

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

RANGE STEP	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
1	\$76,020	\$81,982	\$90,200	\$97,794	\$104,778	\$106,009	\$108,589	\$119,249	\$139,503
Masters	\$77,520	\$83,482	\$91,700	\$99,294	\$106,278	\$107,509	\$110,089	\$120,749	\$141,003
MA/PhD	\$79,270	\$85,232	\$93,450	\$101,044	\$108,028	\$109,259	\$111,839	\$122,499	\$142,753
2	\$78,542	\$84,275	\$93,808	\$101,704	\$108,969	\$110,248	\$112,937	\$124,016	\$145,084
Masters	\$80,042	\$85,775	\$95,308	\$103,204	\$110,469	\$111,748	\$114,437	\$125,516	\$146,584
MA/PhD	\$81,792	\$87,525	\$97,058	\$104,954	\$112,219	\$113,498	\$116,187	\$127,266	\$148,334
3	\$81,982	\$87,225	\$97,558	\$105,773	\$113,329	\$114,660	\$117,340	\$128,977	\$152,337
Masters	\$83,482	\$88,725	\$99,058	\$107,273	\$114,829	\$116,160	\$118,840	\$130,477	\$153,837
MA/PhD	\$85,232	\$90,475	\$100,808	\$109,023	\$116,579	\$117,910	\$120,590	\$132,227	\$155,587
4	\$84,275	\$90,200	\$101,464	\$110,004	\$117,861	\$119,249	\$121,922	\$134,136	\$155,384
Masters	\$85,775	\$91,700	\$102,964	\$111,504	\$119,361	\$120,749	\$123,422	\$135,636	\$156,884
MA/PhD	\$87,525	\$93,450	\$104,714	\$113,254	\$121,111	\$122,499	\$125,172	\$137,386	\$158,634
5	\$87,226	\$93,808	\$105,521	\$114,403	\$122,575	\$124,016	\$126,687	\$139,503	\$158,493
Masters	\$88,726	\$95,308	\$107,021	\$115,903	\$124,075	\$125,516	\$128,187	\$141,003	\$159,993
MA/PhD	\$90,476	\$97,058	\$108,771	\$117,653	\$125,825	\$127,266	\$129,937	\$142,753	\$161,743
6	\$90,200	\$97,558	\$109,741	\$118,980	\$127,477	\$128,977	\$131,642	\$145,084	\$161,662
Masters	\$91,700	\$99,058	\$111,241	\$120,480	\$128,977	\$130,477	\$133,142	\$146,584	\$163,162
MA/PhD	\$93,450	\$100,808	\$112,991	\$122,230	\$130,727	\$132,227	\$134,892	\$148,334	\$164,912
7	\$93,808	\$101,464	\$115,229	\$124,930	\$133,855	\$134,136	\$136,798	\$152,337	\$164,895
Masters	\$95,308	\$102,964	\$116,729	\$126,430	\$135,355	\$135,636	\$138,298	\$153,837	\$166,395
MA/PhD	\$97,058	\$104,714	\$118,479	\$128,180	\$137,105	\$137,386	\$140,048	\$155,587	\$168,145
8	\$97,558	\$105,521	\$117,532	\$127,426	\$136,528	\$137,489	\$143,496	\$155,384	\$168,194
Masters	\$99,058	\$107,021	\$119,032	\$128,926	\$138,028	\$138,989	\$144,996	\$156,884	\$169,694
MA/PhD	\$100,808	\$108,771	\$120,782	\$130,676	\$139,778	\$140,739	\$146,746	\$158,634	\$171,444
9	\$101,464	\$109,741	\$119,883	\$129,976	\$139,260	\$139,503	\$146,310	\$158,493	\$171,555
Masters	\$102,964	\$111,241	\$121,383	\$131,476	\$140,760	\$141,003	\$147,810	\$159,993	\$173,055
MA/PhD	\$104,714	\$112,991	\$123,133	\$133,226	\$142,510	\$142,753	\$149,560	\$161,743	\$174,805
10	\$105,521	\$115,229	\$122,283	\$132,576	\$142,045	\$145,084	\$149,182	\$161,662	\$174,986
Masters	\$107,021	\$116,729	\$123,783	\$134,076	\$143,545	\$146,584	\$150,682	\$163,162	\$176,486
MA/PhD	\$108,771	\$118,479	\$125,533	\$135,826	\$145,295	\$148,334	\$152,432	\$164,912	\$178,236

Range	Work Days	Position
(A)	205	Dean of Students
(B)	210	Assistant Principal (K-5 Elementary)
(C)	210	Assistant Principal (K-8, Middle School)
(C)	210	Coordinator (Certificated) and/or Program Manager
(D)	210	Principal ~ Elementary
(D)	210	Assistant Director of Special Education
(E)	225	Assistant Director of Student Services
(F)	225	Certificated Director / Director of Teaching & Learning K-8, ELD, Strategic Initiatives
(G)	225	Principal ~ Middle School/K-8
(H)	225	Certificated Executive Director / Chief Human Resources Officer
(I)	225	Deputy Superintendent, CBO, Assistant Superintendent

## 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. Administrators 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:

	<b>Medical</b>	<b>Dental</b>
Employee Only	<b>\$538</b>	<b>\$65.33</b>
Employee + 1	<b>\$1,078</b>	<b>\$116.89</b>
Employee + 2	<b>\$1,404</b>	<b>\$168.40</b>

- 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

225 days  
 215 to 220 days  
 205 days  
 195 days

**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 eligible 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: 6/27/2016**

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