

**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