change from the original contract amount.

Contract Change Order No. 22

Project TBEC (2024) 20004- 4 and 4UY **Date** 8/5/2026
Bid No./Contract Bid No. 2989-4 and 4UY
 (3250077)

Description Terry Bradley Educational Center Increment 4

From Clovis Unified School District
 1470 Herndon Avenue
 Clovis, CA 93611 **To** Harris Construction Company, Inc.
 5286 E. Home Ave.
 Fresno, California 93727

Item No.	Item Description	Item Amount	Reason for Change
01	Buildings B, C, D, E - Add door louvers for Inc 2.	\$0.00	A&E Omission

Description: Add door louvers for Increment 2.
 Requested By: A&E Omission. \$0.00 on this change order. \$18,752.00 from Lease-Lease Back contingency.
 Reason for Change: A&E Omission. Provide door louvers at Buildings B, C, D and E.

Item No.	Item Description	Item Amount	Reason for Change
02	Buildings G, K, L - Modifications to AV, Electrical, and Technology.	\$0.00	A&E Omission

Description: Buildings G, K, L - Modifications to AV, Electrical, and Technology.
 Requested By: A&E Omission. \$0.00 on this change order. \$56,828.00 from Lease-Lease Back contingency.
 Reason for Change: A&E Omission. Audio visual, electrical, and technology modifications made at Buildings G, K, and L.

Item No.	Item Description	Item Amount	Reason for Change
03	Credit: Building G - Elevator machine room.	\$0.00	District Change

Description: Credit: Building G - Elevator machine room.
 Requested By: District Change. \$0.00 on this change order. (\$4,574.00) credit to Lease-Lease Back contingency.
 Reason for Change: District Change. Credit for the scope that was not performed but previously approved as CCD 056 in Change Order 16.

Item No.	Item Description	Item Amount	Reason for Change
04	Credit: Track and Field - Athletic Equipment.	\$0.00	District Change

Description: Credit: Track and Field - Athletic Equipment.
 Requested By: District Change. \$0.00 on this change order. (\$47,220.00) credit from Lease-Lease Back contingency.
 Reason for Change: District Change. Credit for work not performed by King Khan Drilling & Construction. This cost was previously approved as CCD 030 in Change Order 10.

Item No.	Item Description	Item Amount	Reason for Change
05	Building K - Added curb for ADA detection.	\$0.00	Agency Requirement

Description: Building K - Added curb for ADA detection.
 Requested By: Agency Requirement. \$0.00 on this change order. \$485.00 from Lease-Lease Back contingency.
 Reason for Change: Agency Requirement. Added curb for cane detection at Building K per ADA (Americans with Disabilities Act) requirements.

Total for this Current CCO	\$0.00
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CONTRACT SUMMARY:

Original Contract	\$37,703,050.00
Pending CCOs (Including Current CCO)	\$0.00
Previous Approved CCOs	\$0.00
Total Contract	\$37,703,050.00

No price change from the original contract amount.

Contract Change Order No. 14

Project TBEC (2024) 20004-5 **Date** 8/5/2026
Bid No./Contract Bid No. 3002-5 /(3250453)

Description Terry Bradley Educational Center Increment 5

From Clovis Unified School District **To** Harris Construction Company, Inc.
1470 Herndon Avenue 5286 E. Home Ave.
Clovis, CA 93611 Fresno, California 93727

Item No.	Item Description	Item Amount	Reason for Change
01	Building N - Countertop extension and smooth out coiling door openings.	\$0.00	A&E Omission

Description: Building N - Countertop extension and smooth out coiling door openings.
Requested By: A&E Omission. \$0.00 on this change order. \$7,948.00 from Lease-Lease Back contingency.
Reason for Change: A&E Omission. Furnish and install (8) 14-gauge stainless steel countertop ear extensions at roll-up doors. Grind and smooth the adjacent split-face surface for guide rail support attachment.

Item No.	Item Description	Item Amount	Reason for Change
02	Building N - Pool point of connection for storm drain.	\$0.00	A&E Omission

Description: Pool point of connection for storm drain.
Requested By: A&E Omission. \$0.00 on this change order. \$35,328.00 from Lease-Lease Back contingency.
Reason for Change: A&E Omission. Provide storm drain piping for tie-ins to roof drains at Building N.

Total for this Current CCO \$0.00

CONTRACT SUMMARY:

Original Contract	\$23,373,409.00
Pending CCOs (Including Current CCO)	\$0.00
Previous Approved CCOs	\$0.00
Total Contract	\$23,373,409.00

No price change from the original contract amount.

CUSD Board Agenda Item

Agenda Item: L 8

Title: Notices of Completion

CONTACT: Michael Johnston

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Adopt the Notices of Completion, as submitted.

DISCUSSION:

Bid Number	Project/Site(s)	Company	DSA Number
NA	Kitchen and Snack Bar Upgrades at 5 Sites - 2026	Trane Technologies 98167 Collections Center Drive Chicago, Illinois 60693-8167	NA
Bid 3050	Clovis North High School – Pool Shade Structure – 2026	Joe's Landscaping & Concrete Inc. 802 Inyo Avenue Newman, California 95360	02-123591

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

Title: Annual Agreement with Action Mentoring Program

CONTACT: Marc Hammack**FOR INFORMATION:** July 15, 2026**FOR ACTION:** August 5, 2026

RECOMMENDATION:

Authorize the Superintendent or designee to approve the annual agreement with Action Mentoring Program (AMP) for the 2026-27 school year, as submitted.

DISCUSSION:

AMP aims to support youth in bringing about positive youth development in students that have experienced or are experiencing adverse circumstances, and provide mentorship and community resources to meet the needs of those students.

The overall goal and objective of AMP is to help foster a supportive learning environment and assist in facilitating the success of students' academic goals and the needs of the whole person. Through meaningful relationships and support, the mentorship program is structured to enhance student participation, increase engagement in learning, and cultivate student skills and confidence for future success.

AMP will provide mentoring services five days per week to all students enrolled in Clovis Community Day, Clovis Online, and Gateway High schools. Mentors will strive to build relationships in a manner that assists in identifying each student's unique path for development. Additionally, mentors will introduce incentives that will aim to motivate and inspire students to actively engage in and complete tasks. The incentives are carefully designed to enhance participation, sustain interest, and cultivate excitement among students.

FISCAL IMPACT:

Cost for the 2026-27 school year is \$188,975 and will be funded through Local Control and Accountability Plan and Equity Multiplier resources.

REVISIONS:

ATTACHMENTS:**Description****Upload Date**

CUSD Board Agenda Item

Agenda Item: L 10

Title: Annual Memorandum of Understanding with J&D Mind Builders, Bricks4Kidz

CONTACT: Marc Hammack

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the annual Memorandum of Understanding (MOU) with J&D Mind Builders, Bricks4Kidz effective September 1, 2026, through April 30, 2027, to continue to provide enrichment experiences to all students who participate in the Expanded Learning Club (ELC).

DISCUSSION:

One of the essential components to the Expanded Learning Opportunities Program (ELOP) includes providing students with enrichment opportunities as well as collaboration with community partners.

J&D Mind Builders, Bricks4Kidz is a community partner that provides enrichment experience using STEM-aligned lessons to engage students in building activities using Lego bricks. In Clovis Unified, we use Bricks4Kidz to provide lessons to students in transitional kindergarten through sixth grade who are enrolled in the ELC after-school programs at all 35 elementary school sites. Each site will receive up to 20 lessons per year.

FISCAL IMPACT:

The projected cost is \$131,100 to be paid out of ELOP funds.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: L 11

Title: Clovis Adult Education Courses 2026-27

CONTACT: Marc Hammack

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the Clovis Adult Education course offerings for the 2026-27 school year, as submitted.

DISCUSSION:

The attached list of courses received CDE approval and now require approval by the Governing Board. Copies of the course outlines are available for review in the office of the Principal of Clovis Adult Education.

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description

[2026-27 Course List](#)

Upload Date

07-14-2026

California Department of Education

Date: May 28, 2026

To: Marci Panoo
Principal
Clovis Unified School District
Clovis Adult Education

CDS:10 - 62117

From: Adult Education Office
Jim Shields
jshields@cde.ca.gov
916-322-2175
Adult Education Office, California Department of Education
Education Programs Consultant

Subject: Course Approval for 2026-27

Your request for approval of the following 36 courses have been received, recorded, and approved for the 2026-27 school year.

Number	Name	Course Outline Year	Study Date
9987	Academic ESL	2026	
9980	Advanced ESL	2026	
7422	Advanced Financial Services Business Accounting (Capstone)	2026	
7942	Advanced Healthcare Operational Support (Capstone)	2026	
7922	Advanced Patient Care (Capstone)	2026	
2403	Algebra 1	2026	
9975	Basic Computer Literacy	2026	
2102	Basic English	2026	
2402	Basic Mathematics	2026	
9982	Beginning ESL	2026	
2701	Economics	2026	
2131	English 10	2026	
2132	English 11	2026	
2133	English 12	2026	
2130	English 9	2026	
2198	English Elective	2026	
9986	ESL MultiLevel	2026	
2823	Fundamentals of Art	2026	
9983	General ESL	2026	
2611	General Science	2026	
9972	Government	2026	
9995	Government and History (Citizenship Preparation)	2026	
7410	Intermediate Business Communication Technologies (Concentrator)	2026	

7411	Intermediate Business Management Technologies (Concentrator)	2026	
9981	Intermediate ESL	2026	
8020	Intermediate Food Service and Hospitality (Concentrator)	2026	
7961	Intermediate Mental and Behavioral Health (Concentrator)	2026	
7921	Intermediate Patient Care (Concentrator)	2026	
7400	Introduction to Business and Finance	2026	
7900	Introduction to Health Science and Medical Technology	2026	
7920	Introduction to Patient Care	2026	
8530	Introduction to Systems Diagnostics, Service, and Repair	2026	
9999	Multi-subject High School Diploma Courses	2026	
9969	Test Preparation	2026	
2709	United States History	2026	
2711	World History: Survey	2026	

You are authorized to expend California Adult Education Program funds for the above courses. It is recommended that you use these Course Titles with additional supporting classes listed when communicating program offerings to the public.

Course Outlines for all apportionment classes shall be on file and available for review at the adult school or the district office (5 CCR 10508).

To meet optimum educational standards, these course outlines should contain:

- Goals and purposes
- Performance objectives or competencies
- Instructional strategies
- Units of study, with approximate hours allotted for each unit
- Evaluation procedures
- Clear course completion requirements of established goals and objectives

[ED 51056; 52504; 52506; 5CCR 10508 (b)]

Adult Education Handbook for California (2023)

Career Technical Education: Before establishing a career technical education training program, each member of a local adult education consortium, or the consortium as a whole, shall conduct a job market study of the labor market area in which it proposes to establish the career technical education training program or rely upon the most recent job market study of the labor market area conducted by the local workforce development board. The study shall use local labor market information and consider a supply analysis of existing career technical education training programs for adults maintained by high schools, community colleges, and other postsecondary educational institutions in the geographic area to ensure that the anticipated employment demand for adults enrolled in the proposed training program justifies the establishment of the proposed courses of instruction (EC 84906(a)(3)(A)).

After completing the job market study and before establishing the career technical education training program, the governing body of a member of a local adult education consortium, or the consortium as a whole, as applicable, shall determine if the job market study justifies the proposed career technical education program (EC 84906(a)(3)(B)).

Refer to the Job Market Study in 84906(a) for more information. Education Codes: 1900; 41976; 52506; 52515; 52518; 52570.

Title: Annual Agreement with Key2Ed Professional Development

CONTACT: Barry Jager**FOR INFORMATION:** July 15, 2026**FOR ACTION:** August 5, 2026

RECOMMENDATION:

Authorize the Superintendent or designee to enter into an agreement for the 2026-27 school year with Key2Ed Professional Development for the purpose of utilizing its services to train staff in facilitated Individualized Education Program (IEP) meetings.

DISCUSSION:

Clovis Unified School District has worked with professional development company Key2Ed for more than six years. Key2Ed has 20+ years of special education experience. Clovis Unified participants will complete trainings across a two-day workshop during the 2026-27 school year.

FISCAL IMPACT:

The contract will not exceed \$34,400. The amount of \$15,039 has been included in the Alternate Dispute Resolution Grant with the remainder of the cost included in the 2026-27 Special Education Budget.

REVISIONS:

ATTACHMENTS:**Description****Upload Date**

CUSD Board Agenda Item

Agenda Item: L 13

Title: Annual Agreement with Quality Behavioral Solutions, LLC

CONTACT: Barry Jager

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Authorize the Superintendent or designee to enter into an annual agreement with Quality Behavioral Solutions (QBS), LLC to train staff to manage challenging behavior safely and respectfully for students with special needs.

DISCUSSION:

QBS trains organizations that support individuals who exhibit behavioral challenges. Through its Safety-Care Crisis Prevention Training, QBS provides evidence-based incident prevention and management training to help staff provide humane, person-centered interventions that replace challenging behavior with safer and more collaborative behavior.

FISCAL IMPACT:

The total cost for the 2026-27 school year is \$50,000 and is included in the Special Education Budget.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: L 14

Title: Resolution No. 4104 – Annual Authorization of Inter-Fund Loans for Cash Flow Purposes

CONTACT: Michael Johnston

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Adopt Resolution No. 4104 authorizing inter-fund loans for cash flow purposes, as submitted.

DISCUSSION:

California Education Code section 42603 authorizes school districts to make inter-fund loans between funds. It is in the best interest of the District to allow such loans in order to facilitate the investing of money and to avoid having to borrow money from outside financial institutions when one of the funds may have a cash shortage. This inter-fund loan process is utilized only as authorized by the California Education Code, which requires that the loan be repaid in the same year, or subsequent year, if borrowing takes place within 120 days of the fiscal year-end. The Education Code also does not allow more than 75% of the money held in any fund during the current fiscal year to be transferred. District Administration recommends the Board approve a resolution authorizing these inter-fund loans during the fiscal year of 2026-27, as needed.

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description

[Resolution No. 4104](#)

Upload Date

07-27-2026

**RESOLUTION NO. 4104
BEFORE THE GOVERNING BOARD
OF THE CLOVIS UNIFIED SCHOOL DISTRICT
FRESNO COUNTY, CALIFORNIA**

**ANNUAL AUTHORIZATION OF INTER-FUND
LOANS FOR CASH FLOW PURPOSES**

WHEREAS, the Governing Board of Clovis Unified School District may direct that moneys held in any fund or account may be temporarily transferred to another fund or account of the District for payments of obligations as authorized by Education Code section 42603; and

WHEREAS, the transfer shall be accounted for as temporary borrowing between funds or accounts and shall not be available for appropriation or be considered income to the borrowing fund or account; and

WHEREAS, amounts transferred shall be repaid either in the same fiscal year, or in the following fiscal year if the transfer takes place within the final 120 calendar days of a fiscal year.

THEREFORE, BE IT RESOLVED that the Governing Board of the Clovis Unified School District, in accordance with the provisions of Education Code section 42603 adopts the following authorization for the 2026-27 fiscal year to temporarily transfer moneys between any fund provided that all transfers are approved by the Superintendent or designee.

THE FOREGOING RESOLUTION was adopted by the Governing Board of the Clovis Unified School District of Fresno County, State of California, at a regular meeting of said Board held on the 5th day of August, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Tiffany Stoker Madsen, President
Governing Board
Clovis Unified School District
Fresno County, California

I, Wilma Hashimoto, Clerk of the Governing Board of the Clovis Unified School District of Fresno County, State of California, do hereby certify that the foregoing is a true copy of the Resolution adopted by said Board at a regular meeting thereof, at the time and by the vote therein stated, which original Resolution is on file in the office of said Board.

Wilma Hashimoto, Clerk
Governing Board
Clovis Unified School District
Fresno County, California

CUSD Board Agenda Item

Agenda Item: M 1

Title: Nomination of a Governing Board Member for Election as a Member of the Fresno County Committee on School District Organization

CONTACT: Corrine Folmer

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Nominate a Governing Board member for election as a member of the Fresno County Committee on School District Organization (FCCSDO).

DISCUSSION:

The FCCSDO is organized and authorized pursuant to the Education Code to perform certain functions relating to the organization and reorganization of school districts and community college districts in Fresno County. FCCSDO has 11 committee members, two from each of the five supervisorial districts in Fresno County and one member at-large. Any member of the governing board of a school district may simultaneously serve as a member of the FCCSDO (Education Code section 4007). The term of office for each member on the FCCSDO is four years from the date of election or appointment.

Pursuant to the Bylaws of the FCCSDO, any vacancy on the FCCSDO due to an expiration of an office is filled by a majority vote of the designated, voting representatives of the governing boards of the school districts at the annual meeting of the Fresno County Trustees Association, Inc. held between October 1 and December 1. The Bylaws further state that a vacancy that occurs prior to the expiration of the term of office of a member of the FCCSDO shall be filled by the majority vote of the remaining members of the FCCSDO.

Two seats in District 1 and one seat in District 5 are up for election. Here are the requirements for FCCSDO members:

- The individual must reside in the Fresno County supervisorial district in which there is an opening. A board may recommend someone not residing in that district but residing within the district with an open seat.
- The individual may not be an employee of a county superintendent of schools, of a school district, or of a community college district.
- The individual may be the member of the governing board of a school district or community college district and simultaneously serve as a member of the county committee.
- The individual must be a registered voter and willing to serve.

