

**SAN RAFAEL HIGH/ELEMENTARY SCHOOL DISTRICT (COMBINED)**  
**CLASSIFIED EMPLOYEES SALARY SCHEDULE**  
**2016-2017**

<b>RANGE NUMBER</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>*HOURLY STEP A</b>
25	2328	2449	2580	2709	2837	2978	13.43
26	2389	2507	2638	2765	2906	3050	13.78
27	2449	2580	2709	2837	2985	3133	14.13
28	2507	2638	2765	2906	3052	3206	14.46
29	2580	2709	2837	2985	3138	3292	14.88
30	2638	2765	2906	3052	3210	3371	15.22
31	2709	2837	2985	3138	3280	3444	15.63
32	2765	2906	3052	3210	3376	3546	15.95
33	2837	2985	3138	3280	3459	3630	16.37
34	2906	3052	3210	3376	3549	3727	16.77
35	2985	3138	3280	3459	3629	3812	17.22
36	3052	3210	3376	3549	3714	3900	17.61
37	3138	3280	3459	3629	3813	4001	18.10
38	3210	3376	3549	3714	3904	4099	18.52
39	3280	3459	3629	3813	3992	4192	18.92
40	3376	3549	3714	3904	4087	4293	19.48
41	3459	3629	3813	3992	4192	4404	19.96
42	3549	3714	3904	4087	4293	4507	20.48
43	3629	3813	3992	4192	4393	4612	20.94
44	3714	3904	4087	4293	4507	4733	21.43
45	3813	3992	4192	4393	4619	4850	22.00
46	3906	4103	4307	4523	4749	4986	22.54
47	4002	4206	4414	4632	4866	5108	23.09
48	4106	4311	4526	4753	4990	5239	23.69
49	4208	4419	4640	4870	5113	5369	24.28
50	4314	4529	4756	4992	5241	5505	24.89
51	4423	4641	4873	5115	5375	5644	25.52
52	4533	4757	4995	5245	5508	5782	26.15
53	4645	4876	5119	5378	5648	5930	26.80
54	4762	4998	5250	5511	5787	6076	27.47
55	4881	5124	5382	5651	5935	6229	28.16
56	5003	5253	5515	5792	6082	6387	28.86
57	5131	5385	5654	5938	6233	6547	29.60
58	5259	5520	5795	6086	6389	6711	30.34
59	5390	5658	5940	6239	6548	6878	31.10

Monthly salary shown in table is based on an eight hour day; monthly salary for assignments less than eight hours are paid proportionately less. Computed on the basis of 2,080 hours per year or 173.33 hours per average work month.

\*Step A - Rate paid for substitute.

*Longevity pay @5%: at 7 years, at 12 years, at 17 years at 22 years, at 27 years.*

Adopted by Board of Education -  
Tentative - 4/17/17

4.5% Increase from Elem & 2.0% Increase from High 15-16 salary schedule

es:/SALARY~CSEA3/16/2017

**SAN RAFAEL HIGH/ELEMENTARY SCHOOL DISTRICT (COMBINED)**  
**CLASSIFIED EMPLOYEES SALARY SCHEDULE**  
**2016-2017**

<b>RANGE NUMBER</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
25	13.43	14.13	14.88	15.63	16.37	17.18
26	13.78	14.46	15.22	15.95	16.77	17.60
27	14.13	14.88	15.63	16.37	17.22	18.08
28	14.46	15.22	15.95	16.77	17.61	18.50
29	14.88	15.63	16.37	17.22	18.10	18.99
30	15.22	15.95	16.77	17.61	18.52	19.45
31	15.63	16.37	17.22	18.10	18.92	19.87
32	15.95	16.77	17.61	18.52	19.48	20.46
33	16.37	17.22	18.10	18.92	19.96	20.94
34	16.77	17.61	18.52	19.48	20.48	21.50
35	17.22	18.10	18.92	19.96	20.94	21.99
36	17.61	18.52	19.48	20.48	21.43	22.50
37	18.10	18.92	19.96	20.94	22.00	23.08
38	18.52	19.48	20.48	21.43	22.52	23.65
39	18.92	19.96	20.94	22.00	23.03	24.19
40	19.48	20.48	21.43	22.52	23.58	24.77
41	19.96	20.94	22.00	23.03	24.19	25.41
42	20.48	21.43	22.52	23.58	24.77	26.00
43	20.94	22.00	23.03	24.19	25.34	26.61
44	21.43	22.52	23.58	24.77	26.00	27.31
45	22.00	23.03	24.19	25.34	26.65	27.98
46	22.54	23.67	24.85	26.09	27.40	28.77
47	23.09	24.27	25.47	26.72	28.07	29.47
48	23.69	24.87	26.11	27.42	28.79	30.23
49	24.28	25.49	26.77	28.10	29.50	30.98
50	24.89	26.13	27.44	28.80	30.24	31.76
51	25.52	26.78	28.11	29.51	31.01	32.56
52	26.15	27.44	28.82	30.26	31.78	33.36
53	26.80	28.13	29.53	31.03	32.59	34.21
54	27.47	28.84	30.29	31.79	33.39	35.05
55	28.16	29.56	31.05	32.60	34.24	35.94
56	28.86	30.31	31.82	33.42	35.09	36.85
57	29.60	31.07	32.62	34.26	35.96	37.77
58	30.34	31.85	33.43	35.11	36.86	38.72
59	31.10	32.64	34.27	35.99	37.78	39.68

