

**FRUITVALE SCHOOL DISTRICT
2015-2016 CERTIFICATED MANAGEMENT SALARY SCHEDULE**

	1	2	3	4	5	6	7	8
Elementary School Principal	92,018	94,105	96,192	98,279	100,366	102,453	104,540	106,628
Elementary School Assistant Principal	81,743	83,832	85,919	88,006	90,095	92,179	94,266	96,352
Junior High Principal	95,150	97,235	99,323	101,410	103,496	105,583	107,671	109,759
Junior High Assistant Principal	84,735	86,824	88,909	90,998	93,086	95,171	97,258	99,343
Director, Special Education/Support Services	92,018	94,105	96,192	98,279	100,366	102,453	104,540	106,628
Director, Curriculum/Staff Development	92,018	94,105	96,192	98,279	100,366	102,453	104,540	106,628
Director, Specially Funded Programs & Evaluation	89,442	91,529	93,617	95,703	97,792	99,878	101,965	104,051
District Psychologist/Coordinator	82,028	84,117	86,204	88,291	90,379	92,464	94,550	96,637

Each step equals one year.

Placement on the salary schedule shall be determined at the time of hiring.

Master's degree included in base salary.

\$2,000 Annually for Doctorate Stipend.

Length of work year:

Principal	205 working days (11 months)
Assistant Principal	205 working days (11 months)
Director, Special Education/Support Services	215 working days (12 months)
Director, Curriculum/Staff Development	215 working days (12 months)
Director, Specially Funded Programs & Evaluations	215 working days (12 months)
District Psychologist/Coordinator	205 working days (11 months)

Years 10, 15, 20 and 25 are Anniversary Increments of \$1,200.00.

To be eligible for one or more increments, the employee must have completed 9, 14, 19 or 24 years of service with Fruitvale School District.

FRUITVALE SCHOOL DISTRICT
2015-2016 Certificated Salary Schedule

	A	B	C	D	E	F	G
Steps	BA	BA+12	BA+24	BA+36	BA+48	BA+60	BA+72
1	45,325	45,325	47,042	49,325	51,746	54,339	57,063
2	45,325	46,434	48,556	50,839	53,262	55,858	58,590
3	45,968	47,952	50,081	52,360	54,789	57,381	60,105
4	47,497	49,478	51,593	53,882	56,320	58,894	61,624
5	49,031	50,999	53,117	55,393	57,833	60,417	63,146
6	50,535	52,519	54,642	56,920	59,348	61,923	64,665
7	52,063	54,029	56,161	58,443	60,876	63,464	66,192
8	53,578	55,554	57,680	59,968	62,392	64,972	67,705
9	55,097	57,071	59,196	61,486	63,915	66,503	69,227
10		58,601	60,719	62,999	65,429	68,019	70,754
11			62,248	64,520	66,958	69,541	72,272
12				66,043	68,478	71,064	73,788
13					69,992	72,578	75,310
14						74,097	76,831
15							78,352
16							79,876
17							81,392

Units above the BA are semester units.

Years 20, 22 and 24 are anniversary increments of \$1,200. To be eligible for one or more \$1,200 anniversary increments, a teacher has to have taught either 19, 21 or 23 years in the Fruitvale School District. Anniversary increments apply to columns E, F and G only.

\$1,200 annually for Masters Degree.

\$1,250 annually for Credentialed Special Day Class and Resource Specialist Teachers.

Placement on the appropriate column/step of the salary schedule is based upon the possession of an appropriate, valid California teaching credential as provided by Education Code Section 45023.4.

Full time teachers employed by the District, who do not possess an appropriate, valid California teaching credential as provided by Education Code Section 45023.4 shall be paid \$40,000.

Returning Teachers 183 work days
 Newly Hired Teachers 186 work days

6/11/2015

**FRUITVALE SCHOOL DISTRICT
2015-2016 Certificated Speech Pathologist Salary Schedule**

	A	B	C	D	E	F	G
Steps	BA	BA+12	BA+24	BA+36	BA+48	BA+60	BA+72
1	51,325	51,325	53,042	55,325	57,746	60,339	63,063
2	51,325	52,434	54,556	56,839	59,262	61,858	64,590
3	51,968	53,952	56,081	58,360	60,789	63,381	66,105
4	53,497	55,478	57,593	59,882	62,320	64,894	67,624
5	55,031	56,999	59,117	61,393	63,833	66,417	69,146
6	56,535	58,519	60,642	62,920	65,348	67,923	70,665
7	58,063	60,029	62,161	64,443	66,876	69,464	72,192
8	59,578	61,554	63,680	65,968	68,392	70,972	73,705
9	61,097	63,071	65,196	67,486	69,915	72,503	75,227
10		64,601	66,719	68,999	71,429	74,019	76,754
11			68,248	70,520	72,958	75,541	78,272
12				72,043	74,478	77,064	79,788
13					75,992	78,578	81,310
14						80,097	82,831
15							84,352
16							85,876
17							87,392

Units above the BA are semester units.

