

Agenda Item 3 Materials



**SANTA BARBARA COUNTY BOARD OF EDUCATION
POLICY COMMITTEE**

4400 Cathedral Oaks Road
Santa Barbara, CA 93110

MEETING

January 19, 2023 – 1:00 p.m.
Virtual meeting, online via Zoom

MINUTES

The Santa Barbara County Board of Education’s Policy Committee held this meeting on Thursday, January 19, 2023, as a virtual meeting due to the COVID-19 pandemic. Assembly Bill 361 allows local agencies flexibility in conducting public meetings virtually during a declared state of emergency.

UNAPPROVED

In Attendance: Marybeth Carty, Michelle de Werd, Bruce Porter, Susan Salcido, Mari Baptista, Bridget Baublits, Anna Freedland, Austin Payne (legal counsel)

GENERAL FUNCTIONS

1. Call to order

The meeting was called to order at 1:00 p.m. by Committee Chair Porter.

2. Public comments

ACTION ITEMS

3. Approval of minutes of meeting held October 4, 2022

Minutes of the meeting held October 4, 2022 were reviewed and discussed. The committee agreed that a revision should be considered, and the minutes brought back to a future committee meeting.

MOVED:

SECONDED:

VOTE:

4. Approval of minutes of meeting held January 5, 2023

Minutes of the meeting held January 5, 2023 were approved.

MOVED: **Mrs. de Werd**

SECONDED: **Mrs. Carty**

VOTE: **Passed 3-0**

5. Review revised board policies

The committee reviewed the revised board policies (BP) listed below and recommended they be approved by the full board:

- BP 4040 – Employee Use of Technology
- BP 5022 – Student and Family Privacy Rights
- BP 5030 – Student Wellness
- BP 5141.4 – Child Abuse Prevention and Reporting
- BP 5145.2 – Freedom of Speech and Expression
- BP 9270 – Conflict of Interest

MOVED: **Mr. Porter**

SECONDED: **Mrs. de Werd**

VOTE: **Passed 3-0**

6. Review new board policies

The committee reviewed the new board policies (BP) listed below and recommended they be approved by the full board:

Board Policy Title	BP Number – Certificated Personnel	BP Number – Classified Personnel	BP Number – Management Personnel
Assignment	4113		
Demotion/Reassignment			4313.2
Temporary Modified/Light-Duty Assignment	4113.4	4213.4	4313.4
Transfers			4314
Early Retirement Option	4117.13		4317.13
Resignation	4117.2	4217.2	4317.2
Personnel Reduction	4117.3		
Dismissal/Suspension/Disciplinary Action	4118	4218.1	
Civil And Legal Rights	4119.1	4219.1	4319.1
Professional Standards	4119.21	4219.21	4319.21
Dress And Grooming	4119.22	4219.22	4319.22
Unauthorized Release Of Confidential Privileged Information	4119.23	4219.23	4319.23
Maintaining Appropriate Adult-Student Interactions	4119.24	4219.24	4319.24
Collective Bargaining Agreement	4141	4241	
Concerted Action/Work Stoppage	4141.6	4241.6	
Negotiations/Consultation	4143	4243	

MOVED: **Mrs. de Werd**

SECONDED: **Mrs. Carty**

VOTE: **Passed 3-0**

7. Review new board policy

The committee reviewed the draft new board policy (BP) listed below and supporting materials and recommended further revisions be made and brought back to the committee at the next committee meeting.

- BP 9500 – County Superintendent’s Remuneration

MOVED:

SECONDED:

VOTE:

ADJOURNMENT

8. Adjournment to the next regular meeting on April 11, 2023.

The meeting was adjourned at 2:21 p.m.

MOVED: **Mrs. Carty**

SECONDED: **Mrs. de Werd**

VOTE: **Passed 3-0**

Agenda Item 4 Materials



Santa Barbara County Education Office
Interdistrict Attendance
Appeal Guide

April 2022

INTRODUCTION

A statutory responsibility of the Santa Barbara County Board of Education (County Board) is to serve as an appellate body for interdistrict attendance appeals when either the district of residence or the district of requested attendance has denied a request for an interdistrict attendance transfer.

Santa Barbara County Education Office (SBCEO) developed this guide to explain the interdistrict attendance appeal process. To obtain additional information and forms regarding interdistrict attendance appeals, please visit our Child Welfare and Attendance website at: sbceo.org/domain/23.

WHEN CAN I REQUEST AN INTERDISTRICT ATTENDANCE APPEAL HEARING?

An interdistrict attendance appeal hearing may be requested in accordance with [Education Code Section \(EC §\) 46601](#) with the County Board:

1. After an interdistrict attendance transfer has been denied by the school district of residence or by the school district of requested attendance AND the appeal process of the denying school district has been exhausted.
2. When the school district has failed to provide its written decision within the prescribed timelines.

HOW DO I REQUEST AN INTERDISTRICT ATTENDANCE APPEAL HEARING?

An appeal request must be filed in writing, by the person having legal custody of the student, within thirty (30) calendar days of the district's final denial of the interdistrict attendance transfer request. Your appeal will only be accepted upon verification by the County Superintendent of Schools (County Superintendent) or designee that all appeals within the school district(s) have been exhausted.

To file an appeal, please submit an appeal request in person or by certified mail to the address listed below.

Santa Barbara County Education Office
Attention: Rene Wheeler, Child Welfare and Attendance
4400 Cathedral Oaks Road
Santa Barbara, CA 93110

WHAT DOCUMENTATION MUST BE SUBMITTED WITH AN INTERDISTRICT ATTENDANCE APPEAL?

After the initial appeal request is received, a completed interdistrict attendance appeal packet must be submitted, which includes:

1. The Interdistrict Attendance Appeal form, completed and signed, which identifies the specific reasons for appeal;
 - a. The reason(s) for the appeal must be the same as those stated on the original Interdistrict Transfer request. Should the reasons change substantially, the appellant may be asked to reapply with the district that denied the attendance transfer request;
2. Copy of the original interdistrict transfer request, showing the date of denial;
3. Copies of all correspondence between the legal guardian and the school district denying the request; and,
4. Any additional documents submitted to the district supporting the interdistrict transfer request.

Note: Families with multiple appeals may have them heard separately or as one; parents should understand that if they have all their children's appeals heard as one, there will only be one decision affecting all the children.

Please contact Rene Wheeler, Child and Welfare Attendance, at (805) 967-5307 with any questions.

WHAT HAPPENS BEFORE THE INTERDISTRICT ATTENDANCE APPEAL HEARING?

The Santa Barbara County Education Office will notify all parties involved of the date, time and location of the appeal hearing. Each party will be provided an opportunity to submit written statements and other relevant documentation.

Before the scheduled hearing, the County Superintendent's designee will review the Interdistrict Attendance Appeal form and supporting documentation.

1. The designee will determine whether the denial of the interdistrict attendance request by the district is final.
2. The designee will review the appeal to determine that all prescribed timelines have been met prior to the hearing.
3. If it is determined that a hearing is necessary, the designee will provide information and/or documents to the County Board related to the appeal.
4. The designee may act to facilitate a resolution between the appellant and the district.
5. The designee will determine if any confidential student information significant to the County Board's decision will be disclosed during the hearing. If so, the County Board may decide to hold the hearing in closed session if the purpose is expressly authorized by the Brown Act or by a provision of the Education Code.

WHAT IS THE TIMELINE FOR THE INTERDISTRICT ATTENDANCE APPEAL HEARING?

The County Board has thirty (30) calendar days after an appeal is filed to conduct a hearing. The County Superintendent, designee, or County Board, for good cause, may extend the thirty (30) day timeline for an additional five (5) school days if the time requirement for an appeal hearing is impractical for the County Board. The County Board may permit additional continuances for good cause.

WHAT HAPPENS AT THE INTERDISTRICT ATTENDANCE APPEAL HEARING?

Interdistrict attendance appeal hearings are held during regular or special County Board meetings in open session, unless it has been determined that a closed session is required.

The hearing will be conducted as follows:

1. The Board President will chair the proceedings.
2. The County Superintendent or designee will make a brief introduction of all parties and explain the hearing procedure.
3. The appellant and any witnesses will be provided an opportunity to present statements and facts relevant to the appeal. Time limits may be imposed for the presentation.
4. A representative of the district denying the request will be provided an opportunity to present statements and facts related to the appeal. Time limits may be imposed for the presentation.
5. Both the appellant and the district representative will be provided an opportunity to make a closing statement.
6. At any time during and following the presentations, members of the County Board may ask questions of the parties or SBCEO staff.
7. At the conclusion of the presentations, the hearing will be closed and the County Board will deliberate in open session. For cases heard in closed session, at the conclusion of presentations the County Board shall deliberate in closed session.
8. The County Board may act upon the appeal following deliberation or take the matter under submission and issue a decision within three (3) school days. If the County Board acts during closed session, the decision of the County Board and the vote of each member shall be announced in open session immediately following the closed session.

If new evidence or grounds for the request are introduced during the hearing, the County Board may remand the matter for further consideration by the school district or districts. In all other cases, the appeal shall be granted or denied on its merits.

If the County Board grants the appeal then the student should be permitted to attend school in the district of requested attendance, and be admitted without delay. The Board may order attendance in a school district, but not in a specific school.

Once the County Board of Education has ruled on an appeal, it may not reconsider that ruling at a subsequent meeting. The decision of the County Board is final.

IF GRANTED, WHAT IS THE DURATION OF THE INTERDISTRICT ATTENDANCE TRANSFER?

