

**PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified K-12 teaching service**

| Level (Step) | Class I (A01)<br>Semester Units<br>BA + 30-44 units<br>BA <30** | Class II (A02)<br>Semester Units<br>BA + 45-59 units | Class III (A03)<br>Semester Units<br>BA + 60-74 units | Class IV (A04)<br>Semester Units<br>BA + 75-90 units | *Class V (A05)<br>Semester Units<br>PL Column |
|--------------|---|--|---|--|---|
|--------------|---|--|---|--|---|

**Non-Credentialed Teachers**

|   |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|
| 0 | \$53,893.28 | \$57,126.88 | \$60,360.64 | \$63,593.92 | \$65,501.76 |
|---|-------------|-------------|-------------|-------------|-------------|

**Full-Credentialed Teachers**

|     |             |             |             |             |             |
|-----|-------------|-------------|-------------|-------------|-------------|
| 1** | \$57,126.88 | \$60,360.64 | \$63,593.92 | \$66,827.68 | \$68,832.32 |
| 2   | \$60,360.64 | \$63,593.92 | \$66,827.68 | \$70,061.44 | \$72,163.04 |
| 3   | \$63,593.92 | \$66,827.68 | \$70,061.44 | \$73,295.04 | \$75,493.76 |
| 4   | \$66,827.68 | \$70,061.44 | \$73,295.04 | \$76,528.32 | \$78,824.16 |
| 5   | \$70,061.44 | \$73,295.04 | \$76,528.32 | \$79,762.08 | \$82,155.04 |
| 6   | \$73,295.04 | \$76,528.32 | \$79,762.08 | \$82,995.68 | \$85,485.44 |
| 7   | \$76,528.32 | \$79,762.08 | \$82,995.68 | \$86,229.28 | \$88,816.16 |
| 8   |             | \$82,995.68 | \$86,229.28 | \$89,462.72 | \$92,146.72 |
| 9   |             |             | \$89,462.72 | \$92,696.64 | \$95,477.44 |
| 10  |             |             |             | \$95,930.08 | \$98,808.00 |

All units earned beyond the Bachelor Degree must be upper division or graduate courses. Lower division courses in Mathematics, Foreign Language and Physical Science may be acceptable if not yet taken during undergraduate years.

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.

**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 (A01) 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 (A01), Step 1 only if they were hired prior to 1969-70.

**\*Class V (A05)** effective July 1, 2015. Placement on Class V (A05) is contingent upon completion of 9 units of continual professional learning through the professional development office prior to the beginning of the new school year.

To remain on Class V (A05), 9 additional units of District continual professional learning must be completed every 3 years (i.e., if started A05 in 2015-16 school year, additional 9 units must be completed by July 1, 2018, etc.)

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

**ADDITIONS TO PLACEMENT ON THE BASIC SALARY SCHEDULE**

|        |   |
|--------|---|
| Annual | \$500 for BA + 90*                                    |
| Annual | \$1000 for M.A. on all classes                        |
| Annual | \$1500 for earned Doctorate*                          |
| Annual | \$1250 for National Board Certification for Teachers* |

\* Additions are non-cumulative

Special Education Teachers receive a \$1500 stipend for a completed full school year. In an event the year is not completed, the rate is pro-rated.

**\*\*\*\*\* Career Increment for FUSD Service Years \*\*\*\*\***

**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 credited 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 increment.

**For example,** a teacher in Class IV (A04), level 10 meeting the appropriate years of service would receive the following compensation:

| YRS OF SERVICE | % OF SALARY | CAREER INCREMENT | SALARY       | *Professional Learning |
|----------------|-------------|------------------|--------------|------------------------|
| 11             | 1.60%       | \$1,534.88       | \$97,464.96  | \$100,388.93           |
| 12             | 3.20%       | \$3,069.76       | \$98,999.84  | \$101,969.86           |
| 13             | 4.80%       | \$4,604.64       | \$100,534.72 | \$103,550.78           |
| 14             | 6.40%       | \$6,139.53       | \$102,069.61 | \$105,131.71           |
| 15             | 8.00%       | \$7,674.41       | \$103,604.49 | \$106,712.64           |