

**MARIN COUNTY OFFICE OF EDUCATION
CLASSIFIED SERVICE SALARY STRUCTURE
CONFIDENTIAL EMPLOYEES (NON-EXEMPT)
FY 2026-2027
EFFECTIVE JULY 1, 2026**

POSITION TITLE	SALARY RANGE #	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
EXECUTIVE ADMINISTRATIVE ASSISTANT	44	Hourly	41.01	43.06	45.22	47.48	49.85
		Annual	85,301	89,565	94,058	98,758	103,688
NO POSITION AT THIS GRADE	46	Hourly	43.06	45.22	47.48	49.85	52.34
		Annual	89,565	94,058	98,758	103,688	108,867
EXECUTIVE ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT	48	Hourly	45.22	47.48	49.85	52.34	54.97
		Annual	94,058	98,758	103,688	108,867	114,338
SENIOR EXECUTIVE ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT	50	Hourly	47.48	49.85	52.34	54.97	57.71
		Annual	98,758	103,688	108,867	114,338	120,037
HUMAN RESOURCES ANALYST	52	Hourly	49.85	52.34	54.97	57.71	60.60
		Annual	103,688	108,867	114,338	120,037	126,039

Notations to Confidential 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 for the definition of "full-time employment" for purposes of determining retirement service credit
- **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

*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.

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*)

Bilingual Premium

- Employees who are routinely and consistently assigned to positions requiring communication skills in languages other than English and Sign Language shall have a 5% bilingual premium applied as determined by the superintendent or designee.

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:

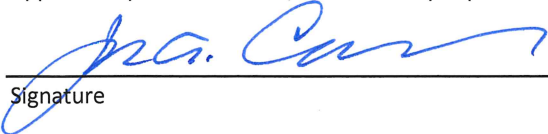
Year of Service	Annual Stipend Amount
5	\$3,900
10	\$4,500
15	\$5,100
20	\$5,700
25	\$6,300
30	\$6,900

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


Date