



**City of Fremont
Fremont Unified School District
Liaison Committee
Agenda**



March 27, 2018

5:30 p.m.

**Fremont Unified School District, Board Room
4210 Technology Drive, Fremont Unified**

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Public Comment
5. Workforce Housing:
 - a. FUSD Salary Schedules—evaluate which employees would qualify for Measure 1A and/or Boomerang Program
 - b. District Potential Funding Models
 - c. Board direction to explore options for workforce housing on panhandle portion of horse property
(Raul Parungao, Associate Superintendent, FUSD)
6. Report out on City-District Liaison Committee Work Plan and Moving Forward
(Jessica von Borck, Assistant City Manager, City of Fremont / Kim Wallace, Superintendent, FUSD)
7. Next Agenda
8. Adjournment

In compliance with the Americans with Disabilities Act (ADA) and upon request, Fremont Unified School District may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order to participate in Board meetings are invited to contact Patty Sandoval at (510) 659-2542 by noon on the Monday preceding the scheduled meeting.

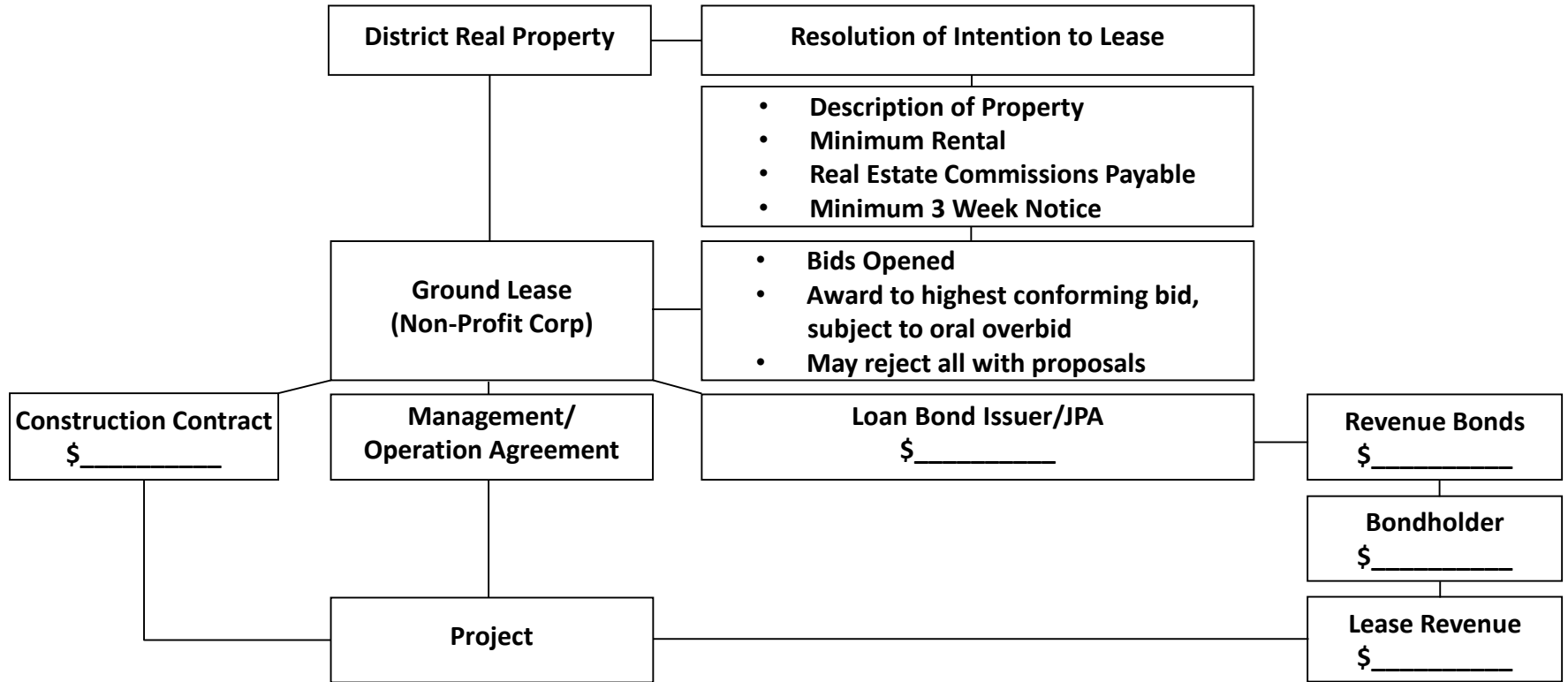
March 27, 2018

Fremont Unified School District

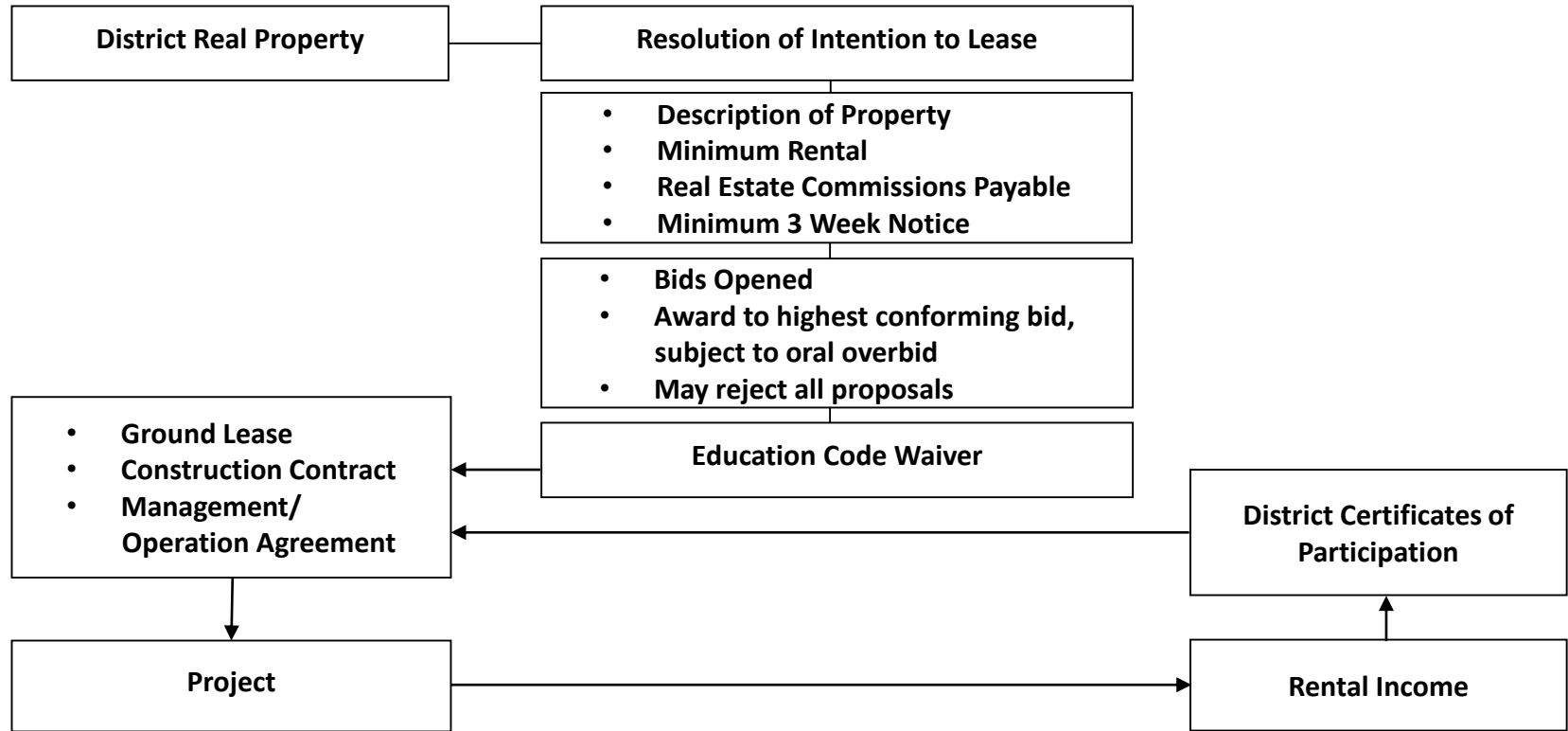
Discussion Related to Financing of Workforce Housing