By taking action on this item, the Board would nominate a Board Member as a candidate for election to fill one of the vacant seats on the FCCSDO. The Recommendation for Nomination Form is attached. This item is going straight for action to meet the nomination submission deadline.

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description	Upload Date
Recommendation for Nomination Form	07-15-2026

RECOMMENDATION FOR NOMINATION FORM

**Trustees Association Nomination Process For
Fresno County Committee on School District Organization**

Due on or before August 7, 2026

**Fresno County School Trustees Association
Nominating Committee
1111 Van Ness Avenue
Fresno, CA 93721-2000
Fax (559) 265-3056**

The Board of _____ School District wishes to recommend the
nomination of:

The nominee is a resident at _____ and wishes to represent.

Supervisory area _____.

_____ Attached is the nominee's completed one-page biographical sketch; may also
attach an additional one-page, single-sided resume.

Board Clerk or Board President (signed)

Date

Board Clerk or Board President (printed)

CUSD Board Agenda Item

Agenda Item: M 2

Title: Annual California School Boards Association Membership

CONTACT: Corrine Folmer

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Should the Governing Board desire to maintain its membership in the California School Boards Association (CSBA) for the 2026-27 school year, it will be necessary for the Board to approve the payment of dues in the amount of \$29,701.

DISCUSSION:

The 2026-27 CSBA membership dues are \$29,701, an increase of \$2,145 from 2025-26.

FISCAL IMPACT:

Included in the 2026-27 Governing Board budget.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: M 3

Title: Annual California School Boards Association Education Legal Alliance Membership

CONTACT: Corrine Folmer

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Should the Governing Board desire to maintain its membership in the California School Boards Association (CSBA) Education Legal Alliance (ELA) for the 2026-27 school year, it will be necessary for the Board to approve the payment of dues in the amount of \$7,112.

DISCUSSION:

The 2026-27 CSBA ELA membership dues are \$7,112, an increase of \$912 from 2025-26.

FISCAL IMPACT:

Included in the 2026-27 Governing Board budget.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: M 4

Title: Agreement with Music Hills

CONTACT: Marc Hammack

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Authorize the Superintendent or designee to approve an agreement with Music Hills to provide classroom visits to all 45 Clovis Unified School District Preschool programs four times during the 2026-27 school year.

DISCUSSION:

Integrating music into Preschool education is vital for early development. It accelerates brain growth, lays the groundwork for reading and math, builds motor skills, and supports emotional regulation. Musical activities actively prepare children for structured learning environments.

Music Hills will deliver structured lessons on music and motion during classroom visits to all 45 Preschool programs.

FISCAL IMPACT:

Total cost is not to exceed \$35,000 to be paid with California State Preschool funds.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: M 5

Title: Amendment to the Triennial Cooperative Contract with the Department of Rehabilitation Transition Partnership Program

CONTACT: Barry Jager

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Authorize Clovis Unified School District (CUSD) to amend the existing triennial Cooperative Contract with the Department of Rehabilitation (DOR) Transition Partnership Program (TPP).

DISCUSSION:

An existing contract to provide DOR student services and vocational rehabilitation employment services to CUSD students for a three-year period for school years 2024-25, 2025-26, and 2026-27 was approved at the June 12, 2024, CUSD Governing Board meeting. This existing contract requires amendment to reflect reductions in available revenue from the DOR.

Original contract language:

CUSD will provide matching funds of \$55,000 annually.	The DOR will provide the remainder of the funding to operate the program. Program expenditures will not exceed projected revenue of \$283,000 annually.
--	---

Due to a DOR budget reduction, the amendment below is needed for the 2026-27 contract year:

CUSD will provide matching funds of \$55,000 annually.	The DOR will provide the remainder of the funding to operate the program. Program expenditures will not exceed projected revised revenue of \$156,608 annually.
--	---

FISCAL IMPACT:

The DOR program budget will be adjusted to reflect the amended not-to-exceed amount as stated in the Discussion above.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: M 6

Title: Public Disclosure of a Collective Bargaining Agreement Related to the Association of Clovis Educators American Sign Language Interpreters

CONTACT: Michael Johnston

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve a 3.5% salary schedule increase for the 2025-26 school year, effective April 1, 2026, for the Association of Clovis Educators (ACE) American Sign Language (ASL) Interpreters. Approve a 5% salary schedule increase for the 2026-27 school year for ACE ASL Interpreters.

DISCUSSION:

Government Code Section 3547.5 requires a public disclosure of any Collective Bargaining Agreement to ensure that members of the public are informed of the major provisions of the agreement before it becomes binding upon the District.

Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be discussed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

The Superintendent, Associate Superintendent of Administrative Services, and the Assistant Superintendent of Business Services shall certify in writing that the costs incurred by the school district under the agreement can be met by the District during the term of the agreement.

FISCAL IMPACT:

Impact as noted in the attached Disclosure of Collective Bargaining Agreement.

REVISIONS:

ATTACHMENTS:

Description	Upload Date
Public Disclosure of a Collective Bargaining Agreement Related to the Association of Clovis Educators American Sign Language Interpreters	07-27-2026

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

SCHOOL DISTRICT Clovis Unified School District
 BARGAINING UNIT ACE ASL Interpreters
 PERIOD OF AGREEMENT July 1, 2025 - June 30, 2027
 DATE OF PUBLIC MEETING August 5, 2026

Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

The superintendent of the school district and chief business official shall certify in writing that the costs incurred by the school district under the agreement can be met by the district during the term of the agreement. This certification shall be prepared in format similar to that of the reports required pursuant to Sections 42130 and 42131 of the Education Code and shall itemize any budget revision necessary to meet the costs of the agreement in each year of its term.

If a school district does not adopt all the revisions to its budget needed in the current fiscal year to meet the costs of a collective bargaining agreement, the county superintendent of schools shall issue a qualified or negative certification for the district on the next interim report pursuant to Section 42131 of the Education Code.

Intent of the Legislation: To insure the members of the public are informed of the major provisions of a collective bargaining agreement BEFORE it becomes binding on the school district; make available to the public and governing board, a copy of the proposed agreement prior to the day of the meeting.

STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate whether Bargaining Units are settled or not settled.

	SETTLED or NOT SETTLED	NUMBER OF EMPLOYEES REPRESENTED
CERTIFICATED:	SETTLED	2170
CERTIFICATED MANAGEMENT:	SETTLED	483 (Non Rep)/ 98 (ACE)
ACE NATURALIST:	SETTLED	ACE Naturalists - 9
CLASSIFIED:	SETTLED	2450(Non Rep)/CSEA 699
CLASSIFIED MANAGEMENT:	SETTLED	223
CLASSIFIED CONFIDENTIAL:	SETTLED	35
ACE ASL INTERPRETERS:	SETTLED	32 ACE ASL

The proposed agreement covers the period beginning July 1, 2025 and ending June 30, 2027

TOTAL COST INCREASE OF PROPOSED AGREEMENT IN PRESENT AND FUTURE YEARS

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the CURRENT and TWO SUBSEQUENT fiscal years.

TYPE OF COMPENSATION	2026-27	2027-28	2028-29	CUMULATIVE COST CURRENT YEAR & TWO SUBSEQUENT YEARS
Salary Cost Increase	8,780.00	53,370.00	0.00	62,150.00
Benefit Cost Increase	2,532.00	13,940.00	0.00	16,472.00
Other Compensation Costs	0.00	0.00	0.00	0.00
TOTAL COST OF SETTLEMENT	\$11,312.00	\$67,310.00	\$0.00	\$78,622.00
Total % Increase	8.68%	0.00%	0.00%	8.68%
Cost of 1% Increase	7,288,296.74	7,385,279.59	7,519,271.22	\$22,192,847.54

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

SOURCE OF FUNDING

1) Identify the source(s) of funding for the CURRENT year.

The one-time cost of a 3.5% salary schedule increase retroactive from April 1 through June 30, 2026, will be funded from fund balance. Beginning in 2026-27, the cumulative ongoing cost of the 3.5% increase, an additional 5% salary schedule increase (8.675% compounded), and the reclassification of one Educational Interpreter position to Lead Interpreter will be supported by projected LCFF revenue growth, including the statutory COLA and projected augmentation totaling 4.31%. Following implementation, reserves are projected to remain above the Board's 10% minimum, at no less than 10.74% throughout the five-year projection period.

2) If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in the next TWO SUBSEQUENT years? (i.e., What will allow the district to afford this contract?)

The ongoing cost of the agreement will continue to be funded with projected COLAs and revenue resulting from projected enrollment and ultimately ADA growth.

3) If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effect in meeting obligations.)

Cost-of-living adjustment (COLA) projections are based on the School Services of California Dartboard, using information from the California Department of Finance. Special Education growth is included in all three projection years. Enrollment is projected to remain flat in 2026-27, with prior-year ADA used based on a conservative attendance-rate assumption of 95.0%, compared with 95.2% in 2025-26. Modest enrollment growth is projected in subsequent years. Projected revenue growth from COLA, Special Education funding, and increased ADA will support the ongoing costs of this agreement.

4) What contingency language is included in the proposed agreement? Include specific areas identified. (i.e., reopeners, applicable fiscal years, and specific contingency language)

NA

5) Will this agreement create, increase, or decrease deficit financing in the current or two subsequent year(s)? Deficit Financing is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

The District projects out five fiscal years, rather than just the current and two subsequent year requirement, to ensure fiscal stability. The General Fund is deficit spending in the current year, then the deficit will start decreasing in each subsequent year and the district will fully recover with a surplus projected in 2030-31. For 2026-27 the projected operating deficit after the agreement would be \$27,861,440 with a reserve of 14.12%, in 2027-28 \$21,594,382 with a reserve of 12.79%, in 2028-29 \$12,012,487, with a reserve of 11.06%, in 2029-30 \$1,212,169 with a reserve of 10.74%, and finally in 2030-31 a surplus of \$9,876,977 with a reserve of 11.80%.

6) Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievances procedures, etc.

NA

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

7) What are the specific impacts on instructional and support programs to accommodate the settlement? What is the increase to services if using Supplemental/Concentration dollars?

NA

OTHER PROVISIONS

OTHER COMPENSATION: Off-schedule stipends, bonuses, etc.

For the ACE ASL Interpreters bargaining unit, members will receive a one-time \$1,500 stipend upon earning a National Certification.

NON-COMPENSATION: Grievance procedures, staff development days, teacher prep times, etc.

NA

IMPACT ON CURRENT FISCAL YEAR

Determine the impact of the proposed agreement on the General Fund budget in the CURRENT year. (TOTAL OF RESTRICTED AND UNRESTRICTED)

RECOMMENDED RESERVES	2.00%	Column 1	Column 2	Column 1 minus Column 2
REVENUE/EXPENDITURES and OTHER USES/SOURCES		Board Approved Budget After Settlement	Board Approved Budget Before Settlement	Total Impact On the Budget
Operating Revenues		771,490,832.00	771,490,832.00	-
Operating Expenditures		791,267,277.00	791,255,965.00	11,312.00
Operating Surplus / (Deficit)		(19,776,445.00)	(19,765,133.00)	(11,312.00)
Other Sources & Transfers In		2,930,000.00	2,930,000.00	-
Other Uses & Transfers Out		8,056,280.00	8,056,280.00	-
Change in Fund Balance		(24,902,725.00)	(24,891,413.00)	(11,312.00)
Beginning Balance		186,219,696.00	186,219,696.00	-
Ending Balance		161,316,971.00	161,328,283.00	(11,312.00)
Total Reserve Amounts		112,919,445.00	112,930,757.00	(11,312.00)
Nonspendable/Restricted/Committed/Assigned		48,397,526.00	48,397,526.00	-
Reserve for Economic Uncertainties		-	-	-
Unassigned/Unappropriated		96,932,973.86	96,944,512.10	(11,538.24)
Total Fund Balance		145,330,499.86	145,342,038.10	(11,538.24)
Total Unrestricted Reserves		112,919,445.00	112,930,757.00	(11,312.00)
State Recommended Reserves		15,986,471.14	15,986,244.90	226.24

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

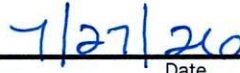
CERTIFICATIONS

The above information summarizes the financial implications of the proposed agreement. This information will be publicly disclosed in accordance with the requirements of **AB2756** before being submitted to the Governing Board for ratification.

In accordance with the requirements of the Government Code Sections **3547.5**, the Superintendent and Chief Business Official hereby certify that the District can meet the costs incurred under the proposed Collective Bargaining Agreement.



District Superintendent
(Signature)



Date



Chief Business Official
(Signature)



Date

In accordance with the requirements of the Education Code Section **42142**, I hereby certify that any budget revisions that are necessary to fulfill the terms of the agreement in the current year will be submitted to the county superintendent within 45 days of the adoption of this Collective Bargaining Agreement. I further acknowledge that if the necessary budget revisions are not adopted, the county superintendent shall issue a qualified or negative certification for the District on the next interim report pursuant to Government Code Section **3547.5(c)**.



Chief Business Official
(Signature)



Date

CUSD Board Agenda Item

Agenda Item: M 7

Title: Approval and Ratification of the Initial Collective Bargaining Agreement Between Clovis Unified School District and the Association of Clovis Educators American Sign Language Interpreters

CONTACT: Denver Stairs

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve and ratify the collective bargaining agreement between Clovis Unified School District (District) and the Association of Clovis Educators (ACE) American Sign Language (ASL) Interpreters, as submitted.

DISCUSSION:

Consistent with the applicable provisions of the Educational Employment Relations Act (Government Code section 3540 et seq.), the District and the ACE ASL Interpreters have reached a tentative initial collective bargaining agreement.

The agreement establishes the initial terms and conditions of employment for employees represented by the ACE ASL Interpreters bargaining unit. The agreement includes provisions addressing wages, hours, benefits, and other terms and conditions of employment.

The agreement has been ratified by the bargaining unit members and is presented to the Governing Board for approval and ratification.

FISCAL IMPACT:

Financed through the General Fund as noted in the Disclosure of the Collective Bargaining Agreement.

REVISIONS:

ATTACHMENTS:

Description	Upload Date
Collective Bargaining Agreement	07-29-2026

CUSD / ACE Bargaining

Tentative Agreement

7/15/2026

Article 1 : Term of Agreement

- 19.1 The parties agree to a three-year collective bargaining (CBA) agreement effective 7/1/2025 to 6/30/2028 with no reopeners for 2026-27. Two reopeners for 2027-28.
- 19.2 This agreement shall remain in full force and effect up to and including the final year of the CBA.
- 19.3 For the initial two years of the contract, either party may open salary, and health and wellness. Additionally, each party may reopen up to two other articles in each of the initial two years of the CBA. Beginning in the final year of the CBA, each party must notify the other of its intent to negotiate pursuant to 19.3 no later than January 31 of the prior school year.
- 19.4 If salary and/or health and wellness is agreed to in advance for a given school year, the parties agree there will be no reopeners on those articles for the agreed upon year.

**Signature included in the CUSD Settlement Offer dated July 14, 2026*

Tentative Agreement

CUSD & ACE ASL

March 19, 2025

Article 2. Negotiation Procedures

2.1 By the first regularly scheduled February Board meeting, the parties will present their proposals to the Board of Trustees. The proposal will be "Sunshined" under the provisions of Government Code Section 3547.

2.2 Negotiations shall take place at mutually agreeable times and places.

2.2.1 Negotiations will occur during interpreters' contracted hours.

2.2.2 The District will provide coverage if available.

2.2.2.1 In-house substitutes will be offered bargaining dates as soon as they are agreed upon by both parties.

2.2.2.2 In-person agencies will be provided the bargaining dates if in-house substitutes cannot fulfill all available coverage needs.

2.2.2.2.1 Partial coverage for an assignment is acceptable if full assignment coverage is unavailable.

2.2.3 The parties will provide bargaining dates as soon as possible to the other party.

2.3 The Association will designate any bargaining unit members to participate in the planning and preparations needed to effectively represent the bargaining unit. The designated bargaining unit members shall receive an aggregate of 215 hours for the purpose of lawful Association business without loss of compensation to develop and promote negotiations and impasse proceedings. The parties may mutually agree to additional time for planning and preparation without loss of pay. The Association shall designate up to four (4) bargaining unit members as its negotiating representatives who will participate in bargaining sessions. Requests for use of release time shall be made in writing and filed sufficiently in advance to the appropriate supervisor to avoid disruption of District operations. Absences related to bargaining, whether planning or bargaining, will be entered into the District absence reporting system by the bargaining unit member under a designated code that does not impede their sick or personal necessity time.

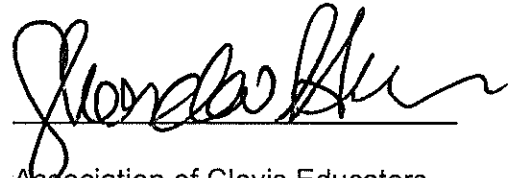
2.4 Additional unit members may attend designated bargaining sessions to address a specific bargaining topic with mutual agreement of the parties.



