

Cupertino Union School District

**SUPERINTENDENT  
2018-19 SALARY SCHEDULE**

STEP	A	B	C	D	E	F
320	\$271,734	\$279,886	\$288,283	\$296,930	\$305,838	\$315,011

Initial Placement on Salary Schedule:

The Board of Education shall establish the initial placement of the Superintendent on the Salary Schedule which shall be reflected in the Superintendent's employment contract.

Advancement on Salary Schedule:

The Superintendent shall advance one step for each year of service until he/she reaches Step F on the Salary Schedule provided the Superintendent has earned an overall satisfactory evaluation as set forth in the Superintendent's employment contract. 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 President of the Board shall provide payroll with written direction as to whether the Superintendent will advance to the next step for the subsequent fiscal year.

Longevity Provision:

To reward and retain effective District leadership, the Superintendent shall receive a 3% longevity salary increase upon completing 2 years of service at Step F provided he/she has earned an overall satisfactory evaluation for both years of service on Step F. The Superintendent shall receive a second 3% longevity stipend, for a cumulative total of 6% of Step F, upon completing 4 years of service at Step F and provided he/she has earned an overall satisfactory evaluation for the immediate past two consecutive years.

Advanced Degree Stipend:

The Superintendent shall receive an annual stipend of \$1,781 in 12 monthly installments for each Advanced Degree, up to a maximum of two (2) Advanced Degrees.

This Schedule does not reflect any negotiated increases to the salary schedules of members of the certificated bargaining unit. Pursuant to the Superintendent's employment contract, the base salary shall be increased annually by the same percentage salary increase granted by the Board to members of the certificated management.

Date Effective : July 1, 2018

Board Adopted: June 12, 2018

HR/nm