

**SELMA UNIFIED SCHOOL DISTRICT
ASSISTANT SUPERINTENDENT,
CHIEF ACADEMIC OFFICER,
And-
CHIEF HUMAN RESOURCES OFFICER
ANNUAL BASE SALARY SCHEDULE
2025-26**

Step 1	\$166,900
Step 2	\$171,100
Step 3	\$175,100
Step 4	\$178,900
Step 5	\$183,000
Step 6	\$187,200
Step 7	\$189,000
Step 8	\$192,900
Step 9	\$196,000
Step 10	\$198,900

For the *Assistant Superintendent, Business/Support Services*, the **Work Year** consists of 261 days, with fourteen (15) of those days being designated as paid holidays on the employee calendar and twenty-two (22) of those days being paid vacation days for a total of 224 **Duty Days** within the work year.

For the *Chief Academic Officer* and *Chief Human Resources Officer*, the Work Year consists of 246 days, with twenty-two (22) of those days being paid vacation days for a total of 224 **Duty Days** within the work year.

For all employees, no more than twenty-four (24) vacation days may be carried over to the subsequent work year; any vacation days exceeding that amount shall be paid out at the employee's daily rate of pay. A work year is defined as July 1st through June 30th.

The cap on Health and Welfare Benefits is \$16,075 and any additional costs will be paid for by the Assistant Superintendent, Chief Academic Officer, or Chief Human Resources Officer.

\$5,000 at the beginning of the fifteenth (15th) year of service in the capacity of an Assistant Superintendent, Chief Academic Officer, or Chief Human Resources Officer, and annually thereafter.

\$5,000 for professional development for a Doctoral Degree, and annually thereafter.

Approved by the Board of Trustees on:

Effective Date: July 1, 2025

Revised: