

Management – Certificated Salary Schedules 2024/2025

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| Grade | Job Title | Job Code | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|-------|----------------------|----------|------------|------------|------------|------------|------------|
| E21 | School Social Worker | E152 | \$7,345.16 | \$7,712.37 | \$8,097.90 | \$8,502.84 | \$8,928.05 |

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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

C. CHALLENGING ASSIGNMENT INCENTIVE

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

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| Grade | Job Title | Job Code | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|-------|--------------------------------|----------|------------|------------|-------------|-------------|-------------|
| E25 | Vice Principal I | E189 | \$9,507.01 | \$9,982.23 | \$10,481.68 | \$11,005.37 | \$11,555.26 |
| E24 | Advisor, Guidance and Learning | E044 | \$9,054.38 | \$9,507.01 | \$9,982.23 | \$10,481.68 | \$11,005.37 |
| | Clinical School Social Worker | E231 | | | | | |
| | School Counselor - Site | E060 | | | | | |
| E21 | Social Worker, School | E152 | \$7,821.60 | \$8,212.64 | \$8,623.17 | \$9,054.38 | \$9,507.16 |

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Effective July 1, 2024

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

| Grade | Job Title | Job Code | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|-------|--|----------------------|------------|------------|------------|-------------|-------------|
| E25 | Vice Principal I | E189 | \$8,714.75 | \$9,150.37 | \$9,608.20 | \$10,088.25 | \$10,592.32 |
| E24 | Advisor, Guidance and Learning Clinical School Social Worker School Counselor - Site | E044 E231 E060 | \$8,299.85 | \$8,714.75 | \$9,150.37 | \$9,608.20 | \$10,088.25 |
| E21 | Social Worker, School | E152 | \$7,169.80 | \$7,528.25 | \$7,904.57 | \$8,299.85 | \$8,714.90 |

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| Grade | Job Title | Job Code | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--------------|------------------------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| E26 | Vice Principal II | E190 | \$10,184.91 | \$10,694.50 | \$11,228.82 | \$11,789.89 | \$12,379.70 |
| E25 | Head Counselor | E062 | \$9,700.04 | \$10,184.91 | \$10,694.50 | \$11,228.82 | \$11,789.89 |
| | Manager II - Magnet School | E247 | | | | | |
| | Manager II, Regional Instructional | E222 | | | | | |
| | Principal I | E144 | | | | | |
| | Principal I on Special Assignment | E244 | | | | | |
| E24 | Advisor, Guidance and Learning | E044 | \$9,238.22 | \$9,700.04 | \$10,184.91 | \$10,694.50 | \$11,228.82 |
| | School Counselor - Site | E060 | | | | | |

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Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|------------------------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| E26 | Vice Principal II | E190 | \$9,336.17 | \$9,803.29 | \$10,293.09 | \$10,807.39 | \$11,348.06 |
| E25 | Head Counselor | E062 | \$8,891.70 | \$9,336.17 | \$9,803.29 | \$10,293.09 | \$10,807.39 |
| | Manager II - Magnet School | E247 | | | | | |
| | Manager II, Regional Instructional | E222 | | | | | |
| | Principal I | E144 | | | | | |
| | Principal I on Special Assignment | E244 | | | | | |
| E24 | Advisor, Guidance and Learning | E044 | \$8,468.37 | \$8,891.70 | \$9,336.17 | \$9,803.29 | \$10,293.09 |
| | School Counselor - Site | E060 | | | | | |

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|--|----------------------|---------------|---------------|---------------|---------------|---------------|
| E29 | Principal III | E147 | \$11,596.18 | \$12,175.78 | \$12,784.84 | \$13,423.77 | \$14,095.10 |
| E28 | Principal II Principal II on Special Assignment | E145 E146 | \$11,290.18 | \$11,854.81 | \$12,447.72 | \$13,070.08 | \$13,723.53 |
| E27 | Vice Principal III Vice Principal III on Special Assisgnment | E191 E192 | \$10,960.53 | \$11,508.15 | \$12,083.17 | \$12,687.65 | \$13,322.46 |
| E25 | Manager II, - Special Education/Principal I Manager II, Regional Instructional School Psychologist - Site Programs | E222 E156 E151 | \$9,941.34 | \$10,438.27 | \$10,960.53 | \$11,508.15 | \$12,083.17 |
| E24 | School Counselor - Site | E060 | \$9,468.03 | \$9,941.34 | \$10,438.27 | \$10,960.53 | \$11,508.15 |

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Effective July 1, 2024

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|--|----------------------|---------------|---------------|---------------|---------------|---------------|
| E29 | Principal III | E147 | \$10,629.83 | \$11,161.13 | \$11,719.44 | \$12,305.12 | \$12,920.51 |
| E28 | Principal II Principal II on Special Assignment | E145 E146 | \$10,349.33 | \$10,866.91 | \$11,410.41 | \$11,980.91 | \$12,579.90 |
| E27 | Vice Principal III Vice Principal III on Special Assisgnment | E191 E192 | \$10,047.16 | \$10,549.14 | \$11,076.24 | \$11,630.35 | \$12,212.26 |
| E25 | Manager II, - Special Education/Principal I Manager II, Regional Instructional School Psychologist - Site Programs | E222 E156 E151 | \$9,112.89 | \$9,568.41 | \$10,047.16 | \$10,549.14 | \$11,076.24 |
| E24 | School Counselor - Site | E060 | \$8,679.03 | \$9,112.89 | \$9,568.41 | \$10,047.16 | \$10,549.14 |

