

**Tentative Agreement between  
Larkspur - Corte Madera School District and Larkspur - Corte Madera Education Association  
February 9, 2023**

**Article 1 - Agreement**

- The agreement shall be for 3 years through June 30, 2026
- For 2023-2024 and 2024-2025 the contract shall be closed
- For 2025-2026, the parties may reopen any Article if both parties mutually agree to do so

**Article 19 - Salary**

- Salary increase:
  - Effective July 1, 2023 8% (2023-24),
  - Effective July 1, 2024 3% (2024-25),
  - Effective July 1, 2025 3% (2025-26)
  - Increase of steps to 21 (in column 6), with a 2% raise for step 19, 2.5% for step 20, and 2.5% for step 21
  - Longevity stipend to begin at step 24 at \$1,000 per year
- Revised Nurse and Speech Salary Schedule
- Psychologist longevity stipend to begin on step 15
- Master's Degree: \$1,750 /annual each (prorated based on FTE)
- Certificate of Clinical Competence: \$2,000 /annual each (prorated based on FTE)
- Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)
- Special Education Case Managers shall receive a stipend equivalent to six (6) days
- Extra duty hourly rate increased to \$50
- Updated stipend table
- Additional pay for committee meetings ends this year (2022-2023)
- ~~19.1.1 Effective July 1, 2019, Certificated Salary Schedules shall be increased by 1.1%. (See Appendix C-1)~~
- 19.1.1 Certificated Salary Schedules see Appendix C-1
- ~~19.1.2 For settlement of 2018-2019 salaries, the Certificated Salary Schedule shall be increased by one percent (1%) effective July 1, 2018 (See Appendix C-1).~~
- ~~19.1.3 Effective July 1, 2018, the Certificated Salary Schedule: School Psychologist (195 days) shall replace the "Certificated Salary Schedule: Psychologist 2017-18 193 Days" and be included as Appendix C-4.~~
- 19.1.4. Effective with the 2018-19 school year, bargaining unit members shall receive eleven (11) monthly paychecks commencing with the last workday in August and ending with the last workday in June. Teachers have the option of receiving deferred pay

- 19.2.2.1 Bargaining unit members on part-time contracts or shared contracts are not covered under ~~20.2-19.2.2~~, but under ~~20.3-19.2.3~~.
- 19.4 INITIAL SALARY SCHEDULE PLACEMENT
  - 19.4.1 Teachers new to the District ~~in the 2011-2012 school year or thereafter~~ will be given up to twelve (12) years of credit (placement at step 13) for public school experience.
  - 19.4.2 Initial salary schedule placement will be based on years served for at least 75% of the employee's contract days in either a temporary, probationary or permanent certificated position in a public school setting. Substitute time is not allowed for this provision.
  - 19.4.3 ~~Beginning in 2007-08,~~ Teachers new to the District shall be given accredited private school experience while holding a valid California Credential. Such experience shall be granted one-half credit up to a maximum of five (5) years of credit.
- 19.7 Signing Bonus
 

~~19.7.1 Effective the date of the agreement,~~ The District may offer a one-time signing bonus to new hires of \$5000 to bargaining unit members who currently have a regular credential qualifying them to serve as education specialists, speech and language pathologists, math, or science teachers. The availability of such bonuses at any time may be communicated in the job announcements for these positions or may be added following initial interviews in the event that there is a small applicant pool. Certificated employees who qualify for such signing bonuses shall receive \$5,000 within the first 90 calendar days of employment. ~~\$2,000 (on the first payroll following reporting to work as a first year probationary employee), \$2,000 on the first payroll following reporting to work as a second year probationary employee, and \$1000 on the first payroll following reporting to work in their third consecutive year of employment. If a bargaining unit member leaves employment with the District prior to this payment in any given year, they are no longer entitled to the remaining amount(s).~~
- ~~7.2 This provision will sunset on October 1, 2019 unless the parties agree to extend this provision.~~

#### Article 4 - Association Rights

- 4.1 The Association shall have the right to post notices of activities and matters of Association concern on Association bulletin boards, at least one of which shall be provided in each school building in areas frequented by employees. The Association may use the District messenger electronic communication services and employee mailboxes for communications to employees.

- 4.1.1 All communications must be made by the Association President, or authorized by the Association President. Evidence of such authorization shall be contained in the communication.
- 4.1.2 The subject line of any communication must clearly state, "LCMEA Business" Communications directed to "All Association members," or a subgroup thereof, shall be sent by "Blind c.c." so as to avoid creating a forum for dialogue.
- 4.1.3 Individual bargaining unit members are not permitted to use the District's electronic communication system for Association business.
- 4.1.4 The Association is responsible for managing their own email list.

