

**SAN RAFAEL CITY HIGH 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:									
<b>1</b>	\$4,606 \$55,274	\$4,843 \$58,110	\$5,084 \$61,013	\$5,339 \$64,065	\$5,606 \$67,271	\$5,886 \$70,634	\$6,180 \$74,164	\$6,489 \$77,874	\$6,814 \$81,768
<b>2</b>	\$4,996 \$59,947	\$5,245 \$62,944	\$5,507 \$66,089	\$5,783 \$69,396	\$6,072 \$72,867	\$6,376 \$76,510	\$6,695 \$80,336	\$7,029 \$84,352	\$7,381 \$88,570
<b>3</b>	\$5,284 \$63,406	\$5,548 \$66,574	\$5,825 \$69,903	\$6,117 \$73,399	\$6,423 \$77,070	\$6,744 \$80,924	\$7,081 \$84,970	\$7,435 \$89,218	\$7,807 \$93,679
<b>4</b>	\$5,548 \$66,574	\$5,825 \$69,903	\$6,117 \$73,399	\$6,423 \$77,070	\$6,744 \$80,924	\$7,081 \$84,968	\$7,435 \$89,217	\$7,806 \$93,677	\$8,197 \$98,361

Range	Position
<b>1</b>	Administrative Secretary
<b>2</b>	Administrative Assistant to Education Services
<b>3</b>	Executive Assistant - Business Office, Education Services, Human Resources
<b>4</b>	Payroll Coordinator
<b>4</b>	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	<b>\$538</b>	\$65.33	A. Cal PERS Health Benefits (Medical)
Employee + 1	<b>\$1,078</b>	\$116.89	B. Delta Dental Insurance (Calendar Year Max. \$2,000)
Employee + 2	<b>\$1,404</b>	\$168.40	C. Cash-in-lieu of benefits <b>\$0</b> 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:

<u>Length of Work Year</u>	<u>Sick Leave Allowance</u>
225 or more work days	16

- Confidential 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:
  - must be between 55 and 65 years of age
  - must have been employed by the District at least ten (10) years
  - monthly amount will be prorated based on final year FTE

**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:**

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