

**Tentative Agreement**  
**Between**  
**San Rafael City Schools and**  
**San Rafael Teachers Association**

September 30, 2015

The Parties have reached agreement on increases to both salary & benefit contributions over time and believes that total compensation must be used as a measure for comparison with other Marin districts. This Tentative Agreement reflects the Board's intention to provide SRTA members with increasingly competitive total compensation. Given the concerns raised regarding a more competitive salary schedule, this agreement increases the SRTA salary schedule through a restructuring by an amount equivalent to 5%. This results in an average ongoing increase of 14.15% over 3 years (2013-14, 2014-15, and 2015-16) on the salary schedule with an additional 1% in employer paid medical/dental benefits in 2013-14.

Effective July 1, 2015, the District is covering the cost for the first year of the Cal STRS increases that will be implemented over a multi-year period with the first increase in 2015-16 to 10.73% creating an annual ongoing cost of \$390,000 not including certificated hourly, stipend and/or substitute costs.

The parties agree to a total compensation package (salary and medical benefit cap increases) equivalent to a 5.47% increase on the salary schedule (\$1,068,000) as follows:

**Article II**

**COMPENSATION**

2.1 Effective July 1, 2015, the parties agree to a salary increase as follows:

- 2.5% on Steps 1-11 (All 4 Columns)
- 8% on Steps 12-24
- reconfigured salary schedule contained in Appendix 1.

Estimated Annual Cost of \$978,000 (Overall increase equivalent to 5%)

2.2 Appendix B - Effective January 1, 2016, the District will increase the employer paid medical benefits CAPS at each tier to reflect the following amounts:

Employee	\$ 552	
Employee + 1	\$ 1,104	
Family	\$ 1,436	
Cash-in-Lieu	\$ 265	(no change)

Estimated Annual Cost: \$89,000

**Lit Lead and Math Lead Stipends:**

The parties agree to a Memorandum of Understanding for each of the Lit Lead and Math Lead positions in order to determine the scope of services and amount of stipends for 2015-16. (Appendices C & D)

**ARTICLE IX – PROCEDURES FOR EVALUATING BARGAINING UNIT MEMBERS**

The parties agree to a Memorandum of Understanding that the District and SRTA will establish an evaluation sub-committee to examine different evaluation models, instruments, and criteria for teaching and non-teaching positions in order to develop and negotiate a new evaluation article for implementation in 2016-17. (Appendix E)

**ARTICLE 3.2.2.3**

The parties agree that a joint communication and Q& A will be developed regarding banked minutes, and collaboration time in order to provide clarity on the existing language for all parties. This will be distributed and communicated through the ILT process.

SRCS

SRTA

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