#### **Article 6 - Work Year**

- 6.1 The work year for members of the bargaining unit shall consist of 187 work days on site. 180 of these days will be instructional days. Three (3) of the work days shall be specified as Employee Work Days for planning, preparation, and record-keeping. ~~All unit members shall be present and attend four (4) Staff Development Days.~~ and four (4) of the work days shall be Staff Development Days. Students will not be in attendance on these three (3) Employee Work Days and four (4) Staff Development Days. ~~Students will not be in attendance on these three (3) Employee Work Days and four (4) Staff Development Days.~~ Employee Work Day meeting commitments will not exceed a total of 200 minutes. Teachers new to the District will work during their first year one (1) ~~two (2)~~ additional non-instructional "orientation" days prior to the first teacher workday and be paid their per diem salary. ~~Beginning in 2008-09 teachers new to the District will work one (1) additional non-instructional "orientation" day.~~ The work year for a secondary school counselor shall be up to three (3) additional days beyond the teacher work year. Such days, whether scheduled at the beginning or end of the school year, shall be mutually agreed to by the counselor and principal, and approved by the superintendent.

#### **Article 7 - Teaching Hours**

- 7.3 Employees shall be entitled to one duty-free, uninterrupted lunch period of forty-five (45) minutes and one relief period of fifteen (15) minutes each day with the exception of 3.1. The relief period shall be equitable to the student relief period of fifteen (15) minutes. These relief and lunch periods may be modified upon individual site faculty agreement.
  - 7.3.1 Full time teachers in grades TK-5 will perform one recess duty per week. Less than full time teachers will have a prorated recess duty schedule based on FTE.

- 7.3.2 Reasonable accommodations will be provided to educators needing to take relief.
- 7.4 Practices regarding the length of the instructional day shall remain in effect for the term of this agreement unless otherwise modified by the parties. Grades 1-5 will have a common release time at the elementary schools with an average of 340 instructional minutes per day. The Kindergarten day will be extended 290 instructional minutes per day.
  - *Note: Recess will be 15 minutes in grades 1-5 with grades 1-3 having an additional 10 minutes for a teacher supervised snack and grades 4-5 having an additional 5 minutes for a teacher supervised snack*
- *Note: Beginning in 2023-24, teachers at Hall Middle School will teach 5 periods out of 6 and the following language will be eliminated from the contract:*

~~7.5 Implementation of a seven (7) period day at Hall Middle School for 6, 7, and 8th grades beginning in 2013-14 which will include five (5) periods of teaching, and one (1) period of preparation, and one (1) period of collaborative planning time. Fifth grade instructional minutes will be comparable to fourth grade instructional minutes beginning in 2013-14.~~

#### Article 8 - Class Size

- 8.1 The maximum class size for grades K-3 shall be thirty (30), for grades 4-5 shall be thirty (30), and for grades 6, 7, and 8 shall be one hundred fifty-five (155) students per classroom teacher.
- 8.1.1 When a class size in grades K-5 exceeds twenty-six (26), additional aide time will be provided.
- 8.1.2 These maximums may be exceeded for traditionally larger classes, such as music and physical education. ~~and These maximums may be exceeded in any other class~~ when the affected employee and the District have so agreed.
- 8.1.3 These maximums may be exceeded for the first twenty (20) school days and/or for up to ten (10) school days of the remainder of the school year ~~without requiring District action.~~

- ~~8.1.4 These maximums may be exceeded at other times of the school year for up to ten (10) school days without requiring District action.~~

#### **Article 10 - Transfer- Assignments and Reassignments**

- 10.3.3 All vacancies in any school shall be formally identified and advertised ~~by posting a notice in each school in a conspicuous place via district email.~~ During the summer, the District will also attempt to notify members via personal email. This shall be considered "posting the announcement."
- 10.3.4
  - Voluntary transfer requests shall be considered as described in Section 4.3 – with the additional timelines:
  - ~~Between September 1 and March 31, vacancies will not be filled for at least ten (10) working days after the date of posting of the announcement.~~
  - ~~After April 1, vacancies will not be filled for at least five (5) working days after the date of posting of the announcement.~~
  - ~~If a vacancy occurs after the last day of school but before the first day of September, a notice shall be emailed using work email and personal email addresses on file to all members of the bargaining unit.~~
- 10.4.4 If the transfer or reassignment is not effected ~~approved~~ as requested, the applicant shall be informed in writing by the Superintendent/designee, as to why it was not.

