



**FREMONT UNION HIGH SCHOOL DISTRICT  
MANAGEMENT/UNREPRESENTED SALARY SCHEDULES\***

**2.27%**

*JULY 1, 2025 Increase - approved by the Board of Trustees March 24, 2026*

| CERTIFICATED MANAGEMENT                                 |      |                   |      |                   |      |                   |      |                   |                   |
|---------------------------------------------------------|------|-------------------|------|-------------------|------|-------------------|------|-------------------|-------------------|
| Position                                                | Days | 1                 | %    | 2                 | %    | 3                 | %    | 4                 | 5                 |
| <b>Assistant Superintendent/<br/>Executive Director</b> | 216  | 1,293.75          |      | 1,326.09          |      | 1,359.24          |      | 1,393.22          | 1,428.05          |
|                                                         |      | 23,287.44         |      | 23,869.63         |      | 24,466.37         |      | 25,078.03         | 25,704.98         |
|                                                         |      | 279,449.28        | 2.5% | 286,435.56        | 2.5% | 293,596.44        | 2.5% | 300,936.36        | 308,459.76        |
| <b>Principal</b>                                        | 220  | 1,150.74          |      | 1,179.51          |      | 1,208.99          |      | 1,239.22          | 1,270.20          |
|                                                         |      | 21,096.86         |      | 21,624.28         |      | 22,164.89         |      | 22,719.01         | 23,286.99         |
|                                                         |      | <b>253,162.32</b> | 2.5% | <b>259,491.36</b> | 2.5% | <b>265,978.68</b> | 2.5% | <b>272,628.12</b> | <b>279,443.88</b> |
| <b>Director</b>                                         | 216  | 1,150.74          |      | 1,179.51          |      | 1,209.00          |      | 1,239.22          | 1,270.20          |
|                                                         |      | 20,713.32         |      | 21,231.15         |      | 21,761.93         |      | 22,305.98         | 22,863.63         |
|                                                         |      | <b>248,559.84</b> | 2.5% | <b>254,773.80</b> | 2.5% | <b>261,143.16</b> | 2.5% | <b>267,671.76</b> | <b>274,363.56</b> |
| <b>Coordinator</b>                                      | 216  | 1,023.92          |      | 1,049.52          |      | 1,075.75          |      | 1,102.65          | 1,130.21          |
|                                                         |      | 18,430.51         |      | 18,891.27         |      | 19,363.55         |      | 19,847.64         | 20,343.83         |
|                                                         |      | <b>221,166.12</b> | 2.5% | <b>226,695.24</b> | 2.5% | <b>232,362.60</b> | 2.5% | <b>238,171.68</b> | <b>244,125.96</b> |
| <b>Assistant/Vice Principal</b>                         | 216  | 993.52            |      | 1,018.36          |      | 1,043.82          |      | 1,069.91          | 1,096.66          |
|                                                         |      | 17,883.35         |      | 18,330.43         |      | 18,788.69         |      | 19,258.41         | 19,739.87         |
|                                                         |      | <b>214,600.20</b> | 2.5% | <b>219,965.16</b> | 2.5% | <b>225,464.28</b> | 2.5% | <b>231,100.92</b> | <b>236,878.44</b> |
| <b>Program Administrator</b>                            | 210  | 993.53            |      | 1,018.37          |      | 1,043.83          |      | 1,069.92          | 1,096.67          |
|                                                         |      | 17,386.74         |      | 17,821.41         |      | 18,266.95         |      | 18,723.62         | 19,191.71         |
|                                                         |      | <b>208,640.88</b> | 2.5% | <b>213,856.92</b> | 2.5% | <b>219,203.40</b> | 2.5% | <b>224,683.44</b> | <b>230,300.52</b> |
| <b>Program Specialist I</b>                             | 210  | 953.95            |      | 977.80            |      | 1,002.24          |      | 1,027.30          | 1,052.98          |
|                                                         |      | 16,694.09         |      | 17,111.44         |      | 17,539.23         |      | 17,977.71         | 18,427.15         |
|                                                         |      | <b>200,329.08</b> | 2.5% | <b>205,337.28</b> | 2.5% | <b>210,470.76</b> | 2.5% | <b>215,732.52</b> | <b>221,125.80</b> |
| <b>Dean</b>                                             | 200  | 898.08            |      | 920.53            |      | 943.55            |      | 967.13            | 991.31            |
|                                                         |      | 14,968.01         |      | 15,342.21         |      | 15,725.77         |      | 16,118.91         | 16,521.88         |
|                                                         |      | <b>179,616.12</b> | 2.5% | <b>184,106.52</b> | 2.5% | <b>188,709.24</b> | 2.5% | <b>193,426.92</b> | <b>198,262.56</b> |
| <b>Program Manager ACE</b>                              | 216  | 818.33            |      | 838.79            |      | 859.76            |      | 881.25            | 903.28            |
|                                                         |      | 14,729.90         |      | 15,098.15         |      | 15,475.60         |      | 15,862.49         | 16,259.05         |
|                                                         |      | <b>176,758.80</b> | 2.5% | <b>181,177.80</b> | 2.5% | <b>185,707.20</b> | 2.5% | <b>190,349.88</b> | <b>195,108.60</b> |

