4313.31 – Promotion and Longevity - Confidential

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range.

A promoted confidential employee shall receive at least the entrance rate of the new range or a five percent (5%) salary increase, whichever is greater; provided that no employee is thereby advanced above the "E" (or final) step of the higher base salary range.

Promotions shall be effective only at the beginning of a pay period unless an exception is approved by the Superintendent.

All confidential employees with an initial date of hire on or before June 30, 2017 will be grandfathered to receive a stipend of five (5) percent added to the base salary following the fifth (5^{th}) year of service that is consistent with the employee's seniority date.

Effective July 1, 2017, the Superintendent will provide confidential employees with an initial date of hire on or before June 30, 2017 the following longevity stipend:

Upon completion of 20 years employment, base salary plus six (6) percent

Effective July 1, 2018, the Superintendent will provide confidential employees with an initial date of hire on or before June 30, 2017 the following longevity stipend:

Upon completion of 25 years employment, base salary plus nine (9) percent

Effective July 1, 2019, the Superintendent will provide confidential employees with an initial date of hire on or before June 30, 2017 the following longevity stipend:

Upon completion of 30 years employment, base salary plus twelve (12) percent

The Superintendent shall provide confidential employees with an initial hire date on or after July 1, 2017 the following paid longevity stipend:

Upon completion of 15 years employment, base salary plus three (3) percent
Upon completion of 20 years employment, base salary plus six (6) percent
Upon completion of 25 years employment, base salary plus nine (9) percent
Upon completion of 30 years employment, base salary plus twelve (12) percent

Date Approved 5/12/17

Ted Alejandre
County Superintendent of Schools
San Bernardino County, CA

By _____

Approved September 15, 1994
Approved May 9, 2017