#### **Article 11 - Employee Benefits**

- For 2023-2024, 2024-2025, and 2025-2026, the parties agree to the following contingency:  
Should the District's funding based on the final County of Marin Department of Finance property tax roll in August of each year be 1% or higher than budgeted by the District, then \$1,000 will be added to the benefit cap beginning in that current school year.
  - *Note: This language will not be added to contract language.*
- 11.2 All unit members who elected "in lieu" before the end of the 2017-2018 school year on the salary schedule employed for one-half time or more and with have evidence of medical double-coverage may receive a \$356.00 ~~(\$3,560 annually)~~ per month ~~(\$3,560 annually)~~ tax sheltered annuity in lieu of medical and vision coverage. Once discontinued, the "in lieu" benefit may not be reinstated.

#### **Article 12 - Payment for Extracurricular Duties**

- 3. The extracurricular duty schedule is reflected in Appendix. ~~These extra-curricular duties are voluntary and subject to District funding.~~ **The District has discretion to determine which stipends are available each year depending on available funding sources and program needs.**

#### **Article 13 - Leaves**

1.5.12 ~~Cancellation of participation in the bank occurs automatically any year a unit member fails to make their annual contribution or at time of hire or assessment. Cancellation, on the proper form, may be effected~~ **affected A unit member is also free to cancel participation in the bank at any time, and the unit members shall not be eligible to draw from the bank as of the effective date of the cancellation. Sick leave previously authorized for contribution to the bank shall not be returned if the unit member effects cancellation cancels participation in the bank.**

1.5.13 July 1 to November 1 shall be an open enrollment period for each ~~ETA~~ **LCMEA** member regardless of their status the previous year. Unit members returning from extended leave which included the enrollment period and new hires will be permitted to contribute the one (1) day within sixty (60) calendar days of beginning work.

1.7 The District may require a physical examination by a physician selected by the District and paid by the District to determine the fitness of a unit member to work if the District has reasonable cause to believe that an employee's ability to perform the essential job functions of the position is impaired by a medical condition.

The District shall provide the physician with the job description and any additional information describing the essential job functions of the position. The examination may include fitness testing if in the opinion of the physician this would assist in rendering an opinion. If the physician determines that the unit member is fit for duty the unit member shall be permitted to return to work.

A unit member who is determined to be not fit for duty may continue to use the unit member's remaining leave rights. Alternatively, the unit member may seek to return to work under the District's policies and regulations regarding the accommodation of individuals with disabilities.

This section shall not apply to situations where the District has reasonable cause to believe that the employee is suffering from mental illness of such a degree as to render him or her incompetent to perform his or her duties. Education Code section 44942(c) shall be the exclusive process to be followed when the opinion of a mental health professional is required in order to determine fitness for duty.

#### **4. Bereavement Leave**

**4.1** Employees are entitled to three (3) days of leave of absence on account of the death of any member of the person's immediate family. The Superintendent shall grant up to an additional two (2) days when travel exceeding four hundred (400) miles is necessary. No deduction shall be made from the salary or from accumulated sick leave of an employee on bereavement leave.

If travel exceeding 400 miles is not required, an employee is entitled to up to two (2) additional days leave of absence without pay (for total of five (5) days); however, an employee may use vacation, personal leave, accrued and available sick leave (section 2.2) or compensatory time off for these additional days of bereavement leave.

**4.2** "Immediate family" means the ~~mother, father, parent, step-parent, grandmother or grandfather~~ grandparent, step-grandparent, grandchild, or step-grandchild of the employee or spouse, and the spouse, domestic partner, ~~son, son-in-law, daughter, daughter-in-law, step-son, step-daughter, brother, sister, child (or unborn child),~~ step-child, spouse or domestic partner of child or step-child, sibling, step-sibling, spouse or domestic partner of sibling or step-sibling, child of sibling or step-sibling, ~~aunt or uncle~~ sibling or step-sibling of parent or step-parent, spouse or domestic partner of sibling or step-sibling of parent or step-parent, or any other person living in the house as the employee's family, or any designated person related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. An employee may designate only one such person as an "immediate family" member per 12-month period.

**4.3** An employee shall notify the District as soon as possible and also state the expected duration of the absence to enable the District to secure a substitute.

**4.4** Bereavement leave must be used within three (3) months of the date of death of the immediate family member unless otherwise approved by the Superintendent or designee.

