

Ewing Elementary

10621666006225

Principal's Name: Rosalinda Torres

Principal's Signature: *Rosalinda Torres*

The Fresno Unified School District Board of Education approved this plan on: June 10, 2020

Ewing Elementary School Site Council By-laws

Article 1

The name of this organization shall be
Ewing Elementary School Site Council

Article 11

Role of Council

The school improvement plan, including a budget, shall be developed and recommended by the School Site Council. The School Site Council, following approval of the school improvement plan by the school district governing board, shall have ongoing responsibility to review with the principal, teachers, other school personnel, and pupils the implementation of the school improvement program and to assess periodically the effectiveness of such a program. Modifications or any improvement to the plan or budget shall be developed, recommended, and approved or disapproved in the same manner. The council shall carry out all other duties and responsibilities assigned to it in the Education Code of the State of California.

Role of the Board of Education

To the extent that these bylaws are silent on an issue, or to the extent these bylaws are ambiguous, the SSC delegates to the Fresno Unified School District Board of Education the authority to interpret the bylaws or adopt appropriate rules in the sole discretion of the Board of Education. To the extent that the SSC fails to perform its duties as set forth in these bylaws, the SSC delegates to the Fresno Unified School District Board of Education the authority to perform those duties on behalf of the SSC.

Code of Conduct

SSC members shall for Fresno Unified School District's adopted community values. SSC members will adhere to the following:

1. Attend noticed meetings regularly.
2. Follow State and Federal law and guidance and FUSD Board Policy in the development of the site plan and otherwise.
3. Shall follow the site SSC laws.
4. Shall assess consensus of the people who elected them with a method that has been discussed and documented at an SSC meeting on the development of the site single plan for student achievement.
5. Shall conduct all SSC business in a courteous, professional manner.
6. Shall perform their legal duty to develop, monitor and implement the single plan for student achievement site plan. SSC members shall work cooperatively, working speedily to resolve any conflict so as not to jeopardize completion of the site plan.
7. Shall work together to maximize student academic achievement of the state content and performance standards.
8. Shall not use their role as SSC members to unduly influence personnel decisions or assert authority not granted to the SSC under law.

9. Shall not meet together or attempt to reach consensus on issues outside of duly agenda school site council meetings.

Article 111

Members

Section 1- Size and Composition

The School Site Council shall be composed of 10 members.

The needs and resources of the school improvement program require that membership include broad representation of parents, and staff, including all socioeconomic and ethnic groups represented in the school attendance area. Representation on the council shall be: the principal or designated representative, three representatives of teachers selected by teachers at Ewing Elementary School, one other school personnel selected by other personnel at Ewing Elementary School, five parents of pupils attending Ewing Elementary School selected by parents. The council shall be constituted to ensure parity between (a) the principal, classroom teachers, and other school personnel; (b) equal numbers of parents.

Council members representing parents and/or community members may be employees of the Fresno Unified School District but may not serve as a parent representative if employed at Ewing Elementary School.

Section 2 -Election Process

Notices in the major languages represented at Ewing will be sent via mail or sent home with the student to the parents, and staff of the site to solicit any nominations including self-nominations for available representative vacancies. A written letter to parents to detail the SSC nomination and election process, role of the SSC, meeting dated, and site plan development will be distributed at the end and beginning of the school year to notify all tracks prior to the final election ballot distribution. Nomination forms will be compiled and distributed via mail and/or carried home by students one week in advance. Nomination forms will also be available in the school office.

One election ballot per parent or legal guardian or certified caretaker will be made available on site only for parent/community representative elections. The polling times will occur over one week's time. Each staff member and student will receive one ballot to elect his or her representatives. The ballots will be counted in the presence of the School Site Council members. Results shall be posted and announced for all new SSC members. Nominees will be elected in descending order according to the criteria of highest number of votes. The results of all SSC elections shall be recorded in the SSC minutes. Ballots shall be retained for the record in the event of a dispute.

Section 3 – Term of Office

All members of the council shall serve a two-year term. At the conclusion of a member's term, at least one year shall elapse before such member may be selected a new term.

Section 4 – Voting Rights

Each member shall be entitled to one vote and may cast that vote on each matter submitted to a vote of the school site council. The elected alternate shall vote in the absence of the representative. Absentee ballots shall not be permitted.

Section 5– Termination of Membership

A member shall no longer hold membership should he or she cease to be a resident of the area or no longer meets the membership requirements under which he or she was selected; e.g., a parent becomes employed by Ewing Elementary. Membership shall automatically terminate for any member who is absent from all regular meetings for a period of two consecutive meetings. The council, by affirmative vote of two-thirds of all of the members, can suspend or expel a member.