Clovis Unified School District

3.19.25

Date



Association of Clovis Educators

3/19/25

Date

ACE/CUSD Bargaining Association Rights Tentative Agreement

1/30/2025

Time: 11:08 am

3.1 Use of Buildings and Facilities

Association may use the District's buildings or facilities for the conduct of lawful Association business. The use of District buildings or facilities shall occur at reasonable times and when such a building or facilities are not being used for school purposes. California Teachers Association (CTA) shall provide the District with proof of liability insurance in the amount of \$1 million dollars naming the District, its officers, employees, and agents as insureds, providing coverage for any liability that might arise as a result of the Associations use of and activities in and around the District's buildings and facilities. Association shall pay to the district any extraordinary costs incurred by the District related to utilities, security, cleanup, and any unusual wear or damage arising from the Associations use of the District's buildings or facilities.

3.2 Distribution of Materials

Association may use the school mailboxes, designated bulletin board spaces and District email systems designated by the District for the purpose of communications to its bargaining unit members. All materials posted or distributed in mailboxes, bulletin boards, or email attachments that are printed and then posted or distributed must contain the date of posting or distribution and the name of the person responsible for the posting or distribution. A copy of the signed communication posted or distributed shall be delivered to the Superintendent or designee at the time it is posted or distributed. All email communication shall comply with the District's Technology User Agreement and Board Policy/Administrative Regulation 4040. Posted and distributed materials will be objective and factual in nature. Derogatory materials shall not be posted. Any such materials posted or distributed shall be subject to immediate removal by the District followed by communication with a bargaining unit member to notify them of the removal.

3.3 Access to Employees

Association representatives shall have the right of access to bargaining unit members and shall not interfere with or interrupt the regular operation of the District or the bargaining unit members' performance of their duties during duty hours. All non-CUSD employee representatives of the Associations shall report to the site or District administrator before visiting the premises of any District building. The superintendent or designee will have access to a current list of all Association representatives.

3.4 Request for Information

The District will furnish the Association with information as is necessary to allow the Association to carry out its function as executive representation. Such Information readily available will be provided at no cost to the Association.

3.5 New Member Orientation

When the District's Human Resources Department conducts a new employee orientation meeting for ASL Interpreters, the Association chapter president or designee will be allowed up to (1) one hour of release time to attend. During each meeting, the Association will be given (45) forty-five minutes to present new bargaining unit member employees with information about the Association and the Collective Bargaining Agreement. District administration shall not be present during Association time unless the Association requests specific administrators remain present. The Association shall be notified no less than (10) ten days before upcoming orientation to allow for chapter president or designee to attend.

3.6 Sharing Employee Information to Association

The District shall provide Association with the name, date of hire, job title, work site, full time equivalent (FTE) status, rate of pay, home phone number, and home address of newly hired employees on file With the District, within 30 days of hire or by the first pay period of the month following hire. The District shall provide the foregoing information to the Association for all bargaining unit members at least every 120 days or upon request.



For the District

1-30-25

Date



For the Association

1/30/25

Date

ACE/CUSD ASL Interpreter Bargaining

Tentative Agreement

7/15/2026

Article 4: Employee Rights

4.1. Employee Discipline

- 4.1.1. A unit member may be disciplined at the discretion of the District for cause, in accordance with law, this collective bargaining agreement, board policies, and administrative regulations. Unit members may write a ~~written~~ response to written discipline. Memos of concern and letters of reprimand are not subject to the grievance process.
- 4.1.2. Unless otherwise authorized by law, no disciplinary action shall be taken for any cause which arose prior to the employee's becoming permanent, nor for any cause which arose more than two years preceding the date of filing of the notice of cause, unless such cause was concealed or not disclosed by such employee when it could be reasonably assumed that the employee should have disclosed the facts to the employing District.
- 4.1.3. The Board has adopted rules and regulations of procedure for disciplinary proceedings for dismissal, demotion, or suspension of permanent classified employees, which contain a provision for informing the employee by written notice of the specific charges, a statement of the employee's right to a hearing on such charges, and the time within which such hearing may be requested, which shall be not less than five days after service of the notice to the employee, and a card or paper, the signing and filing of which shall constitute a demand for a hearing, and a denial of all charges.-The burden of proof shall remain with the District. (See Administrative Regulation No. 6306, 4218 and 6602.)

**Signature included in the CUSD Settlement Offer dated July 14, 2026*

Tentative Agreement

CUSD & ACE ASL

3.26.2025

Article 5 - MANAGEMENT RIGHTS

- 4.1. It is understood and agreed that the District retains all of its powers and authority to direct, manage, and control the District to the full extent of the law.
- 4.2. The District's exercise of powers, rights, authority, duties and responsibilities, the adoption of policies, rules, regulations, and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by law and the terms of this agreement. Included in, but not limited to, those duties and powers is the right to:
 - 4.2.1. Determine the legal, operational, geographical, and organizational structure of the District, including the chain-of-command, divisions, and subdivisions, external and internal boundaries of all kinds, and advisory commissions and committees;
 - 4.2.2. Determine the financial structure of the District, including all sources and amounts of financial support, income, funding, taxes, and debt, and all means and conditions necessary or incidental to the securing of same including compliance with any qualifications or requirements imposed by law or by funding sources as a condition of receiving funds; all investment policies and practices; all budgetary matters and procedure, including the budget calendar, the budget formation process, accounting methods, fiscal and budget control, and policies and procedures, and all budgetary allocations, reserves, and expenditures apart from those expressly allocated to fund the wage and benefit obligations of this Agreement;
 - 4.2.3. Determine the acquisition, disposition, number, location, types, and utilization of all District properties, whether owned, leased, or otherwise controlled, including all facilities, grounds, parking areas and other improvements, the personnel, work, service, and activity functions assigned to such properties;
 - 4.2.4. Determine the utilization of personnel not covered by this Agreement and who do not perform the same duties as personnel covered by this agreement, including, but not limited to, substitutes, consultants, confidential, and supervisory or managerial personnel, and the methods of selection and assignment of such personnel;
 - 4.2.5. Determine the educational policies, procedures, objectives, goals and programs of the district without diminishing the Association's rights under Gov. Code 3543.2(a)(3) to "consult on the definition of educational objectives, the determination of the content of courses and curriculum, and the selection of

textbooks to the extent those matters are within the discretion of the public school employer under the law."

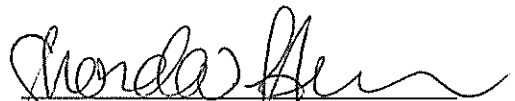
- 4.2.6. Determine the selection, classification, direction, assignment and reassignment, promotion, evaluation, and discipline and termination of all personnel of the District;
- 4.2.7. Determine the dates, times and hours of operation of District facilities, functions and activities;
- 4.2.8. Determine the safety and security measures for staff, students, the public, property, facilities, vehicles, materials, supplies and equipment, including the various rules with respect to such matters;
- 4.2.9. Ensure the rights and educational opportunities of students;
- 4.2.10. Determine the termination or layoff of unit members, consistent with law, as a result of the exercise of the rights of the District not limited by the clear and explicit language of this Agreement;
- 4.2.11. Determine the kinds and levels of service to be provided and methods and means of providing them;
- 4.2.12. Determine staffing patterns;
- 4.2.13. Determine the number and kinds of personnel required;
- 4.2.14. Maintain the efficiency of District operations;
- 4.3. All other rights of management not expressly limited by the Agreement are also expressly reserved to the District.
- 4.4. The District retains its rights to temporarily amend, modify or rescind policies and practices referred to in this Agreement in cases of emergency, which include, an emergency for the purposes of this Article shall be an act of God, or natural disaster such as, but not limited to, earthquakes, floods, severe fires, or major attack.
- 4.5. Notwithstanding any other provisions, this Agreement shall not constitute a general or specific waiver of any right of the Association or unit members.



Clovis Unified School District

3.26.25

Date



Association of Clovis Educators

3/26/25

Date

Article 6: Wages

10.1 The Salary Schedules attached as Appendix A.

- a. 3.5% increase for the 2025-26 school year effective retroactively to 4/1/2026
- b. 5% increase for the 2026-27 school year effective 7/1/2026

10.1.1 Unit members employed upon ratification of this agreement will receive the salary adjustment.

10.1.2 Each unit member will receive a longevity stipend as listed on the salary schedule.

10.2 Initial Placement of New Hires

10.2.1 New hires will be placed on the salary schedule based on all years of prior experience in a similar role, including as Signing Aide, Pre-Certified Interpreter, and Educational Interpreter.

Step 1	Step 2	Step 3
Less than 3 years of applicable experience	3+ years of applicable experience or	Upon recommendation by employee's supervisor and approval by Associate Superintendent, Human Resources
Less than 60 college units	60+ college units or	Based on experience, education training, and other job related reasons or
No degree	AA degree	BA Degree

10.3 Overpayment or Underpayment.

10.3.1 In the event the District discovers an overpayment or underpayment within a statutory maximum of 3 years. It shall notify the employee in writing

of the amount and the reason it occurred. If the unit member agrees with the overpayment or underpayment notice plan, the unit member shall sign a statement authorizing the deduction(s) or payment(s) and return the overpayment to the District.

10.4 Stipends

Unit members are eligible for stipends listed on the Appendix A. Changes to stipends on Appendix A are subject to negotiation with the Association. Unit members agree all other stipends will be paid at the rate approved by the Governing Board (i.e., co-curricular, miscellaneous)

**Signature included in the CUSD Settlement Offer dated July 14, 2026*

ACE/CUSD

TENTATIVE AGREEMENT

Job Duties and Working Conditions

12/11/2025

Article 7: Job Duties and Working Conditions

7.1 The unit job titles will be as follows:

7.1.1 Lead Educational Interpreter

The Lead Interpreter will be responsible for the oversight and general coordination of the schedule for ASL classified staff including monitoring the needs for ASL services and dispatching the appropriate ASL staff.

7.1.2 Educational Interpreter

The Educational Interpreters will be state-qualified with a RID certification or a 4.0 on the ESSE, or EIPA. They will interpret in ASL for Deaf and Hard of Hearing students, parent/guardians, and for members of the public as assigned.

7.1.3 Pre-Certified Interpreter

Pre-Certified Interpreter will have an ESSE or EIPA score of at least 3.0 and will interpret in ASL based on a skills assessment. Pre-Certified interpreters will be mentored and will strive to achieve the test results necessary for Educational Interpreter.

7.1.4 Signing Aide

Signing Aide will directly support and serve DHH students in their learning environment. The Aides will have at least a basic level of fluency in ASL as determined by a skills assessment. Signing Aides who intend to become Interpreters may be mentored and will strive to achieve test results to become a Pre-Certified or Educational Interpreter.

7.2 The Job duties of all unit members shall be consistent with the job descriptions for those positions (Appendix B: Job Descriptions). Any changes to any bargaining unit job description shall be subject to a meet and confer process.

7.3 Interpretation Considerations: In order to provide the best quality interpretation for DHH students, parent/guardians, and community members,

7.3.1 Unit members may request materials, subject matter, and any information relevant to the interpretation prior to interpreting session.

7.4 All unit members will be supervised by an administrator or program specialist.


Barry Jager (Dec 11, 2025 15:27:55 PST)

Clovis Unified School District
Dec 11, 2025

Date


Shonda Harrar (Jan 15, 2026 11:47:27 PST)

Association of Clovis Educators
Jan 15, 2026

Date

CUSD/ACE ASL Bargaining

Tentative Agreement

7/15/2026

ARTICLE 8: Hours of Employment

8.1 The work year: Beginning in 2026-27, The Lead Interpreter will work 186 duty days. All other unit members will work 182 duty days. All mandated training will be completed within the employees contracted duty days.

8.2 Work week: The maximum number of hours for regular full-time employment of any unit member is eight (8) hours a day, exclusive of a lunch, and forty (40) hours per week consisting of five (5) days per week. Any time worked beyond 8 hours per day, 5 days per week, or 40 hours per week will be paid at the Overtime Rate.

8.3 The District will assign contract hours consistent with the needs of the students and the Special Education department.

8.4 Break time: Breaks will be established by the employee's site supervisor or Lead Interpreter. Employees will be entitled to a fifteen (15) minute break during each four (4) hour work period; and a thirty (30) minute lunch period will be arranged for employees working more than five (5) hours daily.

8.4.1 Unit members who are pre-approved by their site administrator or designee and accept assignments beyond their contracted work hours will be paid on a timesheet for additional time or overtime. For example, IEP meetings that go beyond their contracted workday, back to school nights, open house, parent conferences, 504, SART, IDAC, SST, and SSC meetings.

8.5 Overtime

8.5.1 Overtime is defined to include any time required to be worked in excess of eight (8) hours in anyone (1) day or in excess of forty (40) hours in any calendar week.

8.5.2 Compensation for Overtime: Unit Member who works overtime shall be paid at a rate equal to one and one-half (1 ½) times their regular rate of pay.

**Signature included in the CUSD Settlement Offer dated July 14, 2026*

Tentative Agreement

ACE/CUSD Bargaining

Article 9: Assignments

- 9.1. All unit members are assigned to sites, classrooms, or events based on the needs of the Special Education department.
- 9.2. Under the direction of the District, the Lead Interpreter will prioritize the efficient deployment of unit members to meet the needs of the District.
- 9.3. Travel for Assignments:
When a unit member is required to travel in their personal vehicle related to authorized duties, they will be compensated consistent with Administrative Regulation 3350, Board Policy 3350.
- 9.4. Additional Assignments
 - 9.4.1. The Lead Interpreter or administrative designee, under the supervision of an administrator, will schedule Unit Members to additional assignments based on the Special Education department needs.
 - 9.4.1.1. Additional Assignments are defined as those outside of contracted hours.
 - 9.4.1.2. Additional Assignments are voluntary on the part of the unit member.
 - 9.4.2. Freelance Assignments:
Freelance work pre-approved by site Administration or designee is defined as duties outside of the regular contract day and/or outside of the regular duties, for parent and community events, for example meeting with an adult that requires DHH Services, graduation, district and school special events, large group and public meetings.
- 9.5. Reassignment
 - 9.5.1. Voluntary Reassignments: Unit members may request to transfer to a different assignment and requests will be given due consideration by the District.

9.5.2. Involuntary Reassignments: If a unit member needs to be transferred to fill a special education department or student need they will be notified by the site administration or designee.

9.6. Resolving Disputes

9.6.1. A unit member who disagrees with the assignment may raise a concern to the site administration or designee to render the final decision.


Barry Jager (Jan 15, 2026 12:41:50 PST)

Clovis Unified School District
1.15.26

Date


Shonda Harrar (Jan 15, 2026 13:11:17 PST)

Association of Clovis Educators
1/15/26

Date

Tentative Agreement

CUSD & ACE ASL

February 19, 2025

Article 10: Health and Wellness

10.1 The District agrees to fulfill its obligation to maintain the levels of employee insurance benefits, as provided to other classified district employees, on Classified Compensation and Contracts (Ex. 4251.1). The District and bargaining unit members shall pay the actual cost of providing health and welfare benefits (medical, dental, prescription, vision, and, life for actives only) through a District-sponsored health and welfare plan for all eligible active employees and their eligible dependents.

10.2 Eligibility shall be set forth as defined by the District's Board Policy 4154, 4254, 4354.

10.3 The funding for the benefits is derived from the funds of the employer and contributions made by covered employees. The District shall contribute to the health, dental, vision, behavioral, and life insurance benefits as recommended by the Employee Compensation Committee and approved by the Governing Board. Employee premiums as determined annually by the Employee Benefits Committee shall be made through payroll deductions for active employees.

10.4 If an agreement on Article 10 is not reached at least 60 days prior to the District's open enrollment process for health benefits, the unit member will be enrolled in the health plan approved by EBC for the upcoming plan year. Full descriptions of current benefits can be found on the following link: <https://www.cusd.com/employee-benefits>

10.5 Bargaining unit members' contributions for the health and welfare benefits listed in this article, shall be determined by the Employee Benefits Committee.

10.6 Bargaining unit members shall be eligible for retiree healthcare as defined in Board Policies 4154, 4254, and 4354.

10.7 The District will provide notice of the annual open enrollment period to eligible employees.

10.8 The District shall provide payroll deductions for tax sheltered annuities approved by the district.

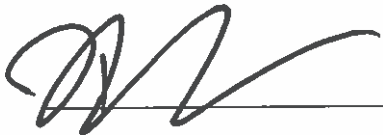
10.9 The District shall provide payroll deductions for an IRS Section 125 Plan for employee medical and child care contributions.

10.10 The Bargaining Unit agrees to participate on the District's Employee Benefits Committee

10.10.1 All plan design modifications, including but not limited to co-pays, deductibles, premium contributions and assessments, and selection, addition or termination of health plans/providers for all active and retired employees shall be made by the

Employee Benefits Committee (EBC), and implemented upon EBC action without the need for further negotiations and/or ratification by the parties.

- 10.10.2 The Association unit will appoint unit member representatives equal to the percentage of benefited unit members as compared to total District benefited employees, (minimum of one) as of June 30th of the prior fiscal year to the Employee Benefits Committee to serve on the committee for the following year. ACE representatives will not suffer a loss of pay for voluntary participation on the Employee Benefits Committee but will not be compensated for time beyond their regular scheduled work hours.



