

District	Sonoma County Certificated Salary Information							Monthly Health Benefits Cap-District paid			
	15-16 P2 ADA	Work Year	Basic Aid?	Year last Settled	Bottom Step	Step 10, BA+60	Top Step	Years to top	Employee	Employee +1	Family
Cinnabar	270	186	No	15-16	\$45,650	\$60,689	\$78,585	31	\$600	\$600	\$600
Forestville	335	183	Yes	16-17	\$47,863	\$61,732	\$80,654	30	\$620	\$620	\$620
Gravenstein	780.93	183	supplemental	15-16	\$49,853	\$65,365	\$87,855	30	\$550	\$600	\$650
Guerneville	267	185	Not in 15-16	16/17	\$44,873	\$62,035	\$82,059	30	\$1,200	\$1,200	\$1,200
Harmony	235	185	supplemental	16/17	\$49,364	\$69,846	\$88,985	22	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	790	184	Supplemental	16-17	\$45,038	\$62,118	\$79,932	26			\$1,254
Sebastopol	927	187	No	16-17	\$39,405	\$63,238	\$78,052	24	\$969	\$969	\$969
Wilmar	235	186	No	16-17	\$49,484	\$64,500	\$81,034	BA+75, 25 years	\$780	\$780	\$780

IA Position (no additional credits)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity	Monthly Health Benefits Cap-District paid		
Cinnabar	\$ 11.78	\$ 12.32	\$ 12.97	\$ 13.62	\$ 14.30				3% at 10, 15, 20	\$600	\$600	\$600
Forestville	\$ 11.30	\$ 11.85	\$ 12.44	\$ 13.08	\$ 13.61	\$ 13.61	\$ 13.61	\$ 14.11		\$620	\$620	\$620
Gravenstein	\$ 11.57	\$ 12.61	\$ 12.67	\$ 13.42	\$ 14.11				After year 10	\$550	\$600	\$650
Guerneville	\$ 12.41	\$ 13.28	\$ 14.20	\$ 15.27	\$ 15.97	\$ 16.67			Yr 15: 2% Yr 20: 3% Yr 25: 4%	\$1,200	\$1,200	\$1,200
Harmony	\$ 13.59	\$ 14.13	\$ 14.69	\$ 15.26	\$ 15.82				After year 8	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 11.83	\$ 12.42	\$ 13.04	\$ 13.70	\$ 13.70	\$ 14.38	\$ 14.38	\$ 15.10				\$1,254
Sebastopol	\$ 10.31	\$ 10.82	\$ 11.36	\$ 11.39	\$ 12.54	\$ 13.15	\$ 13.81	\$ 14.51	Yr 15: 4% Yr 20: 5% Yr 25: 6%	\$969	\$969	\$969
Wilmar	\$ 13.08	\$ 13.45	\$ 13.87	\$ 14.32	\$ 14.78	\$ 14.78	\$ 14.78	\$ 15.39		\$780	\$780	\$780

District	ADA	Weekly K-3 Prep Time	Weekly 4-6 Prep Time	Daily K-3 Para Time	Daily 4-6 Para Time
Cinnabar	270				
Forestville	335	200 min/wk	200 min/wk	75 min/day	60 min/day
Gravenstein	780.93	45-90 min/wk	45-90 min/wk	0	0
Guerneville	267	90+ min./wk	90 min/wk	~120 min. daily	~120 min. daily
Harmony	235	250 min/wk	250 min/wk	233 min/day	144 min/day
Oak Grove	790			TK-K: 180 1-3: 150min 4days/wk	4-5: 150 min 4days/wk 6-8: 165min/day
Sebastopol	927	150 min/wk	245 min/wk	45 min	45 min 4/5
Wilmar	235	90-150/wk	90-150/wk	0	0

*Based on a daily average of combined grades

District	15-16 P2 ADA	Total Employees	% Books and Supplies	% Operating Expenses
Cinnabar	270	38	8%	26%
Forestville	335			
Gravenstein	780.93			
Guerneville	267	39	4%	24%
Harmony	235	48	4%	13%
Oak Grove	790			
Sebastopol	927	69	7%*	
Wilmar	235	24	4%	

*Includes ELA and Math adoption

District	Counselor	RSP	Intervention	Custodial	Cafeteria
Cinnabar	1.0 FTE	1.0 FTE	1.5 FTE	1.0 FTE	2.0 FTE
Forestville	.20 FTE	1.0 FTE + 1 FTE para	1.0 FTE	3.0 FTE + F&O manager	1.0 FTE + 2hrs/day
Guerneville	.20 FTE	2.0 FTE + 1 FTE para	0	2.5 FTE	2.0 FTE
Harmony	1.0 FTE	1.0 FTE	1.0 FTE	2.0 FTE	2.0 FTE
Wilmar	.4 FTE	1.0 FTE + 1 FTE para	.4 FTE	.875 FTE	1 hr/day

