

## Teacher Salary Schedules – 2023/2024

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# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers and Librarians 185\* Duty Days (8 hours)

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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### Non-Credentialed Teachers/Librarians

0	\$57,334.02	\$60,774.13	\$64,214.24	\$67,653.91	\$69,683.58
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### Full-Credentialed Teachers/Librarians

1**	\$60,774.13	\$64,214.24	\$67,653.91	\$71,094.02	\$73,226.70
2	\$64,214.24	\$67,653.91	\$71,094.02	\$74,534.28	\$76,770.12
3	\$67,653.91	\$71,094.02	\$74,534.28	\$77,974.39	\$80,313.38
4	\$71,094.02	\$74,534.28	\$77,974.39	\$81,414.06	\$83,856.50
5	\$74,534.28	\$77,974.39	\$81,414.06	\$84,854.32	\$87,400.07
6	\$77,974.39	\$81,414.06	\$84,854.32	\$88,294.28	\$90,943.04
7	\$81,414.06	\$84,854.32	\$88,294.28	\$91,734.40	\$94,486.46
8		\$88,294.28	\$91,734.40	\$95,174.36	\$98,029.58
9			\$95,174.36	\$98,614.62	\$101,572.99
10				\$102,054.58	\$105,116.11

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/librarians 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/librarians 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

## 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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/librarian 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%	\$1,632.87	\$103,687.46	\$106,797.97
12	3.20%	\$3,265.75	\$105,320.33	\$108,479.83
13	4.80%	\$4,898.62	\$106,953.20	\$110,161.69
14	6.40%	\$6,531.49	\$108,586.08	\$111,843.54
15	8.00%	\$8,164.37	\$110,218.95	\$113,525.40

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers and Librarians 194\* Duty Days

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

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

0	\$60,123.24	\$63,730.71	\$67,338.18	\$70,945.18	\$73,073.59
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**Full-Credentialed Teachers/Librarians**

1**	\$63,730.71	\$67,338.18	\$70,945.18	\$74,552.65	\$76,789.08
2	\$67,338.18	\$70,945.18	\$74,552.65	\$78,160.27	\$80,504.88
3	\$70,945.18	\$74,552.65	\$78,160.27	\$81,767.74	\$84,220.52
4	\$74,552.65	\$78,160.27	\$81,767.74	\$85,374.74	\$87,936.01
5	\$78,160.27	\$81,767.74	\$85,374.74	\$88,982.37	\$91,651.96
6	\$81,767.74	\$85,374.74	\$88,982.37	\$92,589.68	\$95,367.30
7	\$85,374.74	\$88,982.37	\$92,589.68	\$96,197.15	\$99,083.09
8		\$92,589.68	\$96,197.15	\$99,804.46	\$102,798.58
9			\$99,804.46	\$103,412.09	\$106,514.38
10				\$107,019.40	\$110,229.87

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/librarians 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/librarians 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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/librarian 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%	\$1,712.31	\$108,731.71	\$111,993.55
12	3.20%	\$3,424.62	\$110,444.02	\$113,757.22
13	4.80%	\$5,136.93	\$112,156.33	\$115,520.90
14	6.40%	\$6,849.24	\$113,868.64	\$117,284.58
15	8.00%	\$8,561.55	\$115,580.95	\$119,048.26

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers and Librarians 200\* Duty Days

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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### Non-Credentialed Teachers/Librarians

0	\$61,982.72	\$65,701.76	\$69,420.80	\$73,139.36	\$75,333.60
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### Full-Credentialed Teachers/Librarians

1**	\$65,701.76	\$69,420.80	\$73,139.36	\$76,858.40	\$79,164.00
2	\$69,420.80	\$73,139.36	\$76,858.40	\$80,577.60	\$82,994.72
3	\$73,139.36	\$76,858.40	\$80,577.60	\$84,296.64	\$86,825.28
4	\$76,858.40	\$80,577.60	\$84,296.64	\$88,015.20	\$90,655.68
5	\$80,577.60	\$84,296.64	\$88,015.20	\$91,734.40	\$94,486.56
6	\$84,296.64	\$88,015.20	\$91,734.40	\$95,453.28	\$98,316.80
7	\$88,015.20	\$91,734.40	\$95,453.28	\$99,172.32	\$102,147.52
8		\$95,453.28	\$99,172.32	\$102,891.20	\$105,977.92
9			\$102,891.20	\$106,610.40	\$109,808.64
10				\$110,329.28	\$113,639.04

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/librarians 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/librarians 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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/librarian 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%	\$1,765.27	\$112,094.55	\$115,457.26
12	3.20%	\$3,530.54	\$113,859.82	\$117,275.49
13	4.80%	\$5,295.81	\$115,625.09	\$119,093.71
14	6.40%	\$7,061.07	\$117,390.35	\$120,911.94
15	8.00%	\$8,826.34	\$119,155.62	\$122,730.16

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers and Librarians 203\* Duty Days

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

Level (Step)	Class I (A01) Semester Units BA + 30-44 units BA <30**	Class II (A02) Semester Units BA + 45-59 units	Class III (A03) Semester Units BA + 60-74 units	Class IV (A04) Semester Units BA + 75-90 units	*Class V (A05) Semester Units PL Column
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### Non-Credentialed Teachers/Librarians

0	\$62,912.46	\$66,687.29	\$70,462.11	\$74,236.45	\$76,463.60
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### Non-Credentialed Teachers/Librarians

1**	\$66,687.29	\$70,462.11	\$74,236.45	\$78,011.28	\$80,351.46
2	\$70,462.11	\$74,236.45	\$78,011.28	\$81,786.26	\$84,239.64
3	\$74,236.45	\$78,011.28	\$81,786.26	\$85,561.09	\$88,127.66
4	\$78,011.28	\$81,786.26	\$85,561.09	\$89,335.43	\$92,015.52
5	\$81,786.26	\$85,561.09	\$89,335.43	\$93,110.42	\$95,903.86
6	\$85,561.09	\$89,335.43	\$93,110.42	\$96,885.08	\$99,791.55
7	\$89,335.43	\$93,110.42	\$96,885.08	\$100,659.90	\$103,679.73
8		\$96,885.08	\$100,659.90	\$104,434.57	\$107,567.59
9			\$104,434.57	\$108,209.56	\$111,455.77
10				\$111,984.22	\$115,343.63

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/librarians 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/librarians 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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/librarian 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%	\$1,791.75	\$113,775.97	\$117,189.12
12	3.20%	\$3,583.50	\$115,567.71	\$119,034.62
13	4.80%	\$5,375.24	\$117,359.46	\$120,880.12
14	6.40%	\$7,166.99	\$119,151.21	\$122,725.62
15	8.00%	\$8,958.74	\$120,942.96	\$124,571.12

