District Continues to Work Toward Solution to Avoid Strike

Fresno Unified continues to work toward a contract agreement with the Fresno Teachers Association (FTA), and is scheduled to meet for fact-finding sessions on Nov. 6 and 7.

“I continue to be hopeful that we will avoid a strike and find a resolution by honoring the fact-finding panel’s recommendation,” said Superintendent Bob Nelson.

FTA passed a strike vote on Oct. 3, paving the way for a work stoppage if the two sides cannot come to agreement through the fact-finding process.

Since Nelson was named superintendent on Sept. 13, he has sought to build trust with labor partners.

As part of efforts toward a solution, Nelson has asked FTA to join the district in committing to accepting and implementing the major recommendations of the state-appointment fact-finding panel.

The two sides reached the fact-finding process after exhausting all other steps in negotiations. In fact-finding, each side presents evidence to a state-appointed bargaining panel. Following the Nov. 6 and 7 hearings, the chair of the bargaining panel will prepare settlement recommendations, which could take three to four weeks.

Upon receiving that feedback, both parties are to consider the fact-finding report in good faith and continue to negotiate, using the report as guidance in finding a settlement.

“The panel will remove the rhetoric from the air and allow both sides to focus on the facts that the independent panel presents,” Nelson said.

“I continue to be hopeful that we will avoid a strike and find a resolution by honoring the fact-finding panel’s recommendation.”

-- Superintendent Bob Nelson

If attempts to settle after that process are unsuccessful, only then can the union legally go on strike.

Nelson said that if the two sides cannot reach agreement and teachers strike, “know that Fresno Unified schools will remain open every day, focused on providing a safe place for learning. Our students are our No. 1 priority and we remain committed to their uninterrupted education.

“Fresno Unified and its board of education are doing everything possible to ensure a teacher work stoppage does not take that away from our more than 74,000 students.”
Fresno Unified Expands Efforts to Prevent Teen Suicide

Fresno Unified has added many new components to its social and emotional supports for students. This school year, district employees are partnering with other school districts, hospitals, mental health agencies, law enforcement, and community members to specifically address the serious problem of youth suicide.

For video, go to vimeo.com/fresnounified/suicideprevention

Suicide is the second leading cause of death among school-aged youth in the nation. Locally, 12 teens died by suicide in Fresno County in 2016. Nationally, one in six students in grades 9-12 reported having suicidal thoughts during the past year.

A new California law, AB 2246 -- The Pupil Suicide Prevention Policy, went into effect in September of 2016. This law requires all public school districts to implement a suicide prevention and intervention policy.

Fresno Unified has been known as one of the leading school districts in the state in suicide prevention, even before the new law was passed. One of the main goals of Fresno Unified’s current prevention efforts on campuses and with parents is to increase discussion about the topic of youth suicide and to encourage both teens and families to seek help when a student is at risk.

“There’s a stigma with talking about suicide,” said Tim Conway, a lead school psychologist with the district’s Special Education Department. “Our message to people is it’s good to have this conversation. It’s an important conversation to have, at home and at school.”

Earlier this fall, Fresno Unified school psychologists, social workers, and counselors led suicide awareness campaigns for students on all middle school and high school campuses in the district as part of National Suicide Prevention Awareness Month in September.

As part of ongoing efforts, district mental health teams are giving suicide prevention and intervention presentations to teachers and staff members at every school site on risk factors, warning signs, and protective factors that lessen the risk of suicide. In addition, they will be holding planning meetings for students, parents, and the community in the coming months as part of a county-wide effort on suicide prevention.

Strong Reaction at Heaton to Inspiring Weight Lifter

Hoover High School’s Ruben Camarillo battles with McLane High School’s Oscar Marquez, while Hoover’s Aidee Sanchez looks on during a Unified Sports match Sept. 20. Unified Sports brings together special education students and varsity athletes.

High school students in special education are having a ball with a new program launched this year.

About 200 students from seven of the district’s high schools are playing Unified Sports, an exciting opportunity for students in special education to participate in competitive sports alongside varsity athletes.

The league promotes inclusion and understanding of students with disabilities. Round 1 soccer games were played Sept. 20 through Oct. 18. Unified basketball games will start March 14. Track meets are planned for the spring as well.

“We are excited about Unified Sports in our district,” said Troy Brown, an adaptive P.E. teacher at several elementary schools in the Hoover High School region of the district.

The format calls for three special education students, called Unified Athletes, to play alongside two non-disabled varsity athletes, called Unified Partners, with the Unified Partners

See UNIFIED SPORTS
Continued on page 9
Fresno Unified School District

SUPERINTENDENT’S Message

District Remains Optimistic about Resolution with FTA

Is a strike possible? Could it really come to that? Since Oct. 3, many in our community have been asking those questions and more. Fresno Unified hasn’t seen a teacher strike in nearly 40 years, but last month, the Fresno Teachers Association voted to strike if our two organizations couldn’t reach an agreement. Since we began negotiations 16 months ago, Fresno Unified has met with FTA more than 25 times, trying to find resolution, trying to avoid a potential strike.

On Nov. 6 and 7, Fresno Unified and FTA will take part in the final stage of negotiations – a hearing before a state-appointed fact-finding panel. Both parties will present their proposals, including related programs and fiscal implications. The panel will review both proposals and within a few weeks provide recommendations for assisting us in a contract settlement. With those recommendations in hand, our two organizations will once again come together in an attempt to find common ground and avoid a teacher work stoppage. If that is unsuccessful, we still face the strong possibility that FTA could walk off the job. Despite that possibility, the Fresno Unified Board of Education, district leaders and I remain optimistic that progress can be made in this final stage of negotiations.

Our complete proposal makes balanced investments, provides student supports, competitive compensation and ensures the district remains fiscally healthy. It addresses key FTA proposals by offering:

- Retroactive salary increase
- Health care premiums protections
- Classroom size reductions districtwide
- Elimination of combination classrooms

Our board of education took the bold step last month to announce that it would honor and implement any major findings of the state-appointed panel in order to reach an agreement. This pledge by the board reconfirms the district’s desire to avoid a strike and collectively places focus back on what is most important -- the 74,000 students we serve.