IA/Para Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity	Monthly Health Benefits Cap-District paid		
Cinnabar	\$ 11.78	\$ 12.32	\$ 12.97	\$ 13.62	\$ 14.30				3% at 10, 15, 20	\$600	\$600	\$600
Forestville										\$620	\$620	\$620
Gravenstein	\$ 13.78	\$ 14.44	\$ 15.18	\$ 15.95	\$ 16.77				After year 10	\$550	\$600	\$650
Guerneville	\$ 13.28	\$ 14.20	\$ 15.27	\$ 16.35	\$ 16.85	\$ 17.88			Yr 10: 1.5% Yr 15: 2% Yr 20: 3% Yr 25: 4%	\$1,200	\$1,200	\$1,200
Harmony	\$ 17.04	\$ 17.71	\$ 18.44	\$ 19.18	\$ 19.90				After year 8	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 14.38	\$ 15.10	\$ 15.85	\$ 16.65	\$ 16.65	\$ 17.48	\$ 17.48	\$ 18.35				\$1,254
Sebastopol	\$ 11.03	\$ 11.58	\$ 12.17	\$ 12.77	\$ 13.40	\$ 14.08	\$ 14.78	\$ 15.52	Yr 10: 3% Yr 15: 4% Yr 20: 5% Yr 25: 6%	\$969	\$969	\$969
Wilmar	\$ 13.08	\$ 13.45	\$ 13.87	\$ 14.32	\$ 14.78	\$ 14.78	\$ 14.78	\$ 15.39		\$780	\$780	\$780

Library Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity	Monthly Health Benefits Cap-District paid		
										Employee	Employee +1	Family
Cinnabar	\$ 15.49	\$ 16.27	\$ 17.08	\$ 17.94	\$ 18.83				3% at 10, 15, 20	\$600	\$600	\$600
Forestville	\$ 15.06	\$ 15.84	\$ 16.61	\$ 17.46	\$ 18.32	\$ 18.32	\$ 18.32	\$ 19.07		\$620	\$620	\$620
Gravenstein	\$ 12.18	\$ 12.77	\$ 13.43	\$ 14.12	\$ 14.81				After year 10	\$550	\$600	\$650
Guerneville	\$ 14.20	\$ 15.27	\$ 16.35	\$ 17.53	\$ 18.36	\$ 19.19			Yr 10: 1.5% Yr 15: 2% Yr 20: 3% Yr 25: 4%	\$1,200	\$1,200	\$1,200
Harmony	\$ 17.04	\$ 17.71	\$ 18.44	\$ 19.18	\$ 19.90				After year 8	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 14.38	\$ 15.10	\$ 15.85	\$ 16.65	\$ 16.65	\$ 17.48	\$ 17.48	\$ 18.35				\$1,254
Sebastopol	\$ 11.80	\$ 12.40	\$ 13.02	\$ 13.67	\$ 14.35	\$ 15.06	\$ 15.82	\$ 16.61	Yr 10: 3% Yr 15: 4% Yr 20: 5% Yr 25: 6%	\$969	\$969	\$969
Wilmar	\$ 15.31	\$ 15.98	\$ 16.63	\$ 17.24	\$ 17.88	\$ 17.88	\$ 17.88	\$ 19.90		\$780	\$780	\$780

Technology Position											Monthly Health Benefits Cap-District paid		
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity	Employee	Employee +1	Family	
Cinnabar	\$ 18.78	\$ 19.41	\$ 20.38	\$ 21.40	\$ 22.47	\$ 23.59				3% at 10, 15, 20	\$600	\$600	\$600
Forestville	\$ 15.06	\$ 15.84	\$ 16.61	\$ 17.46	\$ 18.32	\$ 18.32	\$ 18.32	\$ 19.07			\$620	\$620	\$620
Gravenstein										After year 10	\$550	\$600	\$650
Guerneville	\$ 20.47	\$ 21.50	\$ 22.57	\$ 23.69	\$ 24.89	\$ 26.14				Yr 10: 1.5% Yr 15: 2% Yr 20: 3% Yr 25: 4%	\$1,200	\$1,200	\$1,200
Harmony	\$ 27.83	\$ 28.65	\$ 29.52	\$ 30.40	\$ 31.32					After year 8	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 22.22	\$ 23.33	\$ 24.50	\$ 25.72	\$ 25.72	\$ 27.01	\$ 27.01	\$ 28.36					\$1,254
Sebastopol	\$ 14.46	\$ 15.18	\$ 15.94	\$ 16.73	\$ 17.58	\$ 18.45	\$ 19.37	\$ 20.35		Yr 10: 3% Yr 15: 4% Yr 20: 5% Yr 25: 6%	\$969	\$969	\$969
Wilmar	\$ 16.98	\$ 17.81	\$ 18.72	\$ 19.62	\$ 20.64	\$ 20.64	\$ 20.64	\$ 22.63			\$780	\$780	\$780

