

**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 | LONGEVITY | LONGEVITY |
|-------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| | | | | | | | 7 YEARS | 12 YEARS | 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.