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers and Librarians 204\* Duty Days

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

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

0	\$63,222.37	\$67,015.80	\$70,809.22	\$74,602.15	\$76,840.27
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**Full-Credentialed Teachers/Librarians**

1**	\$67,015.80	\$70,809.22	\$74,602.15	\$78,395.57	\$80,747.28
2	\$70,809.22	\$74,602.15	\$78,395.57	\$82,189.15	\$84,654.61
3	\$74,602.15	\$78,395.57	\$82,189.15	\$85,982.57	\$88,561.79
4	\$78,395.57	\$82,189.15	\$85,982.57	\$89,775.50	\$92,468.79
5	\$82,189.15	\$85,982.57	\$89,775.50	\$93,569.09	\$96,376.29
6	\$85,982.57	\$89,775.50	\$93,569.09	\$97,362.35	\$100,283.14
7	\$89,775.50	\$93,569.09	\$97,362.35	\$101,155.77	\$104,190.47
8		\$97,362.35	\$101,155.77	\$104,949.02	\$108,097.48
9			\$104,949.02	\$108,742.61	\$112,004.81
10				\$112,535.87	\$115,911.82

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/librarians 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/librarians 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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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/librarian 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%	\$1,800.57	\$114,336.44	\$117,766.41
12	3.20%	\$3,601.15	\$116,137.01	\$119,621.00
13	4.80%	\$5,401.72	\$117,937.59	\$121,475.59
14	6.40%	\$7,202.30	\$119,738.16	\$123,330.18
15	8.00%	\$9,002.87	\$121,538.73	\$125,184.77

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers on Special Assignment 217\* Duty Days

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

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

0	\$67,251.25	\$71,286.41	\$75,321.57	\$79,356.21	\$81,736.96
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**Full-Credentialed Teachers**

1**	\$71,286.41	\$75,321.57	\$79,356.21	\$83,391.36	\$85,892.94
2	\$75,321.57	\$79,356.21	\$83,391.36	\$87,426.70	\$90,049.27
3	\$79,356.21	\$83,391.36	\$87,426.70	\$91,461.85	\$94,205.43
4	\$83,391.36	\$87,426.70	\$91,461.85	\$95,496.49	\$98,361.41
5	\$87,426.70	\$91,461.85	\$95,496.49	\$99,531.82	\$102,517.92
6	\$91,461.85	\$95,496.49	\$99,531.82	\$103,566.81	\$106,673.73
7	\$95,496.49	\$99,531.82	\$103,566.81	\$107,601.97	\$110,830.06
8		\$103,566.81	\$107,601.97	\$111,636.95	\$114,986.04
9			\$111,636.95	\$115,672.28	\$119,142.37
10				\$119,707.27	\$123,298.36

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,915.32	\$121,622.59	\$125,271.13
12	3.20%	\$3,830.63	\$123,537.90	\$127,243.91
13	4.80%	\$5,745.95	\$125,453.22	\$129,216.68
14	6.40%	\$7,661.27	\$127,368.53	\$131,189.45
15	8.00%	\$9,576.58	\$129,283.85	\$133,162.23

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers on Special Assignment 215\* Duty Days

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

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

0	\$66,631.42	\$70,629.39	\$74,627.36	\$78,624.81	\$80,983.62
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### Full-Credentialed Teachers

1**	\$70,629.39	\$74,627.36	\$78,624.81	\$82,622.78	\$85,101.30
2	\$74,627.36	\$78,624.81	\$82,622.78	\$86,620.92	\$89,219.32
3	\$78,624.81	\$82,622.78	\$86,620.92	\$90,618.89	\$93,337.18
4	\$82,622.78	\$86,620.92	\$90,618.89	\$94,616.34	\$97,454.86
5	\$86,620.92	\$90,618.89	\$94,616.34	\$98,614.48	\$101,573.05
6	\$90,618.89	\$94,616.34	\$98,614.48	\$102,612.28	\$105,690.56
7	\$94,616.34	\$98,614.48	\$102,612.28	\$106,610.24	\$109,808.58
8		\$102,612.28	\$106,610.24	\$110,608.04	\$113,926.26
9			\$110,608.04	\$114,606.18	\$118,044.29
10				\$118,603.98	\$122,161.97

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,897.66	\$120,501.64	\$124,116.56
12	3.20%	\$3,795.33	\$122,399.30	\$126,071.15
13	4.80%	\$5,692.99	\$124,296.97	\$128,025.74
14	6.40%	\$7,590.65	\$126,194.63	\$129,980.33
15	8.00%	\$9,488.32	\$128,092.29	\$131,934.93



**FRESNO UNIFIED SCHOOL DISTRICT**  
 Basic Annual Salary Schedule 2023-2024  
 Effective July 1, 2023  
 Schedule A: Teachers on Special Assignment 207\* Duty Days

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

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

0	\$64,152.12	\$68,001.32	\$71,850.53	\$75,699.24	\$77,970.28
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**Full-Credentialed Teachers**

1**	\$68,001.32	\$71,850.53	\$75,699.24	\$79,548.44	\$81,934.74
2	\$71,850.53	\$75,699.24	\$79,548.44	\$83,397.82	\$85,899.54
3	\$75,699.24	\$79,548.44	\$83,397.82	\$87,247.02	\$89,864.16
4	\$79,548.44	\$83,397.82	\$87,247.02	\$91,095.73	\$93,828.63
5	\$83,397.82	\$87,247.02	\$91,095.73	\$94,945.10	\$97,793.59
6	\$87,247.02	\$91,095.73	\$94,945.10	\$98,794.14	\$101,757.89
7	\$91,095.73	\$94,945.10	\$98,794.14	\$102,643.35	\$105,722.68
8		\$98,794.14	\$102,643.35	\$106,492.39	\$109,687.15
9			\$106,492.39	\$110,341.76	\$113,651.94
10				\$114,190.80	\$117,616.41

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,827.05	\$116,017.86	\$119,498.27
12	3.20%	\$3,654.11	\$117,844.91	\$121,380.13
13	4.80%	\$5,481.16	\$119,671.96	\$123,261.99
14	6.40%	\$7,308.21	\$121,499.02	\$125,143.86
15	8.00%	\$9,135.26	\$123,326.07	\$127,025.72

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers on Special Assignment 203\* Duty Days

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

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

0	\$62,912.46	\$66,687.29	\$70,462.11	\$74,236.45	\$76,463.60
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### Full-Credentialed Teachers