Talk of a potential teacher strike has clearly heightened tensions and polluted social media with unnecessary rhetoric. Some weeks ago, we asked FTA to join us in that commitment to honor the fact-finding report. It was our hope that this would also minimize the open divisiveness characterizing negotiations and move us towards a place of rebuilding trust and true collaboration. We are asking FTA to join us in honoring and implementing the facts. If they make the same commitment the district has already agreed to implement, then any strike is immediately averted and our school profes-

Message from District Attorney Lisa Smittcamp

Human Trafficking is Significant Threat to Young Girls

Being the district attorney of the County of Fresno provides me a unique opportunity to engage with not only the law enforcement community in the prosecution of crime, but also to interact with community groups, faith-based organizations and school districts to contribute to the education of young people with a focus on crime prevention. We are in the business of keeping kids safe from the criminals.

Although we come from many different backgrounds and perspectives, we all agree that the precious children of this community are our greatest resource. Protection of them is paramount to a healthy community. Providing children a safe environment is a priority for so many of us. However, we are suffering a serious threat to this commitment, and that is the evil of human trafficking.

Human trafficking comes in two main forms: sex trafficking and labor trafficking. Here in our area, sex trafficking of minors is becoming the most lucrative source of income for criminal street gangs. By using young girls for acts of prostitution, gangs and their members can make hundreds of thousands of dollars per year. They acquire these victims through interactions on social media, in person by “romancing” young girls, and then forcing them into a life of slavery, or by simply taking advantage of children who are not in the best home-life situation. Once a gang member gets a hold of a young girl, she will be subjected to violent, cruel behavior and her friends and family will be threatened. This gives the trafficker power to keep the victim vulnerable, and discourages them from running away.

It is my commitment to the children and families of Fresno Unified to work with the district to provide education on human trafficking prevention that is essential for us to protect our children.

The Fresno County District Attorney’s Office works closely with the Fresno Police Department and other agencies to prosecute the people who steal our children’s innocence. However, the best way to stop the trafficking is to prevent it from happening in the first place.

My staff and I are looking forward to working in partnership with Superintendent Nelson and all Fresno Unified staff, students and families to increase awareness of this terrible crime through education so that we can ensure not one FUSD student becomes a victim.

See SUPT. MESSAGE SPANISH AND HMONG
Continued on page 15

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Building Futures is a monthly publication of Fresno Unified School District prepared by the Communications Office. To place an ad, contact (559) 457-3733 or email Communications@FresnoUnified.org.
Frequently Asked Questions Regarding a Potential Strike

Will FTA pay teachers during a strike?

Unknown. See your union representative for that answer.

For days lost by a strike, won’t we just make them up at the end of the school year?

No. Fresno Unified will remain open, is using any leave or vacation time and is physically seen supporting the strike, the employee may be subject to discipline.

Can other union partners join FTA in a strike?

A. No. While unions can show their support in a number of ways, Fresno Unified is still negotiating with a handful of our other labor partners. Other bargaining units cannot legally strike.

Can teachers use paid time off or sick time to cover missed salary during a strike?

No. The district suspends all paid time off and sick time during a strike. The superintendent or his designee may make exceptions.

Can employees who are not members of FTA take vacation, sick time or paid time off during a strike and be paid?

Yes. Contracts for our non-FTA labor partners clearly state employees cannot legally strike. While entitled to the leave provisions contained in labor contract language, if an employee is sick or has approved scheduled vacation or needs to use personal time, they may do so. However, if an employee until each one has exhausted the negotiations process, which includes mediation and the fact-finding process.

As a member of FTA, if I do not strike, what happens to me?

If you come to work, the district will continue to pay your regular salary.

If teachers do not strike, can they be reassigned to another school site or classroom to support students in the absence of teachers or a substitute teacher?

If a teacher chooses to strike and remain on campus to support students, they may be asked to take on additional students or tasks. While it is unlikely but possible, a teacher may be reasigned based on the needs of the district.

How long can a strike last?

It’s difficult to say, as Fresno Unified hasn’t had one since 1978. That strike lasted eight days. Last year, Yuba City experienced a strike lasting seven days.

I’m being told that if I don’t keep my child at home or support the strike, I may be deported based on my citizenship status. Is that true?

No, absolutely not. The district is a safe place for all Fresno Unified students and their families. That does not change in the event of a strike. The recent Safe Place Resolutions affirms that. The district will not facilitate or participate in any immigration activities at school sites or district facilities to the fullest extent allowed by law.

If a strike occurs, will community events be impacted?

Yes. In the event of a strike, to ensure safety and security all events in/on district property, outside of regular scheduled school hours, are suspended including community meetings/events, youth athletic tournaments, health center access and green space activity.

There is a rumor that students will not receive official credits if teachers strike. They are panicking, especially our seniors. Is this true?

No. Students who attend school during a strike will receive both academic and attendance credit. While potential finals for our middle and high school students may be delayed slightly, all students will receive semester credit and grades.

I am an hourly employee who is paid through an Extra Services contract. If I don’t come to work during a strike I understand I won’t be paid, but is that also considered work abandonment?

Yes. You could be subject to discipline consistent with the District’s policies around job abandonment.

Will IEPs have to be rescheduled in the event of a strike?

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

I am a teacher and planning on working through the strike. Can I receive the $500 special rate of pay?

No. Teacher compensation is determined by the Collective Bargaining Agreement.

See FAQs
Continued on page 5
¿Se cerrarán las escuelas en caso de huelga? No. El Distrito Escolar de Fresno mantendrá las escuelas abiertas, seguras y funcionando en caso de un paro laboral. 

