

Appendix A1

Cotati-Rohnert Park Unified School District Rohnert Park Cotati Educators Association (RPCEA) 2021-24
 SALARY SCHEDULE: 185-Day Work Year
 NON FULLY CREDENTIALLED BEGINNING TEACHERS 3% Increase July 1, 2022 - December 31, 2022 *

| YEARS CREDIT | A BA | B BA + 15 | C BA + 30 | D BA + 45 | E BA + 60 | F BA + 75 |
|-----------------|--------|-----------|-----------|-----------|-----------|-----------|
| 1 | 47,699 | 47,699 | 48,207 | 50,161 | 53,875 | 57,108 |
| 2 | 47,699 | 48,207 | 50,161 | 52,263 | 56,018 | 59,247 |
| 3 | 48,207 | 50,161 | 52,123 | 54,345 | 58,165 | 61,394 |
| 4 | 50,161 | 52,123 | 54,081 | 56,447 | 60,310 | 63,544 |
| 5 | | 54,081 | 56,039 | 58,664 | 62,456 | 65,686 |
| 6 | | 56,039 | 57,994 | 60,628 | 64,611 | 67,836 |
| 7 | | 57,994 | 59,952 | 62,730 | 66,751 | 69,987 |
| 8 | | 59,952 | 61,909 | 64,820 | 68,898 | 72,131 |
| 9 | | | 63,872 | 66,919 | 71,051 | 74,280 |
| 10 | | | 65,823 | 69,016 | 73,193 | 76,430 |
| 11 | | | 67,777 | 71,099 | 75,341 | 78,573 |
| 12 | | | | 73,193 | 77,495 | 80,719 |
| 13 | | | | 73,193 | 77,495 | 80,719 |
| 14 | | | | 73,193 | 77,495 | 80,719 |
| 15 | | | | 76,694 | 81,914 | 85,142 |
| 16 | | | | | 81,914 | 85,142 |
| 17 | | | | | 81,914 | 85,142 |
| 18 | | | | | 85,409 | 88,637 |
| 19 | | | | | 85,409 | 88,637 |
| 20 | | | | | 85,409 | 88,637 |
| 21 | | | | | 88,906 | 92,137 |
| 22 | | | | | 88,906 | 92,137 |
| 23 | | | | | 88,906 | 92,137 |
| 24 | | | | | 92,412 | 95,643 |

| | |
|--|-------|
| M.A./National Board Certification | 1,416 |
| Ph.D. | 2,835 |
| Ed.D. | 2,835 |
| Teacher-in-Charge Department Chair/ Team Leader: - Base | 1,559 |
| per section | 48 |
| Bilingual Spanish Stipend | 747 |

Please Note:

Up to 20 years experience is granted for new hires only.
 Units earned after date of degree must be presented at time of initial employment.
 Effective July 1, 1999 employees placed in columns A or B can progress only through step 4 in column A or step 8 in column B.
 Effective July 1, 1997 column C will be truncated after step 11 and column D will be truncated after step 15.
 Employees in 1996-97 on column C, step 11 or higher and employees in 1996-97 on column D, step 15 or higher will be allowed to progress through these columns.

* 3% ongoing as of July 1, 2021 and 3% ongoing as of January 1, 2022
 3% ongoing as of July 1, 2022 and 2% ongoing as of January 1, 2023
 Statutory COLA, to be determined by October 31, 2022. If COLA exceeds 3.61%, then the parties will reconvene to discuss a split option