

**APPENDIX B-1**  
**FONTANA UNIFIED SCHOOL DISTRICT**  
**CERTIFICATED SALARY SCHEDULE**  
**Effective 7/1/24**  
**186 days**

	<b>Class A</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>STEP</b>	<b>B.A. Degree No Credential</b>	<b>B.A. Degree Credential<sup>1</sup></b>	<b>B.A. Degree +30 Semester<sup>1</sup></b>	<b>M.A. Degree or B.A. Degree +45 Semester<sup>1</sup></b>	<b>M.A. Degree +60 Semester or B.A. Degree +70 Semester<sup>1</sup></b>	<b>Professional Growth</b>
1	\$ 59,160	\$ 63,104	\$ 63,292	\$ 64,600	\$ 67,510	
2	\$ 61,774	\$ 63,292	\$ 64,554	\$ 67,459	\$ 70,498	
3	\$ 64,516	\$ 64,516	\$ 67,415	\$ 70,448	\$ 73,618	
4	\$ 67,370	\$ 67,370	\$ 70,400	\$ 73,570	\$ 76,880	
5	\$ 70,350	\$ 70,350	\$ 73,518	\$ 76,827	\$ 80,284	
6	\$ 73,464	\$ 73,464	\$ 76,771	\$ 80,227	\$ 83,839	
7		\$ 76,717	\$ 80,172	\$ 83,779	\$ 87,548	
8		\$ 80,117	\$ 83,715	\$ 87,483	\$ 91,425	
9			\$ 87,427	\$ 91,359	\$ 95,471	
10			\$ 91,296	\$ 95,405	\$ 99,695	
11				\$ 99,627	\$ 104,111	
12				\$ 104,039	\$ 108,720	
13					\$ 113,532	
14					\$ 118,558	
15						
16						
17						
18*		\$ 81,919	\$ 93,350	\$ 106,380	\$ 121,225	\$ 2,463
22*		\$ 83,763	\$ 95,450	\$ 108,773	\$ 123,953	\$ 4,925
26*		\$ 85,647	\$ 97,598	\$ 111,221	\$ 126,742	\$ 7,387
30*		\$ 87,574	\$ 99,794	\$ 113,723	\$ 129,594	

<sup>1</sup> Fully credentialed employees ONLY. Interns, PIPs, STSPs, etc., are placed at Class A.

\* Eligibility for these steps is based on initial step placement at time of hire and years of service in Fontana Unified School District Certificated Bargaining Unit, effective July 1, 2024.

\* Longevity is included to the preceding step for rows 18, 22, 26, and 30.

**Credit for Previous Teaching Experience and/or Military Service**

Credit is granted on salary schedule for prior teaching experience and/or military service as follows:

- Teaching experience is one (1) step for each year, not to exceed thirteen (13) steps for all bargaining members hired on or after July 1, 2024.
- Military service is one (1) step for each 20 months of active duty, not to exceed three (3) steps.
- A combination of teaching experience and military service not to exceed thirteen (13) steps.

**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

**FONTANA UNIFIED SCHOOL DISTRICT**  
**CERTIFICATED SCHOOL COUNSELOR SALARY SCHEDULE**  
**Effective 7/1/24**  
**193 days**