Workforce Housing Financing Legal Structure



Workforce Housing Alternate Financing Legal Structure



Management Contract Rules - Summary

- ◆ Reasonable compensation that does not take into account net profits; payment of compensation generally cannot be deferred
- ◆ Term limit – for workforce housing, generally cannot be longer than 30 years
- ◆ District must retain control over the project
- ◆ District must bear risk of loss of the project
- ◆ Service provider cannot take any inconsistent tax position
- ◆ No overlapping directors/officers of the District and the service provider

Illustrative Project Needs, Revenue & Expenditures ⁽¹⁾

Prospective Project Needs		
<i>Description</i>	<i>With Land Cost</i>	<i>Without Land Cost</i>
Construction (80 units @ \$400,000 per unit)	\$ 32,000,000	\$ 32,000,000
Land (2.75 acres) ⁽²⁾	9,625,000	-
Total	\$41,625,000	\$ 32,000,000

Revenue Potential					
<i>Description</i>	<i># of Units</i>	<i>Market Rate</i>	<i>District Rental Rate</i>	<i>% of Market Rate</i>	<i>Revenue Potential</i>
Studio	10	\$ 2,100	\$ 1,430	68.1%	\$ 14,300
1 Bedroom (620 SF)	15	\$ 2,350	\$ 1,650	70.2%	24,750
1 Bedroom (710 SF)	15	\$ 2,500	\$ 1,800	72.0%	27,000
2 Bedrooms (840 SF)	20	\$ 2,700	\$ 2,030	75.2%	40,600
2 Bedrooms (960 SF)	20	\$ 2,820	\$ 2,180	77.3%	43,600
Total	80				\$ 150,250

Revenue and Expenditure Summary	
<i>Description</i>	<i>Total</i>
Monthly Rental Income	\$ 150,250
Less: Monthly Operating Costs (20%)	30,050
Less: Monthly Deferred Maintenance Reserve (5%)	7,513

(1) Source: District.

(2) The District owns the land. This amount illustrates the total cost if land is included valued at \$3.5 million per acre.

Scenario 1A - Housing with Land Cost

Summary: Tax-exempt revenue bonds with rental revenue as repayment source and the General Fund serving as a backstop

Date	Rental Income ⁽¹⁾	Operating Costs ⁽¹⁾	Deferred Maint. Reserve ⁽¹⁾	2018 COPs ⁽²⁾	Total Expenditures	Shortfall/ Excess
	(i)	(ii)	(iii)	(iv)	(v = ii + iii + iv)	(i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 2,320,881	\$ 2,320,881	\$(2,320,881)
8/1/2020	1,803,000	360,600	90,156	2,322,675	2,773,431	(970,431)
8/1/2021	1,857,090	371,418	92,861	2,322,460	2,786,739	(929,649)
8/1/2022	1,912,803	382,561	95,647	2,320,180	2,798,387	(885,585)
8/1/2023	1,970,187	394,037	98,516	2,320,875	2,813,429	(843,242)
8/1/2024	2,029,292	405,858	101,471	2,324,483	2,831,813	(802,520)
8/1/2025	2,090,171	418,034	104,516	2,321,329	2,843,879	(753,707)
8/1/2026	2,152,876	430,575	107,651	2,320,641	2,858,867	(705,991)
8/1/2027	2,217,463	443,493	110,881	2,322,738	2,877,111	(659,648)
8/1/2028	2,283,986	456,797	114,207	2,322,593	2,893,597	(609,610)
8/1/2029	2,352,506	470,501	117,633	2,320,508	2,908,642	(556,136)
8/1/2030	2,423,081	484,616	121,162	2,320,280	2,926,058	(502,977)
8/1/2031	2,495,774	499,155	124,797	2,322,795	2,946,747	(450,973)
8/1/2032	2,570,647	514,129	128,541	2,322,820	2,965,490	(394,843)
8/1/2033	2,647,766	529,553	132,397	2,320,275	2,982,225	(334,459)
8/1/2034	2,727,199	545,440	136,369	2,325,080	3,006,889	(279,690)
8/1/2035	2,809,015	561,803	140,460	2,322,616	3,024,879	(215,864)
8/1/2036	2,893,286	578,657	144,674	2,323,160	3,046,491	(153,205)
8/1/2037	2,980,084	596,017	149,014	2,321,508	3,066,538	(86,454)
8/1/2038	3,069,487	613,897	153,485	2,322,629	3,090,010	(20,524)
8/1/2039	3,161,571	632,314	158,089	2,321,313	3,111,716	49,856
8/1/2040	3,256,419	651,284	162,832	2,322,688	3,136,803	119,615
8/1/2041	3,354,111	670,822	167,717	2,321,383	3,159,922	194,189
8/1/2042	3,454,734	690,947	172,748	2,322,882	3,186,577	268,157
8/1/2043	3,558,376	711,675	177,931	2,322,002	3,211,608	346,769
8/1/2044	3,665,128	733,026	183,269	2,322,624	3,238,918	426,210
8/1/2045	3,775,082	755,016	188,767	2,320,642	3,264,425	510,657
8/1/2046	3,888,334	777,667	194,430	2,321,056	3,293,152	595,182
8/1/2047	4,004,984	800,997	200,263	2,323,680	3,324,939	680,045
8/1/2048	4,125,134	825,027	206,270	2,323,328	3,354,625	770,508

- 30 Year Financing Term
 - Estimated Par: \$42,700,000
 - Overall Interest Rate: 3.70% ⁽¹⁾

(1) Assumes 3% annual increase.

(2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018, similar financings recently sold by California K-14 districts and the District's current ratings of 'Aa3' from Moody's and 'A+' from Standard & Poor's. Assumes the use of bond insurance. Results are subject to market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 1B - Housing with Land Cost

Summary: Tax-exempt revenue bonds with rental revenue as sole repayment source

Date	Rental Income ⁽¹⁾ (i)	Operating Costs ⁽¹⁾ (ii)	Deferred Maint. Reserve ⁽¹⁾ (iii)	2018 COPs ⁽²⁾ (iv)	Total Expenditures (v = ii + iii + iv)	Shortfall/ Excess (i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 2,557,865	\$ 2,557,865	\$ (2,557,865)
8/1/2020	1,803,000	360,600	90,156	2,555,580	3,006,336	(1,203,336)
8/1/2021	1,857,090	371,418	92,861	2,556,370	3,020,649	(1,163,559)
8/1/2022	1,912,803	382,561	95,647	2,560,055	3,038,262	(1,125,460)
8/1/2023	1,970,187	394,037	98,516	2,556,517	3,049,070	(1,078,883)
8/1/2024	2,029,292	405,858	101,471	2,555,897	3,063,227	(1,033,934)
8/1/2025	2,090,171	418,034	104,516	2,558,449	3,080,999	(990,827)
8/1/2026	2,152,876	430,575	107,651	2,558,185	3,096,411	(943,535)
8/1/2027	2,217,463	443,493	110,881	2,555,485	3,109,858	(892,395)
8/1/2028	2,283,986	456,797	114,207	2,560,434	3,131,438	(847,452)
8/1/2029	2,352,506	470,501	117,633	2,557,963	3,146,097	(793,591)
8/1/2030	2,423,081	484,616	121,162	2,557,078	3,162,856	(739,775)
8/1/2031	2,495,774	499,155	124,797	2,558,568	3,182,519	(686,746)
8/1/2032	2,570,647	514,129	128,541	2,557,158	3,199,828	(629,181)
8/1/2033	2,647,766	529,553	132,397	2,557,758	3,219,708	(571,942)
8/1/2034	2,727,199	545,440	136,369	2,560,073	3,241,881	(514,682)
8/1/2035	2,809,015	561,803	140,460	2,559,597	3,261,860	(452,844)
8/1/2036	2,893,286	578,657	144,674	2,556,425	3,279,756	(386,470)
8/1/2037	2,980,084	596,017	149,014	2,555,525	3,300,556	(320,472)
8/1/2038	3,069,487	613,897	153,485	2,556,652	3,324,034	(254,547)
8/1/2039	3,161,571	632,314	158,089	2,559,557	3,349,960	(188,389)
8/1/2040	3,256,419	651,284	162,832	2,559,151	3,373,266	(116,848)
8/1/2041	3,354,111	670,822	167,717	2,560,235	3,398,773	(44,662)
8/1/2042	3,454,734	690,947	172,748	2,558,086	3,421,781	32,954
8/1/2043	3,558,376	711,675	177,931	2,557,704	3,447,310	111,067
8/1/2044	3,665,128	733,026	183,269	2,556,873	3,473,167	191,961
8/1/2045	3,775,082	755,016	188,767	2,556,838	3,500,621	274,461
8/1/2046	3,888,334	777,667	194,430	2,557,367	3,529,463	358,871
8/1/2047	4,004,984	800,997	200,263	2,558,226	3,559,485	445,499
8/1/2048	4,125,134	825,027	206,270	2,559,182	3,590,479	534,655