Ahora que la Asociación de Maestros de Fresno (FTA) ha votado por la huelga, ¿cuánto ocurrirá esta huelga? Lo desconocemos. Una huelga ocurrida después de concluir las negociaciones de la investigación. Las fechas para la determinación de hechos están programadas para el 6 y el 7 de noviembre. Después de la determinación de hechos, si la FTA decide irse a huelga, se les requiere dar aviso razonable al Distrito en cuanto a la fecha de su huelga. Los empleados, los padres y la comunidad serán notificados.

¿Cómo puede el Distrito permitirse pagar suplentes de $500 al día durante una huelga? El salario promedio de un maestro por día es de más de $ 400. En los días que los maestros están en huelga, no son pagados y no pueden tomar una licencia pagada. Las contribuciones a su retiro STRS se reducen por cada día de huelga. Esto compensa el promedio de pago especial del Distrito para maestros sustitutos en caso de una huelga.

Si ocurre una huelga de maestros, ¿pueden los padres dejar a sus hijos en cuidado prolongado antes y después de las horas regulares de clase? Sí. Green Shack, ASES y los programas de cuidado de niños de día extensivo pagados continuarán según lo planeado. En el caso de un paro de trabajo y para la seguridad en nuestras escuelas, el distrito anticipa que todas las otras actividades escolares, incluyendo deportes, clubes, tutoría, artes y eventos cívicos, serán suspendidas.

Si la Asociación de Maestros vota por ir a huelga, ¿es obligatorio que todos los miembros de la Asociación de Maestros se vayan a huelga? No. Ser miembro de FTA no requiere que un maestro, enfermera o patóloga del lenguaje se vayan a huelga. Depende de cada individuo si el o ella decide unirse a la huelga.

Si un maestro decide ir a huelga, ¿son pagados por el distrito? No. Si un individuo decide ir a huelga, no será pagado por el distrito por ningún día que esté en huelga. Una huelga es un paro de trabajo y los huelguistas no son pagados. Las contribuciones al plan de jubilación STRS se reducen por cada día que están en huelga.

¿La Asociación de Maestros pagará a los maestros durante una huelga? Lo desconocemos. Consulte con su representante sindical para esa respuesta.

Por días perdidos por una huelga, ¿los recuperaremos al final del año escolar? No. El Distrito Escolar de Fresno permanecerá abierto, seguro y funcional en caso de un paro laboral, así que no hay razón para extender el año escolar o recuperar días perdidos.

¿Si un maestro se va a huelga, él o ella y su familia aún recibirán beneficios de atención médica? Sí. Mientras que los huelguistas no recibirán un salario si deciden ir a huelga, ellos y su familia no tendrán una reducción en la cobertura del seguro médico. Sin embargo, hay una reducción a la contribución del plan de retiro STRS del Distrito.

¿Pueden los maestros usar el tiempo pagado o el tiempo de enfermedad para cubrir el salario perdido durante una huelga? No. El Distrito suspende todo el tiempo pagado y el tiempo de enfermedad durante una huelga. El Superintendente o su designado puede hacer excepciones.

¿Pueden los empleados que no son miembros de la FTA tomar vacaciones, tiempo de enfermedad o tiempo remunerado durante una huelga y ser pagado? Sí. Los contratos para nuestros socios laborales que no son de la FTA claramente mencionan que estos no pueden legalmente irse a huelga. Si bien tienen derecho a las disposiciones de licencia contenidas en los términos del contrato de trabajo, si un empleado está enfermo o tiene vacaciones programadas aprobadas o necesita usar tiempo personal, pueden hacerlo. Sin embargo, si un empleado está usando cualquier tiempo de licencia o vacaciones y se ve físicamente apoyando la huelga, el empleado puede estar sujeto a la disciplina.

¿Pueden otros socios sindicales unirse a la Asociación de Maestros en una huelga? No. Aunque los sindicatos pueden mostrar su apoyo de varias maneras, el Distrito Escolar de Fresno todavía está negociando con un puñado de nuestros otros socios laborales. Otras unidades de negociación no pueden atacar legalmente hasta que cada una de ellas haya agotado el proceso de negociación que incluye la mediación y el proceso de determinación de hechos.

Como miembro de la Asociación de Maestros, si no voy a huelga, ¿qué me sucede? Si se presenta a trabajar, el Distrito continuará pagando su salario regular. Si los maestros no van a huelga, ¿pueden ser reasignados a otra escuela o salón de clase para apoyar a los estudiantes en ausencia de sus maestros o maestros suplentes? Si un maestro decide no ir a huelga y permanecer en el plantel para apoyar a los estudiantes, se les puede pedir que atiendan a estudiantes adicionales u otras tareas. Aunque es improbable pero posible, un maestro puede ser reasignado basado en las necesidades del Distrito.

Como estudiante de maestro, ¿qué significa para mi una huelga? Los estudiantes de maestros deben comunicarse con sus consejeros universitarios. Las preguntas relacionadas con el sustituto de enseñanza deben dirigirlas a Recursos Humanos.

¿Cuánto tiempo puede durar la huelga? Es difícil decirlo, ya que el Distrito Escolar de Fresno no ha tenido una desde 1978. Esta huelga duró ocho días. El año pasado, Yuba City sufrió una huelga de siete días.

Me dicen que, si no mantengo a mi hijo en casa o apoyo a la huelga, puedo ser deportado basado en mi estatus de ciudadanía. ¿Es esto cierto? No, absolutamente no. El distrito es un lugar seguro para todos los estudiantes del Distrito Escolar de Fresno y sus familias. Eso no cambia en caso de huelga. Las recientes Resoluciones de Safe Place (Lugar Seguro) del Distrito
CorderGirlz Clubs Clicking on Campuses across District

Fresno Unified is seeing a significant increase in female students joining CoderGirlz clubs across campuses, reinforcing the district’s focus on encouraging more students to pursue science, technology, engineering and math (STEM).

“A great deal of research shows that young female students have an interest in STEM subjects, but by the age of 14 or 15 that interest declines significantly,” said Saori Jansen, a software engineer at Fresno Unified.

