

**SAN RAFAEL CITY HIGH 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 VI I	STEP VIII
1	\$61,683	\$64,151	\$66,716	\$69,386	\$72,161	\$75,048	\$78,048	\$81,171
	\$5,140	\$5,346	\$5,560	\$5,782	\$6,013	\$6,254	\$6,504	\$6,764
2	\$64,767	\$67,358	\$70,052	\$72,854	\$75,769	\$78,799	\$81,951	\$85,228
	\$5,397	\$5,613	\$5,838	\$6,071	\$6,314	\$6,567	\$6,829	\$7,102
3	\$68,007	\$70,727	\$73,555	\$76,497	\$79,557	\$82,739	\$86,049	\$89,492
	\$5,667	\$5,894	\$6,130	\$6,375	\$6,630	\$6,895	\$7,171	\$7,458
4	\$71,407	\$74,261	\$77,231	\$80,321	\$83,535	\$86,876	\$90,351	\$93,966
	\$5,951	\$6,188	\$6,436	\$6,693	\$6,961	\$7,240	\$7,529	\$7,831
5	\$74,976	\$77,974	\$81,094	\$84,337	\$87,711	\$91,221	\$94,868	\$98,665
	\$6,248	\$6,498	\$6,758	\$7,028	\$7,309	\$7,602	\$7,906	\$8,222
6	\$78,726	\$81,876	\$85,149	\$88,553	\$92,097	\$95,781	\$99,612	\$103,596
	\$6,561	\$6,823	\$7,096	\$7,379	\$7,675	\$7,982	\$8,301	\$8,633
7	\$82,662	\$85,968	\$89,407	\$92,983	\$96,702	\$100,571	\$104,594	\$108,777
	\$6,889	\$7,164	\$7,451	\$7,749	\$8,059	\$8,381	\$8,716	\$9,065
8	\$86,795	\$90,266	\$93,876	\$97,632	\$101,538	\$105,599	\$109,823	\$114,217
	\$7,233	\$7,522	\$7,823	\$8,136	\$8,462	\$8,800	\$9,152	\$9,518
9	\$91,135	\$94,780	\$98,571	\$102,513	\$106,614	\$110,877	\$115,314	\$119,927
	\$7,595	\$7,898	\$8,214	\$8,543	\$8,885	\$9,240	\$9,610	\$9,994
10	\$95,691	\$99,520	\$103,500	\$107,639	\$111,945	\$116,423	\$121,080	\$125,923
	\$7,974	\$8,293	\$8,625	\$8,970	\$9,329	\$9,702	\$10,090	\$10,494
11	\$100,475	\$104,496	\$108,674	\$113,020	\$117,541	\$122,242	\$127,134	\$132,219
	\$8,373	\$8,708	\$9,056	\$9,418	\$9,795	\$10,187	\$10,595	\$11,018
12	\$105,499	\$109,719	\$114,108	\$118,672	\$123,419	\$128,356	\$133,490	\$138,830
	\$8,792	\$9,143	\$9,509	\$9,889	\$10,285	\$10,696	\$11,124	\$11,569
13	\$133,900	\$137,314	\$140,816	\$144,407	\$148,089	\$151,865	\$155,738	\$159,710
	\$11,158	\$11,443	\$11,735	\$12,034	\$12,341	\$12,655	\$12,978	\$13,309
14	\$139,404	\$143,991	\$148,728	\$153,621	\$158,676	\$163,896	\$169,288	\$174,858
	\$11,617	\$11,999	\$12,394	\$12,802	\$13,223	\$13,658	\$14,107	\$14,572

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

Adopted: 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:

	Medical	Dental
Employee Only	\$538	\$65.33
Employee + 1	\$1,078	\$116.89
Employee + 2	\$1,404	\$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:

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