

**SAN RAFAEL CITY HIGH 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 | \$4,516 \$54,190 | \$4,741 \$56,897 | \$4,978 \$59,741 | \$5,227 \$62,728 | \$5,489 \$65,867 | \$5,763 \$69,159 | \$6,052 \$72,618 | \$6,354 \$76,248 |
| 2 | \$4,891 \$58,696 | \$5,136 \$61,630 | \$5,393 \$64,711 | \$5,662 \$67,947 | \$5,945 \$71,346 | \$6,243 \$74,914 | \$6,555 \$78,659 | \$6,883 \$82,592 |
| 3 | \$5,174 \$62,083 | \$5,432 \$65,185 | \$5,704 \$68,445 | \$5,989 \$71,867 | \$6,288 \$75,462 | \$6,603 \$79,236 | \$6,933 \$83,197 | \$7,280 \$87,358 |
| 4 | \$5,432 \$65,185 | \$5,704 \$68,445 | \$5,989 \$71,867 | \$6,288 \$75,462 | \$6,603 \$79,236 | \$6,933 \$83,195 | \$7,280 \$87,356 | \$7,644 \$91,723 |

| 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 | \$525.00 | \$65.33 | A. Cal PERS Health Benefits (Medical) |
| Employee + 1 | \$1,051.00 | \$116.89 | B. Delta Dental Insurance (Calendar Year Max. \$2,000) |
| Employee + 2 | \$1,367.00 | \$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:

1.85% increase in compensation on salary schedule effective July 1, 2014.

Increase Medical Caps equivalent to approximately net amount of Kaiser Increase (Jan 14/Jan 15)

No Change in Cash-in-Lieu