

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SANTA BARBARA COUNTY EDUCATION OFFICE
AND THE
SANTA BARBARA COUNTY EDUCATION ASSOCIATION (CALIFORNIA TEACHERS ASSOCIATION)**

This memorandum is agreed between the Santa Barbara County Education Office (SBCEO) and the Santa Barbara County Education Association (SBCEA) concerning salary increases for the 2021-2024 Bargaining Agreement. This Agreement shall go into effect upon signatures of all parties. Components of this MOU that result in additional pay for the 2022-2023 fiscal year shall be retroactively applied starting from July 1, 2022.

A. Salary Schedule Adjustment

2021-2022, 2022-2023, and 2023-2024. All SBCEA bargaining unit salary schedules will be increased by three and a half percent (3.5%) in 2021-2022, ~~one-five~~ percent (5%) in 2022-2023, and ~~zero-four~~ percent (4%) in 2023-2024. All salary schedules were re-structured to include longevity within the schedule.

Dated: _____ By: _____
For Santa Barbara County Education Office

Dated: _____ By: _____
For Santa Barbara County Education Association

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
SANTA BARBARA COUNTY EDUCATION OFFICE
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS SANTA BARBARA COAST & VALLEY
CHAPTER #817**

This memorandum is agreed between the Santa Barbara County Education Office (SBCEO) and the California School Employees Association and its Santa Barbara Coast & Valley Chapter 817 (together "CSEA") concerning salary increases for the 2021-2024 Bargaining Agreement. This Agreement shall go into effect upon signatures of all parties. Components of this MOU that result in additional pay for the 2022-2023 fiscal year shall be retroactively applied starting from July 1, 2022.

13.1 SALARY SCHEDULE

13.1.1 2021-2022, 2022-2023, and 2023-2024. The CSEA bargaining unit salary schedule will be increased by three and a half percent (3.5%) in 2021-2022, ~~one-five~~ percent (~~15~~%) in 2022-2023, and ~~zero~~four percent (~~40~~%) in 2023-2024. The salary schedule was re-structured in 2018 to include longevity within the schedule.

This MOU is subject to ratification by Chapter 817's executive board and the approval of the CSEA and the Santa Barbara County Superintendent of Schools or designee.

Dated: _____

By: _____
For Santa Barbara County Education Office

Dated: _____

By: _____
For Coast & Valley's Chapter 817

Dated: _____

By: _____
For California School Employees Association



Santa Barbara County Education Office

4400 Cathedral Oaks Rd, PO Box 6307, Santa Barbara, CA 93160-6307
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Susan C. Salcido, Superintendent of Schools

Memorandum

October 24, 2022

To: Santa Barbara County Board Salary Committee
Dr. Susan Salcido, Superintendent of Schools

From: Nicole Evenson

Re: Proposed Salary Increase Financial Information

We have completed a financial review of the proposed salary increase for certificated, classified, and management groups of the Santa Barbara County Education Office. Data related to our projections and the related assumptions used to build the projections are listed below.

Basic Assumptions:

- 4% ongoing salary schedule increase for 2022-23 for certificated, classified, and management groups, retroactive to July 1, 2022
- 4% ongoing salary schedule increase for 2023-24 for certificated, classified, and management groups, effective July 1, 2023

Criteria Used in Projections:

- Known costs are included in the 2022-23 projection, including step and column costs.
- 2023-24 projected step and column costs are also included in the projection.
- Projected increase in costs includes statutory benefits, but not health and welfare.
- Vacancies are budgeted for both 2022-23 and 2023-24. These vacant positions are included in the proposed salary increase amounts. If vacancies are unable to be filled, the projected costs listed below will be less.
- The projected amounts shown reflect the compounded effect of the proposed salary increase; the total 2023-24 projected costs reflect salary schedules adjusted by 4% in 2022-23, with the additional 4% in 2023-24.

Projected Costs of Proposed Salary Increases

Based upon the assumptions and criteria, the projected costs related to the proposed salary increase are:

- 2022-23 = \$1,694,991 (estimated unrestricted General Fund cost \$488,406)
- 2023-24 = \$1,787,926 (estimated unrestricted General Fund cost \$512,677)

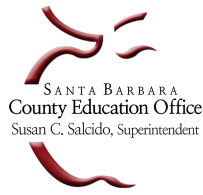
Proposed Salary Increase Financial Information

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The expected increase to Local Control Funding Formula (LCFF) revenue in 2022-23 is approximately \$1,239,000.

Please note that assumptions and criteria used in the proposed salary increase projections are subject to change. Projections shown are based upon current and best known information as of September 1, 2022.

