

Cupertino Union School District

**CERTIFICATED/CLASSIFIED
DEPUTY SUPERINTENDENT,
ASSOCIATE SUPERINTENDENT, CHIEF OPERATIONS OFFICER, CHIEF TECHNOLOGY OFFICER
2026-27 SALARY SCHEDULE**

STEP	A	B	C	D	E	F
319	\$268,837	\$276,905	\$285,209	\$293,766	\$302,579	\$311,656
305	\$253,406	\$261,008	\$268,837	\$276,905	\$285,209	\$293,767

225-day work year

Initial Placement on Salary Schedule:

The Superintendent shall recommend the initial placement of the Deputy Superintendent, Associate Superintendent, Chief Operations Officer, and Chief Technology Officer ("manager") on Step A through F of the Salary Schedule subject to approval or ratification by the Board of Education. In making the recommendation for initial salary placement, the Superintendent shall consider the manager's experience, training, and salary in their immediate previous position.

Advancement on Salary Schedule:

After initial placement on the schedule, the manager shall advance one step for each year of service until the manager reaches Step F on the Salary Schedule provided the manager has earned an overall satisfactory performance evaluation by the Superintendent. A year of service is defined as service for at least 75% of the work days in the assignment year for the position. Progression between steps is on an annual basis, effective July 1 of each fiscal year immediately following the fiscal year in which the service increment was earned. On or before June 15 of each fiscal year, the Superintendent shall notify payroll whether the manager will advance to the next step for the subsequent fiscal year.

Advanced Degree Stipend:

Managers who hold one or more Advanced Degrees shall receive an annual stipend of \$2,292 in 12 monthly installments for each Advanced Degree, up to a maximum of two (2) Advanced Degrees.

Date Effective : July 1, 2026

Board Adopted: August 22, 2024

Updated: May 14, 2026

HR/ck