## **Article 15 - Employee Retirement Options**

- 4.0 Retirement Incentive for 2014-15 and 2015-16 Retirements
  - ~~The parties agreed to a retirement incentive on April 8, 2015 (see MOU Appendix G).~~

## **Article 16 - Procedure for Personnel Evaluation**

*Note: Parties agree to form a committee to update Appendix B to include more job specific evaluations for certain certificated positions: nurse, counselor, speech, and psychologist by June 30, 2024.*

## **Article 18 - Grievance Procedure**

- 3.4.3 The arbitrator's decision will be in writing and will set forth the arbitrator's finding of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. However, it is agreed that the arbitrator is empowered to include in any award such financial reimbursement or other remedies as the arbitrator judges to be proper. The decision of the arbitrator will be submitted to the District and the Association and will be binding upon the parties of the Agreement, unless ~~rejected~~ **appealed** in the following manner:
  - **The Superintendent or designee or the Association may reject the recommendation and appeal in writing to the Board of Trustees within ten (10) days after receiving the arbitrator's report.**
    - **Upon receipt of the appeal, together with the documents presented at the lower levels of the grievance, the Board of Trustees shall consider the grievance. The decision of the Board shall be based on the facts presented in the written documents, and oral and/or written argument presented at the time of the appeal. The decision shall be rendered no later than the next regular Board of Trustees meeting which is scheduled at least fifteen (15) days subsequent to the Board of Trustees' receipt of the arbitrator's report**



# Appendix

## Certificated Stipend Table

POSITION	LOCATION	STIPEND*
<b>Athletics</b>		
• Athletic Director	Hall	\$5,000
• Coaches <ul style="list-style-type: none"> <li>○ Basketball</li> <li>○ Cross Country</li> <li>○ Flag Football</li> <li>○ Track &amp; Field</li> <li>○ Volleyball</li> </ul>	Hall	\$1,500
<b>Coordinators</b>		
• Garden	Cove, Hall, NC	<del>\$500</del> \$1,000
• Green Team	Cove, Hall, NC	\$1,000
<b>Competition</b> <ul style="list-style-type: none"> <li>• Odyssey of the Mind</li> <li>• Math Olympiad</li> <li>• Spelling Bee</li> <li>• Geography Bee</li> <li>• Mathletes</li> <li><del>• Speech and Debate</del></li> <li>• Other approved competition</li> </ul>	<b>Locations</b> <ul style="list-style-type: none"> <li>• Cove, Hall, NC</li> <li>• Cove, NC</li> <li>• Cove, NC, Hall</li> <li>• Hall</li> <li>• Hall</li> <li><del>• Hall</del></li> <li><del>• Cove, NC, Hall</del></li> </ul>	<b>Stipends</b> <ul style="list-style-type: none"> <li>• \$1,500</li> <li>• \$1,000</li> <li>• \$250</li> <li>• \$250</li> <li>• \$1,500</li> <li><del>• \$500</del></li> <li>• TBD</li> </ul>
• <del>WEB Advisor</del> 6th Grade Orientation	Hall (Two positions)	\$500 (per position)
• Social Media	Cove, Hall, NC	\$1,500
• Student Council	Cove, Hall, NC	\$2,000
• Yearbook (if not a class)	Hall	\$5,000
• Cove in Motion	Cove	\$2,000
<b>Outdoor Ed</b>		
• Site Lead	Cove, NC	\$250
• Overnight Chaperone	Cove, NC	\$350 (per night)

Clubs		
Teacher-Led Clubs • Run an approved club	Cove, Hall, NC	\$250 (per club)
Student-Led Clubs • Host an approved club	Cove, Hall, NC	\$100 (per club)
Music		
• Middle School Band Advisor	Hall	\$1,500
ELA and Math Grade Level and Department Leads		
<ul style="list-style-type: none"> <li>• ELA</li> <li>• Math</li> <li>• Science</li> <li>• History</li> <li>• Special Ed</li> <li>• Electives/VAPA/Physical Education</li> <li>• One per elementary grade level (across district)</li> </ul>	Hall Hall Hall Hall Cove, Hall, or NC Cove, Hall, or NC Cove or NC	\$2,000
Teacher Support		
• Teacher Induction Support Provider	Cove, Hall, NC (as needed)	\$2,000 for first, \$1,000 for each additional concurrently
Elementary Combination Classes		
Combination Classroom Teacher	Cove, NC	\$5,000

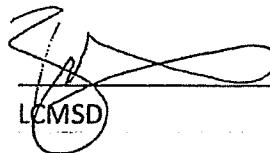
The district has discretion to determine which stipends are available each year depending on available funding sources and program needs.