- 30 Year Financing Term
 - Estimated Par: \$42,740,000
 - Overall Interest Rate: 4.50% ⁽¹⁾

(1) Assumes 3% annual increase.
 (2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018 and a BBB- rating. Assumes the use of bond insurance. Results are subject to rating received by rating agencies and market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 1C - Housing with Land Cost

Summary: Taxable revenue bonds with rental revenue as repayment source and the General Fund serving as a backstop

Date	Rental Income ⁽¹⁾	Operating Costs ⁽¹⁾	Deferred Maint. Reserve ⁽¹⁾	2018 COPs ⁽²⁾	Total Expenditures	Shortfall/ Excess
	(i)	(ii)	(iii)	(iv)	(v = ii + iii + iv)	(i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 2,558,538	\$ 2,558,538	\$ (2,558,538)
8/1/2020	1,803,000	360,600	90,156	2,559,061	3,009,817	(1,206,817)
8/1/2021	1,857,090	371,418	92,861	2,556,836	3,021,114	(1,164,024)
8/1/2022	1,912,803	382,561	95,647	2,556,669	3,034,876	(1,122,073)
8/1/2023	1,970,187	394,037	98,516	2,559,553	3,052,106	(1,081,919)
8/1/2024	2,029,292	405,858	101,471	2,555,156	3,062,486	(1,033,194)
8/1/2025	2,090,171	418,034	104,516	2,558,369	3,080,919	(990,748)
8/1/2026	2,152,876	430,575	107,651	2,558,941	3,097,167	(944,291)
8/1/2027	2,217,463	443,493	110,881	2,557,526	3,111,899	(894,436)
8/1/2028	2,283,986	456,797	114,207	2,558,796	3,129,800	(845,814)
8/1/2029	2,352,506	470,501	117,633	2,557,488	3,145,622	(793,116)
8/1/2030	2,423,081	484,616	121,162	2,558,521	3,164,299	(741,218)
8/1/2031	2,495,774	499,155	124,797	2,557,183	3,181,135	(685,361)
8/1/2032	2,570,647	514,129	128,541	2,558,429	3,201,099	(630,452)
8/1/2033	2,647,766	529,553	132,397	2,557,006	3,218,956	(571,190)
8/1/2034	2,727,199	545,440	136,369	2,557,865	3,239,673	(512,474)
8/1/2035	2,809,015	561,803	140,460	2,559,855	3,262,118	(453,103)
8/1/2036	2,893,286	578,657	144,674	2,559,257	3,282,588	(389,302)
8/1/2037	2,980,084	596,017	149,014	2,556,072	3,301,103	(321,018)
8/1/2038	3,069,487	613,897	153,485	2,555,298	3,322,680	(253,193)
8/1/2039	3,161,571	632,314	158,089	2,556,722	3,347,125	(185,554)
8/1/2040	3,256,419	651,284	162,832	2,558,466	3,372,581	(116,163)
8/1/2041	3,354,111	670,822	167,717	2,556,900	3,395,439	(41,328)
8/1/2042	3,454,734	690,947	172,748	2,557,025	3,420,720	34,014
8/1/2043	3,558,376	711,675	177,931	2,558,619	3,448,225	110,151
8/1/2044	3,665,128	733,026	183,269	2,556,463	3,472,757	192,371
8/1/2045	3,775,082	755,016	188,767	2,555,555	3,499,338	275,744
8/1/2046	3,888,334	777,667	194,430	2,555,675	3,527,772	360,562
8/1/2047	4,004,984	800,997	200,263	2,556,603	3,557,863	447,121
8/1/2048	4,125,134	825,027	206,270	2,558,119	3,589,416	535,718

- 30 Year Financing Term
 - Estimated Par: \$42,740,000
 - Overall Interest Rate: 4.51% ⁽¹⁾

(1) Assumes 3% annual increase.

(2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018, similar financings recently sold by California K-14 districts and the District's current ratings of 'Aa3' from Moody's and 'A+' from Standard & Poor's. Assumes the use of bond insurance. Results are subject to market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 1D - Housing with Land Cost

Summary: Taxable revenue bonds with rental revenue as sole repayment source

Date	Rental Income ⁽¹⁾ (i)	Operating Costs ⁽¹⁾ (ii)	Deferred Maint. Reserve ⁽¹⁾ (iii)	2018 COPs ⁽²⁾ (iv)	Total Expenditures (v = ii + iii + iv)	Shortfall/ Excess (i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 2,761,630	\$ 2,761,630	\$(2,761,630)
8/1/2020	1,803,000	360,600	90,156	2,764,620	3,215,376	(1,412,376)
8/1/2021	1,857,090	371,418	92,861	2,764,799	3,229,078	(1,371,988)
8/1/2022	1,912,803	382,561	95,647	2,761,953	3,240,160	(1,327,357)
8/1/2023	1,970,187	394,037	98,516	2,762,099	3,254,653	(1,284,466)
8/1/2024	2,029,292	405,858	101,471	2,764,882	3,272,212	(1,242,920)
8/1/2025	2,090,171	418,034	104,516	2,764,828	3,287,378	(1,197,207)
8/1/2026	2,152,876	430,575	107,651	2,762,003	3,300,230	(1,147,353)
8/1/2027	2,217,463	443,493	110,881	2,762,011	3,316,384	(1,098,921)
8/1/2028	2,283,986	456,797	114,207	2,764,320	3,335,324	(1,051,338)
8/1/2029	2,352,506	470,501	117,633	2,763,622	3,351,757	(999,251)
8/1/2030	2,423,081	484,616	121,162	2,764,829	3,370,607	(947,526)
8/1/2031	2,495,774	499,155	124,797	2,763,162	3,387,114	(891,340)
8/1/2032	2,570,647	514,129	128,541	2,763,571	3,406,242	(835,595)
8/1/2033	2,647,766	529,553	132,397	2,760,768	3,422,718	(774,952)
8/1/2034	2,727,199	545,440	136,369	2,764,695	3,446,504	(719,305)
8/1/2035	2,809,015	561,803	140,460	2,763,936	3,466,199	(657,184)
8/1/2036	2,893,286	578,657	144,674	2,764,950	3,488,281	(594,995)
8/1/2037	2,980,084	596,017	149,014	2,762,490	3,507,521	(527,437)
8/1/2038	3,069,487	613,897	153,485	2,761,556	3,528,938	(459,451)
8/1/2039	3,161,571	632,314	158,089	2,761,900	3,552,303	(390,732)
8/1/2040	3,256,419	651,284	162,832	2,761,589	3,575,704	(319,285)
8/1/2041	3,354,111	670,822	167,717	2,761,973	3,600,512	(246,401)
8/1/2042	3,454,734	690,947	172,748	2,762,802	3,626,497	(171,762)
8/1/2043	3,558,376	711,675	177,931	2,763,820	3,653,426	(95,049)
8/1/2044	3,665,128	733,026	183,269	2,764,775	3,681,070	(15,942)
8/1/2045	3,775,082	755,016	188,767	2,765,415	3,709,198	65,884
8/1/2046	3,888,334	777,667	194,430	2,760,484	3,732,581	155,753
8/1/2047	4,004,984	800,997	200,263	2,764,985	3,766,244	238,740
8/1/2048	4,125,134	825,027	206,270	2,763,157	3,794,454	330,680

- 30 Year Financing Term
 - Estimated Par: \$42,770,000
 - Overall Interest Rate: 5.18% ⁽¹⁾

(1) Assumes 3% annual increase.