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| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|--------------------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| E25 | Vice Principal I | E189 | \$9,989.59 | \$10,488.94 | \$11,013.74 | \$11,564.01 | \$12,141.82 |
| E24 | Advisor, Guidance and Learning | E044 | \$9,513.99 | \$9,989.59 | \$10,488.94 | \$11,013.74 | \$11,564.01 |

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|-------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| E26 | Vice Principal II | E190 | \$10,691.62 | \$11,226.57 | \$11,787.47 | \$12,376.45 | \$12,995.61 |

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|--|-----------------|---------------|---------------|---------------|---------------|---------------|
| E29 | Principal III | E147 | \$12,102.81 | \$12,707.74 | \$13,343.40 | \$14,010.24 | \$14,710.91 |
| | Principal III on Special Assignment | E215 | | | | | |
| E28 | Principal II | E145 | \$11,783.44 | \$12,372.74 | \$12,991.55 | \$13,641.10 | \$14,323.10 |
| | Principal II on Special Assignment | E146 | | | | | |
| E27 | Vice Principal III on Special Assignment | E192 | \$11,439.39 | \$12,010.93 | \$12,611.07 | \$13,241.97 | \$13,904.51 |
| E26 | Manager III, Special Education Programs and Services | E124 | \$10,894.31 | \$11,439.39 | \$12,010.93 | \$12,611.07 | \$13,241.97 |
| | Vice Principal II | E190 | | | | | |
| | Vice Principal II on Special Assignment | E217 | | | | | |
| E25 | Manager II - Specialized Programs | E245 | \$10,375.67 | \$10,894.31 | \$11,439.39 | \$12,010.93 | \$12,611.07 |
| | Manager II, Campus Culture | E033 | | | | | |
| | Manager II, English Language Development | E040 | | | | | |
| | Manager II, Nurse Educator | E273 | | | | | |
| | Manager II, Preschool Infant | E047 | | | | | |
| | Manager II, Regional Instructional | E222 | | | | | |
| | Manager II, Social Emotional Support | E028 | | | | | |
| | School Psychologist - District | E151 | | | | | |
| | Vice Principal I on Special Assignment | E187 | | | | | |
| E24 | Manager I, Autism Support | E153 | \$9,881.68 | \$10,375.67 | \$10,894.31 | \$11,439.39 | \$12,010.93 |
| | Manager I, Prevention and Intervention | E055 | | | | | |
| | Manager I, Technology Training | E157 | | | | | |
| | School Counselor | E060 | | | | | |
| E23 | Coordinator II, Attendance | E137 | \$9,411.07 | \$9,881.68 | \$10,375.67 | \$10,894.31 | \$11,439.39 |
| | School Social Worker | E152 | | | | | |

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|--------------|--|-----------------|---------------|---------------|---------------|---------------|---------------|
| E29 | Principal III | E147 | \$11,094.24 | \$11,648.76 | \$12,231.45 | \$12,842.72 | \$13,485.00 |
| | Principal III on Special Assignment | E215 | | | | | |
| E28 | Principal II | E145 | \$10,801.49 | \$11,341.68 | \$11,908.92 | \$12,504.34 | \$13,129.51 |
| | Principal II on Special Assignment | E146 | | | | | |
| E27 | Vice Principal III on Special Assignment | E192 | \$10,486.11 | \$11,010.02 | \$11,560.15 | \$12,138.47 | \$12,745.80 |
| E26 | Manager III, Special Education Programs and Services | E124 | \$9,986.45 | \$10,486.11 | \$11,010.02 | \$11,560.15 | \$12,138.47 |
| | Vice Principal II | E190 | | | | | |
| | Vice Principal II on Special Assignment | E217 | | | | | |
| E25 | Manager II - Specialized Programs | E245 | \$9,511.03 | \$9,986.45 | \$10,486.11 | \$11,010.02 | \$11,560.15 |
| | Manager II, Campus Culture | E033 | | | | | |
| | Manager II, English Language Development | E040 | | | | | |
| | Manager II, Nurse Educator | E273 | | | | | |
| | Manager II, Preschool Infant | E047 | | | | | |
| | Manager II, Regional Instructional | E222 | | | | | |
| | Manager II, Social Emotional Support | E028 | | | | | |
| | School Psychologist - District | E151 | | | | | |
| | Vice Principal I on Special Assignment | E187 | | | | | |
| E24 | Manager I, Autism Support | E153 | \$9,058.21 | \$9,511.03 | \$9,986.45 | \$10,486.11 | \$11,010.02 |
| | Manager I, Prevention and Intervention | E055 | | | | | |
| | Manager I, Technology Training | E157 | | | | | |
| | School Counselor | E060 | | | | | |