If an appeal is granted for an interdistrict transfer under [EC §46600](#), students shall not need to reapply for an interdistrict transfer, and the student shall be allowed to continue to attend the school in which he or she is enrolled, except as specified below.

If the district of residence and district of attendance have entered into a master agreement for interdistrict attendance, the agreement may contain standards for reapplication that may not allow continued attendance. The agreement may also stipulate terms and conditions under which the interdistrict transfer may be revoked. If the district of attendance revokes the interdistrict transfer based on such terms and conditions, the revocation may not be appealed to the County Board for the remainder of that school year.

Neither a district of residence nor a district of attendance may rescind existing interdistrict transfers for students entering grade 11 or 12 in the subsequent school year.

HOW WILL I BE NOTIFIED OF THE COUNTY BOARD OF EDUCATION'S DECISION?

Written notice of the decision of the County Board shall be mailed to the student and the parent or guardian, or person having custody of the student, and to the governing boards of the districts. [EC §46602](#)

INTERDISTRICT ATTENDANCE APPEAL

An interdistrict attendance appeal shall be received by the Santa Barbara County Education Office within thirty (30) calendar days following the date of the district ruling. Late filing of this notice is good cause for denial of the appeal.

If there is more than one student in the family with a decision being appealed, please complete a form for each child and indicate whether the appeals will be heard individually or as one (see the Interdistrict Attendance Appeal Guide for additional information).

Student information:

Name: _____

Birthdate: _____ Grade: _____

Address: _____

City: _____ Zip Code: _____

District of Residence:

District: _____ School: _____

District Student Currently Attends:

District: _____ School: _____

District Student Wishes to Attend:

District: _____ School: _____

Parent/Guardian:

Name: _____ Phone number: _____

Address (If Different Than Above): _____

City: _____ Zip Code: _____

Attorney or Representative (not required): _____

Address: _____

City: _____ Zip Code: _____

For multiple appeals:

_____ My family would like separate hearings for each student

_____ My family would like ALL appeals in one hearing

1. Reason(s) for your request for admission to a school in a district in which the student does not live (you may attach additional written description):

2. Please select which of the following two situations pertains to your circumstance and explain:

A. Describe the student/parent understanding of reason(s) given by the local governing board (district of residence) for NOT entering into an interdistrict transfer agreement in this case, thereby **denying release** of the student to another district: *(Attach copy of official notification from local governing board.)*

B. Describe the student/parent understanding of the reason(s) the governing board of the district in which the student desires to attend **refuses to accept** the student: *(Attach copy of official notification from local governing board.)*

3. Describe any efforts by you to obtain reconsideration of the decision(s) by the board(s). (Include names of district personnel contacted.)

4. In your opinion, why should the decision(s) of the board(s) be set aside? (Please elaborate fully. You may attach additional written description.)

Signature of Parent/Guardian

Date delivered or mailed to SBCEO

Please complete this form, sign, date, and mail or deliver with the supporting documents to:

Santa Barbara County Education Office
Attn: Rene Wheeler, Child Welfare and Attendance
4400 Cathedral Oaks Road
Santa Barbara, CA 93110

Interdistrict appeal requests must be received in our office within thirty (30) days from the date the interdistrict transfer request was denied.



STUDENTS

BOARD POLICY – INTERDISTRICT ATTENDANCE APPEALS

BP 5117.1

In accordance with the provisions of California Education Code section 46601, the County Board of Education will consider appeals following the failure or refusal of a school district to issue an inter-district attendance permit or to enter into an agreement allowing inter-district attendance. Any such appeal must be submitted in writing by a person having legal custody of the student denied inter-district attendance and must be filed within thirty (30) calendar days of the failure or refusal of the school district to issue a permit. Failure to appeal within the required time is good cause for denial of the appeal. An appeal shall be accepted only upon verification by the County Superintendent of Schools or designee that appeals within the districts have been exhausted.

Within thirty (30) calendar days of receipt of a written appeal, the County Board of Education will determine whether the student should be permitted to attend in the district in which the student desires to attend and the applicable period of time. The County Superintendent or designee may, for good cause, extend this thirty-day period for an additional five (5) school days if the time requirement for an appeal hearing is impractical for the County Board of Education. Additionally, the County Superintendent or designee may grant a continuance of any applicable time requirement for a specified number of days for any other reason upon good cause shown.

Inter-district transfer appeals may be heard in closed session if necessary, to protect pupil confidentiality, as long as to do so would not violate the Brown Act. The County Board of Education shall deliberate in closed session if the appeal is heard in closed session. In such cases, the decision of the County Board of Education and the vote of each member shall be announced in open session immediately following the closed session.

Families with appeals for multiple children may have the appeals heard separately or as one. The County Board of Education will conduct a separate vote on the appeal of each child.

Adequate notice shall be provided to all parties of the date and time of any hearing scheduled, and of the opportunity to submit written statements and documentation and to be heard on the matter. All written statements and supporting documentation must be attached to the appeal or the response to the appeal so that the County Board of Education and the parties have ample time to prepare for the appeal hearing. The County Board of Education may, in its discretion, permit parties to present additional written documentation at the time of the hearing. In exercising that discretion the County Board of Education may consider factors that it deems relevant including but not limited to the following: (1) whether the opposing party will be unfairly prejudiced by the late submission of the additional documentation because it will be unable to adequately respond to the additional documentation; (2) the reasons why the party offering the additional documentation did not

timely submit that documentation with their appeal or response; and (3) whether acceptance of the additional documentation will unduly delay the hearing on the appeal or the ability of the County Board of Education to timely rule on the merits of the appeal. An appeal may be remanded for further consideration if local remedies at the district level have not been exhausted or new evidence or grounds for request are produced.

The County Board of Education, in its discretion, may decide to limit the time each party has to present their position at the appeal hearing. The parties will be notified in advance of the hearing of any time limit imposed by the County Board of Education.

Each party to the appeal or their counsel may present oral statements to the County Board of Education. Each party may also present the oral statements of witnesses having knowledge of the facts relating to the appeal. The statements of parties and witnesses shall be taken in a narrative form and the parties and witnesses shall not be administered an oath prior to making their statements. No party shall have the right to examine or question the witnesses of the other party. The County Board of Education may do so at its discretion.

The County Superintendent, or designee, shall investigate to determine whether local remedies in the matter have been exhausted and to provide any additional information deemed useful to the County Board of Education in reaching a decision.

Students who are under consideration for expulsion or who have been expelled may not appeal inter-district attendance denials or rescissions while expulsion proceedings are pending, or during the term of the expulsion.

Although the County Board of Education has broad discretion, disposition of inter-district attendance appeals will generally be based upon the presumptions that: (a) the pupil is normally required to attend school in the district of residence of either the parent or the legal guardian; (b) such issues should be settled by the governing boards of the district(s) involved; and (c) only in extraordinary situations would the County Board of Education reverse the decisions of the local school board(s). The County Board of Education's scope of review of an inter-district appeal includes determining whether the subject school district(s) acted in compliance with the Education Code regarding inter-district transfers.

The County Board does not conduct the appeal hearing de novo. Instead it acts as an appellate body and examines the record before it to ascertain whether:

1. The district's policy was adhered to and consistently applied; and
2. The district's decision is supported by substantial evidence;

The County Board grants deference to the decision of governing board and existing district policies where the decision being appealed was made by the governing board and was adequately explained to the parent or guardian and will not override a lawful district policy absent a showing of substantial harm to the student.

In determining whether the appeal presents an extraordinary situation exists that supports a reversal of the decision of the governing board, the County Board may consider the following factors:

- (a) A substantial danger to the student's health or safety. There must be evidence of threats or injuries to the student or evidence that the student's health, welfare or safety is otherwise in clear, present, and continuing jeopardy or danger at the school of required attendance.
- (b) A severe hardship to parents or guardians, which is substantially greater than inconvenience, which would negatively affect the student's success in school. The parent or guardian must specify and describe the type of hardship in writing.
- (c) Continuity of attendance involving situations where a student has been allowed to attend a school in a district of non-residency, but the district alters policy.
- (d) The negative financial impact of educating the student (district of desired attendance) or losing the student (district of residence).
- (e) Overcrowding/Lack of space for the student in the receiving district, or evidence that the educational goals of the district will be otherwise impaired if it was required to admit the student and similarly situated students.

In applying these factors, the County Board may give them the weight it considers appropriate under the circumstances of each case.

The County Board ordinarily will not consider the following factors in determining whether an extraordinary situation exists:

- (a) The academic performance or reputation of a district or school;
- (b) Matters of preference or inconvenience to parents, the student, or the students' siblings caused by the parents' place of employment, transportation, child care or the availability of after-school options (unless considered under the district's policy) that will occur if the student is required to attend school in the student's district of residence.

The County Board's discretion is limited to granting or denying an appeal to attend in a particular district and not with regard to an individual school. The inter-district attendance appeal shall be denied unless the majority of all of the members of the County Board of Education (regardless of the number of members hearing the appeal) vote to grant the appeal. Once the County Board of Education has ruled on an appeal, it may not reconsider that ruling at a subsequent meeting.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Gov. Code 54950-54963

Description

The Ralph M. Brown Act

ADOPTED BY COUNTY BOARD:
REVISED:

July 3, 1975
January 6, 1994
April 7, 1994
June 12, 2008
December 2, 2010
December 11, 2014
November 3, 2022

Agenda Item 5 Materials



**SANTA BARBARA COUNTY BOARD OF EDUCATION
POLICY COMMITTEE**

4400 Cathedral Oaks Road
Santa Barbara, CA 93110

MEETING

October 4, 2022 – 2:00 p.m.
Virtual meeting, online via Zoom

MINUTES

The Santa Barbara County Board of Education’s Policy Committee held this meeting on Tuesday, October 4, 2022, as a virtual meeting due to the COVID-19 pandemic. Assembly Bill 361 allows local agencies flexibility in conducting public meetings virtually during a declared state of emergency.

