



MARIN COUNTY
OFFICE OF EDUCATION

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MARY JANE BURKE
MARIN COUNTY
SUPERINTENDENT OF SCHOOLS

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July 12, 2022

MEMORANDUM

TO: John Carroll

FROM: Patricia D. Garbarino, President *PDG*
Marin County Board of Education

Based on the action taken by the Marin County Board of Education during the open session at its regular meeting on July 12, 2022, the following items represent your compensation package effective January 2, 2023.

I. Health and Welfare and Longevity Benefits (matrix attached):

Health Plan: Same as available to Administrative/Support Staff members.
Dental: Same as available to Administrative/Support Staff members.
Vision: Same as available to Administrative/Support Staff members.
Sick Leave: Same as available to Administrative/Support Staff members.
Longevity: Same as available to Administrative/Support Staff members.

II. Work Year:

It is recognized, that as an elected official you are not subject to a traditional work calendar. For the purposes of STRS retirement calculation, your work year is deemed to be 234 days per year.

III. Salary:

\$318,773.99

IV. County Owned Car:

Assignment of a Marin County Office of Education vehicle for official, discretionary and personal use. The Superintendent is responsible for maintaining records sufficient to determine the state and federal income tax consequences related to the personal use of the automobile assigned to him.

OR

Car Allowance:

A car allowance in the amount of \$500.00 per month, effective January 2, 2023 will be provided. This stipend shall cover all expenses associated with operating the Superintendent's personal vehicle for Marin County Office of Education business. On an annual basis, this income will be reported on the Superintendent's "W-2" statement. The Superintendent is responsible for maintaining records sufficient to determine the state and federal tax consequences.

V. Life Insurance Policy:

A \$500,000.00 term life insurance policy will be provided with a premium paid by the Marin County Office of Education.

VI. Professional Dues/Community Organization Memberships:

The district will pay up to \$1,500.00 annually for dues for professional and community organizations.

Attachments

MARIN COUNTY OFFICE OF EDUCATION
ADMINISTRATIVE/SUPPORT STAFF SALARY SCHEDULE
EFFECTIVE JANUARY 2, 2023 THROUGH DECEMBER 31, 2023

234 WORK YEAR

\$318,773.99

SUPERINTENDENT

Approved by the Superintendent/Governing Board:

MARIN COUNTY OFFICE OF EDUCATION

CERTIFICATED ADMINISTRATIVE/SUPPORT STAFF

HEALTH, DENTAL AND VISION INSURANCE PLANS AVAILABLE

2021/2022

Effective October 1, 2021 - September 30, 2022

HEALTH INSURANCE

Plans	Monthly Rates	MCOE Pays	Employee Pays
<u>KAISER HEALTH PLAN - TRADITIONAL</u>			
Employee only	\$829.00	\$829.00	\$0.00
Employee and 1 dependent	\$1,774.00	\$999.90	\$774.10
Employee and 2 or more dependents	\$2,470.00	\$999.90	\$1,470.10
<u>KAISER HEALTH PLAN - DEDUCTIBLE</u>			
Employee only	\$667.00	\$667.00	\$0.00
Employee and 1 dependent	\$1,428.00	\$999.90	\$428.10
Employee and 2 or more dependents	\$1,989.00	\$999.90	\$989.10
<u>KAISER HEALTH PLAN - HSA</u>			
Employee only	\$655.00	\$655.00	\$0.00
Employee and 1 dependent	\$1,401.00	\$999.90	\$401.10
Employee and 2 or more dependents	\$1,951.00	\$999.90	\$951.10
<u>SISC ANTHEM PPO - 100%</u>			
Employee only	\$953.00	\$953.00	\$0.00
Employee and 1 dependent	\$2,033.00	\$999.90	\$1,033.10
Employee and 2 or more dependents	\$2,834.00	\$999.90	\$1,834.10
<u>SISC ANTHEM PPO - DEDUCTIBLE</u>			
Employee only	\$783.00	\$783.00	\$0.00
Employee and 1 dependent	\$1,657.00	\$999.90	\$657.10
Employee and 2 or more dependents	\$2,305.00	\$999.90	\$1,305.10
<u>SISC ANTHEM PPO - HSA</u>			
Employee only	\$594.00	\$594.00	\$0.00
Employee and 1 dependent	\$1,307.00	\$999.90	\$307.10
Employee and 2 or more dependents	\$1,841.00	\$999.90	\$841.10

CAP: \$999.90

DENTAL and VISION

Plans	Monthly Rates	MCOE Pays	Employee Pays
<u>DELTA DENTAL</u>			
Employee and dependents	\$134.17	\$134.17	\$0.00
<u>VISION SERVICE PLAN (VSP)</u>			
Employee and dependents	\$20.93	\$20.93	\$0.00

CAP: \$155.10

TOTAL CAP: \$1,155.00 (\$999.90 Health, \$155.10 Dental/Vision)

SUMMARY OF BENEFITS

Pursuant to Internal Revenue Code Section 89 (k), all employees and retirees eligible for district paid benefits must be notified regarding available benefits and under what circumstances employees are qualified to receive benefits.

Retired Administrative/Support Staff of the Marin County Office of Education are currently entitled to the following benefits:

Medical, Dental and Vision Benefits:

A choice of six medical benefit plans: Kaiser (Traditional, Deductible, & Health Savings Account), SISC Anthem PPO (100% PPO, Deductible, & Health Savings Account). Also available is coverage through Delta Dental of California and Vision Service Plan.

1. Eligibility: Specific eligibility for these plans is set forth in Government Code 53200-53205.15 and the Marin County Board of Education, Policy #4431 and the 2021-22 Health Benefit Matrix (reverse).
2. Summary Plan Description: The contracts between the Marin County Office of Education and these companies are on file in this office and the benefit booklets are available for review on work days between the hours of 8:00 a.m. and 5:00 p.m.