

**MARIN COUNTY OFFICE OF EDUCATION
TEACHERS' SALARY SCHEDULE
2016-2017
EFFECTIVE JULY 1, 2016
TRAINING LEVEL CLASS**

STEP	I	II	III	IV	V	VI
	A.B.	A.B. + 15	A.B. + 30	M.A. or A.B. +45	M.A. + 15 or A.B. + 60	M.A. + 30 or A.B. + 75
1	46,724	50,929	55,135	58,873	62,143	65,414
2	50,462	54,667	58,873	62,611	65,881	69,152
3	54,200	58,405	62,611	66,348	69,619	72,890
4	57,938	62,143	66,348	70,086	73,357	76,628
5	60,742	64,947	69,152	72,890	76,161	79,431
6	63,545	67,750	71,955	75,693	78,964	82,235
7	66,348	70,554	74,759	78,497	81,768	85,038
8	69,152	73,357	77,562	81,300	84,571	87,842
9	71,021	75,226	79,431	83,169	86,440	89,711
10	72,890	77,095	81,300	85,038	88,309	91,580
11	74,759	78,964	83,169	86,907	90,178	93,449
12	76,628	80,833	85,038	88,776	92,047	95,318
13				90,645	93,916	97,187

1. *Prior teaching experience shall be credited with one step for each approved year of prior professional experience up to five years, based upon a regular credential for the state in which the experience occurred.*
2. *Units are upper division or graduate semester units and must be obtained after the date bachelor's or master's degree was granted. All units for training level advancement must have prior approval.*
3. *Full-time staff members, who while employed by the Marin County Office of Education, earn an accredited MA, PhD, or EdD after July 1, 1977 will receive a one-time payment of \$500. Only one payment per MA, PhD, and EdD is permitted.*
4. *Step 13 is open only to certificated staff possessing an accredited MA/PhD/EdD.*
5. *At the beginning of the 15th, 18th, 20th and 25th year of full-time accredited service, as reflected by placement on the salary schedule, or equivalent thereof, bargaining unit members will receive \$3,000, \$6,000, \$9,000 and \$12,000 respectively in addition to the annual salary. This provision will be implemented as of July 1, 2006. Upon receipt of a longevity increment, an employee will move to the next longevity increment at the beginning of the 18th, 20th and 25th years of full-time accredited service or equivalent thereof. For the purposes of this provision, uncompensated leaves for more than 25% of the work year will not be counted as a year of service, nor will it be considered a break in service. All leaves for which the employee receives compensation from the Marin County Office of Education will be counted as a period of service. These longevity payments will not be available to unit members who work 50% or less.*
6. *In order to receive a year of service credit, an employee must work at least 75 % of the work year.*

SALARY COMPUTATION: The unit member's salary schedule is based upon the decimal matrix

printed below. A unit member's annual salary is determined by multiplying the decimal appearing in their appropriate placement on the matrix by the dollar amount in Column 1, Step 1.

Example: A unit member's appropriate placement is Column VI, Step 10.

Column VI, Step 10 on the decimal matrix is 1.96 x Column 1, Step 1 amount of \$ 46,724

$\$ 46,724 \times 1.96 = \$ 91,580$ annual salary

DECIMAL MATRIX

STEP	I	II	III	IV	V	VI
	A.B.	A.B. + 15	A.B. + 30	M.A. or A.B. +45	M.A. + 15 or A.B. + 60	M.A. + 30 or A.B. + 75
1	1.00	1.09	1.18	1.26	1.33	1.40
2	1.08	1.17	1.26	1.34	1.41	1.48
3	1.16	1.25	1.34	1.42	1.49	1.56
4	1.24	1.33	1.42	1.50	1.57	1.64
5	1.30	1.39	1.48	1.56	1.63	1.70
6	1.36	1.45	1.54	1.62	1.69	1.76
7	1.42	1.51	1.60	1.68	1.75	1.82
8	1.48	1.57	1.66	1.74	1.81	1.88
9	1.52	1.61	1.70	1.78	1.85	1.92
10	1.56	1.65	1.74	1.82	1.89	1.96
11	1.60	1.69	1.78	1.86	1.93	2.00
12	1.64	1.73	1.82	1.90	1.97	2.04
13				1.94	2.01	2.08