UNAPPROVED

In Attendance: Marybeth Carty, Judy Frost, Bruce Porter, Michelle de Werd, Susan Salcido, Mari Baptista, Bridget Baublits, Anna Freedland, Austin Payne

GENERAL FUNCTIONS

1. Call to order

The meeting was called to order at 2:03 p.m. by Committee Chair Porter.

2. Public comments

None.

ACTION ITEMS

3. Approval of minutes of meeting held August 10, 2022

Minutes of the meeting held August 10, 2022 were approved.

MOVED: Mrs. Carty

SECONDED: Mrs. Frost

VOTE: Passed 3-0

4. Approval of new board policies

The committee approved the new board policies (BP) listed below as corrected, with the references section titled, “Cross Reference Code,” removed. The references section in a board policy is not part of the policy and removing a references section does not change the substance of the policy. The committee approved recommending the full board adopt the new BPs listed below as corrected:

Board Policy Title	BP Number – Certificated Personnel	BP Number – Classified Personnel	BP Number – Management Personnel
Administrative Staff Organization			4301
Recruitment and Selection	4111	4211	4311
Legal Status Requirement	4111.2	4211.2	4311.2
Certification	4112.2		
Contracts			4312.1
Interns	4112.21		
Employment of Relatives	4112.8	4212.8	4312.8
Employee Notifications	4112.9	4212.9	4312.9

MOVED: **Mrs. Frost** SECONDED: **Mrs. Carty** VOTE: **Passed 3-0**

5. Continue discussion on Board Policy 5117.1 – Interdistrict Attendance Appeals (revised)

At the request of the Board Policy Committee, the superintendent provided information related to children of active military parents/guardians. The committee discussed the information and considered whether to incorporate criterion 1(B), related to children of active military parents/guardians, which was previously presented to the committee for consideration at its August meeting, into BP 5117.1. The committee also considered, again, criteria 2(E) through 6(I), which were previously presented to the committee for consideration at its August meeting. The following motion was made:

MOTION: Approve Board Policy 5117.1 – Interdistrict Attendance Appeals (revised) as it is written, not to include criteria 1(B) through 6(I) in the BP, and recommend adoption by the full board.

MOVED: **Mrs. Carty** SECONDED: **Mrs. Frost** VOTE: **Passed 3-0**

ADJOURNMENT

6. Adjournment to the next regular meeting on January 19, 2023.

The meeting was adjourned at 2:55 p.m. to the next regular meeting on January 19, 2023.

MOVED: **Mrs. Frost** SECONDED: **Mrs. Carty** VOTE: **Passed 3-0**

Agenda Item 6 Materials

Board Bylaw 9500: County Superintendent's Remuneration

Status: ADOPTED

Original Adopted Date: 03/01/2021 | Last Reviewed Date: 03/01/2021

The County Board of Education believes that the County Superintendent of Schools renders essential services that promote the success of students and of the educational programs of the county office of education and should be fairly compensated for such service. In accordance with law, the County Board shall fix the salary of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

The County Board may determine the County Superintendent's salary at any point during the term of employment. However, any decreases in salary shall only be considered in consultation with legal counsel.

The County Superintendent shall not increase the County Superintendent's own salary, financial remuneration, benefits, or pension without bringing the matter to the attention of the County Board for its discussion and approval. (Education Code 1209)

OPTION 1: (County offices of education with elected superintendents)

Any discussion and/or action taken on the County Superintendent's remuneration, including, but not limited to, salary, financial remuneration, benefits, or pension, shall take place in open session at a regularly scheduled meeting of the County Board, which shall not be held during a special meeting. (Education Code 1209; Government Code 54956)

~~**OPTION 2:** (County offices of education with appointed superintendents)~~

~~Any discussion and/or final action taken on the County Superintendent's remuneration, including, but not limited to, salary, financial remuneration, benefits, or pension, shall take place in open session at a regularly scheduled meeting of the County Board, which shall not be held during a special meeting. However, the County Board may meet in closed session with its designated representative(s) who are involved in negotiations regarding the County Superintendent's salary or benefits to review the County Board's position or instruct its designated representative(s). (Education Code 1209; Government Code 53262, 54956, 54957)~~

During the open meeting at which the County Board will take final action on the County Superintendent's salary or fringe benefits, the County Board shall, prior to taking action, orally report a summary of the recommended action. (Government Code 54953)

Any action taken on the County Superintendent's remuneration shall be reflected in the County Board's minutes. (Government Code 53262)

The County Superintendent shall receive reimbursement for actual and necessary traveling expenses. (Education Code 1200, 1201)

State	Description
Gov. Code 53243-53243.4	Abuse of office
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 54956	Special Meetings

Cross References

Code

9321

9321-E(1)

9321-E(2)

Description[Closed Session](#)[Closed Session](#)[Closed Session](#)

BYLAWS

BOARD POLICY – COUNTY SUPERINTENDENT'S REMUNERATION

BP 9500

The County Board of Education (County Board) believes that the County Superintendent of Schools (County Superintendent) renders essential services that promote the success of students and of the educational programs of the County Education Office and should be fairly compensated for such service. In accordance with law, the County Board shall fix the salary of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

The County Board may determine the County Superintendent's salary at any point during the term of employment. However, any decreases in salary shall only be considered in consultation with legal counsel.

The County Superintendent shall not increase the County Superintendent's own salary, financial remuneration, benefits, or pension without bringing the matter to the attention of the County Board for its discussion and approval. (Education Code 1209)

Any discussion and/or action taken on the County Superintendent's remuneration, including, but not limited to, salary, financial remuneration, benefits, or pension, shall take place in open session at a regularly scheduled meeting of the County Board, which shall not be held during a special meeting. (Education Code 1209; Government Code 54956)

During the open meeting at which the County Board will take final action on the County Superintendent's salary or fringe benefits, the County Board shall, prior to taking action, orally report a summary of the recommended action. [GC 54953]

Any action taken on the County Superintendent's remuneration shall be reflected in the County Board's minutes. [GC 53262]

The County Superintendent shall receive reimbursement for actual and necessary traveling expenses. (Education Code 1200, 1201)

Legal Authority and Purview of the County Board

The County Board relies on a number of regulatory and legal proclamations to substantiate its authority to fix the salary of the County Superintendent, namely:

1. Article 9 (IX), Section 3.1 (b) of the California Constitution – “Notwithstanding any provision of this Constitution to the contrary, the county board of education or joint county board of education, as the case may be, shall fix the salary of the county superintendent of schools.”
2. Education Code (EC) 1207 – “... the salary of an incumbent (county superintendent) shall not be reduced during the term for which he (sic) was elected or appointed or for any consecutive new term to which he (sic) is elected or appointed.”

However, the California Attorney General has opined in 61 Ops.Cal.Atty.Gen. 384 (1978) that the adoption of Section 3.1(b) of Article 9 of the California Constitution voided the provision of EC 1207 and that the County Board retains power to fix the salary of the

County Superintendent including increasing or decreasing the salary during the County Superintendent's term of office.

The Attorney General also opined that any decrease could not be retroactive. Given the conflict recognized by the Attorney General between the California Constitution and EC 1207, it is recommended that the County Board contact legal counsel prior to decreasing a County Superintendent's salary.

3. EC 1209 – “A county superintendent of schools shall not increase his or her salary, financial remuneration, benefits, or pension in any manner or for any reason without bringing the matter to the attention of the county board of education for its discussion at a regularly scheduled public meeting and without the approval of the county board of education.” [Refer also to Government Code (GC) 54956]

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

	Description
Gov. Code 53243-53243.4	Abuse of office
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 54956	Special Meetings

Cross References

	Description
9321	Closed Session - https://simbli.eboardsolutions.com/SU/jPWKc29NJaJknPewLMtO6Q==
9321-E(1)	Closed Session - https://simbli.eboardsolutions.com/SU/5a8DE1W01Wdwk9JvJILBag==
9321-E(2)	Closed Session - https://simbli.eboardsolutions.com/SU/ZqILFGVP4sIshCplusKU65e9mtcQ==

ADOPTED BY COUNTY BOARD:

REVISED:

BYLAWS

BOARD POLICY – COUNTY SUPERINTENDENT'S REMUNERATION

BP 9500

The County Board of Education (County Board) believes that the County Superintendent of Schools (County Superintendent) renders essential services that promote the success of students and of the educational programs of the County Education Office and should be fairly compensated for such service. In accordance with law, the County Board shall fix the salary of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

The County Board may determine the County Superintendent's salary at any point during the term of employment. However, any decreases in salary shall only be considered in consultation with legal counsel.