OLD CLASSIFIED SALARY SCHEDULE STRUCTURE



Classified Monthly Salary Schedule - 2017-2018

Range	A	B	C	D	E	Range
38	1768	1865	1970	2073	2192	38
39	1806	1906	2009	2120	2237	39
40	1843	1945	2055	2170	2290	40
41	1895	1996	2103	2218	2339	41
42	1930	2039	2151	2270	2393	42
43	1976	2081	2199	2320	2449	43
44	2023	2132	2250	2372	2502	44
45	2067	2176	2298	2422	2552	45
46	2110	2225	2352	2481	2617	46
47	2160	2280	2405	2535	2679	47
48	2208	2325	2456	2594	2736	48
49	2255	2384	2512	2650	2793	49
50	2305	2435	2565	2712	2858	50
51	2357	2490	2627	2776	2925	51
52	2412	2546	2683	2834	2990	52
53	2465	2601	2746	2898	3056	53
54	2528	2664	2812	2964	3123	54
55	2581	2722	2874	3028	3197	55
56	2635	2785	2934	3100	3271	56
57	2691	2843	3003	3165	3340	57
58	2757	2909	3069	3235	3420	58
59	2820	2978	3137	3312	3492	59
60	2885	3042	3210	3381	3572	60
61	2946	3112	3282	3460	3656	61
62	3015	3181	3357	3540	3735	62
63	3085	3246	3433	3618	3818	63
64	3151	3325	3507	3703	3908	64
65	3226	3397	3590	3780	3992	65
66	3296	3477	3667	3867	4087	66
67	3372	3551	3753	3960	4176	67
68	3441	3634	3834	4047	4266	68
69	3523	3715	3920	4130	4361	69
70	3605	3801	4011	4228	4462	70

OLD CLASSIFIED SALARY SCHEDULE STRUCTURE (CONT)



Classified Monthly Salary Schedule - 2017-2018

Range	A	B	C	D	E	Range
71	3681	3884	4098	4320	4562	71
72	3762	3974	4192	4422	4662	72
73	3850	4057	4289	4522	4768	73
74	3935	4153	4380	4622	4877	74
75	4022	4247	4481	4730	4991	75
76	4118	4345	4583	4833	5101	76
77	4209	4436	4686	4941	5215	77
78	4302	4538	4789	5052	5333	78
79	4399	4641	4899	5167	5449	79
80	4501	4746	5007	5282	5573	80
81	4600	4856	5123	5402	5700	81
82	4705	4959	5234	5523	5828	82
83	4811	5076	5351	5648	5960	83
84	4916	5186	5471	5775	6094	84
85	5029	5307	5598	5905	6230	85
86	5140	5427	5723	6036	6367	86
87	5255	5545	5848	6169	6515	87
88	5377	5669	5984	6309	6658	88
89	5497	5800	6118	6453	6809	89
90	5616	5928	6257	6598	6963	90
91	5760	6046	6349	6664	7002	91
92	5903	6198	6511	6835	7175	92
93	6048	6352	6669	7006	7355	93
94	6201	6514	6837	7177	7538	94
95	6368	6672	7008	7357	7728	95
96	6528	6854	7198	7557	7936	96
97	6694	7025	7377	7746	8135	97
98	6858	7203	7561	7940	8338	98
99	7031	7381	7750	8140	8546	99
100	7207	7565	7945	8342	8760	100