1**	\$66,687.29	\$70,462.11	\$74,236.45	\$78,011.28	\$80,351.46
2	\$70,462.11	\$74,236.45	\$78,011.28	\$81,786.26	\$84,239.64
3	\$74,236.45	\$78,011.28	\$81,786.26	\$85,561.09	\$88,127.66
4	\$78,011.28	\$81,786.26	\$85,561.09	\$89,335.43	\$92,015.52
5	\$81,786.26	\$85,561.09	\$89,335.43	\$93,110.42	\$95,903.86
6	\$85,561.09	\$89,335.43	\$93,110.42	\$96,885.08	\$99,791.55
7	\$89,335.43	\$93,110.42	\$96,885.08	\$100,659.90	\$103,679.73
8		\$96,885.08	\$100,659.90	\$104,434.57	\$107,567.59
9			\$104,434.57	\$108,209.56	\$111,455.77
10				\$111,984.22	\$115,343.63

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,791.75	\$113,775.97	\$117,189.12
12	3.20%	\$3,583.50	\$115,567.71	\$119,034.62
13	4.80%	\$5,375.24	\$117,359.46	\$120,880.12
14	6.40%	\$7,166.99	\$119,151.21	\$122,725.62
15	8.00%	\$8,958.74	\$120,942.96	\$124,571.12

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers on Special Assignment 197 Duty Days (8 hours)

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

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

0	\$61,052.98	\$64,716.23	\$68,379.49	\$72,042.27	\$74,203.60
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### Full-Credentialed Teachers

1**	\$64,716.23	\$68,379.49	\$72,042.27	\$75,705.52	\$77,976.54
2	\$68,379.49	\$72,042.27	\$75,705.52	\$79,368.94	\$81,749.80
3	\$72,042.27	\$75,705.52	\$79,368.94	\$83,032.19	\$85,522.90
4	\$75,705.52	\$79,368.94	\$83,032.19	\$86,694.97	\$89,295.84
5	\$79,368.94	\$83,032.19	\$86,694.97	\$90,358.38	\$93,069.26
6	\$83,032.19	\$86,694.97	\$90,358.38	\$94,021.48	\$96,842.05
7	\$86,694.97	\$90,358.38	\$94,021.48	\$97,684.74	\$100,615.31
8		\$94,021.48	\$97,684.74	\$101,347.83	\$104,388.25
9			\$101,347.83	\$105,011.24	\$108,161.51
10				\$108,674.34	\$111,934.45

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,738.79	\$110,413.13	\$113,725.41
12	3.20%	\$3,477.58	\$112,151.92	\$115,516.36
13	4.80%	\$5,216.37	\$113,890.71	\$117,307.31
14	6.40%	\$6,955.16	\$115,629.50	\$119,098.26
15	8.00%	\$8,693.95	\$117,368.29	\$120,889.21

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers on Special Assignment and Librarians 194 Duty Days (8 hours)

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

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

0	\$60,123.24	\$63,730.71	\$67,338.18	\$70,945.18	\$73,073.59
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### Full-Credentialed Teachers

1**	\$63,730.71	\$67,338.18	\$70,945.18	\$74,552.65	\$76,789.08
2	\$67,338.18	\$70,945.18	\$74,552.65	\$78,160.27	\$80,504.88
3	\$70,945.18	\$74,552.65	\$78,160.27	\$81,767.74	\$84,220.52
4	\$74,552.65	\$78,160.27	\$81,767.74	\$85,374.74	\$87,936.01
5	\$78,160.27	\$81,767.74	\$85,374.74	\$88,982.37	\$91,651.96
6	\$81,767.74	\$85,374.74	\$88,982.37	\$92,589.68	\$95,367.30
7	\$85,374.74	\$88,982.37	\$92,589.68	\$96,197.15	\$99,083.09
8		\$92,589.68	\$96,197.15	\$99,804.46	\$102,798.58
9			\$99,804.46	\$103,412.09	\$106,514.38
10				\$107,019.40	\$110,229.87

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,712.31	\$108,731.71	\$111,993.55
12	3.20%	\$3,424.62	\$110,444.02	\$113,757.22
13	4.80%	\$5,136.93	\$112,156.33	\$115,520.90
14	6.40%	\$6,849.24	\$113,868.64	\$117,284.58
15	8.00%	\$8,561.55	\$115,580.95	\$119,048.26

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers on Special Assignment 189\* Duty Days

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

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

0	\$58,573.67	\$62,088.16	\$65,602.66	\$69,116.70	\$71,190.25
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### Full-Credentialed Teachers

1**	\$62,088.16	\$65,602.66	\$69,116.70	\$72,631.19	\$74,809.98
2	\$65,602.66	\$69,116.70	\$72,631.19	\$76,145.83	\$78,430.01
3	\$69,116.70	\$72,631.19	\$76,145.83	\$79,660.32	\$82,049.89
4	\$72,631.19	\$76,145.83	\$79,660.32	\$83,174.36	\$85,669.62
5	\$76,145.83	\$79,660.32	\$83,174.36	\$86,689.01	\$89,289.80
6	\$79,660.32	\$83,174.36	\$86,689.01	\$90,203.35	\$92,909.38
7	\$83,174.36	\$86,689.01	\$90,203.35	\$93,717.84	\$96,529.41
8		\$90,203.35	\$93,717.84	\$97,232.18	\$100,149.13
9			\$97,232.18	\$100,746.83	\$103,769.16
10				\$104,261.17	\$107,388.89

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,668.18	\$105,929.35	\$109,107.12
12	3.20%	\$3,336.36	\$107,597.53	\$110,825.34
13	4.80%	\$5,004.54	\$109,265.71	\$112,543.56
14	6.40%	\$6,672.71	\$110,933.88	\$114,261.78
15	8.00%	\$8,340.89	\$112,602.06	\$115,980.00

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Teachers on Special Assignment 185\* Duty Days

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

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

0	\$57,334.02	\$60,774.13	\$64,214.24	\$67,653.91	\$69,683.58
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**Full-Credentialed Teachers**

1**	\$60,774.13	\$64,214.24	\$67,653.91	\$71,094.02	\$73,226.70
2	\$64,214.24	\$67,653.91	\$71,094.02	\$74,534.28	\$76,770.12
3	\$67,653.91	\$71,094.02	\$74,534.28	\$77,974.39	\$80,313.38
4	\$71,094.02	\$74,534.28	\$77,974.39	\$81,414.06	\$83,856.50
5	\$74,534.28	\$77,974.39	\$81,414.06	\$84,854.32	\$87,400.07
6	\$77,974.39	\$81,414.06	\$84,854.32	\$88,294.28	\$90,943.04
7	\$81,414.06	\$84,854.32	\$88,294.28	\$91,734.40	\$94,486.46
8		\$88,294.28	\$91,734.40	\$95,174.36	\$98,029.58
9			\$95,174.36	\$98,614.62	\$101,572.99
10				\$102,054.58	\$105,116.11

