

Appendix A

Cotati-Rohnert Park Unified School District Rohnert Park Cotati Educators Association (RPCEA) 2021-24 SALARY
 SCHEDULE: 185-Day Work Year
 FULLY CREDENTIALLED BEGINNING TEACHERS 5.38% Increase July 1, 2023*

| YEARS CREDIT | A BA | B BA + 15 | C BA + 30 | D BA + 45 | E BA + 60 | F BA + 75 |
|-----------------|--------|-----------|-----------|-----------|-----------|-----------|
| 1 | 55,586 | 55,587 | 55,588 | 55,590 | 57,909 | 61,385 |
| 2 | 55,587 | 55,588 | 55,590 | 56,178 | 60,214 | 63,684 |
| 3 | 55,588 | 55,590 | 56,027 | 58,415 | 62,521 | 65,992 |
| 4 | 55,590 | 56,027 | 58,131 | 60,674 | 64,827 | 68,303 |
| 5 | | 58,131 | 60,236 | 63,058 | 67,134 | 70,604 |
| 6 | | 60,236 | 62,337 | 65,169 | 69,450 | 72,916 |
| 7 | | 62,337 | 64,442 | 67,428 | 71,751 | 75,228 |
| 8 | | 64,442 | 66,546 | 69,675 | 74,057 | 77,533 |
| 9 | | | 68,656 | 71,931 | 76,373 | 79,843 |
| 10 | | | 70,753 | 74,185 | 78,674 | 82,154 |
| 11 | | | 72,853 | 76,423 | 80,983 | 84,457 |
| 12 | | | | 78,674 | 83,298 | 86,764 |
| 13 | | | | 78,674 | 83,298 | 86,764 |
| 14 | | | | 78,674 | 83,298 | 86,764 |
| 15 | | | | 82,437 | 88,049 | 91,518 |
| 16 | | | | | 88,049 | 91,518 |
| 17 | | | | | 88,049 | 91,518 |
| 18 | | | | | 91,805 | 95,275 |
| 19 | | | | | 91,805 | 95,275 |
| 20 | | | | | 91,805 | 95,275 |
| 21 | | | | | 95,564 | 99,037 |
| 22 | | | | | 95,564 | 99,037 |
| 23 | | | | | 95,564 | 99,037 |
| 24 | | | | | 99,333 | 102,805 |

| | |
|--|-------|
| 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
 5.38% Increase July 1, 2023