

**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CONFIDENTIAL SALARY SCHEDULE (12 Month)  
2018-2019 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	\$64,625	\$67,854	\$71,242	\$74,806	\$78,549	\$82,475	\$86,599	\$90,929	\$95,477
	\$5,385	\$5,655	\$5,937	\$6,234	\$6,546	\$6,873	\$7,217	\$7,577	\$7,956
2	\$69,998	\$73,498	\$77,169	\$81,031	\$85,082	\$89,338	\$93,805	\$98,493	\$103,420
	\$5,833	\$6,125	\$6,431	\$6,753	\$7,090	\$7,445	\$7,817	\$8,208	\$8,618
3	\$74,037	\$77,736	\$81,622	\$85,704	\$89,991	\$94,491	\$99,215	\$104,176	\$109,386
	\$6,170	\$6,478	\$6,802	\$7,142	\$7,499	\$7,874	\$8,268	\$8,681	\$9,116
4	\$77,736	\$81,622	\$85,704	\$89,991	\$94,491	\$99,213	\$104,175	\$109,382	\$114,851
	\$6,478	\$6,802	\$7,142	\$7,499	\$7,874	\$8,268	\$8,681	\$9,115	\$9,571

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 Health benefits for each full-time employee equal to the combined average of the three tiered caps offered to the three bargaining groups (CSEA, SRFT & SRTA). Cap Amount effective January 1, 2019 as follows:

	Medical	Dental
Employee Only	\$667	\$65.33
Employee + 1	\$1,173	\$116.89
Employee + 2	\$1,526	\$168.40

- 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.



**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CLASSIFIED MANAGEMENT SALARY SCHEDULE (12 Month)  
2018-2019 Annual/Monthly Rate**

RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
1	\$70,016	\$72,817	\$75,729	\$78,759	\$81,908	\$85,186	\$88,593	\$92,136
	\$5,835	\$6,068	\$6,311	\$6,563	\$6,826	\$7,099	\$7,383	\$7,678
2	\$73,518	\$76,458	\$79,516	\$82,697	\$86,005	\$89,444	\$93,023	\$96,744
	\$6,127	\$6,372	\$6,626	\$6,891	\$7,167	\$7,454	\$7,752	\$8,062
3	\$77,193	\$80,281	\$83,491	\$86,832	\$90,305	\$93,917	\$97,674	\$101,581
	\$6,433	\$6,690	\$6,958	\$7,236	\$7,525	\$7,826	\$8,140	\$8,465
4	\$81,054	\$84,296	\$87,669	\$91,175	\$94,822	\$98,614	\$102,560	\$106,662
	\$6,755	\$7,025	\$7,306	\$7,598	\$7,902	\$8,218	\$8,547	\$8,889
5	\$85,105	\$88,509	\$92,050	\$95,732	\$99,561	\$103,544	\$107,686	\$111,993
	\$7,092	\$7,376	\$7,671	\$7,978	\$8,297	\$8,629	\$8,974	\$9,333
6	\$89,360	\$92,935	\$96,651	\$100,518	\$104,539	\$108,720	\$113,069	\$117,592
	\$7,447	\$7,745	\$8,054	\$8,377	\$8,712	\$9,060	\$9,422	\$9,799
7	\$93,830	\$97,583	\$101,486	\$105,545	\$109,768	\$114,159	\$118,725	\$123,473
	\$7,819	\$8,132	\$8,457	\$8,795	\$9,147	\$9,513	\$9,894	\$10,289
8	\$98,520	\$102,461	\$106,558	\$110,822	\$115,254	\$119,865	\$124,661	\$129,646
	\$8,210	\$8,538	\$8,880	\$9,235	\$9,605	\$9,989	\$10,388	\$10,804
9	\$103,448	\$107,585	\$111,889	\$116,364	\$121,019	\$125,860	\$130,894	\$136,131
	\$8,621	\$8,965	\$9,324	\$9,697	\$10,085	\$10,488	\$10,908	\$11,344
10	\$108,619	\$112,964	\$117,483	\$122,181	\$127,068	\$132,151	\$137,437	\$142,936
	\$9,052	\$9,414	\$9,790	\$10,182	\$10,589	\$11,013	\$11,453	\$11,911
11	\$114,051	\$118,612	\$123,356	\$128,291	\$133,423	\$138,759	\$144,309	\$150,081
	\$9,504	\$9,884	\$10,280	\$10,691	\$11,119	\$11,563	\$12,026	\$12,507
12	\$119,752	\$124,542	\$129,525	\$134,705	\$140,093	\$145,697	\$151,524	\$157,586
	\$9,979	\$10,379	\$10,794	\$11,225	\$11,674	\$12,141	\$12,627	\$13,132
13	\$147,458	\$151,218	\$155,074	\$159,028	\$163,084	\$167,242	\$171,507	\$175,882
	\$12,288	\$12,602	\$12,923	\$13,252	\$13,590	\$13,937	\$14,292	\$14,657
14	\$158,238	\$163,443	\$168,820	\$174,375	\$180,111	\$186,038	\$192,158	\$198,480
	\$13,187	\$13,620	\$14,068	\$14,531	\$15,009	\$15,503	\$16,013	\$16,540