NEW CLASSIFIED SALARY SCHEDULE STRUCTURE



SANTA BARBARA COUNTY EDUCATION OFFICE CLASSIFIED MONTHLY SALARY SCHEDULE 2018-2019

Range/Step	A	B	C	D	E	F	G	H	I	J	K	L	M	Range/Step
38	1820	1921	2027	2138	2257	2267	2279	2292	2304	2316	2328	2340	2352	38
39	1860	1963	2071	2184	2304	2316	2328	2340	2352	2365	2377	2389	2401	39
40	1898	2003	2112	2229	2351	2363	2375	2387	2399	2412	2424	2436	2448	40
41	1952	2060	2173	2293	2419	2431	2443	2455	2467	2480	2492	2504	2516	41
42	1987	2097	2212	2333	2462	2474	2486	2499	2511	2523	2535	2547	2560	42
43	2036	2147	2265	2391	2523	2535	2547	2560	2572	2584	2596	2608	2620	43
44	2085	2199	2321	2448	2582	2594	2607	2619	2633	2647	2660	2674	2688	44
45	2130	2246	2370	2500	2638	2652	2666	2680	2694	2707	2721	2735	2749	45
46	2173	2293	2419	2551	2692	2706	2720	2734	2747	2761	2775	2789	2803	46
47	2224	2346	2474	2610	2754	2768	2782	2796	2810	2824	2838	2852	2866	47
48	2274	2399	2532	2671	2817	2831	2845	2859	2873	2887	2901	2915	2928	48
49	2323	2450	2584	2727	2876	2890	2904	2918	2932	2946	2960	2975	2991	49
50	2375	2506	2643	2789	2942	2956	2970	2986	3002	3017	3033	3048	3064	50
51	2429	2563	2704	2852	3008	3024	3040	3055	3071	3087	3102	3118	3134	51
52	2485	2622	2767	2918	3078	3094	3109	3125	3141	3156	3172	3188	3203	52
53	2540	2680	2828	2982	3146	3162	3177	3193	3209	3224	3240	3256	3271	53
54	2605	2747	2899	3059	3228	3243	3259	3275	3290	3306	3323	3341	3358	54
55	2657	2803	2958	3122	3294	3309	3327	3344	3362	3379	3396	3414	3431	55
56	2713	2862	3019	3184	3360	3377	3395	3412	3430	3447	3464	3482	3499	56
57	2772	2925	3085	3256	3435	3452	3470	3487	3504	3522	3539	3557	3574	57
58	2840	2996	3162	3336	3518	3536	3553	3570	3588	3605	3623	3640	3657	58
59	2906	3066	3235	3412	3600	3617	3635	3652	3670	3689	3708	3727	3746	59
60	2972	3135	3308	3490	3682	3701	3720	3739	3758	3778	3797	3816	3835	60
61	3035	3202	3377	3564	3760	3779	3798	3818	3837	3856	3875	3894	3913	61
62	3106	3276	3457	3647	3847	3866	3885	3905	3924	3943	3962	3981	4000	62
63	3177	3351	3536	3731	3936	3955	3974	3993	4012	4033	4054	4075	4096	63
64	3245	3424	3612	3811	4019	4040	4061	4082	4103	4124	4145	4166	4186	64
65	3323	3506	3699	3903	4117	4138	4159	4179	4200	4221	4242	4263	4284	65
66	3395	3581	3778	3985	4204	4225	4246	4266	4287	4308	4329	4350	4373	66
67	3473	3664	3866	4079	4303	4324	4345	4366	4388	4411	4434	4456	4479	67
68	3544	3739	3945	4162	4392	4414	4437	4460	4482	4505	4527	4550	4573	68
69	3630	3830	4040	4263	4498	4521	4543	4566	4588	4611	4634	4656	4679	69
70	3713	3917	4133	4360	4601	4623	4646	4668	4691	4714	4738	4762	4787	70
71	3791	4000	4220	4451	4696	4719	4743	4768	4792	4816	4841	4865	4889	71
72	3875	4087	4312	4548	4799	4823	4848	4872	4896	4921	4945	4969	4994	72
73	3965	4183	4413	4655	4910	4935	4959	4983	5008	5032	5056	5083	5109	73
74	4052	4275	4510	4759	5020	5044	5069	5095	5121	5147	5173	5199	5225	74
75	4141	4369	4609	4863	5131	5157	5183	5210	5236	5262	5288	5314	5340	75
76	4242	4475	4721	4980	5253	5279	5305	5331	5357	5384	5410	5438	5465	76
77	4336	4574	4827	5093	5373	5399	5427	5455	5483	5511	5538	5566	5594	77
78	4430	4674	4931	5203	5488	5516	5544	5571	5599	5627	5655	5683	5711	78
79	4531	4780	5043	5319	5612	5639	5667	5695	5723	5751	5780	5810	5839	79
80	4637	4893	5163	5446	5745	5775	5805	5834	5864	5893	5923	5953	5982	80
81	4738	4999	5274	5565	5871	5900	5930	5960	5989	6019	6048	6078	6107	81
82	4846	5112	5394	5692	6005	6034	6064	6093	6125	6156	6187	6219	6250	82
83	4956	5229	5516	5819	6139	6170	6201	6233	6264	6295	6327	6358	6389	83
84	5063	5342	5636	5946	6273	6304	6335	6367	6398	6429	6461	6494	6527	84
85	5180	5465	5766	6083	6417	6448	6482	6515	6548	6581	6614	6647	6680	85
86	5295	5585	5893	6217	6560	6593	6626	6659	6692	6725	6758	6791	6826	86
87	5413	5711	6026	6356	6706	6739	6772	6805	6840	6875	6910	6944	6979	87
88	5538	5843	6165	6504	6863	6897	6932	6967	7002	7037	7071	7106	7141	88
89	5662	5973	6302	6649	7014	7049	7084	7118	7153	7190	7226	7263	7299	89
90	5786	6104	6440	6795	7169	7205	7242	7278	7315	7352	7388	7425	7461	90
91	5932	6257	6602	6965	7348	7385	7421	7458	7494	7532	7571	7609	7647	91
92	6081	6415	6769	7141	7534	7572	7611	7649	7687	7726	7764	7802	7840	92
93	6229	6572	6934	7315	7717	7755	7793	7832	7872	7912	7952	7992	8032	93
94	6388	6739	7110	7501	7914	7954	7994	8034	8074	8114	8154	8194	8235	94
95	6560	6920	7301	7703	8126	8166	8206	8248	8289	8331	8373	8415	8456	95
96	6725	7096	7485	7898	8333	8375	8416	8458	8500	8542	8585	8629	8672	96
97	6894	7273	7673	8096	8542	8585	8629	8672	8716	8759	8803	8846	8890	97
98	7063	7451	7861	8293	8749	8792	8836	8879	8924	8970	9015	9060	9105	98
99	7242	7640	8061	8505	8973	9018	9064	9109	9154	9199	9245	9292	9339	99
100	7423	7832	8263	8717	9198	9243	9290	9337	9384	9431	9478	9525	9572	100

NEW CLASSIFIED SALARY SCHEDULE STRUCTURE (CONT)