LCMEA

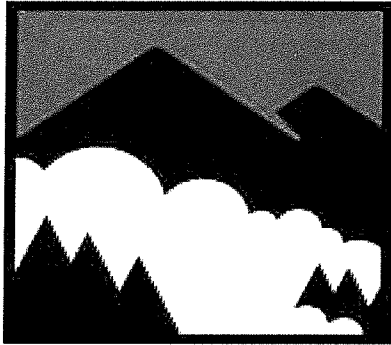
2.9.2023

Date



2.9.2023

Date



**LARKSPUR-  
CORTE MADERA  
SCHOOL DISTRICT**

# ***SALARY SCHEDULE 2023-2024***

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**Brett Geithman, Ed.D, Superintendent**

**BOARD OF TRUSTEES**

Beth Blair  
Natalie Medved  
Amir Movafaghi  
Eric Schmautz  
Annie Sherman

# Certificated Salary Schedule: Teachers & Counselors (Annual) 2023-2024

187 Work Days

Salary Schedule # 01-00 (Effective July 1, 2023; 8%)

(Placement based on the semester units)

	BA + 0 – 14 I	BA + 15 -29 II	BA + 30 – 44 III	BA + 45 – 59 IV	BA + 60 – 74 V	BA + 75 VI
1	\$62,766	\$62,766	\$62,766	\$62,766	\$62,766	\$62,766
2	\$62,766	\$62,766	\$64,462	\$67,708	\$70,511	\$70,511
3	\$62,766	\$62,766	\$65,251	\$69,627	\$73,417	\$73,452
4	\$62,766	\$62,766	\$68,182	\$72,570	\$76,379	\$80,203
5	\$62,766	\$66,555	\$71,127	\$75,499	\$79,318	\$83,141
6	\$62,766	\$69,543	\$74,064	\$78,437	\$82,255	\$86,078
7	\$62,766	\$72,431	\$77,002	\$81,376	\$85,194	\$89,014
8	\$62,766	\$75,364	\$79,936	\$84,312	\$88,131	\$91,948
9	\$62,766	\$75,364	\$82,871	\$87,248	\$91,070	\$94,889
10	\$62,766	\$75,364	\$85,810	\$90,179	\$93,998	\$97,819
11	\$62,766	\$75,364	\$88,743	\$93,123	\$96,942	\$100,756
12	\$62,766	\$75,364	\$91,681	\$96,060	\$99,873	\$103,695
13	\$62,766	\$75,364	\$91,681	\$97,994	\$101,811	\$105,629
14	\$62,766	\$75,364	\$91,681	\$99,929	\$103,748	\$107,567
15	\$62,766	\$75,364	\$91,681	\$101,864	\$105,685	\$109,496
16	\$62,766	\$75,364	\$91,681	\$103,797	\$107,610	\$111,437
17	\$62,766	\$75,364	\$91,681	\$105,734	\$109,548	\$113,365
18	\$62,766	\$75,364	\$91,681	\$107,664	\$111,485	\$115,305
19	\$62,766	\$75,364	\$91,681	\$107,664	\$111,485	\$117,611
20	\$62,766	\$75,364	\$91,681	\$107,664	\$111,485	\$120,551
21	\$62,766	\$75,364	\$91,681	\$107,664	\$111,485	\$123,565

## BENEFITS

Benefit Packet: See LCMEA Agreement  
Master's Degree: \$1,750 /annual each (prorated based on FTE)  
Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)  
Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)  
New Certificated: 1 additional day per diem, for orientation  
Maximum placement for teachers on the salary: Step 13, Column VI  
Longevity: \$1000 at Step 24  
Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September  
Personal Necessity: 7 days per year, deducted from sick leave balance  
Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor  
Extra Duty Compensation ~ Certificated: \$50/hour  
Education Specialist Case Managers shall receive a stipend equivalent to six (6) days

**NOTE:** Please see bargaining agreement for clarification on advancement, salary placement, leaves, etc.

**Tentative Board Approval: March 8, 2023**

# Certificated Salary Schedule: Psychologist (Annual)

## 2023-2024

195 Work Days

Salary Schedule # 03-00 (Effective July 1, 2023; 8%)

1	\$100,598
2	\$103,114
3	\$105,692
4	\$108,334
5	\$111,043
6	\$113,818
7	\$116,663
8	\$119,580
9	\$122,570
10	\$125,635
11	\$128,775
12	\$131,994

### BENEFITS

Benefit Packet: See LCMEA Agreement  
Master's Degree: \$1,750 /annual each (prorated based on FTE)  
Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)  
Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)  
New Certificated: 1 additional day per diem, for orientation  
Longevity: \$1000 at Step 15  
Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September  
Personal Necessity: 7 days per year, deducted from sick leave balance  
Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor  
Extra Duty Compensation ~ Certificated: \$50/hour  
Work days logged/reported to Special Education Director