According to a study by the Girls Who Code organization, three main factors influence whether girls in junior high will find computing fun.

- Reinforcing that computing is “cool” and is for girls, too.
- Exposure to STEM opportunities.
- Having teachers and role models that inspire them to take an interest in STEM.

Jansen found that the district had similar patterns as the research by Girls Who Code and wanted to create a welcoming place for young girls to learn about coding and STEM. CoderGirlz clubs were launched in December 2015 with four middle schools and one high school to encourage and better support female students who have an interest in coding and technology and help them make inroads into STEM areas that have been dominated by males.

The number of clubs doubled in less than a year. The district currently has 15 CoderGirlz clubs for female students across the district from kindergarten to 11th grade.

The goal is to have CoderGirlz clubs at every school. During CoderGirlz meetings, students start off playing games without technology, such as puzzles that use cards, or activities with string or crayons. Then, the girls use Code.org, MinecraftEDU, Scratch or CodeCombat to learn about computer languages. The students also have female technologists who visit the students as guest speakers.

Every year, the students take a field trip to Silicon Valley to visit Microsoft. The girls meet Microsoft’s female technologists and get to ask them questions. This year, the Sept. 26 trip included three times more students than it did last year.

“According to the National Center for Women and Information Technology, 1.1 million computing-related job openings are expected by 2024,” Jansen said. “Female students deserve opportunities to be introduced to and learn coding so working in jobs that require coding or STEM skills will be ‘normal’ and accepted. It’s a matter of equity and making sure all of our students have the widest array of options in regards to their future careers.”

Jansen says CoderGirlz clubs aren’t just about learning code -- they’re about increasing girls’ interest and confidence in science, technology, engineering and math and giving them a look at new career opportunities they may not have thought of before.

FAQs

Continued from page 5

Lo confirman. El Distrito no facilitará ni participará en ninguna actividad de inmigración en los planteles escolares o en las instalaciones del distrito en la medida que lo permita la ley.

Si se produce una huelga, ¿se afectarán los eventos de la comunidad?

Sí. En caso de una huelga, se suspenden todos los eventos en las instalaciones del distrito, fuera de las horas programadas regulares de la escuela, incluyendo juntas, reuniones y eventos comunitarios, torneos juveniles de deportes, acceso al centro de salud y actividad de Green Space.

Existe un rumor de que los estudiantes no recibirán créditos oficiales si los maestros se van a huelga. Esto nos ha hecho entrar en pánico, especialmente nuestros estudiantes del grado. ¿Es esto cierto?

No. Los estudiantes que asisten a la escuela durante una huelga recibirán crédito académico y de asistencia. Mientras que potencialmente los exámenes finales para nuestros estudiantes de secundaria y preparatoria pueden retrasarse ligeramente, todos los estudiantes recibirán crédito y calificaciones por semestre.

Soy un empleado por hora que me pagan a través de un contrato de Servicios Extra. Si no vengo a trabajar durante una huelga, entiendo que no se me pagarán, pero ¿también se considera que abandoné del trabajo?

Sí. Usted podría estar sujeto a disciplina consistente con las políticas del Distrito sobre el abandono del trabajo.

¿Deberán re-programar los IEP en caso de huelga?

Sí. Cualquier IEP programado durante los días de huelga necesitarán de ser reprogramado, ya que el maestro del estudiante probablemente no estará presente.

Soy un maestro y planeo trabajar durante la huelga. ¿Puedo recibir el pago especial de $500?

No. La compensación de maestros está determinada por el Convenio Colectivo de Trabajo (CBA), que debe ser negociado. Esto no es parte del acuerdo de negociación de la FTA.

Quiero quedarme con mis estudiantes, pero apoyaré mis colegas de la FTA. ¿Puedo hacer huelga un día si y otro no?

No. La huelga intermitente es ilegal.

Me gustaría trabajar de suplente durante la huelga. ¿Cuálquier puede solicitar o hay requisitos específicos para convertirse en un suplente?

Para convertirse en un maestro suplente, los solicitantes deben tener una licenciatura y cumplir al menos uno de los siguientes exámenes con el fin de calificar para el requisito de Habilidades Básicas:

Aprobar el examen CBEST, aprobar el examen CSET (materias múltiples más el examen de habilidades escritas), aprobar el Programa de Evaluación Temprana CSU o el examen de Colocación CSU, obtener los puntos de calificación en los exámenes del SAT o ACT, obtener puntos de 3 o mayor en los exámenes de Calificación Avanzada de la Mesa de Colegios (AP) o aprobar un Examen de Habilidades Básicas de otro estado.

Si decidí tener a mi hijo en casa durante la huelga, ¿se justificarán sus ausencias?

No. Mientras que los padres pueden decidir mantener a sus estudiantes en casa durante un paro de trabajo de maestros, no se consideran una ausencia justificada. De acuerdo con el Reglamento Administrativo (AR) 5113, las ausencias de los estudiantes son justificadas en la escuela por...
**Lights, Camera, Action for Sunnyside High Video Pathway**

Most high school students can easily take a video or photo with their phone and even edit for social media, but one career pathway at Sunnyside High School takes those skills a step further by giving students real world experience in video production.

The Video Production Academy at Sunnyside High is part of a California Partnership Academy three-year program that begins during a student’s sophomore year. The program has skyrocketed in popularity over the years with current enrollment standing between 150 to 160 students. There are 50 students in each grade level (10th, 11th and 12th). The academy is funded by grants, which allows students access to some of the latest video production technology.

Kaitlin McQuone-Botello, teacher and Video Production Academy coordinator, says the academy is set up like a college major. Sophomore year, students learn the basics of video production, including shot composition, editing, shooting, sound and writing. Junior year includes a videography course, which introduces students to industry-level equipment and advanced editing. Finally, seniors choose whether they want to focus on story-telling and broadcast or dive into cinematography.

Seniors are especially busy with video projects that also allow them to show their creative side. The students are required to enter two local film festivals their second semester.

