



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.4

Meeting Date: May 20, 2021

Subject: Approve Revised 2020-2021 Superintendent's Cabinet Salary Schedule

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Human Resource Services

Recommendation: Approve Revised 2020-2021 Superintendent's Cabinet Salary Schedule.

Background/Rationale: Superintendent recommends the approval of the revised 2020-2021 Superintendent's Cabinet Salary Schedule. As the Chief Business Officer position has assumed the duties and responsibilities of the Chief Operations Officer position, including oversight and responsibility for the Nutrition, Transportation, Facilities, and Maintenance and Operation divisions, the salary adjustment reflects appropriate compensation for the added responsibilities.

In addition, the District undertook a comparability analysis to compare the Chief Business Officer salary to that of business official salaries in other similarly situated school districts. As a result of that analysis, and the additional Nutrition, Transportation, Facilities, and Maintenance and Operations divisions related duties being performed by the position in our District, it was determined that the existing salary for the Chief Business Officer was not competitive to the salary paid for similar work in other school districts.

Based on the change in job duties, the position description for the Chief Business Officer has been revised to reflect these additional duties and the title of the position will be changed to the Chief Business and Operations Officer. With the adoption of the revised 2020-2021 Superintendent's Cabinet Salary Schedule the salary of the Chief Business and Operations Officer will be adjusted consistent with the revised schedule.

Financial Considerations: The adjustments to the Chief Business Officer classification compensation within the Superintendent's Cabinet Salary Schedule will be partially offset by the closure of the Chief Operations Officer position, which has been vacant since November 2019.

LCAP Goal(s): Goals include Operational Excellence

Documents Attached:

1. Executive Summary
2. Revised 2020-2021 Superintendent's Cabinet Salary Schedule

Estimated Time of Presentation: 5 minutes

Submitted by: Jorge Aguilar, Superintendent

Cancy McArn, Chief Human Resources Officer, Human Resource Services

Approved by: Jorge A. Aguilar, Superintendent

Human Resource Services

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I. Overview/History

The Chief Operations Officer position for the District was eliminated beginning in November 2019 and those duties were transferred to the Chief Business Officer beginning at that time. Since that time, the Chief Business Officer has been overseeing the Nutrition, Transportation, Facilities, and Maintenance and Operations divisions of the District. Based on the change in job duties, the position description for the Chief Business Officer has been revised to reflect these additional duties and the title of the position will be changed to the Chief Business and Operations Officer.

In addition, in Spring 2021, the District undertook a comparability analysis to compare the Chief Business Officer salary to that of business official salaries in other similarly situated school districts. As a result of that analysis, and the additional Nutrition, Transportation, Facilities, and Maintenance and Operations divisions related duties being performed by the position in our District, it was determined that the existing salary for the Chief Business Officer was not competitive to the salary paid for similar work in other school districts.

II. Driving Governance:

Board Policy 4151, 4251, and 4351 - In order to secure and hold staff committed to student learning, the Governing Board recognizes the importance of an attractive compensation package which includes salaries, health benefits and other amenities.

The Board shall adopt separate salary schedules for certificated, classified, and management/supervisory/confidential personnel. These schedules shall comply with law and negotiated agreements and shall be printed and made available for inspection at the district office. Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

III. Budget:

The adjustment to the Superintendent's Cabinet Salary Schedule is partially offset by the closure of the Chief Operations Officer position, which has been vacant since November 2019.

IV. Goals, Objective and Measures:

The Sacramento City Unified School District ("District") continues to look at ways to recruit and retain employees, as well as creating a pathway for career advancements within the District by providing fair and competitive compensation.

Board of Education Executive Summary

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V. Major Initiatives:

Recruiting and retaining employees and operational excellence.

VI. Results:

With the adoption of the revised 2020-2021 Superintendent's Cabinet Salary Schedule the salary of the Chief Business and Operations Officer will be adjusted consistent with the revised schedule.



Superintendent's Cabinet
Annual Rate Salary Schedule
2020-21 School Year
(Effective July 1, 2020)

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
4935 Chief Business and Operations Officer	CL	44	X	\$188,443	\$197,128	\$206,237	\$215,811	\$225,866	\$236,419
6051 Deputy Superintendent	CE	37	X	\$164,051	\$171,612	\$179,542	\$187,877	\$196,630	\$205,817
0243 Chief Academic Officer	CE	29	X	\$139,602	\$146,022	\$152,769	\$159,843	\$167,276	\$175,079
0216 Chief Communications Officer	CL								
9727 Chief Continuous Improvement and Accountability Officer	CL								
0219 Chief Human Resources Officer	CL								
6049 Chief Information Officer	CL								
0401 Chief Operations Officer	CL								

CE = Certificated; CL = Classified

The annual salaries shown above are derived by multiplying the number of days of required service in a given year (exclusive of legal and Board-granted holidays and vacation) by the daily rates shown in the following table. The number of required days of service for each work-vacation schedule are as follows:

Calendar:	X = 239 Days
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Annual career longevity increments of \$1,454 each are added when a Superintendent's Cabinet employee reaches 17, 20, 23, and 25 years of credited service. An annual stipend of \$3,000 is added for the earned doctorate and is prorated if for less than a full year. An annual salary stipend of \$4,800 is added for in-district travel and expenses.