	<b>Class A</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>STEP</b>	<b>BA Degree No Credential</b>	<b>BA Degree Credential<sup>1</sup></b>	<b>BA Degree +30 Semester<sup>1</sup></b>	<b>MA Degree or BA Degree +45 Semester<sup>1</sup></b>	<b>MA Degree +60 Semester or BA Degree +70 Semester<sup>1</sup></b>	<b>Professional Growth</b>
<b>1</b>	\$ 61,410	\$ 65,505	\$ 65,699	\$ 67,058	\$ 70,078	
<b>2</b>	\$ 64,123	\$ 65,699	\$ 67,011	\$ 70,026	\$ 73,179	
<b>3</b>	\$ 66,971	\$ 66,971	\$ 69,980	\$ 73,129	\$ 76,419	
<b>4</b>	\$ 69,933	\$ 69,933	\$ 73,078	\$ 76,369	\$ 79,804	
<b>5</b>	\$ 73,027	\$ 73,027	\$ 76,315	\$ 79,750	\$ 83,339	
<b>6</b>	\$ 76,259	\$ 76,259	\$ 79,692	\$ 83,279	\$ 87,029	
<b>7</b>		\$ 79,636	\$ 83,222	\$ 86,966	\$ 90,880	
<b>8</b>		\$ 83,165	\$ 86,900	\$ 90,811	\$ 94,903	
<b>9</b>			\$ 90,753	\$ 94,835	\$ 99,103	
<b>10</b>			\$ 94,769	\$ 99,035	\$ 103,489	
<b>11</b>				\$ 103,417	\$ 108,071	
<b>12</b>				\$ 107,997	\$ 112,856	
<b>13</b>					\$ 117,850	
<b>14</b>					\$ 123,069	
<b>18*</b>		\$ 85,036	\$ 96,902	\$ 110,427	\$ 125,838	\$ 2,463
<b>22*</b>		\$ 86,950	\$ 99,082	\$ 112,912	\$ 128,669	\$ 4,925
<b>26*</b>		\$ 88,906	\$ 101,311	\$ 115,452	\$ 131,564	\$ 7,387
<b>30*</b>		\$ 90,907	\$ 103,591	\$ 118,050	\$ 134,524	

<sup>1</sup> Fully credentialed employees ONLY. Interns, PIPS, STSPS, etc., are placed at Class A.

\* Eligibility for these steps is based on initial step placement at time of hire and years of service in Fontana Unified School District Certificated Bargaining Unit, effective July 1, 2024.

\* Longevity is included to the preceding step for rows 18, 22, 26, and 30.

**Credit for Previous Experience and/or Military Service**

Credit is granted on salary schedule for prior experience and/or military service as follows:

- Experience is one (1) step for each year, not to exceed thirteen (13) steps for all bargaining members hired on or after July 1, 2024.
- Military service is one (1) step for each 20 months of active duty, not to exceed three (3) steps.
- A combination of certificated experience and military service not to exceed thirteen (13) steps.

**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

**FONTANA UNIFIED SCHOOL DISTRICT  
 CERTIFICATED TEACHER LIBRARIAN SALARY SCHEDULE  
 Effective 7/1/24  
 203 days**

	<b>Class A</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>STEP</b>	<b>BA Degree No Credential</b>	<b>BA Degree Credential<sup>1</sup></b>	<b>BA Degree +30 Semester<sup>1</sup></b>	<b>MA Degree or BA Degree +45 Semester<sup>1</sup></b>	<b>MA Degree +60 Semester or BA Degree +70 Semester<sup>1</sup></b>	<b>Professional Growth</b>
1	\$ 64,626	\$ 68,935	\$ 69,140	\$ 70,568	\$ 73,747	
2	\$ 67,481	\$ 69,140	\$ 70,519	\$ 73,691	\$ 77,011	
3	\$ 70,477	\$ 70,477	\$ 73,643	\$ 76,957	\$ 80,420	
4	\$ 73,595	\$ 73,595	\$ 76,905	\$ 80,367	\$ 83,983	
5	\$ 76,850	\$ 76,850	\$ 80,310	\$ 83,925	\$ 87,702	
6	\$ 80,252	\$ 80,252	\$ 83,864	\$ 87,639	\$ 91,586	
7		\$ 83,806	\$ 87,579	\$ 91,519	\$ 95,637	
8		\$ 87,519	\$ 91,450	\$ 95,565	\$ 99,871	
9			\$ 95,504	\$ 99,800	\$ 104,292	
10			\$ 99,731	\$ 104,220	\$ 108,907	
11				\$ 108,832	\$ 113,730	
12				\$ 113,652	\$ 118,765	
13					\$ 124,020	
14					\$ 129,512	
15						
16						
17						
18*		\$ 89,488	\$ 101,975	\$ 116,209	\$ 132,426	\$ 2,462
22*		\$ 91,501	\$ 104,270	\$ 118,824	\$ 135,405	\$ 4,925
26*		\$ 93,560	\$ 106,616	\$ 121,497	\$ 138,452	\$ 7,387
30*		\$ 95,665	\$ 109,015	\$ 124,231	\$ 141,567	

<sup>1</sup> Fully credentialed employees ONLY. Interns, PIPs, STSPs, etc., are placed at Class A.