The County Superintendent shall not increase the County Superintendent's own salary, financial remuneration, benefits, or pension without bringing the matter to the attention of the County Board for its discussion and approval. (Education Code 1209)

Any discussion and/or action taken on the County Superintendent's remuneration, including, but not limited to, salary, financial remuneration, benefits, or pension, shall take place in open session at a regularly scheduled meeting of the County Board, which shall not be held during a special meeting. (Education Code 1209; Government Code 54956)

During the open meeting at which the County Board will take final action on the County Superintendent's salary or fringe benefits, the County Board shall, prior to taking action, orally report a summary of the recommended action. [GC 54953]

Any action taken on the County Superintendent's remuneration shall be reflected in the County Board's minutes. [GC 53262]

The County Superintendent shall receive reimbursement for actual and necessary traveling expenses. (Education Code 1200, 1201)

Legal Authority and Purview of the County Board

The County Board relies on a number of regulatory and legal proclamations to substantiate its authority to fix the salary of the County Superintendent, namely:

1. Article 9 (IX), Section 3.1 (b) of the California Constitution – “Notwithstanding any provision of this Constitution to the contrary, the county board of education or joint county board of education, as the case may be, shall fix the salary of the county superintendent of schools.”
2. Education Code (EC) 1207 – “... the salary of an incumbent (county superintendent) shall not be reduced during the term for which he (sic) was elected or appointed or for any consecutive new term to which he (sic) is elected or appointed.”

However, the California Attorney General has opined in 61 Ops.Cal.Atty.Gen. 384 (1978) that the adoption of Section 3.1(b) of Article 9 of the California Constitution voided the provision of EC 1207 and that the County Board retains power to fix the salary of the

County Superintendent including increasing or decreasing the salary during the County Superintendent's term of office.

The Attorney General also opined that any decrease could not be retroactive. Given the conflict recognized by the Attorney General between the California Constitution and EC 1207, it is recommended that the County Board contact legal counsel prior to decreasing a County Superintendent's salary.

3. EC 1209 – “A county superintendent of schools shall not increase his or her salary, financial remuneration, benefits, or pension in any manner or for any reason without bringing the matter to the attention of the county board of education for its discussion at a regularly scheduled public meeting and without the approval of the county board of education.” [Refer also to Government Code (GC) 54956]

~~The County Board recognizes that in setting the salary of the County Superintendent, it is not doing so based on the County Board's evaluation of the County Superintendent's job performance. The assessment of the job performance of an elected official is reserved for the people [the electorate].~~

Considerations for Setting the County Superintendent's Salary

Comparison Agencies

It is the intention of the County Board to consider relevant comparable information when determining the County Superintendent's compensation.

Information may include, **but is not limited to:**

- Class III counties - County Superintendents in the Class III counties
- Largest school districts in Santa Barbara County (Lompoc Unified, Santa Barbara Unified, Santa Maria-Bonita, Santa Maria Joint Union)
- Region 8 COEs (County Offices are clustered into regions. In the California County Superintendents Organization, Region 8 includes the following counties: Kern, San Luis Obispo, Santa Barbara, and Ventura)

Health and Welfare Benefits, Travel, Retirement Contributions, Life Insurance, and Other Additional Stipends

The County Superintendent shall receive the same

- Health and welfare benefits,
- **Travel reimbursement**
- **Retirement benefits**
- **Life insurance benefits**
- **Graduate degree stipend**
- **SBCEO-issued cell phone**

consistent with certificated management. ~~available to County Education Office certificated employees.~~

The County Superintendent's membership dues to the Association of California School Administrators (ACSA) shall be paid for by SBCEO.

Longevity

The County Superintendent shall receive the same longevity, **consistent with certificated management**, opportunities ~~as are available to County Education Office certificated employees.~~

Annual Increases

When certificated management receives negotiated salary increases, the board may consider the superintendent for the same increase.

TBD

Travel, Retirement Contributions, Life Insurance, and Other Additional Stipends

The County Superintendent shall receive the same travel, retirement, life insurance benefits, and graduate degree stipend, and SBCEO issued cell phone ~~consistent with management.~~

~~The County Superintendent's membership dues to the Association of California School Administrators shall be paid for by SBCEO.~~

Timing Considerations for When to Set the Superintendent Salary

TBD

New Superintendent and Incumbent Superintendent

TBD

Maximum Compensation, or Cap

TBD

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

	Description
Gov. Code 53243-53243.4	Abuse of office
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 54956	Special Meetings

Cross References

	Description
9321	Closed Session - https://simbli.eboardsolutions.com/SU/jPWKc29NJaJknPewLMtO6Q==
9321-E(1)	Closed Session - https://simbli.eboardsolutions.com/SU/5a8DE1W01Wdwk9JvJILBag==
9321-E(2)	Closed Session - https://simbli.eboardsolutions.com/SU/ZqILFGVP4sIshCplusKU65e9mtcQ==

ADOPTED BY COUNTY BOARD:

REVISED:

BYLAWS

BOARD POLICY – COUNTY SUPERINTENDENT'S REMUNERATION

BP 9500

The County Board of Education (County Board) believes that the County Superintendent of Schools (County Superintendent) renders essential services that promote the success of students and of the educational programs of the County Education Office and should be fairly compensated for such service. In accordance with law, the County Board shall fix the salary of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

The County Board may determine the County Superintendent's salary at any point during the term of employment. However, any decreases in salary shall only be considered in consultation with legal counsel.

The County Superintendent shall not increase the County Superintendent's own salary, financial remuneration, benefits, or pension without bringing the matter to the attention of the County Board for its discussion and approval. (Education Code 1209)

Any discussion and/or action taken on the County Superintendent's remuneration, including, but not limited to, salary, financial remuneration, benefits, or pension, shall take place in open session at a regularly scheduled meeting of the County Board, which shall not be held during a special meeting. (Education Code 1209; Government Code 54956)

During the open meeting at which the County Board will take final action on the County Superintendent's salary or fringe benefits, the County Board shall, prior to taking action, orally report a summary of the recommended action. [GC 54953]

Any action taken on the County Superintendent's remuneration shall be reflected in the County Board's minutes. [GC 53262]

The County Superintendent shall receive reimbursement for actual and necessary traveling expenses. (Education Code 1200, 1201)

Legal Authority and Purview of the County Board

The County Board relies on a number of regulatory and legal proclamations to substantiate its authority to fix the salary of the County Superintendent, namely:

1. Article 9 (IX), Section 3.1 (b) of the California Constitution – “Notwithstanding any provision of this Constitution to the contrary, the county board of education or joint county board of education, as the case may be, shall fix the salary of the county superintendent of schools.”
2. Education Code (EC) 1207 – “... the salary of an incumbent (county superintendent) shall not be reduced during the term for which he (sic) was elected or appointed or for any consecutive new term to which he (sic) is elected or appointed.”

However, the California Attorney General has opined in 61 Ops.Cal.Atty.Gen. 384 (1978) that the adoption of Section 3.1(b) of Article 9 of the California Constitution voided the provision of EC 1207 and that the County Board retains power to fix the salary of the

County Superintendent including increasing or decreasing the salary during the County Superintendent's term of office.

The Attorney General also opined that any decrease could not be retroactive. Given the conflict recognized by the Attorney General between the California Constitution and EC 1207, it is recommended that the County Board contact legal counsel prior to decreasing a County Superintendent's salary.

3. EC 1209 – “A county superintendent of schools shall not increase his or her salary, financial remuneration, benefits, or pension in any manner or for any reason without bringing the matter to the attention of the county board of education for its discussion at a regularly scheduled public meeting and without the approval of the county board of education.” [Refer also to Government Code (GC) 54956]

Considerations for Setting the County Superintendent’s Salary

Comparison Agencies

It is the intention of the County Board to consider relevant comparable information when determining the County Superintendent's compensation.

Information may include, but is not limited to:

- Class III counties - County Superintendents in the Class III counties
- Largest school districts in Santa Barbara County (Lompoc Unified, Santa Barbara Unified, Santa Maria-Bonita, Santa Maria Joint Union)
- Region 8 COEs (County Offices are clustered into regions. In the California County Superintendents Organization, Region 8 includes the following counties: Kern, San Luis Obispo, Santa Barbara, and Ventura)

Health and Welfare Benefits, Travel, Retirement Contributions, Life Insurance, and Other Additional Stipends

The County Superintendent shall receive the same

- Health and welfare benefits
- Travel reimbursement
- Retirement benefits
- Life insurance benefits
- Graduate degree stipend
- SBCEO-issued cell phone

consistent with certificated management.

The County Superintendent’s membership dues to the Association of California School Administrators (ACSA) shall be paid for by SBCEO.

Longevity

The County Superintendent shall receive the same longevity, consistent with certificated management.

Annual Increases

When certificated management receives negotiated salary increases, the board may consider the superintendent for the same increase.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

	Description
Gov. Code 53243-53243.4	Abuse of office
Gov. Code 54950-54963	The Ralph M. Brown Act
Gov. Code 54956	Special Meetings

Cross References

	Description
9321	Closed Session - https://simbli.eboardsolutions.com/SU/jPWKc29NJaJknPewLMtO6Q==
9321-E(1)	Closed Session - https://simbli.eboardsolutions.com/SU/5a8DE1W01Wdwk9JvJILBag==
9321-E(2)	Closed Session - https://simbli.eboardsolutions.com/SU/ZqILFGVP4slshCplusKU65e9mtcQ==

ADOPTED BY COUNTY BOARD:

REVISED:

Extra/additional language from other COEs:

- [Placer and San Mateo County] – The County Board recognizes that in setting the salary of the County Superintendent, it is not doing so based on the County Board’s evaluation of the County Superintendent’s job performance. The assessment of the job performance of an elected official is reserved for the people [the electorate].