Section 6 – Transfer of Membership

Membership in the School Site Council is not transferable or assignable.

Section 7 – Resignation

Any member may resign by filing a written resignation with the Ewing Elementary school site council governing board.

Section 8 – Vacancy

Any vacancy on the council shall be filled for the remained of the school year by appointment by the chairperson. If the unexpired term is for another full year thereafter, the term for that year shall be filled by the regular selection. Every attempt possible will be made to select a replacement based on the ranked election results from the previous SSC member election.

ARITCLE IV

Section 1 – Officers

The officers of the Ewing Elementary School Site Council shall be a chairperson, vice-chairperson, secretary, and such other officers, as the council may deem desirable.

Section 2 – Election and Term of Office

The officers of the Ewing Elementary School Site Council shall be elected annually and shall serve for a two year term or until each successor has been elected. A letter is sent out annually for new membership.

Section 3 – Removal

Any officer may be removed by a two-thirds vote of the all members sitting on the Ewing Elementary School Site Council; the best interest of the council would be served thereby.

Section 4 – Vacancy

A vacancy in any office because of death, resignation, removal, disqualification, or otherwise shall, be filled by the School Site Council for the unexpired portion of the term. Replacement of alternates shall be selected first from the election rankings by appointment and vote of the majority of SSC members present for the remainder of the current school year.

Section 5 – Chairperson

The chairperson shall preside at all meetings of the Ewing Elementary School Site Council and may sign all letters, reports, and other communications of the Ewing Elementary School Site Council. In addition, shall perform all duties incident to the office of chairperson and such other duties as may be prescribed by Ewing Elementary School Site Council from time to time. The chairperson will work with the Principal or designee to develop the meeting agenda. The chairperson facilitates the meeting pursuant to the Code of Conduct adopted by the Board of Education and these bylaws.

Section 6 – Vice-Chairperson

The duties of the vice-chairperson shall be to represent the chairperson in assigned duties and to substitute for the chairperson during his or her absence, and the vice-chairperson shall perform such other duties as from time to time may be assigned by the chairperson or by the Ewing Elementary School Site Council.

Section 7 – Secretary

The secretary shall keep the minutes of the meetings, both regular and special, of the Ewing Elementary School Site Council and shall promptly transmit to the Fresno Unified School District, and to such other persons as the School Site Council may deem, true and correct copies of the minutes of such meetings; see that all notifies are dully given in accordance with provisions of these bylaws; be custodian of the Ewing Elementary School Site Council records; keep a register of the address and telephone number of each member of the School Site Council which shall be furnished to the secretary by such

member; and, in general, perform all duties incident to the office of secretary and such other duties as from time to time may be assigned to the office by the chairperson or by the School Site Council.

Section 8 – Notification

Teachers and Community members will be notified of new elections by written notice.

ARTICLE V Committees

Section 1-Standing and Special Committees

The SSC may decide to establish standing or special committees, as it may desire. No special or standing committee may exercise the authority of the SSC. The SSC may also delegate its responsibility to develop the site single plan for student achievement at a regular SSC meeting to a Leadership Team composed of teachers, other staff, parents, and students as appropriate. The leadership Team shall report their plans, concerns and next steps for the draft of the Single Plan for Student Achievement at each SSC meeting.

Section 2 -Membership

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

Section 3-Term of Office

The SSC shall specify in the minutes the term of office for each committee appointment.

Section 4-Rules

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

Section 5-Quorum

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

Article VI Meetings

Section 1 – Regular Meetings

The Ewing School Site Council shall meet a minimum of four times per year. All community members can provide input at regular meetings.

Section 2 – Special Meetings

Special meetings may be called by the chairperson or by majority vote of the School Site Council.

Section 3 – Place of Meetings

The Ewing Elementary School Site council shall hold its meetings and its special meetings in the Library or a designated room that can be readily accessible by all members of the public, including handicapped person.

Section 4- Notice of Meetings

Public notice shall be given of regular meetings at least 72 hours in advance of the meeting. Any change in the established date, time, or location. All special meetings shall be publicized. Any required notice shall be in writing or telephone. Meetings are posted on the parent board and in the weekly newsletter.

Section 5 – Decisions of the School Site Council

All decisions of the School Site Council shall be made only after an affirmative vote of a majority of its members in attendance, provided a quorum is in attendance.