**NOTE:** Please see bargaining agreement for clarification on advancement, salary placement, leaves, etc.

# Certificated Salary Schedule: Speech Pathologist and Nurse (Annual) 2023-2024

**195 Work Days: Speech Pathologist 187 work days plus 8 case management days**

**187 Work Days: Nurse**

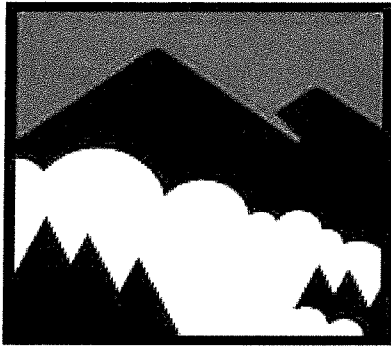
**Salary Schedule # 03-00 (Effective July 1, 2023; 8%)**

	Speech Pathologist (195 Days)	Nurse (187 Days)
1	\$97,580	\$ 93,577
2	\$100,020	\$ 95,917
3	\$102,521	\$ 98,315
4	\$105,084	\$ 100,773
5	\$107,711	\$ 103,292
6	\$110,403	\$ 105,874
7	\$113,164	\$ 108,521
8	\$115,993	\$ 111,234
9	\$118,893	\$ 114,015
10	\$121,865	\$ 116,866
11	\$124,911	\$ 119,787
12	\$128,034	\$ 122,781

## **BENEFITS**

Benefit Packet: See LCMEA Agreement  
 Master's Degree: \$1,750 /annual each (prorated based on FTE)  
 Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)  
 Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)  
 New Certificated: 1 additional day per diem, for orientation  
 Longevity: \$1000 at Step 15  
 Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September  
 Personal Necessity: 7 days per year, deducted from sick leave balance  
 Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor  
 Extra Duty Compensation ~ Certificated: \$50/hour  
 Note: case management Days are flexible and logged/reported to Special Education Director

**Tentative Board Approval: March 8, 2023**



**LARKSPUR-  
CORTE MADERA  
SCHOOL DISTRICT**

# ***SALARY SCHEDULE 2024-2025***

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**Brett Geithman, Ed.D, Superintendent**

**BOARD OF TRUSTEES**

Beth Blair  
Natalie Medved  
Amir Movafaghi  
Eric Schmautz  
Annie Sherman

# Certificated Salary Schedule: Teachers & Counselors (Annual) 2024-2025

187 Work Days

Salary Schedule # 01-00 (Effective July 1, 2024; 3%)

(Placement based on the semester units)

	BA + 0 – 14 I	BA + 15 -29 II	BA + 30 – 44 III	BA + 45 – 59 IV	BA + 60 – 74 V	BA + 75 VI
1	\$64,649	\$64,649	\$64,649	\$64,649	\$64,649	\$64,649
2	\$64,649	\$64,649	\$66,396	\$69,739	\$72,626	\$72,626
3	\$64,649	\$64,649	\$67,209	\$71,715	\$75,620	\$75,656
4	\$64,649	\$64,649	\$70,228	\$74,747	\$78,670	\$82,609
5	\$64,649	\$68,552	\$73,261	\$77,764	\$81,698	\$85,636
6	\$64,649	\$71,629	\$76,286	\$80,790	\$84,723	\$88,661
7	\$64,649	\$74,604	\$79,312	\$83,818	\$87,750	\$91,684
8	\$64,649	\$77,625	\$82,334	\$86,842	\$90,775	\$94,706
9	\$64,649	\$77,625	\$85,358	\$89,865	\$93,802	\$97,736
10	\$64,649	\$77,625	\$88,384	\$92,885	\$96,818	\$100,754
11	\$64,649	\$77,625	\$91,405	\$95,917	\$99,850	\$103,779
12	\$64,649	\$77,625	\$94,432	\$98,942	\$102,869	\$106,806
13	\$64,649	\$77,625	\$94,432	\$100,934	\$104,865	\$108,798
14	\$64,649	\$77,625	\$94,432	\$102,927	\$106,861	\$110,794
15	\$64,649	\$77,625	\$94,432	\$104,920	\$108,855	\$112,780
16	\$64,649	\$77,625	\$94,432	\$106,911	\$110,838	\$114,780
17	\$64,649	\$77,625	\$94,432	\$108,906	\$112,834	\$116,766
18	\$64,649	\$77,625	\$94,432	\$110,894	\$114,830	\$118,764
19	\$64,649	\$77,625	\$94,432	\$110,894	\$114,830	\$121,140
20	\$64,649	\$77,625	\$94,432	\$110,894	\$114,830	\$124,168
21	\$64,649	\$77,625	\$94,432	\$110,894	\$114,830	\$127,272

