



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

RANGE	(A) 210 Days	(B) 205 Days	(C) 210 Days	(D) 215 Days	(E) 215 Days	(F) 225 Days	(G) 225 Days	(H)-1 210 Days	(H) 225 Days	(I) 225 Days
STEP 1	\$96,089	\$101,698	\$104,178	\$110,161	\$110,538	\$116,085	\$117,447	\$118,564	\$127,034	\$148,611
Masters	\$97,589	\$103,198	\$105,678	\$111,661	\$112,038	\$117,585	\$118,947	\$120,064	\$128,534	\$150,111
MA/EdD	\$99,339	\$104,948	\$107,428	\$113,411	\$113,788	\$119,335	\$120,697	\$121,814	\$130,284	\$151,861
STEP 2	\$99,934	\$105,766	\$108,345	\$114,567	\$119,439	\$120,730	\$122,147	\$123,306	\$132,115	\$154,557
Masters	\$101,434	\$107,266	\$109,845	\$116,067	\$120,939	\$122,230	\$123,647	\$124,806	\$133,615	\$156,057
MA/EdD	\$103,184	\$109,016	\$111,595	\$117,817	\$122,689	\$123,980	\$125,397	\$126,556	\$135,365	\$157,807
STEP 3	\$103,930	\$109,996	\$112,679	\$119,150	\$119,558	\$125,555	\$127,036	\$128,239	\$137,399	\$162,285
Masters	\$105,430	\$111,496	\$114,179	\$120,650	\$121,058	\$127,055	\$128,536	\$129,739	\$138,899	\$163,785
MA/EdD	\$107,180	\$113,246	\$115,929	\$122,400	\$122,808	\$128,805	\$130,286	\$131,489	\$140,649	\$165,535
STEP 4	\$108,088	\$114,395	\$117,186	\$123,917	\$124,340	\$130,578	\$132,113	\$133,370	\$142,895	\$165,530
Masters	\$109,588	\$115,895	\$118,686	\$125,417	\$125,840	\$132,078	\$133,613	\$134,870	\$144,395	\$167,030
MA/EdD	\$111,338	\$117,645	\$120,436	\$127,167	\$127,590	\$133,828	\$135,363	\$136,620	\$146,145	\$168,780
STEP 5	\$112,410	\$118,972	\$121,873	\$128,874	\$129,314	\$135,801	\$137,399	\$138,704	\$148,610	\$168,842
Masters	\$113,910	\$120,472	\$123,373	\$130,374	\$130,814	\$137,301	\$138,899	\$140,204	\$150,110	\$170,342
MA/EdD	\$115,660	\$122,222	\$125,123	\$132,124	\$132,564	\$139,051	\$140,649	\$141,954	\$151,860	\$172,092
STEP 6	\$116,906	\$123,732	\$126,748	\$134,027	\$134,486	\$142,594	\$142,895	\$144,253	\$154,557	\$172,216
Masters	\$118,406	\$125,232	\$128,248	\$135,527	\$135,986	\$144,094	\$144,395	\$145,753	\$156,057	\$173,716
MA/EdD	\$120,156	\$126,982	\$129,998	\$137,277	\$137,736	\$145,844	\$146,145	\$147,503	\$157,807	\$175,466
STEP 7	\$122,752	\$129,918	\$133,086	\$140,728	\$141,211	\$145,443	\$148,610	\$151,466	\$162,285	\$175,661
Masters	\$124,252	\$131,418	\$134,586	\$142,228	\$142,711	\$146,943	\$150,110	\$152,966	\$163,785	\$177,161
MA/EdD	\$126,002	\$133,168	\$136,336	\$143,978	\$144,461	\$148,693	\$151,860	\$154,716	\$165,535	\$178,911
STEP 8	\$125,207	\$132,514	\$135,748	\$143,544	\$144,035	\$148,354	\$152,325	\$154,494	\$165,530	\$179,175
Masters	\$126,707	\$134,014	\$137,248	\$145,044	\$145,535	\$149,854	\$153,825	\$155,994	\$167,030	\$180,675
MA/EdD	\$128,457	\$135,764	\$138,998	\$146,794	\$147,285	\$151,604	\$155,575	\$157,744	\$168,780	\$182,425
STEP 9	\$127,711	\$135,167	\$138,464	\$146,417	\$146,916	\$151,319	\$154,557	\$157,585	\$168,841	\$182,756
Masters	\$129,211	\$136,667	\$139,964	\$147,917	\$148,416	\$152,819	\$156,057	\$159,085	\$170,341	\$184,256
MA/EdD	\$130,961	\$138,417	\$141,714	\$149,667	\$150,166	\$154,569	\$157,807	\$160,835	\$172,091	\$186,006
STEP 10	\$130,267	\$137,869	\$141,232	\$149,343	\$149,854	\$158,886	\$162,284	\$160,736	\$172,216	\$186,410
Masters	\$131,767	\$139,369	\$142,732	\$150,843	\$151,354	\$160,386	\$163,784	\$162,236	\$173,716	\$187,910
MA/EdD	\$133,517	\$141,119	\$144,482	\$152,593	\$153,104	\$162,136	\$165,534	\$163,986	\$175,466	\$189,660

Range	Work Days	Position
(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 ~ Student Services, Educational Services
(G)	225	Certificated Director / Director of Teaching & Learning 9-12, ELD, Strategic Initiatives
(H)	225	Principal ~ Madrone/Adult Ed./Alternative Programs (Effective 7/1/17 - Reduce to 210 days)
(H)	225	Principal ~ Assistant Director ~ Student Services, Educational Services
(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.

Board Approval: Pending

3% increase from 17-18 salary schedule