

**MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)
FY 2023-2024**

EFFECTIVE JULY 1, 2023

Revised and approved by John Carroll, Marin County Superintendent of Schools 10/23/2023

| LABOR GRADE | POSITION TITLE | SALARY RANGE # | RATE TYPE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|----------------|---|-------------------|--------------|--------|--------|--------|--------|--------|
| 7 | (VACANT) | 36 | Monthly | 4,593 | 4,823 | 5,064 | 5,317 | 5,583 |
| | | | Hourly | 26.50 | 27.82 | 29.21 | 30.68 | 32.21 |
| 8 | (VACANT) | 38 | Monthly | 4,823 | 5,064 | 5,317 | 5,583 | 5,862 |
| | | | Hourly | 27.82 | 29.21 | 30.68 | 32.21 | 33.82 |
| 9 | ADMINISTRATIVE SECRETARY | 40 | Monthly | 5,064 | 5,317 | 5,583 | 5,862 | 6,155 |
| | | | Hourly | 29.21 | 30.68 | 32.21 | 33.82 | 35.51 |
| 10 | SENIOR ADMINISTRATIVE SECRETARY | 42 | Monthly | 5,317 | 5,583 | 5,862 | 6,155 | 6,463 |
| | | | Hourly | 30.68 | 32.21 | 33.82 | 35.51 | 37.29 |
| 11 | EXECUTIVE SECRETARY | 44 | Monthly | 5,583 | 5,862 | 6,155 | 6,463 | 6,786 |
| | | | Hourly | 32.21 | 33.82 | 35.51 | 37.29 | 39.15 |
| 12 | (VACANT) | 46 | Monthly | 5,862 | 6,155 | 6,463 | 6,786 | 7,125 |
| | | | Hourly | 33.82 | 35.51 | 37.29 | 39.15 | 41.11 |
| 13 | SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT | 48 | Monthly | 6,155 | 6,463 | 6,786 | 7,125 | 7,482 |
| | | | Hourly | 35.51 | 37.29 | 39.15 | 41.11 | 43.16 |
| 14 | (VACANT) | 50 | Monthly | 6,463 | 6,786 | 7,125 | 7,482 | 7,856 |
| | | | Hourly | 37.29 | 39.15 | 41.11 | 43.16 | 45.32 |
| 15 | CREDENTIALS ANALYST | 52 | Monthly | 6,786 | 7,125 | 7,482 | 7,856 | 8,249 |
| | HUMAN RESOURCES ANALYST | | Hourly | 39.15 | 41.11 | 43.16 | 45.32 | 47.59 |

5% SHIFT DIFFERENTIAL APPLIED TO ALL PERMANENT FULL TIME POSITIONS WHEN NORMAL

WORKDAY COMMENCES AFTER 3:00 P.M.

