

**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.

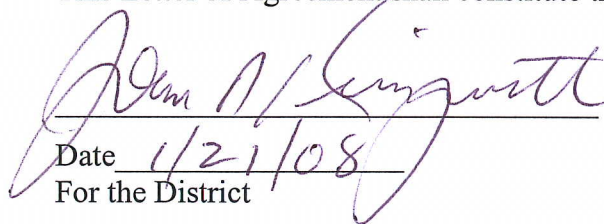
In addition to the wage increases detailed below, the District shall make at least three hours of additional inservice available to each Employee during the 2007-08 school year. This shall be in addition to each Employee's regular work schedule and regular pay for all employees who attend. Attendance shall be voluntary on the part of the employee.

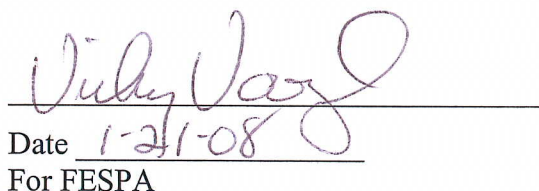
The modifications for Article 20 – "Wage Schedule" follows:

**ARTICLE 20
WAGE SCHEDULE**

20.1 The salary and wage schedule for 2007-08, which is effective July 1, 2007, is attached as Appendix "A". Where applicable wages for 2007-08 shall be paid retroactive to July 1, 2007 for all bargaining unit employees. .

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


Date 1/21/08
For the District


Date 1-21-08
For FESPA