Shared by Michelle de Werd to the Board Policy Committee:

- Ventura & Imperial County – “The Board also recognizes that the Superintendent's salary should be both competitive and comparable to the Superintendents of local school districts with similar structure and level of complexity, as well as other County Offices of Education of similar countywide attendance within California.”
- Ventura & Imperial County – “In conjunction with the annual review and setting of the Superintendent's salary, the Superintendent and Board shall perform a review of mutually agreed upon goals set by the Board and Superintendent as well as accomplishments of the Office in meeting these goals during the previous fiscal year.”
- Tuolumne County – “The County Board recognizes it is not the ‘employer’ and that any reviews of the County Superintendent are not personnel issues but rather appropriate actions in the public’s interest when considering compensation. The County Board believes that regular and comprehensive reviews can help improve skills and relationships.”

Board Policy Committee Member de Werd also forwarded board policies from the following counties, with one additional board policy added by the superintendent from San Mateo County which was referred to during the discussion about remuneration and board policies at previous committee meetings:

- Imperial
- Monterey
- Sonoma
- Tuolumne
- Ventura

They are attached.

IMPERIAL COUNTY BOARD OF EDUCATION

BOARD POLICY: 2126

ADOPTED: 10/01/01

CLASSIFICATION: Administration

REVISED: 04/10/17

SUBJECT: Setting and Adjustment of Salary for Superintendent of Schools



The California Constitution provides that the County Board of Education fix the annual salary of the County Superintendent of Schools. In accordance with the State Constitution, Government Code and Education Code, the Salary of the County Superintendent of Schools, initially fixed by the County Board, shall not be reduced during his or her term of office or for any consecutive new term to which they are elected or appointed.

The Board also recognizes that the Superintendent's salary should be both competitive and comparable to the Superintendents of local school districts with similar structure and level of complexity, as well as other similar County Superintendents of Schools within California. The Superintendent's salary shall be reviewed annually.

In conjunction with the annual review and setting of the Superintendent's salary, the Superintendent and Board shall perform a review of mutually agreed upon goals set by the Board and Superintendent.

It is the intent of the Board that all discussion and action relative to the Superintendent's salary be conducted at a regularly-scheduled public meeting.

Legal References:

CALIFORNIA CONSTITUTION

Article 3

GOVERNMENT CODE

Section 1235

EDUCATION CODE

Section 1207 and Section 35145

SETTING THE COUNTY SUPERINTENDENT'S SALARY

Policy Concept

The Monterey County Board of Education (County Board) believes that the Monterey County Superintendent of Schools (County Superintendent) renders services that promote the success of students and fulfills the educational mission that provides Countywide leadership essential for public education; therefore, should be fairly compensated for their service. In accordance with law, the County Board shall fix the compensation of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

Legal Authority

The County Board relies on a number of regulatory and legal proclamations to substantiate its authority to fix the salary of the County Superintendent namely:

1. Article 9 (IX), Section 3.1 (b) of the California Constitution – “Notwithstanding any provision of this Constitution to the contrary, the county board of education or joint county board of education, as the case may be, shall fix the salary of the county superintendent of schools.”
2. Education Code (EC) 1207 – “... the salary of an incumbent (county superintendent) shall not be reduced during the term for which he (sic) was elected or appointed or for any consecutive new term to which he (sic) is elected or appointed.”

However, the California Attorney General has opined in 61 Ops.Cal.Atty.Gen. 384 (1978) that the adoption of Section 3.1(b) of Article 9 of the California Constitution voided the provision of EC 1207 and that the County Board retains power to fix the salary of the County Superintendent including increasing or decreasing the salary during the County Superintendent's term of office.

The Attorney General also opined that any decrease could not be retroactive. Given the conflict recognized by the Attorney General between the California Constitution and EC 1207, it is recommended that the County Board contact legal counsel prior to decreasing a County Superintendent's salary.

3. EC 1209 – “A county superintendent of schools shall not increase his or her salary, financial remuneration, benefits, or pension in any manner or for any reason without bringing the matter to the attention of the county board of

(continued)

education for its discussion at a regularly scheduled public meeting and without the approval of the county board of education." [Refer also to Government Code (GC) 54956]

Salary Setting Timing Guidelines

As there is no statutory requirement as to when a review is to be conducted in order to fix or change the County Superintendent's salary, the policy of the County Board is to do so when:

1. It is clear that the office will be assumed by someone other than the sitting County Superintendent as the result of an upcoming election. In this case, it will be the intent of the County Board to fix the salary and compensation prior to the deadline for a candidate to withdraw from the election.
2. An incumbent County Superintendent is about to begin a new term.
3. An appointment has been made to fulfill the remainder of the current term for County Superintendent.
4. At the request of any County Board member or the County Superintendent to place on an upcoming agenda item to consider conducting a salary compensation review. The agenda item will then be placed on the agenda for one of the next two scheduled County Board meetings and will be conducted if a majority of the Trustees present at that meeting support the motion.
5. At the request of the County Superintendent, an item may be placed on the agenda to align a cost of living adjustment for the County Superintendent with the cost of living being given to management staff.

Review Criteria

The County Board recognizes its legal obligation to set a fair and reasonable salary for the County Superintendent's salary and benefits. When conducting a review to fulfill this obligation, the County Board will use the following criteria:

1. The County Board, with the assistance of staff, will benchmark salary and compensation for similar positions, which can include:
 - a. County Superintendents in the same class three (3) counties.
 - b. The four (4) largest district superintendents and the two (2) community college presidents in the County.
 - c. For an incoming County Superintendent, the experience in Public Education.
2. For the sitting County Superintendent, other factors that may be considered for enhancing the benchmark for salary and compensation may include:
 - a. Achieving the annual Monterey County Office of Education (MCOE) goals as expressed in the Strategic Plan.
 - b. Support provided to the County Board in executing its role and achieving its goals.

(continued)

In addition to the annual salary, the County Superintendent may also receive the following additional discretionary benefits including:

1. The use of an MCOE provided automobile for official duties in compliance with the law. If a personal automobile is used, the County Superintendent shall receive reimbursement for actual and necessary traveling expenses. [EC 1081, 1200, 1201]
2. A mobile device/home device allowance or MCOE issued device(s), for integrated personal and business use.
3. The same benefits given to management staff will be considered for the County Superintendent.

Use of MCOE Credit Card

The County Superintendent may also receive an MCOE credit card to be used only for their official duties.

Establishing a Review Subcommittee

When the County Board chooses to proceed with a Review, the County Board President will appoint three members of the County Board to the Compensation Subcommittee, who will be responsible for conducting the review, and making a recommendation to the County Board on fixing or changing the Superintendent's salary and compensation. The Subcommittee and the Chair of the Subcommittee will be appointed by the County Board President who will set the date for the review and recommendation to be completed.

Action on the Subcommittee Recommendation

The Subcommittee will complete its review and develop a recommendation for County Board action by the deadline set by the County Board President. If this cannot be done, the Subcommittee Chair will inform the County Board President and the two will agree upon a new date for completion. Once completed, the Subcommittee Chair will inform the County Board President, and the item will be added to the next County Board Agenda. At the County Board Meeting where the item is agendaized, the item will be taken in open session, with the Subcommittee Chair presenting the recommendation. To be approved and adopted, the vote to support and implement the recommendation must be at least four (4) votes of the County Board.

Final Steps

During the open meeting at which the County Board will take final action on the County Superintendent's salary or fringe benefits, the County Board shall, prior to taking action, orally report a summary of the recommended action. [GC 54953]

SETTING THE COUNTY SUPERINTENDENT'S SALARY

BB 9500

(continued)

Any action taken on the County Superintendent's remuneration shall be reflected in the County Board's minutes. [GC 53262]

Legal Reference:

EDUCATION CODE

<i>1040 et seq.</i>	<i>Duties and responsibilities of the county board of education</i>
<i>1200-1208</i>	<i>Appointment, qualifications, salary and expenses for county superintendent</i>
<i>1209</i>	<i>County Board approval necessary to increase the County Superintendent's salary</i>
<i>1240 et seq.</i>	<i>Powers and duties of the county superintendent</i>
<i>1980</i>	<i>County community schools; administration and operation</i>
<i>48645.2</i>	<i>Juvenile court schools; administration and operation</i>
<i>48660 et seq.</i>	<i>Community day schools; administration and operation</i>

COUNTY BOARD POLICIES

<i>BP 2110</i>	<i>Duties of the County Superintendent</i>
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GOVERNMENT CODE

<i>54956</i>	<i>Time and place of regular meetings</i>
<i>3511.1-3511.2</i>	<i>Local agency executives</i>
<i>53243.3-53243.4</i>	<i>Abuse of office</i>
<i>53262</i>	<i>Employment Contracts</i>
<i>54950-54963</i>	<i>The Brown Act open meeting laws, especially:</i>
<i>54954</i>	<i>Time and place of regular meetings</i>
<i>54956</i>	<i>Special meetings</i>
<i>54957</i>	<i>Closed session personnel matters</i>
<i>54957.6</i>	<i>Closed session with designated representative</i>

CALIFORNIA CONSTITUTION

Article 9 (IX), Section 3.1 (b) County Board to fix the salary of the County Superintendent of Schools

COURT DECISIONS

Woodcock v. Dick, (1950) 36 Cal 2d 146

*ATTORNEY GENERAL'S OPINIONS*¹

57 Ops. Cal. Atty. Gen 209 (1974)
61 Ops. Cal. Atty. Gen. 384, (1978)
62 Ops. Cal. Atty. Gen. 356, (1979)

Adopted: 11/2/88

Revised: 04/05/89; 04/03/91; 03/01/00; 10/02/02; 10/15/14; 06/20/18; 06/09/21

¹ In 1978, the Attorney General issued an opinion stating that county boards of education may not decrease a county superintendent's salary retroactively and thus deprive the superintendent of matured contractual rights for past services rendered. (61 Ops. Cal. Atty. Gen. 384, August 24, 1978.) In 1979, the Attorney General issued another opinion stating that county boards of education have authority to decrease the salary of a county superintendent of schools after the election for the term for which

SETTING THE COUNTY SUPERINTENDENT'S SALARY

BB 9500

(continued)

the superintendent was elected. (62 Ops. Cal. Atty. Gen. 356, July 11, 1979.) These opinions are advisory.