(2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018 and a BBB- rating. Assumes the use of bond insurance. Results are subject to rating received by rating agencies and market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 1 – Financing Summaries

Revenue Bonds issued for construction costs along with land acquisition

	1A Tax-Exempt General Fund Backed		1B Tax-Exempt No General Fund		1C Taxable General Fund Backed		1D Taxable No General Fund	
Estimated Average Annual Debt Service	\$	2,322,071	\$	2,557,828	\$	2,557,552	\$	2,763,254
Estimated Interest Rate		3.70% ⁽¹⁾		4.50% ⁽²⁾		4.51% ⁽¹⁾		5.18% ⁽²⁾
Estimated Average Annual Net Inflow/Outflow	\$	(283,840)	\$	(519,598)	\$	(519,321)	\$	(725,024)

- (1) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018, similar financings recently sold by California K-14 districts and the District's current ratings of 'Aa3' from Moody's and 'A+' from Standard & Poor's. Assumes the use of bond insurance. Results are subject to market fluctuations until the revenue bonds are sold. Includes all costs of issuance.
- (2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018 and a BBB- rating. Assumes the use of bond insurance. Results are subject to rating received by rating agencies and market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 2A - Housing without Land Cost

Summary: Tax-exempt revenue bonds with rental revenue as repayment source and the General Fund serving as a backstop

Date	Rental Income ⁽¹⁾	Operating Costs ⁽¹⁾	Deferred Maint. Reserve ⁽¹⁾	2018 COPs ⁽²⁾	Total Expenditures	Shortfall/ Excess
	(i)	(ii)	(iii)	(iv)	(v = ii + iii + iv)	(i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 1,786,097	\$ 1,786,097	\$ (1,786,097)
8/1/2020	1,803,000	360,600	90,156	1,790,944	2,241,700	(438,700)
8/1/2021	1,857,090	371,418	92,861	1,789,191	2,253,470	(396,380)
8/1/2022	1,912,803	382,561	95,647	1,790,871	2,269,078	(356,276)
8/1/2023	1,970,187	394,037	98,516	1,785,922	2,278,475	(308,289)
8/1/2024	2,029,292	405,858	101,471	1,789,475	2,296,805	(267,512)
8/1/2025	2,090,171	418,034	104,516	1,786,655	2,309,205	(219,034)
8/1/2026	2,152,876	430,575	107,651	1,786,895	2,325,121	(172,245)
8/1/2027	2,217,463	443,493	110,881	1,790,411	2,344,784	(127,322)
8/1/2028	2,283,986	456,797	114,207	1,787,148	2,358,153	(74,166)
8/1/2029	2,352,506	470,501	117,633	1,787,479	2,375,613	(23,107)
8/1/2030	2,423,081	484,616	121,162	1,790,334	2,396,112	26,969
8/1/2031	2,495,774	499,155	124,797	1,786,354	2,410,305	85,468
8/1/2032	2,570,647	514,129	128,541	1,790,641	2,433,311	137,336
8/1/2033	2,647,766	529,553	132,397	1,787,811	2,449,761	198,005
8/1/2034	2,727,199	545,440	136,369	1,787,966	2,469,775	257,424
8/1/2035	2,809,015	561,803	140,460	1,786,496	2,488,759	320,257
8/1/2036	2,893,286	578,657	144,674	1,788,480	2,511,811	381,475
8/1/2037	2,980,084	596,017	149,014	1,788,720	2,533,750	446,334
8/1/2038	3,069,487	613,897	153,485	1,787,192	2,554,573	514,913
8/1/2039	3,161,571	632,314	158,089	1,788,872	2,579,275	582,297
8/1/2040	3,256,419	651,284	162,832	1,788,678	2,602,793	653,625
8/1/2041	3,354,111	670,822	167,717	1,786,464	2,625,003	729,108
8/1/2042	3,454,734	690,947	172,748	1,787,603	2,651,298	803,436
8/1/2043	3,558,376	711,675	177,931	1,786,912	2,676,518	881,859
8/1/2044	3,665,128	733,026	183,269	1,788,530	2,704,824	960,304
8/1/2045	3,775,082	755,016	188,767	1,788,102	2,731,885	1,043,197
8/1/2046	3,888,334	777,667	194,430	1,790,628	2,762,724	1,125,610
8/1/2047	4,004,984	800,997	200,263	1,785,922	2,787,181	1,217,803
8/1/2048	4,125,134	825,027	206,270	1,789,170	2,820,467	1,304,666

- 30 Year Financing Term
 - Estimated Par: \$32,885,000
 - Overall Interest Rate: 3.72% ⁽¹⁾

(1) Assumes 3% annual increase.

(2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018, similar financings recently sold by California K-14 districts and the District's current ratings of 'Aa3' from Moody's and 'A+' from Standard & Poor's. Assumes the use of bond insurance. Results are subject to market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 2B - Housing without Land Cost

Summary: Tax-exempt revenue bonds with rental revenue as sole repayment source

Date	Rental Income ⁽¹⁾ (i)	Operating Costs ⁽¹⁾ (ii)	Deferred Maint. Reserve ⁽¹⁾ (iii)	2018 COPs ⁽²⁾ (iv)	Total Expenditures (v = ii + iii + iv)	Shortfall/ Excess (i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 1,971,581	\$ 1,971,581	\$ (1,971,581)
8/1/2020	1,803,000	360,600	90,156	1,968,230	2,418,986	(615,986)
8/1/2021	1,857,090	371,418	92,861	1,968,427	2,432,705	(575,615)
8/1/2022	1,912,803	382,561	95,647	1,972,012	2,450,219	(537,416)
8/1/2023	1,970,187	394,037	98,516	1,968,865	2,461,418	(491,231)
8/1/2024	2,029,292	405,858	101,471	1,969,125	2,476,455	(447,162)
8/1/2025	2,090,171	418,034	104,516	1,967,955	2,490,505	(400,333)
8/1/2026	2,152,876	430,575	107,651	1,969,711	2,507,937	(355,061)
8/1/2027	2,217,463	443,493	110,881	1,969,532	2,523,905	(306,442)
8/1/2028	2,283,986	456,797	114,207	1,967,478	2,538,482	(254,496)
8/1/2029	2,352,506	470,501	117,633	1,968,762	2,556,896	(204,390)
8/1/2030	2,423,081	484,616	121,162	1,967,312	2,573,090	(150,009)
8/1/2031	2,495,774	499,155	124,797	1,968,872	2,592,823	(97,050)
8/1/2032	2,570,647	514,129	128,541	1,968,187	2,610,857	(40,210)
8/1/2033	2,647,766	529,553	132,397	1,970,187	2,632,137	15,629
8/1/2034	2,727,199	545,440	136,369	1,969,597	2,651,405	75,794
8/1/2035	2,809,015	561,803	140,460	1,971,955	2,674,218	134,798
8/1/2036	2,893,286	578,657	144,674	1,972,127	2,695,458	197,828
8/1/2037	2,980,084	596,017	149,014	1,970,087	2,715,118	264,966
8/1/2038	3,069,487	613,897	153,485	1,970,808	2,738,189	331,297
8/1/2039	3,161,571	632,314	158,089	1,969,049	2,759,452	402,120
8/1/2040	3,256,419	651,284	162,832	1,969,907	2,784,022	472,397
8/1/2041	3,354,111	670,822	167,717	1,968,015	2,806,553	547,558
8/1/2042	3,454,734	690,947	172,748	1,968,752	2,832,447	622,287
8/1/2043	3,558,376	711,675	177,931	1,971,904	2,861,509	696,867
8/1/2044	3,665,128	733,026	183,269	1,971,854	2,888,148	776,980
8/1/2045	3,775,082	755,016	188,767	1,968,535	2,912,317	862,764
8/1/2046	3,888,334	777,667	194,430	1,966,947	2,939,043	949,291
8/1/2047	4,004,984	800,997	200,263	1,971,856	2,973,115	1,031,869
8/1/2048	4,125,134	825,027	206,270	1,967,796	2,999,093	1,126,040

- 30 Year Financing Term
 - Estimated Par: \$32,910,000
 - Overall Interest Rate: 4.52% ⁽¹⁾

(1) Assumes 3% annual increase.
 (2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018 and a BBB- rating. Assumes the use of bond insurance. Results are subject to rating received by rating agencies and market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 2C - Housing without Land Cost

Summary: Taxable revenue bonds with rental revenue as repayment source and the General Fund serving as a backstop

