



## CONFIDENTIAL EMPLOYEES' SALARY SCHEDULE 2019 – 2020

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

Effective: July 1, 2019 (3% COLA)

STEP	RANGE	
	08	10
1	61,349	66,069
2	64,417	69,372
3	67,485	72,675
4	70,552	75,978
5	73,620	79,281
6	76,687	82,586
7	79,141	85,229
8	81,595	87,871
9	84,050	90,514
10	86,503	93,157

<u>CLASSIFICATION</u>	<u>RANGE</u>	<u>DUTY DAYS</u>
Executive Assistant	8	260
Personnel Specialist (Certificated)	10	260
Personnel Specialist (Classified)	10	260
Risk Management Specialist	10	260

### **SALARY PLACEMENT and OTHER INFORMATION:**

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

25 annual earned vacation days.

Commencing July 1, 2016, the District will budget a \$10,000 annual cap for professional growth for CVAA unit members. Reimbursement will be limited to \$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 applicant's current position or a position to which they aspire to and receive pre-approval from Cabinet supervisor.

Effective 2012-2013, a joint CVAA/CVSA Calamitous/Catastrophic Leave bank was established 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.

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 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.