

EXHIBIT C  
**FORT BRAGG UNIFIED SCHOOL DISTRICT**  
**CERTIFICATED TEACHER SALARY SCHEDULE**  
**185 DAY SCHEDULE**  
**2015 - 2016**

STEPS	CLASS A BA<60	CLASS B BA+60	CLASS C BA+75	CLASS D BA+90	CLASS E BA+105
1	41,410	42,435	43,460	44,485	45,510
2	42,435	43,460	44,485	45,510	46,535
3	43,460	44,485	45,510	46,535	47,560
4	44,485	45,510	46,535	47,560	48,585
5	45,510	46,535	47,560	48,585	49,610
6	45,510	47,560	48,585	49,610	50,635
7	45,510	48,585	49,610	50,635	51,660
8	45,510	49,610	50,635	51,660	52,685
9	45,510	50,635	51,660	52,685	53,710
10	45,510	51,660	52,685	53,710	54,735
11	45,510	52,685	53,710	54,735	55,760
12	45,510	53,710	54,735	55,760	56,785
13	45,510	54,735	55,760	56,785	57,810
14	45,510	54,735	56,785	57,810	58,835
15	45,510	54,735	57,810	58,835	59,860
16	45,510	54,735	58,835	59,860	60,885
17	45,510	54,735	59,860	60,885	61,910
18	45,510	54,735	59,860	61,910	62,935
19	45,510	54,735	59,860	62,935	63,960
20	45,510	54,735	59,860	62,935	64,985
21	45,510	54,735	59,860	62,935	66,010
22	45,510	54,735	59,860	62,935	67,035
23	45,510	54,735	59,860	62,935	68,060
24	45,510	54,735	59,860	62,935	69,085
25	45,510	54,735	59,860	62,935	70,110
26	45,510	54,735	59,860	62,935	71,135
27	45,510	54,735	59,860	62,935	72,160

The Certificated Teacher Salary Schedule Does Not Include Health & Welfare Benefit Amounts.

A maximum of ten (10) years credit for previous experience may be allowed.

The following stipend shall be paid for advance degrees in accordance with ARTICLE 16.11.

\$1250 - Masters Degree    \$1750 - Doctorate Degree    \$1250 - National Board Certification

To be placed above Class A, a teacher must have an approved BA or BS, and have been granted the required semester hours after the degree was earned.

**EXHIBIT D  
EXTRA PAY SALARY SCHEDULE  
2015 - 2016**

		Athletic Director	\$3,000
		If done by a unit member	
Band Director	\$3,000		
Choral Director	\$3,000	High School Student Council	\$2,500
Drama Coach	\$2,600	Senior Project Coordinator	\$2,400
Musical Director	\$1,800	Elementary Teacher in Charge	\$1,500
Orchestra Director	\$1,800	Middle School Student Council	\$1,000

**\$36 . . . . . Extra Duty Hourly Rate**

Based on Range C, Step 4 of the Credentialed Teacher Salary Schedule.

*For example - Home Hospital, Saturday School, Summer School*

2015-2016 calculation: \$46,535 divided by 185 days = \$251.54 daily divided by 7 hours = \$36 rounded

**Interscholastic Sports**

All stipend positions are voluntary except when part of a job description. All positions with the exception of Athletic Director are unit member positions and will only be offered to a person outside of the unit if no qualified unit member is interested.

Experience:	Year 1	Year 2	Year 3	Year 4+
Longevity:		\$200	\$0	\$200
Head Coach Varsity Football, Basketball, Softball, Volleyball Soccer, Wrestling, Baseball	\$2,800	\$3,000	\$3,000	\$3,200
Head Coach Varsity All other sports	\$2,500	\$2,700	\$2,700	\$2,900
Assistant Coach Varsity All sports, where authorized	\$2,000	\$2,200	\$2,200	\$2,400
Head Coach JV or 9th Grade All sports	\$2,000	\$2,200	\$2,200	\$2,400
Assistant Coach JV or 9th Grade All sports, if Board authorized	\$1,300	\$1,500	\$1,500	\$1,700
Cheerleader for 2 sports seasons Board authorized only	\$1,700	\$1,900	\$1,900	\$2,100
Experience:	Year 1	Year 2	Year 3+	
Longevity:		\$0	\$200	
Middle School Coaches Basketball	\$1,700	\$1,700	\$1,900	
Middle School Coaches All other sports	\$1,500	\$1,500	\$1,700	

All stipend positions are voluntary except when part of a job description. All positions with the exception of Athletic Director are unit members positions and will only be offered to a person outside of the unit if no qualified unit member is interested.

