ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF EDUCATION

To the Board of Trustees: Date: March 26, 2026

Subject: **Approve Longevity Increments to Assistant Superintendent of Human Resources and Assistant Superintendent of Business Services.**

Support Information: The salary schedules for certificated management and classified provide for up to five (5) longevity increments of $2,700 each for certificated and classified management at 10,14, 18, 22 and 25 years of service to the District, and also allow for the District to consider relevant outside management experience for placement on the salary schedule, including granting of any longevity increment(s). In June 2025 the previous Superintendent directed, without any action or approval by the Board, the award of 5 longevity increments to each of the Assistant Superintendent of Human Resources and the Assistant Superintendent of Business Services effective July 1, 2025. The Education Code (sections 45022 and 45160) authorize the governing board to fix and order paid the compensation of persons who are a part of the certificated staff and the classified service.

Fiscal Impact: Yes

Budget Source: General Fund

Recommended Action: The Interim Superintendent recommends that to rectify that prior unauthorized action the Board approve three (3) longevity increments annually of $2,700 each to each of the Assistant Superintendent of Human Resources and the Assistant Superintendent of Business Services retroactive to July 1, 2025, and, if approved, that prior payment of the unauthorized longevity increments be credited to the account of the District as of that date and accounted for in connection with future longevity increment payments to those persons.

Recommend Approval

Submitted by: Sandra Garcia Title: Interim Superintendent

To the Board of Trustees: Meeting: March 26, 2026
Regular Board Meeting

Agenda Placement

Sandra Garcia, Interim Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____