## BENEFITS

Benefit Packet: See LCMEA Agreement  
 Master's Degree: \$1,750 /annual each (prorated based on FTE)  
 Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)  
 Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)  
 New Certificated: 1 additional day per diem, for orientation  
 Maximum placement for teachers on the salary: Step 13, Column VI  
 Longevity: \$1000 at Step 24  
 Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September  
 Personal Necessity: 7 days per year, deducted from sick leave balance  
 Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor  
 Extra Duty Compensation ~ Certificated: \$50/hour  
 Education Specialist Case Managers shall receive a stipend equivalent to six (6) days

**NOTE:** Please see bargaining agreement for clarification on advancement, salary placement, leaves, etc.

**Tentative Board Approval: March 8, 2023**



# **Certificated Salary Schedule: Psychologist (Annual)**

## **2024-2025**

**195 Work Days**

**Salary Schedule # 03-00 (Effective July 1, 2024; 3%)**

1	\$103,616
2	\$106,207
3	\$108,862
4	\$111,584
5	\$114,374
6	\$117,233
7	\$120,163
8	\$123,167
9	\$126,247
10	\$129,404
11	\$132,638
12	\$135,954

### **BENEFITS**

Benefit Packet: See LCMEA Agreement  
Master's Degree: \$1,750 /annual each (prorated based on FTE)  
Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)  
Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)  
New Certificated: 1 additional day per diem, for orientation  
Longevity: \$1000 at Step 15  
Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September  
Personal Necessity: 7 days per year, deducted from sick leave balance  
Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor  
Extra Duty Compensation ~ Certificated: \$50/hour  
Work days logged/reported to Special Education Director

**NOTE:** Please see bargaining agreement for clarification on advancement, salary placement, leaves, etc.

# Certificated Salary Schedule: Speech Pathologist and Nurse (Annual) 2024-2025

**195 Work Days: Speech Pathologist 187 work days plus 8 case management days**

**187 Work Days: Nurse**

**Salary Schedule # 03-00 (Effective July 1, 2023; 8%)**

	Speech Pathologist (195 Days)	Nurse (187 Days)
1	\$100,507	\$ 96,384
2	\$103,021	\$ 98,794
3	\$105,596	\$ 101,264
4	\$108,236	\$ 103,796
5	\$110,943	\$ 106,391
6	\$113,716	\$ 109,050
7	\$116,558	\$ 111,777
8	\$119,472	\$ 114,571
9	\$122,460	\$ 117,436
10	\$125,521	\$ 120,372
11	\$128,659	\$ 123,380
12	\$131,875	\$ 126,465

## BENEFITS

Benefit Packet: See LCMEA Agreement

Master's Degree: \$1,750 /annual each (prorated based on FTE)

Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)

Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)

New Certificated: 1 additional day per diem, for orientation

Longevity: \$1000 at Step 15

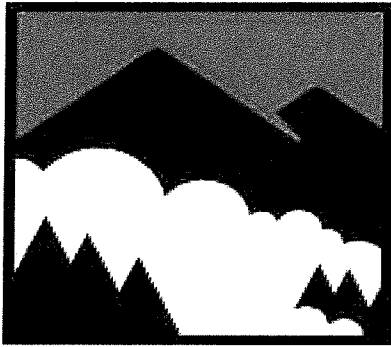
Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September

Personal Necessity: 7 days per year, deducted from sick leave balance

Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor

Extra Duty Compensation ~ Certificated: \$50/hour

Note: case management Days are flexible and logged/reported to Special Education Director



**LARKSPUR-  
CORTE MADERA  
SCHOOL DISTRICT**

# ***SALARY SCHEDULE 2025-2026***

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**Brett Geithman, Ed.D, Superintendent**

**BOARD OF TRUSTEES**

Beth Blair  
Natalie Medved  
Amir Movafaghi  
Eric Schmautz  
Annie Sherman

# Certificated Salary Schedule: Teachers & Counselors (Annual) 2025-2026

187 Work Days

Salary Schedule # 01-00 (Effective July 1, 2025; 3%)

(Placement based on the semester units)

