

**Letter of Agreement
Between
Fremont Public Schools Board of Education
and the
Fremont Educational Support Personnel Association, (FESPA)**

Subject: Contract Extension

The undersigned parties hereby agree to an extension of the 2004-2006 Master Agreement through June 30, 2008. With the exception of the updating of necessary date references; the wage increases referenced here; and the continuation of the 2006-07 program clerk language agreed to in the 2006-07 Contract Extension Letter of Agreement; all language, terms, and conditions of the 2004-06 Master Agreement, including the insurance benefits within the agreement shall be continued through June 30, 2008.

The 2004-06 Master Agreement and present wage language shall be modified as follows:

Effective July 1, 2007 The 2007-08 pay rate shall be increased by 1.5% in addition to the previously agreed 1% increase paid July 1, 2007. All steps and earned longevity shall be paid as provided in the Master Agreement. The additional 1.5% increase will be paid retroactively to July 1, 2007 within 20 days of the ratification of this agreement. The modifications for Article 20 – “Wage Schedule” follows:

**ARTICLE 20
WAGE SCHEDULE**

20.1 The salary and wage schedule for ~~2006-2007~~ **2007-08** which is effective July 1, 2006, is attached as Appendix “A”. Where applicable wages for ~~2006-2007~~ **2007-08** shall be paid retroactive to July 1, 2006 for all bargaining unit employees. ~~It should be noted that Employees will receive a 0% wage increase during the 2006-07 contract year but the salary schedule will be increased by 1% effective July 1, 2007. This does not reflect the wage schedule for 2007-08 which has yet to be negotiated.~~

This Letter of Agreement shall constitute the full agreement of the parties.

Date _____
For the District

Date _____
For FESPA