

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

| <b>RANGE</b>         | <b>STEP I</b>        | <b>STEP II</b>       | <b>STEP III</b>      | <b>STEP IV</b>        | <b>STEP V</b>         | <b>STEP VI</b>        | <b>STEP VI I</b>      | <b>STEP VIII</b>      |
|----------------------|----------------------|----------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Monthly/Annual rate: |                      |                      |                      |                       |                       |                       |                       |                       |
| <b>1</b>             | \$5,144<br>\$61,726  | \$5,350<br>\$64,195  | \$5,564<br>\$66,763  | \$5,786<br>\$69,434   | \$6,018<br>\$72,211   | \$6,258<br>\$75,100   | \$6,509<br>\$78,104   | \$6,769<br>\$81,228   |
| <b>2</b>             | \$5,401<br>\$64,813  | \$5,617<br>\$67,406  | \$5,842<br>\$70,102  | \$6,076<br>\$72,906   | \$6,319<br>\$75,822   | \$6,571<br>\$78,855   | \$6,834<br>\$82,010   | \$7,107<br>\$85,290   |
| <b>3</b>             | \$5,671<br>\$68,054  | \$5,898<br>\$70,776  | \$6,134<br>\$73,607  | \$6,379<br>\$76,551   | \$6,634<br>\$79,613   | \$6,900<br>\$82,798   | \$7,176<br>\$86,110   | \$7,463<br>\$89,554   |
| <b>4</b>             | \$5,955<br>\$71,458  | \$6,193<br>\$74,316  | \$6,441<br>\$77,289  | \$6,698<br>\$80,380   | \$6,966<br>\$83,595   | \$7,245<br>\$86,939   | \$7,535<br>\$90,417   | \$7,836<br>\$94,034   |
| <b>5</b>             | \$6,252<br>\$75,030  | \$6,503<br>\$78,031  | \$6,763<br>\$81,152  | \$7,033<br>\$84,398   | \$7,315<br>\$87,774   | \$7,607<br>\$91,285   | \$7,911<br>\$94,937   | \$8,228<br>\$98,734   |
| <b>6</b>             | \$6,565<br>\$78,780  | \$6,828<br>\$81,932  | \$7,101<br>\$85,209  | \$7,385<br>\$88,617   | \$7,680<br>\$92,162   | \$7,987<br>\$95,848   | \$8,307<br>\$99,682   | \$8,639<br>\$103,670  |
| <b>7</b>             | \$6,893<br>\$82,721  | \$7,169<br>\$86,030  | \$7,456<br>\$89,471  | \$7,754<br>\$93,050   | \$8,064<br>\$96,772   | \$8,387<br>\$100,643  | \$8,722<br>\$104,669  | \$9,071<br>\$108,855  |
| <b>8</b>             | \$7,238<br>\$86,856  | \$7,528<br>\$90,330  | \$7,829<br>\$93,943  | \$8,142<br>\$97,701   | \$8,467<br>\$101,609  | \$8,806<br>\$105,674  | \$9,158<br>\$109,901  | \$9,525<br>\$114,297  |
| <b>9</b>             | \$7,600<br>\$91,200  | \$7,904<br>\$94,848  | \$8,220<br>\$98,642  | \$8,549<br>\$102,587  | \$8,891<br>\$106,691  | \$9,247<br>\$110,959  | \$9,616<br>\$115,397  | \$10,001<br>\$120,013 |
| <b>10</b>            | \$7,980<br>\$95,759  | \$8,299<br>\$99,589  | \$8,631<br>\$103,573 | \$8,976<br>\$107,716  | \$9,335<br>\$112,024  | \$9,710<br>\$116,505  | \$10,097<br>\$121,166 | \$10,501<br>\$126,012 |
| <b>11</b>            | \$8,379<br>\$100,547 | \$8,714<br>\$104,569 | \$9,063<br>\$108,752 | \$9,425<br>\$113,102  | \$9,802<br>\$117,626  | \$10,194<br>\$122,331 | \$10,602<br>\$127,224 | \$11,026<br>\$132,313 |
| <b>12</b>            | \$8,798<br>\$105,574 | \$9,150<br>\$109,797 | \$9,516<br>\$114,189 | \$9,896<br>\$118,757  | \$10,292<br>\$123,507 | \$10,704<br>\$128,447 | \$11,132<br>\$133,585 | \$11,577<br>\$138,929 |
| <b>13</b>            | \$9,238<br>\$110,853 | \$9,607<br>\$115,287 | \$9,992<br>\$119,899 | \$10,391<br>\$124,695 | \$10,807<br>\$129,682 | \$11,239<br>\$134,870 | \$11,689<br>\$140,264 | \$12,156<br>\$145,875 |

| <b>Range</b> | <b>Position</b>   |
|--------------|---|
| <b>1</b>     | Custodial Supervisor / Food Svc Production Ops Manager/Accountability Coordinator |
| <b>2</b>     | Maintenance Supervisor / Operations Supervisor                                    |
| <b>3</b>     | OPEN  |
| <b>4</b>     | Accounting Supervisor<br>Occupational Therapist (OT)                              |
| <b>5</b>     | Information Services Manager<br>Assistant Director of Maintenance & Operations    |
| <b>6</b>     | MFT/Coordinator, After School & Extended Learning Programs                        |
| <b>7</b>     | Budget/Accounting Manager   |
| <b>8</b>     | Coordinator, Community Engagement & Communications                                |
| <b>9</b>     | Director of Food and Nutritional Services   |
| <b>10</b>    | Director of Maintenance & Operations<br>Director of Information Technology        |
| <b>11</b>    | Director of Fiscal Services   |
| <b>12</b>    | Chief Technology Officer  |
| <b>13</b>    | Senior Director Capital Facilities Program  |

**CLASSIFIED MANAGEMENT SALARY SCHEDULE**

1. 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. 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
3. Classified management 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.
4. 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.
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>   | \$65.33       |
| Employee + 1  | <b>\$1,078</b> | \$116.89      |
| Employee + 2  | <b>\$1,404</b> | \$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 Classified Management will accrue 15 vacation days the first year of service and an additional 5 days beginning on the fifth year of service (the number of days of accrual shall not exceed 40 days).
7. All Classified Management are provided sick leave in accordance with Board Policy #4631 on the following schedule:

| <u>Length of Work Year</u> | <u>Sick Leave Allowance</u> |
|----------------------------|-----------------------------|
| 225 or more days           | 16                          |
| 215 to 220 days            | 15                          |
| 205 days                   | 14                          |
| 195 days                   | 13                          |

8. Classified 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) years
  - C. monthly amount will be prorated based on final year FTE

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