**SANTA BARBARA COUNTY EDUCATION OFFICE
CLASSIFIED MONTHLY SALARY SCHEDULE 2018-2019**

Range/Step	N	O	P	Q	R	S	T	U	V	W	X	Y	Range/Step
38	2365	2377	2389	2401	2413	2426	2438	2462	2486	2511	2535	2561	38
39	2413	2426	2438	2450	2462	2474	2486	2511	2535	2561	2587	2613	39
40	2460	2473	2485	2497	2509	2521	2533	2560	2586	2612	2638	2664	40
41	2528	2540	2553	2565	2577	2589	2601	2627	2654	2680	2706	2734	41
42	2572	2584	2596	2608	2620	2634	2648	2674	2700	2728	2756	2784	42
43	2634	2648	2662	2676	2690	2704	2718	2746	2774	2801	2829	2857	43
44	2702	2716	2730	2744	2758	2772	2786	2814	2841	2869	2897	2927	44
45	2763	2777	2791	2805	2819	2833	2847	2874	2904	2934	2963	2993	45
46	2817	2831	2845	2859	2873	2887	2901	2930	2960	2989	3019	3048	46
47	2880	2894	2908	2921	2935	2949	2963	2993	3022	3052	3083	3115	47
48	2942	2956	2970	2986	3002	3017	3033	3062	3094	3125	3156	3188	48
49	3007	3022	3038	3054	3069	3085	3101	3132	3163	3195	3226	3259	49
50	3080	3095	3111	3127	3142	3158	3174	3205	3236	3269	3303	3336	50
51	3149	3165	3181	3196	3212	3228	3243	3276	3309	3343	3376	3409	51
52	3219	3235	3250	3266	3282	3297	3313	3346	3379	3412	3447	3482	52
53	3287	3303	3318	3336	3353	3370	3388	3421	3456	3490	3525	3560	53
54	3376	3393	3410	3428	3445	3463	3480	3515	3550	3584	3621	3657	54
55	3449	3466	3483	3501	3518	3536	3553	3588	3624	3661	3698	3734	55
56	3517	3534	3551	3569	3586	3604	3621	3657	3694	3731	3767	3805	56
57	3591	3609	3626	3644	3661	3680	3699	3736	3772	3811	3849	3887	57
58	3677	3696	3715	3734	3753	3772	3791	3830	3868	3906	3945	3985	58
59	3765	3785	3804	3823	3842	3861	3880	3918	3959	3999	4039	4079	59
60	3854	3873	3892	3912	3931	3950	3969	4009	4049	4089	4131	4173	60
61	3932	3952	3971	3990	4009	4030	4051	4091	4133	4174	4216	4258	61
62	4019	4040	4061	4082	4103	4124	4145	4186	4228	4270	4313	4357	62
63	4117	4138	4159	4179	4200	4221	4242	4284	4327	4371	4414	4458	63
64	4207	4228	4249	4270	4291	4312	4333	4376	4420	4463	4508	4554	64
65	4305	4326	4347	4367	4389	4413	4435	4479	4524	4569	4614	4661	65
66	4395	4418	4440	4463	4486	4508	4531	4576	4621	4668	4715	4762	66
67	4501	4524	4547	4569	4592	4614	4637	4684	4731	4778	4825	4874	67
68	4595	4618	4641	4663	4686	4708	4733	4780	4827	4875	4924	4973	68
69	4701	4726	4750	4775	4799	4823	4848	4896	4945	4994	5044	5095	69
70	4811	4835	4860	4884	4909	4933	4957	5006	5056	5107	5157	5210	70
71	4914	4938	4962	4987	5011	5036	5060	5110	5161	5213	5265	5317	71
72	5018	5043	5067	5093	5119	5145	5171	5223	5276	5328	5382	5436	72
73	5135	5161	5187	5213	5239	5265	5291	5344	5397	5451	5505	5561	73
74	5251	5277	5304	5330	5356	5382	5408	5462	5516	5571	5627	5683	74
75	5366	5392	5418	5446	5474	5502	5530	5585	5641	5697	5754	5812	75
76	5493	5521	5549	5577	5605	5632	5660	5718	5775	5832	5892	5951	76
77	5622	5650	5678	5705	5733	5761	5791	5848	5907	5966	6026	6087	77
78	5739	5766	5796	5826	5855	5885	5914	5973	6033	6093	6154	6215	78
79	5869	5899	5928	5958	5987	6017	6047	6107	6168	6229	6292	6354	79
80	6012	6041	6071	6100	6132	6163	6194	6257	6320	6382	6447	6511	80
81	6139	6170	6201	6233	6264	6295	6327	6389	6454	6518	6582	6649	81
82	6281	6313	6344	6375	6407	6438	6471	6535	6602	6668	6734	6802	82
83	6421	6452	6485	6518	6551	6584	6617	6683	6749	6817	6885	6955	83
84	6560	6593	6626	6659	6692	6725	6758	6826	6894	6963	7033	7103	84
85	6713	6746	6779	6812	6847	6882	6917	6986	7056	7127	7198	7270	85
86	6861	6896	6930	6965	7000	7035	7070	7141	7212	7284	7357	7430	86
87	7014	7049	7084	7118	7153	7190	7226	7299	7372	7445	7520	7595	87
88	7178	7214	7251	7287	7324	7360	7397	7472	7546	7621	7698	7774	88
89	7336	7372	7409	7445	7482	7520	7559	7633	7710	7787	7865	7943	89
90	7498	7536	7574	7613	7651	7689	7727	7804	7882	7961	8041	8121	90
91	7686	7724	7762	7800	7839	7879	7919	7999	8079	8159	8241	8322	91
92	7880	7920	7961	8001	8041	8081	8121	8202	8284	8368	8451	8536	92
93	8072	8112	8152	8192	8234	8275	8317	8401	8484	8570	8655	8742	93
94	8277	8319	8361	8402	8444	8486	8528	8613	8700	8787	8876	8964	94
95	8498	8540	8583	8627	8670	8714	8757	8844	8933	9022	9112	9203	95
96	8716	8759	8803	8846	8890	8935	8980	9071	9161	9253	9346	9440	96
97	8935	8980	9025	9071	9116	9161	9206	9299	9391	9485	9580	9676	97
98	9151	9196	9241	9288	9335	9382	9429	9523	9619	9714	9812	9909	98
99	9386	9433	9480	9527	9573	9622	9671	9768	9866	9965	10064	10165	99
100	9620	9669	9718	9767	9815	9864	9913	10012	10113	10214	10316	10419	100

