

MADERA COUNTY SUPERINTENDENT OF SCHOOLS
1105 South Madera Avenue, Madera, California 93637

2020-2021 SUPERINTENDENT'S CABINET SALARY SCHEDULE

Effective July 1, 2020

| TITLE | ANNUAL WORK DAYS | STEP | SALARY |
|---|---------------------|------|---------|
| Associate Superintendent, Student Programs & Services (Open) | 220 | 1 | 157,621 |
| | | 2 | 160,774 |
| | | 3 | 163,989 |
| | | 4 | 167,269 |
| | | 5 | 170,614 |
| Assistant Superintendent, Educational Services Executive Director, Student Programs & Services | 220 | 1 | 145,429 |
| | | 2 | 148,338 |
| | | 3 | 151,304 |
| | | 4 | 154,330 |
| | | 5 | 157,417 |
| Assistant Superintendent, Human Resources Executive Director, Career Technical & Alternative Education Services | 220 | 1 | 141,639 |
| | | 2 | 144,471 |
| | | 3 | 147,360 |
| | | 4 | 150,307 |
| | | 5 | 153,313 |
| Chief Business and Administrative Services Officer | 220 | 1 | 131,156 |
| | | 2 | 133,779 |
| | | 3 | 136,455 |
| | | 4 | 139,184 |
| | | 5 | 141,967 |
| Chief Information Systems and Technology Services Officer | 220 | 1 | 124,972 |
| | | 2 | 127,472 |
| | | 3 | 130,021 |
| | | 4 | 132,622 |
| | | 5 | 135,274 |

Mileage reimbursement for travel within and outside of the county at the IRS rate.

Payments for a Master's Degree and/or Doctorate Degree shall be applied and pro-rated (if applicable) on the first of the month following the conferral date of the degree provided that official transcripts are submitted to Human Resources no later than the end of that fiscal year. When official transcripts are submitted late to Human Resources (in a subsequent fiscal year), the payment shall be applied retroactively effective July 1st of that current fiscal year regardless of the conferral date.

| | |
|------------------|-------------|
| Master's Degree | = \$1000.00 |
| Doctorate Degree | = \$1000.00 |
| Both Degrees | = \$2000.00 |

Annual longevity payments for continuous years of service shall be paid to all Cabinet Members as follows:

| | |
|---|-----------------------------|
| Commencing with the 9th year of service | = \$ 500.00 per annum level |
| At the 12th year of service | = \$ 750.00 per annum level |
| At the 15th year of service | = \$1000.00 per annum level |
| At the 18th year of service | = \$1500.00 per annum level |
| At the 20th year of service | = \$2000.00 per annum level |
| At the 26th year of service | = \$2500.00 per annum level |

In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$11,850 for each full-time employee. The medical, prescription, dental, and vision plans are included in the annual cap, and coverage is provided for the employee and his/her eligible dependents.

Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCSOS for each employee and eligible dependents after retirement provided the employee qualified according to policy adopted by the Board of Education. If the insurance is not selected by the employee, the above shall not be applicable.