5% BILINGUAL PREMIUM APPLIED TO EMPLOYEES WHO ARE ROUTINELY AND CONSISTENTLY ASSIGNED

TO POSITIONS REQUIRING COMMUNICATIONS SKILLS IN LANGUAGES OTHER THAN ENGLISH AND SIGN LANGUAGES

5% CONFIDENTIAL PREMIUM APPLIED TO RANK AND FILE EMPLOYEES WHO ARE ROUTINELY AND

CONSISTENTLY ASSIGNED TO SENSITIVE POSITIONS REQUIRING TRUST AND DISCRETION

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 COVERAGE IN AN AMOUNT NOT TO EXCEED \$1,205 (EFFECTIVE October 1, 2022) PER EMPLOYEE
AND \$1,255 (EFFECTIVE October 1, 2023), 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 ADMINISTRATIVE SPECIALIST I | 50 | Monthly | 6,463 | 6,786 | 7,125 | 7,481 | 7,855 |
| | | | Daily | 298.29 | 313.20 | 328.85 | 345.28 | 362.54 |
| 4 | ADMINISTRATIVE SPECIALIST II | 52 | Monthly | 6,786 | 7,125 | 7,481 | 7,855 | 8,248 |
| | | | Daily | 313.20 | 328.85 | 345.28 | 362.54 | 380.68 |
| 5 | (VACANT) | 54 | Monthly | 7,125 | 7,481 | 7,855 | 8,248 | 8,660 |
| | | | Daily | 328.85 | 345.28 | 362.54 | 380.68 | 399.69 |
| 6 | MANAGEMENT ASSISTANT | 56 | Monthly | 7,481 | 7,855 | 8,248 | 8,660 | 9,093 |
| | | | Daily | 345.28 | 362.54 | 380.68 | 399.69 | 419.68 |
| 7 | (VACANT) | 58 | Monthly | 7,855 | 8,248 | 8,660 | 9,093 | 9,548 |
| | | | Daily | 362.54 | 380.68 | 399.69 | 419.68 | 440.68 |
| 8 | ASST SPECIAL PROJECTS MANAGER | 60 | Monthly | 8,248 | 8,660 | 9,093 | 9,548 | 10,025 |
| | | | Daily | 380.68 | 399.69 | 419.68 | 440.68 | 462.69 |
| 9 | ACCOUNTANT SENIOR SYSTEMS/PROGRAM ANALYST TRANSPORTATION MANAGER | 62 | Monthly | 8,660 | 9,093 | 9,548 | 10,025 | 10,526 |
| | | | Daily | 399.69 | 419.68 | 440.68 | 462.69 | 485.82 |
| 10 | DATA PROCESSING MANAGER SPECIAL PROJECTS MANAGER | 64 | Monthly | 9,093 | 9,548 | 10,025 | 10,526 | 11,052 |
| | | | Daily | 419.68 | 440.68 | 462.69 | 485.82 | 510.09 |
| 11 | SENIOR ACCOUNTANT | 66 | Monthly | 9,548 | 10,025 | 10,526 | 11,052 | 11,605 |
| | | | Daily | 440.68 | 462.69 | 485.82 | 510.09 | 535.62 |
| 12 | (VACANT) | 68 | Monthly | 10,025 | 10,526 | 11,052 | 11,605 | 12,185 |
| | | | Daily | 462.69 | 485.82 | 510.09 | 535.62 | 562.38 |
| 13 | BUSINESS SERVICES MANAGER DIRECTOR OF GENERAL SERVICES | 70 | Monthly | 10,526 | 11,052 | 11,605 | 12,185 | 12,794 |
| | | | Daily | 485.82 | 510.09 | 535.62 | 562.38 | 590.49 |
| 14 | DIRECTOR OF INFORMATION SYSTEMS | 72 | Monthly | 11,052 | 11,605 | 12,185 | 12,794 | 13,434 |
| | | | Daily | 510.09 | 535.62 | 562.38 | 590.49 | 620.03 |
| 15 | DIRECTOR OF PERSONNEL | 74 | Monthly | 11,605 | 12,185 | 12,794 | 13,434 | 14,106 |
| | | | Daily | 535.62 | 562.38 | 590.49 | 620.03 | 651.05 |
| 16 | DIRECTOR OF BUSINESS SERVICES | 76 | Monthly | 12,185 | 12,794 | 13,434 | 14,106 | 14,811 |
| | | | Daily | 562.38 | 590.49 | 620.03 | 651.05 | 683.58 |
| 17 | (VACANT) | 78 | Monthly | 12,794 | 13,434 | 14,106 | 14,811 | 15,552 |
| | | | Daily | 590.49 | 620.03 | 651.05 | 683.58 | 717.78 |

| | | | | | | | | |
|----|---|----|---------|--------|--------|--------|--------|--------|
| 18 | SENIOR DIRECTOR OF BUSINESS | 80 | Monthly | 13,434 | 14,106 | 14,811 | 15,552 | 16,330 |
| | SENIOR DIRECTOR OF PERSONNEL | | Daily | 620.03 | 651.05 | 683.58 | 717.78 | 753.69 |
| | SENIOR DIRECTOR OF INFORMATION SERVICES | | | | | | | |
| | SENIOR DIRECTOR OF COMMUNICATIONS | | | | | | | |
| 19 | (VACANT) | 82 | Monthly | 14,106 | 14,811 | 15,552 | 16,330 | 17,147 |
| | | | Daily | 651.05 | 683.58 | 717.78 | 753.69 | 791.40 |
| 20 | (VACANT) | 84 | Monthly | 14,811 | 15,552 | 16,330 | 17,147 | 18,004 |
| | | | Daily | 683.58 | 717.78 | 753.69 | 791.40 | 830.95 |

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Approved by John Carroll, Marin County Superintendent of Schools

Signature 
Date  DEC 19 2023