

**SAN RAFAEL CITY ELEMENTARY SCHOOL DISTRICT  
CONFIDENTIAL SALARY SCHEDULE (12 Month)  
2014-2015**

RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	LONGEVITY 10 years	LONGEVITY 15 years	LONGEVITY 20 years
Monthly/Annual rate:								
1	\$4,522 \$54,260	\$4,748 \$56,971	\$4,985 \$59,817	\$5,234 \$62,809	\$5,496 \$65,952	\$5,771 \$69,249	\$6,059 \$72,710	\$6,362 \$76,347
2	\$4,898 \$58,772	\$5,142 \$61,710	\$5,399 \$64,793	\$5,670 \$68,035	\$5,953 \$71,438	\$6,251 \$75,010	\$6,563 \$78,761	\$6,892 \$82,698
3	\$5,180 \$62,163	\$5,439 \$65,269	\$5,711 \$68,532	\$5,997 \$71,960	\$6,297 \$75,559	\$6,611 \$79,337	\$6,942 \$83,304	\$7,289 \$87,469
4	\$5,439 \$65,269	\$5,711 \$68,532	\$5,997 \$71,960	\$6,297 \$75,559	\$6,611 \$79,337	\$6,942 \$83,302	\$7,289 \$87,468	\$7,653 \$91,840

Range	Position
1	Administrative Secretary
2	Administrative Assistant to Education Services
3	Executive Assistant - 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 the next step the next fiscal year upon receiving a satisfactory evaluation.
- The District shall provide the following benefits for each full-time employee and will pay up to Cap Amounts effective **January 1, 2015** as follows:

	Medical	Dental	
Employee Only	<b>\$525.00</b>	\$65.33	A. Cal PERS Health Benefits (Medical)
Employee + 1	<b>\$1,051.00</b>	\$116.89	B. Delta Dental Insurance (Calendar Year Max. \$2,000)
Employee + 2	<b>\$1,367.00</b>	\$168.40	C. Cash-in-lieu of benefits \$0 per month (see note below)

- 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 work days	16

- Confidential 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:
  - 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 a confidential employee 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 July 1, 2013 and any current confidential employees not currently receiving cash-in-lieu will not be eligible if they elect to waive medical benefits.

**Board Adopted 7/21/2014:**      **5% increase in compensation on salary schedule effective July 1, 2014.**  
**Incr. Medical Caps equivalent to approx. net amount of Kaiser Increase (Jan 14/Jan**  
**No Change in Cash-in-Lieu**