

Appendix A3

Cotati-Rohnert Park Unified School District Rohnert Park Cotati Educators Association (RPCEA) 2021-24 SALARY SCHEDULE

COUNSELORS/WORK EXPERIENCE COORDINATORS 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 | | | 50,004 | 52,034 | 55,890 | 59,242 |
| 2 | | | 52,034 | 54,215 | 58,112 | 61,467 |
| 3 | | | 54,066 | 56,379 | 60,340 | 63,694 |
| 4 | | | 56,100 | 58,555 | 62,572 | 65,926 |
| 5 | | | 58,136 | 60,860 | 64,794 | 68,147 |
| 6 | | | 60,163 | 62,901 | 67,034 | 70,383 |
| 7 | | | 62,196 | 65,080 | 69,260 | 72,610 |
| 8 | | | 64,227 | 67,250 | 71,488 | 74,842 |
| 9 | | | 66,267 | 69,432 | 73,720 | 77,070 |
| 10 | | | 68,292 | 71,606 | 75,945 | 79,303 |
| 11 | | | 70,323 | 73,770 | 78,175 | 81,529 |
| 12 | | | 72,352 | 75,945 | 80,406 | 83,759 |
| 13 | | | 72,352 | 75,945 | 80,406 | 83,759 |
| 14 | | | 72,352 | 75,945 | 80,406 | 83,759 |
| 15 | | | 75,994 | 79,579 | 84,997 | 88,352 |
| 16 | | | 75,994 | 79,579 | 84,997 | 88,352 |
| 17 | | | 75,997 | 79,579 | 84,997 | 88,352 |
| 18 | | | 79,617 | 83,214 | 88,627 | 91,976 |
| 19 | | | 79,617 | 83,214 | 88,627 | 91,976 |
| 20 | | | 79,617 | 83,214 | 88,627 | 91,976 |
| 21 | | | 83,250 | 86,842 | 92,253 | 95,610 |
| 22 | | | 83,250 | 86,842 | 92,253 | 95,610 |
| 23 | | | 83,250 | 86,842 | 92,253 | 95,610 |
| 24 | | | 86,887 | 90,483 | 95,897 | 99,250 |

| | |
|--|-------|
| 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, 1996 initial salary placement will be made only in columns "C" through "F"

Counselors/Work Experience Coordinators Duty Days: 192. No Change from 2017-18

* 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