

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 2% Increase January 1, 2023 - June 30, 2023\*

| YEARS<br>CREDIT | A BA      | B BA + 15 | C BA + 30 | D BA + 45 | E BA + 60 | F BA + 75 |
|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1               | 48,653.00 | 48,653.00 | 49,172.00 | 51,165.00 | 54,953.00 | 58,251.00 |
| 2               | 48,653.00 | 49,172.00 | 51,165.00 | 53,309.00 | 57,139.00 | 60,432.00 |
| 3               | 49,172.00 | 51,165.00 | 53,166.00 | 55,432.00 | 59,329.00 | 62,622.00 |
| 4               | 51,165.00 | 53,166.00 | 55,163.00 | 57,576.00 | 61,517.00 | 64,815.00 |
| 5               |           | 55,163.00 | 57,160.00 | 59,838.00 | 63,706.00 | 67,000.00 |
| 6               |           | 57,160.00 | 59,154.00 | 61,841.00 | 65,904.00 | 69,193.00 |
| 7               |           | 59,154.00 | 61,152.00 | 63,983.00 | 68,087.00 | 71,387.00 |
| 8               |           | 61,152.00 | 63,148.00 | 66,117.00 | 70,276.00 | 73,574.00 |
| 9               |           |           | 65,150.00 | 68,258.00 | 72,473.00 | 75,766.00 |
| 10              |           |           | 67,140.00 | 70,397.00 | 74,657.00 | 77,959.00 |
| 11              |           |           | 69,133.00 | 72,521.00 | 76,848.00 | 80,145.00 |
| 12              |           |           |           | 74,657.00 | 79,045.00 | 82,334.00 |
| 13              |           |           |           | 74,657.00 | 79,045.00 | 82,334.00 |
| 14              |           |           |           | 74,657.00 | 79,045.00 | 82,334.00 |
| 15              |           |           |           | 78,228.00 | 83,553.00 | 86,845.00 |
| 16              |           |           |           |           | 83,553.00 | 86,845.00 |
| 17              |           |           |           |           | 83,553.00 | 86,845.00 |
| 18              |           |           |           |           | 87,118.00 | 90,410.00 |
| 19              |           |           |           |           | 87,118.00 | 90,410.00 |
| 20              |           |           |           |           | 87,118.00 | 90,410.00 |
| 21              |           |           |           |           | 90,685.00 | 93,980.00 |
| 22              |           |           |           |           | 90,685.00 | 93,980.00 |
| 23              |           |           |           |           | 90,685.00 | 93,980.00 |
| 24              |           |           |           |           | 94,261.00 | 97,556.00 |

|  |       |
|--|-------|
| M.A./National Board Certification                          | 1,416 |
| Ph.D.  | 2,835 |
| Ed.D.  | 2,835 |
| Teacher-in-Charge Department Chair/<br>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