Date	Rental Income ⁽¹⁾	Operating Costs ⁽¹⁾	Deferred Maint. Reserve ⁽¹⁾	2018 COPs ⁽²⁾	Total Expenditures	Shortfall/ Excess
	(i)	(ii)	(iii)	(iv)	(v = ii + iii + iv)	(i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 1,967,961	\$ 1,967,961	\$ (1,967,961)
8/1/2020	1,803,000	360,600	90,156	1,968,016	2,418,772	(615,772)
8/1/2021	1,857,090	371,418	92,861	1,970,972	2,435,250	(578,160)
8/1/2022	1,912,803	382,561	95,647	1,971,531	2,449,739	(536,936)
8/1/2023	1,970,187	394,037	98,516	1,970,564	2,463,117	(492,930)
8/1/2024	2,029,292	405,858	101,471	1,967,938	2,475,268	(445,976)
8/1/2025	2,090,171	418,034	104,516	1,968,447	2,490,997	(400,825)
8/1/2026	2,152,876	430,575	107,651	1,971,992	2,510,218	(357,342)
8/1/2027	2,217,463	443,493	110,881	1,968,894	2,523,267	(305,805)
8/1/2028	2,283,986	456,797	114,207	1,969,088	2,540,092	(256,106)
8/1/2029	2,352,506	470,501	117,633	1,972,327	2,560,462	(207,956)
8/1/2030	2,423,081	484,616	121,162	1,968,353	2,574,131	(151,050)
8/1/2031	2,495,774	499,155	124,797	1,967,739	2,591,691	(95,917)
8/1/2032	2,570,647	514,129	128,541	1,970,252	2,612,922	(42,275)
8/1/2033	2,647,766	529,553	132,397	1,970,648	2,632,598	15,168
8/1/2034	2,727,199	545,440	136,369	1,968,888	2,650,697	76,503
8/1/2035	2,809,015	561,803	140,460	1,969,248	2,671,511	137,504
8/1/2036	2,893,286	578,657	144,674	1,967,668	2,690,999	202,287
8/1/2037	2,980,084	596,017	149,014	1,969,147	2,714,177	265,907
8/1/2038	3,069,487	613,897	153,485	1,968,469	2,735,851	333,636
8/1/2039	3,161,571	632,314	158,089	1,970,635	2,761,038	400,534
8/1/2040	3,256,419	651,284	162,832	1,969,148	2,783,264	473,155
8/1/2041	3,354,111	670,822	167,717	1,970,235	2,808,773	545,338
8/1/2042	3,454,734	690,947	172,748	1,968,673	2,832,368	622,366
8/1/2043	3,558,376	711,675	177,931	1,969,464	2,859,070	699,306
8/1/2044	3,665,128	733,026	183,269	1,967,386	2,883,681	781,447
8/1/2045	3,775,082	755,016	188,767	1,972,440	2,916,223	858,858
8/1/2046	3,888,334	777,667	194,430	1,969,185	2,941,281	947,053
8/1/2047	4,004,984	800,997	200,263	1,967,840	2,969,099	1,035,885
8/1/2048	4,125,134	825,027	206,270	1,968,185	2,999,482	1,125,651

- 30 Year Financing Term
 - Estimated Par: \$32,910,000
 - Overall Interest Rate: 4.52% ⁽¹⁾

(1) Assumes 3% annual increase.

(2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018, similar financings recently sold by California K-14 districts and the District's current ratings of 'Aa3' from Moody's and 'A+' from Standard & Poor's. Assumes the use of bond insurance. Results are subject to market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 2D - Housing without Land Cost

Summary: Taxable revenue bonds with rental revenue as sole repayment source

Date	Rental Income ⁽¹⁾	Operating Costs ⁽¹⁾	Deferred Maint. Reserve ⁽¹⁾	2018 COPs ⁽²⁾	Total Expenditures	Shortfall/ Excess
	(i)	(ii)	(iii)	(iv)	(v = ii + iii + iv)	(i - v)
8/1/2019	\$ -	\$ -	\$ -	\$ 2,129,775	\$ 2,129,775	\$ (2,129,775)
8/1/2020	1,803,000	360,600	90,156	2,127,725	2,578,481	(775,481)
8/1/2021	1,857,090	371,418	92,861	2,128,645	2,592,924	(735,834)
8/1/2022	1,912,803	382,561	95,647	2,127,211	2,605,418	(692,615)
8/1/2023	1,970,187	394,037	98,516	2,129,203	2,621,756	(651,569)
8/1/2024	2,029,292	405,858	101,471	2,129,299	2,636,629	(607,336)
8/1/2025	2,090,171	418,034	104,516	2,127,287	2,649,836	(559,665)
8/1/2026	2,152,876	430,575	107,651	2,128,223	2,666,450	(513,573)
8/1/2027	2,217,463	443,493	110,881	2,127,360	2,681,733	(464,270)
8/1/2028	2,283,986	456,797	114,207	2,129,452	2,700,456	(416,470)
8/1/2029	2,352,506	470,501	117,633	2,129,213	2,717,347	(364,841)
8/1/2030	2,423,081	484,616	121,162	2,126,572	2,732,350	(309,269)
8/1/2031	2,495,774	499,155	124,797	2,126,882	2,750,834	(255,060)
8/1/2032	2,570,647	514,129	128,541	2,124,871	2,767,542	(196,895)
8/1/2033	2,647,766	529,553	132,397	2,125,499	2,787,449	(139,683)
8/1/2034	2,727,199	545,440	136,369	2,128,483	2,810,292	(83,093)
8/1/2035	2,809,015	561,803	140,460	2,127,861	2,830,124	(21,108)
8/1/2036	2,893,286	578,657	144,674	2,129,756	2,853,088	40,198
8/1/2037	2,980,084	596,017	149,014	2,128,923	2,873,954	106,131
8/1/2038	3,069,487	613,897	153,485	2,125,359	2,892,741	176,746
8/1/2039	3,161,571	632,314	158,089	2,129,066	2,919,470	242,102
8/1/2040	3,256,419	651,284	162,832	2,128,247	2,942,363	314,056
8/1/2041	3,354,111	670,822	167,717	2,129,137	2,967,676	386,435
8/1/2042	3,454,734	690,947	172,748	2,126,483	2,990,178	464,556
8/1/2043	3,558,376	711,675	177,931	2,125,285	3,014,891	543,485
8/1/2044	3,665,128	733,026	183,269	2,125,290	3,041,584	623,544
8/1/2045	3,775,082	755,016	188,767	2,126,244	3,070,027	705,055
8/1/2046	3,888,334	777,667	194,430	2,127,895	3,099,991	788,343
8/1/2047	4,004,984	800,997	200,263	2,124,989	3,126,248	878,736
8/1/2048	4,125,134	825,027	206,270	2,127,526	3,158,823	966,311

- 30 Year Financing Term
 - Estimated Par: \$32,935,000
 - Overall Interest Rate: 5.19% ⁽¹⁾

(1) Assumes 3% annual increase.

(2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018 and a BBB- rating. Assumes the use of bond insurance. Results are subject to rating received by rating agencies and market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Scenario 2 – Financing Summaries

Revenue Bonds issued for construction costs only

	2A Tax-Exempt General Fund Backed		2B Tax-Exempt No General Fund		2C Taxable General Fund Backed		2D Taxable No General Fund	
Estimated Average Annual Debt Service	\$	1,788,199	\$	1,969,514	\$	1,969,378	\$	2,127,592
Estimated Interest Rate		3.72% ⁽¹⁾		4.52% ⁽²⁾		4.52% ⁽¹⁾		5.19% ⁽²⁾
Estimated Average Annual Net Inflow/Outflow	\$	250,032	\$	68,717	\$	68,853	\$	(89,361)

(1) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018, similar financings recently sold by California K-14 districts and the District's current ratings of 'Aa3' from Moody's and 'A+' from Standard & Poor's. Assumes the use of bond insurance. Results are subject to market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

(2) Reflects Keygent's opinion of current interest rates considering the Municipal Market Data yield curve and U.S. Treasury Rates as of February 20, 2018 and a BBB- rating. Assumes the use of bond insurance. Results are subject to rating received by rating agencies and market fluctuations until the revenue bonds are sold. Includes all costs of issuance.