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,632.87	\$103,687.46	\$106,797.97
12	3.20%	\$3,265.75	\$105,320.33	\$108,479.83
13	4.80%	\$4,898.62	\$106,953.20	\$110,161.69
14	6.40%	\$6,531.49	\$108,586.08	\$111,843.54
15	8.00%	\$8,164.37	\$110,218.95	\$113,525.40

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Designated Teachers on Special Assignment 195\* Duty Days

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

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

0	\$64,210.22	\$68,062.92	\$71,915.61	\$75,767.81	\$78,040.90
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**Full-Credentialed Teachers**

1**	\$68,062.92	\$71,915.61	\$75,767.81	\$79,620.50	\$82,008.96
2	\$71,915.61	\$75,767.81	\$79,620.50	\$83,473.36	\$85,977.34
3	\$75,767.81	\$79,620.50	\$83,473.36	\$87,326.05	\$89,945.56
4	\$79,620.50	\$83,473.36	\$87,326.05	\$91,178.25	\$93,913.62
5	\$83,473.36	\$87,326.05	\$91,178.25	\$95,031.11	\$97,882.17
6	\$87,326.05	\$91,178.25	\$95,031.11	\$98,883.63	\$101,850.06
7	\$91,178.25	\$95,031.11	\$98,883.63	\$102,736.33	\$105,818.45
8		\$98,883.63	\$102,736.33	\$106,588.85	\$109,786.50
9			\$106,588.85	\$110,441.71	\$113,754.89
10				\$114,294.24	\$117,722.94

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,828.71	\$116,122.95	\$119,606.51
12	3.20%	\$3,657.42	\$117,951.65	\$121,490.08
13	4.80%	\$5,486.12	\$119,780.36	\$123,373.64
14	6.40%	\$7,314.83	\$121,609.07	\$125,257.21
15	8.00%	\$9,143.54	\$123,437.78	\$127,140.78

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Designated Teachers on Special Assignment 193\* Duty Days

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

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

0	\$63,551.66	\$67,364.84	\$71,178.01	\$74,990.70	\$77,240.48
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### Full-Credentialed Teachers

1**	\$67,364.84	\$71,178.01	\$74,990.70	\$78,803.88	\$81,167.84
2	\$71,178.01	\$74,990.70	\$78,803.88	\$82,617.22	\$85,095.52
3	\$74,990.70	\$78,803.88	\$82,617.22	\$86,430.40	\$89,023.04
4	\$78,803.88	\$82,617.22	\$86,430.40	\$90,243.08	\$92,950.40
5	\$82,617.22	\$86,430.40	\$90,243.08	\$94,056.43	\$96,878.25
6	\$86,430.40	\$90,243.08	\$94,056.43	\$97,869.44	\$100,805.44
7	\$90,243.08	\$94,056.43	\$97,869.44	\$101,682.62	\$104,733.13
8		\$97,869.44	\$101,682.62	\$105,495.63	\$108,660.49
9			\$105,495.63	\$109,308.98	\$112,588.17
10				\$113,121.99	\$116,515.53

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,809.95	\$114,931.94	\$118,379.78
12	3.20%	\$3,619.90	\$116,741.89	\$120,244.03
13	4.80%	\$5,429.86	\$118,551.85	\$122,108.27
14	6.40%	\$7,239.81	\$120,361.80	\$123,972.52
15	8.00%	\$9,049.76	\$122,171.75	\$125,836.77



# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Designated Teachers on Special Assignment 192\* Duty Days

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

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

0	\$63,222.37	\$67,015.80	\$70,809.22	\$74,602.15	\$76,840.27
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### Full-Credentialed Teachers

1**	\$67,015.80	\$70,809.22	\$74,602.15	\$78,395.57	\$80,747.28
2	\$70,809.22	\$74,602.15	\$78,395.57	\$82,189.15	\$84,654.61
3	\$74,602.15	\$78,395.57	\$82,189.15	\$85,982.57	\$88,561.79
4	\$78,395.57	\$82,189.15	\$85,982.57	\$89,775.50	\$92,468.79
5	\$82,189.15	\$85,982.57	\$89,775.50	\$93,569.09	\$96,376.29
6	\$85,982.57	\$89,775.50	\$93,569.09	\$97,362.35	\$100,283.14
7	\$89,775.50	\$93,569.09	\$97,362.35	\$101,155.77	\$104,190.47
8		\$97,362.35	\$101,155.77	\$104,949.02	\$108,097.48
9			\$104,949.02	\$108,742.61	\$112,004.81
10				\$112,535.87	\$115,911.82

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

### 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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,800.57	\$114,336.44	\$117,766.41
12	3.20%	\$3,601.15	\$116,137.01	\$119,621.00
13	4.80%	\$5,401.72	\$117,937.59	\$121,475.59
14	6.40%	\$7,202.30	\$119,738.16	\$123,330.18
15	8.00%	\$9,002.87	\$121,538.73	\$125,184.77

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Designated Teachers on Special Assignment and Librarians 194\* Duty Days

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

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

0	\$63,880.94	\$67,713.88	\$71,546.81	\$75,379.25	\$77,640.69
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**Full-Credentialed Teachers and Librarians**

1**	\$67,713.88	\$71,546.81	\$75,379.25	\$79,212.19	\$81,588.40
2	\$71,546.81	\$75,379.25	\$79,212.19	\$83,045.29	\$85,536.43
3	\$75,379.25	\$79,212.19	\$83,045.29	\$86,878.22	\$89,484.30
4	\$79,212.19	\$83,045.29	\$86,878.22	\$90,710.67	\$93,432.01
5	\$83,045.29	\$86,878.22	\$90,710.67	\$94,543.77	\$97,380.21
6	\$86,878.22	\$90,710.67	\$94,543.77	\$98,376.54	\$101,327.75
7	\$90,710.67	\$94,543.77	\$98,376.54	\$102,209.47	\$105,275.79
8		\$98,376.54	\$102,209.47	\$106,042.24	\$109,223.49
9			\$106,042.24	\$109,875.34	\$113,171.53
10				\$113,708.11	\$117,119.24

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,819.33	\$115,527.44	\$118,993.14
12	3.20%	\$3,638.66	\$117,346.77	\$120,867.05
13	4.80%	\$5,457.99	\$119,166.10	\$122,740.96
14	6.40%	\$7,277.32	\$120,985.43	\$124,614.87
15	8.00%	\$9,096.65	\$122,804.76	\$126,488.77

