

Cupertino Union School District

SUPERINTENDENT
2024-25 SALARY SCHEDULE (January 1, 2025 - June 30, 2025)

STEP	A	B	C	D	E	F
320	\$349,700	\$360,191	\$370,997	\$382,125	\$393,587	\$405,393

Initial Placement on Salary Schedule:

The Board of Education shall establish the initial placement of the Superintendent on the Salary Schedule which shall be reflected in the Superintendent's employment contract.

Advancement on Salary Schedule:

The Superintendent shall advance one step for each year of service until he/she reaches Step F on the Salary Schedule provided the Superintendent has earned an overall satisfactory evaluation as set forth in the Superintendent's employment contract. Progression between steps is on an annual basis, effective July 1 of each fiscal year immediately following the fiscal year in which the service increment was earned. On or before June 15 of each fiscal year, the President of the Board shall provide payroll with written direction as to whether the Superintendent will advance to the next step for the subsequent fiscal year.

Longevity Provision:

To reward and retain effective District leadership, the Superintendent shall receive a 3% longevity salary increase upon completing 2 years of service at Step F provided he/she has earned an overall satisfactory evaluation for both years of service on Step F. The Superintendent shall receive a second 3% longevity stipend, for a cumulative total of 6% of Step F, upon completing 4 years of service at Step F and provided he/she has earned an overall satisfactory evaluation for the immediate past two consecutive years.

Advanced Degree Stipend:

The Superintendent shall receive an annual stipend of \$2,292 in 12 monthly installments for each Advanced Degree, up to a maximum of two (2) Advanced Degrees.

Date Effective : January 1, 2025
Board Adopted: October 10, 2024

HR/ck