	BA + 0 – 14 I	BA + 15 -29 II	BA + 30 – 44 III	BA + 45 – 59 IV	BA + 60 – 74 V	BA + 75 VI
1	\$66,588	\$66,588	\$66,588	\$66,588	\$66,588	\$66,588
2	\$66,588	\$66,588	\$68,388	\$71,832	\$74,805	\$74,805
3	\$66,588	\$66,588	\$69,225	\$73,867	\$77,888	\$77,925
4	\$66,588	\$66,588	\$72,335	\$76,990	\$81,030	\$85,088
5	\$66,588	\$70,609	\$75,459	\$80,097	\$84,149	\$88,205
6	\$66,588	\$73,778	\$78,575	\$83,214	\$87,264	\$91,320
7	\$66,588	\$76,842	\$81,692	\$86,332	\$90,382	\$94,435
8	\$66,588	\$79,953	\$84,804	\$89,447	\$93,498	\$97,547
9	\$66,588	\$79,953	\$87,918	\$92,561	\$96,616	\$100,668
10	\$66,588	\$79,953	\$91,035	\$95,671	\$99,723	\$103,776
11	\$66,588	\$79,953	\$94,147	\$98,794	\$102,846	\$106,892
12	\$66,588	\$79,953	\$97,264	\$101,910	\$105,955	\$110,010
13	\$66,588	\$79,953	\$97,264	\$103,962	\$108,011	\$112,062
14	\$66,588	\$79,953	\$97,264	\$106,015	\$110,067	\$114,118
15	\$66,588	\$79,953	\$97,264	\$108,067	\$112,121	\$116,164
16	\$66,588	\$79,953	\$97,264	\$110,118	\$114,163	\$118,223
17	\$66,588	\$79,953	\$97,264	\$112,174	\$116,219	\$120,269
18	\$66,588	\$79,953	\$97,264	\$114,221	\$118,275	\$122,327
19	\$66,588	\$79,953	\$97,264	\$114,221	\$118,275	\$124,774
20	\$66,588	\$79,953	\$97,264	\$114,221	\$118,275	\$127,893
21	\$66,588	\$79,953	\$97,264	\$114,221	\$118,275	\$131,090

## BENEFITS

Benefit Packet: See LCMEA Agreement  
 Master's Degree: \$1,750 /annual each (prorated based on FTE)  
 Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)  
 Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)  
 New Certificated: 1 additional day per diem, for orientation  
 Maximum placement for teachers on the salary: Step 13, Column VI  
 Longevity: \$1000 at Step 24  
 Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September  
 Personal Necessity: 7 days per year, deducted from sick leave balance  
 Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor  
 Extra Duty Compensation ~ Certificated: \$50/hour  
 Education Specialist Case Managers shall receive a stipend equivalent to six (6) days

**NOTE:** Please see bargaining agreement for clarification on advancement, salary placement, leaves, etc.

**Board Approved: March 8, 2023**

# **Certificated Salary Schedule: Psychologist (Annual)**

## **2025-2026**

**195 Work Days**

**Salary Schedule # 03-00 (Effective July 1, 2025; 3%)**

1	\$106,724
2	\$109,393
3	\$112,128
4	\$114,931
5	\$117,805
6	\$120,750
7	\$123,768
8	\$126,862
9	\$130,035
10	\$133,286
11	\$136,617
12	\$140,032

### **BENEFITS**

Benefit Packet: See LCMEA Agreement  
Master's Degree: \$1,750 /annual each (prorated based on FTE)  
Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)  
Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)  
New Certificated: 1 additional day per diem, for orientation  
Longevity: \$1000 at Step 15  
Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September  
Personal Necessity: 7 days per year, deducted from sick leave balance  
Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor  
Extra Duty Compensation ~ Certificated: \$50/hour  
Work days logged/reported to Special Education Director

**NOTE:** Please see bargaining agreement for clarification on advancement, salary placement, leaves, etc.

# Certificated Salary Schedule: Speech Pathologist and Nurse (Annual) 2025-2026

**195 Work Days: Speech Pathologist 187 work days plus 8 case management days**

**187 Work Days: Nurse**

**Salary Schedule # 03-00 (Effective July 1, 2023; 8%)**

	Speech Pathologist (195 Days)	Nurse (187 Days)
1	\$103,523	\$ 99,276
2	\$106,112	\$ 101,758
3	\$108,764	\$ 104,302
4	\$111,483	\$ 106,910
5	\$114,271	\$ 109,583
6	\$117,127	\$ 112,322
7	\$120,055	\$ 115,130
8	\$123,057	\$ 118,008
9	\$126,133	\$ 120,959
10	\$129,287	\$ 123,983
11	\$132,519	\$ 127,082
12	\$135,831	\$ 130,259

## BENEFITS

Benefit Packet: See LCMEA Agreement

Master's Degree: \$1,750 /annual each (prorated based on FTE)

Certificate of Clinical Competence: \$2,000/annual each (prorated based on FTE)

Doctorate and National Board Certification: \$2,000/annual each (prorated based on FTE)

New Certificated: 1 additional day per diem, for orientation

Longevity: \$1000 at Step 15

Paid Sick Leave: 1 day per month accumulative, (10 days annually - prorated based on FTE). Accrued in September

Personal Necessity: 7 days per year, deducted from sick leave balance

Personal Leave Day: 1 day per year, prorated based on FTE – must be approved by supervisor

Extra Duty Compensation ~ Certificated: \$50/hour

Note: case management Days are flexible and logged/reported to Special Education Director