



2023 – 2024

Certificated Senior Management Annual Salary Schedule - 221

221 Service Days

	Step 1	Step 2	Step 3	Step 4	Step 5
Associate Superintendent	\$192,222	\$197,987	\$202,936	\$208,010	\$213,210

- Curriculum and Instruction
- Student and Community Services
- Human Resources
- Special Education

County Superintendent of Schools \$284,095

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