



Revised 2020-2021 Superintendent's Cabinet Salary Schedule

Board Meeting
May 20, 2021
Agenda Item No. 10.4

Presented by: Jorge A. Aguilar, Superintendent
Cancy McArn, Chief Human Resources Officer

Background

- The Chief Operations Officer position for the District was eliminated beginning in November 2019.
- 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.

Comparability Analysis

# Largest District Rank	School District/COE	County	Size of School District by Enrollm 2019-20	Job Classification	Range or Flat (Contract Salary)	Salary Low	Salary High	Salary Schedule Effective Date	Notes
3	Fresno	Fresno	73,381	Chief Officer	Range	\$160,416	\$196,948	7/1/2018	District Salary Schedule: Two standalone positions on 2018/19 Org Chart; 1) Chief Operational Services; and 10 Deputy Sup/Chief Financial Officer (Step 1-5);
5	Elk Grove	Sacramento	64,480	Deputy Superintendent	Range	\$204,096	\$237,180	7/1/2020	(Note: included for additional information) 2016-2019 Transparent CA Salary Data regular pay; Salary not available on district website; Currently, Deputy Superintendent oversees Chief Financial Officer and
5	Elk Grove	Sacramento	64,480	Chief Financial Officer (Chief Facilities Officer)	Range	\$120,294	\$151,572	7/1/2020	District Salary Schedule (Steps 1-10)
10	San Juan	Sacramento	50,820	Deputy Superintendent (Previously Chief Financial Officer 2013-2018)	Range: Chief Financial Officer Range	\$193,212	\$214,273	7/1/2018	2015-2018 Transparent CA Regular Pay; Current Org Chart states Deputy Superintendent oversees Director of Fiscal, Business Support, Operations, Facilities AND Assist Sup Operations, Facilities and Transportation; Previously
12	Oakland	Alameda	49,588	Chief Business Officer	Flat	\$247,200	\$247,200	7/1/2020	EdSource 4/24/2020
13	Sacramento City	Sacramento	46,657	Chief Business Officer	Range	\$161,498	\$202,351	7/1/2020	Current District Salary Schedule (Steps 1-6)
14	Clovis	Fresno	41,654	Assistant Superintendent Business Services	Range	\$142,603	\$153,034	9/1/2018	2018 and 2019 Transparent Salary Data Regular Pay
15	Stockton	San Joaquin	41,679	Chief Business Officer	Range	\$179,006	\$217,584	7/1/2020	As 8/4/2020- EdJoin Current Opening (Mgt Tier 8)
24	Twin Rivers	Sacramento	31,008	Chief Business Official	Range	\$203,000	\$242,393	7/1/2020	District Salary Schedule: Chief Business Official (Steps 1-7)
Not Ranked	Natomas	Sacramento	Not Ranked	Deputy Superintendent	Flat	\$207,562	\$207,562	7/1/2018	2018 Transparent CA Salary Data regular pay; on District Org Chart Deputy Superintendent oversees Executive Directors of both Business/Financial Services and Facilities/Strategic Planning
Not Ranked	Folsom-Cordova USD	Sacramento	Not Ranked	Assistant Superintendent Business Services	Flat	\$202,908	\$202,908	7/1/2020	District Salary Schedule

Chief Business and Operations Officer

- 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.

Chief Business and Operations Officer Areas of Responsibility

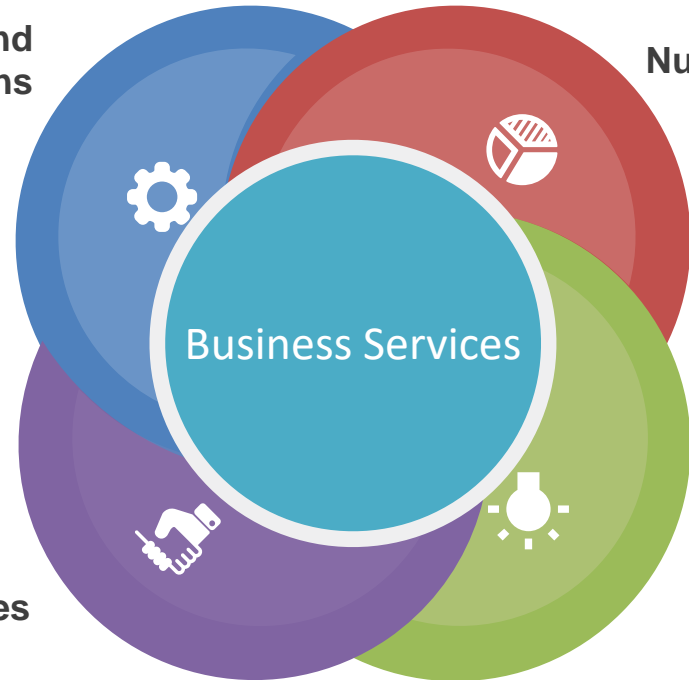
Chief Business Officer



Chief Business and Operations Officer

Maintenance and
Operations

Nutrition



Facilities

Transportation

Revised Superintendent's Cabinet 2020-2021 Salary 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								



Next Steps

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

Questions