

**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CONFIDENTIAL SALARY SCHEDULE (12 Month)  
2015-16**

RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	LONGEVITY 7 years	LONGEVITY 12 years	LONGEVITY 17 years
Monthly/Annual rate:									
1	\$4,748 \$56,973	\$4,985 \$59,820	\$5,234 \$62,808	\$5,496 \$65,949	\$5,771 \$69,250	\$6,059 \$72,711	\$6,362 \$76,346	\$6,680 \$80,164	\$7,014 \$84,173
2	\$5,143 \$61,711	\$5,400 \$64,796	\$5,669 \$68,033	\$5,953 \$71,437	\$6,251 \$75,010	\$6,563 \$78,761	\$6,892 \$82,699	\$7,236 \$86,833	\$7,598 \$91,175
3	\$5,439 \$65,271	\$5,711 \$68,532	\$5,997 \$71,959	\$6,297 \$75,558	\$6,611 \$79,337	\$6,942 \$83,304	\$7,289 \$87,469	\$7,654 \$91,842	\$8,036 \$96,435
4	\$5,711 \$68,532	\$5,997 \$71,959	\$6,297 \$75,558	\$6,611 \$79,337	\$6,942 \$83,304	\$7,289 \$87,467	\$7,653 \$91,841	\$8,036 \$96,432	\$8,438 \$101,254

Range	Position
1	Administrative Secretary
2	Administrative Assistant to Education Services
3	Executive Assistant - Business Office, Education Services, Human Resources
4	Payroll Coordinator
4	Executive Assistant - Superintendent's Office

- 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.
- Confidential employees working less than full-time shall receive that portion of the salary as their workweek relates to a full week or work year relates to a full year.
- Confidential employees 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.
- The District shall provide the following benefits for each full-time employee and will pay up to Cap Amounts effective **January 1, 2016** as follows:

	Medical	Dental	
Employee Only	\$538	\$65.33	A. Cal PERS Health Benefits (Medical)
Employee + 1	\$1,078	\$116.89	B. Delta Dental Insurance (Calendar Year Max. \$2,000)
Employee + 2	\$1,404	\$168.40	C. Cash-in-lieu of benefits \$0 per month (see note below)

- Confidential employees will accrue 15 vacation days the first year of service and an additional 5 days beginning on the sixth year of service (the number of days of accrual shall not exceed 40 days).
- Confidential employees are provided sick leave in accordance with Board Policy #4631 as follows:
 

Length of Work Year	Sick Leave Allowance
225 or more work days	16
- Confidential employees who retire shall receive up to \$276 per month (prorated based on FTE) for medical/dent 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	C. monthly amount will be prorated based on final year FTE
B. must have been employed by the District at least ten (10) years	

**NOTE:** Confidential employees that are currently receiving cash-in-lieu benefits may continue to receive this benefit as long as there is no change in coverage. If a confidential employee currently receiving a cash-in-lieu benefit subsequently elects medical benefits he/she will not be eligible for future cash-in lieu. All confidential employees hired after July 1, 2013 and any current confidential employees not currently receiving cash-in-lieu will not be eligible if they elect to waive medical benefits.

**Board Adopted:** *5% increase in compensation on salary schedule effective July 1, 2015.  
Increase Medical Caps effective January 1, 2016  
No Change in Cash-in-Lieu*