

## Management – Certificated Salary Schedules 2023/2024

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**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

**Management 185 Duty Days (11 Month/August to June Work Schedule)**

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Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E21	School Social Worker	E152	\$7,131.22	\$7,487.74	\$7,862.04	\$8,255.18	\$8,668.01

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

\*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR.

C. CHALLENGING ASSIGNMENT INCENTIVE

Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 197 Duty Days (11 Month/August to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Vice Principal I	E189	\$9,230.10	\$9,691.48	\$10,176.39	\$10,684.82	\$11,218.70
E24	Advisor, Guidance and Learning	E044	\$8,790.66	\$9,230.10	\$9,691.48	\$10,176.39	\$10,684.82
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
E21	Social Worker, School	E152	\$7,593.78	\$7,973.43	\$8,372.01	\$8,790.66	\$9,230.26

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

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**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 197 Duty Days (12 Month/July to June Work Schedule)

Grade	Job Title	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5
E25	Vice Principal I	E189	\$8,460.93	\$8,883.86	\$9,328.36	\$9,794.42	\$10,283.81
E24	Advisor, Guidance and Learning	E044	\$8,058.10	\$8,460.93	\$8,883.86	\$9,328.36	\$9,794.42
	Clinical School Social Worker	E231					
	School Counselor - Site	E060					
E21	Social Worker, School	E152	\$6,960.97	\$7,308.98	\$7,674.35	\$8,058.10	\$8,461.07

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

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**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 201 Duty Days (11 Month/August to June Work Schedule)

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>E26</b>	Vice Principal II	E190	\$9,888.26	\$10,383.02	\$10,901.77	\$11,446.49	\$12,019.13
<b>E25</b>	Head Counselor	E062	\$9,417.52	\$9,888.26	\$10,383.02	\$10,901.77	\$11,446.49
	Manager II - Magnet School	E247					
	Manager II, Regional Instructional	E222					
	Principal I	E144					
	Principal I on Special Assignment	E244					
<b>E24</b>	Advisor, Guidance and Learning	E044	\$8,969.15	\$9,417.52	\$9,888.26	\$10,383.02	\$10,901.77
	School Counselor - Site	E060					

**A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)**

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Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

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**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 201 Duty Days (12 Month/July to June Work Schedule)

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>E26</b>	Vice Principal II	E190	\$9,064.24	\$9,517.77	\$9,993.29	\$10,492.62	\$11,017.53
<b>E25</b>	Head Counselor	E062	\$8,632.72	\$9,064.24	\$9,517.77	\$9,993.29	\$10,492.62
	Manager II - Magnet School	E247					
	Manager II, Regional Instructional	E222					
	Principal I	E144					
	Principal I on Special Assignment	E244					
<b>E24</b>	Advisor, Guidance and Learning	E044	\$8,221.72	\$8,632.72	\$9,064.24	\$9,517.77	\$9,993.29
	School Counselor - Site	E060					

**A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)**

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Annual \$1000 for M.A. on all classes\*

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**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 206 Duty Days (11 Month/August to June Work Schedule)

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E29	Principal III	E147	\$11,258.43	\$11,821.15	\$12,412.47	\$13,032.79	\$13,684.57
E28	Principal II Principal II on Special Assignment	E145 E146	\$10,961.34	\$11,509.53	\$12,085.16	\$12,689.39	\$13,323.81
E27	Vice Principal III Vice Principal III on Special Assisgnment	E191 E192	\$10,641.30	\$11,172.96	\$11,731.23	\$12,318.11	\$12,934.43
E25	Manager II, - Special Education/Principal I Manager II, Regional Instructional School Psychologist - Site Programs	E222 E156 E151	\$9,651.78	\$10,134.24	\$10,641.30	\$11,172.96	\$11,731.23
E24	School Counselor - Site	E060	\$9,192.26	\$9,651.78	\$10,134.24	\$10,641.30	\$11,172.96

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Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

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**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 206 Duty Days (11 Month/August to June Work Schedule)

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C. CHALLENGING ASSIGNMENT INCENTIVE

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**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 206 Duty Days (12 Month/July to June Work Schedule)

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>E29</b>	Principal III	E147	\$10,320.23	\$10,836.05	\$11,378.09	\$11,946.72	\$12,544.19
<b>E28</b>	Principal II	E145	\$10,047.90	\$10,550.40	\$11,078.06	\$11,631.94	\$12,213.49
	Principal II on Special Assignment	E146					
<b>E27</b>	Vice Principal III	E191	\$9,754.53	\$10,241.88	\$10,753.63	\$11,291.60	\$11,856.56
	Vice Principal III on Special Assisgnment	E192					
<b>E25</b>	Manager II, - Special Education/Principal I	E222	\$8,847.47	\$9,289.72	\$9,754.53	\$10,241.88	\$10,753.63
	Manager II, Regional Instructional	E156					
	School Psychologist - Site Programs	E151					
<b>E24</b>	School Counselor - Site	E060	\$8,426.24	\$8,847.47	\$9,289.72	\$9,754.53	\$10,241.88

