

**MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)
FY 2020-2021
EFFECTIVE JULY 1, 2020**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	(VACANT)	36	4,201 24.25	4,411 25.45	4,632 26.72	4,865 28.05	5,107 29.46
8	(VACANT)	38	4,411 25.45	4,632 26.72	4,865 28.05	5,107 29.46	5,363 30.93
9	ADMINISTRATIVE SECRETARY	40	4,632 26.72	4,865 28.05	5,107 29.46	5,363 30.93	5,631 32.48
10	SENIOR ADMINISTRATIVE SECRETARY	42	4,865 28.05	5,107 29.46	5,363 30.93	5,631 32.48	5,912 34.1
11	CREDENTIALS ANALYST EXECUTIVE SECRETARY	44	5,107 29.46	5,363 30.93	5,631 32.48	5,912 34.1	6,209 35.81
12	(VACANT)	46	5,363 30.93	5,631 32.48	5,912 34.1	6,209 35.81	6,519 37.6
13	SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT	48	5,631 32.48	5,912 34.1	6,209 35.81	6,519 37.6	6,845 39.48

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 \$1005 (EFFECTIVE January 1, 2013) PER EMPLOYEE AND \$1,105 (EFFECTIVE October 1, 2018), 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 MANAG	50	5,913	6,210	6,520	6,846	7,187
6	MANAGEMENT ASSISTANT	56	6,846	7,187	7,547	7,925	8,320
7	(VACANT)	58	7,187	7,547	7,925	8,320	8,737
8	(VACANT)	60	7,547	7,925	8,320	8,737	9,174
9	ACCOUNTANT SENIOR SYSTEMS/PROGRAMMER ANALYST TRANSPORTATION MANAGER	62	7,925	8,320	8,737	9,174	9,633
10	DATA PROCESSING MANAGER	64	8,320	8,737	9,174	9,633	10,116
11	SENIOR ACCOUNTANT*	66	8,737	9,174	9,633	10,116	10,621
12	(VACANT)	68	9,174	9,633	10,116	10,621	11,152
13	BUSINESS SERVICES MANAGER DIRECTOR OF GENERAL SERVICES	70	9,633	10,116	10,621	11,152	11,709
14	DIRECTOR OF INFORMATION SYSTEMS	72	10,116	10,621	11,152	11,709	12,296
15	DIRECTOR OF PERSONNEL	74	10,621	11,152	11,709	12,296	12,910
16	DIRECTOR OF BUSINESS SERVICES	76	11,152	11,709	12,296	12,910	13,556
17	(VACANT)	78	11,709	12,296	12,910	13,556	14,235
18	SENIOR DIRECTOR OF BUSINESS*	80	12,296	12,910	13,556	14,235	14,945
19	(VACANT)	82	12,910	13,556	14,235	14,945	15,693
20	(VACANT)	84	13,556	14,235	14,945	15,693	16,477

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