Fresno Unified School District

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Effective July 1, 2024

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

| | | | | | | | |
|------------|----------------------------|------|------------|------------|------------|------------|-------------|
| E23 | Coordinator II, Attendance | E137 | \$8,626.82 | \$9,058.21 | \$9,511.03 | \$9,986.45 | \$10,486.11 |
| E21 | School Social Worker | E152 | \$7,824.91 | \$8,216.11 | \$8,626.82 | \$9,058.21 | \$9,511.18 |

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|--------------|------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| E28 | Principal II | E145 | \$11,838.25 | \$12,430.29 | \$13,051.98 | \$13,704.55 | \$14,389.72 |

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

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

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

Annual \$1500 for Earned Doctorate*

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

*Additions are non-cumulative

B. MENTOR/LEADERSHIP COACH INCREMENT

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

C. CHALLENGING ASSIGNMENT INCENTIVE

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

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

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

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| E29 | Principal III | E147 | \$11,610.26 | \$12,190.56 | \$12,800.36 | \$13,440.06 | \$14,112.21 |

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B. MENTOR/LEADERSHIP COACH INCREMENT

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

C. CHALLENGING ASSIGNMENT INCENTIVE

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Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

Management 261 Duty Days (12 Month/July to June Work Schedule)

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|---|-----------------|---------------|---------------|---------------|---------------|---------------|
| E33 | Assoc Superintendent, School Leadership/School Support Services | E176 | \$16,469.17 | \$17,335.90 | \$18,248.44 | \$19,208.89 | \$20,219.91 |
| E32 | Chief Engagement and External Partnerships Officer | E259 | \$14,840.74 | \$15,582.80 | \$16,362.00 | \$17,180.13 | \$18,039.12 |
| | Instructional Superintendent, School Curriculum | E225 | | | | | |
| | Instructional Superintendent, School Leadership | E224 | | | | | |
| E31 | Assistant Superintendent, Early Learning | E246 | \$13,310.10 | \$13,975.63 | \$14,674.43 | \$15,408.19 | \$16,178.59 |
| | Assistant Superintendent, EL Program and Services | E202 | | | | | |
| | Assistant Superintendent, School Leadership | E203 | | | | | |
| | Assistant Superintendent, Special Education Services | E177 | | | | | |
| E30 | Principal V | E226 | \$12,537.62 | \$13,164.49 | \$13,822.72 | \$14,513.84 | \$15,239.58 |
| | Executive Officer - Leadership Development | E280 | | | | | |
| E29 | Administrator, Leadership Development | E009 | \$11,765.06 | \$12,353.08 | \$12,971.06 | \$13,619.29 | \$14,300.40 |
| | Executive Director, Special Education | E233 | | | | | |
| | Principal IV | E148 | | | | | |
| | Principal IV on Special Assignment | E216 | | | | | |
| | Principal III on Special Assignment | E215 | | | | | |
| E27 | Director, Health Services | E076 | \$11,120.18 | \$11,675.75 | \$12,259.14 | \$12,872.49 | \$13,516.51 |
| | Director, Instructional Media Services | E080 | | | | | |
| | Director, Instructional Support | E070 | | | | | |
| | Director, School Choice | E087 | | | | | |
| | Director, SELPA | E091 | | | | | |
| E26 | Manager III, Athletics | E110 | \$10,590.23 | \$11,120.18 | \$11,675.75 | \$12,259.14 | \$12,872.49 |
| | Manager III, Community Family Engagement Network | E112 | | | | | |
| | Manager III, Early Childhood Education | E114 | | | | | |

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

Management 261 Duty Days (12 Month/July to June Work Schedule)

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|--|-----------------|---------------|---------------|---------------|---------------|---------------|
| E25 | Manager II, Social Emotional Support | E028 | \$10,086.05 | \$10,590.23 | \$11,120.18 | \$11,675.75 | \$12,259.14 |
| | Manager II, Special Education | E212 | | | | | |
| | Manager II, State and Federal Programs | E056 | | | | | |
| E24 | Manager I (General) | E258 | \$9,605.88 | \$10,086.05 | \$10,590.23 | \$11,120.18 | \$11,675.75 |

Duty Year of 261 reflects 227 duty days, 14 holidays plus 20 vacation days

Note: The number of workdays could vary between 260 to 262 depending on the calendar year. Salary payout will always be calculated based on number of workdays and holidays in a given fiscal year.

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*Additions are non-cumulative

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

B. MENTOR/LEADERSHIP COACH INCREMENT

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

C. CHALLENGING ASSIGNMENT INCENTIVE

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

Fresno Unified School District

Certificated Management Monthly Salary Schedule 2024-2025

Effective July 1, 2024

Management 261 Duty Days (12 Month/July to June Work Schedule)

| <u>Grade</u> | <u>Job Title</u> | <u>Job Code</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|--------------|------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
|--------------|------------------|-----------------|---------------|---------------|---------------|---------------|---------------|

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

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