**A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)**

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Annual \$1000 for M.A. on all classes\*

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**Fresno Unified School District**

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Effective July 1, 2023

Management 206 Duty Days (12 Month/July to June Work Schedule)

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**Fresno Unified School District**

Certificated Management Monthly Salary Schedule 2023-2024

Effective July 1, 2023

Management 207 Duty Days (11 Month/August to June Work Schedule)

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E25	Vice Principal I	E189	\$9,698.63	\$10,183.44	\$10,692.96	\$11,227.20	\$11,788.18
E24	Advisor, Guidance and Learning	E044	\$9,236.88	\$9,698.63	\$10,183.44	\$10,692.96	\$11,227.20

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

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**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

**Management 211 Duty Days (11 Month/August to June Work Schedule)**

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<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E26	Vice Principal II	E190	\$10,380.22	\$10,899.58	\$11,444.15	\$12,015.97	\$12,617.09

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

\*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

**Management 215 Duty Days (11 Month/August to June Work Schedule)**

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E29	Principal III	E147	\$11,750.31	\$12,337.61	\$12,954.76	\$13,602.18	\$14,282.44
	Principal III on Special Assignment	E215					
E28	Principal II	E145	\$11,440.24	\$12,012.37	\$12,613.15	\$13,243.78	\$13,905.92
	Principal II on Special Assignment	E146					
E27	Vice Principal III on Special Assignment	E192	\$11,106.21	\$11,661.10	\$12,243.76	\$12,856.28	\$13,499.53
E26	Manager III, Special Education Programs and Services	E124	\$10,577.00	\$11,106.21	\$11,661.10	\$12,243.76	\$12,856.28
	Vice Principal II	E190					
	Vice Principal II on Special Assignment	E217					
E25	Manager II - Specialized Programs	E245	\$10,073.46	\$10,577.00	\$11,106.21	\$11,661.10	\$12,243.76
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	Manager II, Nurse Educator	E273					
	Manager II, Preschool Infant	E047					
	Manager II, Regional Instructional	E222					
	Manager II, Social Emotional Support	E028					
	School Psychologist - District	E151					
	Vice Principal I on Special Assignment	E187					
E24	Manager I, Autism Support	E153	\$9,593.86	\$10,073.46	\$10,577.00	\$11,106.21	\$11,661.10
	Manager I, Prevention and Intervention	E055					
	Manager I, Technology Training	E157					
	School Counselor	E060					
E23	Coordinator II, Attendance	E137	\$9,136.97	\$9,593.86	\$10,073.46	\$10,577.00	\$11,106.21
	School Social Worker	E152					

**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

**Management 215 Duty Days (11 Month/August to June Work Schedule)**

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A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

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**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

Management 215 Duty Days (12 Month/July to June Work Schedule)

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>E29</b>	Principal III	E147	\$10,771.11	\$11,309.47	\$11,875.20	\$12,468.67	\$13,092.24
	Principal III on Special Assignment	E215					
<b>E28</b>	Principal II	E145	\$10,486.88	\$11,011.34	\$11,562.06	\$12,140.13	\$12,747.09
	Principal II on Special Assignment	E146					
<b>E27</b>	Vice Principal III on Special Assignment	E192	\$10,180.69	\$10,689.34	\$11,223.44	\$11,784.92	\$12,374.57
<b>E26</b>	Manager III, Special Education Programs and Services	E124	\$9,695.58	\$10,180.69	\$10,689.34	\$11,223.44	\$11,784.92
	Vice Principal II	E190					
	Vice Principal II on Special Assignment	E217					
<b>E25</b>	Manager II - Specialized Programs	E245	\$9,234.01	\$9,695.58	\$10,180.69	\$10,689.34	\$11,223.44
	Manager II, Campus Culture	E033					
	Manager II, English Language Development	E040					
	Manager II, Nurse Educator	E273					
	Manager II, Preschool Infant	E047					
	Manager II, Regional Instructional	E222					
	Manager II, Social Emotional Support	E028					
	School Psychologist - District	E151					
	Vice Principal I on Special Assignment	E187					
	<b>E24</b>	Manager I, Autism Support					
Manager I, Prevention and Intervention		E055					
Manager I, Technology Training		E157					
School Counselor		E060					

**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

**Management 215 Duty Days (12 Month/July to June Work Schedule)**

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<b>E23</b>	Coordinator II, Attendance	E137	\$8,375.55	\$8,794.37	\$9,234.01	\$9,695.58	\$10,180.69
<b>E21</b>	School Social Worker	E152	\$7,597.00	\$7,976.80	\$8,375.55	\$8,794.37	\$9,234.16

**A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)**

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

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**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

Management 216 Duty Days (11 Month/August to June Work Schedule)

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<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E28	Principal II	E145	\$11,493.45	\$12,068.24	\$12,671.82	\$13,305.38	\$13,970.60

A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

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**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

Management 225 Duty Days (12 Month/July to June Work Schedule)

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<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
E29	Principal III	E147	\$11,272.10	\$11,835.50	\$12,427.53	\$13,048.61	\$13,701.18

**A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)**

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

\*Additions are non-cumulative

**B. MENTOR/LEADERSHIP COACH INCREMENT**

An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Chief of HR/LR.

