



2025 – 2026

Certificated Senior Management Annual Salary Schedule - 221
221 Service Days

| | | | | | |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
| Associate Superintendent | \$215,904 | \$222,379 | \$227,938 | \$233,637 | \$239,478 |

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

County Superintendent of Schools \$319,096

| Stipend | Details | Amount |
|------------------|---|------------------|
| <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