

**SAN RAFAEL CITY HIGH SCHOOL DISTRICT
CERTIFICATED ADMINISTRATORS SALARY SCHEDULE
2015-16**

| RANGE | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) |
|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| STEP | | | | | | | | | |
| 1 | \$87,510 | \$92,618 | \$94,878 | \$100,325 | \$100,669 | \$105,721 | \$106,961 | \$115,692 | \$135,344 |
| Masters | \$89,010 | \$94,118 | \$96,378 | \$101,825 | \$102,169 | \$107,221 | \$108,461 | \$117,192 | \$136,844 |
| MA/EdD | \$90,760 | \$95,868 | \$98,128 | \$103,575 | \$103,919 | \$108,971 | \$110,211 | \$118,942 | \$138,594 |
| 2 | \$91,012 | \$96,323 | \$98,672 | \$104,339 | \$108,776 | \$109,951 | \$111,242 | \$120,319 | \$140,758 |
| Masters | \$92,512 | \$97,823 | \$100,172 | \$105,839 | \$110,276 | \$111,451 | \$112,742 | \$121,819 | \$142,258 |
| MA/EdD | \$94,262 | \$99,573 | \$101,922 | \$107,589 | \$112,026 | \$113,201 | \$114,492 | \$123,569 | \$144,008 |
| 3 | \$94,651 | \$100,176 | \$102,619 | \$108,513 | \$108,884 | \$114,346 | \$115,694 | \$125,132 | \$147,796 |
| Masters | \$96,151 | \$101,676 | \$104,119 | \$110,013 | \$110,384 | \$115,846 | \$117,194 | \$126,632 | \$149,296 |
| MA/EdD | \$97,901 | \$103,426 | \$105,869 | \$111,763 | \$112,134 | \$117,596 | \$118,944 | \$128,382 | \$151,046 |
| 4 | \$98,438 | \$104,182 | \$106,724 | \$112,854 | \$113,239 | \$118,920 | \$120,318 | \$130,138 | \$150,751 |
| Masters | \$99,938 | \$105,682 | \$108,224 | \$114,354 | \$114,739 | \$120,420 | \$121,818 | \$131,638 | \$152,251 |
| MA/EdD | \$101,688 | \$107,432 | \$109,974 | \$116,104 | \$116,489 | \$122,170 | \$123,568 | \$133,388 | \$154,001 |
| 5 | \$102,374 | \$108,350 | \$110,992 | \$117,368 | \$117,769 | \$123,677 | \$125,132 | \$135,343 | \$153,768 |
| Masters | \$103,874 | \$109,850 | \$112,492 | \$118,868 | \$119,269 | \$125,177 | \$126,632 | \$136,843 | \$155,268 |
| MA/EdD | \$105,624 | \$111,600 | \$114,242 | \$120,618 | \$121,019 | \$126,927 | \$128,382 | \$138,593 | \$157,018 |
| 6 | \$106,469 | \$112,685 | \$115,432 | \$122,061 | \$122,480 | \$129,863 | \$130,138 | \$140,758 | \$156,841 |
| Masters | \$107,969 | \$114,185 | \$116,932 | \$123,561 | \$123,980 | \$131,363 | \$131,638 | \$142,258 | \$158,341 |
| MA/EdD | \$109,719 | \$115,935 | \$118,682 | \$125,311 | \$125,730 | \$133,113 | \$133,388 | \$144,008 | \$160,091 |
| 7 | \$111,793 | \$118,319 | \$121,205 | \$128,164 | \$128,604 | \$132,458 | \$135,343 | \$147,796 | \$159,979 |
| Masters | \$113,293 | \$119,819 | \$122,705 | \$129,664 | \$130,104 | \$133,958 | \$136,843 | \$149,296 | \$161,479 |
| MA/EdD | \$115,043 | \$121,569 | \$124,455 | \$131,414 | \$131,854 | \$135,708 | \$138,593 | \$151,046 | \$163,229 |
| 8 | \$114,028 | \$120,683 | \$123,628 | \$130,728 | \$131,176 | \$135,109 | \$138,725 | \$150,751 | \$163,178 |
| Masters | \$115,528 | \$122,183 | \$125,128 | \$132,228 | \$132,676 | \$136,609 | \$140,225 | \$152,251 | \$164,678 |
| MA/EdD | \$117,278 | \$123,933 | \$126,878 | \$133,978 | \$134,426 | \$138,359 | \$141,975 | \$154,001 | \$166,428 |
| 9 | \$116,309 | \$123,099 | \$126,102 | \$133,345 | \$133,800 | \$137,810 | \$140,758 | \$153,767 | \$166,440 |
| Masters | \$117,809 | \$124,599 | \$127,602 | \$134,845 | \$135,300 | \$139,310 | \$142,258 | \$155,267 | \$167,940 |
| MA/EdD | \$119,559 | \$126,349 | \$129,352 | \$136,595 | \$137,050 | \$141,060 | \$144,008 | \$157,017 | \$169,690 |
| 10 | \$118,637 | \$125,560 | \$128,622 | \$136,010 | \$136,475 | \$144,701 | \$147,795 | \$156,841 | \$169,768 |
| Masters | \$120,137 | \$127,060 | \$130,122 | \$137,510 | \$137,975 | \$146,201 | \$149,295 | \$158,341 | \$171,268 |
| MA/EdD | \$121,887 | \$128,810 | \$131,872 | \$139,260 | \$139,725 | \$147,951 | \$151,045 | \$160,091 | \$173,018 |

| 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 of Student Services |
| (G) | 225 | Certificated Director / Director of Teaching & Learning 9-12, ELD, Strategic Initiatives |
| (H) | 225 | Principal ~ Madrone/Adult Ed./Alternative Programs |
| (H) | 225 | Principal ~ Comprehensive High School |
| (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 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 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: June 27, 2016 **2% increase in compensation on salary schedule effective July 1, 2015.**
Increase Medical Caps effective January 1, 2016
No Change in Cash-in-Lieu