

**Tentative Agreement**

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

**August 14, 2019**

The parties agree to the following:

ARTICLE III Compensation

A 3.0% ongoing increase retroactive to 7/1/2018 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.

To qualify for retroactive pay the bargaining unit member must be in paid status on the day of Board approval or had been a bargaining unit member during the entire 2018-2019 school year.



The parties acknowledge that this salary increase is less than COLA +1% as described in the bargaining agreement and is not precedent setting.

This concludes negotiations for the 2018-2019 school year. The parties will bring Sunshine proposals to the Board by September 30, 2019 for a successor contract.

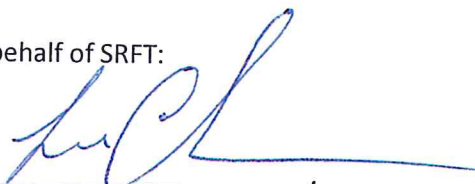
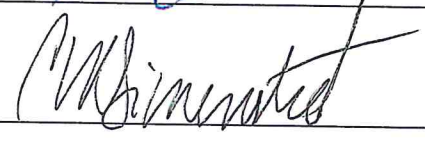
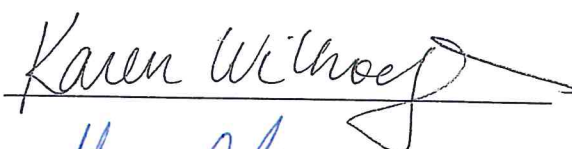
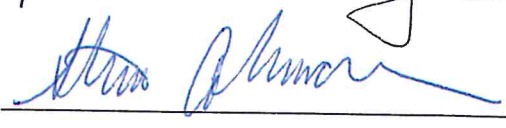
ARTICLE 3.5.3 Health Insurance

The District has already applied a statutory COLA of 2.71% to the District's contribution for medical and dental premiums for employees with dependents effective January 1, 2019.

On behalf of SRCS:

  
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On behalf of SRFT:

  
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