MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
WALKER CREEK RANCH MANAGEMENT EMPLOYEES (EXEMPT)
FY 2025-2026
EFFECTIVE JULY 1, 2025

LABOR GRADE	POSITION TITLE	SALARY RANGE #	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	Maintenance Supervisor - Walker Creek Ranch	46	Daily	291.65	294.57	297.52	300.50	303.51
	Naturalist Supervisor - Walker Creek Ranch		Annual	75,829	76,588	77,355	78,130	78,913
2	Conference Manager - Walker Creek Ranch	48	Daily	306.23	309.30	312.40	315.53	318.69
	Food Service Manager - Walker Creek Ranch		Annual	79,620	80,418	81,224	82,038	82,859
6	Ranch Facilities Manager	56	Daily	372.23	375.96	379.72	383.53	387.37
			Annual	96,780	97,750	98,727	99,718	100,716
11	Manager, Outdoor Education Program -	66	Daily	475.07	479.84	484.64	489.50	494.39
	Walker Creek Ranch		Annual	123,518	124,758	126,006	127,270	128,541
12	Assistant Director - Walker Creek Ranch	68	Daily	498.82	503.83	508.87	513.98	519.11
			Annual	129,693	130,996	132,306	133,635	134,969
15	Director - Walker Creek Ranch	74	Daily	577.45	583.24	589.08	594.99	600.94
			Annual	150,137	151,642	153,161	154,697	156,244

THE FOLLOWING LABOR GRADES DO NOT CURRENTLY HOLD POSITIONS: 50, 52, 54, 58, 60, 62, 64, 70, 72
THIS SALARY SCHEDULE AND INCLUDED POSITIONS ARE BASED ON A 260 DAY WORK YEAR.

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.
TO $520 PER MONTH, BEGINNING THE TWENTY SIXTH (26TH) YEAR OF SERVICE.
TO $540 PER MONTH, BEGINNING THE TWENTY EIGHTH (28TH) YEAR OF SERVICE.
TO $560 PER MONTH, BEGINNING THE THIRTIETH (30TH) YEAR OF SERVICE.

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.

Approved by John A. Carroll, Marin County Superintendent of Schools

Signature

7/23/25
Date