\* Eligibility for these steps is based on initial step placement at time of hire and years of service in Fontana Unified School District Certificated Bargaining Unit, effective July 1, 2024.

\* Longevity is included to the preceding step for rows 18, 22, 26, and 30.

**Credit for Previous Experience and/or Military Service**

Credit is granted on salary schedule for prior experience and/or military service as follows:

- Experience is one (1) step for each year, not to exceed thirteen (13) steps for all bargaining unit members hired on or after July 1, 2024.
- Military service is one (1) step for each 20 months of active duty, not to exceed three (3) steps.
- A combination of teaching experience and military service not to exceed thirteen (13) steps.

**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

**FONTANA UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SPEECH LANGUAGE PATHOLOGIST SALARY SCHEDULE  
 Effective 7/1/24  
 191 Days**

Step	SLP1	Professional Growth
1	\$91,698	
2	\$95,786	
3	\$99,875	
4	\$103,963	
5	\$108,052	
6	\$112,140	
7	\$116,229	
8	\$120,317	
9	\$124,406	
10	\$128,494	
11		
12		
13		
14		
15		
16		
17		
18*	\$131,385	\$2,463
22*	\$134,341	\$4,925
26*	\$137,364	\$7,387
30*	\$140,455	

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**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

Bd App: 5/29/24

**FONTANA UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 Effective 1/1/25  
 186 days**

	<b>Class A</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>STEP</b>	B.A. Degree No Credential	B.A. Degree Credential <sup>1</sup>	B.A. Degree +30 Semester <sup>1</sup>	M.A. Degree or B.A. Degree +45 Semester <sup>1</sup>	M.A. Degree +60 Semester or B.A. Degree +70 Semester <sup>1</sup>	Professional Growth
1	\$ 60,343	\$ 64,367	\$ 64,557	\$ 65,892	\$ 68,860	
2	\$ 63,009	\$ 64,557	\$ 65,845	\$ 68,808	\$ 71,908	
3	\$ 65,806	\$ 65,806	\$ 68,763	\$ 71,857	\$ 75,091	
4	\$ 68,717	\$ 68,717	\$ 71,808	\$ 75,041	\$ 78,417	
5	\$ 71,757	\$ 71,757	\$ 74,988	\$ 78,363	\$ 81,890	
6	\$ 74,934	\$ 74,934	\$ 78,306	\$ 81,832	\$ 85,516	
7		\$ 78,252	\$ 81,776	\$ 85,454	\$ 89,299	
8		\$ 81,719	\$ 85,390	\$ 89,232	\$ 93,253	
9			\$ 89,176	\$ 93,186	\$ 97,380	
10			\$ 93,122	\$ 97,313	\$ 101,689	
11				\$ 101,620	\$ 106,193	
12				\$ 106,120	\$ 110,894	
13					\$ 115,802	
14					\$ 120,929	
15						
16						
17						
18*		\$ 83,558	\$ 95,217	\$ 108,507	\$ 123,650	\$ 2,512
22*		\$ 85,438	\$ 97,359	\$ 110,949	\$ 126,432	\$ 5,023
26*		\$ 87,360	\$ 99,550	\$ 113,445	\$ 129,277	\$ 7,535
30*		\$ 89,326	\$ 101,790	\$ 115,998	\$ 132,186	

<sup>1</sup> Fully credentialed employees ONLY. Interns, PIPs, STSPs, etc., are placed at Class A.

\* Eligibility for these steps is based on initial step placement at time of hire and years of service in Fontana Unified School District Certificated Bargaining Unit, effective July 1, 2024.

\* Longevity is included to the preceding step for rows 18, 22, 26, and 30.

**Credit for Previous Teaching Experience and/or Military Service**

Credit is granted on salary schedule for prior teaching experience and/or military service as follows:

- Teaching experience is one (1) step for each year, not to exceed thirteen (13) steps for all bargaining unit members hired on or after July 1, 2024.
- Military service is one (1) step for each 20 months of active duty, not to exceed three (3) steps.
- A combination of teaching experience and military service not to exceed thirteen (13) steps.