Excellence and Equity in Education

Nancy Magee • County Superintendent of Schools

November 9, 2022

To: San Mateo County Board of Education
Nancy Magee, County Superintendent of Schools

From: San Mateo County Board of Education Superintendent's Salary Subcommittee –
Board President Gerard, Board Member Camacho, and Board Member Lempert

Subject: **Recommendation of the Superintendent's Salary Subcommittee**

In accordance with responsibilities assigned by the California Constitution, and following procedures outlined in Board Policy 3340 (attached) and Board Regulation 3340 (attached), the Superintendent's Salary Subcommittee, comprised of myself, Board Member Camacho, and Board Member Lempert, met on Monday, October 10, 2022, with Superintendent Magee and Kevin Bultema, Deputy Superintendent, Business Services Division, to review current compensation data for all San Mateo County school district superintendents, Bay Area county superintendents, Class 2 and Class 3 county superintendents, and SMCOE deputy and associate superintendents per Board Regulation 3340.

On Monday, October 31, 2022, the Subcommittee met a second time to discuss their analysis of the data and determine recommendations for the Board's approval. The Subcommittee's considerations and recommendation are detailed below.

Considerations:

- The base salary of the County Superintendent has not been increased since 2017-2018
- In 2022, SMCOE settled a two-year agreement with each of its four labor groups: SMCEA, CSEA 158, CSEA 789, and CSEA 887
- Board Regulation 3340 provides a guideline to maintain a 20% differential between the top Cabinet executive and the Superintendent's base salary
- The current base salary of the Superintendent lags comparative to regional and statewide compensation rates
- Subcommittee recommendations will reflect local and regional economic conditions, as well as the fiscal state of the County Office of Education

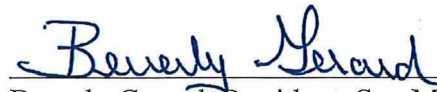
Recommendations for Board approval:

- Increase the Superintendent's base salary to \$260,000
- Increase the Travel Allowance to \$9,500 per annum to reflect the increasing costs of travel

- Increase the retirement contribution by SMCOE to \$20,500 to match current federal contribution limits; this is on top of statutory contributions made by SMCOE on the Superintendent's behalf
- Continue Health and Welfare benefits, organizational longevity, and phone stipend with no additional adjustments
- The Subcommittee will meet again in two years (2024) to review state and regional compensation data and make any necessary adjustments at that time
- Once approved, the compensation will be retroactive to the first day of the contract year, July 1, 2022
- Once approved, the Internal Business Services team shall implement all recommendations

Attachment

Approved and Recommended to the Board:



Beverly Gerard, President, San Mateo County Board of Education

Establishing the Salary of the County Superintendent

Legal Authority

California Constitution Article 9, Section 3.1 states that the Board “shall fix the salary of the county superintendent of schools.”

Education Code 1042(a) authorizes the Board to “adopt rules and regulations governing the administration of the office of the county superintendent of schools.”

Education Code 1207 states that “in no case will the salary of the county superintendent be lowered during the term of the office.” However, the Board has the authority to decrease the salary of the Superintendent after the election for the term for which the Superintendent was elected. 62 Ops. Cal. Atty. Gen. 356. While the Board has the power to decrease the Superintendent’s salary, it may not do so retroactively; compensation may be decreased only as to those services not yet rendered. 61 Ops. Cal. Atty. Gen. 384.

The Board may select the time and frequency of changing the salary of the Superintendent and is under no duty to set such a salary before an election. 62 Ops. Cal. Atty. Gen. 356.

The obligation to fix the salary of the Superintendent also includes the obligation to identify and fix the benefits of the Superintendent. Since the Superintendent is an elected official, benefits shall not include sick leave or vacation.

Finally, the Board recognizes that in setting the salary of the Superintendent, it is not doing so based on an evaluation of the Superintendent’s job performance. The assessment of the job performance of an elected official is reserved for the electorate.

Implementation of Legal Authority

The Board recognizes its legal obligation to set the Superintendent’s salary and benefits. It is the policy of the Board to authorize a fair and responsible salary for the Superintendent. The process and guidelines for setting such salary are provided for in the accompanying Board Regulation 3340.

Legal References:

- California Constitution Article 9, Section 3.1*
- Education Code 1042(a)*
- Education Code 1207*
- 62 Ops. Cal. Atty. Gen. 356, 384*

Procedures for Establishing the County Superintendent's Salary

Purpose

The State Constitution requires the Board to "fix the salary" of the Superintendent. The Board recognizes that in order to most effectively carry out this important legal obligation, it needs to establish a clear written process and guidelines. Accordingly, the intent of this regulation is to implement Board Policy 3340.

Process to Set the Superintendent's Salary

1. The Superintendent, acting as the Secretary to the Board, will distribute the guidelines set forth here to the Board President by the Board's first meeting in August of each year.
2. The Board President shall appoint a "salary subcommittee" at its first regularly scheduled Board meeting in August. The subcommittee shall consist of no more than three members of the Board, as determined by the Board President.
3. The subcommittee shall begin meeting to discuss the Superintendent's salary no later than the first regularly scheduled Board meeting in September. By the time of this meeting, staff will have provided to the subcommittee the information identified in the guidelines below.
4. The subcommittee shall meet with the Superintendent no later than the first Board meeting in October to discuss the Superintendent's salary.
5. The subcommittee shall meet to finalize its recommendation to the Board no later than the first board meeting in November.
6. The subcommittee's recommendation to the Board shall be made at the first meeting in December and shall include the effective date of any salary adjustment.
7. If due to special circumstances any of the above date serve to be impracticable, they may be changed by the County Board President.
8. After the Board sets the salary of the Superintendent, the Associate Superintendent for Fiscal and Operational Services shall ensure that the payroll department implements the Board action.

Guidelines in Setting Superintendent's Salary

1. The goal and intent of the subcommittee and the Board is to set a salary for the Superintendent that is fair and responsible.
2. It is the intention of the subcommittee and the Board to consider all relevant comparable information in determining the Superintendent's salary. Therefore, staff will provide the following data to the subcommittee no later than September 1:
 - a. The total compensation package for each San Mateo County school district superintendent listed by categories: salary, health and welfare benefits, auto allowance, retirement provisions, etc.
 - b. The total compensation package for each State of California county superintendent serving in Bay Area counties, as well as Class 2 and Class 3 counties, listed by categories: salary, health and welfare benefits, auto allowance, retirement provisions, etc.
 - c. Current San Mateo County Office of Education deputy superintendent and associate superintendent base salary schedule.
 - d. In establishing an appropriate base salary, the Board shall consider setting the salary approximately 20% above the salary of the Deputy Superintendent. The Board is not bound by this differential but shall use it to approximate an appropriate salary differential between the Superintendent and his or her next highest staff member salary.
3. The Superintendent's salary shall not be reduced during his/her 4-year elected term.
4. Whenever a new Superintendent takes office to serve a four-year term, or whenever an incumbent Superintendent is beginning a new 4-year elected term, the Board may choose to expedite or change the process set forth above, and set the salary at the discretion of the Board.

Sonoma BOE | BP 2121 Administration

Salary Of Sonoma County Superintendent Of Schools

The Sonoma County Board of Education believes that the County Superintendent of Schools renders services that promote the success of students and of the educational programs of the county office of education, and that anyone occupying the position should be fairly compensated for his/her service. In accordance with law, the County Board shall fix the salary of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

The Attorney General has opined that a County Board may increase or decrease the County Superintendent's salary at any point during the term for which the County Superintendent was elected, but that any salary decrease may not be retroactive. Due to the conflict recognized by the Attorney General between the California Constitution and Education Code 1207, prior to decreasing a County Superintendent's salary, the County Board should first contact legal counsel.

The following protocol and criteria may serve as guidelines for the County Board and County Superintendent, it being understood that the County Board reserves its plenary authority to establish the County Superintendent's salary and compensation.

Protocols and Criteria Guidelines:

1. The County Board will annually review the County Superintendent's salary and compensation for purposes of considering an adjustment for the fiscal year. Any adjustment may be retroactive to be in line with the term of office.

This annual review will include the following data:

- * Salary and medical benefit cost for County Superintendents in Class III county offices
- * Salary and medical benefit cost for County Superintendents in the high school and unified school districts in Sonoma County
- * Salary and medical benefits cost for County of Sonoma Elected Officials
- * Information on the change in total compensations for SCOE employee groups, including the cost of step & column and medical benefits

2. At least once every four years the Business and Personnel Standing Committee (Committee) may complete a comprehensive study of the salary range assigned to the position of County Superintendent. During the years where a comprehensive survey is completed the following information will be gather from the jurisdictions listed above in number one:

- * Salary
- * Medical benefits
- * Car allowances
- * Tax-sheltered annuities and/or deferred compensation

Through a majority vote of the Committee, the Committee may establish additional criteria for data to be collected for the comprehensive study.

