

**SAN RAFAEL CITY HIGH 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	\$56,932	\$59,853	\$62,843	\$65,987	\$69,289	\$72,753	\$76,389	\$80,210	\$84,221
	\$4,744	\$4,988	\$5,237	\$5,499	\$5,774	\$6,063	\$6,366	\$6,684	\$7,018
2	\$61,745	\$64,832	\$68,072	\$71,478	\$75,053	\$78,805	\$82,746	\$86,883	\$91,227
	\$5,145	\$5,403	\$5,673	\$5,957	\$6,254	\$6,567	\$6,896	\$7,240	\$7,602
3	\$65,308	\$68,571	\$72,000	\$75,601	\$79,382	\$83,352	\$87,519	\$91,895	\$96,489
	\$5,442	\$5,714	\$6,000	\$6,300	\$6,615	\$6,946	\$7,293	\$7,658	\$8,041
4	\$68,571	\$72,000	\$75,601	\$79,382	\$83,352	\$87,517	\$91,894	\$96,487	\$101,312
	\$5,714	\$6,000	\$6,300	\$6,615	\$6,946	\$7,293	\$7,658	\$8,041	\$8,443

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.