**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

**FONTANA UNIFIED SCHOOL DISTRICT  
CERTIFICATED SCHOOL COUNSELOR SALARY SCHEDULE**

Effective 1/1/25

193 days

	<b>Class A</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>
<b>STEP</b>	<b>BA Degree No Credential</b>	<b>BA Degree Credential<sup>1</sup></b>	<b>BA Degree +30 Semester<sup>1</sup></b>	<b>MA Degree or BA Degree +45 Semester<sup>1</sup></b>	<b>MA Degree +60 Semester or BA Degree +70 Semester<sup>1</sup></b>	<b>Professional Growth</b>
1	\$ 62,639	\$ 66,815	\$ 67,013	\$ 68,399	\$ 71,479	
2	\$ 65,406	\$ 67,013	\$ 68,351	\$ 71,426	\$ 74,643	
3	\$ 68,310	\$ 68,310	\$ 71,379	\$ 74,591	\$ 77,947	
4	\$ 71,331	\$ 71,331	\$ 74,539	\$ 77,897	\$ 81,401	
5	\$ 74,488	\$ 74,488	\$ 77,841	\$ 81,345	\$ 85,006	
6	\$ 77,784	\$ 77,784	\$ 81,285	\$ 84,945	\$ 88,770	
7		\$ 81,229	\$ 84,887	\$ 88,705	\$ 92,697	
8		\$ 84,829	\$ 88,638	\$ 92,628	\$ 96,801	
9			\$ 92,568	\$ 96,732	\$ 101,085	
10			\$ 96,665	\$ 101,016	\$ 105,559	
11				\$ 105,485	\$ 110,233	
12				\$ 110,157	\$ 115,113	
13					\$ 120,207	
14					\$ 125,530	
18*		\$ 86,737	\$ 98,840	\$ 112,636	\$ 128,355	\$ 2,512
22*		\$ 88,689	\$ 101,064	\$ 115,170	\$ 131,242	\$ 5,023
26*		\$ 90,684	\$ 103,338	\$ 117,761	\$ 134,195	\$ 7,535
30*		\$ 92,725	\$ 105,663	\$ 120,411	\$ 137,215	

<sup>1</sup> Fully credentialed employees ONLY. Interns, PIPS, STSPS, etc., are placed at Class A.

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\* Longevity is included to the preceding step for rows 18, 22, 26, and 30.

**Credit for Previous Experience and/or Military Service**

Credit is granted on salary schedule for prior experience and/or military service as follows:

- Experience is one (1) step for each year, not to exceed thirteen (13) steps for all bargaining members hired on or after July 1, 2024.
- Military service is one (1) step for each 20 months of active duty, not to exceed three (3) steps.
- A combination of certificated experience and military service not to exceed thirteen (13) steps.

**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

**FONTANA UNIFIED SCHOOL DISTRICT**  
**CERTIFICATED TEACHER LIBRARIAN SALARY SCHEDULE**  
**Effective 1/1/25**  
**203 days**

STEP	Class A BA Degree No Credential	Class I BA Degree Credential <sup>1</sup>	Class II BA Degree +30 Semester <sup>1</sup>	Class III MA Degree or BA Degree +45 Semester <sup>1</sup>	Class IV MA Degree +60 Semester or BA Degree +70 Semester <sup>1</sup>	Class V Professional Growth
1	\$ 65,919	\$ 70,314	\$ 70,522	\$ 71,980	\$ 75,222	
2	\$ 68,831	\$ 70,522	\$ 71,929	\$ 75,165	\$ 78,551	
3	\$ 71,886	\$ 71,886	\$ 75,116	\$ 78,496	\$ 82,029	
4	\$ 75,067	\$ 75,067	\$ 78,443	\$ 81,974	\$ 85,663	
5	\$ 78,387	\$ 78,387	\$ 81,916	\$ 85,603	\$ 89,456	
6	\$ 81,857	\$ 81,857	\$ 85,541	\$ 89,392	\$ 93,418	
7		\$ 85,482	\$ 89,331	\$ 93,349	\$ 97,550	
8		\$ 89,269	\$ 93,279	\$ 97,476	\$ 101,869	
9			\$ 97,414	\$ 101,796	\$ 106,378	
10			\$ 101,726	\$ 106,304	\$ 111,085	
11				\$ 111,009	\$ 116,004	
12				\$ 115,925	\$ 121,140	
13					\$ 126,501	
14					\$ 132,102	
15						
16						
17						
18*		\$ 91,278	\$ 104,015	\$ 118,533	\$ 135,074	\$ 2,512
22*		\$ 93,331	\$ 106,355	\$ 121,200	\$ 138,113	\$ 5,023
26*		\$ 95,431	\$ 108,748	\$ 123,927	\$ 141,221	\$ 7,535
30*		\$ 97,579	\$ 111,195	\$ 126,715	\$ 144,398	

<sup>1</sup> Fully credentialed employees ONLY. Interns, PIPs, STSPs, etc., are placed at Class A.