3. The following protocol will normally be utilized in determining any adjustment to the County Superintendent's salary:

- (a) The Committee may invite the County Superintendent to submit information and data relating to the prior fiscal year, such as program accomplishments; community, staff and Board relations; program compliance with mandates; internal/external educational leadership; and level of productivity along with a recommendation for any modification to the annual salary or other compensation.
- (b) The County Superintendent is welcome to approach the Committee at any time regarding the salary for the position.
- (c) The Committee should meet in February to review information pertinent to the County Superintendent's salary and compensation.
- (d) The Committee may direct that additional information be gathered, and will normally schedule a meeting in the month of March. At its March meeting, the Committee will endeavor to develop a recommendation to be submitted to the County Board for a first reading at its regular April meeting.
- (e) At the April Board meeting, the Committee will normally present its recommendations, a summary of the data collected, and the fiscal impacts of any recommended salary adjustment to the County Board. The County Board will evaluate the information, and may either refer the matter back to the Committee or see the matter for action at its May meeting.
- (f) In the event the matter is referred back to the Committee, the Committee will meet and submit a further proposal to the County Board for action at a future Board meeting.

Setting Salary for New County Superintendent

No later than the November meeting of the year prior to an election for County Superintendent of Schools the Board shall establish a salary for the office of County Superintendent. The County Board will notify the County Clerk of any change in the salary no later than December 1st.

Thereafter the salary will be determined by the County Board based upon recommendations of the Committee. The new County Superintendent is welcome to approach the Committee at any time regarding the salary for the position.

The County Board may deliberate about the County Superintendent's remuneration in closed session at a regular meeting. However, discussions regarding the salary, salary schedule, or other compensation may occur in the closed session of a regular meeting only between the County Board and its designated representative(s), as permitted under Government Code 54957.6 (the "labor exception"), for the purpose of reviewing the County Board's position and/or instructing the designated representative(s) prior to or during bona fide negotiations with the current or prospective County Superintendent. Such deliberations shall not be held during a special meeting. (Government Code 54956, 54957, 54957.6)

The County Board may consult with legal counsel prior to holding a closed session with the designated representative(s) to discuss compensation to be paid to the current or prospective County Superintendent.

The County Board shall take final action on the County Superintendent's remuneration during an open session of a regularly scheduled County Board meeting, and that action shall be reflected in the County Board's minutes. At that meeting, prior to taking action, the County Board shall orally report a summary of the recommendation for the final action on the County Superintendent's salary or compensation in the form of fringe benefits. (Government Code 3511.1, 53262, 54953)

Copies of all public records created or received in the process of developing the recommendation related to the County Superintendent's salary, benefits, and other compensation shall be available to the public upon request.

(Government Code 53262, 54953, 54957.6)

County Superintendent Benefits

For purposes of this policy "plan" is defined as the group health, dental, or vision plans sponsored by the County Office.

The County Superintendent may participate in the benefit plans, such as, but not limited to, health, dental, vision and life insurance which are offered to management employees and their eligible dependents. In general, benefits commence on the first of the month following thirty (30) days of employment and cease on the last day of the month of termination.

If the County Superintendent becomes eligible for Medicare, s/he must enroll in Medicare Part A. If the County Superintendent fails to enroll in Medicare Part A by his/her 65th birthday, the County Superintendent will be responsible for the entire increase in premium costs. Once the County Superintendent enrolls in Medicare, the benefits provided under this policy shall be coordinated with Medicare, as applicable.

The County Board shall specify the benefits provided to the County Superintendent. Unless otherwise specified by the County Board, the County Superintendent's contribution for the cost of benefits will be the same as that required for County Board members, as set forth in Board Bylaw 9250. The County Board reserves the right to amend or terminate any benefit program provided to the County Superintendent or to require or increase County Superintendent's premium contributions toward any benefit. These rights may be exercised in the absence of financial necessity.

Retiree Medical Insurance

The County Office will pay according to the SCOE Contribution Formula listed below and not more than \$960.00 per month for medical benefits (health, vision, dental) of a retired County Superintendent who meets all of the following conditions until the retired County Superintendent is age 65:

- * The County Superintendent is at least fifty-five (55) years of age and voluntarily retires from active service with the County Office, and
- * The County Superintendent has rendered a minimum of eight (8) consecutive and full time years of service for the County Office.
- * For purposes of this policy "retirement" shall be defined as entering into a retirement contract with the Public Employee Retirement System or the State Teachers Retirement System and activating the retirement status of that contract.
- * The person would not be eligible for benefits from a public school agency during the time he or she is receiving benefits from SCOE.

SCOE Contribution Formula

A County Superintendent and his/her dependent are only eligible for a contribution from the County Office to the plan, or plans, in which the employee and his/her dependent are enrolled at the time of retirement and only as described below.

With eight (8) or more years of consecutive and full time service, the County Office contribution amount shall be the cost of the Kaiser High Option, dental, and vision single coverage premiums, but not more than the \$960/month maximum. If the County Superintendent is not enrolled in the County Office sponsored plans at the time of retirement, there shall be no contribution from the County Office.

With twelve (12) or more years of consecutive and full time service, the County Office contribution amount shall be the cost of the Kaiser High Option, dental, and vision premiums for the County Superintendent and one

dependent, but not more than the \$960/month maximum. If the County Superintendent and his/her dependent are not enrolled in the County Office sponsored plans as of the date of retirement, there shall be no contribution from the County Office towards the cost of dependent coverage.

In computing the years of service to be eligible for coverage described above, the County Board reserves the right to:

* Grant service credit for prior experience with public school or community college districts in Sonoma County, and/or

* Waive the eight year minimum if a County Superintendent was selected to complete the term of another former County Superintendent and is then elected to and serves a full second term.

In the event that the former County Superintendent relocates to an area where any of the benefits provided under this policy are unavailable, the County Office may provide the premium contributions set forth above to any other recognized health plan(s) designated by the former employee.

If the former County Superintendent selects a more expensive plan(s), the County Superintendent shall be responsible for the premium costs above the County Office's contribution. In the event that the County Office premium contributions specified above are insufficient to provide dependent coverage, such coverage may, subject to carrier approval, be available to the County Superintendent and his/her dependent at no further expense to the County Office.

Any County Superintendent who does not qualify for a County Office contribution towards benefit premiums will have a one-time-only opportunity to elect to purchase medical, dental, and vision coverage for the employee and his/her dependents at no cost to the County Office.

All retirees who are eligible must file for Medicare when s/he reaches the age of eligibility for Medicare and be transferred to Medicare benefits as primary coverage. If a retiree fails to enroll in Medicare Part A by his/her 65th birthday, the retiree will be responsible for the entire increase in premium costs. Once the retiree enrolls in Medicare the benefits provided under this policy shall be coordinated with Medicare, as applicable.

Once a retiree terminates coverage for himself/herself, the retiree and his or her dependents shall not be eligible to reinstate coverage. If a retiree does not have a dependent at the time of retirement, or his/her dependent is not enrolled at the time of retirement, or the retiree terminates coverage for his/her eligible dependents, the retiree's dependents shall not be eligible to enroll or reinstate coverage, unless one of the qualifying events described below occurs.

Qualifying Events:

1. With carrier approval, if after retirement a former County Superintendent enters into a marriage or registered domestic partnership, if the spouse or registered domestic partner is under age 65, the spouse/domestic partner may be added to group coverage as a dependent so long as proof of the marriage or registered domestic partnership is provided to Human Resources within 30 days of the marriage or registration of domestic partnership. Such coverage of the spouse/domestic partner shall be at no cost to the County Office. The spouse/domestic partner may continue to be enrolled in group coverage until the spouse/domestic partner attains age 65 or the death of the retiree, whichever occurs first.

2. With carrier approval, if a retired County Superintendent's spouse, or registered domestic partner, loses other employer sponsored group health coverage and is under age 65, the spouse/domestic partner may be added as a dependent so long as proof of the loss of other coverage is provided to Human Resources within 30 days of the loss of group coverage. Such coverage of the spouse/domestic partner in the group plan shall be at no cost to the County Office. The spouse/domestic partner may continue to be enrolled in group coverage until the spouse/domestic partner attains age 65 or the death of the retiree, whichever occurs first.

Other than as provided under COBRA or by the carrier, dependents shall not be eligible for coverage in the group benefit plans once the retired County Superintendent is deceased. Except as provided above, surviving dependents shall be responsible for the entire cost of any premiums and COBRA administration fees, and shall be subject to termination of benefits for non-payment of premiums or fees.

Continuation of Benefits through COBRA

In implementing the Consolidated Omnibus Budget Reconciliation Act (COBRA), the County Board allows former County Superintendents the option, subject to carrier approval, of retaining health insurance coverage when they retire or otherwise leave the County Office through the COBRA Plan.

Continued coverage through the County Office COBRA Plan shall also be made available to a County Superintendent's spouse and dependents upon the Superintendent's death, separation or divorce, until age 65 or eligibility for Medicare is attained or upon termination of a child's dependent status under the County Office health insurance program.

A County Superintendent who is removed from office for gross misconduct may not retain health insurance coverage through the County Office group plan or COBRA.

Persons who choose to retain health insurance coverage under COBRA shall be charged the full cost of coverage plus two (2) percent. All qualifying persons may retain coverage for no more than the current COBRA limits for qualifying coverage. Those persons who become disabled as defined by Social Security within the first sixty (60) days of COBRA may continue coverage at their own expense for an additional twenty-one (21) months.

