San Bernardino County Superintendent of Schools
Policy 4352

Longevity - Confidential

The Superintendent shall provide a longevity stipend to confidential employees who have completed five (5) service years of employment or more. Effective July 1,2023, the longevity stipend shall consist of the following percentages added to the base salary, effective on the employee's anniversary date:

- Five (5) years of service = base salary + 5.0%
- Ten (10) years of service = base salary + 8.0%
- Fifteen (15) years of service = base salary + 11.0%
- Twenty (20) years of service = base salary + 13.0%
- Thirty (30) years of service = base salary + 15.0%

This longevity stipend adjustment shall be made after the fifth (5th) year of service that is consistent with the employee's hire date. The longevity stipend does not compound, ie. When service year nine (9) ends, the longevity stipend of five percent (5%) terminates. When year ten (10) begins the confidential employee shall earn eight (8%); not 5% + 8%.

Approved: September 10, 2013
Revised: August 22, 2023