Clovis Unified School District

2.26.25

Date



Association of Clovis Educators

2/26/25

Date

Tentative Agreement

CUSD & ACE ASL

February 19, 2025

Article 11: Absences & Leaves of Absence

11.1. Employee Illness

- 11.1.1. Each regular full-time employee of the District shall earn one day of sick leave for each month of service to be used for oneself. Part-time employees shall earn pro-rated sick leave.
- 11.1.2. Sick leave will be pre-allocated at the beginning of the school year, such leave may be taken at any time during the school year.
- 11.1.3. Unused sick leave shall accumulate from year to year.
- 11.1.4. When a unit member has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from his or her duties because of illness or accident, the employee is entitled to receive differential pay for up to five school months during such absence.
 - 11.1.4.1. The differential days are paid at the rate which is the difference between what the unit member would have received during the absence and that which is actually paid a substitute to fill his or her position during his or her absence or, if no substitute is employed, the amount that would have been paid to the substitute had he or she been employed.
 - 11.1.4.2. The sick leave, including accumulated sick leave, and the five-month period shall run concurrently.
 - 11.1.4.3. Unit members are limited to one five-month period per illness or accident.
 - 11.1.4.4. All unit members who exhaust all available sick leave, including accumulated sick leave, and who continue to be absent because of illness or accident for a period beyond the five-month period described in #1, shall be placed on a reemployment list for a period of 39 months if the unit member is permanent.
 - 11.1.4.5. When the unit member is medically able to return to employment during the respective reemployment periods, the District shall place the unit member in a position for which the employee is qualified.

- 11.1.4.6. Verification of absence may be requested by the Superintendent or designee for all unit members.

11.2. Personal Necessity

- 11.2.1. Every employee shall be entitled to use seven (7) days of their paid sick leave allotment during each school year in case of personal necessity.
- 11.2.2. An employee may use Personal Necessity Leave upon prior approval. Notification of the leave must be provided via email or in person to the immediate supervisor at least three (3) calendar days in advance, except in cases of emergencies.

11.3. Personal Business Absences

- 11.3.1. Personal business is leave without pay. Personal business must be pre-approved by the unit member's supervisor. Personal business may be used, but not limited to, the following reasons:
 - 11.3.2. When available paid leave has been exhausted.
 - 11.3.3. Spouse on leave from military deployment as defined in Military and Veterans Code section 395.10.
- 11.3.4. Participation in School-Related Activities
 - 11.3.4.1. A unit member, who is a parent/guardian or grandparent having custody of one or more children who are enrolled in grades TK-12 or who attend a licensed day care facility, may take up to 40 hours each year, not exceeding eight hours in any calendar month of the year, to participate in activities of the school or licensed child day care facility of his/her children if the employee, prior to taking the time off, gives reasonable notice to the district.
 - 11.3.4.2. Upon request by the Superintendent or designee, the unit member shall provide documentation from the school or licensed day care facility on their letterhead that he/she participated in school or licensed day care facility activities on a specific date and at a particular time.
 - 11.3.4.3. If both parents of a child are employed at the same work site, this leave shall be allowed for the first parent who applies; simultaneous absence by the second parent may be granted by the Superintendent or designee.

11.4. Family Emergency Absence

- 11.4.1. A unit member is entitled to use available sick leave for family emergencies to attend to the illness of a child, parent, or spouse, not to exceed one-half of one year's sick leave allocation at the unit member's accrual rate.
- 11.4.2. A unit member's use of sick leave under this provision shall run concurrently with a unit member's use of personal necessity leave for the illness of a family member.

11.5. Jury Duty

- 11.5.1. An absence shall be granted to any unit member required to serve jury duty in the manner provided by law.
- 11.5.2. Any unit member who is required to serve on a jury will receive full pay for each day's absence.
- 11.5.3. Jury duty is not charged against the unit member's accumulated sick leave.

11.6. Bereavement Absence

- 11.6.1. Unit members are entitled to three days bereavement leave or five days if out-of-state travel is required, upon the death of any of the following members of the unit member's immediate family: spouse, mother, mother-in-law, father, father-in-law, grandmother or grandfather, grandmother-in-law and grandfather-in-law, son, son-in-law, daughter, daughter-in-law, brother or sister of employee or spouse, grandchild of unit member or spouse, stepparent or stepchild of unit member or spouse, or any relative living in the immediate household of the unit member. Such leave will not be charged against the unit member's accumulated sick leave.
- 11.6.2. Bereavement leave may be extended under personal necessity leave provisions.
- 11.6.3. All unit members are further entitled to one day of bereavement leave for attendance at the funeral of the following second-degree relatives: former spouse, stepsister, stepbrother, foster parent, uncle, aunt, first cousin, niece, or nephew.

11.7. School Business

School business reflects attendance at District meetings, professional development trainings, or conferences and must be pre-approved by the unit member's supervisor.

11.8. Leaves of Absence

- 11.8.1. If a unit member's absence will extend for more than 10 working days, the unit member must notify his/her supervisor and submit a Request for Leave of Absence Form to the Human Resources Department as soon as the absence is known. The Board must approve all long-term leaves of absence. Long-term leaves of absence are defined as leaves extending beyond 10 working days. The Board may grant, at its discretion, leaves of absence with or without pay for purposes listed below, provided no unit member is deprived of any leave of absence to which he or she is entitled to by law.
- 11.8.2. Military leave with orders.
- 11.8.3. Employee illness.
- 11.8.4. Maternity.
- 11.8.5. Family Medical and Leave Act (FMLA) of 1993 and California Family Rights Act (CFRA) of 1991.
- 11.8.6. Such other reasons as may be prescribed by the Board.
- 11.8.7. At the end of the long-term leave, the unit member shall be reinstated in a similar position as that held at the time the leave was granted, unless otherwise agreed upon. The unit member is not guaranteed the right to return to the same school site or department where he or she was previously assigned.

11.9. Family Medical Leave --

- 11.9.1. An eligible employee shall be entitled to up to 12 work weeks of unpaid leave within a 12-month period for family and medical reasons under the federal Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Acts (CFRA) ("family medical leave"). The following provisions shall be interpreted in accord with those statutes and their regulations.
- 11.9.2. An employee is eligible if they have been employed by the District for at least 12 months and have provided service at least 1,250 hours over the previous 12 months.
- 11.9.3. Family medical leave shall be available for the following purposes:

- 11.9.4. Birth of the employee's child;
- 11.9.5. Placement of a child with the employee for adoption or foster care;
- 11.9.6. Care for the employee's child, spouse, or parent with a serious health condition
- 11.9.7. The employee's own serious health condition that keeps the employee from performing their job.
- 11.9.8. Family medical leave shall run concurrently with other paid and unpaid leave if the reasons for the leave meet the requirements of family medical leave.
- 11.9.9. An employee may substitute other paid leave in place of his or her family medical leave entitlement. The District may require the employee to substitute other paid leave, including sick leave where applicable, for the unpaid family medical leave entitlement.
- 11.9.10. An employee may be required to provide medical certification whenever a serious health condition of the employee or their family member is the reason for the leave. Additional opinions, or examinations by District-appointed physicians, may be required regarding the employee's serious health condition at the District's expense. In certain circumstances, the employee may be required to provide re-certification of his or her serious health condition (e.g., when the duration and/or need for the leave is uncertain). Failure to obtain medical certification, when necessary, may delay the granting of the leave request until such certification is provided.
- 11.9.11. Where advance notice is possible, an employee must provide 30 days advance written notice of the need for the leave. If the need for the leave is unforeseen, written notice must be given as soon as possible. Failure to provide advance written notice may delay the granting of leave.
- 11.9.12. An employee taking family medical leave will continue to participate in the District provided health plan under the same terms and conditions, including any necessary copayments, which applied prior to the first day of the employee's leave. An employee is required to make premium payments to the same extent made by the employee prior to the leave to maintain his or her health benefits during the leave period. An employee on leave shall be responsible for ensuring ongoing coverage. The District shall not be liable to the employee or to any third party for any lapse in coverage stemming from the employee's failure to timely pay all required premiums.
- 11.9.13. An employee on family leave for his or her own serious health condition is required to provide a fitness-for-duty certificate from his or her physician before he or she will be reinstated to employment and may be required to undergo an examination by a District appointed physician.

11.10. Maternity Leave

- 11.10.1. Any unit member anticipating maternity leave should notify his/her supervisor approximately four months before the expected delivery date. A unit member may continue employment throughout the pregnancy as long as the unit member has the ability to perform required duties.
- 11.10.2. Accumulated sick leave days may be taken by the unit member for pregnancy-related disability when verified by a physician.
- 11.10.3. When the unit member wishes to return, the unit member shall submit a statement from a physician which indicates fitness.

11.11. Parental Leave –

- 11.11.1. Up to a total of 12 work weeks per calendar year as an eligible unit member has sufficient Sick Leave earned. The reasons for the leave are:
- 11.11.2. Birth of a child of the unit member;
- 11.11.3. Adoption of a child or placement of foster care child with the unit member;
- 11.11.4. Bonding with a child
- 11.11.5. Unit members are eligible for maternity or paternity leave benefits pursuant to Education Code 44977.5 which provides, among other benefits, that unit members are eligible for up to 12 weeks of differential leave pay should they run out of sick leave. Unit members shall receive 50% of their regular salary for the remaining portion of the 12 weeks of parental leave.
- 11.11.6. District health insurance contributions are made as provided by applicable provisions of California or Federal laws and regulations for the entire 12-week period.

11.12. Military Leave –

- 11.12.1. Unit members shall be able to take Military Leave from CUSD consistent with Military and Veterans Code section 395.

11.13. Industrial Accident or Illness Leave

- 11.13.1. Allowable industrial accident or illness leave shall be for not more than sixty (60) days during which the schools of the District are required to be in session or when the employee would otherwise have been performing work for the District in any one (1) fiscal year for the same illness or accident.
 - 11.13.2. Allowable leave shall not be accumulated from year to year.
 - 11.13.3. Industrial Accident or Illness Leave shall commence on the first day of absence.
 - 11.13.4. When an Industrial Accident or Illness Leave overlaps into the next fiscal year, the employee shall be entitled to only the amount of unused leave due for the same illness or injury.
 - 11.13.5. An employee shall be permitted to return to service after an industrial accident or illness only upon the presentation of a release from the authorized Workers Compensation physician certifying the employee's ability to return to their position classification without restrictions or detriment to the employee's physical and emotional well-being.
- 11.14. **Employee Sick Leave Donation**— When a unit member experiences an illness or injury which requires the employee to take time off for a Board approved leave of absence from work for an extended period of time (10 days or more), and the unit member has exhausted all available sick leave and other paid time off, he/she may accept donations of accrued sick leave credits.
- 11.14.1. Upon written notice to the Governing Board (or designee), District employees may donate accrued sick leave credits to the requesting employee. Donations shall be made in hour increments. Donations cannot be made retroactively to cover employee's pay that was previously docked. Donations can be used for the purpose of the designated leave only.
 - 11.14.2. To ensure that employees retain sufficient accrued sick leave to meet their own needs, donors shall be advised to not reduce their accumulated sick leave to fewer than five (5) days.
 - 11.14.3. All transfers of eligible leave credit shall be irrevocable.
 - 11.14.4. The Superintendent or designee shall ensure that all donations are confidential.
 - 11.14.5. The employee who is the recipient of the donated leave credits shall use those credits within twelve (12) consecutive months.

- 11.14.6. An employee who receives paid donated leave shall use any leave credits that he/she continues to accrue on a monthly basis before receiving paid leave pursuant to this program.

11.15. **Reporting Absences**

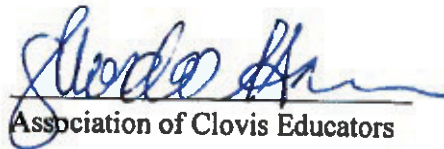
- 11.15.1. Unit members shall report all absences from work (including, but not limited to, illness, school business, family emergency, personal necessity, on-the-job injury, and personal business) online in the automated system. Absences may be reported up to 90 days in advance for a planned absence. The automated system does not replace contacting the unit member's supervisor or any other established pre-approval process.



Clovis Unified School District

2.19.25

Date



Association of Clovis Educators

2.24.25

Date

Tentative Agreement

CUSD & ACE ASL

4/3/2025

ARTICLE 12: EVALUATION

A. EVALUATIONS

1. Each classified employee shall be evaluated by a supervisor or site administrator assigned this responsibility by the Superintendent or designee.

1.1 The supervisor or site administrator may gather and consider input from the lead interpreter and staff for the performance evaluation.

1.2 Any points that the evaluator determines they have not observed or cannot be reasonably verified may be rated Not Applicable (N/A)

2. A Unit Member shall be entitled to representation by the Association at any meeting regarding the evaluation of the Unit Member.

3. Permanent employees shall be evaluated formally at least annually.

4. Probationary employees shall be formally evaluated at least two times. The first evaluation shall occur on or before the seventieth (70) working day of the probationary period and the second evaluation shall occur on or before the hundred and tenth (110) working day of the probationary period.

5. Copies of evaluations shall be made a part of each classified employee's permanent personnel file with the District.

6. Each evaluation shall be signed by the supervisor making the evaluation and by the classified employee. The employee's signature acknowledges that the employee has seen and discussed the report and does not necessarily imply agreement with the

conclusions of the supervisor. Each classified employee shall receive a copy of their evaluation.

7. Each association member has the right to attach an explanation or rebuttal to the evaluation which shall become a permanent part of the evaluation.

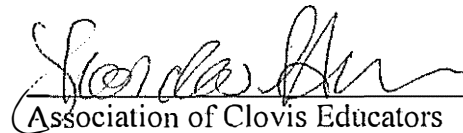
8. No evaluation of any employee shall be placed in the employee's personnel file without an opportunity for discussion between the employee and the evaluator.

9. Evaluations will be completed using the ASL Evaluation Form (appendix a). Any substantive changes to the form will be negotiated. The employee may complete a self-evaluation (Appendix C) form; however, the self-evaluation is optional.



Clovis Unified School District

4.3.25
Date



Association of Clovis Educators

4/3/25
Date

Tentative Agreement

Article: Personnel Files

CUSD and ACE ASL 1/23/2025

ARTICLE 13: Personnel Files

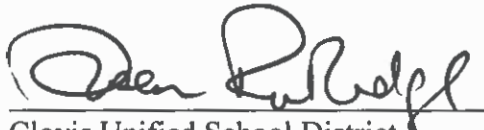
1. Personnel files of each unit member shall be maintained in the District's Human Resources Department.
2. Every unit member shall have the right to inspect and obtain copies of materials in their personnel file at reasonable times, provided that the inspection is made at a time when the unit member is not actually required to render service to the District.
3. Upon written authorization by the unit member, a representative of the Association shall be permitted to examine and/or obtain copies of materials in such unit member's personnel file.
4. Information of a derogatory nature shall not be entered into a unit member's personnel file until the employee is given an opportunity to review and comment on the information. Any written response to the derogatory information shall be attached to the document containing such information and placed in the personnel file. Unit members will have ten (10) calendar days after receipt of derogatory information to submit a written response. The time allowed to submit a written response may be reasonably extended based on appropriate circumstances. Constructive criticism of job performance indicated on the unit member's evaluation form or Improvement Plan will not be considered derogatory language.
5. All personnel files shall be kept in confidence and shall be available for inspection to other employees of the District when necessary, in the proper administration of the District's affairs or the supervision of the employee.
6. All disciplinary material placed in the employee's personnel file must be dated and signed. Bargaining unit members shall sign disciplinary documents acknowledging receipt of the document. Failure on the part of the bargaining member to sign will not prevent the district from placing the disciplinary document in the unit member's personnel file.



Clovis Unified School District

1.23.25

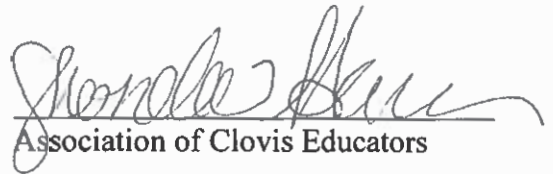
Date



Clovis Unified School District

1.23.25

Date



Association of Clovis Educators

1/23/25

Date

Association of Clovis Educators

Date

Tentative Agreement
CUSD & ACE ASL
February 19, 2025

Article 14: Safety

14.1 The District will provide unit members with safe working conditions. Provision of Personal Protective Equipment that allows for effective communication may be requested and may be provided as necessary.

14.2 The District will provide relevant safety training to unit members. Unit members will be excused from their duties to attend.

14.3 Unit members may exercise the amount of physical control reasonably necessary to protect themselves, or to ensure the safety of other employees or students.

14.4 Every unit member has the responsibility to submit a written report on a District provided form to their supervisor and/or to the District Risk Manager, concerning any unsafe working condition. No unit member shall in any way be discriminated against as a result of such reporting.

