MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
WALKER CREEK RANCH MANAGEMENT EMPLOYEES (EXEMPT)
FY 2026-2027
EFFECTIVE JULY 1, 2026

POSITION TITLE	SALARY RANGE #	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Maintenance Supervisor - Walker Creek Ranch	46	Daily	306.23	309.30	312.40	315.53	318.69
Naturalist Supervisor - Walker Creek Ranch		Annual	79,620	80,417	81,223	82,037	82,859
Conference Manager - Walker Creek Ranch	48	Daily	321.54	324.77	328.02	331.31	334.62
Food Service Manager - Walker Creek Ranch		Annual	83,601	84,439	85,285	86,140	87,002
Ranch Facilities Manager	56	Daily	390.84	394.76	398.70	402.71	406.74
		Annual	101,619	102,638	103,663	104,704	105,752
Manager, Outdoor Education Program - Walker Creek Ranch	66	Daily	498.82	503.83	508.87	513.98	519.11
		Annual	129,694	130,996	132,306	133,634	134,968
Assistant Director - Walker Creek Ranch	68	Daily	523.76	529.02	534.31	539.68	545.07
		Annual	136,178	137,546	138,921	140,317	141,717
Director - Walker Creek Ranch	74	Daily	606.32	612.40	618.53	624.74	630.98
		Annual	157,644	159,224	160,819	162,432	164,056

THE FOLLOWING LABOR GRADES DO NOT CURRENTLY HOLD POSITIONS: 50, 52, 54, 58, 60, 62, 64, 70, 72

Notations to Walker Creek Ranch Management Salary Schedule 26-27*

"Employees" refers to classified management employees.

Work Year and Work Days

- "Work days" does not mean "work year." Refer to the applicable statutes governing CalSTRS and CalPERS retirement systems
- **Classified Work Year** shall be reported to CalPERS as 260 days consistent with CalPERS regulations, and includes 19 paid holidays annually designated by the MCOE and vacation days as shown below

Years of Service**	Work Days	Vacation and Personal Holidays
0-3 years	226 work days	15 vacation days
4-5 years	224 work days	17 vacation days
6-9 years	221 work days	20 vacation days
10+ years	216 work days	20 vacation days 5 Personal Holidays

Health and Welfare Benefits

- Effective July 1, 2026, employees are entitled to health, dental and vision benefits in the amount not to exceed $2,033 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 based on their hire date as follows:

Hired Prior to April 14, 1993: eligible for benefits in the same amount as full time employees

Hired After April 14, 1993: eligible for prorated benefits (*e.g. employee* working .8 FTE will receive 80% of the monthly benefits contribution)

*Notations are provided as a quick reference. For a full explanation of the term or benefit, including exceptions thereto, consult the following Superintendent Policies: SP 4351 - Compensation and SP 4354 - Health and Welfare Benefits

**Years of Service is defined as years of service with MCOE which need not be consecutive. Classified employees begin accruing 15 vacation days upon hire and additional days beginning in their fourth year, sixth year, and tenth year as set forth in the table.

Advanced Degree Stipend

- Employees are eligible for only one annual advanced degree stipend, based on the highest degree earned from an accredited institution
    - Master's Degree Stipend: $1,500
    - Doctorate Degree Stipend: $2,000

Career Service / Longevity

Employees shall receive an annual career service increment/longevity stipend on July 1 after completing the following years of employment:

Year of Service	Annual Stipend
5	$3,900
10	$4,500
15	$5,100
20	$5,700
25	$6,300
30	$6,900

For example, an employee hired on February 1, 2020, will begin receiving their first career service/longevity stipend on July 1, 2025.

For purposes of determining eligibility for career service/longevity stipends, the following limitations apply:

- Only full-time Employees are eligible
- Year of service is defined as years of service with the MCOE which need not be consecutive
- 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

6/3/26

Date