SAN RAFAEL CITY SCHOOLS

SAN RAFAEL CITY HIGH SCHOOL DISTRICT
CERTIFICATED ADMINISTRATORS SALARY SCHEDULE
2015-16

RANGE	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
STEP									
1	$87,510	$92,618	$94,878	$100,325	$100,669	$105,721	$106,961	$115,692	$135,344
Masters	$89,010	$94,118	$96,378	$101,825	$102,169	$107,221	$108,461	$117,192	$136,844
MA/EdD	$90,760	$95,868	$98,128	$103,575	$103,919	$108,971	$110,211	$118,942	$138,594
2	$91,012	$96,323	$98,672	$104,339	$108,776	$109,951	$111,242	$120,319	$140,758
Masters	$92,512	$97,823	$100,172	$105,839	$110,276	$111,451	$112,742	$121,819	$142,258
MA/EdD	$94,262	$99,573	$101,922	$107,589	$112,026	$113,201	$114,492	$123,569	$144,008
3	$94,651	$100,176	$102,619	$108,513	$108,884	$114,346	$115,694	$125,132	$147,796
Masters	$96,151	$101,676	$104,119	$110,013	$110,384	$115,846	$117,194	$126,632	$149,296
MA/EdD	$97,901	$103,426	$105,869	$111,763	$112,134	$117,596	$118,944	$128,382	$151,046
4	$98,438	$104,182	$106,724	$112,854	$113,239	$118,920	$120,318	$130,138	$150,751
Masters	$99,938	$105,682	$108,224	$114,354	$114,739	$120,420	$121,818	$131,638	$152,251
MA/EdD	$101,688	$107,432	$109,974	$116,104	$116,489	$122,170	$123,568	$133,388	$154,001
5	$102,374	$108,350	$110,992	$117,368	$117,769	$123,677	$125,132	$135,343	$153,768
Masters	$103,874	$109,850	$112,492	$118,868	$119,269	$125,177	$126,632	$136,843	$155,268
MA/EdD	$105,624	$111,600	$114,242	$120,618	$121,019	$126,927	$128,382	$138,593	$157,018
6	$106,469	$112,685	$115,432	$122,061	$122,480	$129,863	$130,138	$140,758	$156,841
Masters	$107,969	$114,185	$116,932	$123,561	$123,980	$131,363	$131,638	$142,258	$158,341
MA/EdD	$109,719	$115,935	$118,682	$125,311	$125,730	$133,113	$133,388	$144,008	$160,091
7	$111,793	$118,319	$121,205	$128,164	$128,604	$132,458	$135,343	$147,796	$159,979
Masters	$113,293	$119,819	$122,705	$129,664	$130,104	$133,958	$136,843	$149,296	$161,479
MA/EdD	$115,043	$121,569	$124,455	$131,414	$131,854	$135,708	$138,593	$151,046	$163,229
8	$114,028	$120,683	$123,628	$130,728	$131,176	$135,109	$138,725	$150,751	$163,178
Masters	$115,528	$122,183	$125,128	$132,228	$132,676	$136,609	$140,225	$152,251	$164,678
MA/EdD	$117,278	$123,933	$126,878	$133,978	$134,426	$138,359	$141,975	$154,001	$166,428
9	$116,309	$123,099	$126,102	$133,345	$133,800	$137,810	$140,758	$153,767	$166,440
Masters	$117,809	$124,599	$127,602	$134,845	$135,300	$139,310	$142,258	$155,267	$167,940
MA/EdD	$119,559	$126,349	$129,352	$136,595	$137,050	$141,060	$144,008	$157,017	$169,690
10	$118,637	$125,560	$128,622	$136,010	$136,475	$144,701	$147,795	$156,841	$169,768
Masters	$120,137	$127,060	$130,122	$137,510	$137,975	$146,201	$149,295	$158,341	$171,268
MA/EdD	$121,887	$128,810	$131,872	$139,260	$139,725	$147,951	$151,045	$160,091	$173,018

Range	Work Days	Position
(A)	210	Coordinator (certificated) / Program Manager
(B)	205	OPEN
(C)	210	Assistant Director of Special Education
(D)	215	Assistant Principal (High School)
(E)	215	Program Manager II
(F)	225	Assistant Director of Student Services
(G)	225	Certificated Director / Director of Teaching & Learning 9-12, ELD, Strategic Initiatives
(H)	225	Principal ~ Madrone/Adult Ed./Alternative Programs
(H)	225	Principal ~ Comprehensive High School
(H)	225	Certificated Executive Director / Chief Human Resources Officer
(I)	225	Deputy Superintendent, CBO, Assistant Superintendent

Certificated Administrative Salary Schedule

CERTIFICATED ADMINISTRATORS SALARY SCHEDULE

1. Administrators will be placed on the administrative salary schedule on the basis of training and experience. Credit of one step may be granted for each year of related experience. The Superintendent has the discretion to place the employee on the appropriate range/step.

2. Adminstrators who have been on a step for one (1) year (or minimum of 75% of a year) shall move to the next step the next fiscal year upon receiving a satisfactory evaluation.

3. Administrators who have an advanced degree will receive an annual increment of $1,500 for a Master Degree and $1,750 for an earned Doctorate. Education stipends are pro-rated based upon percentage of assignment.

4. Certificated management employees who retire shall receive up to $276 per month (prorated based on FTE) for medical/dental premiums until age 65 or five (5) years, whichever comes first, under the following conditions:

    A. must be between 55 and 65 years of age
    B. must have been employed by the District at least ten (10) consecutive years
    C. monthly amount will be prorated based on final year FTE

5. The District shall provide the following benefits for each full-time employee. District will pay up to Cap Amounts, *effective January 1, 2016* - as follows:

	Medical	**Dental**
Employee Only	$538	$65.33
Employee + 1	$1,078	$116.89
Employee + 2	$1,404	$168.40

    A. Cal PERS Health Benefits (Medical)
    B. Delta Dental Insurance (Calendar Year Maximum $2,000)
    C. Cash-in-lieu of benefits $0 per month (see note below)

6. All Certificated Administrators are provided sick leave in accordance with Board Policy #4631 on the following schedule:

Length of Work Year	Sick Leave Allowance
225 days	16
215 to 220 days	15
205 days	14
195 days	13

    NOTE: Administrators that are currently receiving cash-in-lieu benefits may continue to receive this benefit as long as there is no change in coverage. If an administrator currently receiving a cash-in-lieu benefit subsequently elects medical benefits he/she will not be elegible for future cash-in lieu. All Administrators hired after January 1, 2012 and any current administrators not currently receiving cash-in-lieu will not be eligible if they elect to waive medical benefits.

Board Adopted: June 27, 2016　　*2% increase in compensation on salary schedule effective July 1, 2015.*
Increase Medical Caps effective January 1, 2016
No Change in Cash-in-Lieu