MARIN COUNTY OFFICE OF EDUCATION

MANAGEMENT SALARY STRUCTURE (EXEMPT)
FY 2026-2027
EFFECTIVE JULY 1, 2026

POSITION TITLE	TYPE	SALARY RANGE #	ANNUAL TOTAL CL DAILY RATE CE DAILY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE SPECIALIST	CL (Classified)	50	Annual	$ 88,070	$ 92,474	$ 97,098	$ 101,953	$ 107,051
			CL Daily (260)	$ 338.73	$ 355.67	$ 373.45	$ 392.13	$ 411.73
			CE Daily (226)	$ 389.69	$ 409.18	$ 429.64	$ 451.12	$ 473.68
ADMINISTRATIVE ANALYST	CL (Classified)	52	Annual	$ 92,474	$ 97,098	$ 101,953	$ 107,051	$ 112,404
			CL Daily (260)	$ 355.67	$ 373.45	$ 392.13	$ 411.73	$ 432.32
			CE Daily (226)	$ 409.18	$ 429.64	$ 451.12	$ 473.68	$ 497.36
CREDENTIALS ANALYST	CL (Classified)	58	Annual	$ 107,051	$ 112,404	$ 118,024	$ 123,925	$ 130,121
			CL Daily (260)	$ 411.73	$ 432.32	$ 453.94	$ 476.63	$ 500.47
			CE Daily (226)	$ 473.68	$ 497.36	$ 522.23	$ 548.34	$ 575.76
ASST SPECIAL PROJECTS MANAGER	CL (Classified)	60	Annual	$ 112,404	$ 118,024	$ 123,925	$ 130,121	$ 136,627
ASST SPECIAL PROJECTS MANAGER - ALTERNATIVE EDUCATION	CL (Classified)		CL Daily (260)	$ 432.32	$ 453.94	$ 476.63	$ 500.47	$ 525.49
			CE Daily (226)	$ 497.36	$ 522.23	$ 548.34	$ 575.76	$ 604.54
ASST SPECIAL PROJECTS MANAGER - COLLEGE AND CAREER READINESS	CL (Classified)							
ASST SPECIAL PROJECTS MANAGER - HEALTH SAFETY AND SUPPORT								
ACCOUNTANT	CL (Classified)	62	Annual	$ 118,024	$ 123,925	$ 130,121	$ 136,627	$ 143,458
			CL Daily (260)	$ 453.94	$ 476.63	$ 500.47	$ 525.49	$ 551.76
			CE Daily (226)	$ 522.23	$ 548.34	$ 575.76	$ 604.54	$ 634.77
SENIOR SYSTEMS/PROGRAM ANALYST	CL (Classified)	64	Annual	$ 123,925	$ 130,121	$ 136,627	$ 143,458	$ 150,631
SPECIAL PROJECTS MANAGER	CL (Classified)		CL Daily (260)	$ 476.63	$ 500.47	$ 525.49	$ 551.76	$ 579.35
SPECIAL PROJECTS MANAGER - COLLEGE AND CAREER READINESS	CL (Classified)		CE Daily (226)	$ 548.34	$ 575.76	$ 604.54	$ 634.77	$ 666.51
SENIOR ACCOUNTANT	CL (Classified)	66	Annual	$ 130,121	$ 136,627	$ 143,458	$ 150,631	$ 158,163
PROJECT SUPERVISOR	CE (Certificated)		CL Daily (260)	$ 500.47	$ 525.49	$ 551.76	$ 579.35	$ 608.32
			CE Daily (226)	$ 575.76	$ 604.54	$ 634.77	$ 666.51	$ 699.84
MANAGER-TECHNOLOGY SYSTEMS AND APPLICATIONS	CL (Classified)	68	Annual	$ 136,627	$ 143,458	$ 150,631	$ 158,163	$ 166,071
			CL Daily (260)	$ 525.49	$ 551.76	$ 579.35	$ 608.32	$ 638.73
			CE Daily (226)	$ 604.54	$ 634.77	$ 666.51	$ 699.84	$ 734.83
MANAGER-BUSINESS SERVICES	CL (Classified)	70	Annual	$ 143,458	$ 150,631	$ 158,163	$ 166,071	$ 174,375
PROJECT LEADER	CE (Certificated)		CL Daily (260)	$ 551.76	$ 579.35	$ 608.32	$ 638.73	$ 670.67
			CE Daily (226)	$ 634.77	$ 666.51	$ 699.84	$ 734.83	$ 771.57
PROJECT SPECIALIST	CE (Certificated)	72	Annual	$ 150,631	$ 158,163	$ 166,071	$ 174,375	$ 183,094
			CL Daily (260)	$ 579.35	$ 608.32	$ 638.73	$ 670.67	$ 704.21
			CE Daily (226)	$ 666.51	$ 699.84	$ 734.83	$ 771.57	$ 810.15
DIRECTOR OF PERSONNEL	CL (Classified)	74	Annual	$ 158,163	$ 166,071	$ 174,375	$ 183,094	$ 192,249
DIRECTOR OF MAINTENANCE AND OPERATIONS	CL (Classified)		CL Daily (260)	$ 608.32	$ 638.73	$ 670.67	$ 704.21	$ 739.42
DIRECTOR OF BUSINESS SERVICES	CL (Classified)		CE Daily (226)	$ 699.84	$ 734.83	$ 771.57	$ 810.15	$ 850.66
DIRECTOR OF COMMUNICATIONS	CL (Classified)							
DIRECTOR OF INFORMATION SYSTEMS	CL (Classified)							
PROJECT CONSULTANT	CE (Certificated)	76	Annual	$ 166,071	$ 174,375	$ 183,094	$ 192,249	$ 201,861
ASSISTANT PROJECT MANAGER	CE (Certificated)		CL Daily (260)	$ 638.73	$ 670.67	$ 704.21	$ 739.42	$ 776.39
SCHOOL PSYCHOLOGIST	CE (Certificated)		CE Daily (226)	$ 734.83	$ 771.57	$ 810.15	$ 850.66	$ 893.19
ASSISTANT PROGRAM MANAGER	CE (Certificated)							
BEHAVIORAL HEALTH CLINICIAN	CE (Certificated)							
PROJECT MANAGER	CE (Certificated)	78	Annual	$ 174,375	$ 183,094	$ 192,249	$ 201,861	$ 211,954
PROGRAM MANAGER	CE (Certificated)		CL Daily (260)	$ 670.67	$ 704.21	$ 739.42	$ 776.39	$ 815.21
			CE Daily (226)	$ 771.57	$ 810.15	$ 850.66	$ 893.19	$ 937.85
PROJECT COORDINATOR	CE (Certificated)	79	Annual	$ 183,094	$ 192,249	$ 201,861	$ 211,954	$ 222,552
COORDINATOR	CE (Certificated)		CL Daily (260)	$ 704.21	$ 739.42	$ 776.39	$ 815.21	$ 855.97
			CE Daily (226)	$ 810.15	$ 850.66	$ 893.19	$ 937.85	$ 984.74
SENIOR DIRECTOR OF BUSINESS	CL (Classified)	80	Annual	$ 192,249	$ 201,861	$ 211,954	$ 222,552	$ 233,680
SENIOR DIRECTOR OF PERSONNEL/HR	CL (Classified)		CL Daily (260)	$ 739.42	$ 776.39	$ 815.21	$ 855.97	$ 898.77
SENIOR DIRECTOR OF INFORMATION SYSTEMS	CL (Classified)		CE Daily (226)	$ 850.66	$ 893.19	$ 937.85	$ 984.74	$ 1,033.98
SENIOR DIRECTOR OF COMMUNICATIONS	CL (Classified)							
PROJECT DIRECTOR	CE (Certificated)							
DIRECTOR	CE (Certificated)							
SELPA EXECUTIVE DIRECTOR	CE (Certificated)	84	Annual	$ 211,954	$ 222,552	$ 233,680	$ 245,364	$ 257,632
			CL Daily (260)	$ 815.21	$ 855.97	$ 898.77	$ 943.71	$ 990.89
			CE Daily (226)	$ 937.85	$ 984.74	$ 1,033.98	$ 1,085.68	$ 1,139.96