Years 20, 22 and 24 are anniversary increments of \$1,200. To be eligible for one or more \$1,200 anniversary increments, a teacher has to have taught either 19, 21 or 23 years in the Fruitvale School District. Anniversary increments apply to columns E, F and G only.

\$1,200 annually for Masters Degree.

Placement on the appropriate column/step of the salary schedule is based upon the possession of an appropriate, valid California teaching credential as provided by Education Code Section 45023.4.

Full time teachers employed by the District, who do not possess an appropriate, valid California teaching credential as provided by Education Code Section 45023.4 shall be paid \$40,000.

Returning Teachers
Newly Hired Teachers

FRUITVALE SCHOOL DISTRICT
2015-2016 Licensed Speech Pathologist Salary Schedule

	A	B	C	D	E	F	G
Steps	BA	BA+12	BA+24	BA+36	BA+48	BA+60	BA+72
1	53,325	53,325	55,042	57,325	59,746	62,339	65,063
2	53,325	54,434	56,556	58,839	61,262	63,858	66,590
3	53,968	55,952	58,081	60,360	62,789	65,381	68,105
4	55,497	57,478	59,593	61,882	64,320	66,894	69,624
5	57,031	58,999	61,117	63,393	65,833	68,417	71,146
6	58,535	60,519	62,642	64,920	67,348	69,923	72,665
7	60,063	62,029	64,161	66,443	68,876	71,464	74,192
8	61,578	63,554	65,680	67,968	70,392	72,972	75,705
9	63,097	65,071	67,196	69,486	71,915	74,503	77,227
10		66,601	68,719	70,999	73,429	76,019	78,754
11			70,248	72,520	74,958	77,541	80,272
12				74,043	76,478	79,064	81,788
13					77,992	80,578	83,310
14						82,097	84,831
15							86,352
16							87,876
17							89,392

Units above the BA are semester units.

Years 20, 22 and 24 are anniversary increments of \$1,200. To be eligible for one or more \$1,200 anniversary increments, a teacher has to have taught either 19, 21 or 23 years in the Fruitvale School District. Anniversary increments apply to columns E, F and G only.

\$1,200 annually for Masters Degree.

Placement on the appropriate column/step of the salary schedule is based upon the possession of an appropriate, valid California teaching credential as provided by Education Code Section 45023.4.

Full time teachers employed by the District, who do not possess an appropriate, valid California teaching credential as provided by Education Code Section 45023.4 shall be paid \$40,000.

Returning Teachers
 Newly Hired Teachers

**Fruitvale School District
2015-2016 Counselor Salary Schedule**

	1	2	3	4	5	6	7	8
Counselor	75,791	77,609	79,427	81,244	83,059	84,878	86,694	88,512

Each step equals one year.

Placement on the salary schedule shall be determined at the time of hiring.

Master's degree included in steps.

Length of work year: 196 working days

Years 10, 15, 20 and 25 are anniversary increments of \$1,200.00.

To be eligible for one or more increment, the employee must have completed 9, 14, 19 or 24 years of service with the Fruitvale School District.

**Fruitvale School District
2015-2016 Psychologist Salary Schedule**

	1	2	3	4	5	6	7	8
Psychologist	79,870	81,816	83,762	85,709	87,655	89,599	91,546	93,493

Each step equals one year.

Placement on the salary schedule shall be determined at the time of hiring.

Master's degree included in steps.

Length of work year: 196 working days

Years 10, 15, 20 and 25 are anniversary increments of \$1,200.00.

To be eligible for one or more increment, the employee must have completed 9, 14, 19 or 24 years of service with the Fruitvale School District.

Fruitvale School District
2015-2016 Occupational Therapist Salary Schedule

	1	2	3	4	5	6	7	8
Occupational Therapist - 196 days	67,292	69,087	70,884	72,681	74,478	76,276	78,072	79,869

Each step equals one year.

Placement on the salary schedule shall be determined at the time of hiring.

