

**MARIN COUNTY OFFICE OF EDUCATION
REGIONAL OCCUPATIONAL PROGRAM (ROP) SALARY STRUCTURE**

Effective July 1, 2025

OK

Initial Salary Placement

ROP Teachers are initially placed on the Marin County Office of Education Teachers' Salary Schedule (Exhibit A.1 of the MCEA Collectively Bargained Agreement) based upon a combination of education and experience in accordance with the following Salary Schedule Placement for ROP Teachers matrix:

LG

SALARY SCHEDULE PLACEMENT FOR ROP TEACHERS

Years Work Experience	Training Level Class						
	I		II		III		G BA + 30* Units
	A Less than 30	B 30	C AA/ 60	D AA + 30	E AA + 60/120	F BA/BS	
2							III-3
3						III-3	III-4
4				II-1	III-1	III-4	III-5
5			II-1	II-2	III-2	III-5	III-6
6		I-1	II-2	II-3	III-3	III-6	
7	I-1	I-2	II-3	II-4	III-4		
10	I-2	I-3	II-4	II-5	III-5		
13	I-3	I-4	II-5	II-6	III-6		
17	I-4	I-5	II-6				
20	I-5	I-6					
23	I-6						

Units are semester units.

* Includes one (1) year teacher preparation.

Advancement on Salary Schedule

- ROP teachers who were initially placed in Class I will move to Class II upon completion of the AA Degree or 60 approved semester units, or the equivalent in industry-recognized certifications or training programs, as approved by the program manager, director, and assistant superintendent.
- ROP teachers who were initially placed in Class II will move to Class III upon completion of 30 approved semester units beyond the AA Degree, including at least nine units in teacher preparation, or the equivalent in industry-recognized certifications or training programs, as approved by the program manager, director, and assistant superintendent.
- Horizontal movements beyond Class III will be based upon completion of 15, 30 and 45 approved semester units, or the equivalent in industry-recognized certifications or training programs, as approved by the program manager, director, and assistant superintendent.
- Credits beyond Class III may be upper division, graduate or approved work experience designated to upgrade skills: One unit of credit per 40 hour work week to a maximum of eight credits each year.
- Procedure to implement credits beyond column III

These provisions are available only to ROP teachers who were initially placed on the MCOE Teachers' Salary Schedule according to the above Salary Schedule Placement for ROP Teachers matrix.

- All work experience activities will be approved by program manager, director and assistant superintendent prior to performing work.
- Approved work must be directly related to upgrading specific skills in the occupation being taught by the teacher.
- Work must be performed under qualified supervision or management and not during self-employment.
- A detailed description of the outside work experience must be submitted prior to approval of work. This description will identify skills being improved or upgraded, and such skills must be related to the ROP skill sheet of the class taught by the teacher.
- Before credit will be granted, documentation of time actually worked, i.e., wage stubs, time cards, etc., must be submitted by the teacher and verified by the program manager.

Fringe Benefits

ROP Teachers working in part-time positions of 50% or more shall receive prorated benefits equivalent to the percentage of a full-time position worked consistent with the MCEA Health Matrix.

Approved by John Carroll, Marin County Superintendent of Schools

Signature _____

Date AUG 14 2025