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*Longevity pay @5%: at 7 years, at 12 years, at 17 years at 22 years, at 27 years.*

Adopted by Board of Education -  
Tentative - 4/17/17

4.5% Increase from Elem & 2.0% Increase from High 15-16 salary schedule

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**SAN RAFAEL HIGH/ELEMENTARY SCHOOL DISTRICT (COMBINED)**  
**CLASSIFIED EMPLOYEES SALARY SCHEDULE**  
**2016-2017**

Range Number	A	B	C	D	E	F	**LONGEVITY STEPS					*Hourly Rate
							L7	L12	L17	L22	L27	Step A
25	2328	2449	2580	2709	2837	2978	3127	3283	3447	3620	3801	13.43
26	2389	2507	2638	2765	2906	3050	3203	3363	3531	3707	3893	13.78
27	2449	2580	2709	2837	2985	3133	3290	3454	3627	3808	3999	14.13
28	2507	2638	2765	2906	3052	3206	3366	3535	3711	3897	4092	14.46
29	2580	2709	2837	2985	3138	3292	3457	3629	3811	4001	4202	14.88
30	2638	2765	2906	3052	3210	3371	3540	3717	3902	4097	4302	15.22
31	2709	2837	2985	3138	3280	3444	3616	3797	3987	4186	4396	15.63
32	2765	2906	3052	3210	3376	3546	3723	3909	4105	4310	4526	15.95
33	2837	2985	3138	3280	3459	3630	3812	4002	4202	4412	4633	16.37
34	2906	3052	3210	3376	3549	3727	3913	4109	4314	4530	4757	16.77
35	2985	3138	3280	3459	3629	3812	4003	4203	4413	4633	4865	17.22
36	3052	3210	3376	3549	3714	3900	4095	4300	4515	4740	4978	17.61
37	3138	3280	3459	3629	3813	4001	4201	4411	4632	4863	5106	18.10
38	3210	3376	3549	3714	3904	4099	4304	4519	4745	4982	5232	18.52
39	3280	3459	3629	3813	3992	4192	4402	4622	4853	5095	5350	18.92
40	3376	3549	3714	3904	4087	4293	4508	4733	4970	5218	5479	19.48
41	3459	3629	3813	3992	4192	4404	4624	4855	5098	5353	5621	19.96
42	3549	3714	3904	4087	4293	4507	4732	4969	5217	5478	5752	20.48
43	3629	3813	3992	4192	4393	4612	4843	5085	5339	5606	5886	20.94
44	3714	3904	4087	4293	4507	4733	4970	5218	5479	5753	6041	21.43
45	3813	3992	4192	4393	4619	4850	5093	5347	5614	5895	6190	22.00
46	3906	4103	4307	4523	4749	4986	5235	5497	5772	6060	6364	22.54
47	4002	4206	4414	4632	4866	5108	5363	5632	5913	6209	6519	23.09
48	4106	4311	4526	4753	4990	5239	5501	5776	6065	6368	6687	23.69
49	4208	4419	4640	4870	5113	5369	5637	5919	6215	6526	6852	24.28
50	4314	4529	4756	4992	5241	5505	5780	6069	6373	6691	7026	24.89
51	4423	4641	4873	5115	5375	5644	5926	6223	6533	6860	7203	25.52
52	4533	4757	4995	5245	5508	5782	6071	6375	6693	7028	7380	26.15
53	4645	4876	5119	5378	5648	5930	6227	6538	6865	7208	7568	26.80
54	4762	4998	5250	5511	5787	6076	6380	6699	7034	7385	7755	27.47
55	4881	5124	5382	5651	5935	6229	6540	6867	7211	7571	7950	28.16
56	5003	5253	5515	5792	6082	6387	6706	7042	7394	7763	8152	28.86
57	5131	5385	5654	5938	6233	6547	6874	7218	7579	7958	8356	29.60
58	5259	5520	5795	6086	6389	6711	7047	7399	7769	8157	8565	30.34
59	5390	5658	5940	6239	6548	6878	7222	7583	7962	8360	8778	31.10

Monthly salary shown in table is based on an eight hour day; monthly salary for assignments less than eight hours are paid proportionately less. Computed on the basis of 2,080 hours per year or 173.33 hours per average work month.

\*Step A - Rate paid for substitute.

