MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SENIOR MANAGEMENT SALARY SCHEDULE
FY 2025-2026
EFFECTIVE JULY 1, 2025

Work Days[1]	POSITION TITLE	Rate Type	STEPS 1	2	3	4	5
260	General Counsel	Annual	265,044	278,296	292,211	306,822	322,163
		Daily	1019.40	1070.37	1123.89	1180.08	1239.09
260	Assistant Superintendent, Business Services	Annual	239,088	251,042	263,594	276,774	290,613
		Daily	919.57	965.55	1013.82	1064.52	1117.74

[1]California Education Code 45108.5 defines senior management employees as part of the classified service. Given requirements for mandatory vacation and holidays, the work year is 260 compensated days with 13 paid holidays and 14 vacation days, totaling 233 workdays.

Personnel Commission rule 7.300.1 establishes 13 authorized holidays. California Education Code 45197 provides vacation calculation requirements that were applied to arrive at the recommended vacation days for the position. *Every public school employer shall grant to regular classified employees an annual vacation at the regular rate of pay earned at the time the vacation is commneced. Such vacation shall be as determined by the public school employer, but not less than five-sixths of a day for each month in which the employee is in a paid status for more than one-half the working days in the month, provided the employee is regularly employed five days per week, seven to eight hours a day.*

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.

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 (22ND) 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.

Approved by John A Carroll, Marin County Superintendent of Schools

Signature

7/23/25
Date