

**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CERTIFICATED ADMINISTRATORS SALARY SCHEDULE  
2016-2017**

<b>RANGE</b>	<b>(A)</b> 205 Days	<b>(B)</b> 210 Days	<b>(C)</b> 210 Days	<b>(D)</b> 210 Days	<b>(E)</b> 225 Days	<b>(F)</b> 225 Days	<b>(G)</b> 225 Days	<b>(H)</b> 225 Days	<b>(I)</b> 225 Days
<b>STEP</b>									
1	\$79,441	\$85,671	\$94,259	\$102,195	\$109,493	\$110,779	\$113,475	\$124,615	\$145,781
Masters	\$80,941	\$87,171	\$95,759	\$103,695	\$110,993	\$112,279	\$114,975	\$126,115	\$147,281
MA/EdD	\$82,691	\$88,921	\$97,509	\$105,445	\$112,743	\$114,029	\$116,725	\$127,865	\$149,031
2	\$82,076	\$88,067	\$98,029	\$106,281	\$113,873	\$115,209	\$118,019	\$129,596	\$151,613
Masters	\$83,576	\$89,567	\$99,529	\$107,781	\$115,373	\$116,709	\$119,519	\$131,096	\$153,113
MA/EdD	\$85,326	\$91,317	\$101,279	\$109,531	\$117,123	\$118,459	\$121,269	\$132,846	\$154,863
3	\$85,671	\$91,150	\$101,948	\$110,533	\$118,428	\$119,820	\$122,620	\$134,781	\$159,192
Masters	\$87,171	\$92,650	\$103,448	\$112,033	\$119,928	\$121,320	\$124,120	\$136,281	\$160,692
MA/EdD	\$88,921	\$94,400	\$105,198	\$113,783	\$121,678	\$123,070	\$125,870	\$138,031	\$162,442
4	\$88,067	\$94,259	\$106,029	\$114,954	\$123,165	\$124,615	\$127,408	\$140,173	\$162,377
Masters	\$89,567	\$95,759	\$107,529	\$116,454	\$124,665	\$126,115	\$128,908	\$141,673	\$163,877
MA/EdD	\$91,317	\$97,509	\$109,279	\$118,204	\$126,415	\$127,865	\$130,658	\$143,423	\$165,627
5	\$91,151	\$98,029	\$110,269	\$119,551	\$128,091	\$129,596	\$132,388	\$145,781	\$165,625
Masters	\$92,651	\$99,529	\$111,769	\$121,051	\$129,591	\$131,096	\$133,888	\$147,281	\$167,125
MA/EdD	\$94,401	\$101,279	\$113,519	\$122,801	\$131,341	\$132,846	\$135,638	\$149,031	\$168,875
6	\$94,259	\$101,948	\$114,679	\$124,334	\$133,214	\$134,781	\$137,566	\$151,613	\$168,937
Masters	\$95,759	\$103,448	\$116,179	\$125,834	\$134,714	\$136,281	\$139,066	\$153,113	\$170,437
MA/EdD	\$97,509	\$105,198	\$117,929	\$127,584	\$136,464	\$138,031	\$140,816	\$154,863	\$172,187
7	\$98,029	\$106,029	\$120,414	\$130,552	\$139,879	\$140,173	\$142,954	\$159,192	\$172,315
Masters	\$99,529	\$107,529	\$121,914	\$132,052	\$141,379	\$141,673	\$144,454	\$160,692	\$173,815
MA/EdD	\$101,279	\$109,279	\$123,664	\$133,802	\$143,129	\$143,423	\$146,204	\$162,442	\$175,565
8	\$101,948	\$110,269	\$122,821	\$133,160	\$142,672	\$143,676	\$149,953	\$162,377	\$175,763
Masters	\$103,448	\$111,769	\$124,321	\$134,660	\$144,172	\$145,176	\$151,453	\$163,877	\$177,263
MA/EdD	\$105,198	\$113,519	\$126,071	\$136,410	\$145,922	\$146,926	\$153,203	\$165,627	\$179,013
9	\$106,029	\$114,679	\$125,277	\$135,825	\$145,527	\$145,781	\$152,894	\$165,625	\$179,275
Masters	\$107,529	\$116,179	\$126,777	\$137,325	\$147,027	\$147,281	\$154,394	\$167,125	\$180,775
MA/EdD	\$109,279	\$117,929	\$128,527	\$139,075	\$148,777	\$149,031	\$156,144	\$168,875	\$182,525
10	\$110,269	\$120,414	\$127,786	\$138,542	\$148,437	\$151,613	\$155,895	\$168,937	\$182,861
Masters	\$111,769	\$121,914	\$129,286	\$140,042	\$149,937	\$153,113	\$157,395	\$170,437	\$184,361
MA/EdD	\$113,519	\$123,664	\$131,036	\$141,792	\$151,687	\$154,863	\$159,145	\$172,187	\$186,111

<b>Range</b>	<b>Work Days</b>	<b>Position</b>
(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
(G)	225	Principal ~ Middle School/K-8, Principal on Special Assignment
(H)	225	Certificated Executive Director
(I)	225	Deputy Superintendent, Assistant Superintendent

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.