Range	Position
1	Custodial Supervisor / Food Svc Production Ops Manager / Accountability Coordinator / Data Analyst I & II
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 Health benefits for each full-time employee equal to the combined average of the three tiered caps offered to the three bargaining groups (CSEA, SRFT & SRTA). Cap Amount effective January 1, 2019 as follows:

	Medical	Dental
Employee Only	\$667	\$65.33
Employee + 1	\$1,173	\$116.89
Employee + 2	\$1,526	\$168.40

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.

Board Adopted: Pending

4% increase in compensation on salary schedule effective July 1, 2018.



**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CERTIFICATED ADMINISTRATORS SALARY SCHEDULE  
2018-2019**

<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>205 Days</b>	<b>210 Days</b>	<b>210 Days</b>	<b>210 Days</b>	<b>225 Days</b>	<b>225 Days</b>	<b>225 Days</b>	<b>225 Days</b>	<b>225 Days</b>
<b>STEP</b>									
<b>1</b>	<b>\$86,230</b>	<b>\$92,992</b>	<b>\$102,313</b>	<b>\$110,927</b>	<b>\$118,849</b>	<b>\$120,245</b>	<b>\$123,171</b>	<b>\$135,263</b>	<b>\$158,238</b>
Masters	\$87,730	\$94,492	\$103,813	\$112,427	\$120,349	\$121,745	\$124,671	\$136,763	\$159,738
MA/EdD	\$89,480	\$96,242	\$105,563	\$114,177	\$122,099	\$123,495	\$126,421	\$138,513	\$161,488
<b>2</b>	<b>\$89,090</b>	<b>\$95,593</b>	<b>\$106,406</b>	<b>\$115,362</b>	<b>\$123,603</b>	<b>\$125,054</b>	<b>\$128,103</b>	<b>\$140,669</b>	<b>\$164,568</b>
Masters	\$90,590	\$97,093	\$107,906	\$116,862	\$125,103	\$126,554	\$129,603	\$142,169	\$166,068
MA/EdD	\$92,340	\$98,843	\$109,656	\$118,612	\$126,853	\$128,304	\$131,353	\$143,919	\$167,818
<b>3</b>	<b>\$92,992</b>	<b>\$98,938</b>	<b>\$110,659</b>	<b>\$119,978</b>	<b>\$128,547</b>	<b>\$130,058</b>	<b>\$133,097</b>	<b>\$146,298</b>	<b>\$172,795</b>
Masters	\$94,492	\$100,438	\$112,159	\$121,478	\$130,047	\$131,558	\$134,597	\$147,798	\$174,295
MA/EdD	\$96,242	\$102,188	\$113,909	\$123,228	\$131,797	\$133,308	\$136,347	\$149,548	\$176,045
<b>4</b>	<b>\$95,593</b>	<b>\$102,313</b>	<b>\$115,088</b>	<b>\$124,776</b>	<b>\$133,689</b>	<b>\$135,263</b>	<b>\$138,295</b>	<b>\$152,151</b>	<b>\$176,252</b>
Masters	\$97,093	\$103,813	\$116,588	\$126,276	\$135,189	\$136,763	\$139,795	\$153,651	\$177,752
MA/EdD	\$98,843	\$105,563	\$118,338	\$128,026	\$136,939	\$138,513	\$141,545	\$155,401	\$179,502
<b>5</b>	<b>\$98,939</b>	<b>\$106,406</b>	<b>\$119,692</b>	<b>\$129,766</b>	<b>\$139,037</b>	<b>\$140,669</b>	<b>\$143,700</b>	<b>\$158,238</b>	<b>\$179,778</b>
