

**MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
MANAGEMENT AND CONFIDENTIAL EMPLOYEES (NON-EXEMPT)
FY 2024-2025
EFFECTIVE JULY 1, 2024**

LABOR GRADE	POSITION TITLE	SALARY RANGE #	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7	(VACANT)	36	Hourly	29.15	30.61	32.14	33.74	35.43
8	(VACANT)	38	Hourly	30.61	32.14	33.74	35.43	37.20
9	ADMINISTRATIVE SECRETARY	40	Hourly	32.14	33.74	35.43	37.20	39.06
10	SENIOR ADMINISTRATIVE SECRETARY	42	Hourly	33.74	35.43	37.20	39.06	41.01
11	EXECUTIVE SECRETARY	44	Hourly	35.43	37.20	39.06	41.01	43.07
12	(VACANT)	46	Hourly	37.20	39.06	41.01	43.07	45.22
13	SUPERINTENDENT'S SECRETARY/ ADMINISTRATIVE ASSISTANT	48	Hourly	39.06	41.01	43.07	45.22	47.48
14	(VACANT)	50	Hourly	41.01	43.07	45.22	47.48	49.85
15	CREDENTIALS ANALYST HUMAN RESOURCES ANALYST	52	Hourly	43.07	45.22	47.48	49.85	52.35

5% SHIFT DIFFERENTIAL APPLIED TO ALL PERMANENT FULL TIME POSITIONS WHEN NORMAL
WORKDAY COMMENCES AFTER 3:00 P.M.

5% BILINGUAL PREMIUM APPLIED TO EMPLOYEES WHO ARE ROUTINELY AND CONSISTENTLY ASSIGNED
TO POSITIONS REQUIRING COMMUNICATIONS SKILLS IN LANGUAGES OTHER THAN ENGLISH AND SIGN LANGUAGES

5% CONFIDENTIAL PREMIUM APPLIED TO RANK AND FILE EMPLOYEES WHO ARE ROUTINELY AND
CONSISTENTLY ASSIGNED TO SENSITIVE POSITIONS REQUIRING TRUST AND DISCRETION

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.
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 THIRTYTH (30TH) YEAR OF SERVICE.

THE SUPERINTENDENT/GOVERNING BOARD WILL PROVIDE HEALTH, DELTA DENTAL, VISION AND
HARTFORD COVERAGE IN AN AMOUNT NOT TO EXCEED \$1,750 (EFFECTIVE JULY 1, 2024) PER EMPLOYEE
AND \$1,875 (EFFECTIVE JULY 1, 2025), 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.