

**SAN RAFAEL CITY HIGH SCHOOL DISTRICT
CERTIFICATED ADMINISTRATORS SALARY SCHEDULE
2017-2018**

| 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 | \$93,290 | \$98,736 | \$101,144 | \$106,952 | \$107,318 | \$112,704 | \$114,026 | \$115,111 | \$123,334 | \$144,283 |
| Masters | \$94,790 | \$100,236 | \$102,644 | \$108,452 | \$108,818 | \$114,204 | \$115,526 | \$116,611 | \$124,834 | \$145,783 |
| MA/EdD | \$96,540 | \$101,986 | \$104,394 | \$110,202 | \$110,568 | \$115,954 | \$117,276 | \$118,361 | \$126,584 | \$147,533 |
| 2 | \$97,023 | \$102,685 | \$105,189 | \$111,230 | \$115,960 | \$117,214 | \$118,589 | \$119,715 | \$128,267 | \$150,055 |
| Masters | \$98,523 | \$104,185 | \$106,689 | \$112,730 | \$117,460 | \$118,714 | \$120,089 | \$121,215 | \$129,767 | \$151,555 |
| MA/EdD | \$100,273 | \$105,935 | \$108,439 | \$114,480 | \$119,210 | \$120,464 | \$121,839 | \$122,965 | \$131,517 | \$153,305 |
| 3 | \$100,903 | \$106,792 | \$109,397 | \$115,680 | \$116,076 | \$121,898 | \$123,336 | \$124,504 | \$133,397 | \$157,558 |
| Masters | \$102,403 | \$108,292 | \$110,897 | \$117,180 | \$117,576 | \$123,398 | \$124,836 | \$126,004 | \$134,897 | \$159,058 |
| MA/EdD | \$104,153 | \$110,042 | \$112,647 | \$118,930 | \$119,326 | \$125,148 | \$126,586 | \$127,754 | \$136,647 | \$160,808 |
| 4 | \$104,940 | \$111,063 | \$113,773 | \$120,308 | \$120,718 | \$126,775 | \$128,265 | \$129,485 | \$138,733 | \$160,709 |
| Masters | \$106,440 | \$112,563 | \$115,273 | \$121,808 | \$122,218 | \$128,275 | \$129,765 | \$130,985 | \$140,233 | \$162,209 |
| MA/EdD | \$108,190 | \$114,313 | \$117,023 | \$123,558 | \$123,968 | \$130,025 | \$131,515 | \$132,735 | \$141,983 | \$163,959 |
| 5 | \$109,136 | \$115,507 | \$118,323 | \$125,120 | \$125,548 | \$131,846 | \$133,397 | \$134,664 | \$144,282 | \$163,924 |
| Masters | \$110,636 | \$117,007 | \$119,823 | \$126,620 | \$127,048 | \$133,346 | \$134,897 | \$136,164 | \$145,782 | \$165,424 |
| MA/EdD | \$112,386 | \$118,757 | \$121,573 | \$128,370 | \$128,798 | \$135,096 | \$136,647 | \$137,914 | \$147,532 | \$167,174 |
| 6 | \$113,501 | \$120,128 | \$123,056 | \$130,123 | \$130,569 | \$138,441 | \$138,733 | \$140,051 | \$150,055 | \$167,200 |
| Masters | \$115,001 | \$121,628 | \$124,556 | \$131,623 | \$132,069 | \$139,941 | \$140,233 | \$141,551 | \$151,555 | \$168,700 |
| MA/EdD | \$116,751 | \$123,378 | \$126,306 | \$133,373 | \$133,819 | \$141,691 | \$141,983 | \$143,301 | \$153,305 | \$170,450 |
| 7 | \$119,177 | \$126,134 | \$129,210 | \$136,629 | \$137,098 | \$141,207 | \$144,282 | \$147,054 | \$157,558 | \$170,545 |
| Masters | \$120,677 | \$127,634 | \$130,710 | \$138,129 | \$138,598 | \$142,707 | \$145,782 | \$148,554 | \$159,058 | \$172,045 |
| MA/EdD | \$122,427 | \$129,384 | \$132,460 | \$139,879 | \$140,348 | \$144,457 | \$147,532 | \$150,304 | \$160,808 | \$173,795 |
| 8 | \$121,560 | \$128,654 | \$131,794 | \$139,363 | \$139,840 | \$144,033 | \$147,888 | \$149,994 | \$160,709 | \$173,956 |
| Masters | \$123,060 | \$130,154 | \$133,294 | \$140,863 | \$141,340 | \$145,533 | \$149,388 | \$151,494 | \$162,209 | \$175,456 |
| MA/EdD | \$124,810 | \$131,904 | \$135,044 | \$142,613 | \$143,090 | \$147,283 | \$151,138 | \$153,244 | \$163,959 | \$177,206 |
| 9 | \$123,991 | \$131,230 | \$134,431 | \$142,152 | \$142,637 | \$146,912 | \$150,055 | \$152,995 | \$163,923 | \$177,433 |
| Masters | \$125,491 | \$132,730 | \$135,931 | \$143,652 | \$144,137 | \$148,412 | \$151,555 | \$154,495 | \$165,423 | \$178,933 |
| MA/EdD | \$127,241 | \$134,480 | \$137,681 | \$145,402 | \$145,887 | \$150,162 | \$153,305 | \$156,245 | \$167,173 | \$180,683 |
| 10 | \$126,473 | \$133,853 | \$137,118 | \$144,993 | \$145,489 | \$154,258 | \$157,557 | \$156,054 | \$167,200 | \$180,981 |
| Masters | \$127,973 | \$135,353 | \$138,618 | \$146,493 | \$146,989 | \$155,758 | \$159,057 | \$157,554 | \$168,700 | \$182,481 |
| MA/EdD | \$129,723 | \$137,103 | \$140,368 | \$148,243 | \$148,739 | \$157,508 | \$160,807 | \$159,304 | \$170,450 | \$184,231 |