Cafeteria Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity	Monthly Health Benefits Cap-District paid		
										Employee	Employee +1	Family
Cinnabar									3% at 10, 15, 20	\$600	\$600	\$600
Forestville	\$ 16.09	\$ 16.83	\$ 17.58	\$ 18.34	\$ 19.10	\$ 19.10	\$ 19.10	\$ 19.87		\$620	\$620	\$620
Gravenstein									After year 10	\$550	\$600	\$650
Guerneville	\$ 18.36	\$ 19.19	\$ 20.08	\$ 21.00	\$ 21.97	\$ 23.00			Yr 10: 1.5% Yr 15: 2% Yr 20: 3% Yr 25: 4%	\$1,200	\$1,200	\$1,200
Harmony	\$ 23.66	\$ 24.60	\$ 25.59	\$ 26.58	\$ 27.37				After year 8	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 12.42	\$ 13.04	\$ 13.07	\$ 14.38	\$ 14.38	\$ 15.10	\$ 15.10	\$ 15.85				\$1,254
Sebastopol	\$ 11.80	\$ 12.40	\$ 13.02	\$ 13.67	\$ 14.35	\$ 15.06	\$ 15.82	\$ 16.61	Yr 10: 3% Yr 15: 4% Yr 20: 5% Yr 25: 6%	\$969	\$969	\$969
Wilmar										\$780	\$780	\$780

Custodian Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity	Monthly Health Benefits Cap-District paid		
										Employee	Employee +1	Family
Cinnabar	\$ 14.47	\$ 15.20	\$ 15.96	\$ 16.75	\$ 17.59				3% at 10, 15, 20	\$600	\$600	\$600
Forestville	\$ 14.27	\$ 14.92	\$ 15.71	\$ 16.51	\$ 17.34	\$ 17.34	\$ 17.34	\$ 18.04		\$620	\$620	\$620
Gravenstein	\$ 16.36	\$ 17.18	\$ 18.05	\$ 18.98	\$ 19.93				After year 10	\$550	\$600	\$650
									Yr 10: 1.5% Yr 15: 2% Yr 20: 3% Yr 25: 4%			
Guerneville	\$ 13.84	\$ 14.55	\$ 15.30	\$ 16.05	\$ 16.86	\$ 17.69				\$1,200	\$1,200	\$1,200
Harmony	\$ 16.06	\$ 16.71	\$ 17.36	\$ 18.05	\$ 18.74				After year 8	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 15.10	\$ 15.85	\$ 16.65	\$ 17.48	\$ 17.48	\$ 18.35	\$ 18.35	\$ 19.27				\$1,254
									Yr 10: 3% Yr 15: 4% Yr 20: 5% Yr 25: 6%			
Sebastopol	\$ 12.63	\$ 13.26	\$ 13.92	\$ 14.63	\$ 15.35	\$ 16.11	\$ 16.92	\$ 17.77		\$969	\$969	\$969
Wilmar										\$780	\$780	\$780

Head Custodian Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Longevity	Monthly Health Benefits Cap-District paid		
										Employee	Employee +1	Family
Cinnabar	\$ 16.77	\$ 17.60	\$ 18.48	\$ 19.41	\$ 20.38				3% at 10, 15, 20	\$600	\$600	\$600
Forestville	\$ 16.09	\$ 16.83	\$ 17.58	\$ 18.34	\$ 19.10	\$ 19.10	\$ 19.10	\$ 19.87		\$620	\$620	\$620
Gravenstein	\$ 19.46	\$ 20.43	\$ 21.46	\$ 22.54	\$ 23.68				After year 10	\$550	\$600	\$650
Guerneville	\$ 18.58	\$ 19.50	\$ 20.47	\$ 21.50	\$ 22.57	\$ 23.69			Yr 10: 1.5% Yr 15: 2% Yr 20: 3% Yr 25: 4%	\$1,200	\$1,200	\$1,200
Harmony	\$ 23.66	\$ 24.60	\$ 25.59	\$ 26.58	\$ 27.37				After year 8	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	\$ 19.27	\$ 20.23	\$ 20.23	\$ 21.25				\$1,254
Sebastopol	\$ 13.51	\$ 14.20	\$ 14.89	\$ 15.64	\$ 16.42	\$ 17.25	\$ 18.12	\$ 19.01	Yr 10: 3% Yr 15: 4% Yr 20: 5% Yr 25: 6%	\$969	\$969	\$969
Wilmar	\$ 15.31	\$ 15.98	\$ 16.63	\$ 17.24	\$ 17.88	\$ 17.88	\$ 17.88	\$ 19.90		\$780	\$780	\$780