OLD CERTIFICATED SALARY SCHEDULE STRUCTURE



Certificated Teacher/Nurse Annual Salary Schedule - 2017-2018

Requiring full credentials authorizing service for which initially employed

183 Service Days

	I	II	III	IV	V	VI
STEP	BA or appropriate vocation credential	15 semester units of upper division or graduate work after completion of a BA; equivalent vocational credential and 15 semester units of approved course work related to teaching assignment	30 semester units of upper division or graduate work after completion of a BA; or appropriate vocational credential and 30 semester units	45 semester units of upper division or graduate work after completion of a BA; for ROP Instructors appropriate vocational credential and 45 semester units	60 semester units of upper division or graduate work after completion of a BA; or appropriate vocational credential and 60 semester units	Earned Masters degree and 75 units of upper division or graduate work after completion of a BA
1	43,591	44,507	47,333	50,207	53,108	56,050
2	43,822	46,716	49,653	52,647	55,664	58,721
3	45,869	48,871	51,927	55,028	58,161	61,328
4	47,877	50,985	54,151	57,365	60,607	63,873
5	49,829	53,054	56,322	59,640	62,990	66,357
6	51,732	55,052	58,434	61,852	65,293	68,775
7	53,583	57,008	60,479	63,991	67,539	71,107
8	55,369	58,889	62,458	66,069	69,709	73,365
9	57,099	61,482	64,370	68,074	71,797	75,543
10	58,770	62,468	66,212	70,003	73,815	77,641
11	60,897	64,153	67,982	71,857	75,748	79,662
12	61,920	65,776	69,689	73,631	77,607	81,590
13	63,393	67,327	71,317	75,341	79,384	83,448
14	64,808	68,814	72,875	76,968	81,090	85,215

NEW CERTIFICATED SALARY SCHEDULE STRUCTURE



**Certificated Salary Schedule A
Annual Salary Schedule - 2018-2019**

Requiring full credentials authorizing service for which initially employed
184 Service Days

STEP	I	II	III	IV	V
	BA or appropriate vocational credential	30 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 30 semester units	45 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 45 semester units	60 semester units of approved upper division or graduate work after completion of a BA; or appropriate vocational credential and 45 semester units	Earned Masters degree and 75 semester units of approved upper division or graduate work after completion of a BA
1	47,504	50,354	53,375	56,578	59,973
2	49,404	52,368	55,510	58,841	62,372
3	51,380	54,463	57,730	61,195	64,867
4	53,435	56,642	60,039	63,643	67,462
5	55,572	58,908	62,441	66,189	70,160
6	57,795	61,264	64,939	68,837	72,966
7	59,529	63,102	66,887	70,902	75,155
8	61,315	64,995	68,894	73,029	77,410
9	63,154	66,945	70,961	75,220	79,732
10	65,049	68,953	73,090	77,477	82,124
11	66,350	70,332	74,552	79,027	83,766
12	67,677	71,739	76,043	80,608	85,441
13	69,031	73,174	77,564	82,220	87,150
14	70,412	74,637	79,115	83,864	88,893
15	71,468	75,757	80,302	85,122	90,226
16	72,540	76,893	81,507	86,399	91,579
17	73,628	78,046	82,730	87,695	92,953
18	74,732	79,217	83,971	89,010	94,347
19	75,853	80,405	85,231	90,345	95,762
20	76,991	81,611	86,509	91,700	97,198
21	78,146	82,835	87,807	93,076	98,656
22	79,318	84,078	89,124	94,472	100,136
23	80,508	85,339	90,461	95,889	101,638
24	81,716	86,619	91,818	97,327	103,163
25	82,942	87,918	93,195	98,787	104,710



