

**MARIN COUNTY OFFICE OF EDUCATION  
CLASSIFIED SERVICE SALARY STRUCTURE  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)  
FY 2018-2019  
EFFECTIVE JULY 1, 2018**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	(VACANT)	36	3,960 22.85	4,158 23.99	4,366 25.18	4,585 26.44	4,814 27.77
8	(VACANT)	38	4,158 23.99	4,366 25.18	4,585 26.44	4,814 27.77	5,055 29.16
9	ADMINISTRATIVE SECRETARY	40	4,366 25.18	4,585 26.44	4,814 27.77	5,055 29.16	5,308 30.61
10	SENIOR ADMINISTRATIVE SECRETARY	42	4,585 26.44	4,814 27.77	5,055 29.16	5,308 30.61	5,573 32.15
11	CREDENTIALS ANALYST EXECUTIVE SECRETARY	44	4,814 27.77	5,055 29.16	5,308 30.61	5,573 32.15	5,852 33.76
12	(VACANT)	46	5,055 29.16	5,308 30.61	5,573 32.15	5,852 33.76	6,145 35.44
13	SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT	48	5,308 30.61	5,573 32.15	5,852 33.76	6,145 35.44	6,452 37.21

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.

**MARIN COUNTY OFFICE OF EDUCATION  
CLASSIFIED SERVICE SALARY STRUCTURE  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (EXEMPT)**

FY 2018-2019  
EFFECTIVE JULY 1, 2018

LABOR GRADE	POSITION TITLE	SALARY RANGE #	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	ASSISTANT TRANSPORTATION MANAG	50	5,574	5,853	6,146	6,453	6,775
6	MANAGEMENT ASSISTANT	56	6,453	6,775	7,114	7,470	7,843
7	(VACANT)	58	6,775	7,114	7,470	7,843	8,236
8	(VACANT)	60	7,114	7,470	7,843	8,236	8,648
9	ACCOUNTANT SENIOR SYSTEMS/PROGRAMMER ANALYST TRANSPORTATION MANAGER	62	7,470	7,843	8,236	8,648	9,080
10	DATA PROCESSING MANAGER	64	7,843	8,236	8,648	9,080	9,535
11	SENIOR ACCOUNTANT*	66	8,236	8,648	9,080	9,535	10,012
12	(VACANT)	68	8,648	9,080	9,535	10,012	10,512
13	BUSINESS SERVICES MANAGER DIRECTOR OF GENERAL SERVICES	70	9,080	9,535	10,012	10,512	11,037
14	DIRECTOR OF INFORMATION SYSTEMS	72	9,535	10,012	10,512	11,037	11,590
15	DIRECTOR OF PERSONNEL	74	10,012	10,512	11,037	11,590	12,169
16	DIRECTOR OF BUSINESS SERVICES	76	10,512	11,037	11,590	12,169	12,778
17	(VACANT)	78	11,037	11,590	12,169	12,778	13,417
18	SENIOR DIRECTOR OF BUSINESS*	80	11,590	12,169	12,778	13,417	14,087
19	(VACANT)	82	12,169	12,778	13,417	14,087	14,792
20	(VACANT)	84	12,778	13,417	14,087	14,792	15,531

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