Illustrative Issuance Timeline

Month #	Event
Month 1 - 2	Distribution of draft issuance resolution, and forms of Preliminary Official Statement (POS) and other legal documents
Month 2 - 3	Credit packages sent to rating agency and bond insurer, if needed
Month 3	Send notice of financing to County Office of Education (COE) and County Controller (at least 30 days prior to District Board adoption)
Month 3	Receive rent/real estate market studies for inclusion in POS
Month 4	Rating agency conference call
Month 3 - 4	District Board Meeting to adopt issuance resolution and forms of POS and other legal documents
Month 4	Receive rating and insurance bid
Month 5	Finalize POS and post electronically
Month 5	Pricing – Interest rates locked in
Month 6	Closing – Project funds available

Fremont Unified School District

Office/Technical Unit - CSEA

2016/2017

Range	Classification	***	Salary Steps A-E are referred to in section 9.1 of contract					Longevity pay as represented in column F-J is referred to contract section 9.11				
			01(A)	02(B)	03(C)	04(D)	05(E)	06(F)	07(G)	08(H)	09(I)	10(J)
10	Mailroom Clerk Office Assistant 1	A	42,185.28	43,995.60	45,904.32	47,911.68	50,014.68	51,265.08	52,803.00	54,651.12	56,837.16	59,679.00
		M	3,515.44	3,666.30	3,825.36	3,992.64	4,167.89	4,272.09	4,400.25	4,554.26	4,736.43	4,973.25
		D	161.63	168.57	175.88	183.57	191.63	196.42	202.31	209.39	217.77	228.66
		H	20.20	21.06	21.99	22.95	23.96	24.56	25.30	26.19	27.24	28.60
14	Office Assistant 2	A	45,904.32	47,911.68	50,014.68	52,229.64	54,548.52	55,912.20	57,589.56	59,605.20	61,989.36	65,088.84
		M	3,825.36	3,992.64	4,167.89	4,352.47	4,545.71	4,659.35	4,799.13	4,967.10	5,165.78	5,424.07
		D	175.88	183.57	191.63	200.11	209.00	214.22	220.65	228.37	237.51	249.38
		H	21.99	22.95	23.96	25.02	26.12	26.77	27.57	28.53	29.67	31.15
15	Account Clerk 1	A	46,902.72	48,957.96	51,106.32	53,374.44	55,757.16	57,151.08	58,865.64	60,925.92	63,363.00	66,531.12
		M	3,908.56	4,079.83	4,258.86	4,447.87	4,646.43	4,762.59	4,905.47	5,077.16	5,280.25	5,544.26
		D	179.70	187.58	195.81	204.50	213.63	218.97	225.54	233.43	242.77	254.91
		H	22.46	23.44	24.47	25.56	26.70	27.37	28.19	29.18	30.35	31.87
16	Language Assessment Technician	A	47,911.68	50,014.68	52,229.64	54,548.52	56,992.32	58,417.08	60,169.56	62,275.44	64,766.40	68,004.72
		M	3,992.64	4,167.89	4,352.47	4,545.71	4,749.36	4,868.09	5,014.13	5,189.62	5,392.20	5,667.06
		D	183.57	191.63	200.11	209.00	218.36	223.82	230.53	238.60	248.15	260.55
		H	22.95	23.96	25.02	26.12	27.30	27.98	28.82	29.83	31.02	32.57
18	Accounts Payable Clerk	A	50,014.68	52,229.64	54,548.52	56,992.32	59,550.84	61,039.56	62,870.76	65,071.20	67,674.00	71,057.76
	Community Liaison/Bilingual Job Coach	M	4,167.89	4,352.47	4,545.71	4,749.36	4,962.57	5,086.63	5,239.23	5,422.60	5,639.50	5,921.48
	Office Assistant 3	D	191.63	200.11	209.00	218.36	228.16	233.87	240.88	249.31	259.29	272.25
	Office Specialist Adult School Parent Outreach Coordinator	H	23.96	25.02	26.12	27.30	28.52	29.23	30.11	31.16	32.41	34.03
	Personnel Assistant 1 School Attendance Clerk School Registrar Sr. Language Assessment Tech											
19	Account Clerk 2 Staff Secretary 1	A	51,106.32	53,374.44	55,757.16	58,256.88	60,881.88	62,403.96	64,276.08	66,525.72	69,186.72	72,646.08
		M	4,258.86	4,447.87	4,646.43	4,854.74	5,073.49	5,200.33	5,356.34	5,543.81	5,765.56	6,053.84
		D	195.81	204.50	213.63	223.21	233.26	239.10	246.27	254.89	265.08	278.34
		H	24.47	25.56	26.70	27.90	29.16	29.89	30.79	31.87	33.14	34.80
20	Career College Specialist	A	52,229.64	54,548.52	56,992.32	59,550.84	62,255.52	63,811.92	65,726.28	68,026.68	70,747.80	74,285.16
	Duplicating Technician Assistant	M	4,352.47	4,545.71	4,749.36	4,962.57	5,187.96	5,317.66	5,477.19	5,668.89	5,895.65	6,190.43
	Employment Transition Specialist	D	200.11	209.00	218.36	228.16	238.53	244.49	251.82	260.64	271.06	284.62
	Instructional Lab Tutor	H	25.02	26.12	27.30	28.52	29.81	30.56	31.48	32.58	33.88	35.57
	Library Media Technician Personnel Assistant 2 Purchasing Assistant											
21	Child Welfare/Attendance Specialist Data Services Technician Data Support Specialist Library Media Systems Administrator Staff Secretary 2 Staff Secretary 2/Bilingual	A	53,374.44	55,757.16	58,256.88	60,881.88	63,653.28	65,244.60	67,201.92	69,554.04	72,336.24	75,953.04
		M	4,447.87	4,646.43	4,854.74	5,073.49	5,304.44	5,437.05	5,600.16	5,796.17	6,028.02	6,329.42
		D	204.50	213.63	223.21	233.26	243.88	249.98	257.48	266.49	277.15	291.01
		H	25.56	26.70	27.90	29.16	30.48	31.24	32.18	33.31	34.64	36.37
22	Account Clerk 3 Child Nutrition Services Technician Ext. Day Prog. Site Coord. Bilingual School Secretary Secretary, Adult School Staff Secretary 3	A	54,548.52	56,992.32	59,550.84	62,255.52	65,082.72	66,709.80	68,711.04	71,115.96	73,960.56	77,658.60
		M	4,545.71	4,749.36	4,962.57	5,187.96	5,423.56	5,559.15	5,725.92	5,926.33	6,163.38	6,471.55
		D	209.00	218.36	228.16	238.53	249.36	255.59	263.26	272.47	283.37	297.54
		H	26.12	27.30	28.52	29.81	31.17	31.95	32.91	34.06	35.42	37.19
25	Accounting Technician 1 Duplicating Technician Payroll Technician	A	58,256.88	60,881.88	63,653.28	66,549.72	69,600.60	71,340.60	73,480.80	76,052.64	79,094.76	83,049.48
		M	4,854.74	5,073.49	5,304.44	5,545.81	5,800.05	5,945.05	6,123.40	6,337.72	6,591.23	6,920.79
		D	223.21	233.26	243.88	254.98	266.67	273.34	281.54	291.39	303.05	318.20
		H	27.90	29.16	30.48	31.88	33.33	34.16	35.18	36.41	37.87	39.76
26	Service Desk Specialist	A	59,550.84	62,255.52	65,082.72	68,056.44	71,176.56	72,955.92	75,144.60	77,774.64	80,885.64	84,929.88
		M	4,962.57	5,187.96	5,423.56	5,671.37	5,931.38	6,079.66	6,262.05	6,481.22	6,740.47	7,077.49
		D	228.16	238.53	249.36	260.75	272.71	279.52	287.91	297.99	309.91	325.40
		H	28.52	29.81	31.17	32.59	34.09	34.94	35.99	37.25	38.74	40.68
27	Accounting Technician 2 IT Support Specialist Personnel Technician Position Control Technician School Site Technical Support Tech System Specialist	A	60,881.88	63,653.28	66,549.72	69,600.60	72,795.24	74,615.16	76,853.64	79,543.56	82,725.36	86,861.64
		M	5,073.49	5,304.44	5,545.81	5,800.05	6,066.27	6,217.93	6,404.47	6,628.63	6,893.78	7,238.47
		D	233.26	243.88	254.98	266.67	278.91	285.88	294.46	304.76	316.96	332.80
		H	29.16	30.48	31.88	33.33	34.86	35.73	36.80	38.09	39.61	41.59
29	Computer Aided Draft & Design Tech Data Specialist District Web Designer Lead Case Manager	A	63,653.28	66,549.72	69,600.60	72,795.24	76,165.56	78,069.72	80,411.76	83,226.12	86,555.16	90,882.96
		M	5,304.44	5,545.81	5,800.05	6,066.27	6,347.13	6,505.81	6,700.98	6,935.51	7,212.93	7,573.58
		D	243.88	254.98	266.67	278.91	291.82	299.12	308.09	318.87	331.63	348.21
		H	30.48	31.88	33.33	34.86	36.48	37.39	38.51	39.86	41.45	43.52
35	Lead IT Support Specialist Video Production Technician	A	73,122.60	76,508.88	80,060.40	83,790.12	87,716.88	89,909.76	92,607.00	95,848.20	99,682.08	104,666.16
		M	6,093.55	6,375.74	6,671.70	6,982.51	7,309.74	7,492.48	7,717.25	7,987.35	8,306.84	8,722.18
		D	280.16	293.14	306.74	321.03	336.08	344.48	354.82	367.23	381.92	401.02
		H	35.03	36.64	38.34	40.13	42.01	43.06	44.35	45.90	47.74	50.13
39	Network Technician	A	79,703.52	83,417.40	87,314.88	91,417.20	95,722.08	98,115.12	101,058.60	104,595.60	108,779.40	114,218.40
		M	6,641.96	6,951.45	7,276.24	7,618.10	7,976.84	8,176.26	8,421.55	8,716.30	9,064.95	9,518.20
		D	305.38	319.61	334.54	350.26	366.75	375.92	387.20	400.75	416.78	437.62
		H	38.17	39.95	41.82	43.78	45.85	47.00	48.41	50.10	52.10	54.71

