

**Appendix A1
FREMONT UNIFIED SCHOOL DISTRICT
TEACHERS' SALARY SCHEDULE**

Effective 7/1/07 (06/07 x 4.55%)

STEP	C	D	E	F
Yrs. Exp.	BA	BA + 45	BA + 60	BA + 75
1	\$54,866.00	\$56,741.00	\$58,617.00	\$60,496.00
2	\$56,741.00	\$58,617.00	\$60,496.00	\$62,374.00
3	\$58,617.00	\$60,496.00	\$62,374.00	\$64,251.00
4	\$60,496.00	\$62,374.00	\$64,251.00	\$66,127.00
5	\$62,374.00	\$64,251.00	\$66,127.00	\$68,008.00
6	\$64,251.00	\$66,127.00	\$68,008.00	\$69,886.00
7	\$66,127.00	\$68,008.00	\$69,886.00	\$71,761.00
8	\$68,008.00	\$69,886.00	\$71,761.00	\$73,641.00
9	\$69,886.00	\$71,761.00	\$73,641.00	\$75,516.00
10	\$71,761.00	\$73,641.00	\$75,516.00	\$77,396.00
11	\$73,641.00	\$75,516.00	\$77,396.00	\$79,273.00
12		\$77,396.00	\$79,273.00	\$81,149.00
13			\$81,149.00	\$83,026.00
14				\$84,902.00
15				\$84,902.00
16				\$86,781.00
17				\$86,781.00
18				\$88,660.00
19				\$88,660.00
20				\$90,536.00
21				\$90,536.00
22				\$92,415.00
23				\$92,415.00
24				\$94,293.00
25				\$94,293.00
26				\$96,168.00
27				\$96,168.00
28				\$98,048.00
29				\$99,925.00

NOTE: The District DOES NOT provide a separate allocation for insurance fringe benefits. As of 1/1/97 that money was incorporated into the salary schedule. (See Article 23 of the FUDTA Agreement)

Masters Degree – 3% in addition to placement on the schedule
 Doctors Degree – 3% in addition to placement on the schedule, plus Masters.

Hourly - \$39.10 per hour Adult Hourly – See published schedule

Steps A & B are no longer applicable; they have been combined with Step C
MAXIMUM OF 5 YEARS EXPERIENCE CREDIT ALLOWED PER CONTRACT

Rates shown on this schedule are not necessarily the exact figures contained in the automated payroll system due to rounding. Rates shown are for general information, not for precise pay purposes.

**Appendix A2
FREMONT UNIFIED SCHOOL DISTRICT
COUNSELORS' SALARY SCHEDULE**

Effective 7/1/07 (06/07 x 4.55%)

STEP	C	D	E	F
Yrs. Exp.	BA	BA + 45	BA + 60	BA + 75
1	\$58,602.00	\$60,635.00	\$62,671.00	\$64,704.00
2	\$60,635.00	\$62,671.00	\$64,704.00	\$66,742.00
3	\$62,671.00	\$64,704.00	\$66,742.00	\$68,775.00
4	\$64,704.00	\$66,742.00	\$68,775.00	\$70,808.00
5	\$66,742.00	\$68,775.00	\$70,808.00	\$72,844.00
6	\$68,775.00	\$70,808.00	\$72,844.00	\$74,877.00
7	\$70,808.00	\$72,844.00	\$74,877.00	\$76,915.00
8	\$72,844.00	\$74,877.00	\$76,915.00	\$78,950.00
9	\$74,877.00	\$76,915.00	\$78,950.00	\$80,982.00
10	\$76,915.00	\$78,950.00	\$80,982.00	\$83,017.00
11	\$78,950.00	\$80,982.00	\$83,017.00	\$85,048.00
12		\$83,017.00	\$85,048.00	\$87,086.00
13			\$87,086.00	\$89,119.00
14				\$91,153.00
15				\$91,153.00
16				\$93,190.00
17				\$93,190.00
18				\$95,224.00
19				\$95,224.00
20				\$97,253.00
21				\$97,253.00
22				\$99,295.00
23				\$99,295.00
24				\$101,326.00
25				\$101,326.00
26				\$103,364.00
27				\$103,364.00
28				\$105,395.00
29				\$107,432.00

NOTE: The District DOES NOT provide a separate allocation for insurance fringe benefits. As of 1/1/97 that money was incorporated into the salary schedule. (See Article 23 of the FUDTA Agreement)

Masters Degree – 3% in addition to placement on the schedule
 Doctors Degree – 3% in addition to placement on the schedule, plus Masters.