Certificated Management Annual Salary Schedule - 225
 2022-2023
 221 Service Days & 4 Board Declared Holidays

	A	B	C	D	E	F	G	H	
1	61,529	63,066	64,643	66,261	67,915	69,614	71,354	73,138	1
2	63,066	64,643	66,261	67,915	69,614	71,354	73,138	74,966	2
3	64,643	66,261	67,915	69,614	71,354	73,138	74,966	76,841	3
4	66,261	67,915	69,614	71,354	73,138	74,966	76,841	78,762	4
5	67,915	69,614	71,354	73,138	74,966	76,841	78,762	80,730	5
6	69,614	71,354	73,138	74,966	76,841	78,762	80,730	82,749	6
7	71,354	73,138	74,966	76,841	78,762	80,730	82,749	84,817	7
8	73,138	74,966	76,841	78,762	80,730	82,749	84,817	86,938	8
9	74,966	76,841	78,762	80,730	82,749	84,817	86,938	89,111	9
10	76,841	78,762	80,730	82,749	84,817	86,938	89,111	91,338	10
11	78,762	80,730	82,749	84,817	86,938	89,111	91,338	93,623	11
12	80,730	82,749	84,817	86,938	89,111	91,338	93,623	95,962	12
13	82,749	84,817	86,938	89,111	91,338	93,623	95,962	98,362	13
14	84,817	86,938	89,111	91,338	93,623	95,962	98,362	100,820	14
15	86,938	89,111	91,338	93,623	95,962	98,362	100,820	103,340	15
16	89,111	91,338	93,623	95,962	98,362	100,820	103,340	105,923	16
17	91,338	93,623	95,962	98,362	100,820	103,340	105,923	108,571	17
18	93,623	95,962	98,362	100,820	103,340	105,923	108,571	111,286	18
19	95,962	98,362	100,820	103,340	105,923	108,571	111,286	114,066	19
20	98,362	100,820	103,340	105,923	108,571	111,286	114,066	116,919	20
21	100,820	103,340	105,923	108,571	111,286	114,066	116,919	119,843	21
22	103,340	105,923	108,571	111,286	114,066	116,919	119,843	122,837	22
23	105,923	108,571	111,286	114,066	116,919	119,843	122,837	125,910	23
24	108,571	111,286	114,066	116,919	119,843	122,837	125,910	129,057	24
25	111,286	114,066	116,919	119,843	122,837	125,910	129,057	132,284	25
26	114,066	116,919	119,843	122,837	125,910	129,057	132,284	135,590	26
27	116,919	119,843	122,837	125,910	129,057	132,284	135,590	138,980	27
28	119,843	122,837	125,910	129,057	132,284	135,590	138,980	142,455	28
29	122,837	125,910	129,057	132,284	135,590	138,980	142,455	146,017	29
30	125,910	129,057	132,284	135,590	138,980	142,455	146,017	149,668	30
31	129,057	132,284	135,590	138,980	142,455	146,017	149,668	153,408	31



Certificated Management Annual Salary Schedule - 225
2022-2023 With 2 lowest columns deleted and 3 more added on top end + 4% increase
 221 Service Days & 4 Board Declared Holidays

	A	B	C	D	E	F	G	H	I	
1	67,229	68,911	70,632	72,399	74,208	76,064	77,965	79,914	81,912	1
2	68,911	70,632	72,399	74,208	76,064	77,965	79,914	81,912	83,959	2
3	70,632	72,399	74,208	76,064	77,965	79,915	81,913	83,960	86,059	3
4	72,399	74,208	76,064	77,965	79,915	81,912	83,960	86,059	88,211	4
5	74,208	76,064	77,965	79,915	81,912	83,959	86,058	88,210	90,415	5
6	76,064	77,965	79,915	81,912	83,959	86,059	88,210	90,416	92,676	6
7	77,965	79,915	81,912	83,959	86,059	88,210	90,415	92,675	94,992	7
8	79,915	81,912	83,959	86,059	88,210	90,416	92,676	94,993	97,368	8
9	81,912	83,959	86,059	88,210	90,416	92,675	94,992	97,367	99,801	9
10	83,959	86,059	88,210	90,416	92,675	94,992	97,366	99,800	102,295	10
11	86,059	88,210	90,416	92,675	94,992	97,368	99,802	102,297	104,855	11
12	88,210	90,416	92,675	94,992	97,368	99,800	102,295	104,853	107,474	12
13	90,416	92,675	94,992	97,368	99,800	102,296	104,854	107,475	110,162	13
14	92,675	94,992	97,368	99,800	102,296	104,853	107,474	110,161	112,915	14
15	94,992	97,368	99,800	102,296	104,853	107,474	110,160	112,914	115,737	15
16	97,368	99,800	102,296	104,853	107,474	110,160	112,914	115,737	118,630	16
17	99,800	102,296	104,853	107,474	110,160	112,914	115,737	118,630	121,596	17
18	102,296	104,853	107,474	110,160	112,914	115,737	118,631	121,597	124,637	18
19	104,853	107,474	110,160	112,914	115,737	118,629	121,594	124,634	127,750	19
20	107,474	110,160	112,914	115,737	118,629	121,596	124,636	127,752	130,945	20
21	110,160	112,914	115,737	118,629	121,596	124,637	127,753	130,946	134,220	21
22	112,914	115,737	118,629	121,596	124,637	127,750	130,944	134,218	137,573	22
23	115,737	118,629	121,596	124,637	127,750	130,946	134,220	137,576	141,015	23
24	118,629	121,596	124,637	127,750	130,946	134,219	137,575	141,014	144,539	24
25	121,596	124,637	127,750	130,946	134,219	137,575	141,015	144,540	148,154	25
26	124,637	127,750	130,946	134,219	137,575	141,014	144,539	148,152	151,856	26
27	127,750	130,946	134,219	137,575	141,014	144,539	148,153	151,856	155,653	27
28	130,946	134,219	137,575	141,014	144,539	148,153	151,857	155,653	159,545	28
29	134,219	137,575	141,014	144,539	148,153	151,858	155,654	159,545	163,534	29
30	137,575	141,014	144,539	148,153	151,858	155,655	159,546	163,535	167,623	30
31	141,014	144,539	148,153	151,858	155,655	159,544	163,533	167,621	171,812	31