**FRESNO UNIFIED SCHOOL DISTRICT**  
Basic Annual Salary Schedule 2023-2024  
Effective July 1, 2023  
Schedule D: Adult Education 185 Duty Days

**Hourly Rates**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	57.8653	1.00	59.5919	1.03	61.3342	1.06
2	59.5919	1.03	61.3342	1.06	63.0768	1.09
3	61.3342	1.06	63.0768	1.09	64.8037	1.12
4	63.0768	1.09	64.8037	1.12	66.5461	1.15
5	64.8037	1.12	66.5461	1.15	68.2565	1.18

**Daily Rates (7 hours)**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	405.06	1.00	417.14	1.03	429.34	1.06
2	417.14	1.03	429.34	1.06	441.54	1.09
3	429.34	1.06	441.54	1.09	453.63	1.12
4	441.54	1.09	453.63	1.12	465.82	1.15
5	453.63	1.12	465.82	1.15	477.80	1.18

**Daily Rates (8 hours)**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	462.92	1.00	476.74	1.03	490.67	1.06
2	476.74	1.03	490.67	1.06	504.61	1.09
3	490.67	1.06	504.61	1.09	518.43	1.12
4	504.61	1.09	518.43	1.12	532.37	1.15
5	518.43	1.12	532.37	1.15	546.05	1.18

**Placement Criteria:**

**Class I (D01)**

Possess one of the following Credentials:

- Adult Designated Subjects (Adult and/or Vocational)
- Ryan Single Subject or Multiple Subject
- Elementary
- Secondary

**Class II (D02)**

Qualification for Class I (D01) and have BA + 30 semester units or 450\* continuing education credits taken as part of an approved educational plan.

**Class III (D03)**

Qualification for Class II (D02) and have BA + 45 semester units or 675\* continuing education credits taken as part of an approved educational plan.

\*Fifteen (15) continuing education credits equal one (1) semester college unit.

Initial placement on the salary schedule shall be at level 1 in the appropriate class.

Level (Step) advancement requires completion of at least 75% of the school year.

Career Increment of 1.6% each year from the 11th to the 15th year to a total of 8% at the 15th year and thereafter.

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule D: Adult Education 215 Duty Days

**Hourly Rates**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	57.8653	1.00	59.5919	1.03	61.3342	1.06
2	59.5919	1.03	61.3342	1.06	63.0768	1.09
3	61.3342	1.06	63.0768	1.09	64.8037	1.12
4	63.0768	1.09	64.8037	1.12	66.5461	1.15
5	64.8037	1.12	66.5461	1.15	68.2565	1.18

**Daily Rates (7 hours)**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	405.06	1.00	417.14	1.03	429.34	1.06
2	417.14	1.03	429.34	1.06	441.54	1.09
3	429.34	1.06	441.54	1.09	453.63	1.12
4	441.54	1.09	453.63	1.12	465.82	1.15
5	453.63	1.12	465.82	1.15	477.80	1.18

**Daily Rates (8 hours)**

Level (Step)	Class I (D01)	Index	Class II (D02)	Index	Class III (D03)	Index
1	462.92	1.00	476.74	1.03	490.67	1.06
2	476.74	1.03	490.67	1.06	504.61	1.09
3	490.67	1.06	504.61	1.09	518.43	1.12
4	504.61	1.09	518.43	1.12	532.37	1.15
5	518.43	1.12	532.37	1.15	546.05	1.18

**Placement Criteria:****Class I (D01)**

Possess one of the following Credentials:

- Adult Designated Subjects (Adult and/or Vocational)
- Ryan Single Subject or Multiple Subject
- Elementary
- Secondary

**Class II (D02)**

Qualification for Class I (D01) and have BA + 30 semester units or 450\* continuing education credits taken as part of an approved educational plan.

**Class III (D03)**

Qualification for Class II (D02) and have BA + 45 semester units or 675\* continuing education credits taken as part of an approved educational plan.

\*Fifteen (15) continuing education credits equal one (1) semester college unit.

Initial placement on the salary schedule shall be at level 1 in the appropriate class.

Level (Step) advancement requires completion of at least 75% of the school year.

Career Increment of 1.6% each year from the 11th to the 15th year to a total of 8% at the 15th year and thereafter.

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center &amp; \*PACE Teachers 194 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$40,461.88	\$43,556.26	\$46,482.56	\$49,307.66	\$52,603.80
C-2	\$43,556.26	\$46,482.56	\$49,307.66	\$52,603.80	\$55,395.38
C-3	\$46,482.56	\$49,307.66	\$52,603.80	\$55,395.38	\$58,523.44
C-4	\$49,307.66	\$52,603.80	\$55,395.38	\$58,523.44	\$61,449.73
C-5		\$55,395.38	\$58,523.44	\$61,449.73	\$62,795.16
C-6			\$61,449.73	\$62,795.16	\$67,806.72
C-7				\$67,806.72	\$70,699.34
C-8					\$73,659.16

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Hourly Rate Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center &amp; \*PACE Teachers 194 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$26.0708	\$28.0646	\$29.9501	\$31.7704	\$33.8942
C-2	\$28.0646	\$29.9501	\$31.7704	\$33.8942	\$35.6929
C-3	\$29.9501	\$31.7704	\$33.8942	\$35.6929	\$37.7084
C-4	\$31.7704	\$33.8942	\$35.6929	\$37.7084	\$39.5939
C-5		\$35.6929	\$37.7084	\$39.5939	\$40.4608
C-6			\$39.5939	\$40.4608	\$43.6899
C-7				\$43.6899	\$45.5537
C-8					\$47.4608

**NOTE:** Lead and PACE Lead teachers shall receive an additional \$1.00 per hour. CDC Supervisors will receive an additional \$4.00 per hour.**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	

**\*\*\*\*\* Career Increment for FUSD Service Years \*\*\*\*\*****Career Increment:** Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter.