“Sophomores start out learning on basic camcorders but once they become juniors they have access to DSLR cameras with many difference lenses and accessories, depending on the video job they’re creating,” McQuone-Botello said.

Students can also earn certifications on equipment such as motorized sliders, gimbals, drones and specialty audio equipment. The students are also given opportunities to take the FAA drone certification test so they can become a certified drone operator. The students

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Continued on page 11
enfermedad personal, citas médicas/dentales y servicios funerarios de un familiar inmediato. Con la aprobación previa del director de la escuela, las comparecencias ante un tribunal y las fiestas religiosas también pueden ser justificadas.

Los estudiantes se preguntan si simplemente van a ser enviados al gimnasio para ver películas todo el día. ¿Es ese el plan?

No. El distrito está proporcionando lecciones planificadas y un currículo. Los estudiantes se preguntan si justificadas. Las fiestas religiosas también pueden ser justificadas.

Cov tsev kawm ntawv puas yuav raug kwaw thauj muaj kev tawm tsam?

Lus Teb Tsis kaw. Fresno Unified yuav tsis kawm ntawv puas yuav raug kwaw thauj muaj kev tawm tsam.

Cov tsev kawm ntawv puas yuav raug kwaw thauj muaj kev tawm tsam?
Continued from page 8

Qhov no raug ntuas raws li tej lus cog tseg? Tej zaum kevcai tso haujlwm tseg. Qhov tus thawj xibfwb hauv tsev kawm thiab kev ib siab ob qig raug tsev neeg. Yog tus thawj xibfwb hauv tsev kawm ntawv pom zoo, kev mus ntsib xam thiab teej caij so hauv kab lig kevcai yuav raug zam tau.

Cov tub nttxhais kawm tabtom nug seb lawv puas yuav raug xam xaj. Qhov no yuav tsis yog ib feem tuaj ua haujlwm tseg. Yog kuv tus thawj xibfwb tsis tuaj ua haujlwm tseg. Cov tub ntxhais kawm ntawv qib 12. Qhov no puas muaj tseeb?

Tsis zam. Txawm hais tis cov niam txiv yuav txiav txim siab cia kem muaj kevcai tso haujlwm tseg. Yog tus thawj xibfwb tsis tuaj ua haujlwm tseg. Yog thawj xibfwb hauv tsev kawm thiab kev kawm yuav tuaj tawm thiaj li ua tau?

Continued from page 2

Mike Hill, a special education teacher and Unified Sports coach at Hoover, said it’s been a joy to watch the camaraderie of the athletes, and to see the Unified Athletes play at a higher level when they play with the varsity athletes.

Nic Petersen, the varsity boys soccer coach, a Unified Sports coach and campus culture director at Hoover, said the Unified Athletes are enjoying the entire competitive sports experience, down to the trash talking. He said some of the varsity athletes were nervous about the program at first but are now “fully wrapped up in it.”

Fresno Unified’s league is part of a partnership with Special Olympics that also includes Kings Canyon, Madera and Sanger school districts.
Kings Canyon Still a School to Watch
Kings Canyon Middle School has been redesignated for another three years, as part of the prestigious Schools to Watch – Taking Center Stage (STW-TCS) program. Kings Canyon was first designated as a School to Watch in 2014-15. The school is among 100 with the designation among more than 1,300 middle schools in California. The redesignation followed a visit Oct. 5 by representatives from the National Forum to Accelerate Middle Schools and the California League of Middle Schools. They examined the school’s programs for evidence of growth and commitment to student progress. Kings Canyon will be honored by California Superintendent of Schools Tom Torlakson in March and at the national level in Washington, D.C. in June.

Donations Pour in for Scandinavian Student
Following the accidental electrocution death of Scandinavian Middle School student Adrian Antunez while he played near his home, the school was touched by the outpouring of donations to help the family. The most surprising gifts came from a Clovis police officer who pulled Scandinavian vice principal Summer Gaston-Gehris over as she drove to buy a gift card for Adrian’s mom. Gaston-Gehris and other staff members had collected money so that Adrian’s mom could purchase new clothes for him to be buried in. Adrian died on Oct. 2.

The officer said Gaston-Gehris had not come to a complete stop before turning right on a red light. Upon hearing where Gaston-Gehris was headed and seeing her sorrow for the student, Cpl. Rich Ashcraft only gave her a warning and pulled out his wallet and also made a donation. When he returned to his station, he asked for donations from his co-workers. The next day, the officer went to Scandinavian with an envelope of $300.

Fresno Police Department officers assigned to Scandinavian also raised money for a gift card from Vallarta Supermarkets, and Lifetouch photography created a package of his fall photos. “Jean definitely was my angel that day and now we are forever connected,” Seib said. “Jean didn’t hesitate to stop and help. I couldn’t see Jean’s face when she was approaching – all I could make out was the FUSD symbol on her shirt and silhouette of her body. I said, ‘Jean, is that you? It’s me, Tanya, from HR.’”

Off the Front Repairs Bikes in Calwa
The Off the Front organization repaired 52 bikes with a team of 18 volunteers at Calwa Elementary School Sept. 23. The non-profit Off the Front helps kids in impoverished areas with goal-setting so they can break away from the hindrances they may face. The group specifically targets education and obesity. Off the Front has been at Calwa Elementary since the fall of 2011, with 443 fourth grade students earning a bike through the program.

Sunnyside Photo Students Take Field Trip
Photography students from Sunnyside High School visited Fresno’s Mural District, Bitwise and the Fresno Art Museum on Sept. 25. Tamela Rytt’s Digital Photography & Marketing classes were guided through the Mural District by mural artists Robert Amador and Mauro Carrera and urban art specialist Tracy Gordon Teran. As a follow-up to a mural project on campus, the students are looking at possible sites for a new project in the Mural District.

