



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

4400 Cathedral Oaks Road
Santa Barbara, CA 93110

MEETING
October 27, 2022 – 12:00 p.m.

MINUTES

UNAPPROVED

In Attendance: Marybeth Carty, Maggi Daane, Bruce Porter, Susan Salcido, Mari Baptista, Nicole Evenson, Bill Ridgeway, Anna Freedland

GENERAL FUNCTIONS

1. Call to order

The meeting was called to order at 12:05 p.m. by Committee Chair Carty.

2. Public comments

None.

DISCUSSION ITEM

3. Salary adjustment for represented employees, non-represented employees, and management employees

In 2020, SBCEO settled on negotiated salary increases for all employees, including our two bargaining units: Santa Barbara County Education Association (SBCEA - certificated employees) and California School Employees Association (CSEA - classified employees).

The negotiated salary increases were for a period of 3 fiscal years:

2021-22: + 3.5%
2022-23: + 1.0%
2023-24: 0%

After 9 years without increases to SBCEO's Local Control Funding Formula ("flat funded" status), the state modified its funding formula this year. Beginning in 2022-2023, SBCEO will realize an increase in the LCFF base.

SBCEO, SBCEA, and CSEA have drafted Memoranda of Understanding (MOUs) to add an additional 4% for 2022-2023 (retroactive to July 1, 2022) and for 2023-2024. The MOUs were attached and were included in the board packet in November. We expect to begin negotiations for a new, three-year term sometime in 2023-2024.

SBCEO staff presented the Board Salary Committee with data and information related to 4% increases across all employee groups at SBCEO.

Information included:

- Memoranda of Understanding (MOUs) with SBCEA and CSEA for salary changes only for 2022-23 and 2023-24
- The cost to SBCEO for the salary increases for 2023-23 and 2023-24
- Recent adjustments made to classified and certificated salary schedules and health benefits
- 2022-23 adjustments for management and assistant superintendent salary schedules
- Comparisons to other county offices of education, school districts, and county positions

ACTION ITEM

4. Salary adjustment for the county superintendent of schools

The committee approved recommending the full board, at the December 9, 2022 board meeting, approve a retroactive increase (to July 1, 2022) to the current base salary of the county superintendent of schools making the salary \$273,168 for 2022-23.

MOVED: Mr. Porter

SECONDED: Mrs. Daane

VOTE: Passed 3-0

ADJOURNMENT

5. Adjourn

The meeting was adjourned at 1:19 p.m.



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 County Board may consider the County 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

ADOPTED BY COUNTY BOARD: April 6, 2023
 REVISED:

County Superintendent Salary Comparison 2023-24

LEA	# Districts	2023-24 Base Salary*	
Class III Counties			
San Mateo	23	\$	260,000
Santa Barbara	20	\$	284,095
Stanislaus	25	\$	285,086
Monterey	24	\$	286,671
Placer	16	\$	287,335
Ventura	19	\$	292,000
Tulare	43	\$	314,919
Average		\$	287,158
Median		\$	286,671
SBCEO	20	\$	284,095
LEA 2024-25 Base Salary			
School Districts in Santa Barbara County			
Lompoc Unified	\$	274,238	
Santa Maria-Bonita	\$	289,414	
Santa Barbara Unified	\$	303,410	
Santa Maria Joint Union	\$	313,322	
Average	\$	295,096	
Median	\$	296,412	
SBCEO	\$	284,095	
LEA # Districts 2023-24 Base Salary*			
Region 8 Counties			
San Luis Obispo	10	\$	246,490
Santa Barbara	20	\$	284,095
Ventura	19	\$	292,000
Kern	46	\$	355,945
Average		\$	294,633
Median		\$	288,048
SBCEO	20	\$	284,095
* Data from 2023-2024 may not reflect increases implemented this fiscal year			
current salary		284,085	
add 1%		286,936	
add 2%		289,777	
add 5%		298,230	
add 8% (24-25 %increase for employees)		306,812	
SBCEO Employee increases	24-25	25-26	26-27
	8%	4%	4%