

**MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)
FY 2016-2017
EFFECTIVE JULY 1, 2016**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	(VACANT)	36	3697 21.33	3882 22.39	4076 23.51	4280 24.69	4494 25.92
8	(VACANT)	38	3882 22.39	4076 23.51	4280 24.69	4494 25.92	4719 27.22
9	ADMINISTRATIVE SECRETARY	40	4076 23.51	4280 24.69	4494 25.92	4719 27.22	4955 28.58
10	SENIOR ADMINISTRATIVE SECRETARY	42	4280 24.69	4494 25.92	4719 27.22	4955 28.58	5203 30.01
11	CREDENTIALS ANALYST EXECUTIVE SECRETARY	44	4494 25.92	4719 27.22	4955 28.58	5203 30.01	5463 31.51
12	(VACANT)	46	4719 27.22	4955 28.58	5203 30.01	5463 31.51	5736 33.09
13	SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT	48	4955 28.58	5203 30.01	5463 31.51	5736 33.09	6023 34.74

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.

Approved July 7, 2015

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LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	ASSISTANT TRANSPORTATION MANAGER	50	5203.96	5464.00	5737.00	6024.00	6325.00
6	MANAGEMENT ASSISTANT	56	6024.00	6325.00	6641.00	6973.00	7322.00
7	(VACANT)	58	6325.00	6641.00	6973.00	7322.00	7688.00
8	(VACANT)	60	6641.00	6973.00	7322.00	7688.00	8072.00
9	ACCOUNTANT SENIOR SYSTEMS/PROGRAMMER ANALYST TRANSPORTATION MANAGER	62	6973.00	7322.00	7688.00	8072.00	8476.00
10	DATA PROCESSING MANAGER	64	7322.00	7688.00	8072.00	8476.00	8900.00
11	SENIOR ACCOUNTANT*	66	7688.00	8072.00	8476.00	8900.00	9345.00
12	(VACANT)	68	8072.00	8476.00	8900.00	9345.00	9812.00
13	BUSINESS SERVICES MANAGER DIRECTOR OF GENERAL SERVICES	70	8476.00	8900.00	9345.00	9812.00	10303.00
14	DIRECTOR OF INFORMATION SYSTEMS	72	8900.00	9345.00	9812.00	10303.00	10818.00
15	DIRECTOR OF PERSONNEL	74	9345.00	9812.00	10303.00	10818.00	11359.00
16	DIRECTOR OF BUSINESS SERVICES	76	9812.00	10303.00	10818.00	11359.00	11927.00
17	(VACANT)	78	10303.00	10818.00	11359.00	11927.00	12523.00
18	SENIOR DIRECTOR OF BUSINESS*	80	10818.00	11359.00	11927.00	12523.00	13149.00
19	(VACANT)	82	11359.00	11927.00	12523.00	13149.00	13806.00
20	(VACANT)	84	11927.00	12523.00	13149.00	13806.00	14496.00

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