

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

<b>RANGE</b>	<b>(A)</b>	<b>(B)</b>	<b>(C)</b>	<b>(D)</b>	<b>(E)</b>	<b>(F)</b>	<b>(G)</b>	<b>(H)</b>	<b>(I)</b>
	<b>210 Days</b>	<b>205 Days</b>	<b>210 Days</b>	<b>215 Days</b>	<b>215 Days</b>	<b>225 Days</b>	<b>225 Days</b>	<b>225 Days</b>	<b>225 Days</b>
<b>STEP</b>									
<b>1</b>	\$90,135	\$95,397	\$97,724	\$103,335	\$103,689	\$108,893	\$110,170	\$119,163	\$139,404
Masters	\$91,635	\$96,897	\$99,224	\$104,835	\$105,189	\$110,393	\$111,670	\$120,663	\$140,904
MA/EdD	\$93,385	\$98,647	\$100,974	\$106,585	\$106,939	\$112,143	\$113,420	\$122,413	\$142,654
<b>2</b>	\$93,742	\$99,213	\$101,632	\$107,469	\$112,039	\$113,250	\$114,579	\$123,929	\$144,981
Masters	\$95,242	\$100,713	\$103,132	\$108,969	\$113,539	\$114,750	\$116,079	\$125,429	\$146,481
MA/EdD	\$96,992	\$102,463	\$104,882	\$110,719	\$115,289	\$116,500	\$117,829	\$127,179	\$148,231
<b>3</b>	\$97,491	\$103,181	\$105,698	\$111,768	\$112,151	\$117,776	\$119,165	\$128,886	\$152,230
Masters	\$98,991	\$104,681	\$107,198	\$113,268	\$113,651	\$119,276	\$120,665	\$130,386	\$153,730
MA/EdD	\$100,741	\$106,431	\$108,948	\$115,018	\$115,401	\$121,026	\$122,415	\$132,136	\$155,480
<b>4</b>	\$101,391	\$107,307	\$109,926	\$116,240	\$116,636	\$122,488	\$123,928	\$134,042	\$155,274
Masters	\$102,891	\$108,807	\$111,426	\$117,740	\$118,136	\$123,988	\$125,428	\$135,542	\$156,774
MA/EdD	\$104,641	\$110,557	\$113,176	\$119,490	\$119,886	\$125,738	\$127,178	\$137,292	\$158,524
<b>5</b>	\$105,445	\$111,601	\$114,322	\$120,889	\$121,302	\$127,387	\$128,886	\$139,403	\$158,381
Masters	\$106,945	\$113,101	\$115,822	\$122,389	\$122,802	\$128,887	\$130,386	\$140,903	\$159,881
MA/EdD	\$108,695	\$114,851	\$117,572	\$124,139	\$124,552	\$130,637	\$132,136	\$142,653	\$161,631
<b>6</b>	\$109,663	\$116,066	\$118,895	\$125,723	\$126,154	\$133,759	\$134,042	\$144,981	\$161,546
Masters	\$111,163	\$117,566	\$120,395	\$127,223	\$127,654	\$135,259	\$135,542	\$146,481	\$163,046
MA/EdD	\$112,913	\$119,316	\$122,145	\$128,973	\$129,404	\$137,009	\$137,292	\$148,231	\$164,796
<b>7</b>	\$115,147	\$121,869	\$124,841	\$132,009	\$132,462	\$136,432	\$139,403	\$152,230	\$164,778
Masters	\$116,647	\$123,369	\$126,341	\$133,509	\$133,962	\$137,932	\$140,903	\$153,730	\$166,278
MA/EdD	\$118,397	\$125,119	\$128,091	\$135,259	\$135,712	\$139,682	\$142,653	\$155,480	\$168,028
<b>8</b>	\$117,449	\$124,303	\$127,337	\$134,650	\$135,111	\$139,162	\$142,887	\$155,274	\$168,073
Masters	\$118,949	\$125,803	\$128,837	\$136,150	\$136,611	\$140,662	\$144,387	\$156,774	\$169,573
MA/EdD	\$120,699	\$127,553	\$130,587	\$137,900	\$138,361	\$142,412	\$146,137	\$158,524	\$171,323
<b>9</b>	\$119,798	\$126,792	\$129,885	\$137,345	\$137,814	\$141,944	\$144,981	\$158,380	\$171,433
Masters	\$121,298	\$128,292	\$131,385	\$138,845	\$139,314	\$143,444	\$146,481	\$159,880	\$172,933
MA/EdD	\$123,048	\$130,042	\$133,135	\$140,595	\$141,064	\$145,194	\$148,231	\$161,630	\$174,683
<b>10</b>	\$122,196	\$129,327	\$132,481	\$140,090	\$140,569	\$149,042	\$152,229	\$161,546	\$174,861
Masters	\$123,696	\$130,827	\$133,981	\$141,590	\$142,069	\$150,542	\$153,729	\$163,046	\$176,361
MA/EdD	\$125,446	\$132,577	\$135,731	\$143,340	\$143,819	\$152,292	\$155,479	\$164,796	\$178,111

<b>Range</b>	<b>Work Days</b>	<b>Position</b>
(A)	210	Coordinator (certificated) / Program Manager
(B)	205	OPEN
(C)	210	Assistant Director of Special Education
(D)	215	Assistant Principal (High School), Principal on Special Assignment
(E)	215	Program Manager II
(F)	225	Assistant Director of Student Services
(G)	225	Certificated Director / Director of Teaching & Learning 9-12, ELD, Strategic Initiatives
(H)	210	Principal ~ Madrone/Adult Ed./Alternative Programs
(H)	225	Principal ~ Comprehensive High School
(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:

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

**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:**

**2% + additional 1% increase from 15-16 salary schedule effective July 1, 2016**