**Degree Stipends:**

**Masters \$ 2,000**

**Doctorate \$ 4,500**

*\* Step increase in years 6-10 is 1% and years 11-20 is 0.5%*



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*JULY 1, 2025 Increase - approved by the Board of Trustees March 24, 2026*

| CLASSIFIED MANAGEMENT               |      |                   |      |                   |      |                   |      |                   |      |                   |
|-------------------------------------|------|-------------------|------|-------------------|------|-------------------|------|-------------------|------|-------------------|
| Position                            | Days | 1                 | %    | 2                 | %    | 3                 | %    | 4                 | %    | 5                 |
| Director                            | 245  | 982.10            |      | 1,006.65          |      | 1,031.82          |      | 1,057.62          |      | 1,084.06          |
|                                     |      | 20,051.25         |      | 20,552.53         |      | 21,066.34         |      | 21,593.00         |      | 22,132.83         |
|                                     |      | <b>240,615.00</b> | 2.5% | <b>246,630.36</b> | 2.5% | <b>252,796.08</b> | 2.5% | <b>259,116.00</b> | 2.5% | <b>265,593.96</b> |
| Chief Technical Officer             | 245  | 927.70            |      | 950.90            |      | 974.67            |      | 999.04            |      | 1,024.01          |
|                                     |      | 18,940.61         |      | 19,414.13         |      | 19,899.48         |      | 20,396.97         |      | 20,906.89         |
|                                     |      | <b>227,287.32</b> | 2.5% | <b>232,969.56</b> | 2.5% | <b>238,793.76</b> | 2.5% | <b>244,763.64</b> | 2.5% | <b>250,882.68</b> |
| Controller & Coordinator            | 245  | 878.51            |      | 900.47            |      | 922.98            |      | 946.06            |      | 969.71            |
|                                     |      | 17,936.18         |      | 18,384.58         |      | 18,844.19         |      | 19,315.29         |      | 19,798.17         |
|                                     |      | <b>215,234.16</b> | 2.5% | <b>220,614.96</b> | 2.5% | <b>226,130.28</b> | 2.5% | <b>231,783.48</b> | 2.5% | <b>237,578.04</b> |
| Manager IV                          | 245  | 823.82            |      | 844.42            |      | 865.53            |      | 887.16            |      | 909.34            |
|                                     |      | 16,819.68         |      | 17,240.17         |      | 17,671.17         |      | 18,112.95         |      | 18,565.77         |
|                                     |      | <b>201,836.16</b> | 2.5% | <b>206,882.04</b> | 2.5% | <b>212,054.04</b> | 2.5% | <b>217,355.40</b> | 2.5% | <b>222,789.24</b> |
| Program Specialist I                | 240  | 834.70            |      | 855.57            |      | 876.96            |      | 898.89            |      | 921.36            |
|                                     |      | 16,694.09         |      | 17,111.44         |      | 17,539.23         |      | 17,977.71         |      | 18,427.15         |
|                                     |      | <b>200,329.08</b> | 2.5% | <b>205,337.28</b> | 2.5% | <b>210,470.76</b> | 2.5% | <b>215,732.52</b> | 2.5% | <b>221,125.80</b> |
| Manager III                         | 245  | 721.44            |      | 739.47            |      | 757.96            |      | 776.91            |      | 796.33            |