Associate Superintendent Salary Comparison 2022-2023

LEA	Students	Employees	Districts (COEs)	Total Budget	Position	Lowest Column/Step*	Highest Column/Step*
Placer COE	69,500	425	16	\$ 60,000,000	Assoc Sup	\$ 213,943.00	\$ 229,316.00
					Asst Sup	\$ 195,959.00	\$ 210,039.00
Sonoma COE	66,500	293	40	\$ 73,026,108	Assoc Sup	\$ 212,899.00	\$ 235,058.00
					Asst Sup	\$ 203,882.00	\$ 225,103.00
Monterey COE	68,165	761	24	\$ 117,908,558	Chief Bus Official	\$ 179,575.21	\$ 229,188.25
					Chief HR Official	\$ 179,575.21	\$ 229,188.25
					Asst Sup SPED	\$ 179,575.21	\$ 229,188.25
					Asst Sup Ed Svs	\$ 179,575.21	\$ 229,188.25
Ventura COE	118,000	840	19	\$ 135,000,000	Assoc Sup Ed Svs	\$ 252,001.15	\$ 252,001.15
					Assoc Sup Student Svs	\$ 252,001.15	\$ 252,001.15
					Assoc Sup HR	\$ 211,337.10	\$ 211,337.10
Kern COE	175,002	2,105	46	\$ 435,388,941	Asst Sup	\$ 196,046.00	\$ 215,378.00
Marin COE (Merit District)	30,485	275	17	\$ 53,730,135	Asst Sup II	\$ 218,350.00	\$ 218,350.00
					Asst Sup I	\$ 190,707.00	\$ 190,707.00
San Luis Obispo COE (Merit District)	29,585	183	10	\$ 35,445,325	Asst Sup	\$ 132,600.00	\$ 224,400.00
					Asst Sup Bus	\$ 132,600.00	\$ 224,400.00
Tulare COE	93,738	1,568	43	\$ 247,453,997	Asst Sup	\$ 195,395.20	\$ 249,671.40
					Asst Sup	\$ 201,612.32	\$ 257,615.49
SBUSD	12,124	1,945		\$ 243,101,537	Asst Sup Bus	\$ 171,685.88	\$ 223,231.09
					Asst Sup	\$ 180,723.51	\$ 207,592.95
SMB	15,873	2,153		\$ 310,221,131	Asst Sup	\$ 159,828.00	\$ 229,881.00
SMJUHSD	8,571	1,127		\$ 144,392,077	Asst Sup HR	\$ 191,905.00	\$ 211,576.00
					Asst Sup Bus	\$ 191,905.00	\$ 211,576.00
					Asst Sup C&I	\$ 191,905.00	\$ 211,576.00
LUSD (Merit District)	8,789	1,254		\$ 152,633,590	Asst Sup Bus	\$ 181,033.00	\$ 181,033.00
					Asst Sup Ed Svs/SPED	\$ 181,033.00	\$ 181,033.00
					Asst Sup HR	\$ 181,033.00	\$ 181,033.00
Snr Mgr MEAN					\$ 191,062.41	\$ 220,394.90	
Snr Mgr MEDIAN					\$ 191,905.00	\$ 224,400.00	
COE Mean of Comparable (blue only)					\$ 205,483.93	\$ 230,146.22	
Local LEA Mean (not incl SBCEO)					\$ 181,227.93	\$ 204,281.34	
LOWEST Snr Mgr					\$ 132,600.00		
HIGHEST Snr Mgr						\$ 257,615.49	
SBCEO	69,000	575	20	\$ 104,000,000	Asst Sup current	\$ 157,901.00	\$ 183,050.00
					Restructured schedule + 4%	\$ 184,829.00	\$ 205,010.00

*data gathered from a combination of sources for most current information including salary schedules posted on websites and conversations with human resources departments

