

**MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)
FY 2015-2016
EFFECTIVE JULY 1, 2015**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	(VACANT)	36	3555 20.51	3733 21.53	3920 22.61	4116 23.74	4322 24.93
8	(VACANT)	38	3733 21.53	3920 22.61	4116 23.74	4322 24.93	4538 26.18
9	ADMINISTRATIVE SECRETARY	40	3920 22.61	4116 23.74	4322 24.93	4538 26.18	4765 27.49
10	SENIOR ADMINISTRATIVE SECRETARY	42	4116 23.74	4322 24.93	4538 26.18	4765 27.49	5003 28.86
11	CREDENTIALS ANALYST EXECUTIVE SECRETARY	44	4322 24.93	4538 26.18	4765 27.49	5003 28.86	5253 30.30
12	(VACANT)	46	4538 26.18	4765 27.49	5003 28.86	5253 30.30	5516 31.82
13	SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT	48	4765 27.49	5003 28.86	5253 30.30	5516 31.82	5792 33.41

5% SHIFT DIFFERENTIAL APPLIED TO ALL PERMANENT FULL TIME POSITIONS WHEN NORMAL WORKDAY COMMENCES AFTER 3:00 P.M.

5% SHIFT DIFFERENTIAL APPLIED TO SECRETARIAL POSITIONS WHEN SPANISH TRANSLATION IS A BONA FIDE PROGRAM REQUIREMENT AS DETERMINED BY THE DEPUTY OR SUPERINTENDENT.

5% SHIFT DIFFERENTIAL APPLIED TO ALL CONFIDENTIAL EMPLOYEES.

CAREER SERVICE INCREMENT

CAREER SERVICE INCREMENTS, BASED ON DATE OF HIRE AND SHALL BE PAID ON THE FOLLOWING BASIS (Effective July 1, 2007):

\$320 PER MONTH, BEGINNING THE SIXTH (6TH) YEAR OF SERVICE AND INCREASING
TO \$340 PER MONTH, BEGINNING THE EIGHTH (8TH) YEAR OF SERVICE AND INCREASING
TO \$360 PER MONTH, BEGINNING THE TENTH (10TH) YEAR OF SERVICE AND INCREASING
TO \$380 PER MONTH, BEGINNING THE TWELFTH (12TH) YEAR OF SERVICE AND INCREASING
TO \$400 PER MONTH, BEGINNING THE FOURTEENTH (14TH) YEAR OF SERVICE AND INCREASING
TO \$420 PER MONTH, BEGINNING THE SIXTEENTH (16TH) YEAR OF SERVICE AND INCREASING
TO \$440 PER MONTH, BEGINNING THE EIGHTEENTH (18TH) YEAR OF SERVICE AND INCREASING
TO \$460 PER MONTH, BEGINNING THE TWENTIETH (20TH) YEAR OF SERVICE.
TO \$480 PER MONTH, BEGINNING THE TWENTY SECOND (22TH) YEAR OF SERVICE.
TO \$500 PER MONTH, BEGINNING THE TWENTY FOURTH (24TH) YEAR OF SERVICE.
THE SUPERINTENDENT/GOVERNING BOARD WILL PROVIDE KAISER, HEALTH NET, DELTA DENTAL, VISION AND MET LIFE COVERAGE IN AN AMOUNT NOT TO EXCEED \$955 (EFFECTIVE January 1, 2012) PER EMPLOYEE AND \$1,005 (EFFECTIVE January 1, 2013), PER EMPLOYEE,
PER MONTH FOR PERSONNEL HIRED PRIOR TO APRIL 14, 1993 AND WORKING HALF TIME OR MORE.
EMPLOYEES HIRED AFTER APRIL 14, 1993, WORKING IN PART TIME POSITIONS OF 50% OR MORE, WILL RECEIVE PRORATED BENEFITS; THOSE WORKING LESS THAN 50% WILL RECEIVE NO FRINGE BENEFITS.

