



2024 – 2025

**Certificated Senior Management Annual Salary Schedule - 221**

**221 Service Days**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Associate Superintendent</b>	\$207,600	\$213,826	\$219,171	\$224,651	\$230,267

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

**County Superintendent of Schools**                      \$284,095

<b>Stipend</b>	<b>Details</b>	<b>Amount</b>
<i>Master's</i>	Evidence of a Master's Degree from a regionally accredited institution.	\$2,000 annually
<i>Doctorate</i>	Evidence of a Doctorate Degree from a regionally accredited institution.  Maximum stipend for a manager who possesses both a Master's Degree and a Doctorate Degree shall not exceed \$3,000 annually.	\$3,000 annually
<i>Bilingual</i>	Assigned to a manager designated by the associate superintendent as using bilingual skills (e.g. Spanish or ASL) on at least a weekly basis. Shall be required to pass a bilingual examination or be otherwise certified.	\$1,500 annually

**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

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. Managers not meeting these criteria shall be eligible for longevity Option 1.  
 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