



CLASSIFIED ADMINISTRATORS' SALARY SCHEDULE 2020 – 2021

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

Effective: July 1, 2020 (2% COLA)

STEP	RANGE									
	2	3	4	5	6	7	8	9	11	12
1	71,716	119,057	77,647	91,665	103,274	105,899	126,390	106,352	99,989	115,379
2	76,839	124,449	83,040	97,057	108,666	111,292	131,782	111,741	105,382	120,772
3	81,961	129,840	88,431	102,449	114,059	116,683	137,173	117,134	110,772	126,163
4	87,082	135,233	93,823	107,841	119,451	122,075	142,566	122,526	116,165	131,556
5	92,204	140,625	99,215	113,234	124,842	127,467	147,958	127,919	121,557	136,948
6	97,327	146,018	104,608	118,625	130,234	132,860	153,349	133,310	126,950	142,340
7	101,425	150,330	108,920	122,939	134,549	137,173	157,663	137,625	131,264	146,652
8	105,524	154,644	113,234	127,252	138,861	141,488	161,976	141,937	135,577	150,966
9	109,622	158,956	117,547	131,565	143,176	145,801	166,291	146,251	139,889	155,279
10	113,719	163,271	121,860	135,881	147,488	150,115	170,604	150,566	144,203	159,594

<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.