**Appendix A – Athletic Stipends and Special Assignment Salary Schedules  
Special Assignments (Pilot Year 2015-16)**

Tier	Tier IV	Tier III	Tier II	Tier I
Proposed Stipend	\$2400	\$1800	\$1200	\$600
Proposed hours of commitment beyond contract hours	3+ hours/wk (150+ hours)	2+ hours/wk (80 – 150+ hours)	1+ hour/wk (40 - 80 hours)	45 minutes - 1 hour/wk. (<40 hours)
	WASC Chair	K-8 Yearbook	Mentoring Program Coordinator	K-8 Lunch time Clubs
	ASB Advisor	MS Athletic Director	Webmaster	MS Student Council
	Substitute Coordinator		Afterschool HS Drama Club and performances	HS Lunchtime Clubs
			Afterschool Chamber Singers and performances	Emergency Preparedness
			Testing Coordinator	HS Class Advisors
			Media Tech Support	K-8 ELA Coordinator
				K-8 Science Coordinator
				K-8 Social Studies Coordinator
				HS Lit/SS Coordinator
				HS STEM Coordinator
				HS Behavior Coordinator
				Tech Committee Coordinator
				Volunteer Coordinator
				K-3 SST Chair
				4-8 SST Chair
				Clubs
				K-8 Math Coordinator
				Parent Involvement Coordinator

## Athletics

	Tier III	Tier II	Tier I
Proposed Stipend	\$2400	\$1800	\$1200
Proposed hours of commitment	200+ hours	100 – 200 hours	
	Football	Cross Country	Assistant Coaches
	Soccer	Baseball	
	Volleyball	Golf	
	Basketball	Softball	
		Tennis	
		MS Volleyball	
		MS Basketball	
		MS Soccer	
		Track	
		Cheerleading	
		JV Coaches	

