

Cupertino Union School District

**CERTIFICATED/CLASSIFIED
ASSOCIATE SUPERINTENDENT and CHIEF OPERATIONS OFFICER
2020-21 SALARY SCHEDULE**

STEP	A	B	C	D	E	F
305	\$196,909	\$202,816	\$208,900	\$215,168	\$221,622	\$228,272

225-day work year

Initial Placement on Salary Schedule:

The Superintendent shall recommend the initial placement of the Associate Superintendent, Chief Business Officer and Chief Information Officer ("manager") on Step A through E 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.

Longevity Provision:

To reward and retain effective managers, managers 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. Managers 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 provided he/she has earned an overall satisfactory evaluation for the immediate past two consecutive years.

Advanced Degree Stipend:

Managers who hold one or more Advanced Degrees 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.

Date Effective : July 1, 2018
Board Adopted: June 12, 2018
Updated: August 13, 2020

HR/nm