

**MARINN COUNTY OFFICE OF EDUCATION
CERTIFICATED MANAGEMENT SALARY SCHEDULE
FY 2025-2026
EFFECTIVE JULY 1, 2025**

POSITION TITLE	Work Days	Rate Type	STEPS				
			1	2	3	4	5
Deputy Superintendent	233	Annual	252,424	265,045	278,297	292,212	306,823
		Daily	1083.36	1137.53	1194.41	1254.13	1316.84
Assistant Superintendent	233	Annual	239,088	251,042	263,594	276,774	290,613
		Daily	1026.13	1077.43	1131.30	1187.87	1247.27
Assistant Superintendent	223	Annual	228,827	240,268	252,281	264,896	278,140
		Daily	1026.13	1077.44	1131.31	1187.87	1247.27
SELPA Director	223	Annual	187,095	196,450	206,273	216,587	227,416
		Daily	838.99	880.94	924.99	971.24	1019.80
Director	233	Annual	177,428	186,299	195,614	205,395	215,665
		Daily	761.49	799.57	839.55	881.52	925.60
Director	223	Annual	169,813	178,304	187,219	196,580	206,409
		Daily	761.49	799.57	839.55	881.52	925.60
Coordinator	223	Annual	161,190	169,250	177,713	186,599	195,929
		Daily	722.83	758.97	796.92	836.77	878.61
Coordinator	215	Annual	155,407	163,178	171,338	179,905	188,900
		Daily	722.83	758.97	796.92	836.77	878.61
Program Manager	223	Annual	153,661	161,344	169,411	177,882	186,776
		Daily	689.06	723.52	759.69	797.68	837.56
Program Manager	213	Annual	146,770	154,109	161,814	169,905	178,400
		Daily	689.06	723.52	759.69	797.68	837.56
Assistant Program Manager	213	Annual	138,872	145,816	153,107	160,762	168,800
		Daily	651.98	684.58	718.81	754.75	792.49
School Psychologist	193	Annual	125,832	132,124	138,730	145,667	152,950
		Daily	651.98	684.58	718.81	754.75	792.49

The County Superintendent of Schools may increase the administrative work year for a Certificated Management Employee (Employee) according to program needs and salary for additional day(s) will be calculated using the appropriate daily rate for the position.

Please refer to the applicable statutes governing CalSTRS and CalPERS retirement systems for the definition of "full-time" employment for purposes of determining retirement service credit.

The County Superintendent of Schools will provide Health, Dental and Vision Benefits (Benefits) in the amount not to exceed \$1,875 (as of July 1, 2025) per Employee per month, and \$2,033 (as of July 1, 2026) per Employee per month. Employees working less than 50% are not eligible for Benefits.

Employees working less than full-time, but at least 50%, are eligible for benefits as follows:

Employees hired prior to April 14, 1993 are eligible for Benefits in the same amount as full-time Employees.

Employees hired after April 14, 1993 are eligible for prorated Benefits (e.g., Employees working .8 FTE will receive 80% of the monthly Benefits contribution).

Advanced Degree Stipend: Employees are eligible for only one advanced degree stipend, based on highest degree.

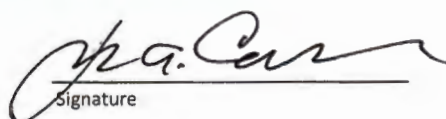
Employees who hold an accredited Master's Degree shall receive an annual stipend of \$1,500; or

Employees who hold an accredited Doctorate Degree shall receive an annual stipend of \$2,000.

Effective July 1, 2007, at the beginning of the 15th, 18th, 20th, 25th, and 30th year of full-time service with the Marin County Office of Education (MCO) employees will receive \$3,000, \$6,000, \$9,000, \$12,000 and \$15,000, respectively, in addition to the annual salary. Employees working less than full-time are not eligible for longevity payments. Year of service with the MCOE need not be consecutive for purposes of determining longevity.

For the purposes of determining longevity under this provision, uncompensated leaves of more than 25% of the Employee's work year will not be counted as a year of service.

Approved by John A Carroll, Marin County Superintendent of Schools


Signature

7/23/25
Date