\* Eligibility for these steps is based on initial step placement at time of hire and years of service in Fontana Unified School District Certificated Bargaining Unit, effective July 1, 2024.

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**Credit for Previous Experience and/or Military Service**

Credit is granted on salary schedule for prior experience and/or military service as follows:

- Experience is one (1) step for each year, not to exceed thirteen (13) steps for all bargaining unit members hired on or after July 1, 2024.
- Military service is one (1) step for each 20 months of active duty, not to exceed three (3) steps.
- A combination of teaching experience and military service not to exceed thirteen (13) steps.

**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

**FONTANA UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SPEECH LANGUAGE PATHOLOGIST SALARY SCHEDULE  
 Effective 1/1/25  
 191 Days**

Step	SLP1	Professional Growth
1	\$93,532	
2	\$97,702	
3	\$101,872	
4	\$106,043	
5	\$110,213	
6	\$114,383	
7	\$118,553	
8	\$122,724	
9	\$126,894	
10	\$131,064	
11		
12		
13		
14		
15		
16		
17		
18*	\$134,013	\$2,512
22*	\$137,028	\$5,023
26*	\$140,111	\$7,535
30*	\$143,264	

\*Eligibility for these steps is based on initial step placement at time of hire and years of service in Fontana Unified School District Certificated Bargaining Unit, effective July 1, 2024.

\*Longevity is included to the preceding step for rows 18, 22, 26, and 30.

**Comprehensive Benefits package includes: Medical, Dental, Vision & Life Insurance**

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Bargaining unit members will receive the number of longevity increments for which they are qualified, for each year, as the Professional Growth Column is phased in. In addition, the Professional Growth increment will be paid to eligible bargaining unit employees pursuant to Appendix B-3.

For example, an employee with 26 years FUSD experience, who was eligible for Class IV, prior to this agreement, will receive three (3) longevity increments (3 x \$639.00) plus \$1,300 (pro-rated) for Step 18 on Class V, effective the first day of the 2nd semester for the 1999/2000 school year. This pattern will continue to be followed as the Professional Growth Class V is phased in. This pattern will also be followed for employees with 30, 34, or more years of FUSD experience.

<sup>1</sup> Additional longevity increments for every four (4) years of FUSD service above twenty-six (26) years shall be based on longevity increments per Class 1 above. Placement of these steps on the salary schedule specifically supersedes and eliminates any previous practice regarding anniversary or longevity increments. Eligibility for these steps is based on years of service in the Fontana Unified School District Certificated Bargaining Unit.

<sup>2</sup> Fully credentialed teachers only. Interns and Emergency credentials (or the equivalent), annual salary \$42,851. The intent of this proposal is that all bargaining unit members will receive at least current salary plus 3% COLA except when certificated salary placement was in error.

<sup>3</sup> Bargaining unit members verifying eligibility for advancement by May 1, 2000, based on unit credits as noted above pursuant to deadlines for completion of coursework established in MOU dated 2/10/99 and Appendix A of the Master Contract, shall receive retroactive compensation on August 1, 2000. Bargaining Unit Members verifying eligibility after May 1, 2000, shall receive retroactive compensation within the time frame established by law.

<sup>4</sup> Class V implementation effective date shall be the first (1st) day of the second (2nd) semester of 1999-2000, subject to the terms and conditions identified in Appendix B-2 of this proposal.

<sup>5</sup> These steps available for bargaining unit members employed as of June 30, 2000, only.

#### Previous Teaching Experience and Military Service Credit

Credit is allowed on the salary schedule for previous teaching experience and military service on the following basis:

- a. Teaching experience at one-step for each year, not to exceed nine steps.
- b. Military service at one-step for each twenty (20) months of active duty, not to exceed three (3) steps.
- c. A combination of teaching experience and military service shall not exceed nine (9) steps.