**Mendocino Unified School District  
Mendocino Teachers' Association  
2015-1  
Board Approved June 19, 201**

Rate	0	1	1	1	2	2	3	3	3	4	4	4	4	5	5	5	5
	B.A.	B.A.+30	MA or NBC	w 2 MA	w PhD	B.A.+45	MA or NBC	w 2 MA	w PhD	B.A.+75	MA or NBC	w 2 MA	w PhD	B.A.+90	MA or NBC	w 2 MA	w PhD
1	\$39,500	\$44,000	\$46,500	\$49,000	\$46,600	\$44,750	\$47,250	\$49,750	\$47,350	\$45,500	\$48,000	\$50,500	\$48,100	\$47,000	\$49,500	\$52,000	\$49,600
2	\$40,657	\$45,289	\$47,789	\$50,289	\$47,889	\$46,061	\$48,561	\$51,061	\$48,661	\$46,833	\$49,333	\$51,833	\$49,433	\$48,377	\$50,877	\$53,377	\$50,977
3	\$41,848	\$46,615	\$49,115	\$51,615	\$49,215	\$47,410	\$49,910	\$52,410	\$50,010	\$48,204	\$50,704	\$53,204	\$50,804	\$49,794	\$52,294	\$54,794	\$52,394
4	\$43,074	\$47,981	\$50,481	\$52,981	\$50,581	\$48,798	\$51,298	\$53,798	\$51,398	\$49,616	\$52,116	\$54,616	\$52,216	\$51,252	\$53,752	\$56,252	\$53,852
5	\$44,335	\$49,386	\$51,886	\$54,386	\$51,986	\$50,228	\$52,728	\$55,228	\$52,828	\$51,070	\$53,570	\$56,070	\$53,670	\$52,753	\$55,253	\$57,753	\$55,353
6	\$45,634	\$50,832	\$53,332	\$55,832	\$53,432	\$51,699	\$54,199	\$56,699	\$54,299	\$52,565	\$55,065	\$57,565	\$55,165	\$54,298	\$56,798	\$59,298	\$56,898
7	\$46,970	\$52,321	\$54,821	\$57,321	\$54,921	\$53,213	\$55,713	\$58,213	\$55,813	\$54,105	\$56,605	\$59,105	\$56,705	\$55,889	\$58,389	\$60,889	\$58,489
8	\$48,346	\$53,854	\$56,354	\$58,854	\$56,454	\$54,772	\$57,272	\$59,772	\$57,372	\$55,690	\$58,190	\$60,690	\$58,290	\$57,526	\$60,026	\$62,526	\$60,126
9	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$56,376	\$58,876	\$61,376	\$58,976	\$57,321	\$59,821	\$62,321	\$60,421	\$59,811	\$62,311	\$64,811	\$62,911
10	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$58,027	\$60,527	\$63,027	\$60,627	\$59,000	\$61,500	\$64,000	\$61,600	\$60,945	\$63,445	\$65,945	\$64,045
11	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$58,990	\$61,490	\$63,990	\$61,590	\$59,978	\$62,478	\$64,978	\$62,578	\$62,572	\$65,072	\$67,572	\$65,672
12	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$59,968	\$62,468	\$64,968	\$62,568	\$60,973	\$63,473	\$65,973	\$63,573	\$63,567	\$66,067	\$68,567	\$66,667
13	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$61,984	\$64,484	\$66,984	\$64,584	\$64,578	\$67,078	\$69,578	\$67,678
14	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$62,012	\$64,512	\$67,012	\$64,612	\$64,606	\$67,106	\$69,606	\$67,706
15	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$63,057	\$65,557	\$68,057	\$65,657	\$65,651	\$68,151	\$70,651	\$68,751
16	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$65,120	\$67,620	\$70,120	\$67,720	\$67,713	\$70,213	\$72,713	\$70,813
17	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
18	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
19	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
20	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
21	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
22	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
23	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
24	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893
25	\$49,762	\$55,431	\$57,931	\$60,431	\$58,031	\$60,963	\$63,463	\$65,963	\$63,563	\$66,200	\$68,700	\$71,200	\$68,800	\$68,793	\$71,293	\$73,793	\$71,893

UKIAH UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 EFF. JULY 1, 2015 - JUNE 30, 2016  
 188 days with 3% increase

Salary Schedule 1	column #	1	2	3	4	5	6	7	8	9	10
	STEP	Col. 1 (a) BA to 44 units	Col. 1 (b) with MA	Col. 2 (a) BA + 45 units	Col. 2 (b) with MA	Col. 3 (a) BA + 60 units	Col. 3 (b) with MA	Col. 4 (a) BA + 75 units	Col. 4 (b) with MA	Col. 5 (a) BA + 90 units	Col. 5 (b) with MA
1		43,297	44,047	44,138	44,888	45,962	46,712	47,712	48,462		
2		43,772	44,522	45,524	46,274	47,275	48,025	49,025	49,775		
3		45,524	46,274	47,275	48,025	49,025	49,775	50,777	51,527		
4		47,275	48,025	49,025	49,775	50,777	51,527	52,527	53,277		
5		49,025	49,775	50,777	51,527	52,527	53,277	54,278	55,028		
6		50,777	51,527	52,527	53,277	54,278	55,028	56,030	56,780		
7		52,527	53,277	54,278	55,028	56,030	56,780	57,780	58,530	61,282	62,032
8		54,278	55,028	56,030	56,780	57,780	58,530	59,531	60,281	63,033	63,783
9				57,780	58,530	59,531	60,281	61,282	62,032	64,783	65,533
10				59,531	60,281	61,282	62,032	63,033	63,783	66,535	67,285
11						63,033	63,783	64,783	65,533	68,286	69,036
12						64,783	65,533	66,535	67,285	70,036	70,786
13								68,286	69,036	71,788	72,538
14								70,036	70,786	73,538	74,288
15										75,289	76,039
16										77,040	77,790
18										78,061	78,811
20						68,298	69,048	72,834	73,584	79,091	79,841
22						68,575	69,325	73,785	74,535	80,729	81,479
25						71,288	72,038	76,497	77,247	83,252	84,002

UTA SECTION 8.1. GENERAL SALARY SCHEDULE PROVISIONS ON REVERSE  
 \$750 for Masters (included in columns line b) - \$1,000 for Doctorate