Business Manager	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Monthly Health Benefits Cap-District paid		
											Employee	Employee +1	Family
Cinnabar	\$ 73,811.00	\$ 77,502.00	\$ 81,377.00	\$ 85,445.00	\$ 89,718.00						\$600	\$600	\$600
Forestville	\$ 78,824.00	\$ 80,400.00	\$ 82,008.00	\$ 83,648.00	\$ 85,321.00						\$620	\$620	\$620
Gravenstein	\$ 96,000.00	\$ 98,400.00	\$ 100,860.00	\$ 103,381.00	\$ 106,966.00						\$550	\$600	\$650
Guerneville	\$85,000 - \$89,000	\$90,000 - \$95,000	\$ 101,650.00	\$105,716*							\$1,200	\$1,200	\$1,200
Harmony	\$ 66,262.92	\$ 68,250.82	\$ 70,298.33	\$ 72,407.29	\$ 74,579.51	\$ 76,816.90	\$ 79,121.40	\$ 81,495.04	\$ 83,939.90	\$ 86,458.09	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 93,145.00	\$ 95,474.00	\$ 97,860.00	\$ 100,307.00	\$ 102,815.00	\$ 105,385.00	\$ 108,020.00	\$ 110,721.00	\$ 113,489.00	\$ 116,326.00			\$1,254
Sebastopol	\$ 66,146.00	\$ 69,453.00	\$ 72,926.00	\$ 76,572.00	\$ 80,401.00	\$ 84,421.00	\$ 88,642.00	\$ 93,074.00	\$ 97,728.00	\$ 102,614.00	\$969	\$969	\$969
Wilmar	\$ 80,304.00	\$ 81,097.00	\$ 81,912.00	\$ 82,762.00	\$ 83,561.00	\$ 84,396.00	\$ 85,232.00	\$ 86,109.00	\$ 87,821.00	\$ 89,575.00	\$780	\$780	\$780

*Depending on experience, candidate may enter on step 4.

Principal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Monthly Health Benefits Cap-District paid		
											Employee	Employee +1	Family
Forestville	\$ 103,248.00	\$ 105,312.00	\$ 107,419.00	\$ 109,568.00	\$ 111,759.00						\$620	\$620	\$620
Gravenstein	\$ 89,150.00	\$ 110,000.00									\$550	\$600	\$650
Guerneville	\$ 92,000.00	\$ 95,680.00	\$ 102,862.00	\$106,862*	\$ 108,465.00	\$ 110,092.00	\$ 110,092.00	\$ 111,704.00			\$1,200	\$1,200	\$1,200
Harmony	\$ 100,086.37	\$ 103,088.96	\$ 106,181.63	\$ 109,367.08	\$ 112,648.09	\$ 116,027.53	\$ 119,508.36	\$ 123,093.61	\$ 126,786.42	\$ 130,590.01	\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 83,005.00	\$ 86,160.00	\$ 89,434.00	\$ 92,833.00	\$ 96,359.00	\$ 96,359.00	\$ 100,021.00	\$ 100,021.00	\$ 103,822.00	\$ 105,912.00			\$2,000
Sebastopol	MS: \$84,394 ES: \$83,559	MS: \$86,926 ES: \$86,066	MS: \$89,533 ES: \$88,648	MS: \$92,219 ES: \$91,307	MS: \$94,046 ES: \$94,046	MS: \$97,836 ES: \$96,867					\$969	\$969	\$969

*Depending on experience, candidate may enter on step 4.

Superintendent	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Monthly Health Benefits Cap-District paid		
									Employee	Employee +1	Family
Forestville	\$ 124,639.92	\$ 127,756.02	\$ 130,950.66	\$ 134,223.84	\$ 137,579.64				\$620	\$620	\$620
Guerneville	\$ 132,000.00	\$ 134,280.00	\$ 143,770.00	\$148,480*	\$ 151,450.00	\$ 154,480.00	\$ 154,480.00	\$ 157,570.00	\$1,200	\$1,200	\$1,200
Harmony	\$ 132,400.32	\$ 135,380.11	\$ 138,427.88	\$ 141,539.51	\$ 144,723.24	\$ 147,980.10			\$ 831.00	\$ 1,321.65	\$ 1,676.90
Oak Grove	\$ 146,833.00										\$2,000

*Depending on experience, candidate may enter on step 4.

Superintendent/ Principal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Monthly Benefits Cap-District paid
Cinnabar	\$ 120,000.00								\$600
Gravenstein	\$125,000*								\$550
Sebastopol	\$ 138,844.00								Full coverage of package of their choosing
Wilmar	\$ 134,000.00								\$1,500

*Next year Gravenstien will have 1 full-time Superintendent and 2 full-time principals

