Santa Cruz County Office of Education
Superintendent Salary Schedule
2022-23 Effective 1/1/2023

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>$215,000.00</td>
<td>$225,750.00</td>
<td>$237,038.00</td>
<td>$249,482.00</td>
<td>$261,956.00</td>
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</tbody>
</table>

**Placement Requirements:**
Placement on this schedule requires an Administrative Services credential.

**Work Year Defined:**
Schedule is predicated on a 222 day work year.

**Stipends & Benefits:**
All stipends are calculated on Base Salary Schedule.

**Step Increases:**
Step increases will take place on January 1st of each calendar year.

A 2.5% longevity stipend is awarded after 5 years of County Office service as Superintendent. After 10 years of service to the County Office as a Superintendent an additional 2.5% stipend will be awarded; and every five years thereafter, a 2.5% stipend will be awarded.

- Earned Master's - additional 3% stipend
- Earned Doctorate – additional 2% stipend.
- At his discretion, the Superintendent will either receive an annual auto stipend of $5,940 payable in monthly installments to reimburse him for using his own vehicle or use of a COE owned and sponsored vehicle.
- The Superintendent will receive vision and dental coverage. For medical coverage the Superintendent has a choice between three HMO plans and two PPO plans. Each plan has a premium contribution for which the Superintendent can utilize a tax sheltered Section 125 Plan.
- A $50,000 term life insurance policy is provided for the Superintendent as well as a long-term disability plan.
- The Superintendent will receive a TSA in the fixed annual amount of $6,250, that will be subject to STRS rules but not included in the Superintendent's compensation calculations for taxes, COLAS, etc.
- Employer contributions are made to the State Teachers Retirement System.
- The Superintendent will be reimbursed for actual expenses related to performing his duties including necessary travel. The Superintendent has elected not to receive a business expense allowance and agreed to take care of minor regular expenses like subscriptions, membership dues (ACSA dues to be paid by the COE) and non-travel related meals.

Board Approved: 11/15/2018
Study Adjustment of Superintendent Salary Schedule October 2018