

**MARIN COUNTY OFFICE OF EDUCATION  
CLASSIFIED SERVICE SALARY STRUCTURE  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)  
FY 2022-2023  
EFFECTIVE JULY 1, 2022**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	(VACANT)	36	4,459 25.73	4,682 27.01	4,916 28.36	5,162 29.78	5,420 31.27
8	(VACANT)	38	4,682 27.01	4,916 28.36	5,162 29.78	5,420 31.27	5,691 32.83
9	ADMINISTRATIVE SECRETARY	40	4,916 28.36	5,162 29.78	5,420 31.27	5,691 32.83	5,976 34.48
10	SENIOR ADMINISTRATIVE SECRETARY	42	5,162 29.78	5,420 31.27	5,691 32.83	5,976 34.48	6,275 36.20
11	CREDENTIALS ANALYST EXECUTIVE SECRETARY	44	5,420 31.27	5,691 32.83	5,976 34.48	6,275 36.20	6,588 38.01
12	(VACANT)	46	5,691 32.83	5,976 34.48	6,275 36.20	6,588 38.01	6,918 39.91
13	SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT	48	5,976 34.48	6,275 36.20	6,588 38.01	6,918 39.91	7,264 41.91

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 MET LIFE COVERAGE IN AN AMOUNT NOT TO EXCEED \$1,155 (EFFECTIVE January 1, 2021) PER EMPLOYEE AND \$1,205 (EFFECTIVE October 1, 2022), 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.

**MARIN COUNTY OFFICE OF EDUCATION  
CLASSIFIED SERVICE SALARY STRUCTURE  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (EXEMPT)  
FY 2022-2023  
EFFECTIVE JULY 1, 2022**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	ASSISTANT TRANSPORTATION MANAG	50	6,275	6,589	6,918	7,264	7,627
	(VACANT)	52	6,589	6,918	7,264	7,627	8,008
	(VACANT)	54	6,918	7,264	7,627	8,008	8,408
6	MANAGEMENT ASSISTANT	56	7,264	7,627	8,008	8,408	8,828
7	(VACANT)	58	7,627	8,008	8,408	8,828	9,269
8	(VACANT)	60	8,008	8,408	8,828	9,269	9,732
9	ACCOUNTANT SENIOR SYSTEMS/PROGRAMMER ANALYST TRANSPORTATION MANAGER	62	8,408	8,828	9,269	9,732	10,219
10	DATA PROCESSING MANAGER	64	8,828	9,269	9,732	10,219	10,730
11	SENIOR ACCOUNTANT*	66	9,269	9,732	10,219	10,730	11,267
12	(VACANT)	68	9,732	10,219	10,730	11,267	11,830
13	BUSINESS SERVICES MANAGER DIRECTOR OF GENERAL SERVICES	70	10,219	10,730	11,267	11,830	12,422
14	DIRECTOR OF INFORMATION SYSTEMS	72	10,730	11,267	11,830	12,422	13,043
15	DIRECTOR OF PERSONNEL	74	11,267	11,830	12,422	13,043	13,695
16	DIRECTOR OF BUSINESS SERVICES	76	11,830	12,422	13,043	13,695	14,380
17	(VACANT)	78	12,422	13,043	13,695	14,380	15,099
18	SENIOR DIRECTOR OF BUSINESS*	80	13,043	13,695	14,380	15,099	15,854
19	(VACANT)	82	13,695	14,380	15,099	15,854	16,647
20	(VACANT)	84	14,380	15,099	15,854	16,647	17,479

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.

Approved May 11, 2021

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 HEALTH, DELTA DENTAL, VISION AND HARTFORD COVERAGE IN AN AMOUNT NOT TO EXCEED \$1,155 (EFFECTIVE October 1, 2021) AND \$1,205 (EFFECTIVE October 1, 2022),

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.