ASSISTANT SUPERINTENDENT	CE (Certificated)	90	Annual	$ 245,364	$ 257,632	$ 270,514	$ 284,040	$ 298,242
ASSISTANT SUPERINTENDENT - BUSINESS SERVICES	CL (Classified)		CL Daily (260)	$ 943.71	$ 990.89	$ 1,040.44	$ 1,092.46	$ 1,147.08
			CE Daily (226)	$ 1,085.68	$ 1,139.96	$ 1,196.96	$ 1,256.81	$ 1,319.65
DEPUTY SUPERINTENDENT	CE (Certificated)	92	Annual	$ 257,632	$ 270,514	$ 284,040	$ 298,242	$ 313,154
			CL Daily (260)	$ 990.89	$ 1,040.44	$ 1,092.46	$ 1,147.08	$ 1,204.44
			CE Daily (226)	$ 1,139.96	$ 1,196.96	$ 1,256.81	$ 1,319.65	$ 1,385.64
GENERAL COUNSEL	CL (Classified)	94	Annual	$ 270,514	$ 284,040	$ 298,242	$ 313,154	$ 328,812
			CL Daily (260)	$ 1,040.44	$ 1,092.46	$ 1,147.08	$ 1,204.44	$ 1,264.66
			CE Daily (226)	$ 1,196.96	$ 1,256.81	$ 1,319.65	$ 1,385.64	$ 1,454.92

THE FOLLOWING LABOR GRADES DO NOT CURRENTLY HOLD POSITIONS: 54, 56, 82, 86, 88

Notations to Classified and Certificated Management Salary Schedule 26-27*

"Employees" refers to classified and certificated management employees and classified senior 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
- **Certificated Work Year** shall be reported to CalSTRS in accordance with the employee's position consistent with CalSTRS regulations, does not include MCOE designated holidays but does include personal holidays
- **Minimum Certificated Work Year** shall not be less than 215 days for full-time administrators assigned to work at the county office and not less than 187 days for full-time administrators employees in all other certificated positions. For example, a full-time certificated program manager working 223 days (at step 1) in 2026-27 shall be paid at the following rate: 223 x $771.57= annual salary of $172,060
- **Maximum Certificated Work Year** shall not be greater than 226 for full-time administrators, except that the Superintendent may approve additional work days in exceptional circumstances
- The Salary Schedule assumes the following work days for full time Employees working the maximum number of annual work days:

Years of Service**	Work Days	Classified	Certificated Employees***
0-3 years	226 work days	15 vacation days	-
4-5 years	224 work days	17 vacation days	2 personal holidays
6-9 years	221 work days	20 vacation days	5 personal holidays
10+ years	216 work days	20 vacation days 5 Personal Holidays	10 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)

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

*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.

***Only full-time employees working at least 226 days are eligible for personal holidays

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

7/19/2C

Date