Masters	\$100,439	\$107,906	\$121,192	\$131,266	\$140,537	\$142,169	\$145,200	\$159,738	\$181,278
MA/EdD	\$102,189	\$109,656	\$122,942	\$133,016	\$142,287	\$143,919	\$146,950	\$161,488	\$183,028
<b>6</b>	<b>\$102,313</b>	<b>\$110,659</b>	<b>\$124,478</b>	<b>\$134,958</b>	<b>\$144,596</b>	<b>\$146,298</b>	<b>\$149,321</b>	<b>\$164,568</b>	<b>\$183,373</b>
Masters	\$103,813	\$112,159	\$125,978	\$136,458	\$146,096	\$147,798	\$150,821	\$166,068	\$184,873
MA/EdD	\$105,563	\$113,909	\$127,728	\$138,208	\$147,846	\$149,548	\$152,571	\$167,818	\$186,623
<b>7</b>	<b>\$106,406</b>	<b>\$115,088</b>	<b>\$130,703</b>	<b>\$141,707</b>	<b>\$151,832</b>	<b>\$152,151</b>	<b>\$155,169</b>	<b>\$172,795</b>	<b>\$187,039</b>
Masters	\$107,906	\$116,588	\$132,203	\$143,207	\$153,332	\$153,651	\$156,669	\$174,295	\$188,539
MA/EdD	\$109,656	\$118,338	\$133,953	\$144,957	\$155,082	\$155,401	\$158,419	\$176,045	\$190,289
<b>8</b>	<b>\$110,659</b>	<b>\$119,692</b>	<b>\$133,316</b>	<b>\$144,538</b>	<b>\$154,863</b>	<b>\$155,953</b>	<b>\$162,766</b>	<b>\$176,252</b>	<b>\$190,782</b>
Masters	\$112,159	\$121,192	\$134,816	\$146,038	\$156,363	\$157,453	\$164,266	\$177,752	\$192,282
MA/EdD	\$113,909	\$122,942	\$136,566	\$147,788	\$158,113	\$159,203	\$166,016	\$179,502	\$194,032
<b>9</b>	<b>\$115,088</b>	<b>\$124,478</b>	<b>\$135,982</b>	<b>\$147,431</b>	<b>\$157,962</b>	<b>\$158,238</b>	<b>\$165,958</b>	<b>\$179,778</b>	<b>\$194,593</b>
Masters	\$116,588	\$125,978	\$137,482	\$148,931	\$159,462	\$159,738	\$167,458	\$181,278	\$196,093
MA/EdD	\$118,338	\$127,728	\$139,232	\$150,681	\$161,212	\$161,488	\$169,208	\$183,028	\$197,843
<b>10</b>	<b>\$119,692</b>	<b>\$130,703</b>	<b>\$138,705</b>	<b>\$150,380</b>	<b>\$161,121</b>	<b>\$164,568</b>	<b>\$169,216</b>	<b>\$183,373</b>	<b>\$198,486</b>
Masters	\$121,192	\$132,203	\$140,205	\$151,880	\$162,621	\$166,068	\$170,716	\$184,873	\$199,986
MA/EdD	\$122,942	\$133,953	\$141,955	\$153,630	\$164,371	\$167,818	\$172,466	\$186,623	\$201,736

<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 ~ Student Services, Educational 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

## CERTIFICATED ADMINISTRATORS SALARY SCHEDULE

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 Health benefits for each full-time employee equal to the combined average of the three tiered caps offered to the three bargaining groups (CSEA, SRFT & SRTA). Cap Amount effective January 1, 2019 as follows:

	Medical	Dental
Employee Only	\$667	\$65.33
Employee + 1	\$1,173	\$116.89
Employee + 2	\$1,526	\$168.40

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.