*** A = Annual - 261 days M = Monthly - 12 Months D = Daily - 8 hours H = Hourly

Individual calculations will vary due to various work calendars and schedules.

Due to rounding in the automated payroll system, rates shown on this schedule are not the exact figure and are being provided for general purposes only.

Permanent members will receive longevity on the following pay schedules as follows:

- Column 6F - Beginning of 11th year of service
- Column 7G - Beginning of 16th year of service
- Column 8H - Beginning of 21st year of service
- Column 9I - Beginning of 26th year of service
- Column 10J - Beginning of 30th year of service

Fremont Unified School District
Paraeducator Salary Schedule - CSEA
2016/2017

Board approved 2% increase on 1/25/17 eff. 07/01/16.

Range	Classification	***	Salary Steps A-E are referred to in section 9.1 of contract					Longevity pay as represented in column F-J is referred to contract section 9.11				
			01(A)	02(B)	03(C)	04(D)	05(E)	06(F)	07(G)	08(H)	09(I)	10(J)
61	Instructional Paraeducator	A	43,221.60	45,059.04	47,000.88	49,047.12	51,197.76	52,471.44	54,037.44	55,937.52	58,171.68	61,074.00
	Instructional Paraeducator/Bilingual	M	3,601.80	3,754.92	3,916.74	4,087.26	4,266.48	4,372.62	4,503.12	4,661.46	4,847.64	5,089.50
	Special Education Paraeducator 1	D	165.60	172.64	180.08	187.92	196.16	201.04	207.04	214.32	222.88	234.00
		H	20.70	21.58	22.51	23.49	24.52	25.13	25.88	26.79	27.86	29.25
63	Resource Specialist Paraeducator	A	45,059.04	47,000.88	49,047.12	51,176.88	53,452.80	54,789.12	56,438.64	58,422.24	60,760.80	63,809.28
	Special Education Paraeducator 2	M	3,754.92	3,916.74	4,087.26	4,264.74	4,454.40	4,565.76	4,703.22	4,868.52	5,063.40	5,317.44
		D	172.64	180.08	187.92	196.08	204.80	209.92	216.24	223.84	232.80	244.48
		H	21.58	22.51	23.49	24.51	25.60	26.24	27.03	27.98	29.10	30.56
68	Autism Center Program Facilitator	A	50,112.00	52,304.40	54,622.08	57,085.92	59,612.40	61,094.88	62,932.32	65,124.72	67,734.72	71,117.28
	Spec. Phys. Health Care Paraeducator	M	4,176.00	4,358.70	4,551.84	4,757.16	4,967.70	5,091.24	5,244.36	5,427.06	5,644.56	5,926.44
		D	192.00	200.40	209.28	218.72	228.40	234.08	241.12	249.52	259.52	272.48
		H	24.00	25.05	26.16	27.34	28.55	29.26	30.14	31.19	32.44	34.06

*** A = Annual - 261 days M = Monthly - 12 Months D = Daily - 8 hours H = Hourly

Individual calculations will vary due to various work calendars and schedules.

Due to rounding in the automated payroll system, rates shown on this schedule are not the exact figure and are being provided for general purposes only.

Permanent members will receive longevity on the following pay schedules as follows:

- Column 6F - Beginning of 11th year of service
- Column 7G - Beginning of 16th year of service
- Column 8H - Beginning of 21st year of service
- Column 9I - Beginning of 26th year of service
- Column 10J - Beginning of 30th year of service

Fremont Unified School District

Operations Support Unit - SEIU

2016/2017

Years of Service pay as represented in column F-I is referred to in the 1021 contract

Board approved 2% increase on 10/13/16 eff. 07/01/16.

