



CLASSIFIED ADMINISTRATORS' SALARY SCHEDULE 2018 – 2019

750 E Main St., El Cajon, CA 92020 www.cajonvalley.net

Effective: July 1, 2017 (0% COLA)

STEP	2	3	4	5	6	7	8	9	11	12
1	68,261	113,322	73,906	87,249	98,300	100,798	120,301	101,229	95,172	109,821
2	73,137	118,454	79,039	92,381	103,432	105,931	125,434	106,359	100,305	114,954
3	78,012	123,586	84,171	97,514	108,565	111,063	130,566	111,492	105,436	120,086
4	82,887	128,719	89,303	102,646	113,697	116,195	135,699	116,624	110,569	125,219
5	87,763	133,851	94,435	107,779	118,829	121,327	140,831	121,757	115,701	130,351
6	92,638	138,984	99,568	112,911	123,961	126,460	145,963	126,889	120,834	135,484
7	96,539	143,089	103,673	117,017	128,067	130,566	150,068	130,996	124,941	139,588
8	100,440	147,195	107,779	121,122	132,172	134,672	154,174	135,100	129,046	143,694
9	104,341	151,300	111,885	125,228	136,279	138,778	158,281	139,206	133,151	147,800
10	108,241	155,406	115,990	129,335	140,384	142,884	162,386	143,313	137,257	151,906

<u>TITLE</u>	<u>RANGE</u>	<u>DUTY DAYS</u>
Coordinator, Safety & Security*	5	260
Coordinator, Public Information*	5	260
Director, Child Nutrition Services	6	260
Director, Classified Personnel	8	260
Director, Facilities, Maintenance & Operations	9	260
Director, Fiscal Services	3	260
Director, Long-Range Planning	7	260
Director, Purchasing, Warehouse & Dupl Svcs	11	260
Director, Technology Services	12	260
Director, Transportation	11	260
Executive Coordinator-Superintendent's Offices	2	260
Manager, Fiscal Services	4	260
Manager, Grants & Community Engagement	7	260

* Title changed/added

For purposes of initial placement, promotion and salary step advancement for classified administrators, Personnel Commission Rules and Regulations of the Classified Service will apply.

260 paid days, which includes 25 annual earned vacation days and 16 paid holidays.

Effective the 2012-2013 school year, the Cajon Valley Administrators' Association (CVAA) and the Cajon Valley Union School District ("District") established a joint CVAA/CVSA Calamitous/Catastrophic Leave bank from which eligible members may apply for additional sick days when they or their family members are suffering from a catastrophic illness, injury or calamitous event.

Commencing July 1, 2016, the District will budget a \$10,000 annual cap for professional growth for CVAA members. Reimbursement will be limited \$1,000 per year for fees/tuition and/or required course materials. Reimbursement is to occur after completion of the course with a grade of "B", pass/credit if course is on a pass/fail or credit/non-credit basis, or a completion/attendance certificate. The course must related to the member's current position or a position to which they aspire to and receive pre-approval from Cabinet supervisor.

The District provides the total cost of a \$50,000 group term life insurance and accidental death and dismemberment program for each management team member.

Employees eligible for health and dental insurance that have not previously enrolled, or that wish to make changes to their health and/or dental insurance coverage, must do so during the Open Enrollment period. Forms are available in the Payroll Department.

RETIREMENT INFORMATION

Retirement Stipend:

Effective July 1, 2015, unit members who will reach 55 years of age and have 30 years of service credit in CalPERS or CalSTRS as of their retirement date, with the last ten (10) years of which have been consecutive as an administrator/Confidential employee in Cajon Valley Union School District, and submit an irrevocable resignation/retirement letter to the Director-Classified Personnel six (6) months prior to retirement date are eligible to receive a one-time, off-schedule retirement stipend equivalent to six point four percent (6.4%) of Step 5 on their current salary range to be paid in February or August of the year following retirement.

Retiree Health Benefits:

An employee who is hired prior to June 30, 2015, has ten (10) years of service in the District (the last five years must be consecutive) and has reached age fifty-five (55), is eligible to receive District health and dental coverage for his/herself and eligible dependents until age sixty-five (65). Effective July 1, 2015, retirement benefits for new employees with a start date on or after July 1, 2015, will exclude district-paid dental and medical coverage for dependents. Retired employees may choose to pay the costs to continue coverage for their dependents until the employee becomes eligible for Medicare as outlined below. The cost of this coverage will be established by the District each year. Eligibility for this coverage is subject to any rules and regulations set by the insurance carrier or legal counsel.

Eligible dependents of retired employees who are enrolled in District medical plans may continue coverage in the plan as long as the retiree is enrolled. If the eligible dependent of a retiree becomes eligible for Medicare, they should enroll in Medicare parts A and B to continue coverage under the District plan. If the eligible dependent does not enroll in Medicare parts A and B they may continue coverage under the District plan, but must pay the difference between the premium with Medicare coverage and the premium without Medicare coverage. If the dependent is already eligible for Medicare at the time that the employee retires, the dependent must immediately enroll in Medicare parts A and B in order to continue to be covered by the District sponsored plan, or must pay the difference in premium cost.

The District will provide medical insurance for retirees **only**, sixty-five and older who qualify for Medicare and who served the District for at least 15 years, and were an administrator for the last five (5) years. This coverage would be provided through Kaiser's Senior Advantage Program at a maximum District contribution of \$600 annually for each eligible employee. The employee is responsible for the employee co-premium.