Safety Employee Helps Colleague
Jean Hayes, a safety and security specialist in the Safety Office, was in just the right place to help a co-worker on Sept. 21. Hayes happened to be driving behind Human Resources data specialist Tanya Seib on Tulare Street near the Freeway 41 off ramp when a driver ran a red light and hit Seib’s car. Hayes jumped into action and helped Seib get her door open, which was blocked by the bumper. Smoke was coming from her car. Thankfully, Seib was only bruised and did not need medical attention.

“Jean definitely was my angel that day and now we are forever connected,” Seib said. “Jean didn’t hesitate to stop and help. I couldn’t see Jean’s face when she was approaching – all I could make out was the FUSD symbol on her shirt and silhouette of her body. I said, ‘Jean, is that you? It’s me, Tanya, from HR.’”

November is National Runaway Prevention Month
One in five youth run away before reaching age 18.* We can help!
Sanctuary Shelters and Drop-In Center for homeless and runaway youth

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*Urban Institute Research Brief
use their equipment to record weekly school broadcasts.

The goal of the academy is to prepare college and career ready graduates but McQuone-Botello’s personal goal for all of her students is for them to obtain the necessary skills to find a job while they’re still in high school.

“Over the last five years, the number of students going straight into the local industry has grown tremendously,” McQuone-Botello said.

The students aren’t just learning in the classroom, they’re getting an up-close look at video production in the real world. The academy partners with Community Media Access Collaborative (CMAC) to train students on a mobile production vehicle.

The students shoot events in the community, corporate videos, fulfill video production requests from elementary and middle schools and are even assisting CMAC this football season by shooting and live broadcasting live sporting events on Friday nights.

The students’ hard work is paying off. “Due to the growth of our academy and the reputation we have built, we have people from numerous industries offering work to our students, which is getting them the hands-on practice they need,” said McQuone-Botello.

### Linking Learning
Continued from page 7

### 2017 Important Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
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<tbody>
<tr>
<td>November 8</td>
<td>CTE: Ticket to the Future</td>
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<tr>
<td>November 20-24</td>
<td>Thanksgiving Break</td>
</tr>
<tr>
<td>December 1</td>
<td>Deadline for Choice Schools</td>
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<tr>
<td>December 18-January 5</td>
<td>Winter Break</td>
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### Community Invited to Funding Workshops at High Schools

The district will hold a series of workshops in December and January to give the community a chance to provide feedback on the Local Control and Accountability Plan (LCAP).

Workshops will include information about student achievement and updates on funded programs for 2017-18. For more information on the LCAP and for updates on LCAP meeting locations, go to www.fresnounified.org. All workshops begin at 5:30 p.m. and will be held in the cafeteria.

<table>
<thead>
<tr>
<th>Region</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hoover High School</td>
<td>December 5, 2017</td>
</tr>
<tr>
<td>Design Science, Duncan and Patiño High Schools</td>
<td>December 6, 2017 at Patiño</td>
</tr>
<tr>
<td>McLane High School</td>
<td>December 7, 2017</td>
</tr>
<tr>
<td>Edison High School</td>
<td>December 11, 2017</td>
</tr>
<tr>
<td>Sunnyside High School</td>
<td>December 12, 2017</td>
</tr>
<tr>
<td>Bullard High School</td>
<td>January 17, 2018</td>
</tr>
<tr>
<td>Fresno High School</td>
<td>January 18, 2018</td>
</tr>
<tr>
<td>Roosevelt High School</td>
<td>January 23, 2018</td>
</tr>
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</table>

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- Jeffery Gardner, MD
- Steven Hauswirth, PA
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- Urinary Tract Infection
- DOT Physicals
- Sports Physicals
- Sprains, Strains & Fractures
- Back Pain

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<table>
<thead>
<tr>
<th>Region</th>
<th>Location</th>
<th>Phone</th>
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</thead>
<tbody>
<tr>
<td>Fowler &amp; Herndon</td>
<td>2021 Herndon Ave, Ste 101 Clovis, CA 93611</td>
<td>559-797-7315</td>
</tr>
<tr>
<td>Milburn &amp; Herndon</td>
<td>6643 N. Milburn Ave, Ste 104 Fresno, CA 93722</td>
<td>559-412-2535</td>
</tr>
<tr>
<td>Selma</td>
<td>Opening Soon!</td>
<td></td>
</tr>
<tr>
<td>Turlock</td>
<td>1851 Lander Ave</td>
<td>Turlock, CA 95380</td>
</tr>
<tr>
<td></td>
<td>209-634-4003</td>
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</tr>
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</table>
Space to Play, Exercise on Weekends Available at 14 Schools

The district is reminding the community that 14 of its schools are open on the weekend and holidays to provide green space for exercising and play. The green space initiative, which launched in June 2016, is a partnership with the city of Fresno. Not only are the gates unlocked, but various parks and recreation programs are available for students and adults emphasizing athletics, exercise and nutrition. The programs vary, depending on the school. School grounds are open 9 a.m. to 6 p.m.

Green space:
- Elementary schools: Addams, Vang Pao, Wilson and Yokomi
- Middle schools: Scandinavian, Terronez and Wawona
- High schools: Bullard, Edison, Fresno, Hoover, McLane, Roosevelt and Sunnyside

Yokomi was selected as a green space site a few years ago, even before the current initiative. The program has helped establish Yokomi as a friendly neighborhood hub where students and families can go on the weekend for activities led by the city’s parks and recreation staff.

“In the local community, many of the houses and apartments don’t have the space needed for healthy recreation. In addition, many parents don’t let their students outside because of safety issues,” said Principal Bruce Thele. “With the green space available with parks and recreation supervision, students get much needed space for physical activity and healthy group projects such as arts, crafts, and games. Supervised activity on the weekend also discourages vandalism and other negative activity on or around the school.”

Thele said another benefit is that the program promotes a positive connection between the school and community. Even though the green space program is not technically a school function, it reinforces that Yokomi is a neighborhood resource during the week and also on the weekend.