**C. CHALLENGING ASSIGNMENT INCENTIVE**

Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

Management 260 Duty Days (12 Month/July to June Work Schedule)

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>E33</b>	Assoc Superintendent, School Leadership/School Support Services	E176	\$15,928.22	\$16,766.48	\$17,649.06	\$18,577.95	\$19,555.76
<b>E32</b>	Chief Engagement and External Partnerships Officer	E259	\$14,353.28	\$15,070.97	\$15,824.57	\$16,615.84	\$17,446.61
	Instructional Superintendent, School Curriculum	E225					
	Instructional Superintendent, School Leadership	E224					
<b>E31</b>	Assistant Superintendent, Early Learning	E246	\$12,872.91	\$13,516.59	\$14,192.43	\$14,902.09	\$15,647.18
	Assistant Superintendent, EL Program and Services	E202					
	Assistant Superintendent, School Leadership	E203					
	Assistant Superintendent, Special Education Services	E177					
<b>E30</b>	Principal V	E226	\$12,125.81	\$12,732.10	\$13,368.70	\$14,037.12	\$14,739.02
	Executive Officer - Leadership Development	E280					
<b>E29</b>	Administrator, Leadership Development	E009	\$11,378.62	\$11,947.33	\$12,545.00	\$13,171.95	\$13,830.68
	Executive Director, Special Education	E233					
	Principal IV	E148					
	Principal IV on Special Assignment	E216					
	Principal III on Special Assignment	E215					
<b>E27</b>	Director, Health Services	E076	\$10,754.93	\$11,292.25	\$11,856.47	\$12,449.67	\$13,072.54
	Director, Instructional Media Services	E080					
	Director, Instructional Support	E070					
	Director, School Choice	E087					
	Director, SELPA	E091					
<b>E26</b>	Manager III, Athletics	E110	\$10,242.39	\$10,754.93	\$11,292.25	\$11,856.47	\$12,449.67
	Manager III, Community Family Engagement Network	E112					
	Manager III, Early Childhood Education	E114					

**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

**Management 260 Duty Days (12 Month/July to June Work Schedule)**

<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>E25</b>	Manager II, Social Emotional Support	E028	\$9,754.77	\$10,242.39	\$10,754.93	\$11,292.25	\$11,856.47
	Manager II, Special Education	E212					
	Manager II, State and Federal Programs	E056					
<b>E24</b>	Manager I (General)	E258	\$9,290.37	\$9,754.77	\$10,242.39	\$10,754.93	\$11,292.25

**Duty Year of 261 reflects 228 duty days, 13 holidays plus 20 vacation days**

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year (July 1, 2023 – June 30, 2024.). In the current fiscal year, we have 246 workdays and 14 holidays, adding up to 260 days.

**A. BONUS ADDITIONS TO PLACEMENT OF BASIC SCHEDULE (ADDITIVE)**

Annual \$500 for B.A. + 90\*

Annual \$1000 for M.A. on all classes\*

Annual \$1500 for Earned Doctorate\*

Career Increment of 0.75% each year from the 11th to the 20th year to a total of 7.5% at the 20th year and thereafter.

\*Additions are non-cumulative

The intent is that management employees use annual vacation days. If not used, these days vest to the individual. Payment for unused vacation days at the time of separation from FUSD will be calculated using a divisor of 261 for 12-month employees.

**B. MENTOR/LEADERSHIP COACH INCREMENT**

An increment of 5% to 10% added to step and grade as part of base salary upon approval by Superintendent or Associate Superintendent of HR/LR.

**C. CHALLENGING ASSIGNMENT INCENTIVE**

Up to 10% increase to base salary upon hire, promotion or reassignment to a position among the most challenging assignments upon approval by Superintendent or Chief of HR/LR.

**Fresno Unified School District**

**Certificated Management Monthly Salary Schedule 2023-2024**

Effective July 1, 2023

**Management 260 Duty Days (12 Month/July to June Work Schedule)**

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<u>Grade</u>	<u>Job Title</u>	<u>Job Code</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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The intent with respect to the Mentor/Leadership Coach Increment and the Challenging Assignment Incentive is that these two opportunities are mutually exclusive such that no manager/supervisor may receive both the Increment and the Incentive at the same time.

\*This position does not receive longevity and the District is fully reimbursed for all compensation and employer-related expenses pursuant to the vendor contract for this position.