

**MARIN COUNTY OFFICE OF EDUCATION  
CLASSIFIED SERVICE SALARY STRUCTURE  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)  
FY 2021-2022  
EFFECTIVE JULY 1, 2021**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	(VACANT)	36	4,329 24.98	4,546 26.23	4,773 27.54	5,012 28.91	5,262 30.36
8	(VACANT)	38	4,546 26.23	4,773 27.54	5,012 28.91	5,262 30.36	5,525 31.88
9	ADMINISTRATIVE SECRETARY	40	4,773 27.54	5,012 28.91	5,262 30.36	5,525 31.88	5,802 33.47
10	SENIOR ADMINISTRATIVE SECRETARY	42	5,012 28.91	5,262 30.36	5,525 31.88	5,802 33.47	6,092 35.15
11	CREDENTIALS ANALYST EXECUTIVE SECRETARY	44	5,262 30.36	5,525 31.88	5,802 33.47	6,092 35.15	6,396 36.90
12	(VACANT)	46	5,525 31.88	5,802 33.47	6,092 35.15	6,396 36.90	6,716 38.75
13	SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT	48	5,802 33.47	6,092 35.15	6,396 36.90	6,716 38.75	7,052 40.69

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 HEALTH, DELTA DENTAL, VISION AND HARTFORD LIFE COVERAGE IN AN AMOUNT NOT TO EXCEED \$1,105 (EFFECTIVE October 1, 2018) PER EMPLOYEE AND \$1,155 (EFFECTIVE October 1, 2021), 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.

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3	ASSISTANT TRANSPORTATION MANAGER	50	6,092	6,397	6,717	7,053	7,406
	(VACANT)	52	6,397	6,717	7,053	7,406	7,776
	(VACANT)	54	6,717	7,053	7,406	7,776	8,165
6	MANAGEMENT ASSISTANT	56	7,053	7,406	7,776	8,165	8,573
7	(VACANT)	58	7,406	7,776	8,165	8,573	9,002
8	(VACANT)	60	7,776	8,165	8,573	9,002	9,452
9	ACCOUNTANT	62	8,165	8,573	9,002	9,452	9,925
	SENIOR SYSTEMS/PROGRAMMER ANALYST						
	TRANSPORTATION MANAGER						
10	DATA PROCESSING MANAGER	64	8,573	9,002	9,452	9,925	10,421
11	SENIOR ACCOUNTANT*	66	9,002	9,452	9,925	10,421	10,942
12	(VACANT)	68	9,452	9,925	10,421	10,942	11,489
13	BUSINESS SERVICES MANAGER	70	9,925	10,421	10,942	11,489	12,063
	DIRECTOR OF GENERAL SERVICES						
14	DIRECTOR OF INFORMATION SYSTEMS	72	10,421	10,942	11,489	12,063	12,666
15	DIRECTOR OF PERSONNEL	74	10,942	11,489	12,063	12,666	13,299
16	DIRECTOR OF BUSINESS SERVICES	76	11,489	12,063	12,666	13,299	13,964
17	(VACANT)	78	12,063	12,666	13,299	13,964	14,662
18	SENIOR DIRECTOR OF BUSINESS*	80	12,666	13,299	13,964	14,662	15,395
19	(VACANT)	82	13,299	13,964	14,662	15,395	16,165
20	(VACANT)	84	13,964	14,662	15,395	16,165	16,973

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Approved May 11, 2021

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