		1	2	3	4	5	6
Current Schedule- 2022-23	\$	156,901	\$ 162,518	\$ 167,518	\$ 172,543	\$ 177,720	\$ 183,050
Retroactive New Asst Supt Schedule 2022-2023	\$	184,829	\$ 190,372	\$ 195,131	\$ 200,010	\$ 205,010	

eliminating previous steps 1 - 4, resulting in a new 5-step schedule plus 4% for 2022-2023

Associate Superintendents qualify for longevity
 \$0 Car/other allowance
 Graduate Degree: MA \$800/PHD \$1500
 ASCA membership for 2022-2023

Longevity Option 1

Beginning on July 1 of the 15th year of service: 2% of the base salary.
 On July 1 of each subsequent year, the longevity calculation will replace the prior calculation with 2% of the current year base salary.
 After 30 years of service: an additional increment of \$1750; After 35 years of service: an additional increment of \$1750; After 40 years of service: an additional increment of \$1750

Longevity Option 2

Senior management employees hired prior to July 1, 2005 and employed in management positions prior to July 1, 2018 shall choose in writing between Longevity Option 1 or Option 2 as defined below. Senior managers not meeting this criteria shall be eligible for Longevity Option 1.
 Senior management employees will receive prorated longevity increments in accordance with the following schedule:
 After 15 years of service: 2% of the 15th year base salary; After 20 years of service: 4% of the 20th year base salary; After 25 years of service: 6% of the 25th year base salary
 After 30 years of service: an additional increment of \$1750; After 35 years of service: an additional increment of \$1750; After 40 years of service: an additional increment of \$1750

County Superintendent Salary Comparison 2022-2023

LEA	Students	Employees	Districts (COEs)	Total Budget	Position	2022-2023 Salary*
Placer COE	69,500	425	16	\$ 60,000,000	Superintendent	\$ 296,702.00***
Sonoma COE	66,500	293	40	\$ 73,026,108	Superintendent	\$ 283,950.00
Monterey COE	68,165	761	24	\$ 117,908,558	Superintendent	\$ 260,019.00**
Ventura COE	118,000	840	19	\$ 135,000,000	Superintendent	\$ 280,001.03
Kern COE	175,002	2,105	46	\$ 435,388,941	Superintendent	\$ 374,187.00
Marin COE (Merit District)	30,485	275	17	\$ 53,730,135	Superintendent	\$ 348,332.92
San Luis Obispo COE (Merit District)	29,585	183	10	\$ 35,445,325	Superintendent	\$ 232,538.00
Tulare COE	93,738	1,568	43	\$ 247,453,997	Superintendent	\$ 294,317.25
SBUSD	12,124	1,945		\$ 243,101,537	Superintendent	\$ 265,218.00
SMB	15,873	2,153		\$ 310,221,131	Superintendent	\$ 287,499.97
SMJUHSD	8,571	1,127		\$ 144,392,077	Superintendent	\$ 271,700.00
LUSD (Merit District)	8,789	1,254		\$ 152,633,590	Superintendent	\$ 233,027.00
Sup MEAN						\$ 287,077.12
Sup MEDIAN						\$ 281,975.52
COE Mean of Comparable (blue only)						\$ 281,975.52
Local LEA Mean (not incl SBCEO)						\$ 264,361.24
LOWEST Sup						\$ 232,538.00
Highest Sup						\$ 374,187.00
SBCEO	69,000	575	20	\$ 104,000,000	Superintendent	\$ 214,970.00

*data gathered from a combination of sources for most current information including salary schedules posted on websites and conversations with human resources departments

**Monterey salary expected to increase; board discussion in January 2023 planned

***Placer salary on board agenda for approval November 2022

Santa Barbara County Employees:	Employees	Total Budget
up to: \$300,171.69 District Attorney	149	\$ 32,312,600
up to: \$278,142.13 Sheriff- Coroner	757	\$ 182,212,400
up to: \$323,737 Chief Executive Officer	4,460	\$ 1,383,648,320
	46	\$ 59,419,800
		Entire County operations
		Mona's department only

Superintendent qualifies for longevity

Graduate Degree: MA \$800/PHD \$1500

\$0 Car/other allowance

ACSA membership

Longevity Option 1

Beginning on July 1 of the 15th year of service: 2% of the base salary.

On July 1 of each subsequent year, the longevity calculation will replace the prior calculation with 2% of the current year base salary.

After 30 years of service: an additional increment of \$1750; After 35 years of service: an additional increment of \$1750; After 40 years of service: an additional increment of \$1750

Longevity Option 2

Senior management employees hired prior to July 1, 2005 and employed in management positions prior to July 1, 2018 shall choose in writing between Longevity Option 1 or Option 2 as defined below. Senior managers not meeting this criteria shall be eligible for Longevity Option 1.

Senior management employees will receive prorated longevity increments in accordance with the following schedule:

After 15 years of service: 2% of the 15th year base salary; After 20 years of service: 4% of the 20th year base salary; After 25 years of service: 6% of the 25th year base salary

After 30 years of service: an additional increment of \$1750; After 35 years of service: an additional increment of \$1750; After 40 years of service: an additional increment of \$1750