San Bernardino County Superintendent of Schools
Policy 4350

Salary Schedule

There shall be separate salary schedules for management and for confidential employees.

All management and confidential personnel upon assuming office employment shall be placed on the first step of the appropriate salary schedule. The Superintendent shall have the discretion to make salary placement based on approved management experience.

The salary schedule for confidential employees shall specify a range placement for each different position title and a number of steps that provide salary increments for service with satisfactory evaluation.

The management salary schedule shall contain a class or position title and a number of steps that provide salary increments for service. The placement for newly hired Management employees shall be at Step A. Management employees whose first day of service is between July 1 and November 15 shall move to the next step (B) of the management salary schedule on July 1. Management employees whose first day of service is between November 16 and June 30 shall move to the next step of the management salary schedule on July 1 of the following year. Subsequent salary step advancements for managers take place on July 1 of each year.

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