

**MARIN COUNTY OFFICE OF EDUCATION  
TEACHERS' SALARY SCHEDULE  
2018-2019  
EFFECTIVE JULY 1, 2018  
TRAINING LEVEL CLASS**

Exhibit A

| STEP | I      | II        | III       | IV                     | V                            | VI                           |
|------|--------|-----------|-----------|------------------------|------------------------------|------------------------------|
|      | A.B.   | A.B. + 15 | A.B. + 30 | M.A.<br>or<br>A.B. +45 | M.A. + 15<br>or<br>A.B. + 60 | M.A. + 30<br>or<br>A.B. + 75 |
| 1    | 50,051 | 54,555    | 59,060    | 63,064                 | 66,568                       | 70,071                       |
| 2    | 54,055 | 58,559    | 63,064    | 67,068                 | 70,572                       | 74,075                       |
| 3    | 58,059 | 62,563    | 67,068    | 71,072                 | 74,576                       | 78,079                       |
| 4    | 62,063 | 66,568    | 71,072    | 75,076                 | 78,580                       | 82,083                       |
| 5    | 65,066 | 69,571    | 74,075    | 78,079                 | 81,583                       | 85,086                       |
| 6    | 68,069 | 72,574    | 77,078    | 81,082                 | 84,586                       | 88,089                       |
| 7    | 71,072 | 75,577    | 80,081    | 84,085                 | 87,589                       | 91,092                       |
| 8    | 74,075 | 78,580    | 83,084    | 87,088                 | 90,592                       | 94,095                       |
| 9    | 76,077 | 80,582    | 85,086    | 89,090                 | 92,594                       | 96,098                       |
| 10   | 78,079 | 82,584    | 87,088    | 91,092                 | 94,596                       | 98,100                       |
| 11   | 80,081 | 84,586    | 89,090    | 93,094                 | 96,598                       | 100,102                      |
| 12   | 82,083 | 86,588    | 91,092    | 95,097                 | 98,600                       | 102,104                      |
| 13   | -      | -         | -         | 97,099                 | 100,602                      | 104,106                      |

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* \$ 50,051  
\$ 50,051 x 1.96 = \$ 98,100 *annual salary*

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**DECIMAL MATRIX**

| STEP | I    | II        | III       | IV                  | V                         | VI                        |
|------|------|-----------|-----------|---------------------|---------------------------|---------------------------|
|      | A.B. | A.B. + 15 | A.B. + 30 | M.A. or<br>A.B. +45 | M.A. + 15 or<br>A.B. + 60 | M.A. + 30 or<br>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                      |