Section 6 – Quorum

The presence of 51 percent of the total membership shall be required in order to constitute a quorum necessary for the transaction of the business of the Ewing Elementary School Site Council. No decision of the School Site Council shall be valid unless a majority of the members then holding office concur therein by their votes.

Section 7 – Conduct of Meetings

All regular and special meeting of the Ewing Elementary School Site Council shall be conducted in accordance with **Robert’s Rules of Order** or in accordance with an appropriate adaptation thereof. If needed a mediator from State and Federal will be called upon. Every member will be civil and respect others opinions.

Section 8- Decisions of SSC

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

1. Determine in each fall whether they themselves will write the site plan or delegate it to a Leadership team composed of teachers and parent input.

2. Determine in the fall, how each representative group (parents, teachers, and other staff) will assess the consensus of the people who elected them on matters of significant impact to the school community. The Principal shall assist representatives to develop and implement their plan to assess their constituency. The plan shall become part of the public record in the school minutes and other community groups will be notified.
3. No items may be voted on by the SSC in any meetings unless noticed in the written agenda 72 hours in advance of the meeting. In the event of an unavoidable emergency as defined by SB 355 the SSC may vote on an item that needs immediate attention.
4. The SSC members shall vote for the site plan in accordance with their constituency.
5. All decisions of the SSC shall be made only after an affirmative vote of a majority of its members in attendance, provided there is a quorum.
6. In the event of a split vote on the site plan, the SSC with the assistance of the Principal and district personnel, shall make every attempt to develop a community process to clarify, modify and unify the members of the SSC to recommend a site plan that the school community can live with.
7. If District administration has submitted a model plan to a SSC, including a single plan for student achievement or any other site-based plan, and if a School Site Council has not recommended changes to that plan at or before the second to last Board meeting of each school year or otherwise not timely submitted a different plan to the Board for approval at or before the second to last regularly scheduled Board meeting of each school year, the SSC shall be deemed to have adopted and approved the plan submitted by District administration as its own.

Section 9-Meetings Open to the Public

All regular and special meetings of the Ewing Elementary School Site Council and of its standing or special committees shall be open at all time to the public. The SSC shall provide for a scheduled period on the agenda for public comments. There will be a 5-minute limit per speaker within the allocated time frame for the public. The public may also submit any concerns in writing. In the event of a public disruption to the meeting, the SSC chair may request a privileged motion to clear the room for a break. Should the disruption continue, the chair may ask the Principal to use Ed Code provisions to request those who are disruptive to leave the campus.

ARTICLE VII

Role of English Language Advisory Committee

Section 1 – Special Circumstances

The Ewing Elementary School Site Council may elect to make the English Language Advisory Committee a part of the School Site Council.

Section 2 – Size and Composition of the ELAC

The composition of the English Language Advisory Committee as a part of the School Site Council will be a minimum of one person from ELAC established at Ewing Elementary School.

Section 3 – Rights and Privileges

The ELAC member or members elected to the School Site Council by the English Language Advisory Committee will have voting rights, and all other rights and privileges fully accorded to the School Site Council.

ARTICLE VIII Procedural Process

Section 1 – Representation

Teachers on the council represent the teaching staff, the parents represent the parents of the community and classified and other community members represent the support staff. Members will meet with their parties on a regular basis through staff and parent meetings to inform the community of school site decisions. The SSC agenda is posted 72 hours prior to a meeting and in the weekly newsletter to encourage all community members to attend.

Section 2 – Delegation of SSC to Leadership

The School Site Council members may elect to delegate the responsibility of writing the school site plan to the leadership team that includes: teachers, staff and parent input. This will be voted upon and documented in the school site council meeting minutes. The leadership will report to the school site council when needed.

ARTICLE IX Amending the By-laws

These bylaws shall be reviewed annually by the SSC, and annually presented to the Board of Education for approval as part of the site plan approval process. Proposed changes shall be posted and subject to public discussion at least one meeting prior the SSC taking action. An amendment of a constitution or by-laws, or rules or order of business, previously adopted requires a two-thirds vote; but an amendment of that amendment requires only a majority vote. When a motion or resolution is under consideration only one amendment is considered at a time. Bylaw revision shall be placed on a written agenda. Should SSC members be unable to agree on bylaw adoption, or otherwise fail to present compliant bylaws to the Board annually as part of the site plan

approval process, the SSC hereby adopts the model bylaws proposed by the Board of Education in effect on June 30 of that year.