Coverage will end if the County Superintendent, former County Superintendent or dependent:

- * Fails to pay the insurance premium and administration fee, with notification as required by law;
- * Secures, or becomes eligible for, health insurance coverage through subsequent employment or through a spouse or parent;
- * Remarries and is no longer eligible for coverage under the former spouse's coverage; or
- * Becomes eligible for Medicare benefits.

Coverage for any or all plans will be terminated by the County Office if such plans are no longer in effect.

Legal Reference:

EDUCATION CODE

35031 Term of employment

41325-41329.3 Conditions of emergency apportionment

GOVERNMENT CODE

3511.1-3511.2 Local agency executives

6250-6270 California Public Records Act

53243-53243.4 Abuse of office

53260-53264 Employment contracts

54953 Oral summary of recommended salary and benefits of superintendent

54954 Time and place of regular meetings

54956 Special meetings

54957 Closed session personnel matters

54957.1 Closed session, public report of action taken

54957.6 Closed sessions regarding employee matters

UNITED STATES CODE, TITLE 26

105 Self-insured medical reimbursement plan; definition of highly compensated individual

UNITED STATES CODE, TITLE 42

300gg-16 Group health plan; nondiscrimination in favor of highly compensated individuals

CODE OF FEDERAL REGULATIONS

1.105-11 Self-insured medical reimbursement plan

COURT DECISIONS

San Diego Union v. City Council, (1983) 146 Cal.App.3d 947

ATTORNEY GENERAL OPINIONS

57 Ops. Cal. Atty. Gen. 209 (1974)

Management Resources:

ATTORNEY GENERAL PUBLICATIONS

The Brown Act: Open Meetings for Local Legislative Bodies, 2003

WEB SITES

CSBA: <http://www.csba.org>

Association of California School Administrators: <http://www.acsa.org>

California Office of the Attorney General: <http://oag.ca.gov>

Policy SONOMA COUNTY BOARD OF EDUCATION

adopted: June 11, 2003 Santa Rosa, California

revised: October 6, 2005

revised: June 26, 2008

revised: July 1, 2010

revised: November 3, 2016

revised: September 7, 2017

Board Bylaw 9500: County Superintendent's Remuneration

Status: ADOPTED

Original Adopted Date: 05/10/2021 | **Last Reviewed Date:** 05/10/2021

The County Board of Education believes that the County Superintendent of Schools renders essential services that promote the success of all students in the county and of the educational programs of the county office of education and should be fairly compensated for such service. In accordance with law, the County Board shall fix the salary of the County Superintendent and may adopt a remuneration package that includes, but is not limited to, salary, allowances, health and welfare benefits, and other benefits as appropriate.

The County Board recognizes it is not the "employer" and that any reviews of the County Superintendent are not personnel issues but rather appropriate actions in the public interest when considering compensation. The County Board believes that regular and comprehensive reviews can help improve skills and relationships.

The County Superintendent shall not increase the County Superintendent's own salary, financial remuneration, benefits, or pension without bringing the matter to the attention of the County Board for its discussion and approval. (Education Code 1209)

Although the County Board may determine the County Superintendent's salary at any point during the term of employment, in order to ensure a consistent salary review timeline, a board elected "Compensation Review Committee" (determined at the County Board's annual organizational meeting) should meet in September of each year and develop a recommendation for the County Board's consideration at or before the regular County Board meeting in November.

In conducting the annual review, the committee may ask county office staff to provide current county office salary schedules, the salaries of district superintendents in the county, and/or the salaries of county superintendents in the same region and class. The committee may take this and any other information it gathers into consideration when developing a recommendation for the board.

Any discussion and/or action taken on the County Superintendent's remuneration, including, but not limited to, salary, financial remuneration, benefits, or pension, shall take place in open session at a regularly scheduled meeting of the County Board, which shall not be held during a special meeting. (Education Code 1209; Government Code 54956)

(cf. 9320 - Meetings and Notices)

During the open meeting at which the County Board will take final action on the County Superintendent's salary or fringe benefits, the County Board shall, prior to taking action, orally report a summary of the recommended action. (Government Code 54953)

Any action taken on the County Superintendent's remuneration shall be reflected in the County Board's minutes. (Government Code 53262)

The County Superintendent shall receive reimbursement for actual and necessary traveling expenses. (Education Code 1200, 1201)

Beginning Salary for Newly Elected/Appointed County Superintendent of Schools

The County Board wishes prospective candidates to understand that filing fees for the elected position of County Superintendent are set based on the current County Superintendent's salary and that those fees are independent of a newly elected superintendent's beginning salary.

The Attorney General has opined in 62 Opps.Cal.Atty.Gen 356 (1979) that the County Board may select the time and frequency for changing the salary of the County Superintendent, irrespective of whether the incumbent is elected or appointed, and that the County Board is under no duty to set such a salary before the election. However, so that prospective candidates will know the beginning salary of a newly elected County Superintendent, the board shall determine such a salary and notify the Registrar of Voters of the salary for a newly elected County Superintendent by December 1 prior to the election year in which the position of County Superintendent will be on the ballot.

The committee appointed by the board to conduct the annual salary review shall also develop a recommendation for

the salary of a newly elected superintendent every four years. The committee and board action timeline shall be the same as for the annual salary review.

In establishing the salary of a newly elected County Superintendent, the County Board may set the salary within a range that is no lower than the average salary of the three highest paid district superintendents in the county and no higher than the current superintendent's salary.

The County Board is not bound by this but may use it in determining an appropriate starting salary for a newly elected County Superintendent.

For a County Superintendent appointed per Education Code 1042, the County Board shall set the County Superintendent's salary at the time of appointment.

VENTURA COUNTY BOARD OF EDUCATION

BOARD POLICY NO. 2126

ADOPTED: 06/28/99

CLASSIFICATION: Administration

**REVISED: 11/25/02
10/24/05
08/13/08
01/27/14
10/24/16**

SUBJECT: Setting and Adjustment of Salary for Superintendent of Schools

The California Constitution provides that the County Board of Education fix the annual salary of the County Superintendent of Schools. In accordance with the State Constitution, Government Code and Education Code, the Salary of the County Superintendent of Schools, initially fixed by the County Board, shall not be reduced during his term of office or for any consecutive new term to which he is elected or appointed.

The Board also recognizes that the Superintendent's salary should be both competitive and comparable to the Superintendents of Local School Districts with similar structure and level of complexity as well as other County Offices of Education of similar countywide attendance within California.

1. The Superintendent's salary shall be reviewed annually.
2. The Board shall review the Superintendent's salary in conjunction with information and input provided by the Deputy Superintendent, Fiscal and Administrative Services. In addition to comparison data from local school districts County Offices with similar countywide attendance, geographically proximate County Offices, and local countywide elected offices; the Board may also consider recommendations for salary increases based upon State-funded and/or negotiated Cost of Living Adjustments (*COLAs*).
3. The Superintendent and Board President shall also meet and confer to obtain additional perspective in this effort.

In conjunction with the annual review and setting of the Superintendent's salary, the Superintendent and Board shall perform a review of mutually agreed upon goals set by the Board and Superintendent as well as accomplishments of the Office in meeting these goals during the previous fiscal year.

It is the intent of the Board that all discussion and action relative to the Superintendent's salary be conducted at a regularly-scheduled public meeting.

Legal Reference:

CALIFORNIA CONSTITUTION

Article 3

EDUCATION CODE

Section 1207 County superintendent; qualifications; salary

Section 35145 Meeting; minutes; agenda

Agenda Item 7 Materials



2022 - 2023

Certificated Senior Management Annual Salary Schedule - 221

221 Service Days

	Step 1	Step 2	Step 3	Step 4	Step 5
Associate Superintendent	\$184,829	\$190,372	\$195,131	\$200,010	\$205,010

- Curriculum and Instruction
- Educational Services
- Human Resources
- Special Education

County Superintendent of Schools \$273,168

Master's: \$800 annually for full-time

Doctorate: \$1,500 annually for full-time

Longevity Increments:

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

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

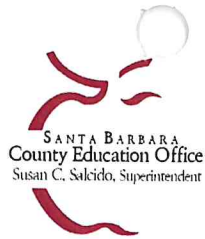
After 20 years of service: 4% of the 20th year base salary

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



Santa Barbara County Education Office

4400 Cathedral Oaks Rd, PO Box 6307, Santa Barbara, CA 93160-6307
Telephone: (805) 964-4711 • FAX: (805) 964-4712 • sbceo.org

Susan C. Salcido, Superintendent of Schools

2022-2023 ANNUAL SALARY

DR. SUSAN C. SALCIDO, COUNTY SUPERINTENDENT OF SCHOOLS

Salary	\$214,970.00
Longevity	\$12,338.64
Advanced Degree	\$1,500.00
Total	\$228,808.64

Mari Minjarez Baptista
Assistant Superintendent, Human Resources

Dr. Susan C. Salcido
County Superintendent of Schools

Date 07/01/2022

Date 7/1/22



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Susan C. Salcido, Superintendent of Schools

2022-2023 ANNUAL SALARY

DR. SUSAN C. SALCIDO, COUNTY SUPERINTENDENT OF SCHOOLS

Salary	\$273,168.00
Longevity	\$12,338.64
Advanced Degree	\$1,500.00
Total	\$287,006.64

Mari Minjarez Baptista
Assistant Superintendent, Human Resources

Dr. Susan C. Salcido
County Superintendent of Schools

Date 12-1-2022

Date 12/29/22