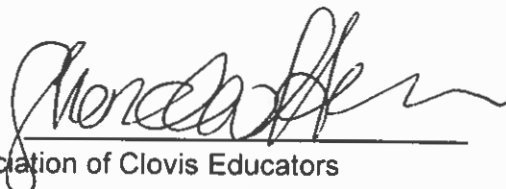
14.5 The District Risk Manager shall report back to the employee who filed the report as soon as possible, regarding the conclusions and/or recommendations to correct the unsafe working condition, if any. The provisions for this written statement shall not be deemed to contravene other working review provisions of State law, which are outside the scope of this Agreement.



Clovis Unified School District

2.26.25

Date



Association of Clovis Educators

2/26/25

Date

ACE ASL & Clovis Unified Tentative Agreement

9.11.25

Article 15: Grievances

15.1 DEFINITIONS

15.1.1 A "grievance" shall mean an alleged violation, misapplication or misinterpretation of a specific provision of this Agreement.

15.1.2 A "Grievant" shall mean one or more employees covered by this Agreement.

15.1.3 An "Association Representative" shall mean Representative of the Association selected by the grievant to assist the employee in presenting and processing the claimant's grievance.

15.1.4 For purposes of this Article, A "day" shall mean any day on which the District Administration office is open for business.

15.2 TIME LIMITS

15.2.1 At each step of the grievance process, if the District does not respond within the time limits established in this agreement, the grievant may appeal to the next formal step of the process.

15.2.2 If the Grievant does not submit a grievance within the time limits established in this agreement, the grievance may be denied on the grounds of timeliness.

15.2.3 Time limits provided for at each level shall begin the day following receipt of the grievance appeal or written decision.

15.2.4 Since It is important that grievances be processed as rapidly as possible, The time limits specified at each level should be considered the maximum and every effort should be made to expedite the process. The time limits may however be extended in writing by mutual agreement.

15.2.5 Grievances related to safety shall commence at Formal level 3.

15.3 REPRESENTATION:

15.3.1 A grievant may be represented at all stages of the grievance by an Association Representative.

15.3.2 The district may include an advisor or assistant at all stages of the grievance.

15.3.3 The Association will provide the district with a current list of Representatives.

15.3.4 The investigation and processing of grievances and grievance panels will be accomplished during the normal workday. When it is necessary for a representative(s) designated by the Association to investigate a grievance or attend a grievance meeting or panel during the day, they shall be released without loss of pay in order to permit participation in the foregoing activities. Any unit member who is requested to appear in such investigations, meetings, or as a witness for a grievance panel will be accorded the same right.

15.4 Informal Level

15.4.1 Before filing a formal written grievance, the grievant may seek a resolution by an informal conference with the site administrator.

15.5 Formal Level 1

15.5.1 Within twenty (20) days of the date the grievant could reasonably have known of the occurrence, the grievant must present their grievance in writing on the grievance form to the immediate supervisor or site administrator. This District form shall contain a clear and concise statement of the grievance, the circumstances involved, the section(s) of the bargaining agreement allegedly violated, and the specific remedy sought. The site administrator shall communicate a decision to the employee in writing within fifteen (15) days after receiving the written grievance at Formal level 1. If the site administrator does not respond within the time limits, the grievant may appeal to the next level. Within the foregoing time limits, either party may request a personal conference to discuss the grievance.

15.6 Formal Level 2

15.6.1 In the event the grievant is not satisfied with the decision at Formal Level 1, the grievant may appeal the decision to the Assistant Superintendent within fifteen (15) days. This written appeal statement should include a copy of the original grievance, the decision rendered at the previous level, and a clear, concise statement of the reasons for the appeal.

15.6.2 The appropriate Assistant Superintendent shall communicate a decision within fifteen (15) days after receiving the appeal. Either the grievant or the Assistant Superintendent may request a personal conference within the foregoing limits to discuss the grievance

15.6.3 If the administrator does not respond within the time limits, the aggrieved party may appeal to the next level.

15.7 Formal Level 3

15.7.1 If the grievant is not satisfied with the decision at Formal Level 2, the employee may, within fifteen (15) days appeal the decision to the Associate Superintendent or designee. This written appeal statement shall include a copy of the original grievance, the appeals, the decisions rendered at previous levels and a clear concise statement of the reasons for the

appeal. The Associate Superintendent or designee shall communicate in writing a decision to the grievant within fifteen (15) days.

15.8 Formal Level 4

15.8.1 If the grievant is not satisfied with the Associate Superintendent or designee decision at Formal Level 3, the Association may, within fifteen (15) days, file a written request to the Superintendent that the grievance be scheduled for a Grievance Panel. The Grievance Panel will be convened within thirty (30) working days of receipt of the timely request for a Grievance Panel.

15.8.2 The Grievance Panel shall be composed of a mediator from the State Mediation and Conciliation Service, one (1) Union representative and one (1) representative of the District. The representatives from the respective groups (ACE & District) will not have any direct connection with the grievance. In addition, the grievance shall be presented by representatives other than the panel members. The proceedings of the Grievance Panel shall remain confidential.

15.8.3 The format of the Grievance Panel Hearing Includes:

15.8.3.1 The parties will be allowed to call witnesses.

15.8.3.2 The parties will be allowed to present evidence.

15.8.3.3 The parties will be allowed to cross-examine witnesses.

15.8.3.4 The Association has the burden of proof and will be the first to present their case in chief.

15.8.3.5 Once the Association has presented their case in chief, the District will present its case in chief.

15.8.3.6 There will be no post-hearing briefs from either party.

15.8.3.7 The mediator shall be the neutral chair and will resolve any disputes in evidence.

15.8.3.8 The grievance panel may ask questions as they believe are needed.

15.8.3.9 Technical rules of evidence will not apply.

15.8.4 The mediator shall deliver the Grievance Panel's recommendation in writing within 30 days of the day of the hearing and the recommendation will be presented to the Board at the next regularly scheduled Board meeting. In the event the 30 days fall within ten days or less of the next scheduled board meeting, the written recommendation will be presented to the Board at the next regularly scheduled Board meeting.

15.8.5 The recommendation of the panel will be submitted to the Governing Board, which shall, at its next scheduled regular meeting, consider its decision in the matter. The Governing Board, by a majority vote, may accept, reject, or modify the recommendation. If the Board rejects or

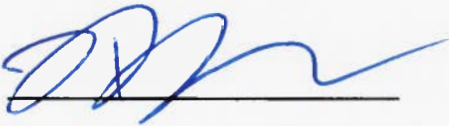
modifies the panel's recommendation, the Union will receive a written explanation. The decision of the Governing Board shall be final.

15.9 Group Grievance

15.9.1 If the grievance involves employees with different immediate supervisors or site administrators, the grievance may be filed at Formal Level 2.

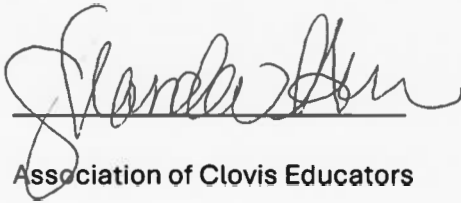
15.10 Separate Grievance File

15.10.1 All materials concerning an employee's grievance shall be kept in a file, separate from the employee's personnel file, which shall be available for inspection only by the unit member, and those management, supervisory, and confidential employees directly involved in the grievance procedure.



9.11.25

Clovis Unified School District



9/11/25

Association of Clovis Educators

Association of Clovis Educators

Tentative Agreement

ACE/CUSD ASL Interpreter Bargaining

Article 16: Membership Dues Deduction

- A.1. Any unit member who is a member of ACE/CTA, or who has applied for membership, may sign and deliver to the Association an assignment authorizing deduction of unified membership dues, initiation fees and general assessments in the Association. The Association will deliver to the district a list of all new members authorizing deductions by the 15th of the first month of deduction. Pursuant to such authorization, the District shall deduct monthly dues from the regular salary check of the unit member. ACE will notify the District the amount to be deducted monthly.
- A.2. With respect to all sums deducted by the District pursuant to section 2.1, the District agrees to promptly remit such monies to the Association accompanied by an alphabetical list of unit members for whom such deductions have been made and indicating any changes in personnel from the list previously furnished. It is up to the Association to reconcile the membership list.
- A.3. The Association agrees to furnish promptly any information needed by the District to fulfill the provisions of this Article, including providing the District a list of unit members who have elected to discontinue membership dues or fees by the 15th of each month.
- A.4. Hold Harmless
- A.4.1. In accordance with Education Code section 45168, the Association agrees to indemnify the District, the Board, and their agents, representatives, or employees, and hold them harmless against any and all claims, demands or lawsuits arising out of deductions made by the District in reliance on information provided by the Association.
- A.4.2. The Association shall have the exclusive right to decide and determine whether any such action or proceeding referred to in paragraph A.4.1 shall be or shall not be compromised, resisted, defended, tried, or appealed.

Barry Jager

Barry Jager (Apr 24, 2025 10:08 PDT)

Clovis Unified School District

04/24/2025

Shonda Harrar

Shonda Harrar (Apr 24, 2025 11:51 PDT)

Association of Clovis Educators

04/24/2025

Clovis Unified and ACE ASL

Tentative Agreement

Professional Development

8/28/2025

Article 17: Professional Development

17.1 Upon approval from the immediate supervisor or site administrator and completed conference request form, each unit member may be permitted release time, in coordination with the Lead Educational Interpreter, to attend professional conferences and trainings related to the individual's job duties. Employees will be paid at their regular contracted rate of pay, not to exceed 8 hours in a day or 40 hours in a week. Each unit member shall be entitled to reimbursement for pre-approved professional development activity in accordance with Board Policy/Administrative Regulation 3350.

17.2 The District will pay non-membership and membership level fees for unit members to attend pre-approved training offered by professional organizations.

17.3 Unit members may be allowed to attend up to two workshops per academic year to encourage professional development.

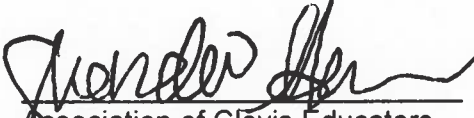
17.4. Employees choosing to work towards interpreter certification must participate in mentoring with a designated Educational Interpreter mentor. The District will pay for the EIPA or ESSE test once per academic year per non-certified unit member being mentored. The District retains sole discretion in determining the number of designated Educational Interpreter Mentors. Mentors designated by the District will receive a Mentor Stipend (see Appendix C).

17.5 Bargaining unit members will be given an opportunity to submit professional development requests on the annual Special Education Climate Assessment Survey.



Clovis Unified School District
8.28.25

Date



Association of Clovis Educators
8/28/25

Date

Article 18 - Savings Clause

ACE/CUSD ASL Interpreter Bargaining Savings Clause Tentative Agreement 1/9/2025

18.1 If any provision of the Agreement is held contrary to law by a court having final jurisdiction or invalidated by subsequent legislation, such provision shall be deemed invalid to the extent required by the court decision or legislation. All other provisions of this agreement shall continue in full force and effect.

18.2 Such provision upon being deemed invalid shall revert to the authority of the relevant court decision or legislation during the remaining period of the contract or until a new collective bargaining agreement is reached on that invalidated provision.

18.3 In the event of such invalidation, upon request of either party within thirty (30) days, the parties agree to meet and negotiate in an effort to reach agreement on a replacement for such provision, insofar as such provision remains within the scope of bargaining.

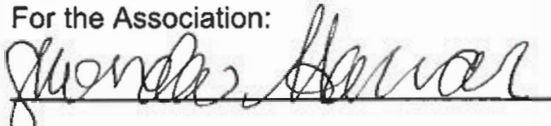
For the District:



Date:



For the Association:



Date:



ACE ASL and Clovis Unified

Agreement and Recognition

Tentative Agreement

11/7/2025

Article 19: Agreement and Recognition

1.1. This is an agreement made and entered into between the Governing Board of the Clovis Unified School District ("District") and the Association of Clovis Educators/California Teachers Association/National Education Association ("Association").

1.2. The Agreement is entered into pursuant to title 1, Division 4, Chapter 10.7, (commencing with section 3540) of the Government Code ("Act").

1.3. The District recognizes the Association as the exclusive representative of Educational Interpreter II and Instructional Assistant III DHH. Upon ratification of this agreement, job titles shall include Signing Aide, Pre-Certified Interpreter, Educational Interpreter, and Lead Interpreter. All other existing job titles are excluded from the bargaining unit.

1.4 During the term of this Agreement all newly created classified ASL signing positions which have not been designated by the District as management, supervisory or confidential shall be included in the bargaining unit.

1.5 The parties to this Agreement recognize that outside contractual services may be considered for temporary vacancies when needed and by agreement of the parties.



Barry Jager (Nov 7, 2025 14:23:11 PST)

Clovis Unified School District

11.7.25

Date



Shonda Harrar (Nov 7, 2025 14:41:18 PST)

Association of Clovis Educators

11/7/25

Date

ACE ASL and CUSD

Tentative Agreement

5/21/2025

Article 20: Workload

6.1 The District will make reasonable efforts to maintain an appropriate workload for all unit members consistent with the needs of the District and students.

6.2 Team Interpreting:

ASL Interpreters may request team interpreting for sessions longer than 75 minutes of continuous more technical and complex interpretation. The District will attempt to provide a second interpreter based on availability.



Clovis Unified School District

5.21.25

Date



ACE ASL

5/21/25

Date

Tentative Agreement

Article 21 Subcontracting Unit Work

3.28.2025

The Clovis Unified School District will subcontract unit work of ASL IA III, DHH and Educational Interpreting services under the following terms:

1. If it becomes necessary to subcontract unit work, the district will:
 - a. Prioritize contracting with local, in-person ASL interpreter agencies.
 - b. Notify the Association of all intended subcontracting prior to the date of the contractor beginning work.
 - c. Engage in continuous efforts to recruit and hire IA III's DHH and Educational Interpreter II employees.
 - i. Post vacancies to Community DHH / interpreter boards and websites accessible to the District.
 - ii. Outreach ASL Interpreter training / education programs to recruit applicants for DHH positions (i.e. Fresno State, Fresno City)
 1. Post vacancies to school / program boards and websites
 2. Speak to ASL student groups
 - d. Before subcontracting unit work, Article 2. Negotiation Procedures Sec. 2.2.2.1 will be followed to cover needs.
 - e. Attend and conduct job fairs.
 - i. Provide a flier that includes information about the ASL unit positions and a QR code for a pre-screening questionnaire.
2. While subcontracting unit work, subcontracted consultants will perform the duties of either IA III (DHH) or ASL Educational Interpreter II.
 - a. The District may hire contractors to cover individual vacant shifts and assignments due to absences or leaves of existing employees, such as scheduled leaves of absence and contract bargaining sessions.
 - b. If the District uses a sub-contractor to fill an ongoing full-time or part-time vacancy, the District subcontract shall not exceed 90 calendar days, during which time the District will seek a regular employee as described in section 1 above.
 - c. The District will offer to interview current Soliant contractors who are available for regular, in-person employment. If hired, their contract assignment will be terminated within 30 days.
 - d. The District will vet the contractors through assessments for appropriate placement.

- e. Share all information regarding the contracting of unit work with the Association.

This agreement shall only apply during the 2024-25 School Year.



Clovis Unified School District

3.26.25

Date



Association of Clovis Educators

3/28/25

Date

Settlement Offer Tentative Agreement

CUSD Settlement Offer
ACE ASL/CUSD Tentative Agreement

7/14/2026

The parties agree to the following terms:

- 1) Wages
 - a) 3.5% increase for 2025-26 upon ratification by ACE/ASL and CUSD Governing Board.
 - i) Retroactive to 4/1/2026
 - b) 5% increase for 2026-27 salary schedule.
 - i) Effective 7/1/2026
 - c) National Certification \$1,500 stipend one time upon passage.
- 2) Salary schedule (2025/26) appendix CUSD proposal #7 2/26/26. (3.5% included, effective 4/1/2026)
- 3) Employee Rights will be the CUSD proposal #14 1/15/2026.
- 4) Hours of Employment will be the CUSD proposal #17 2/26/26. Strike the following sentence from 8.3. "Unit members schedules may be adjusted by the District will not be restricted if to provide services to students."
- 5)
- 6) Term: 3-year agreement effective 7/1/2025 to 6/30/2028 with no reopeners for 2026-27. Two reopeners for 2027-28.
- 7) Upon passage of the appropriate test with 4.0 or above Pre-Certified Interpreters or Signing Aides will be moved to Ed. Interpreter grade 29 if a vacancy is available. The District will determine the necessary FTE of the position.
- 8) All other Articles previously Tentatively Agreed to.

Denver Stars

Clovis Unified School District


Karim Hermosillo (Jul 15, 2026 12:01:04 PDT)

Association of Clovis Educators

APPENDIX A

CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC
2026-2027
Effective 7/1/26 through 6/30/27

EXHIBIT NO. 4251.10 (5)

The American Sign Language Unit Salary Schedule is set forth on the following page.

