

**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT
 SAN RAFAEL TEACHERS ASSOCIATION
 SALARY SCHEDULE
 2016-2017
 187 WORK DAYS**

STEP	BA	BA + 30	BA + 45	BA + 60
1	44,987	51,173	52,298	53,422
2		52,298	53,985	55,671
3		53,422	55,671	57,921
4		54,547	57,359	60,170
5		55,671	59,046	62,420
6			60,733	64,669
7				67,481
8				70,293
9				73,104
10				75,916
11				78,728
12-17				90,537
18-23				93,617
24				97,291

Effective July 1, 1995, newly hired employees shall be credited with professional experience on a year-for-year "Full time" experience (at the minium of 120 continuous school days in a single school year in one position) effective July 1, 2016 and only apply to employees hired after July 1, 2016.

Staff members who have an advance degree will receive an annual increment of \$1,000 for a Master's degree and \$1,350 for an earned Doctorate from an accredited university. Teachers who work less than full time will receive a prorated compensation.

Units are semester units and must be obtained after the Bachelor's Degree.

A comprehensive health benefits package is available.

Adopted by Board of Education - November 14, 2016 (Tentatively)