Salary Steps A-E are referred to in the 1021 contract

2.50% 3.50% 4.00% 4.50% 6.00%

Range	Classification	***	1 (A)	2 (B)	3 (C)	4 (D)	5A (E)	6 (F)	7 (G)	8 (H)	9 (I)	10 (J)
49	Child Nutrition Assistant 1	A	35,548.44	37,417.20	38,665.80	40,497.36	42,147.96	43,202.16	44,714.28	46,503.36	48,595.92	51,510.96
		M	2,962.37	3,118.10	3,222.15	3,374.78	3,512.33	3,600.18	3,726.19	3,875.28	4,049.66	4,292.58
		D	136.20	143.36	148.14	155.16	161.49	165.53	171.32	178.17	186.19	197.36
		H	17.02	17.92	18.52	19.40	20.19	20.70	21.42	22.28	23.28	24.67
51	Child Nutrition Assistant 2 Van Driver	A	37,417.20	38,665.80	40,497.36	42,147.96	44,059.44	45,161.52	46,743.00	48,611.76	50,800.20	53,848.32
		M	3,118.10	3,222.15	3,374.78	3,512.33	3,671.62	3,763.46	3,895.25	4,050.98	4,233.35	4,487.36
		D	143.36	148.14	155.16	161.49	168.81	173.03	179.09	186.25	194.64	206.32
		H	17.92	18.52	19.40	20.19	21.10	21.63	22.39	23.29	24.33	25.79
56	Campus Supervisor	A	41,349.24	43,159.56	45,081.72	47,073.12	49,107.00	50,334.24	52,096.68	54,181.08	56,619.72	60,016.68
		M	3,445.77	3,596.63	3,756.81	3,922.76	4,092.25	4,194.52	4,341.39	4,515.09	4,718.31	5,001.39
		D	158.43	165.36	172.73	180.36	188.15	192.85	199.60	207.59	216.93	229.95
		H	19.81	20.68	21.59	22.54	23.52	24.10	24.95	25.95	27.12	28.74
57	Baker Cook	A	42,147.96	44,059.44	45,962.88	47,980.80	50,036.04	51,287.28	53,081.52	55,206.12	57,689.88	61,150.80
		M	3,512.33	3,671.62	3,830.24	3,998.40	4,169.67	4,273.94	4,423.46	4,600.51	4,807.49	5,095.90
		D	161.49	168.81	176.10	183.83	191.71	196.50	203.38	211.52	221.03	234.29
		H	20.19	21.10	22.01	22.98	23.96	24.56	25.42	26.44	27.63	29.28
59	Bus Driver 1 Custodian 1	A	44,059.44	45,962.88	47,980.80	50,036.04	52,088.64	53,390.40	55,259.28	57,468.84	60,054.00	63,655.80
		M	3,671.62	3,830.24	3,998.40	4,169.67	4,340.72	4,449.20	4,604.94	4,789.07	5,004.50	5,304.65
		D	168.81	176.10	183.83	191.71	199.57	204.56	211.72	220.19	230.09	243.89
		H	21.10	22.01	22.98	23.96	24.95	25.57	26.47	27.52	28.76	30.49
63	Supply Clerk/Utility	A	47,980.80	50,036.04	52,088.64	54,439.32	56,787.36	58,206.36	60,243.00	62,652.24	65,471.52	69,400.92
		M	3,998.40	4,169.67	4,340.72	4,536.61	4,732.28	4,850.53	5,020.25	5,221.02	5,455.96	5,783.41
		D	183.83	191.71	199.57	208.58	217.58	223.01	230.82	240.05	250.85	265.90
		H	22.98	23.96	24.95	26.07	27.19	27.88	28.86	30.01	31.35	33.24
64	Custodian 2 Gardener 1	A	49,048.32	51,284.64	53,268.00	55,690.56	58,102.56	59,556.00	61,640.64	64,105.80	66,991.56	71,011.56
		M	4,087.36	4,273.72	4,439.00	4,640.88	4,841.88	4,963.00	5,136.72	5,342.15	5,582.63	5,917.63
		D	187.92	196.49	204.09	213.37	222.62	228.18	236.17	245.62	256.67	272.07
		H	23.49	24.56	25.51	26.67	27.83	28.52	29.52	30.70	32.09	34.01
66	Bus Driver 2 Custodial Crew Leader Delivery Driver/Warehouse	A	51,284.64	53,268.00	55,690.56	58,102.56	60,823.20	62,343.48	64,526.52	67,108.68	70,127.76	74,336.64
		M	4,273.72	4,439.00	4,640.88	4,841.88	5,068.60	5,195.29	5,377.21	5,592.39	5,843.98	6,194.72
		D	196.49	204.09	213.37	222.62	233.04	238.86	247.23	257.12	268.69	284.81
		H	24.56	25.51	26.67	27.83	29.13	29.86	30.91	32.14	33.59	35.60
67	Delivery Driver/Utility Gardener 2 Maint. Purch./Stock Clerk	A	52,088.64	54,439.32	56,787.36	59,249.88	62,109.24	63,661.20	65,889.48	68,525.04	71,607.96	75,904.68
		M	4,340.72	4,536.61	4,732.28	4,937.49	5,175.77	5,305.10	5,490.79	5,710.42	5,967.33	6,325.39
		D	199.57	208.58	217.58	227.01	237.97	243.91	252.45	262.55	274.36	290.82
		H	24.95	26.07	27.19	28.38	29.74	30.49	31.56	32.82	34.29	36.35
68	Athletic Stadium Specialist Dispatcher	A	53,268.00	55,690.56	58,102.56	60,823.20	63,429.60	65,016.36	67,292.52	69,983.88	73,133.28	77,520.60
		M	4,439.00	4,640.88	4,841.88	5,068.60	5,285.80	5,418.03	5,607.71	5,831.99	6,094.44	6,460.05
		D	204.09	213.37	222.62	233.04	243.03	249.10	257.83	268.14	280.20	297.01
		H	25.51	26.67	27.83	29.13	30.38	31.14	32.23	33.52	35.03	37.13
70	Child Nutrition Manager Trainer, Driver Safety Vehicle Maintenance Coordinator	A	55,690.56	58,102.56	60,823.20	63,429.60	66,397.92	68,059.20	70,441.80	73,258.44	76,554.24	81,146.52
		M	4,640.88	4,841.88	5,068.60	5,285.80	5,533.16	5,671.60	5,870.15	6,104.87	6,379.52	6,762.21
		D	213.37	222.62	233.04	243.03	254.40	260.76	269.89	280.68	293.31	310.91
		H	26.67	27.83	29.13	30.38	31.80	32.60	33.74	35.09	36.67	38.86
72	Equipment Operator Irrigation Technician	A	58,382.16	61,089.48	63,733.08	66,712.08	69,802.92	71,549.28	74,054.40	77,017.56	80,483.64	85,312.92
		M	4,865.18	5,090.79	5,311.09	5,559.34	5,816.91	5,962.44	6,171.20	6,418.13	6,706.97	7,109.41
		D	223.69	234.06	244.19	255.60	267.44	274.14	283.73	295.09	308.37	326.87
		H	27.96	29.25	30.53	31.95	33.44	34.27	35.47	36.88	38.55	40.86
73	Mobile Maintenance Technician	A	59,542.80	62,409.96	65,114.76	68,093.76	71,187.24	72,968.28	75,521.28	78,542.88	82,078.20	87,003.36
		M	4,961.90	5,200.83	5,426.23	5,674.48	5,932.27	6,080.69	6,293.44	6,545.24	6,839.85	7,250.28
		D	228.13	239.12	249.48	260.90	272.75	279.57	289.35	300.93	314.48	333.35
		H	28.52	29.89	31.18	32.61	34.10	34.95	36.17	37.62	39.31	41.67
75	Senior Irrigation Technician	A	62,109.24	64,782.00	67,792.92	70,838.52	74,208.84	76,064.40	78,726.60	81,875.88	85,560.36	90,693.12
		M	5,175.77	5,398.50	5,649.41	5,903.21	6,184.07	6,338.70	6,560.55	6,822.99	7,130.03	7,557.76
		D	237.97	248.21	259.74	271.41	284.33	291.43	301.63	313.70	327.82	347.48
		H	29.74	31.03	32.47	33.93	35.54	36.43	37.71	39.21	40.97	43.43
81	Carpenter	A	70,838.52	74,208.84	77,587.20	81,074.76	84,743.16	86,862.24	89,902.56	93,499.20	97,705.44	103,567.56
	Electrician	M	5,903.21	6,184.07	6,465.60	6,756.23	7,061.93	7,238.52	7,491.88	7,791.60	8,142.12	8,630.63
	Electronic Technician	D	271.41	284.33	297.27	310.63	324.69	332.81	344.45	358.23	374.35	396.81
	Equipment Mechanic	H	33.93	35.54	37.16	38.83	40.59	41.61	43.05	44.78	46.80	49.60
	Glazier											
	HVAC Technician											
Locksmith												
Painter												
Plumber												

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Individual calculations will vary due to various work calendars and schedules.

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- Column 6A - Beginning of 11th year of service
- Column 7A - Beginning of 16th year of service
- Column 8A - Beginning of 21st year of service
- Column 9A - Beginning of 26th year of service
- Column L10 - Beginning of 30th year of service

Fremont Unified School District

Teacher Annual Salary Schedule

Appendix A1

2016/2017

Board approved 2% increase on 6/29/16.

187 Days

Step (Years of Experience)	C BA	D BA + 45	E BA + 60	F BA + 75
1	\$65,398	\$67,448	\$69,496	\$71,549
2	\$67,448	\$69,496	\$71,549	\$73,599
3	\$69,496	\$71,549	\$73,599	\$75,651
4	\$71,549	\$73,599	\$75,651	\$77,700
5	\$73,599	\$75,651	\$77,700	\$79,754
6	\$75,651	\$77,700	\$79,754	\$81,805
7	\$77,700	\$79,754	\$81,805	\$83,856
8	\$79,754	\$81,805	\$83,856	\$85,910
9	\$81,805	\$83,856	\$85,910	\$87,958
10	\$83,856	\$85,910	\$87,958	\$90,010
11	\$85,910	\$87,958	\$90,010	\$92,061
12	\$85,910	\$90,010	\$92,061	\$94,110
13	\$85,910	\$90,010	\$94,110	\$96,162
14	\$85,910	\$90,010	\$94,110	\$98,210
15	\$85,910	\$90,010	\$94,110	\$98,210
16	\$85,910	\$90,010	\$94,110	\$100,263
17	\$85,910	\$90,010	\$94,110	\$100,263
18	\$85,910	\$90,010	\$94,110	\$102,315
19	\$85,910	\$90,010	\$94,110	\$102,315
20	\$85,910	\$90,010	\$94,110	\$104,364
21	\$85,910	\$90,010	\$94,110	\$104,364
22	\$85,910	\$90,010	\$94,110	\$106,418
23	\$85,910	\$90,010	\$94,110	\$106,418
24	\$85,910	\$90,010	\$94,110	\$108,468
25	\$85,910	\$90,010	\$94,110	\$108,468
26	\$85,910	\$90,010	\$94,110	\$110,519
27	\$85,910	\$90,010	\$94,110	\$110,519
28	\$85,910	\$90,010	\$94,110	\$112,571
29	\$85,910	\$90,010	\$94,110	\$114,623

Column A & B are no longer applicable. They have been combined with Column C.

Due to rounding in the automated payroll system, rates shown on this schedule are not the exact figure and are being provided for general purposes only.

Maximum of 5 years experience credit allowed per contract.

Hourly Rate - \$45.23

Masters Degree - 3% in addition to placement on the schedule

Doctorate - 3% in addition to placement on the schedule

Masters and Doctorate - 6.1% in addition to the placement on the schedule

The District does not provide a separate allocation for insurance fringe benefits.