Adopted: 07/01/2024

Amended: 07/15/2026

CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC
2026-2027
Effective 7/1/26 through 6/30/27

EXHIBIT NO. 4251.10 (5)

American Sign Language Interpreters Unit	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.
Lead Interpreter	31	\$39.55	\$40.67	\$41.82	\$42.98	\$44.19	\$45.43	\$46.70	\$48.03
Educational Interpreter	29	\$37.07	\$38.12	\$39.18	\$40.28	\$41.41	\$42.57	\$43.77	\$45.00
Pre-Certified Educational Interpreter	19	\$28.83	\$29.64	\$30.47	\$31.33	\$32.22	\$33.13	\$34.05	\$35.02
Signing Aide	8	\$21.74	\$22.35	\$22.97	\$23.63	\$24.30	\$24.97	\$25.67	\$26.40

<u>LONGEVITY (YEARS OF SERVICE WITH CLOVIS UNIFIED SCHOOL DISTRICT ONLY)</u> Note: Years of credited service for anniversary increment purposes shall mean years of service with CUSD and will be paid commencing with the 15 th - 19 th years, 20 th - 24 th years, 25 th and thereafter. (Board Policy No. 4251.10)	15 Years	\$3,127.00
	20 Years	\$5,970.00
	25+ Years	\$11,656.00
<u>DOCTORATE AND MASTER STIPENDS</u>	Master Stipend (Board Policy No. 4251.10)	\$1,787.00
	Doctorate Stipend (Board Policy No. 4151.30, 4251.30, 4351.30)	\$2,521.00
<u>NATIONAL CERTIFICATION STIPEND</u>	(One time upon passage)	\$1,500.00

SUMMER SCHOOL SALARY SCHEDULE 2027		
Position	HOURLY RATE STEP I	HOURLY RATE STEP II
ESY Ed Interpreter (Gr 29)	\$41.82	\$44.49
ESY Ed Interpreter Preschool (Gr 29)	\$39.18	\$41.41
ESY ED Pre-Certified ED Interpreter (Gr 19)	\$30.47	\$32.22
Signing Aide (Gr 8)	\$22.97	\$24.30
Step I 1-2 years position experience		
Step II 2-3+ position experience		
All hourly salaries are based on Step 3 & 5 of the Classified Salary Schedule of appropriate position listed.		

CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC
2025-2026
Effective 4/1/26 through 6/30/26

EXHIBIT NO. 4251.10 (5)

The American Sign Language Unit Salary Schedule is set forth on the following page.

Adopted: 07/01/2024

Amended: 07/15/2026

**CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC**

2025-2026

Effective 4/1/26 through 6/30/26

EXHIBIT NO. 4251.10 (5)

American Sign Language Interpreters Unit	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.
Lead Interpreter	31	\$37.67	\$38.73	\$39.83	\$40.93	\$42.09	\$43.27	\$44.48	\$45.74
Educational Interpreter	29	\$35.30	\$36.30	\$37.31	\$38.36	\$39.44	\$40.54	\$41.69	\$42.86
Pre-Certified Educational Interpreter	19	\$27.46	\$28.23	\$29.02	\$29.84	\$30.69	\$31.55	\$32.43	\$33.35
Signing Aide	8	\$20.70	\$21.29	\$21.88	\$22.50	\$23.14	\$23.78	\$24.45	\$25.14

LONGEVITY (YEARS OF SERVICE WITH CLOVIS UNIFIED SCHOOL DISTRICT ONLY) Note: Years of credited service for anniversary increment purposes shall mean years of service with CUSD and will be paid commencing with the 15 th - 19 th years, 20 th - 24 th years, 25 th and thereafter. (Board Policy No. 4251.10)	15 Years	\$2,978.00
	20 Years	\$5,686.00
	25+ Years	\$11,101.00
DOCTORATE AND MASTER STIPENDS	Master Stipend (Board Policy No. 4251.10)	\$1,850.00
	Doctorate Stipend (Board Policy No. 4151.30, 4251.30, 4351.30)	\$2,609.00

Summer School Salary Schedule

2026

Extended Year Summer School Classified Positions	Step I	Step II
ESY ED Interpreter (Gr 29)	\$39.83	\$42.09
ESY ED Interpreter Preschool (Gr 29)	\$37.31	\$39.44
ESY ED Pre-Certified ED Interpreter (Gr 19)	\$29.02	\$30.69
Signing Aide (Gr 8)	\$21.88	\$23.14
Step I = 1-3 years experience as a Classified Employee Clovis Unified School District Step II = 4+ years experience as a Classified Employee with Clovis Unified School District All hourly salaries are based on Step 3 & 5 of the Classified Salary Schedule of appropriate position listed.		

CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC
2025-2026
Effective 7/1/25 through 3/31/26

EXHIBIT NO. 4251.10 (5)

The American Sign Language Unit Salary Schedule is set forth on the following page.

Adopted: 07/01/2024

**CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC**

2025-2026

Effective 7/1/25 through 3/31/26

EXHIBIT NO. 4251.10 (5)

American Sign Language Interpreters Unit	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.
Educational Interpreter II	29	\$34.11	\$35.07	\$36.05	\$37.06	\$38.11	\$39.17	\$40.28	\$41.41
Instructional Assistant III-DHH	8	\$20.00	\$20.57	\$21.14	\$21.74	\$22.36	\$22.98	\$23.62	\$24.29

LONGEVITY (YEARS OF SERVICE WITH CLOVIS UNIFIED SCHOOL DISTRICT ONLY) Note: Years of credited service for anniversary increment purposes shall mean years of service with CUSD and will be paid commencing with the 15 th - 19 th years, 20 th - 24 th years, 25 th and thereafter. (Board Policy No. 4251.10)	15 Years	\$2,877.00
	20 Years	\$5,494.00
	25+ Years	\$10,726.00
DOCTORATE AND MASTER STIPENDS	Master Stipend (Board Policy No. 4251.10)	\$1,787.00
	Doctorate Stipend (Board Policy No. 4151.30, 4251.30, 4351.30)	\$2,521.00

SUMMER SCHOOL SALARY SCHEDULE 2025		
Position	HOURLY RATE STEP I	HOURLY RATE STEP II
Educational Interpreter II	\$36.05	\$38.11
Instructional Assistant III-DHH	\$21.14	\$22.36
Step I 1-2 years position experience		
Step II 2-3+ position experience		
Duty days dependent on Board approved summer school schedule		

APPENDIX B

CLOVIS UNIFIED SCHOOL DISTRICT

Position: Lead Educational Interpreter

Salary Grade: 31

Salary Schedule: American Sign Language

Classified Department/Site: Varies

Reports to/Evaluated by: Site Administrator or Designee

FLSA Status: Non-Exempt

SUMMARY

The Lead Educational Interpreter facilitates communication between deaf or hard-of-hearing students and teachers, staff, and peers within various educational settings. This role requires highly proficient use of various manual and verbal communication systems to accurately convey the intent and effect of the speaker and/or signer. The Lead Interpreter may also provide guidance and support to other interpreters.

DISTINGUISHING CAREER FEATURES

This is the senior-level position in the Educational Interpreter career path. The Lead Interpreter provides communication through sign-to-English and English-to-sign skills, demonstrating competency in various sign systems, including American Sign Language, Conceptually Accurate Signed English, Signed Exact English, Manually Coded English, and Pidgin Signed English, for simultaneous interpretation. This role requires advanced interpreting skills and may include leadership responsibilities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Interprets for deaf or hard-of-hearing students in diverse educational environments, such as classroom lectures, group discussions, assemblies, and counseling sessions, using various sign language systems and voice interpretation at a normal conversational rate.
- Interprets a wide range of curricula, including scientific and advanced placement topics, and collaborates with students, teachers, and staff to develop new signs for technical subject matter.
- Interprets at off-district activities like field trips, job interviews, and co-curricular events.
- Provides voice interpretation for deaf or hard-of-hearing individuals.
- Prepares for interpreting assignments by reviewing materials and consulting with teachers and staff.
- May provide guidance, mentoring, and support to other educational interpreters.
- Performs other duties as assigned.

QUALIFICATIONS

- Knowledge and skills: Proficiency in sign-to-English (expressive skills) and English-to-sign (receptive skills) interpreting. Competency in various sign systems, including American Sign Language, Conceptually Accurate Signed English, Signed Exact English, Manually Coded English, and Pidgin Signed English.

- **Abilities:** Interpret a wide range of curriculum and subject matter. Strong communication and interpersonal skills.
- **Education and Experience:** A bachelor's degree from an accredited college or university. Successful completion of a sign language interpreter training program. Two years of experience in providing sign-to-English and English-to-sign interpreting. Additional experience may substitute for education.
- **Licenses and Certificates:** A valid driver's license. Certification by the national Registry of Interpreters for the Deaf (RID) or equivalent. In lieu of RID certification or equivalent, a score of 4.0 or above on the EIPA, the ESSE-I/R, or the NAD/ACCI assessment.

WORKING CONDITIONS

- Work is performed in classrooms, offices, intermittent outdoor environments, and off-campus field trips.
- Requires the ability to perform work of an active nature and stand for extended periods.
- Requires visual acuity to recognize numbers, words, and speech patterns, and to see information to be voiced (such as sign language and facial expressions).
- Requires hearing acuity sufficient to understand information in various educational settings.
- Requires facial and manual dexterity to produce readable mouth movements and sign language.

CLOVIS UNIFIED SCHOOL DISTRICT

Position: Educational Interpreter

Salary Grade: 29

Salary Schedule: Classified

Department/Site: Varies

Reports to/Evaluated by: Site Administrator

FLSA: Non-exempt

SUMMARY

Facilitates communication between deaf or hard of hearing students and teachers, staff members, and peers within an educational environment, using any of a variety of manual and verbal communication systems in a highly proficient manner reflecting the affect of the speaker and/or signer.

DISTINGUISHING CAREER FEATURES

The Certified Sign Language Interpreter is the second and senior-level in a career path. A Certified Sign Language Interpreter provides communication through the use of sign-to-English and English-to-sign skills. Advancement to the Certified position requires coursework and certification, and competency using manual sign systems such as American Sign Language, Conceptually Accurate Signed English, Signed Exact English, Manually Coded English, and Pidgin Signed English in a highly proficient manner for simultaneous translation.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Interprets for deaf or hard of hearing students in a variety of educational settings, including, but not limited to, classroom lectures and activities, group discussions, assemblies, and counseling sessions, using various sign language systems and voice interpretation at a normal conversational rate.
- Interprets a wide range of curriculum, including scientific and advanced placement topics.
- Confers with students, teachers and staff to develop new signs for technical subject matter.
- Interprets at off-district activities such as field trips, job interviews, and co-curricular activities.
- Provides voice interpretation for deaf or hard of hearing individuals as needed.
- Coordinates, prepares, facilitates and conducts in-service ASL training sessions for instructional assistants, faculty members, and students.
- Conducts training of and may mentor other interpreters.
- Performs various clerical and record keeping duties.
- Performs other duties as assigned by classroom teacher, student case manager, and/or Deaf/Hard-of- Hearing Specialist regarding the educational needs of students.
- Tutor individual students or groups of students where appropriate.

QUALIFICATIONS

- **Knowledge and Skills:** The position requires specialized knowledge of expressive and receptive forms of sign language systems which may include American Sign Language, Conceptually Accurate Signed English, Signed Exact English, Manually Coded English, and Pidgin Signed English. Requires knowledge of interpreting strategies and techniques necessary to accommodate individual needs of students in a variety of educational settings. Requires knowledge of the foundational concepts of deaf culture. Requires knowledge of curriculum used in elementary through secondary schools. Requires sufficient human relation skills to exercise extreme patience when dealing with students and staff, and to convey technical concepts to others.
- **Abilities:** Requires the ability to interpret and communicate fluently and with high proficiency in the sign language system appropriate to the individual needs of the students. Requires the ability to assess and adjust to students' language abilities and their preferred sign language system. Requires the ability to maintain confidentiality. Requires the ability to convey information promoting the awareness of the unique needs of, and issues pertinent to, deaf or hard of hearing persons. Requires the ability to express common technical and vernacular expressions used in the classroom in a clear manner. Requires the ability to demonstrate sensitivity to the communication process between deaf or hard of hearing persons and the needs of the persons involved in that process. Requires the ability to speak and write English clearly and with proper structure.
- **Physical Abilities:** Incumbent performs work of an active nature. Requires well-developed arm, hand, and finger dexterity in order to perform advanced sign language interpretation for up to twenty-five hours per week. Requires the ability to stand for extended periods of time. Requires visual acuity to recognize numbers and words and detect speech patterns. Requires hearing acuity sufficient to understand information to be interpreted in a variety of educational environments. Requires facial dexterity to produce readable mouth movements for specific sign language expressions. Requires manual dexterity to produce readable sign language through movement of fingers and arms. Requires visual acuity to see information to be voiced (such as sign language and facial expressions).
- **Education and Experience:** The position typically requires an Bachelor's degree, successful completion of a sign language interpreter training program, a valid certification by the Registry of Interpreters for the Deaf (RID) or other acceptable certifications and two years of experience in providing sign-to-English (expressive skills) and English-to-sign (receptive skills) interpreting in one or more sign systems/languages. Additional experience may substitute for education.
- **Licenses and Certificates:** A valid driver's license and certification by national Registry of Interpreters for the Deaf (RID), or equivalent. In lieu of RID certification or equivalent, an educational interpreter must have achieved a score of 4.0 or above on the EIPA, the ESSE-I/R, or the NAD/ACCI assessment.

- Working Conditions: Work is performed in classroom, office, intermittent outdoor environments, and off campus field trips where minimal health and safety considerations exist.

CLOVIS UNIFIED SCHOOL DISTRICT

Job Description: Pre-Certified Educational Interpreter

Salary Grade: 19

Salary Schedule: American Sign Language

Department: Varies

Reports to/Evaluated by: Director, Special Education

FLSA: Non-Exempt

Description:

The Pre-Certified Educational Interpreter facilitates communication between deaf or hard-of-hearing students and teachers, staff members, and peers within an educational environment. This is accomplished using a variety of manual and verbal communication systems in a highly proficient manner, reflecting the intent and effect of the speaker and/or signer. Works under the direction of the site administrator or designated supervisor.

Distinguishing Characteristics:

This class is within the Educational Interpreter series. Pre-Certified Educational Interpreters facilitate communication between deaf or hard-of-hearing students and teachers, staff members, peers, and parents or guardians within an educational environment, while working towards their interpreter certification.

Essential Functions:

- Interpret for deaf or hard-of-hearing students in a variety of educational settings, including but not limited to classroom lectures and activities, group discussions, and assemblies using various sign language systems and voice interpretation at a normal conversational rate.
- Interpret a wide range of curriculum. Confer with students, teachers, and staff to develop new signs for technical subject matter.
- Interpret at off-campus activities such as field trips and co-curricular activities.
- Provide voice interpretation for deaf or hard-of-hearing individuals as needed.
- Participate in mentoring.
- Perform various clerical and record-keeping tasks relevant to the position.
- Tutor individual students or groups of students as appropriate with instructional support from the DHH teacher or classroom teacher.
- Support communication goals/needs.
- Perform related work as assigned.

Qualifications

Basic Knowledge of:

- Specialized expressive and receptive forms of sign language systems, which may include American Sign Language, Conceptually Accurate Signed English, Signed Exact English, Manually Coded English, and Pidgin Signed English.
- Interpreting strategies and techniques necessary to accommodate individual needs of students in a variety of educational settings.
- Foundational concepts of deaf culture.
- Curriculum used in elementary through secondary schools.
- Human relation concepts to exercise extreme patience when dealing with students and staff, and to convey technical concepts to others.

Basic Abilities to:

- Interpret and communicate fluently in the sign language system appropriate to the individual needs of the students.
- Assess and adjust to students' language abilities and their preferred sign language system.
- Maintain confidentiality.
- Convey information promoting the awareness of the unique needs of, and issues pertinent to, deaf or hard-of-hearing persons.
- Express common technical and vernacular expressions used in the classroom in a clear manner.
- Demonstrate sensitivity to the communication process between deaf or hard-of-hearing persons and the needs of the persons involved in that process.
- Communicate effectively verbally and in writing.
- Establish and maintain effective working relationships with those contacted during the course of work.
- Understand and follow verbal and written directions and instructions.

Certifications, Licenses, and Special Requirements:

- A valid Class "C" California Driver's License is required by the time of appointment.
- Certification by the national Registry of Interpreters for the Deaf (RID) or equivalent by the time of application. In lieu of RID certification or equivalent, an educational interpreter must have achieved a score of 3.0 to 3.9 on the EIPA, the ESSE-I/R, or the NAD/ACCI assessment.
- Must meet requirements (Title 5 Section 3051.16(b)(3)) for an Educational Interpreter Waiver.

Education and Experience:**Education:**

- A bachelor's degree from an accredited college or university is preferred. An AA degree, or 48 semester units of college classes, or passing the paraprofessional exam is required.

Experience:

- Experience in providing sign-to-English (expressive skills) and English-to-sign (receptive skills) interpreting in one or more sign systems/languages for an agency, company, or organization.

Work Environment:

- Work is performed in classroom, office, intermittent outdoor environments, and off-campus field trips where minimal health and safety considerations exist.

Physical Demands:

- Perform work of an active nature.
- Maintain well-developed arm, hand, and finger dexterity to perform advanced sign language interpretation.
- Ability to stand for extended periods of time.
- Visual acuity to recognize numbers and words and detect speech patterns; and see information to be voiced (such as sign language and facial expressions).
- Hearing acuity sufficient to understand information to be interpreted in a variety of educational environments.
- Facial dexterity to produce readable mouth movements for specific sign language expressions.
- Manual dexterity to produce readable sign language through movement of fingers and arms.