The city recently added a free meal program during green space time. “Many of our families struggle financially, so a healthy meal on the weekend is greatly appreciated,” Thele said.
All Rise for Bullard High School Law Pathway Student

Sophomore Amelie Stockton serves on the advisory board for the Law and Social Justice Pathway at Bullard High School, a program that was strengthened and re-launched this school year.

Amelie, two other student representatives, Bullard staff, and professionals from the community meet every other month to discuss projects, events, curricula, and work-based learning opportunities for students in the pathway.

Amelie has been part of the advisory board since her freshman year and loves interacting with the judges, lawyers, probation officers, and court reporters on the board.

“We meet to come up with ideas to engage the students and we get to decide what moves forward in the law pathway,” Amelie said.

She is thankful for the opportunity to serve on the board and says her participation has helped her learn to speak up.

Amelie Stockton has been inspired by the Law and Social Justice Pathway at Bullard High to pursue a career in law. She serves on an advisory committee for the pathway.

“Ms. Stockton is the voice for her peers. She is amazing in this respect as she is fearless when talking with the professional members on the board,” said Ralph Vasquez, pathway and career technical education coordinator at Bullard.

Amelie’s favorite class was the criminal law class she took last year.

“What is a law and social justice pathway if you don’t have that class,” she said.

The class focused on all different parts of the law -- written law, crime, federal cases, and the students watch video on civil court. The course kept her engaged throughout the year and has given her an idea of law in general. She feels the pathway is preparing her for a career in law.

“The pathway has helped me learn more about herself. I’m very interested in this stuff. Whenever you bring up law, people tend to be bored, but when you see crimes and cases, and how it all gets put together, it’s just so cool,” Amelie said.

Amelie has recommended the pathway to many of her peers but gives them fair warning that the workload is significant.

In addition to all the pathway events and activities, Amelie is involved in a variety of other school activities, including the homecoming skit and soccer team. She also plays club soccer for Bullard United.

Hoover High School Alum Writes Book, Visits Alma Mater

Chi Truong Smith, Hoover High School class of 1979, returned to her alma mater earlier this fall to talk about her recently published memoir and share her refugee experiences with current students.

Smith’s book is “TigerFish: A Memoir of a South Vietnamese Colonel’s Daughter and Her Coming of Age in America.” Much of the memoir recounts her years at Hoover High as a Vietnamese refugee struggling to find her place among American teens.

The book also describes how she met fellow student Chris Smith, whom she has been married to for more than 30 years.

Smith said that her education at Hoover prepared her for success later in life: “Yes, it all started here at Hoover High with the kindness from the teachers.”
Transfer Application Deadline is December 1

Fresno Unified offers a wide variety of school choice options, including popular magnet schools and specialized programs. For the 2018-19 school year, applications received before Dec. 1, 2017 will have priority in the selection process. Families may apply for a transfer to any district school by completing an application. Learn more and print an application at http://www.fresnounified.org/, call (559) 248-7538, or drop in at the Transfers Office, 4120 N. First St., for more information.

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El Distrito Permanece Optimista Acerca de la Resolución del Sindicato de Maestros

¿Es posible una huelga? ¿Podría realmente llegar eso? Desde el 3 de octubre, muchos en nuestra comunidad han estado haciendo estas preguntas y más. El Distrito Escolar Unificado de Fresno no ha visto una huelga en los últimos 40 años, pero el último mes, el Sindicato de Maestros de Fresno votaron para una huelga si nuestras dos organizaciones no podían alcanzar un acuerdo. Desde que comenzamos las negociaciones, 16 meses antes, Fresno Unificado se ha reunido con el Sindicato de Maestros más de 25 veces, tratando de encontrar la solución, para evitar una posible huelga.

El 6 y 7 de noviembre, Fresno Unificado y el Sindicato de Maestros tomarán parte en la etapa final de negociaciones — audiencia ante un panel de determinación de los hechos asignado por el estado. Ambos grupos presentarán su propuesta, incluyendo los programas relacionados y conclusión fiscal. El panel revisará ambas propuestas y dentro de unas semanas proveerá las recomendaciones para asistirnos con el contrato del acuerdo. Con las recomendaciones en mano, nuestras dos organizaciones se reunirán otra vez con el propósito de encontrar una afinidad y evitar el paro laboral de maestros. Si eso no tiene éxito, aún nos enfrentaremos a la fuerte posibilidad de que el Sindicato de Maestros podría irse a huelga. A pesar de esa posibilidad, la Mesa Educativa de Fresno Unificado, los líderes del distrito y yo permanecemos optimistas de poder avanzar en esta etapa final de negociaciones.

Nuestra propuesta completa crea inversiones equilibradas, provee apoyo estudiantil, una compensación competitiva y garantiza que el distrito permanezca como administrador fiscal. Atiendo propuestas clave del Sindicato de Maestros ofreciendo:

- Incremento salarial retroactivo
- Protección de las primas de cuidado de salud
- Reducción del número de estudiantes por aula a nivel distrito
- Eliminación de todas las aulas con clases combinadas

Nuestra mesa educativa tomó la medida anunciada el mes pasado anunciando que respetaría e implementaría cualquier determinación importante del panel asignado por el estado para llegar a un acuerdo. Este compromiso de la mesa directiva reitera el deseo del distrito de evitar una huelga y colectivamente colocar el enfoque de regreso en lo que es más importante – los 74,000 estudiantes que servimos.

Hablamos de un plan de una vuelta de maestros claramente ha agudizado las tensiones y contaminado a los medios sociales con retórica innecesaria. Hace algunas semanas, le pedimos al Sindicato de Maestros unirse a nosotros en ese compromiso para resistir los reportes de la determinación de los hechos. Con la esperanza de reducir al mínimo la división abierta caracterizando las negociaciones y así avanzar a la reconstrucción de la confianza y verdadera colaboración. Le pedimos al Sindicato de Maestros unirse en resistir y reparar los hechos. Si ellos se comprometen a implementar lo mismo que el distrito ya acordó, entonces se evitará indiscriminadamente cualquier paro laboral y nuestros profesionales pueden regresar su atención completa a apoyar a nuestros estudiantes con el aprendizaje.