|                                     |      | 14,729.34         |      | 15,097.57         |      | 15,475.01         |      | 15,861.89         |      | 16,258.44         |
|                                     |      | <b>176,752.08</b> | 2.5% | <b>181,170.84</b> | 2.5% | <b>185,700.12</b> | 2.5% | <b>190,342.68</b> | 2.5% | <b>195,101.28</b> |
| Executive Assistant Superintendent  | 245  | 669.56            |      | 686.30            |      | 703.46            |      | 721.04            |      | 739.07            |
|                                     |      | 13,670.16         |      | 14,011.91         |      | 14,362.21         |      | 14,721.27         |      | 15,089.30         |
|                                     |      | <b>164,041.92</b> | 2.5% | <b>168,142.92</b> | 2.5% | <b>172,346.52</b> | 2.5% | <b>176,655.24</b> | 2.5% | <b>181,071.60</b> |
| Manager II                          | 245  | 627.62            |      | 643.31            |      | 659.40            |      | 675.88            |      | 692.78            |
|                                     |      | 12,813.97         |      | 13,134.32         |      | 13,462.68         |      | 13,799.25         |      | 14,144.23         |
|                                     |      | <b>153,767.64</b> | 2.5% | <b>157,611.84</b> | 2.5% | <b>161,552.16</b> | 2.5% | <b>165,591.00</b> | 2.5% | <b>169,730.76</b> |
| Executive Assistant District Office | 245  | 615.22            |      | 630.60            |      | 646.36            |      | 662.52            |      | 679.09            |
|                                     |      | 12,560.70         |      | 12,874.72         |      | 13,196.59         |      | 13,526.50         |      | 13,864.66         |
|                                     |      | <b>150,728.40</b> | 2.5% | <b>154,496.64</b> | 2.5% | <b>158,359.08</b> | 2.5% | <b>162,318.00</b> | 2.5% | <b>166,375.92</b> |
| Executive Assistant Site            | 245  | 585.92            |      | 600.57            |      | 615.58            |      | 630.97            |      | 646.75            |
|                                     |      | 11,962.57         |      | 12,261.63         |      | 12,568.17         |      | 12,882.37         |      | 13,204.43         |
|                                     |      | <b>143,550.84</b> | 2.5% | <b>147,139.56</b> | 2.5% | <b>150,818.04</b> | 2.5% | <b>154,588.44</b> | 2.5% | <b>158,453.16</b> |
| Manager I                           | 245  | 486.78            |      | 498.95            |      | 511.43            |      | 524.21            |      | 537.32            |
|                                     |      | 9,938.47          |      | 10,186.93         |      | 10,441.60         |      | 10,702.64         |      | 10,970.21         |
|                                     |      | <b>119,261.64</b> | 2.5% | <b>122,243.16</b> | 2.5% | <b>125,299.20</b> | 2.5% | <b>128,431.68</b> | 2.5% | <b>131,642.52</b> |
| Manager 0 (11 Mo.)                  | 225  | 486.78            |      | 498.95            |      | 511.43            |      | 524.21            |      | 537.32            |
|                                     |      | 9,956.89          |      | 10,205.81         |      | 10,460.96         |      | 10,722.48         |      | 10,990.54         |
|                                     |      | <b>109,525.79</b> | 2.5% | <b>112,263.91</b> | 2.5% | <b>115,070.56</b> | 2.5% | <b>117,947.28</b> | 2.5% | <b>120,895.94</b> |

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