Add \$1,200.00 per year for a Master's degree.

Length of work year: 196 working days

Years 10, 15, 20 and 25 are anniversary increments of \$1,200.00.

To be eligible for one or more increment, the employee must have completed 9, 14, 19 or 24 years of service with the Fruitvale School District.

Fruitvale School District								
2015-2016 School Nurse Salary Schedule								
	1	2	3	4	5	6	7	8
School Nurse	67,292	69,087	70,884	72,681	74,478	76,276	78,072	79,869

Each step equals one year.

Placement on the salary schedule shall be determined at the time of hiring.

Add \$1,200.00 per year for a Master's degree.

Length of work year: 196 working days

Years 10, 15, 20 and 25 are anniversary increments of \$1,200.00.

To be eligible for one or more increment, the employee must have completed 9, 14, 19 or 24 years of service with the Fruitvale School District.

**FRUITVALE SCHOOL DISTRICT
2015-2016 CLASSIFIED MANAGEMENT SALARY SCHEDULE**

	1	2	3	4	5	6	7	8
Director of Maintenance, Operations, & Transportation	73,099	74,767	76,435	78,101	79,770	81,438	83,105	84,774
Director of Data/Computer Systems	68,095	69,765	71,431	73,099	74,767	76,435	78,101	79,770
Director of Information and Technology	86,293	87,962	89,631	91,299	92,968	94,636	96,305	97,974
Supervisor of Personnel Services	55,613	57,282	58,950	60,617	62,286	63,954	65,620	67,288
User Support Supervisor	43,966	45,785	47,605	49,423	51,243	53,062	54,881	56,701
Network Systems Supervisor	43,966	45,785	47,605	49,423	51,243	53,062	54,881	56,701
Supervisor of Transportation Services	43,966	45,785	47,605	49,423	51,243	53,062	54,881	56,701
Supervisor, Campus Security & Truancy (11 months)	43,966	45,785	47,605	49,423	51,243	53,062	54,881	56,701
Supervisor of Extended Day Class (11 months)	40,303	41,970	43,637	45,305	46,972	48,640	50,307	51,976
Supervisor of Food Services (11 months - 7 hours per day)	32,818	34,288	35,758	37,197	38,682	40,123	41,578	43,032

Each step equals one year.

Placement on the salary schedule shall be determined at the time of hiring.

Mileage / vehicle allowance: \$150.00 per month.

Years 10, 15, 20 and 25 are Anniversary Increments of \$1,000.00.

To be eligible for one or more increments, the employee must have completed 9, 14, 19 or 24 years of service with Fruitvale School District.

11 month schedule (196 days) includes school year plus two weeks prior to the start of school and one week after school ends.

Chief Technology Officer Certificate: \$750/Annually

**FRUITVALE SCHOOL DISTRICT
2015-2016 Confidential Salary Schedule**

Steps	1	2	3	4	5	6	7	8	11	16	21	26
Ranges												
15	14.14	14.70	15.24	15.78	16.34	16.85	17.39	17.87	18.49	19.01	19.55	20.07
21	15.78	16.34	16.85	17.39	17.95	18.49	19.01	19.46	20.10	20.63	21.18	21.69
22	16.05	16.59	17.12	17.66	18.21	18.77	19.29	19.74	20.37	20.92	21.45	21.97
24	16.58	17.12	17.65	18.20	18.74	19.29	19.84	20.28	20.92	21.44	21.99	22.54
26	17.13	17.65	18.19	18.73	19.28	19.84	20.36	20.82	21.44	21.97	22.52	23.07
28	17.69	18.20	18.74	19.27	19.81	20.36	20.89	21.34	21.97	22.52	23.04	23.60
29	17.97	18.49	19.02	19.57	20.12	20.63	21.18	21.62	22.27	22.84	23.36	23.90
32	18.74	19.29	19.84	20.37	20.91	21.47	21.99	22.43	23.06	23.63	24.13	24.69
34	19.33	19.85	20.37	20.94	21.45	22.01	22.57	23.01	23.63	24.16	24.70	25.27
40	20.99	21.49	22.03	22.59	23.11	23.64	24.17	24.59	25.29	25.86	26.41	26.94
46	22.56	23.09	23.64	24.16	24.70	25.27	25.79	26.33	26.87	27.40	27.96	28.48