Section 1 – Forms

An amendment may be in any of the following forms: (a) to insert or add; (b) to strike out; (c) to strike out and insert, or substitute, as it is called, when an entire paragraph or resolution is struck out and another is inserted.

Section 2 – Motion to Amend

The motion to amend is made in form similar to this. “I move to amend the resolution by inserting the word ‘very’ before the word ‘good’.

Section 3 – Accessibility of Bylaws

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

Ewing Elementary

Title I Parent and Family Engagement Policy

School recognizes that parents are their children's first and most influential teacher and that sustained parent involvement in the education of their children contributes greatly to student achievement and a positive school environment.

School, with input from their Title I parents, has developed and distributed the Title I Parent and Family Engagement Policy. The policy includes four dimensions:

- Policy involvement
- Shared responsibilities for High Academic Achievement
- Building capacity for involvement
- Accessibility

This policy will be updated annually to meet the changing needs of parents and the school.

Policy Involvement

- School will convene Title I Parent Meetings to review, revise and comment on the following items:
 - Site level Parent and Family Engagement Policy
 - School Parent Compact
 - School Plan for Student Achievement (SPSA)
 - Title I requirements, involvement rights, and programs offered at the site
 - State adopted ELA/Math curriculum, academic assessment tools and proficiency levels of student achievement at the site
 - Parent survey results related to the academic programs and learning environment at the site
 - Parent involvement opportunities for helping children succeed
 - Parent recommended meetings with flexible dates and times supported by funding for transportation, childcare and/or home visits from Home School Liaisons when available.
 - Parent requested meetings related to the educational decisions for their children

Shared Responsibilities for High Student Academic Achievement

- Staff/Student/Parent Compact – the jointly developed School-Parent compact will identify staff-parent strategies that best support student academic achievement. This compact will be widely distributed to all students, staff and parents of Title I students. The Compact describes and defines the following:
 - The school's responsibilities in providing high quality curriculum and instruction in a supportive learning environment
 - Parent and student responsibilities promoting improved academic learning
 - Effective and ongoing communication methods between parents and teachers

Building Capacity

- During Back to School and Parent Conferences teachers will inform parents about curriculum content, achievement standards, assessment results and monitoring student progress
- Parents will be provided with requested training and materials helping to improve their children’s achievement
- Teachers and other staff members will be trained on working with parents as equal partners and building ties between parents and the school
- Teachers will inform parents and students about individual goals based on local and state assessment results
- School will provide opportunities for parents to volunteer and participate in their child’s classroom.
- Parents will be encouraged to participate in school activities through memos, weekly letters, surveys, email, phone and flyers. Information will be provided in a language and format parents can understand.
- School will offer a flexible number of meetings to encourage parent participation.
- Examples of programs and activities at Ewing Elementary that encourage parent participation in the education of their children, include the following:

- ◆ *English Language Advisory Council*
- ◆ *School Site Council*
- ◆ *School Festival*
- ◆ *Parent Training—Parent University*
- ◆ *Back to School Night*
- ◆ *Open House*
- ◆ *Parent/Staff Coffee Hour*
- ◆ *Classroom Participation*
- ◆ *Meaning*
- ◆ *Enrichment Wheel*
- ◆ *Meaningful Work*

Examples only:
Refer to site SPSA for
specific items

Accessibility

- School will provide opportunities for full participation to parents with limited English proficiency, parents of migrant children and parents with disabilities. School information and required reports will be provided in a format and, to the extent practicable, in a language, such parents understand.

FRESNO UNIFIED SCHOOL DISTRICT
Staff/Student/Parent Compact
Ewing Elementary

Staff Section:

I understand the importance of the school experience to every student and my role as an educator. Therefore, I will voluntarily:

- ◆ Foster/encourage parent/teacher partnerships
- ◆ Receive training in strategies to effectively communicate with parents
- ◆ Teach California adopted grade level standards, skills, and concepts that provide high quality curriculum instruction in a supportive and effective learning environment
- ◆ Strive to address the individual needs of your child
- ◆ Communicate with you regarding your child's progress
- ◆ Provide a safe, positive and healthy learning environment for your child
- ◆ Communicate homework and classroom expectations
- ◆ Correct and return appropriate work in a timely manner
- ◆ Support your child's primary language and culture
- ◆ Show respect to self and others at all times
- ◆ Provide opportunities for parents to volunteer, participate and observe in child's classroom

Student Section:

I know that my education is important and that I am the one responsible for my own success. Therefore, I agree to carry out the following responsibilities to the best of my ability:

- Attend school every day on time and ready to learn
- Review my class work with my parent(s) weekly
- Return completed homework on time
- Follow school rules and be responsible for my own behavior at all times
- Ask for help when needed
- Show respect to self and others at all times

Parent Section:

I understand that my participation in my child's education will help his/her achievement and attitude. Therefore, I will voluntarily:

- ◆ Foster/encourage parent/teacher partnerships
- ◆ Attend Back to School event, Parent/Teacher conferences, Open House, and other events
- ◆ Encourage my child to engage in reading activities for at least 20 minutes every day
- ◆ Provide a quiet place/time for my child to complete his/her homework
- ◆ Make sure my child gets adequate sleep and has a healthy diet
- ◆ Adhere to the school's homework, discipline, dress code and attendance policies
- ◆ Participate in district opportunities for parenting training
- ◆ Support all elements of the Parent Involvement Policy adopted by the FUSD School Board.
- ◆ Show respect to self and others at all times

Student

Date

Parent

Date

Staff/Teacher

Date

DISTRITO ESCOLAR UNIFICADO DE FRESNO

Convenio del Personal/Estudiante/Padre

Ewing Elementary

Sección del Personal:

Yo comprendo la importancia de la experiencia en la escuela para cada estudiante y mi función como educador(a). Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro(a).
- ◆ Recibiré capacitación en estrategias para comunicarme eficazmente con los padres.
- ◆ Enseñaré los estándares del nivel del grado, destrezas, adoptados de California y conceptos que proveen un plan de estudio educativo de alta calidad en un ambiente de apoyo y aprendizaje efectivo.
- ◆ Me esforzaré por atender las necesidades individuales de su niño(a).
- ◆ Me comunicaré con usted en relación al progreso de su niño(a).
- ◆ Proveeré un ambiente de aprendizaje seguro, positivo y saludable para su niño(a).
- ◆ Le comunicaré la tarea y expectativas del salón de clase.
- ◆ Corregiré y regresaré el trabajo apropiado en una manera oportuna.
- ◆ Apoyaré a su niño(a) en el idioma natal y cultura.
- ◆ Mostraré respeto a mí mismo y a los demás todo el tiempo
- ◆ Proveeré oportunidades para que los padres ayuden como voluntarios, participen y observen en el salón de clase del niño(a).

Sección del Estudiante:

Yo sé que mi educación es importante y que soy el/la único(a) responsable de mi propio éxito. Por lo tanto, estoy de acuerdo en llevar a cabo las siguientes responsabilidades lo mejor posible:

- Asistiré a la escuela todos los días a tiempo y preparado para aprender.
- Revisaré mi trabajo de la clase con mi(s) padre(s) semanalmente.
- Regresaré la tarea completada a tiempo.
- Seguiré las reglas de la escuela y ser responsable de mi propio comportamiento todo el tiempo.
- Pediré ayuda cuando sea necesario.
- Mostraré respeto a mí mismo y a los demás todo el tiempo.

Sección del Padre:

Yo comprendo que mi participación en la educación de mi niño(a) le ayudará a él/ella en su desempeño académico y actitud. Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro
- ◆ Asistiré al evento de Noche de Regreso a la Escuela, conferencias de Padre/Maestro, Exhibición de Trabajos y otros eventos.
- ◆ Motivaré a mi niño(a) para que participe en las actividades de lectura por lo menos 20 minutos todos los días.
- ◆ Proveeré un lugar/tiempo tranquilo para que mi niño(a) complete su tarea.
- ◆ Aseguraré que mi niño(a) duerma adecuadamente y tenga una dieta saludable.
- ◆ Adheriré las pólizas de la tarea, disciplina, código de vestir y asistencia de la escuela.
- ◆ Participaré en las oportunidades de capacitación para padres del distrito.
- ◆ Apoyaré todos los elementos de la Póliza de Participación de Padres adoptadas por la Junta Escolar del Distrito Escolar Unificado de Fresno (FUSD).
- ◆ Mostraré respeto a mí misma(o) y a los demás todo el tiempo.