La huelga de maestros impactará a los estudiantes, personal y nuestra comunidad. Por el bien de nuestros más de 74,000 estudiantes, debemos prepararnos para esa posibilidad aleccionadora. Si ocurriera un paro laboral, separan que las escuelas de Fresno Unificado permanecerán abiertas y seguras para el aprendizaje estudiantil. Extiéndendose en todo el estado, el distrito ha comenzado a reclutar, contratar y mejorando el aprendizaje profesional para los maestros suplentes. El plan de estudio de materias básicas ha sido desarrollado en conjunto con los estándares estatales, asegurando que el aprendizaje estudiantil no se paralice. El Distrito Escolar Unificado de Fresno permanece firme en su compromiso de hacerlo correcto por el bien de nuestros estudiantes sobre nuestra manera del desarrollo de estudiantes graduados listos para el colegio y una carrera.

Hauv Paus Tsev Kawm Ntawv Muaj Kev Cia Siab Dawes Teeb Meem Nrog FTA


Nyob rau lub Kaum Hli tim 6 thib 7, Fresno Unified thiaj FTA yuav tau tus los tham ua zauw kawg ntawm kev sib khom lus – lub ib rooj sib hais ua ntej lub xeev nqis nhraiv qhov tseeb. Tag nhro ob toob yuav tuaj nqis hauv tuaq tey lew tey kev thob, xam nrog rau tej kev kawm muaj feem thiab tej kev siv ntxiv lub xyoo. Paaw neeg yuav ua tib zoo xyuas tag nhro ob tog lus thiab hauv ob peb lim tiam npaj muaj tej kev pom zoo rau kev pab pab rau ib qho kev sib hais cog lus. Nrog rau tej kev pom zoo ntawm nyob ntawm tis, peb ob lub koom haum ib zaub ntxiv yuav los ua ke ib qho kev nrhiaq tej tey ngaso zoob sib wbs xhiab tam am ib qho xib fwb tis nres ua hauj lwm. Yogs tis qhov ua tis tau thiab, peb kuyu nqis ntawm qhov tis FTA kuyu yuav tuawm kev ua hauj lwm. Txaawm tis yuav muaj li los, Fresno Unified Board of Education, hauv paux tsev kawm ntawv coow thawj coj thiab kuyu tseem ruaj siab tis yuav seep xwm ua tis tuaq qhov kev sib tham zaum kawg ntawm kev sib khoom lus mus tau zoo.

Peb qho kev thog yug liuj tej kev nqis peev, npaj muaj tej kev txhawb pab tub kawm ntawv, them niyaj zoo thiab kom paub tias hauv paux tsev kawm ntawv muaj niyaj siv. Nws yuav hais txog FTA tej kev tau thov tseem ceeb los ntawm muaj:

- Nce cov niyaj hli tag los
- Tjo kev thiav nqij them kho mob
- Txo cov chav kawm kom tawg thob hauv paux tsev kawm ntawv
- Tshem tawm cov chav kawm ob chav sib xyaw

Peb pawg thawj cov kev kawm txuj ci nres nroos rauj siab los tshaj tawm lub hlis dhu los tias yuav muab kev hwm thiab siv tej kev nhiaq tau ntawm lub xeev txib ib pawg neeg kom thiaj los ua tau ib qho kev sib pom zoo. Qhov kev cog lus los ntawm pawg thawj cov no rov ua kom ruaj siab txog hauv paus tsev kawm ntawv qhov kev niyaj los zum am ib qho kev sib tawm tsam thiab ua kev muab kev ua ntses ruv rau yam uas tseem ceeb tsajh –74,000 tug kawm ntawv peb pab.

Tsam txog xib fwb yuav muaj ib qho kev tawm tsam pom meej muaj kev kub ntxhov thiab tuas sa tej neeg muab xov xwm txog qhov teem meej. Ntau lub lim dhu los, peb tau hais FTA los koon nrog peb hauv cog lus los muab kev hwm kev tshaj qhia nhraiv qhov tseeb. Nws yog peb qhov kev cia siab tis nov kuj yuav txo qhov cov sib faih bxog tej kev sib khom lus thiab uu rau peb mus tau ib qho chaw tom ntej los muaj kev sib ngej siab thiaj kev sib koom tes tseeb. Peb tau hais FTA los koon nrog peb rau kev hwm thiab siv tej kev tseeb. Yogs tias lawy muaj kev cog lus ib yam haun pawg tsev kawm ntawv twb tau pom zoo ua ntje lawm los siv, ces yuav tau zum am ib qho kev tawm tsam twg kiaj thiaj peb cov tub txawg kuj yuav rov mus ua lawy tes num txawh pab peb tej tuab kawm ntawv nrog rau kev kawm.

Cov xib fwb tisaw sib ua hauj lwm yuav muaj teeb meem rau peb cov tub kawm ntawv, cov neeg khiaj dej num thiab peb lub zej lub zos. Sawv cov ntawm coob tshaj 74,000 tus tub kawm ntawv, peb yuav tsam npaj rau kev kev muaj tshim sim no. yog tias muaj ib qho nres tis sib ua hauj lwm thshw sim, paub tias Fresno Unified schools tseev yuav qhia, thiaj muaj kev nyob xeeb rau xeev xeev, hauv paus tsev kawm ntawv tab pob yuav, ntiav thiaj npaj muaj kev cib qhia dej num rau cov xib fwb hlouv chaw. Zoe kev kawm tseem teww twb twa rau nga thiaj tsawm nrog rau lub xeev tej qauv, tib kawm ntawv txoj kev kawm yuav tsis nres. Fresno Unified tseev tawv nrae rau nws qhov kev cog lus ua txhua yam yog yub rau peb cov tub kawm ntaww rau peb txoj kev lus kom tau mus kawm colleg thiaj cov kawm tiaw npaj txhij ua dej num.
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