



CLASSIFIED ADMINISTRATORS' SALARY SCHEDULE 2019 – 2020

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

Effective: July 1, 2019 (3% COLA)

STEP	2	3	4	5	6	7	8	9	11	12
1	70,309	116,722	76,124	89,867	101,249	103,822	123,911	104,266	98,028	113,116
2	75,332	122,008	81,411	95,153	106,535	109,109	129,198	109,550	103,315	118,403
3	80,353	127,294	86,697	100,440	111,822	114,395	134,483	114,837	108,600	123,689
4	85,374	132,581	91,983	105,726	117,108	119,681	139,770	120,123	113,887	128,976
5	90,396	137,867	97,269	111,013	122,394	124,967	145,056	125,410	119,173	134,262
6	95,418	143,154	102,556	116,299	127,680	130,254	150,342	130,696	124,460	139,549
7	99,436	147,382	106,784	120,528	131,910	134,483	154,571	134,926	128,690	143,776
8	103,454	151,611	111,013	124,756	136,138	138,713	158,800	139,153	132,918	148,005
9	107,472	155,839	115,242	128,985	140,368	142,942	163,030	143,383	137,146	152,234
10	111,489	160,069	119,470	133,216	144,596	147,171	167,258	147,613	141,375	156,464

<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

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 be 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, 2019, unit members who are at least 54 years of age, have served the last ten (10) consecutive years as a Cajon Valley administrator/confidential employee or the last fifteen (15) consecutive years as an employee in the Cajon Valley Union School District and submit an irrevocable resignation/retirement letter to the Assistant Superintendent, Personnel Services six (6) months prior to retirement date are eligible to receive a one-time, off-schedule retirement incentive equivalent to six point four percent (6.4%) of Step 5 of 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.