Hourly Rate: \$56.81

Steps A & B are no longer applicable; they have been combined with Step C

MAXIMUM OF 5 YEARS EXPERIENCE CREDIT ALLOWED PER CONTRACT

**Appendix A3
FREMONT UNIFIED SCHOOL DISTRICT
PROGRAM SPECIALISTS' SALARY SCHEDULE**

Effective 7/1/07 (06/07 x 4.55%)

STEP	C	D	E	F
Yrs. Exp.	BA	BA + 45	BA + 60	BA + 75
1	\$68,177.00	\$70,593.00	\$73,014.00	\$75,429.00
2	\$70,593.00	\$73,014.00	\$75,429.00	\$77,850.00
3	\$73,014.00	\$75,429.00	\$77,850.00	\$80,264.00
4	\$75,429.00	\$77,850.00	\$80,264.00	\$82,681.00
5	\$77,850.00	\$80,264.00	\$82,681.00	\$85,100.00
6	\$80,264.00	\$82,681.00	\$85,100.00	\$87,519.00
7	\$82,681.00	\$85,100.00	\$87,519.00	\$89,940.00
8	\$85,100.00	\$87,519.00	\$89,940.00	\$92,354.00
9	\$87,519.00	\$89,940.00	\$92,354.00	\$94,773.00
10	\$89,940.00	\$92,354.00	\$94,773.00	\$97,190.00
11	\$92,354.00	\$94,773.00	\$97,190.00	\$99,606.00
12		\$97,190.00	\$99,606.00	\$102,025.00
13			\$102,025.00	\$104,442.00
14				\$106,858.00
15				\$106,858.00
16				\$109,279.00
17	NOTE: The District DOES NOT provide a separate allocation for insurance fringe benefits. As of 1/1/97 that money was incorporated into the salary schedule. (See Article 23 of the FUDTA Agreement)			\$109,279.00
18				\$111,694.00
19				\$111,694.00
20				\$114,113.00
21				\$114,113.00
22				\$116,575.00
23				\$116,575.00
24				\$118,950.00
25				\$118,950.00
26				\$121,363.00
27				\$121,363.00
28				\$123,784.00
29				\$126,202.00

Masters Degree – 3% in addition to placement on the schedule
Doctors Degree – 3% in addition to placement on the schedule, plus Masters.

Steps A & B are no longer applicable; they have been combined with Step C

MAXIMUM OF 5 YEARS EXPERIENCE CREDIT ALLOWED PER CONTRACT

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**Appendix A4
FREMONT UNIFIED SCHOOL DISTRICT
PSYCHOLOGISTS' SALARY SCHEDULE**

Effective 7/1/07 (06/07 x 4.55%)

STEP	C	D	E	F
Yrs. Exp.	BA	BA + 45	BA + 60	BA + 75
1	\$61,350.00	\$63,496.00	\$65,641.00	\$67,784.00
2	\$63,496.00	\$65,641.00	\$67,784.00	\$69,928.00
3	\$65,641.00	\$67,784.00	\$69,928.00	\$72,075.00
4	\$67,784.00	\$69,928.00	\$72,075.00	\$74,220.00
5	\$69,928.00	\$72,075.00	\$74,220.00	\$76,364.00
6	\$72,075.00	\$74,220.00	\$76,364.00	\$78,511.00
7	\$74,220.00	\$76,364.00	\$78,511.00	\$80,652.00
8	\$76,364.00	\$78,511.00	\$80,652.00	\$82,798.00
9	\$78,511.00	\$80,652.00	\$82,798.00	\$84,943.00
10	\$80,652.00	\$82,798.00	\$84,943.00	\$87,089.00
11	\$82,798.00	\$84,943.00	\$87,089.00	\$89,232.00
12		\$87,089.00	\$89,232.00	\$91,375.00
13			\$91,375.00	\$93,519.00
14				\$95,664.00
15				\$95,664.00
16				\$97,811.00
17	NOTE: The District DOES NOT provide a separate allocation for insurance fringe benefits. As of 1/1/97 that money was incorporated into the salary schedule. (See Article 23 of the FUDTA Agreement)			\$97,811.00
18				\$99,953.00
19				\$99,953.00
20				\$102,098.00
21				\$102,098.00
22				\$104,243.00
23				\$104,243.00
24				\$106,387.00
25				\$106,387.00
26				\$108,532.00
27				\$108,532.00
28				\$110,678.00
29				\$112,821.00