| 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 (Effective 7/1/17 - Reduce to 210 days) |
| (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 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, 2018 as follows:

| | Medical | Dental |
|---------------|----------------|-----------------|
| Employee Only | \$666 | \$65.33 |
| Employee + 1 | \$1,156 | \$116.89 |
| Employee + 2 | \$1,503 | \$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 for Approval 3.5% increase from 16-17 salary schedule effective July 1, 2017



SAN RAFAEL CITY HIGH SCHOOL DISTRICT
CLASSIFIED MANAGEMENT SALARY SCHEDULE (12 Month)
2017-2018 Annual / Monthly Rate

| RANGE | STEP I | STEP II | STEP III | STEP IV | STEP V | STEP VI | STEP VII | STEP VIII |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$63,842 | \$66,396 | \$69,051 | \$71,815 | \$74,687 | \$77,675 | \$80,780 | \$84,012 |
| | \$5,320 | \$5,533 | \$5,754 | \$5,985 | \$6,224 | \$6,473 | \$6,732 | \$7,001 |
| 2 | \$67,034 | \$69,716 | \$72,504 | \$75,404 | \$78,421 | \$81,557 | \$84,819 | \$88,211 |
| | \$5,586 | \$5,810 | \$6,042 | \$6,284 | \$6,535 | \$6,796 | \$7,068 | \$7,351 |
| 3 | \$70,387 | \$73,202 | \$76,129 | \$79,174 | \$82,341 | \$85,635 | \$89,061 | \$92,624 |
| | \$5,866 | \$6,100 | \$6,344 | \$6,598 | \$6,862 | \$7,136 | \$7,422 | \$7,719 |
| 4 | \$73,906 | \$76,860 | \$79,934 | \$83,132 | \$86,459 | \$89,917 | \$93,513 | \$97,255 |
| | \$6,159 | \$6,405 | \$6,661 | \$6,928 | \$7,205 | \$7,493 | \$7,793 | \$8,105 |
| 5 | \$77,600 | \$80,703 | \$83,932 | \$87,289 | \$90,781 | \$94,414 | \$98,188 | \$102,118 |
| | \$6,467 | \$6,725 | \$6,994 | \$7,274 | \$7,565 | \$7,868 | \$8,182 | \$8,510 |
| 6 | \$81,481 | \$84,742 | \$88,129 | \$91,652 | \$95,320 | \$99,133 | \$103,098 | \$107,222 |
| | \$6,790 | \$7,062 | \$7,344 | \$7,638 | \$7,943 | \$8,261 | \$8,592 | \$8,935 |
| 7 | \$85,555 | \$88,977 | \$92,536 | \$96,237 | \$100,087 | \$104,091 | \$108,255 | \$112,584 |
| | \$7,130 | \$7,415 | \$7,711 | \$8,020 | \$8,341 | \$8,674 | \$9,021 | \$9,382 |
| 8 | \$89,833 | \$93,425 | \$97,162 | \$101,049 | \$105,092 | \$109,295 | \$113,667 | \$118,215 |
| | \$7,486 | \$7,785 | \$8,097 | \$8,421 | \$8,758 | \$9,108 | \$9,472 | \$9,851 |
| 9 | \$94,325 | \$98,097 | \$102,021 | \$106,101 | \$110,345 | \$114,758 | \$119,350 | \$124,124 |
| | \$7,860 | \$8,175 | \$8,502 | \$8,842 | \$9,195 | \$9,563 | \$9,946 | \$10,344 |
| 10 | \$99,040 | \$103,003 | \$107,123 | \$111,406 | \$115,863 | \$120,498 | \$125,318 | \$130,330 |
