

**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 black ink, appearing to be the initials 'PJ' or similar, located in the bottom right corner of the page.

On behalf of SRCS:

Paul  
D. Smayda  
Bruce Thompson  
Jim P. Jones

On behalf of SRFT:

Christopher  
Karen Wilhoite  
WCH  
By Hal