Years of credited service for career increment purpose 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 (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	\$1,084.91	\$68,891.6275
12	3.20%	\$2,169.82	\$69,976.5350
13	4.80%	\$3,254.72	\$71,061.4426
14	6.40%	\$4,339.63	\$72,146.3501
15	8.00%	\$5,424.54	\$73,231.2576

\*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center &amp; \*PACE Teachers on Special Assignment 195 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$40,670.45	\$43,780.78	\$46,722.16	\$49,561.82	\$52,874.95
C-2	\$43,780.78	\$46,722.16	\$49,561.82	\$52,874.95	\$55,680.92
C-3	\$46,722.16	\$49,561.82	\$52,874.95	\$55,680.92	\$58,825.10
C-4	\$49,561.82	\$52,874.95	\$55,680.92	\$58,825.10	\$61,766.48
C-5		\$55,680.92	\$58,825.10	\$61,766.48	\$63,118.85
C-6			\$61,766.48	\$63,118.85	\$68,156.24
C-7				\$68,156.24	\$71,063.77
C-8					\$74,038.85

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Hourly Rate Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center &amp; \*PACE Teachers on Special Assignment 195 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$26.0708	\$28.0646	\$29.9501	\$31.7704	\$33.8942
C-2	\$28.0646	\$29.9501	\$31.7704	\$33.8942	\$35.6929
C-3	\$29.9501	\$31.7704	\$33.8942	\$35.6929	\$37.7084
C-4	\$31.7704	\$33.8942	\$35.6929	\$37.7084	\$39.5939
C-5		\$35.6929	\$37.7084	\$39.5939	\$40.4608
C-6			\$39.5939	\$40.4608	\$43.6899
C-7				\$43.6899	\$45.5537
C-8					\$47.4608

**NOTE:** Lead and PACE Lead teachers shall receive an additional \$1.00 per hour. CDC Supervisors will receive an additional \$4.00 per hour.**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

**\*\*\*\*\* Career Increment for FUSD Service Years \*\*\*\*\*****Career Increment:** Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter.

Years of credited service for career increment purpose 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 (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	\$1,090.50	\$69,246.7398
12	3.20%	\$2,181.00	\$70,337.2397
13	4.80%	\$3,271.50	\$71,427.7395
14	6.40%	\$4,362.00	\$72,518.2394
15	8.00%	\$5,452.50	\$73,608.7392

\*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center &amp; \*PACE Teachers 260 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$54,227.26	\$58,374.37	\$62,296.21	\$66,082.43	\$70,499.94
C-2	\$58,374.37	\$62,296.21	\$66,082.43	\$70,499.94	\$74,241.23
C-3	\$62,296.21	\$66,082.43	\$70,499.94	\$74,241.23	\$78,433.47
C-4	\$66,082.43	\$70,499.94	\$74,241.23	\$78,433.47	\$82,355.31
C-5		\$74,241.23	\$78,433.47	\$82,355.31	\$84,158.46
C-6			\$82,355.31	\$84,158.46	\$90,874.99
C-7				\$90,874.99	\$94,751.70
C-8					\$98,718.46

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic-Hourly Rate Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center &amp; \*PACE Teachers 260 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$26.0708	\$28.0646	\$29.9501	\$31.7704	\$33.8942
C-2	\$28.0646	\$29.9501	\$31.7704	\$33.8942	\$35.6929
C-3	\$29.9501	\$31.7704	\$33.8942	\$35.6929	\$37.7084
C-4	\$31.7704	\$33.8942	\$35.6929	\$37.7084	\$39.5939
C-5		\$35.6929	\$37.7084	\$39.5939	\$40.4608
C-6			\$39.5939	\$40.4608	\$43.6899
C-7				\$43.6899	\$45.5537
C-8					\$47.4608

**NOTE:** Lead and PACE Lead teachers shall receive an additional \$1.00 per hour. CDC Supervisors will receive an additional \$4.00 per hour.**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	

**\*\*\*\*\* Career Increment for FUSD Service Years \*\*\*\*\*****Career Increment:** Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter.

Years of credited service for career increment purpose 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 (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	\$1,454.00	\$92,328.9919
12	3.20%	\$2,908.00	\$93,782.9917
13	4.80%	\$4,362.00	\$95,236.9916
14	6.40%	\$5,816.00	\$96,690.9915
15	8.00%	\$7,270.00	\$98,144.9914

\*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

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.

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center Teachers on Special Assignment 260 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$54,227.26	\$58,374.37	\$62,296.21	\$66,082.43	\$70,499.94
C-2	\$58,374.37	\$62,296.21	\$66,082.43	\$70,499.94	\$74,241.23
C-3	\$62,296.21	\$66,082.43	\$70,499.94	\$74,241.23	\$78,433.47
C-4	\$66,082.43	\$70,499.94	\$74,241.23	\$78,433.47	\$82,355.31
C-5		\$74,241.23	\$78,433.47	\$82,355.31	\$84,158.46
C-6			\$82,355.31	\$84,158.46	\$90,874.99
C-7				\$90,874.99	\$94,751.70
C-8					\$98,718.46

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic-Hourly Rate Salary Schedule 2023-2024

Effective July 1, 2023

Schedule C: Child Development Center Teachers on Special Assignment 260 Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (C01) Semester Units Less than 60 Units	Class II (C02) Semester Units 60-89 Units	Class III (C03) Semester Units 90 Units No Degree	Class IV (C04) Semester Units BA w/o Credential	Class V (C05) Semester Units BA with Credential
C-1	\$26.0708	\$28.0646	\$29.9501	\$31.7704	\$33.8942
C-2	\$28.0646	\$29.9501	\$31.7704	\$33.8942	\$35.6929
C-3	\$29.9501	\$31.7704	\$33.8942	\$35.6929	\$37.7084
C-4	\$31.7704	\$33.8942	\$35.6929	\$37.7084	\$39.5939
C-5		\$35.6929	\$37.7084	\$39.5939	\$40.4608
C-6			\$39.5939	\$40.4608	\$43.6899
C-7				\$43.6899	\$45.5537
C-8					\$47.4608

**NOTE:** Lead and PACE Lead teachers shall receive an additional \$1.00 per hour. CDC Supervisors will receive an additional \$4.00 per hour.**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

**\*\*\*\*\* Career Increment for FUSD Service Years \*\*\*\*\*****Career Increment:** Career increment of 1.6% each year from 11th to 15th year to a total of 8.0% at the 15th year and thereafter.

Years of credited service for career increment purpose 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 (C04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	\$1,454.00	\$92,328.9919
12	3.20%	\$2,908.00	\$93,782.9917
13	4.80%	\$4,362.00	\$95,236.9916
14	6.40%	\$5,816.00	\$96,690.9915
15	8.00%	\$7,270.00	\$98,144.9914

\*Early Childhood Teachers work year designated in Article 4 - Early Childhood Teachers and Working Conditions.

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.