Hazards:

- None.

CLOVIS UNIFIED SCHOOL DISTRICT

Job Description: Signing Aide

Salary Grade: 08

Salary Schedule: American Sign Language

Department: Special Education

Reports to/Evaluated by: Site Administrator or Designated Supervisor

FLSA: Non-Exempt

DESCRIPTION:

Under the direction of a classroom teacher, the Signing Aide works in a classroom setting to assist teachers by providing instructional assistance to individual or small groups of students and providing clerical and other classroom support services. Incumbents may interact with other faculty, staff, parents, and the general public in performing their duties.

DISTINGUISHING CHARACTERISTICS:

Under the general direction of a certificated teacher and with necessary training, the Signing Aide independently provides instructional assistance to DHH students following well-established policies, procedures, and mandated regulations. Assignments may include working in general education classrooms, special education classrooms, or community-based settings. Incumbents are required to provide closer supervision of students than would be typical for generalist Instructional Assistants. Relationships are primarily within the immediate peer group.

The Signing Aide level requires additional specialized skills with competencies sufficient to work with students who are deaf or hard of hearing. Advancement may require additional education or skills proven by a competency test.

ESSENTIAL FUNCTIONS:

- Must be proficient in sign language fluency, vocabulary knowledge, and sentence structure.
- Relay information between general education teachers and DHH teachers.
- Support communication goals/needs as determined by the DHH teacher(s).
- Facilitate interactions of students who are deaf or hard of hearing with their general education peers, as appropriate.
- Assist in collecting student data and progress monitoring for the DHH teacher.
- Assist related services personnel as required to support assigned students in attaining specified goals.
- Assist with loading and unloading items to and from buses as directed and accompany students boarding and exiting buses.
- Supervise students during sessions involving lunches, snacks, recesses, breaks, and transitions between classes as required.
- Maintain confidentiality of student information and records.
- Use and operate computers, classroom aids, instructional equipment, and office equipment.
- Perform related work as assigned.

QUALIFICATIONS:

Knowledge of:

- Sign language concepts and practices, including fluency, vocabulary knowledge, and sentence structure.
- Concepts and practices pertaining to working with diverse student populations.
- Basic clerical, record-keeping, and office support processes.

Capacity to Learn with Sufficient Training:

- Basic teaching and instruction methods.
- Special education and regular education programs.
- Advanced concepts, practices, and methods for physical and behavioral management of students.
- Principles and practices of child development.

Ability to:

- Prioritize and complete varying work assignments independently under minimal supervision.
- Recognize and work within the limitations of diverse student populations.
- Demonstrate understanding, patience, and empathy for the special needs of students.
- Provide direct assistance and support to classroom teachers and district staff in an effective and timely manner.
- Monitor and control student behavior proactively.
- Demonstrate safety awareness and identify potential risks or hazards.
- Read, learn, understand, interpret, follow, apply, and explain district rules, regulations, policies, and procedures.
- Communicate effectively verbally and/or in Sign and in writing.
- Establish and maintain effective working relationships.
- Work with students toward the goal of mainstreaming within general education.
- Operate personal computers, audiovisual equipment, instructional equipment, classroom aids, and other equipment to support learning, record information, and send communications.

CERTIFICATIONS, LICENSES, AND SPECIAL REQUIREMENTS:

- A valid Class "C" California Driver's License is required at the time of appointment.
- Depending on position assignment, a valid First Aid/CPR certificate may be required.
- Incumbents being considered for placement in the Deaf and Hard of Hearing programs will be required to pass a basic screening competency test.

EDUCATION AND EXPERIENCE:

Education: Completion of the twelfth grade, high school diploma, GED, or equivalent. Passage of the Paraprofessional test, or AA degree, or 48 semester units.

Experience:

- Two years of experience working with and interacting with children in an educational or classroom setting; OR one year of experience as an Instructional Assistant II with the Clovis Unified School

District; OR three years of public contact experience with an agency, company, or organization is preferred.

- Additional experience working with children with disabilities is desirable.

WORKING CONDITIONS:

Work Environment: Work takes place indoors within a classroom setting or office, and outdoors.

Physical Demands:

- Sit, stand, walk, bend, stoop, and kneel.
- Reach in all directions.
- Lift and carry items weighing up to 50 pounds.
- Sufficient visual acuity and hearing capabilities to read directions, printed materials, and communicate effectively.
- Dexterity of hands and fingers to operate instructional equipment and office tools.

APPENDIX C

CLOVIS UNIFIED SCHOOL DISTRICT
CLASSIFIED PERFORMANCE APPRAISAL (SUPPLEMENT)
SELF APPRAISAL

(Employee may complete a Self Appraisal and bring a copy to his/her formal performance appraisal meeting.)

Date:

Performance Appraisal Date:

Time:

Name:

ID#:

Position:

Department/Site:

I believe that my job performance strengths are as follows:

Areas in which I believe I can and should improve my overall job performance and effectiveness are as follows:

My recommendations for improving my position, my site/department, and the school district are as follows:

My position/job interests are as follows:

This Self Appraisal will be reviewed with my evaluator during my formal performance appraisal, and I understand that, upon my request and signature, this Self Appraisal will be attached to my performance appraisal and placed in my personnel file.

☐ Please attach this Self Appraisal to my performance appraisal and personnel file.

☐ Please do not attach this Self Appraisal to my performance appraisal and personnel file.

Employee's Signature _____ Date _____

Clovis Unified School District
ASL Performance Appraisal - 2026/2027

(Must be completed by the evaluator and submitted to the Human Resources Department by **June 1.**)

Name:		Date:	
ID#:			
Position:			
Department/Site:		Place an "X" in the correct box below	
Type of Evaluation:	Annual (Due by June 1)		
	Probationary (First evaluation due before the 70th work day, second evaluation before 110th work day)		
	Unscheduled		

Philosophy: Performance appraisal is a process designed to foster continuous professional improvement.

Performance Rating Scale: (to be used for Performance Standards 2.0 through 6.0)

1 = Requires Measurable Improvement* 2 = Growth Expected* 3 = Effective 4 = Highly Effective 5 = Superior

1.0 Professional Standards		Meets Standards Does Not Meet Standards* (USE PULL DOWN MENU)
1.1	Observes work hours	
1.2	Abides by the district attendance policy	
1.3	Demonstrates appropriate grooming and work attire	
1.4	Complies with department and district policies and guidelines	
1.5	Complies with safety practices and procedures	
1.6	Maintains a professional demeanor	
1.7	Demonstrates proper operation and care of equipment	
1.8	Pursues training and/or professional growth opportunities	

2.0 Interpersonal Relationships	Rating	
2.1	Works effectively with public contacts (if applicable)	
2.2	Works effectively with student contacts	
2.3	Works effectively with employee contacts	
2.4	Works collaboratively with others	
2.5	Promotes teamwork	

3.0 Performance Results	Rating	
3.1	Demonstrates accurate and quality work and interpretation skills (if applicable)	
3.2	Demonstrates effective communication skills and cultural mediation skills (if applicable)	
3.3	Provides appropriate support to students; maintains neutrality while interpreting (if applicable)	
3.4	Demonstrates problem solving and decision making skills	
3.5	Works well under pressure	
3.6	Manages time efficiently and effectively	
3.7	Meets deadlines	
3.8	Demonstrates ability to multi-task (if applicable)	

4.0 Professional Conduct	Rating	
4.1	Takes responsibility	
4.2	Accepts direction	
4.3	Accepts change	
4.4	Shows initiative	
4.5	Demonstrates dependability	

5.0 Team Coordination (COMPLETE THIS SECTION ONLY IF APPLICABLE)	Rating	
5.1	Provides effective training and instruction	
5.2	Demonstrates effective leadership skills	

5.3 Demonstrates effective supervisory skills										
OVERALL AVERAGE PERFORMANCE RATING										#REF!
0.00 - 0.00 0.10 0.20 0.30 0.40 0.50 0.60 0.70 0.80 0.90 1.00										
Commendations (Description of those aspects of the employee's job performance that contribute most to his/her effectiveness.)										
Goals for Continuous Improvement (Description of those aspects of the employee's job performance in which improvement would contribute most to increased effectiveness.)										
#REF!	Action Required for Improvement and Growth (Evaluator must complete this section for all performance substandards with ratings of 1 or 2, or "Does Not Meet Standards" and identify specific actions which must be taken by the employee to improve his/her performance and demonstrate growth.)									
#REF!	Action Plan Required (An Action Plan must be completed by the Employee for all performance substandards with ratings of 1 or 2 (Sections 2.0 - 6.0) and "Does Not Meet Standards" (Section 1.0)).									
I have reviewed and discussed this performance appraisal with my evaluator. My signature does not imply my agreement. I recognize that I have the opportunity to attach a response to this evaluation by submitting my written comments (Employee Reflection Form) to the Human Resources Department within 10 working days from receipt of my performance appraisal.										
Employee's Signature _____										Date _____
Evaluator's Signature _____										Date _____
Reviewer's Signature _____										Date _____

11/13/25

Tentative Agreement


Barry Jager (Nov 14, 2025 14:50:10 PST)
Clovis Unified School District

11.14.25


Shonda Harrar (Nov 17, 2025 09:46:22 PST)
Association of Clovis Educators-ASL

11/17/25

Title: Provisional Internship Permits

CONTACT: Denver Stairs**FOR INFORMATION:****FOR ACTION:** August 5, 2026

RECOMMENDATION:

Approve the Provisional Internship Permits (PIP) for the recommended teaching candidates, as submitted.

DISCUSSION:

The PIP is available when the employing agency knows that there will be a teacher vacancy yet is unable to recruit a suitable candidate. The expectations of the employer and the employee are higher since this individual will be the teacher of record and should be on a credential track. The focus of the document is meeting subject matter competency. Once a candidate completes subject matter competency, the candidate can be employed on a document such as a District Internship Credential. Candidate requirements include the following: (1) Bachelor's degree or higher; (2) passage of the California Basic Educational Skills Test (CBEST); and (3) specific course work or experience, explained in detail on the PIP information leaflet.

As required by the California Commission on Teacher Credentialing (CCTC), employing agencies offering employment to a candidate on a PIP are required to: (1) conduct a diligent search for a suitable credentialed teacher or qualified internship teacher; (2) provide the PIP holder with orientation, guidance, and assistance as specified in Title 5 Section 80026.5 of the California Code of Regulations; (3) assist the PIP holder in developing a personalized plan (kept on file at the local level) through an agency-defined assessment leading to completion of subject matter competence; and (4) counsel the PIP holder to enroll in subject matter training. Clovis Unified School District administration hereby declares that a diligent search was conducted for suitable credentialed teachers or qualified internship teachers. Upon Board approval, District administration asserts that steps 2-4, as outlined above, will be completed.

School districts submitting PIP requests must include verification that a notice of intent to employ the applicant(s) in the identified positions was made public. The public notice must include the following information: (1) the name of the applicant(s); (2) the assignment in which the applicant(s) will be employed including subject(s), grade level(s), and school site; and (3) a statement that the applicant(s) will be employed on the basis of a PIP. Clovis Unified intends to submit a PIP request for the following teacher candidates, contingent upon administration and Board approval:

Name of Applicant	Assignment	Grade Level	School Site	Employment Status
Andrea Preuit	SDC Functional Skills	K-6	Nelson Elementary School	PIP (Extensive Support Needs)
Samantha Thompson	SDC Preschool/Kindergarten Extensive Needs	PS-K	Clovis Elementary School	PIP (Education Specialist Mild to Moderate Support Needs, Extensive Support Needs, Early Childhood Special Education)

A PIP shall be issued for one year and may not be renewed.

Lastly, public school districts must include a copy of the agenda item presented to the governing board of the district. The agenda item must be presented in a public meeting as an action item and include the information above for each individual for whom the permit will be requested. The permit request must include a signed statement from the Superintendent, or designee, that the item was acted upon favorably. To assure that each permit request receives individual review and approval by the Governing Board, the agenda item may not be part of the consent agenda.

These PIPs are being presented directly for action due to immediate hiring needs.

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: M 9

Title: Administrator Contract - Legal Counsel, Special Education

CONTACT: Denver Stairs

FOR INFORMATION:

FOR ACTION: August 5, 2026

RECOMMENDATION:

Approve the contract for the new position of Legal Counsel, Special Education, as submitted.

DISCUSSION:

Action is needed by the Board to review and approve the contract terms. The term of this contract would continue through June 30, 2029.

FISCAL IMPACT:

This contract is to be funded by the General Fund, with the expectation to reduce costs associated with external legal services resulting in a net savings to the District.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: M 10

Title: Resolution No. 4105 - Resolution in Support of Applications for Eligibility Determination and Funding through Proposition 2 and Authorization to Sign Applications

CONTACT: Michael Johnston

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Adopt Resolution No. 4105 authorizing Clovis Unified School District and its appointed representatives to file modernization and/or new construction applications for eligibility and funding under the School Facility Program (SFP) with the Office of Public School Construction (OPSC).

DISCUSSION:

Based on current SFP guidelines, the OPSC requires a board resolution and a public hearing in support of the filing of applications for eligibility and funding of modernization and/or new construction applications. The attached resolution supports the filing of applications with the SFP for the following projects:

1. Boris Elementary School
2. Bud Rank Elementary School
3. Cedarwood Elementary School
4. Century Elementary School
5. Clovis Elementary School
6. Cole Elementary School
7. Copper Hills Elementary School
8. Dry Creek Elementary School
9. Fancher Creek Elementary School
10. Fort Washington Elementary School
11. Freedom Elementary School
12. Fugman Elementary School
13. Garfield Elementary School
14. Gettysburg Elementary School
15. Hirayama Elementary School
16. Jefferson Elementary School
17. Liberty Elementary School
18. Lincoln Elementary School
19. Maple Creek Elementary School
20. Mickey Cox Elementary School
21. Miramonte Elementary School
22. Mountain View Elementary School
23. Nelson Elementary School
24. Orazo Elementary School
25. Pinedale Elementary School
26. Reagan Elementary School

- 27. Red Bank Elementary School
- 28. Riverview Elementary School
- 29. Sierra Vista Elementary School
- 30. Tarpey Elementary School
- 31. Temperance-Kutner Elementary School
- 32. Valley Oak Elementary School
- 33. Weldon Elementary School
- 34. Woods Elementary School
- 35. Young Elementary School
- 36. Alta Sierra Intermediate School
- 37. Clark Intermediate School
- 38. Granite Ridge Intermediate School
- 39. Kastner Intermediate School
- 40. Reyburn Intermediate School
- 41. Sanchez Intermediate School
- 42. Buchanan High School
- 43. Clovis High School
- 44. Clovis East High School
- 45. Clovis North High School
- 46. Clovis South High School
- 47. Clovis West High School
- 48. Gateway High School
- 49. Clovis Community Day School
- 50. New Elementary School

The Associate Superintendent of Administrative Services Michael Johnston and the Assistant Superintendent of Facility Services Nick Mele are the appointed District representatives to file applications, correspondence, and documents under the SFP with the OPSC.

SFP guidelines also require governing boards to acknowledge when SFP guidelines bond authority is exhausted and that State funding may not be available, as described in Title 2, Code of California Regulations, section 1859.95.1.

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description

[Resolution No. 4105](#)

Upload Date

07-21-2026

**RESOLUTION NO. 4105
BEFORE THE GOVERNING BOARD
OF THE CLOVIS UNIFIED SCHOOL DISTRICT
FRESNO COUNTY, CALIFORNIA**

**TO SUPPORT APPLICATIONS FOR ELIGIBILITY DETERMINATION
AND FUNDING AUTHORIZATION TO
SIGN APPLICATIONS AND ASSOCIATED DOCUMENTS**

WHEREAS, Education Code established multiple programs to be administered by the Department of General Services (DGS) as staff to the State Allocation Board (SAB); and

WHEREAS, the Clovis Unified School District intends to file applications for eligibility determination, file applications for funding, and/or certify information under one or more SAB-administered program(s); and

WHEREAS, a condition of processing the various applications under the SAB- and DGS-administered programs is a resolution in support of those applications from a school district's governing board; and

WHEREAS, pursuant to Education Code section 101460(b)(1)(A), prior to approving a project or projects seeking funds from the SAB, a school district's governing board shall hold at least one public hearing to solicit input from members of the public regarding the project or projects being proposed for submission; and

WHEREAS, the SAB and DGS require a school district's governing board to authorize specific individuals to sign and submit information on behalf of a school district; and

WHEREAS, the Clovis Unified School District understands that the signing and submittal of forms on behalf of the District commits the District to comply with program requirements.

NOW, THEREFORE, BE IT RESOLVED that the Clovis Unified School District Governing Board approves and is in support of filing necessary applications under programs administered by the SAB and DGS.

