

FRESNO UNIFIED SCHOOL DISTRICT  
Basic Annual Salary Schedule 2026-2027  
Effective July 1, 2026  
Schedule A: Nurses 185\* Duty Days

PLACEMENT ON THE SALARY SCHEDULE: Full credit will be given for verified nursing experience

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

Non-Credentialed Nurses

|   |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|
| 0 | \$68,995.68 | \$72,733.86 | \$76,472.19 | \$80,209.93 | \$82,415.58 |
|---|-------------|-------------|-------------|-------------|-------------|

Full-Credentialed Nurses

|     |             |              |              |              |              |
|-----|-------------|--------------|--------------|--------------|--------------|
| 1** | \$72,733.86 | \$76,472.19  | \$80,209.93  | \$83,948.41  | \$86,265.80  |
| 2   | \$76,472.19 | \$80,209.93  | \$83,948.41  | \$87,686.45  | \$90,116.16  |
| 3   | \$80,209.93 | \$83,948.41  | \$87,686.45  | \$91,424.63  | \$93,966.24  |
| 4   | \$83,948.41 | \$87,686.45  | \$91,424.63  | \$95,162.67  | \$97,816.60  |
| 5   | \$87,686.45 | \$91,424.63  | \$95,162.67  | \$98,900.70  | \$101,667.12 |
| 6   | \$91,424.63 | \$95,162.67  | \$98,900.70  | \$102,660.94 | \$105,741.12 |
| 7   | \$95,162.67 | \$98,900.70  | \$102,660.94 | \$106,661.08 | \$109,860.70 |
| 8   |             | \$102,660.94 | \$106,661.08 | \$110,660.64 | \$113,980.42 |
| 9   |             |              | \$110,660.64 | \$114,660.93 | \$118,100.45 |
| 10  |             |              |              | \$118,660.48 | \$122,220.32 |

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, nurses 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/outside entity, you will begin at level 3.

Nurses 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/outside entity, 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. *Nurses are able to move beyond Step 1 with less than 30 units.*

\*\*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

Nurses receive a \$3000 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 nurse 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%       | \$1,898.57       | \$120,559.05 | \$124,175.85           |
| 12             | 3.20%       | \$3,797.14       | \$122,457.62 | \$126,131.37           |
| 13             | 4.80%       | \$5,695.70       | \$124,356.18 | \$128,086.90           |
| 14             | 6.40%       | \$7,594.27       | \$126,254.75 | \$130,042.42           |
| 15             | 8.00%       | \$9,492.84       | \$128,153.32 | \$131,997.95           |

| YRS OF SERVICE | CAREER INCREMENT AMOUNT |
|----------------|-------------------------|
| 21-25          | \$5,000                 |
| 26+            | \$10,000                |

**FRESNO UNIFIED SCHOOL DISTRICT**  
 Basic Annual Salary Schedule 2026-2027  
 Effective July 1, 2026  
 Schedule A: Nurses 200\* Duty Days

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 nursing experience or outside nursing services

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

**Non-Credentialed Nurses**

|   |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|
| 0 | \$74,589.92 | \$78,631.20 | \$82,672.64 | \$86,713.44 | \$89,097.92 |
|---|-------------|-------------|-------------|-------------|-------------|

**Full-Credentialed Nurses**

|     |              |              |              |              |              |
|-----|--------------|--------------|--------------|--------------|--------------|
| 1** | \$78,631.20  | \$82,672.64  | \$86,713.44  | \$90,755.04  | \$93,260.32  |
| 2   | \$82,672.64  | \$86,713.44  | \$90,755.04  | \$94,796.16  | \$97,422.88  |
| 3   | \$86,713.44  | \$90,755.04  | \$94,796.16  | \$98,837.44  | \$101,585.12 |
| 4   | \$90,755.04  | \$94,796.16  | \$98,837.44  | \$102,878.56 | \$105,747.68 |
| 5   | \$94,796.16  | \$98,837.44  | \$102,878.56 | \$106,919.68 | \$109,910.40 |
| 6   | \$98,837.44  | \$102,878.56 | \$106,919.68 | \$110,984.80 | \$114,314.72 |
| 7   | \$102,878.56 | \$106,919.68 | \$110,984.80 | \$115,309.28 | \$118,768.32 |
| 8   |              | \$110,984.80 | \$115,309.28 | \$119,633.12 | \$123,222.08 |
| 9   |              |              | \$119,633.12 | \$123,957.76 | \$127,676.16 |
| 10  |              |              |              | \$128,281.60 | \$132,130.08 |

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, nurses 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/outside entity, you will begin at level 3.