**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Career Technical Ed/Vocational Ed Teachers 185\* Duty Days

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

Placement for CTE/Voc Ed teachers is found under Article 66 of the FTA CBA

Level (Step)	Class I (A01) Preliminary Cred	Class II (A02) Clear Cred	Class III (A03) Semester Units Clear Cred + 15 Units	Class IV (A04) Clear Cred + BA	*Class V (A05) Semester Units PL Column
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**Non-Credentialed Teachers**

0	\$57,334.02	\$60,774.13	\$64,214.24	\$67,653.91	\$69,683.58
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**Full-Credentialed Teachers**

1	\$60,774.13	\$64,214.24	\$67,653.91	\$71,094.02	\$73,226.70
2	\$64,214.24	\$67,653.91	\$71,094.02	\$74,534.28	\$76,770.12
3	\$67,653.91	\$71,094.02	\$74,534.28	\$77,974.39	\$80,313.38
4	\$71,094.02	\$74,534.28	\$77,974.39	\$81,414.06	\$83,856.50
5	\$74,534.28	\$77,974.39	\$81,414.06	\$84,854.32	\$87,400.07
6		\$81,414.06	\$84,854.32	\$88,294.28	\$90,943.04
7		\$84,854.32	\$88,294.28	\$91,734.40	\$94,486.46
8			\$91,734.40	\$95,174.36	\$98,029.58
9			\$95,174.36	\$98,614.62	\$101,572.99
10				\$102,054.58	\$105,116.11

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.

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

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**ADDITIONS TO PLACEMENT ON THE BASIC ANNUAL 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

**\*\*\*\*\* 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%	\$1,632.87	\$103,687.46	\$106,797.97
12	3.20%	\$3,265.75	\$105,320.33	\$108,479.83
13	4.80%	\$4,898.62	\$106,953.20	\$110,161.69
14	6.40%	\$6,531.49	\$108,586.08	\$111,843.54
15	8.00%	\$8,164.37	\$110,218.95	\$113,525.40

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Designated Teachers 192\* Duty Days

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

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

0	\$63,222.37	\$67,015.80	\$70,809.22	\$74,602.15	\$76,840.27
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**Full-Credentialed Teachers**

1**	\$67,015.80	\$70,809.22	\$74,602.15	\$78,395.57	\$80,747.28
2	\$70,809.22	\$74,602.15	\$78,395.57	\$82,189.15	\$84,654.61
3	\$74,602.15	\$78,395.57	\$82,189.15	\$85,982.57	\$88,561.79
4	\$78,395.57	\$82,189.15	\$85,982.57	\$89,775.50	\$92,468.79
5	\$82,189.15	\$85,982.57	\$89,775.50	\$93,569.09	\$96,376.29
6	\$85,982.57	\$89,775.50	\$93,569.09	\$97,362.35	\$100,283.14
7	\$89,775.50	\$93,569.09	\$97,362.35	\$101,155.77	\$104,190.47
8		\$97,362.35	\$101,155.77	\$104,949.02	\$108,097.48
9			\$104,949.02	\$108,742.61	\$112,004.81
10				\$112,535.87	\$115,911.82

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,800.57	\$114,336.44	\$117,766.41
12	3.20%	\$3,601.15	\$116,137.01	\$119,621.00
13	4.80%	\$5,401.72	\$117,937.59	\$121,475.59
14	6.40%	\$7,202.30	\$119,738.16	\$123,330.18
15	8.00%	\$9,002.87	\$121,538.73	\$125,184.77

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Designated Teachers 193\* Duty Days

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

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

0	\$63,551.66	\$67,364.84	\$71,178.01	\$74,990.70	\$77,240.48
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**Full-Credentialed Teachers**

1**	\$67,364.84	\$71,178.01	\$74,990.70	\$78,803.88	\$81,167.84
2	\$71,178.01	\$74,990.70	\$78,803.88	\$82,617.22	\$85,095.52
3	\$74,990.70	\$78,803.88	\$82,617.22	\$86,430.40	\$89,023.04
4	\$78,803.88	\$82,617.22	\$86,430.40	\$90,243.08	\$92,950.40
5	\$82,617.22	\$86,430.40	\$90,243.08	\$94,056.43	\$96,878.25
6	\$86,430.40	\$90,243.08	\$94,056.43	\$97,869.44	\$100,805.44
7	\$90,243.08	\$94,056.43	\$97,869.44	\$101,682.62	\$104,733.13
8		\$97,869.44	\$101,682.62	\$105,495.63	\$108,660.49
9			\$105,495.63	\$109,308.98	\$112,588.17
10				\$113,121.99	\$116,515.53

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

\*\*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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,809.95	\$114,931.94	\$118,379.78
12	3.20%	\$3,619.90	\$116,741.89	\$120,244.03
13	4.80%	\$5,429.86	\$118,551.85	\$122,108.27
14	6.40%	\$7,239.81	\$120,361.80	\$123,972.52
15	8.00%	\$9,049.76	\$122,171.75	\$125,836.77

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Designated Teachers 195\* Duty Days

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

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

0	\$64,210.22	\$68,062.92	\$71,915.61	\$75,767.81	\$78,040.90
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**Full-Credentialed Teachers**

1**	\$68,062.92	\$71,915.61	\$75,767.81	\$79,620.50	\$82,008.96
2	\$71,915.61	\$75,767.81	\$79,620.50	\$83,473.36	\$85,977.34
3	\$75,767.81	\$79,620.50	\$83,473.36	\$87,326.05	\$89,945.56
4	\$79,620.50	\$83,473.36	\$87,326.05	\$91,178.25	\$93,913.62
5	\$83,473.36	\$87,326.05	\$91,178.25	\$95,031.11	\$97,882.17
6	\$87,326.05	\$91,178.25	\$95,031.11	\$98,883.63	\$101,850.06
7	\$91,178.25	\$95,031.11	\$98,883.63	\$102,736.33	\$105,818.45
8		\$98,883.63	\$102,736.33	\$106,588.85	\$109,786.50
9			\$106,588.85	\$110,441.71	\$113,754.89
10				\$114,294.24	\$117,722.94

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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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. Bilingual Teachers receive a \$500 stipend for teaching Bi-lingual classes 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%	\$1,828.71	\$116,122.95	\$119,606.51
12	3.20%	\$3,657.42	\$117,951.65	\$121,490.08
13	4.80%	\$5,486.12	\$119,780.36	\$123,373.64
14	6.40%	\$7,314.83	\$121,609.07	\$125,257.21
15	8.00%	\$9,143.54	\$123,437.78	\$127,140.78

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: JROTC INSTRUCTORS - ARMY 218\* Duty Days

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

Level (Step)	Class I (A01) Preliminary Cred	Class II (A02) Clear Cred	Class III (A03) Semester Units Clear Cred + 15 units	Class IV (A04) Clear Cred + BA	*Class V (A05) Semester Units PL Column
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**Non-Credentialed Teachers**