*Longevity pay @5%: at 7 years, at 12 years, at 17 years at 22 years, at 27 years.*

Adopted by Board of Education -

4.5% Increase from Elem & 2.0% Increase from High 15-16 salary schedule

Tentative - 4/17/17

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**SAN RAFAEL HIGH/ELEMENTARY SCHOOL DISTRICT (COMBINED)**  
**CLASSIFIED EMPLOYEES SALARY SCHEDULE (HOURLY RATE)**  
**2016-2017**

Range Number	A	B	C	D	E	F	**LONGEVITY STEPS				
							L7	L12	L17	L22	L27
25	13.43	14.13	14.88	15.63	16.37	17.18	18.04	18.94	19.89	20.89	21.93
26	13.78	14.46	15.22	15.95	16.77	17.60	18.48	19.40	20.37	21.39	22.46
27	14.13	14.88	15.63	16.37	17.22	18.08	18.98	19.93	20.93	21.97	23.07
28	14.46	15.22	15.95	16.77	17.61	18.50	19.42	20.39	21.41	22.48	23.61
29	14.88	15.63	16.37	17.22	18.10	18.99	19.94	20.94	21.99	23.08	24.24
30	15.22	15.95	16.77	17.61	18.52	19.45	20.42	21.44	22.51	23.64	24.82
31	15.63	16.37	17.22	18.10	18.92	19.87	20.86	21.91	23.00	24.15	25.36
32	15.95	16.77	17.61	18.52	19.48	20.46	21.48	22.55	23.68	24.87	26.11
33	16.37	17.22	18.10	18.92	19.96	20.94	21.99	23.09	24.24	25.45	26.73
34	16.77	17.61	18.52	19.48	20.48	21.50	22.58	23.71	24.89	26.14	27.44
35	17.22	18.10	18.92	19.96	20.94	21.99	23.09	24.25	25.46	26.73	28.07
36	17.61	18.52	19.48	20.48	21.43	22.50	23.63	24.81	26.05	27.35	28.72
37	18.10	18.92	19.96	20.94	22.00	23.08	24.24	25.45	26.72	28.06	29.46
38	18.52	19.48	20.48	21.43	22.52	23.65	24.83	26.07	27.38	28.74	30.19
39	18.92	19.96	20.94	22.00	23.03	24.19	25.40	26.67	28.00	29.39	30.87
40	19.48	20.48	21.43	22.52	23.58	24.77	26.01	27.31	28.67	30.10	31.61
41	19.96	20.94	22.00	23.03	24.19	25.41	26.68	28.01	29.41	30.88	32.43
42	20.48	21.43	22.52	23.58	24.77	26.00	27.30	28.67	30.10	31.60	33.19
43	20.94	22.00	23.03	24.19	25.34	26.61	27.94	29.34	30.80	32.34	33.96
44	21.43	22.52	23.58	24.77	26.00	27.31	28.67	30.10	31.61	33.19	34.85
45	22.00	23.03	24.19	25.34	26.65	27.98	29.38	30.85	32.39	34.01	35.71
46	22.54	23.67	24.85	26.09	27.40	28.77	30.20	31.71	33.30	34.96	36.72
47	23.09	24.27	25.47	26.72	28.07	29.47	30.94	32.49	34.11	35.82	37.61
48	23.69	24.87	26.11	27.42	28.79	30.23	31.74	33.32	34.99	36.74	38.58
49	24.28	25.49	26.77	28.10	29.50	30.98	32.52	34.15	35.86	37.65	39.53
50	24.89	26.13	27.44	28.80	30.24	31.76	33.35	35.01	36.77	38.60	40.54
51	25.52	26.78	28.11	29.51	31.01	32.56	34.19	35.90	37.69	39.58	41.56
52	26.15	27.44	28.82	30.26	31.78	33.36	35.03	36.78	38.61	40.55	42.58
53	26.80	28.13	29.53	31.03	32.59	34.21	35.93	37.72	39.61	41.59	43.66
54	27.47	28.84	30.29	31.79	33.39	35.05	36.81	38.65	40.58	42.61	44.74
55	28.16	29.56	31.05	32.60	34.24	35.94	37.73	39.62	41.60	43.68	45.87
56	28.86	30.31	31.82	33.42	35.09	36.85	38.69	40.63	42.66	44.79	47.03
57	29.60	31.07	32.62	34.26	35.96	37.77	39.66	41.64	43.73	45.91	48.21
58	30.34	31.85	33.43	35.11	36.86	38.72	40.66	42.69	44.82	47.06	49.41
59	31.10	32.64	34.27	35.99	37.78	39.68	41.67	43.75	45.94	48.23	50.64

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\*Step A - Rate paid for substitute.

**Longevity pay @5%: at 7 years, at 12 years, at 17 years at 22 years, at 27 years.**

Adopted by Board of Education -  
Tentative - 4/17/17

4.5% Increase from Elem & 2.0% Increase from High 15-16 salary schedule