

**San Rafael High School District**  
**CERTIFICATED SALARY SCHEDULE**  
**2015-2016**  
**(185 Work days)**

STEP	BA	BA + 30	BA + 45	BA + 60
1	53,523	55,964	58,405	60,850
2	55,964	59,030	61,472	63,916
3		62,093	64,540	66,980
4			67,604	70,046
5			70,671	73,112
6			73,737	76,178
7			76,803	79,246
8				82,310
9				85,377
10				88,442
11				91,507
12				94,574
13				97,640
14-16				103,927
17-20				105,335
21-24				106,746
25				108,155

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 \$1,338 (2.5% of base salary) for a Master's degree or \$1,713 (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.

Adopted by Board of Education - 2.02% increase