

**Mediator's Proposed Tentative Agreement**

**Between San Rafael City Schools (SRCS) and the San Rafael Federation of Teachers (SRFT)**

**September 8, 2017**

The parties agree to the following:

**ARTICLE III Compensation**

A 3.0% ongoing increase retroactive to 7/1/2016 on the base salary of the San Rafael High School District Certificated Salary Schedule. The retroactive increase will apply only to base salary and will not apply to hourly, stipend, extra duty or overtime work.

A 3.5% ongoing increase retroactive to 7/1/2017 on the base salary of the San Rafael High School District Certificated Salary Schedule. The retroactive increase will apply only to base salary and will not apply to hourly, stipend, extra duty or overtime work.

**Professional Development**

4.1.1.1. ~~Effective July 1, 2017-June 30, 2020 July 1, 2014-June 30, 2017~~, the district will continue one (1) mandatory Professional Development day ~~to the number of days in the work year outlined above with a commensurate increase to the salary schedule of .54% which will continue the .54% salary increase agreed upon 7/1/14.~~ This additional day will be specifically for professional development and cannot be used for any other purpose.

4.1.1.2 Strikethrough

4.1.1.3 Strikethrough

4.1.1.4 ~~In 2017-2020 in 2015-16 and 2016-17~~, the professional development day will be determined through the calendar committee process. Strikethrough remainder

4.6.2 Strikethrough

4.6.3 Strikethrough

4.6.4 Strikethrough

4.6.5 Strikethrough

SRFT will not contest the timeline extension of September 29, 2017 for the district to respond to the Unfair Labor Practice Charge filed August 14, 2017.

This agreement concludes negotiations for the 2016-2017 and 2017-2018 school years. This extends the term of the collective bargaining agreement from July 1, 2017-June 30, 2019.

Reopeners for 2018-2019 will be compensation, benefits and four articles of each party's choice.

Signatures on following page

A handwritten signature in blue ink, consisting of a stylized 'P' followed by a '9'.

On behalf of SRCS:

Plan  
D. Smayd  
James Thompson  
Jim P. Kim

On behalf of SRFT:

Amber  
Karen Wilhoite  
WCH  
H. Hal

**San Rafael High School District**  
**CERTIFICATED SALARY SCHEDULE**  
**2016 - 2017**  
**(185 Work days)**

| STEP  | BA     | BA + 30 | BA + 45 | BA + 60 |
|-------|--------|---------|---------|---------|
| 1     | 55,129 | 57,643  | 60,157  | 62,676  |
| 2     | 57,643 | 60,801  | 63,316  | 65,833  |
| 3     |        | 63,956  | 66,476  | 68,989  |
| 4     |        |         | 69,632  | 72,147  |
| 5     |        |         | 72,791  | 75,305  |
| 6     |        |         | 75,949  | 78,463  |
| 7     |        |         | 79,107  | 81,623  |
| 8     |        |         |         | 84,779  |
| 9     |        |         |         | 87,938  |
| 10    |        |         |         | 91,095  |
| 11    |        |         |         | 94,252  |
| 12    |        |         |         | 97,411  |
| 13    |        |         |         | 100,569 |
| 14-16 |        |         |         | 107,045 |
| 17-20 |        |         |         | 108,495 |
| 21-24 |        |         |         | 109,948 |
| 25    |        |         |         | 111,400 |

Effective July 23, 2001 each newly hired San Rafael Federation of Teachers (SRFT) bargaining unit member shall be credited for up to eight years of service (placed on the salary schedule up to step nine).

Staff members who have an advance degree will receive an annual increment of \$1,378 (2.5% of base salary) for a Master's degree or \$1,764 (3.2% of base salary) for an earned Doctorate from an accredited university.

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

Per SRFT contract Agreement, Article III, Wages 2.4: "Bargaining unit members planning to advance from one salary column to the higher column will notify the Human Resources Department on the appropriate form (Notice of Anticipated Salary Reclassification) of their intent by February 1, prior to the year of intended advance. Exceptions to this deadline may be made by the District. Salary advancement occurs only at the beginning of the school year."

A comprehensive health benefits package is available.

Pending on Board of Education approval -  
Salary increase by 3%