

Bylaws

County Superintendent's Compensation

Pursuant to its authority under Education Code 1200-1209, California Constitution Article 9, Section 3.1(b) and Board Policy 9500, the County Board of Education shall review and fix the salary including all compensation of the County Superintendent. This administrative regulationshall serve as guidelines for the Board and Superintendent; the Board reserves its plenary authority to establish the Superintendent's compensation.

1. A newly elected or appointed County Superintendent will normally be placed on Step 1 of the Superintendent's salary schedule. The County Board of Education may approve an initial placement other than Step 1.
2. The County Superintendent's movement to the next salary step will be at the discretion of the County Board of Education and shall be considered annually at a regularly scheduled meeting.
3. The County Superintendent may receive the same medical, dental, vision, life insurance, death and dismemberment benefits available to El Dorado County Office of Education senior management employees.
4. The County Superintendent may receive \$8,600 per year to compensate for travel (mileage allowance) and other expenses (expenditure allowance) incurred within the scope of duties in El Dorado County. Expenditure allowance is deemed to be reimbursement for expenditures incurred during course of duties and include, but are not limited to, community service club memberships and other such community related expenses.
5. The County Superintendent is eligible for reimbursement for all reasonable, actual and necessary expenses incurred within the scope of his/her duties not otherwise covered in item D above, including mileage for travel service outside of El Dorado County for EDCOE business. The county Superintendent will abide by travel policies for employees (SP 3350).
6. The Superintendent is eligible to receive an EDCOE provided cell phone for business use or to receive a monthly stipend of \$30 for use of personal cell phone for business use.
7. The County Superintendent is eligible to receive office-paid professional organization memberships.
8. The County Board of Education may review the Superintendent's compensation at a minimum of every other year for purposes of considering an adjustment to the salary schedule. The Board may consider a retroactive increase. The review may include and not be limited to the following:
 - a. Any El Dorado County Office of Education Superintendent Salary schedule.
 - b. Salary and health and welfare costs for Superintendents in Class V County Offices with appropriate consideration of cost-of-living differences that may exist between Counties.
 - c. Salary and health and welfare costs for El Dorado County school district Superintendents as follows:
 - i. Largest K-8 district
 - ii. Largest K-12 district

- iii. Largest 9-12 district
 - d. Settlement information for El Dorado County Office of Education employee groups.
 - e. El Dorado County Office of Education budget obligations and projections.
9. The following protocol may be utilized in determining any adjustment to the Superintendent's salary:
- a. The Board may convene an ad hoc committee, as determined by the Board, to review information pertinent to the Superintendent's salary and compensation for the County Board's consideration.
 - b. The committee may direct additional information to be gathered.
 - c. The committee shall develop a recommendation regarding any change in the Superintendent's compensation for consideration at a regularly scheduled County Board meeting.
 - d. At the County Board meeting, the committee will present its recommendations and the factors considered to the Board. The Board may consider action based on the recommendation of the committee.

Legal Reference:

EDUCATION CODE

1200-1209 Appointment, qualifications, salary and expenses of county superintendent

GOVERNMENT CODE

3511.1-3511.2 Local agency executives

CALIFORNIA CONSTITUTION

Article 9, Section 3.1 County Superintendent qualifications and salaries

CALIFORNIA ATTORNEY GENERAL

62 Ops. Cal. Atty. Gen. 356 (1979)

Adoption: June 5, 2018

Revised: May 5, 2020