

**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT
SAN RAFAEL TEACHERS ASSOCIATION
SALARY SCHEDULE
2017-2018
187 WORK DAYS**

STEP	BA	BA + 30	BA + 45	BA + 60
1	46,953	53,409	54,583	55,757
2		54,583	56,344	58,104
3		55,757	58,104	60,452
4		56,931	59,866	62,799
5		58,104	61,626	65,148
6			63,387	67,495
7				70,430
8				73,365
9				76,299
10				79,234
11				82,168
12-17				94,493
18-23				97,708
24				101,543

Staff members initially hired after July 1, 2016, shall be placed on the salary schedule when initially employed and granted year-for-year credit for previous verified, full-time teaching experience. Effective July 1, 2018, annual part-time teaching experience of at least .5 FTE per school year can be combined when determining placement.

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.

Effective 7/1/2017, employees with a Certified BCLAD in Spanish, who teach at a school with at least 60% EL population, shall receive an annual stipend of \$1,500.

Teachers who work less than full-time will receive prorated compensation.

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

A comprehensive health benefits package is available.

Adopted by the Board of Education: Pending on approval

Salary Increase by 4.37%

SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT
SAN RAFAEL TEACHERS ASSOCIATION (SRTA)
PSYCHOLOGISTS AND SPEECH & LANGUAGE PATHOLOGISTS
2017-2018
204 WORK DAYS

STEP	ANNUAL	DAYS
1	\$88,598	204
2	\$91,880	204
3	\$105,660	204
4	\$109,256	204
5	\$113,543	204

Masters degree in School Psychology and/or Speech and Language Pathology required.

Staff members with 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 worked less than full time will receive a prorated compensation.

One-time retention bonus of \$2,500 at the beginning of the 6th year.

One-time retention bonus of \$3,000 at the beginning of the 11th year.

A comprehensive health benefits package is available.