BE IT ALSO RESOLVED that the Governing Board will conduct a public hearing on August 5, 2026, no earlier than 6:45 p.m. at the Clovis North Educational Center Lecture Hall, 2770 East International Avenue, Fresno, California, to solicit input from members of the public regarding the following project(s) being proposed for submission to the State for funding:

1. Boris Elementary School
2. Bud Rank Elementary School

3. Cedarwood Elementary School
4. Century Elementary School
5. Clovis Elementary School
6. Cole Elementary School
7. Copper Hills Elementary School
8. Dry Creek Elementary School
9. Fancher Creek Elementary School
10. Fort Washington Elementary School
11. Freedom Elementary School
12. Fugman Elementary School
13. Garfield Elementary School
14. Gettysburg Elementary School
15. Hirayama Elementary School
16. Jefferson Elementary School
17. Liberty Elementary School
18. Lincoln Elementary School
19. Maple Creek Elementary School
20. Mickey Cox Elementary School
21. Miramonte Elementary School
22. Mountain View Elementary School
23. Nelson Elementary School
24. Orazo Elementary School
25. Pinedale Elementary School
26. Reagan Elementary School
27. Red Bank Elementary School
28. Riverview Elementary School
29. Sierra Vista Elementary School
30. Tarpey Elementary School
31. Temperance-Kutner Elementary School
32. Valley Oak Elementary School
33. Weldon Elementary School

34. Woods Elementary School
35. Young Elementary School
36. Alta Sierra Intermediate School
37. Clark Intermediate School
38. Granite Ridge Intermediate School
39. Kastner Intermediate School
40. Reyburn Intermediate School
41. Sanchez Intermediate School
42. Buchanan High School
43. Clovis High School
44. Clovis East High School
45. Clovis North High School
46. Clovis South High School
47. Clovis West High School
48. Gateway High School
49. Clovis Community Day School
50. New Elementary School

BE IT ALSO RESOLVED that the Governing Board is in support of the referenced funding applications under the School Facilities Program and that the individuals with the job titles identified below are authorized to sign all documents and papers associated with the applications for funding:

1. Michael Johnston, Associate Superintendent of Administrative Services
2. Nick Mele, Assistant Superintendent of Facility Services

THE FOREGOING RESOLUTION was adopted by the Governing Board of the Clovis Unified School District of Fresno County, State of California, at a meeting of said Board held on the 5th day of August, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Tiffany Stoker Madsen, President
Governing Board
Clovis Unified School District
Fresno County, California

I, Wilma Hashimoto, Clerk of the Governing Board of the Clovis Unified School District of Fresno County, State of California, do hereby certify that the foregoing is a true copy of the Resolution adopted by said Board at a regular meeting thereof, at the time and by the vote therein stated, which original Resolution is on file in the office of said Board.

Wilma Hashimoto, Clerk
Governing Board
Clovis Unified School District
Fresno County, California

CUSD Board Agenda Item

Agenda Item: M 11

Title: Award of Bid - Construction

CONTACT: Michael Johnston

FOR INFORMATION: July 15, 2026

FOR ACTION: August 5, 2026

RECOMMENDATION:

Award of Bid No. 3088 - Nelson Modernization Metal Panels, Roofing, and Sheet Metal per the attached tabulation.

DISCUSSION:

Bid Number	Description	Number of Bids Received	Opening Date	Funding Source
3088	Nelson Modernization Metal Panels, Roofing, and Sheet Metal	Four (4) Bids Received	07/15/2026 11:00 AM	Bond Funds

FISCAL IMPACT:

As noted on the attached tabulation.

REVISIONS:

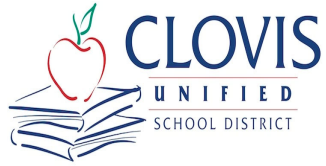
ATTACHMENTS:

Description

[Bid 3088 Tabulation](#)

Upload Date

07-15-2026



Clovis Unified School District
Purchasing Department
1450 Herndon Ave
Clovis, CA 93611

BID TABULATION

Bid No. 3088

Nelson Modernization Metal Panels, Roofing and Sheet Metal

RESPONSE DEADLINE: July 15, 2026 at 11:00am

<u>CONTRACTOR</u>	<u>SUBCONTRACTORS</u>	<u>TOTAL BID</u>
Graham Prewett, Inc	None	\$874,000.00
Pac Shield Roof Services, Inc.	None	\$963,000.00
Four C's Construction	Nations Roof West	\$1,015,210.00
Best Contracting Services, Inc.	G&C Equipment Corp.	\$1,620,553.00

Award to Graham Prewett, Inc.

Total Bid	\$874,000.00
CM Fees	\$78,660.00
CM GC's	\$26,220.00

Total \$978,880.00

CUSD Board Agenda Item

Agenda Item: N 1

Title: Annual Agreement with The Positivity Project

CONTACT: Marc Hammack

FOR INFORMATION: August 5, 2026

FOR ACTION: August 26, 2026

RECOMMENDATION:

Approve the annual contract with The Positivity Project for the 2026-27 school year, as submitted.

DISCUSSION:

The Positivity Project is a Pre-K through 12th grade partnership and character education program that equips schools with digital resources, training, and strategies to teach positive psychology's 24 character strengths and empowers students to build positive relationships.

Partner schools have access to The Positivity Project's resources, training, and strategies. This includes staff-wide access to 32 weeks of grade-level differentiated slide presentations for daily lessons, which include videos, activities, and follow-up questions to facilitate classroom discussions. Clovis Unified School District currently has 45 Positivity Project partner schools for the 2026-27 school year.

This item will appear on the August 26, 2026, consent agenda.

FISCAL IMPACT:

Not to exceed \$180,000. Funded through Title IV.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: N 2

Title: Salary Schedules for the Association of Clovis Educators American Sign Language Interpreters

CONTACT: Denver Stairs

FOR INFORMATION: August 5, 2026

FOR ACTION: August 26, 2026

RECOMMENDATION:

Approve the Association of Clovis Educators (ACE) American Sign Language (ASL) Interpreters 2025-26 and 2026-27 salary schedules, as submitted.

DISCUSSION:

Each year, the Board must take action to approve the District's salary schedules to meet requirements of the California Public Employee Retirement System (PERS). The Governing Board is asked to approve the attached salary schedules for 2025-26 (effective 7.1.2025 to 3.30.2026 and effective 4.1.2026 to 6.30.2026) and 2026-27 (effective 7.1.2026 to 6.30.2027).

The new salary schedule must also be reflected in the stipend amounts identified in Board Policy No. 4252 - Classified Special Compensation. Although Board Policy changes generally require two readings, Board Bylaw No. 9310 includes an exception when amendments are due to employee negotiations.

FISCAL IMPACT:

Salary schedules will reflect any salary schedule increases approved prior to July 15, 2026.

REVISIONS:

ATTACHMENTS:

Description	Upload Date
ASL Salary Schedule 7.1.2025 to 3.31.2026	07-29-2026
ASL Salary Schedule 4.1.2026 to 6.30.2026	07-29-2026
ASL Salary Schedule 7.1.2026	07-29-2026

CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC
2025-2026
Effective 7/1/25 through 3/31/26

EXHIBIT NO. 4251.10 (5)

The American Sign Language Unit Salary Schedule is set forth on the following page.

Adopted: 07/01/2024

**CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC**

2025-2026

Effective 7/1/25 through 3/31/26

EXHIBIT NO. 4251.10 (5)

American Sign Language Interpreters Unit	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.
Educational Interpreter II	29	\$34.11	\$35.07	\$36.05	\$37.06	\$38.11	\$39.17	\$40.28	\$41.41
Instructional Assistant III-DHH	8	\$20.00	\$20.57	\$21.14	\$21.74	\$22.36	\$22.98	\$23.62	\$24.29

LONGEVITY (YEARS OF SERVICE WITH CLOVIS UNIFIED SCHOOL DISTRICT ONLY) Note: Years of credited service for anniversary increment purposes shall mean years of service with CUSD and will be paid commencing with the 15 th - 19 th years, 20 th - 24 th years, 25 th and thereafter. (Board Policy No. 4251.10)	15 Years	\$2,877.00
	20 Years	\$5,494.00
	25+ Years	\$10,726.00
DOCTORATE AND MASTER STIPENDS	Master Stipend (Board Policy No. 4251.10)	\$1,787.00
	Doctorate Stipend (Board Policy No. 4151.30, 4251.30, 4351.30)	\$2,521.00

SUMMER SCHOOL SALARY SCHEDULE 2025		
Position	HOURLY RATE STEP I	HOURLY RATE STEP II
Educational Interpreter II	\$36.05	\$38.11
Instructional Assistant III-DHH	\$21.14	\$22.36
Step I 1-2 years position experience		
Step II 2-3+ position experience		
Duty days dependent on Board approved summer school schedule		

CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC
2025-2026
Effective 4/1/26 through 6/30/26

EXHIBIT NO. 4251.10 (5)

The American Sign Language Unit Salary Schedule is set forth on the following page.

Adopted: 07/01/2024

Amended: 07/15/2026

**CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC**

2025-2026

Effective 4/1/26 through 6/30/26

EXHIBIT NO. 4251.10 (5)

American Sign Language Interpreters Unit	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.
Lead Interpreter	31	\$37.67	\$38.73	\$39.83	\$40.93	\$42.09	\$43.27	\$44.48	\$45.74
Educational Interpreter	29	\$35.30	\$36.30	\$37.31	\$38.36	\$39.44	\$40.54	\$41.69	\$42.86
Pre-Certified Educational Interpreter	19	\$27.46	\$28.23	\$29.02	\$29.84	\$30.69	\$31.55	\$32.43	\$33.35
Signing Aide	8	\$20.70	\$21.29	\$21.88	\$22.50	\$23.14	\$23.78	\$24.45	\$25.14

LONGEVITY (YEARS OF SERVICE WITH CLOVIS UNIFIED SCHOOL DISTRICT ONLY) Note: Years of credited service for anniversary increment purposes shall mean years of service with CUSD and will be paid commencing with the 15 th - 19 th years, 20 th - 24 th years, 25 th and thereafter. (Board Policy No. 4251.10)	15 Years	\$2,978.00
	20 Years	\$5,686.00
	25+ Years	\$11,101.00
DOCTORATE AND MASTER STIPENDS	Master Stipend (Board Policy No. 4251.10)	\$1,850.00
	Doctorate Stipend (Board Policy No. 4151.30, 4251.30, 4351.30)	\$2,609.00

**Summer School Salary Schedule
2026**

Extended Year Summer School Classified Positions	Step I	Step II
ESY ED Interpreter (Gr 29)	\$39.83	\$42.09
ESY ED Interpreter Preschool (Gr 29)	\$37.31	\$39.44
ESY ED Pre-Certified ED Interpreter (Gr 19)	\$29.02	\$30.69
Signing Aide (Gr 8)	\$21.88	\$23.14
Step I = 1-3 years experience as a Classified Employee Clovis Unified School District Step II = 4+ years experience as a Classified Employee with Clovis Unified School District All hourly salaries are based on Step 3 & 5 of the Classified Salary Schedule of appropriate position listed.		

CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC
2026-2027
Effective 7/1/26 through 6/30/27

EXHIBIT NO. 4251.10 (5)

The American Sign Language Unit Salary Schedule is set forth on the following page.

Adopted: 07/01/2024

Amended: 07/15/2026

**CLOVIS UNIFIED SCHOOL DISTRICT
AMERICAN SIGN LANGUAGE SALARY SCHEDULE SCHEMATIC**

2026-2027

Effective 7/1/26 through 6/30/27

EXHIBIT NO. 4251.10 (5)

American Sign Language Interpreters Unit	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.	Hr.
Lead Interpreter	31	\$39.55	\$40.67	\$41.82	\$42.98	\$44.19	\$45.43	\$46.70	\$48.03
Educational Interpreter	29	\$37.07	\$38.12	\$39.18	\$40.28	\$41.41	\$42.57	\$43.77	\$45.00
Pre-Certified Educational Interpreter	19	\$28.83	\$29.64	\$30.47	\$31.33	\$32.22	\$33.13	\$34.05	\$35.02
Signing Aide	8	\$21.74	\$22.35	\$22.97	\$23.63	\$24.30	\$24.97	\$25.67	\$26.40

<u>LONGEVITY (YEARS OF SERVICE WITH CLOVIS UNIFIED SCHOOL DISTRICT ONLY)</u> Note: Years of credited service for anniversary increment purposes shall mean years of service with CUSD and will be paid commencing with the 15 th - 19 th years, 20 th - 24 th years, 25 th and thereafter. (Board Policy No. 4251.10)	15 Years	\$3,127.00
	20 Years	\$5,970.00
	25+ Years	\$11,656.00
<u>DOCTORATE AND MASTER STIPENDS</u>	Master Stipend (Board Policy No. 4251.10)	\$1,787.00
	Doctorate Stipend (Board Policy No. 4151.30, 4251.30, 4351.30)	\$2,521.00
<u>NATIONAL CERTIFICATION STIPEND</u>	(One time upon passage)	\$1,500.00

SUMMER SCHOOL SALARY SCHEDULE 2027		
Position	HOURLY RATE STEP I	HOURLY RATE STEP II
ESY Ed Interpreter (Gr 29)	\$41.82	\$44.49
ESY Ed Interpreter Preschool (Gr 29)	\$39.18	\$41.41
ESY ED Pre-Certified ED Interpreter (Gr 19)	\$30.47	\$32.22
Signing Aide (Gr 8)	\$22.97	\$24.30
Step I 1-2 years position experience		
Step II 2-3+ position experience		
All hourly salaries are based on Step 3 & 5 of the Classified Salary Schedule of appropriate position listed.		

CUSD Board Agenda Item

Agenda Item: N 3

Title: Legal Services Agreements

CONTACT: Michael Johnston

FOR INFORMATION: August 5, 2026

FOR ACTION: August 26, 2026

RECOMMENDATION:

Approve legal services agreements for Dannis Woliver Kelley, Lozano Smith, and the Professional Rate Schedule with Fagen Friedman & Fulfrost.

DISCUSSION:

District Administration recommends renewing an agreement for legal services with Dannis Woliver Kelley and Lozano Smith. The District Administration also recommends approving a Professional Rate Schedule to switch from a flat rate to hourly billing for special education services.

Legal Services Hourly Fees

Dannis Woliver Kelley	\$205 to \$495 per hour
Lozano Smith	\$270 to \$320 per hour
Fagen Friedman & Fulfrost LLP	\$270 to \$320 per hour (no change)

FISCAL IMPACT:

Included in the 2026-27 budget.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: N 4

Title: Annual Agreement with RT Diversified, Inc.

CONTACT: Michael Johnston

FOR INFORMATION: August 5, 2026

FOR ACTION: August 26, 2026

RECOMMENDATION:

Authorize the Superintendent or designee to approve an agreement with RT Diversified, Inc. as a manager and operator for campus water and wastewater facilities at the Terry P. Bradley Educational Center (TBEC) for the 2026-27 school year.

DISCUSSION:

RT Diversified, Inc. is an investor-owned water utility operating under the Rules and Regulations of the California Public Utilities Commission and the State Water Resources Control Board. RT Diversified, Inc. will continue to manage and operate the on-site utility yard area domestic water, fire water, and sanitary sewer as well as the off-site sanitary sewer operations at TBEC.

This item will appear on the August 26, 2026, consent agenda.

FISCAL IMPACT:

Facility bond funds will be used to cover the annual cost, in an amount not to exceed \$125,000.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: N 5

Title: Section 125 Amendment to the Flexible Benefit Plan

CONTACT: Michael Johnston

FOR INFORMATION: August 5, 2026

FOR ACTION: August 26, 2026

RECOMMENDATION:

Approve an amendment to the District's Section 125 Flexible Benefit Plan, as submitted.

DISCUSSION:

Clovis Unified has maintained a Flexible Benefit Plan since February 1994 in order to make a broader range of benefits available to its employees and their beneficiaries. This plan allows employees to choose among different types of benefits and select the combination best suited to their individual goals, desires and needs. These choices include an option to receive certain benefits in lieu of taxable compensation. The plan helps Clovis Unified attract, reward and retain highly qualified, skilled employees.

The change to the 2026-27 plan is as follows:

- The Flex Maximum Medical will increase from \$3,300 to \$3,400
- The Childcare Maximum will increase from \$5,000 to \$7,500

The revised Section 125 Flexible Benefit Plan is available for review in the Administrative Services Department.

This item will appear on the August 26, 2026, consent agenda.

FISCAL IMPACT:

No fiscal impact.

REVISIONS:

ATTACHMENTS:

Description

Upload Date

CUSD Board Agenda Item

Agenda Item: N 6

Title: Award of Bid - Supplies and Construction

CONTACT: Michael Johnston

FOR INFORMATION: August 5, 2026

FOR ACTION: August 26, 2026

RECOMMENDATION:

A recommendation for Bid No. 3085 - Sierra Outdoor School Gym and Bid No. 3087 - Office Supplies/Arts & Crafts for Warehouse Stock will be brought to the Governing Board for action at a future date.

DISCUSSION:

Bid Number	Description	First Advertisement Date	Bid Due Date and Time	Funding Source
3085	Sierra Outdoor School Gym	07/27/2026	08/25/2026 1:00 PM	Facility Funds
3087	Office Supplies/Arts & Crafts for Warehouse Stock	07/17/2026	08/07/2026 11:00 AM	General Fund

FISCAL IMPACT:

The fiscal impact will be presented to the Board at the time action is taken on the bid results.

REVISIONS:

ATTACHMENTS:

Description

Upload Date