Nurses 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/outside entity, 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. *Nurses are able to move beyond Step 1 with less than 30 units.*

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

\* Additions are non-cumulative

Nurses receive a \$3000 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 nurse 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%                   | \$2,052.51       | \$130,334.11 | \$134,244.16           |
| 12             | 3.20%                   | \$4,105.01       | \$132,386.61 | \$136,358.24           |
| 13             | 4.80%                   | \$6,157.52       | \$134,439.12 | \$138,472.32           |
| 14             | 6.40%                   | \$8,210.02       | \$136,491.62 | \$140,586.41           |
| 15             | 8.00%                   | \$10,262.53      | \$138,544.13 | \$142,700.49           |
| YRS OF SERVICE | CAREER INCREMENT AMOUNT |                  |              |                        |
| 21-25          | \$5,000                 |                  |              |                        |
| 26+            | \$10,000                |                  |              |                        |

**FRESNO UNIFIED SCHOOL DISTRICT**  
 Basic Annual Salary Schedule 2026-2027  
 Effective July 1, 2026  
 Schedule A: Nurses 203\* Duty Days

**PLACEMENT ON THE SALARY SCHEDULE:** Full credit will be given for verified K-12 nursing experience or outside nursing services

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

**Non-Credentialed Nurses**

|   |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|
| 0 | \$75,708.77 | \$79,810.67 | \$83,912.73 | \$88,014.14 | \$90,434.39 |
|---|-------------|-------------|-------------|-------------|-------------|

**Full-Credentialed Nurses**

|     |              |              |              |              |              |
|-----|--------------|--------------|--------------|--------------|--------------|
| 1** | \$79,810.67  | \$83,912.73  | \$88,014.14  | \$92,116.37  | \$94,659.22  |
| 2   | \$83,912.73  | \$88,014.14  | \$92,116.37  | \$96,218.10  | \$98,884.22  |
| 3   | \$88,014.14  | \$92,116.37  | \$96,218.10  | \$100,320.00 | \$103,108.90 |
| 4   | \$92,116.37  | \$96,218.10  | \$100,320.00 | \$104,421.74 | \$107,333.90 |
| 5   | \$96,218.10  | \$100,320.00 | \$104,421.74 | \$108,523.48 | \$111,559.06 |
| 6   | \$100,320.00 | \$104,421.74 | \$108,523.48 | \$112,649.57 | \$116,029.44 |
| 7   | \$104,421.74 | \$108,523.48 | \$112,649.57 | \$117,038.92 | \$120,549.84 |
| 8   |              | \$112,649.57 | \$117,038.92 | \$121,427.62 | \$125,070.41 |
| 9   |              |              | \$121,427.62 | \$125,817.13 | \$129,591.30 |
| 10  |              |              |              | \$130,205.82 | \$134,112.03 |

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**For example,** a nurse 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%       | \$2,083.29       | \$132,289.12 | \$136,257.82           |
| 12             | 3.20%       | \$4,166.59       | \$134,372.41 | \$138,403.62           |
| 13             | 4.80%       | \$6,249.88       | \$136,455.70 | \$140,549.41           |
| 14             | 6.40%       | \$8,333.17       | \$138,539.00 | \$142,695.20           |
| 15             | 8.00%       | \$10,416.47      | \$140,622.29 | \$144,840.99           |

| YRS OF SERVICE | CAREER INCREMENT AMOUNT |
|----------------|-------------------------|
| 21-25          | \$5,000                 |
| 26+            | \$10,000                |