

For NCTQ's analysis of 2015-2016 salary schedules, this 2014-15 salary document was used again, as it remained posted on the district website as of January 27, 2016. NCTQ's policy is to analyze schedules that are posted online as of January 1, 2016.

FRESNO UNIFIED SCHOOL DISTRICT
Basic Salary Schedule, Effective July 1, 2014
Schedule A Teachers, Librarians & Nurses 185 * Duty Days

PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified K12 teaching service

Level	CLASS I (A01) BA+30	CLASS II (A02) BA+45	CLASS III (A03) BA+60	CLASS IV (A04) BA+75	*CLASS V (A05)
-------	---------------------	----------------------	-----------------------	----------------------	----------------

Non-Credentialed Teachers

0	\$ 40,760.47	\$ 43,206.11	\$ 45,651.74	\$ 48,097.35	\$ 49,540.27
----------	--------------	--------------	--------------	--------------	--------------

Full-Credentialed Teachers

1	\$ 43,206.11	\$ 45,651.74	\$ 48,097.35	\$ 50,542.98	\$ 52,059.27
2	\$ 45,651.74	\$ 48,097.35	\$ 50,542.98	\$ 52,988.62	\$ 54,578.28
3	\$ 48,097.35	\$ 50,542.98	\$ 52,988.62	\$ 55,434.25	\$ 57,097.28
4	\$ 50,542.98	\$ 52,988.62	\$ 55,434.25	\$ 57,879.87	\$ 59,616.27
5	\$ 52,988.62	\$ 55,434.25	\$ 57,879.87	\$ 60,325.50	\$ 62,135.27
6	\$ 55,434.25	\$ 57,879.87	\$ 60,325.50	\$ 62,771.13	\$ 64,654.26
7	\$ 57,879.87	\$ 60,325.50	\$ 62,771.13	\$ 65,216.76	\$ 67,173.26
8		\$ 62,771.13	\$ 65,216.76	\$ 67,662.39	\$ 69,692.26
9			\$ 67,662.39	\$ 70,108.01	\$ 72,211.25
10				\$ 72,553.63	\$ 74,730.24

Due to the compression of the 1999-2000 salary schedule, teachers with 7 yrs or less service credit will be placed on the salary level which represents their current year of service. For example, if you are coming into FUSD with 2 yrs experience from another district, you will begin at level 3.

Teachers with 8 or more years of experience will begin at the level representing completed years of experience. For example, if you are coming into FUSD with 8 yrs experience from another district, you will begin at level 8.

Career Increment: Career increment of 1.6% each year from the 11th to the 15th year to a total of 8.0% at the 15th year and thereafter. Years of credit service for career increment purposes shall mean years of service in FUSD except that up to five (5) years of service credit shall be granted for out-of-district service. All regular District employment will apply for career increments.

For example, a Teacher in class IV, level 10 meeting the appropriate years of service would receive the following compensation:

YEARS OF SERVICE	PERCENT OF SALARY	CAREER INCREMENT	SALARY	*Professional Learning
11	1.6%	\$ 1,160.86	\$ 73,714.49	\$ 75,925.92
12	3.2%	\$ 2,321.72	\$ 74,875.35	\$ 77,121.61
13	4.8%	\$ 3,482.57	\$ 76,036.20	\$ 78,317.29
14	6.4%	\$ 4,643.43	\$ 77,197.06	\$ 79,512.97
15	8.0%	\$ 5,804.29	\$ 78,357.92	\$ 80,708.66

ADDITIONS TO PLACEMENT ON THE BASIC SCHEDULE

- \$100 for MA on all classes
- \$200 for BA + 90
- \$200 for earned Doctorate
- \$1000 for National Board Certification for Teachers

NOTE: Steps below solid line available only to personnel hired prior to 1969-70 school year. The general requirement for a unit member to be placed in Class 1 is a BA + 30 units; however, exceptions may be made when conditions warrant such exceptions. Unit members with less than a BA+ 30 units shall advance beyond Class 1, Step 1 only if they were hired prior to 1969-1970.

***Class V (A05)** is not effective until July 1, 2015, and placement on Class V (A05) for 2015-2016 is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the 2015-2016 school year. To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e. additional 9 units by July 1, 2018, etc).

Rates set forth for Class V (A05) for 2015-2016 are based on the current 2014-15 Salary Schedule and will be updated to reflect any negotiated changes for 2015-2016.