| | \$8,253 | \$8,584 | \$8,927 | \$9,284 | \$9,655 | \$10,042 | \$10,443 | \$10,861 |
| 11 | \$103,992 | \$108,153 | \$112,478 | \$116,976 | \$121,655 | \$126,520 | \$131,584 | \$136,847 |
| | \$8,666 | \$9,013 | \$9,373 | \$9,748 | \$10,138 | \$10,543 | \$10,965 | \$11,404 |
| 12 | \$109,191 | \$113,559 | \$118,102 | \$122,826 | \$127,739 | \$132,848 | \$138,162 | \$143,689 |
| | \$9,099 | \$9,463 | \$9,842 | \$10,236 | \$10,645 | \$11,071 | \$11,514 | \$11,974 |
| 13 | \$138,587 | \$142,120 | \$145,745 | \$149,461 | \$153,272 | \$157,180 | \$161,189 | \$165,300 |
| | \$11,549 | \$11,843 | \$12,145 | \$12,455 | \$12,773 | \$13,098 | \$13,432 | \$13,775 |
| 14 | \$144,283 | \$149,031 | \$153,933 | \$158,998 | \$164,230 | \$169,632 | \$175,213 | \$180,978 |
| | \$12,024 | \$12,419 | \$12,828 | \$13,250 | \$13,686 | \$14,136 | \$14,601 | \$15,082 |

| 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

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, 2018 as follows:

| | Medical | Dental |
|---------------|---------|----------|
| Employee Only | \$666 | \$65.33 |
| Employee + 1 | \$1,156 | \$116.89 |
| Employee + 2 | \$1,503 | \$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:

| <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.

**SAN RAFAEL CITY HIGH SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE (12 Month)
2017-2018 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 | \$58,925 | \$61,948 | \$65,043 | \$68,297 | \$71,714 | \$75,299 | \$79,063 | \$83,017 | \$87,169 |
| | \$4,910 | \$5,162 | \$5,420 | \$5,691 | \$5,976 | \$6,275 | \$6,589 | \$6,918 | \$7,264 |
| 2 | \$63,906 | \$67,101 | \$70,455 | \$73,980 | \$77,680 | \$81,563 | \$85,642 | \$89,924 | \$94,420 |
| | \$5,326 | \$5,592 | \$5,871 | \$6,165 | \$6,473 | \$6,797 | \$7,137 | \$7,494 | \$7,868 |
| 3 | \$67,594 | \$70,971 | \$74,520 | \$78,247 | \$82,160 | \$86,269 | \$90,582 | \$95,111 | \$99,866 |
| | \$5,633 | \$5,914 | \$6,210 | \$6,521 | \$6,847 | \$7,189 | \$7,549 | \$7,926 | \$8,322 |
| 4 | \$70,971 | \$74,520 | \$78,247 | \$82,160 | \$86,269 | \$90,580 | \$95,110 | \$99,864 | \$104,858 |
| | \$5,914 | \$6,210 | \$6,521 | \$6,847 | \$7,189 | \$7,548 | \$7,926 | \$8,322 | \$8,738 |

| 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, 2018 as follows:

| | Medical | Dental |
|---------------|---------|----------|
| Employee Only | \$666 | \$65.33 |
| Employee + 1 | \$1,156 | \$116.89 |
| Employee + 2 | \$1,503 | \$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.