Santa Barbara County Education Office
Susan C. Salcido, Superintendent

2026 – 2027

Certificated Senior Management Annual Salary Schedule - 221

221 Service Days

	Step 1	Step 2	Step 3	Step 4	Step 5
Associate Superintendent	$224,540	$231,274	$237,056	$242,982	$249,057

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

County Superintendent of Schools $331,860

Stipend	**Details**	**Amount**
Master's	Evidence of a Master's Degree from a regionally accredited institution.	$2,000 annually
Doctorate	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
Bilingual	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