0	\$67,561.16	\$71,614.92	\$75,668.67	\$79,721.90	\$82,113.62
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**Full-Credentialed Teachers**

1	\$71,614.92	\$75,668.67	\$79,721.90	\$83,775.66	\$86,288.76
2	\$75,668.67	\$79,721.90	\$83,775.66	\$87,829.58	\$90,464.24
3	\$79,721.90	\$83,775.66	\$87,829.58	\$91,883.34	\$94,639.56
4	\$83,775.66	\$87,829.58	\$91,883.34	\$95,936.57	\$98,814.69
5	\$87,829.58	\$91,883.34	\$95,936.57	\$99,990.50	\$102,990.35
6		\$95,936.57	\$99,990.50	\$104,044.08	\$107,165.31
7		\$99,990.50	\$104,044.08	\$108,097.83	\$111,340.80
8			\$108,097.83	\$112,151.41	\$115,515.93
9			\$112,151.41	\$116,205.34	\$119,691.42
10				\$120,258.92	\$123,866.55

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.

**\*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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

**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

**\*\*\*\*\* 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%	\$1,924.14	\$122,183.06	\$125,848.42
12	3.20%	\$3,848.29	\$124,107.20	\$127,830.28
13	4.80%	\$5,772.43	\$126,031.34	\$129,812.15
14	6.40%	\$7,696.57	\$127,955.49	\$131,794.01
15	8.00%	\$9,620.71	\$129,879.63	\$133,775.88

# FRESNO UNIFIED SCHOOL DISTRICT

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule A: Lori Ann Infant Center 200\* Duty Days

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

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

0	\$61,982.72	\$65,701.76	\$69,420.80	\$73,139.36	\$75,333.60
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### Full-Credentialed Teachers

1**	\$65,701.76	\$69,420.80	\$73,139.36	\$76,858.40	\$79,164.00
2	\$69,420.80	\$73,139.36	\$76,858.40	\$80,577.60	\$82,994.72
3	\$73,139.36	\$76,858.40	\$80,577.60	\$84,296.64	\$86,825.28
4	\$76,858.40	\$80,577.60	\$84,296.64	\$88,015.20	\$90,655.68
5	\$80,577.60	\$84,296.64	\$88,015.20	\$91,734.40	\$94,486.56
6	\$84,296.64	\$88,015.20	\$91,734.40	\$95,453.28	\$98,316.80
7	\$88,015.20	\$91,734.40	\$95,453.28	\$99,172.32	\$102,147.52
8		\$95,453.28	\$99,172.32	\$102,891.20	\$105,977.92
9			\$102,891.20	\$106,610.40	\$109,808.64
10				\$110,329.28	\$113,639.04

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.

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**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 I (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 I (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.

There shall be no new members eligible for the PL Column effective as of January 1, 2024. All professional learning units and courses shall cease being offered effective January 1, 2024, and coursework to complete credits shall likewise cease effective January 1, 2024. Unit members on the PL Column as of November 1, 2023, will continue to receive PL Column compensation until June 30, 2026, or until they become ineligible for the PL Column, whichever is sooner. All PL Column placements and all language in the parties' collective bargaining agreement shall be eliminated effective July 1, 2026.

## 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%	\$1,765.27	\$112,094.55	\$115,457.26
12	3.20%	\$3,530.54	\$113,859.82	\$117,275.49
13	4.80%	\$5,295.81	\$115,625.09	\$119,093.71
14	6.40%	\$7,061.07	\$117,390.35	\$120,911.94
15	8.00%	\$8,826.34	\$119,155.62	\$122,730.16

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Annual Salary Schedule 2023-2024

Effective July 1, 2023

Schedule R: Pre-Kindergarten Teachers 183\* Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (R01) Semester Units Less than 60 Units	Class II (R02) Semester Units 60-89 Units	Class III (R03) Semester Units 90 Units No Degree	Class IV (R04) Semester Units BA w/o Credential	Class V (R05) Semester Units BA with Credential
R-1	\$38,167.65	\$41,086.57	\$43,846.95	\$46,511.87	\$49,621.11
R-2	\$41,086.57	\$43,846.95	\$46,511.87	\$49,621.11	\$52,254.41
R-3	\$43,846.95	\$46,511.87	\$49,621.11	\$52,254.41	\$55,205.10
R-4	\$46,511.87	\$49,621.11	\$52,254.41	\$55,205.10	\$57,965.47
R-5		\$52,254.41	\$55,205.10	\$57,965.47	\$59,234.61
R-6			\$57,965.47	\$59,234.61	\$63,962.01
R-7				\$63,962.01	\$66,690.62
R-8					\$69,482.61

**FRESNO UNIFIED SCHOOL DISTRICT**

Basic Hourly Rate Salary Schedule 2023-2024

Effective July 1, 2023

Schedule R: Pre-Kindergarten Teachers 183\* Duty Days (8 work hours)

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified teaching service with appropriate credential/permit

Level (Step)	Class I (R01) Semester Units Less than 60 Units	Class II (R02) Semester Units 60-89 Units	Class III (R03) Semester Units 90 Units No Degree	Class IV (R04) Semester Units BA w/o Credential	Class V (R05) Semester Units BA with Credential
R-1	\$26.0708	\$28.0646	\$29.9501	\$31.7704	\$33.8942
R-2	\$28.0646	\$29.9501	\$31.7704	\$33.8942	\$35.6929
R-3	\$29.9501	\$31.7704	\$33.8942	\$35.6929	\$37.7084
R-4	\$31.7704	\$33.8942	\$35.6929	\$37.7084	\$39.5939
R-5		\$35.6929	\$37.7084	\$39.5939	\$40.4608
R-6			\$39.5939	\$40.4608	\$43.6899
R-7				\$43.6899	\$45.5537
R-8					\$47.4608

Pre-Kindergarten teachers who teach two class sessions shall have the option, after consulting with the principal, of scheduling a 30 minute duty-free lunch period. This period shall be outside of the four (4) hour time block required for each class session. Pre-Kindergarten teachers shall be able to submit up to three (3) hours per class per month for extra duty hours, in accordance with the existing requirements.

**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

**\*\*\*\*\* 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 (R04), level 7 meeting the appropriate years of service would receive the following compensation:

YRS OF SERVICE	% OF SALARY	CAREER INCREMENT	SALARY
11	1.60%	\$1,023.39	\$64,985.41
12	3.20%	\$2,046.78	\$66,008.80
13	4.80%	\$3,070.18	\$67,032.19
14	6.40%	\$4,093.57	\$68,055.58
15	8.00%	\$5,116.96	\$69,078.97