Firma de Estudiante

fecha

Firma de Padre/Guardián

fecha

Firma de Maestro (a)

fecha

FRESNO CHEEB TSAM CHAW KOOM KEV KAWM
Daim Ntawv Neeg Khiav Dej Num/Tub Kawm Ntawv/Niam Txiv Cog Lus
Ewing Elementary

Xib Fwb Sob Lus:

Kuv nkag siab txog qhov tseem ceeb ntawm txoj kev kawm rau txhua tus tub kawm ntawv thiab kuv lub luag hauj lwm tam li ib tug tub txawg tub ntse. Yog li ntawd, kuv tuaj yeem yuav:

- ◆ Txhawb nqa/txhawb zog rau niam txiv/xib fwb tej kev sib koom tes
- ◆ Txais kev cob qhia txog tej tswv yim ua los sib txuas lus kom tau txiaj ntsim nrog niam txiv
- ◆ Qhia theem qib tej qauv ntawv teev tseg, tej kev txawj, thiab tej niam tswv yim California tau txais yuav uas muab tau kev qhia tej zaj kev kawm zoo heev nyob rau hauv ib lub chaw kawm txhawb zog thiab tau txiaj ntsim
- ◆ Siv zog los daws tej kev ntshaw raws tej twb tug neeg rau nej tus me nyuam
- ◆ Nrog nej sib txuas lus txog nej tus me nyuam kev kawm tau li cas lawm
- ◆ Npaj muaj ib lub chaw kawm nyab xeeb, kaj siab, thiab dawb huv rau nej tus me nyuam
- ◆ Cev lus qhia txog ntaub ntawv teem ua hauv vaj tse thiab tej kev cia siab hauv chaw kawm
- ◆ Tshuaj xyuas thiab xa tej ntaub ntawv muaj feem kom ua rov qab raws ib tug yam ntxwv ua nrawm nroos
- ◆ Txhawb nqa nej tus me nyuam hom lus chiv thawj thiab haiv neeg kev coj
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm
- ◆ Muab tej sij hawm qhib kev rau niam txiv tuaj pab dawb, koom tes, thiab ntsuam xyuas me nyuam yaus hauv chaw kawm

Tub Kawm Ntawv Sob Lus:

Kuv paub tias kuv txoj kev kawm txuj yog ib qho tseem ceeb thiab tias kuv yog tus thaj tsoob rau kuv txoj kev kawm vam meej ntiag tug. Yog li ntawd, kuv kam los ua kom tiav tej kev ris dej num nram no txog rau qhov zoo tshaj plaws ntawm kuv txoj kev muaj peev xwm:

- Mus koom kev kawm txhua hnub ncav sij hawm thiab npaj ntsoov tos kawm
- Tshuaj xyuas kuv tes hauj lwm kawm ntawv nrog kuv niam kuv txiv txhua lim tiam
- Xa tej ntaub ntawv teem ua hauv vaj tse tiav lawm rov qab ncav sij hawm
- Taug raws tsev kawm ntawv tej cai thiab thaj tsoob rau kuv kev coj xeeb ceem ntiag tug txhua sij hawm
- Thov kev pab thaum twg xav tau
- Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm

Niam Txiv Sob Lus:

Kuv nkag siab tias kuv kev koom tes rau hauv kuv tus me nyuam txoj kev kawm txuj yuav pab tau nws kev kawm tau thiab kev coj yam ntxwv zoo. Yog li ntawd, kuv tuaj yeem yuav:

- ◆ Txhawb nqa/txhawb zog rau niam txiv/xib fwb tej kev sib koom tes
- ◆ Mus koom Kev Saib Kev Rov Mus Kawm Ntawv, Niam Txiv/Xib Fwb Tej Rooj Sib Tham, Kev Qhib Saib Kev Kawm Dhau Los, thiab lwm cov xwm txheej
- ◆ Txhawb kuv tus me nyuam kom txuam rau hauv tej dej num ua kev nyeem ntawv yam tsawg 20 feeb txhua hnub
- ◆ Npaj muaj ib lub chaw/sij hawm ntsiag to rau kuv tus me nyuam los ua nws tej ntaub ntawv teem ua hauv vaj tse
- ◆ Xyuas kom kuv tus me nyuam tau txais kev pw tsaug zog txaus thiab muaj ib puas zoo noj
- ◆ Ua raws tsev kawm ntawv tej cai tswj ntaub ntawv teem ua hauv vaj tse, kev rau txim, kev hnav tsoos, thiab kev mus koom kev kawm
- ◆ Koom rau hauv cheeb tsam tsev kawm ntawv tej hau kev qhib muaj rau kev cob qhia kev ua niam ua txiv
- ◆ Txhawb nqa tag nrho tej feem ntawm txoj Cai Txuam Niam Txiv tau txais yuav los ntawm FUSD Pawg Thawj Tswj Kev Kawm
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm

Me Nyuam Npe

Hnub

Niam Txiv Npe

Hnub

Xib Fwb Npe

Hnub