Approve July 7, 2015

**MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (EXEMPT)
FY 2015-2016
EFFECTIVE JULY 1, 2015**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	ASSISTANT TRANSPORTATION MANAGER	50	5003.80	5254.00	5517.00	5793.00	6083.00
6	MANAGEMENT ASSISTANT	56	5793.00	6083.00	6387.00	6706.00	7041.00
7	(VACANT)	58	6083.00	6387.00	6706.00	7041.00	7393.00
8	(VACANT)	60	6387.00	6706.00	7041.00	7393.00	7763.00
9	ACCOUNTANT SENIOR SYSTEMS/PROGRAMMER ANALYST TRANSPORTATION MANAGER	62	6706.00	7041.00	7393.00	7763.00	8151.00
10	DATA PROCESSING MANAGER	64	7041.00	7393.00	7763.00	8151.00	8559.00
11	SENIOR ACCOUNTANT*	66	7393.00	7763.00	8151.00	8559.00	8987.00
12	(VACANT)	68	7763.00	8151.00	8559.00	8987.00	9436.00
13	BUSINESS SERVICES MANAGER DIRECTOR OF GENERAL SERVICES	70	8151.00	8559.00	8987.00	9436.00	9908.00
14	DIRECTOR OF INFORMATION SYSTEMS	72	8559.00	8987.00	9436.00	9908.00	10403.00
15	DIRECTOR OF PERSONNEL	74	8987.00	9436.00	9908.00	10403.00	10923.00
16	DIRECTOR OF BUSINESS SERVICES	76	9436.00	9908.00	10403.00	10923.00	11469.00
17	(VACANT)	78	9908.00	10403.00	10923.00	11469.00	12042.00
18	SENIOR DIRECTOR OF BUSINESS*	80	10403.00	10923.00	11469.00	12042.00	12644.00
19	(VACANT)	82	10923.00	11469.00	12042.00	12644.00	13276.00
20	(VACANT)	84	11469.00	12042.00	12644.00	13276.00	13940.00

5% SHIFT DIFFERENTIAL APPLIED TO ALL PERMANENT FULL TIME POSITIONS WHEN NORMAL WORKDAY COMMENCES AFTER 3:00 P.M.

5% SHIFT DIFFERENTIAL APPLIED TO ALL CONFIDENTIAL EMPLOYEES.

CAREER SERVICE INCREMENT

CAREER SERVICE INCREMENTS, BASED ON DATE OF HIRE AND SHALL BE PAID ON THE FOLLOWING BASIS (Effective July 1, 2007):

\$320 PER MONTH, BEGINNING THE SIXTH (6TH) YEAR OF SERVICE AND INCREASING
 TO \$ 340 PER MONTH, BEGINNING THE EIGHTH (8TH) YEAR OF SERVICE AND INCREASING
 TO \$360 PER MONTH, BEGINNING THE TENTH (10TH) YEAR OF SERVICE AND INCREASING
 TO \$380 PER MONTH, BEGINNING THE TWELFTH (12TH) YEAR OF SERVICE AND INCREASING
 TO \$400 PER MONTH, BEGINNING THE FOURTEENTH (14TH) YEAR OF SERVICE AND INCREASING
 TO \$420 PER MONTH, BEGINNING THE SIXTEENTH (16TH) YEAR OF SERVICE AND INCREASING
 TO \$440 PER MONTH, BEGINNING THE EIGHTEENTH (18TH) YEAR OF SERVICE AND INCREASING
 TO \$460 PER MONTH, BEGINNING THE TWENTIETH (20TH) YEAR OF SERVICE.
 TO \$480 PER MONTH, BEGINNING THE TWENTYSECOND (22ND) YEAR OF SERVICE.
 TO \$500 PER MONTH, BEGINNING THE TWENTYFOURTH (24TH) YEAR OF SERVICE.

THE SUPERINTENDENT/GOVERNING BOARD WILL PROVIDE KAISER, HEALTH NET, DELTA DENTAL, VISION AND MET LIFE COVERAGE IN AN AMOUNT NOT TO EXCEED \$955 (EFFECTIVE January 1, 2012) AND \$1,005 (EFFECTIVE January 1, 2013),
 PER EMPLOYEE PER MONTH FOR PERSONNEL HIRED PRIOR TO APRIL 14, 1993 AND WORKING HALF TIME OR MORE. EMPLOYEES HIRED AFTER APRIL 14, 1993, WORKING IN PART TIME POSITIONS OF 50% OR MORE, WILL RECEIVE PRORATED BENEFITS; THOSE WORKING LESS THAN 50% WILL RECEIVE NO FRINGE BENEFITS.