**Pending Board Approval: 06/26/17**

**4.5% increase in compensation on salary schedule effective July 1, 2016**



**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CLASSIFIED MANAGEMENT SALARY SCHEDULE (12 Month)  
2016-2017 Annual/Monthly Rate**

RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
1	\$64,504	\$67,084	\$69,767	\$72,559	\$75,460	\$78,480	\$81,619	\$84,883
	\$5,375	\$5,590	\$5,814	\$6,047	\$6,288	\$6,540	\$6,802	\$7,074
2	\$67,730	\$70,439	\$73,257	\$76,187	\$79,234	\$82,403	\$85,700	\$89,128
	\$5,644	\$5,870	\$6,105	\$6,349	\$6,603	\$6,867	\$7,142	\$7,427
3	\$71,116	\$73,961	\$76,919	\$79,996	\$83,196	\$86,524	\$89,985	\$93,584
	\$5,926	\$6,163	\$6,410	\$6,666	\$6,933	\$7,210	\$7,499	\$7,799
4	\$74,674	\$77,660	\$80,767	\$83,997	\$87,357	\$90,851	\$94,486	\$98,266
	\$6,223	\$6,472	\$6,731	\$7,000	\$7,280	\$7,571	\$7,874	\$8,189
5	\$78,406	\$81,542	\$84,804	\$88,196	\$91,724	\$95,393	\$99,209	\$103,177
	\$6,534	\$6,795	\$7,067	\$7,350	\$7,644	\$7,949	\$8,267	\$8,598
6	\$82,325	\$85,619	\$89,043	\$92,605	\$96,309	\$100,161	\$104,168	\$108,335
	\$6,860	\$7,135	\$7,420	\$7,717	\$8,026	\$8,347	\$8,681	\$9,028
7	\$86,443	\$89,901	\$93,497	\$97,237	\$101,127	\$105,172	\$109,379	\$113,753
	\$7,204	\$7,492	\$7,791	\$8,103	\$8,427	\$8,764	\$9,115	\$9,479
8	\$90,765	\$94,395	\$98,170	\$102,098	\$106,181	\$110,429	\$114,847	\$119,440
	\$7,564	\$7,866	\$8,181	\$8,508	\$8,848	\$9,202	\$9,571	\$9,953
9	\$95,304	\$99,116	\$103,081	\$107,203	\$111,492	\$115,952	\$120,590	\$125,414
	\$7,942	\$8,260	\$8,590	\$8,934	\$9,291	\$9,663	\$10,049	\$10,451
10	\$100,068	\$104,071	\$108,234	\$112,563	\$117,065	\$121,748	\$126,618	\$131,683
	\$8,339	\$8,673	\$9,020	\$9,380	\$9,755	\$10,146	\$10,552	\$10,974
11	\$105,072	\$109,275	\$113,646	\$118,192	\$122,919	\$127,836	\$132,949	\$138,267
	\$8,756	\$9,106	\$9,471	\$9,849	\$10,243	\$10,653	\$11,079	\$11,522
12	\$110,325	\$114,738	\$119,328	\$124,101	\$129,065	\$134,227	\$139,596	\$145,181
	\$9,194	\$9,562	\$9,944	\$10,342	\$10,755	\$11,186	\$11,633	\$12,098
13	\$135,850	\$139,314	\$142,867	\$146,510	\$150,246	\$154,077	\$158,006	\$162,036
	\$11,321	\$11,610	\$11,906	\$12,209	\$12,521	\$12,840	\$13,167	\$13,503
14	\$145,781	\$150,577	\$155,530	\$160,648	\$165,933	\$171,393	\$177,031	\$182,855
	\$12,148	\$12,548	\$12,961	\$13,387	\$13,828	\$14,283	\$14,753	\$15,238

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

## 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	\$538	\$65.33
Employee + 1	\$1,078	\$116.89
Employee + 2	\$1,404.00	\$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:

Length of Work Year	Sick Leave Allowance
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.



**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CONFIDENTIAL SALARY SCHEDULE (12 Month)  
2016-2017 Annual/Monthly Rate**

RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	LONGEVITY 7 YEARS	LONGEVITY 12 YEARS	LONGEVITY 17 YEARS
1	\$59,537	\$62,512	\$65,634	\$68,917	\$72,366	\$75,983	\$79,782	\$83,771	\$87,961
	\$4,961	\$5,209	\$5,470	\$5,743	\$6,031	\$6,332	\$6,649	\$6,981	\$7,330
2	\$64,488	\$67,712	\$71,094	\$74,652	\$78,385	\$82,305	\$86,420	\$90,740	\$95,278
	\$5,374	\$5,643	\$5,925	\$6,221	\$6,532	\$6,859	\$7,202	\$7,562	\$7,940
3	\$68,208	\$71,616	\$75,197	\$78,958	\$82,907	\$87,053	\$91,405	\$95,975	\$100,775
	\$5,684	\$5,968	\$6,266	\$6,580	\$6,909	\$7,254	\$7,617	\$7,998	\$8,398
4	\$71,616	\$75,197	\$78,958	\$82,907	\$87,053	\$91,403	\$95,974	\$100,771	\$105,810
	\$5,968	\$6,266	\$6,580	\$6,909	\$7,254	\$7,617	\$7,998	\$8,398	\$8,818

Range	Position
1	Administrative Secretary
2	Administrative Assistant to Education Services
3	Executive Assistant to 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 next step the next fiscal year upon receiving a satisfactory evaluation.
- The District shall provide the following benefits for each full-time employee and District will pay up to Cap Amount 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 Maximum \$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:
 

<u>Length of Work Year</u>	<u>Sick Leave Allowance</u>
225 or more days	16
- Confidential employees who retire shall receive up to \$276 per month (prorated based on FTE) or 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 an Confidential employees 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 January 1, 2013 and any current Confidential employees not currently receiving cash-in-lieu will not be eligible if they elect to waive medical benefits.

Pending on Board Approval: 06/27/17

*4.5% increase in compensation on salary schedule effective July 1, 2016.*