Masters Degree – 3% in addition to placement on the schedule
 Doctors Degree – 3% in addition to placement on the schedule, plus Masters.

Steps A & B are no longer applicable; they have been combined with Step C

MAXIMUM OF 5 YEARS EXPERIENCE CREDIT ALLOWED PER CONTRACT

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Appendix B
FREMONT UNIFIED SCHOOL DISTRICT
2007-2008 ADULT SCHOOL SALARY SCHEDULE
Effective 7/1/07 (06/07 x 4.55%)*

<u>STEP</u>	<u>HOURS</u>	<u>COLUMN A</u> (Less than 13 hrs/wk)	<u>COLUMN B</u> (13 - 29.999 hrs/wk)	<u>COLUMN C</u> (30 hrs/wk + over)
1	0 - 1200	\$39.40	\$41.36	\$43.43
2	1201 - 2400	\$41.36	\$43.43	\$45.69
3	2401 - 13,999	\$43.43	\$45.69	\$48.09
4	14,000-15,999	\$45.69	\$48.09	\$50.64
5	16,000+	\$48.09	\$50.64	\$52.89

ADULT SCHOOL SALARY SCHEDULE WITH 5.8% FRINGE

1	0 - 1200	\$41.68	\$43.78	\$45.95
2	1201 - 2400	\$43.78	\$45.95	\$48.33
3	2401 - 13,999	\$45.95	\$48.33	\$50.87
4	14,000 - 15,999	\$48.33	\$50.87	\$53.58
5	16,000+	\$50.87	\$53.58	\$55.97

*Rates shown on this schedule are not necessarily the exact figure contained in the automated payroll system due to rounding. Rates shown are for general information, not for precise pay purposes.

Appendix C
FREMONT UNIFIED SCHOOL DISTRICT
PRESCHOOL TEACHER SALARY SCHEDULE*
Effective 7/1/07 (06/07 x 4.55%)*

PER DIEM HOURLY	\$39.51
PER DIEM DAILY	\$158.04
ANNUAL	\$28,763.28
EXTRA DUTY HOURLY	\$29.61

*PER DIEM HOURLY X 4 HRS = PER DIEM DAILY

*PER DIEM DAILY X 182 DAYS = ANNUAL SALARY

*Rates shown on this schedule are not necessarily the exact figures contained in the automated payroll system due to rounding. Rates shown are for general information, not for precise pay purposes.

Appendix D

**FREMONT UNIFIED SCHOOL DISTRICT
SUBSTITUTE TEACHER SALARY SCHEDULE
EFFECTIVE 7/1/07 (06/07 x 4.55%)***

DAY-TO-DAY SUBSTITUTE TEACHER RATE	\$149.95/DAY
LONG TERM SUBSTITUTE TEACHER RATE	\$191.39/DAY
OPEN/CLOSE SUBSTITUTE TEACHER RATE	\$191.39/DAY
EMERGENCY SUBSTITUTE TEAM RATE	\$191.39/DAY

CUMULATIVE INCENTIVE PAY SCHEDULE:

<u>A</u>	<u>B</u>	<u>C</u>
.5 - 60 DAYS	60.5 - 120 DAYS	120.5 + DAYS
\$149.95	\$157.45	\$172.44

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