RANGE EQUIVALENTS

- | | |
|---------------------------|----------------------------------|
| 15 Support Clerk | 26 Account Clerk II |
| 21 Receptionist/Secretary | 28 Support Secretary II |
| 21 Cafeteria Clerk | 29 Network Support Specialist |
| 22 Account Clerk I | 40 Accounting Services Clerk |
| 24 Payroll Technician | 40 Administrative Secretary |
| 24 Support Secretary I | 40 Assistant, Personnel Services |
| 24 Data Technician | 46 Superintendent's Secretary |

FRUITVALE SCHOOL DISTRICT 2015-2016 Classified Salary Schedule												
Steps	1	2	3	4	5	6	7	8	11	16	21	26
1	10.38	10.91	11.47	11.98	12.54	13.08	13.61	14.13	14.70	15.23	15.78	16.33
2	10.62	11.17	11.72	12.28	12.81	13.37	13.88	14.41	14.97	15.49	16.08	16.58
4	11.17	11.72	12.28	12.81	13.37	13.88	14.41	14.97	15.49	16.08	16.58	17.11
7	11.99	12.54	13.09	13.62	14.16	14.70	15.27	15.80	16.37	16.84	17.39	17.93
10	12.81	13.37	13.88	14.41	14.97	15.49	16.08	16.58	17.11	17.66	18.20	18.73
11	13.09	13.61	14.15	14.69	15.21	15.78	16.35	16.85	17.40	17.95	18.48	19.03
14	13.88	14.41	14.97	15.49	16.08	16.58	17.11	17.66	18.20	18.73	19.29	19.84
18	14.97	15.49	16.08	16.58	17.11	17.66	18.20	18.73	19.29	19.84	20.38	20.91
19	15.23	15.78	16.33	16.85	17.39	17.95	18.49	19.02	19.56	20.09	20.64	21.17
20	15.49	16.08	16.58	17.11	17.66	18.20	18.73	19.29	19.84	20.38	20.91	21.46
21	15.78	16.33	16.85	17.39	17.95	18.49	19.02	19.55	20.09	20.64	21.18	21.69
23	16.33	16.85	17.39	17.95	18.49	19.02	19.55	20.09	20.64	21.17	21.69	22.28
24	16.59	17.19	17.67	18.20	18.77	19.29	19.84	20.40	20.91	21.46	22.00	22.54
25	16.85	17.39	17.95	18.48	19.02	19.54	20.07	20.61	21.14	21.72	22.25	22.80
26	17.11	17.66	18.20	18.73	19.29	19.84	20.38	20.91	21.46	22.00	22.54	23.06
28	17.69	18.20	18.73	19.29	19.84	20.38	20.92	21.46	22.00	22.54	23.06	23.67
29	17.97	18.48	19.03	19.57	20.11	20.64	21.18	21.72	22.27	22.83	23.37	23.90
31	18.49	19.03	19.55	20.09	20.65	21.17	21.71	22.27	22.83	23.35	23.87	24.41
35	19.57	20.11	20.65	21.17	21.72	22.28	22.83	23.37	23.90	24.44	24.97	25.53
42	21.53	22.07	22.62	23.16	23.70	24.25	24.79	25.34	25.87	26.42	26.97	27.51

Range Equivalents

1	Pre-Kindergarten Instructional Aide	19	Grounds Person
1	Instructional Aide	20	Custodian / Bus Driver
1	Extended Day Class Aide	20	Bus Driver
2	Office Aide	21	Grounds Person / Bus Driver
2	PE Aide	21	Warehouse Worker
4	Instructional Aide with AA degree or 60 approved college units	21	Information /Technology Technician
4	Special Education Aide	23	Warehouse Worker / Bus Driver
4	Extended Day Class Lead Aide	24	Lead Custodian
4	Food Worker	24	School Secretary
4	Library Aide	26	Lead Custodian / Bus Driver
7	Lead Food Worker	26	Maintenance Worker
10	Clerk I	28	Maintenance Worker / Bus Driver
10	Computer Lab Aide	29	Health Assistant / Licensed Vocational Nurse
10	Computer Technician	29	Lead Maintenance Worker
11	Library Clerk	31	Lead Bus Driver / Trainer
14	Clerk II	31	Lead Maint Worker / Bus Driver
18	Custodian	42	Pre-Kindergarten Instructor / Site Supervisor

Old Classifications (closed as of 7-4-89):

26	Custodian / Maintenance Worker
35	Lead Custodian / Maint Worker / Bus Driver

Substitute rate of pay for classified employees substituting in a different job classification is at the first step of the salary schedule for the classification in which he/she is substituting.