

Superintendent's Compensation

The California Constitution, Article IX, Section 3.1(b) empowers the Yolo County Board of Education ("County Board") to fix the compensation of the Yolo County Superintendent of Schools ("Superintendent") at a time and in an amount determined by the County Board. It shall be the policy of the County Board that determination of the Superintendent's annual compensation may consider the anticipated Yolo County Office of Education ("YCOE") annual budget and the percent increase (awarded to) YCOE classified, certificated and administrative personnel, subject to the requirements of California Education Code Section 1207.

Reimbursement

The Superintendent shall be reimbursed their actual and necessary traveling expenses. The expenses shall be paid out of the YCOE general fund. (Education Code 1200.)

The Superintendent shall also receive reimbursement for actual and necessary traveling expenses when, they attend any convention or conference to which they are called by the State Board of Education, the Superintendent of Public Instruction, or the Board Governors of the California Community Colleges. (Education Code 1201.)

The Superintendent and their staff shall be reimbursed for the costs of stationery, blank books, postage, express, freight, telephone, telegraphing, and other necessary office expenses. (Education Code 1202.)

The Superintendent shall be reimbursed for the expense of providing housing for all services of the Superintendent. (Education Code 1203.)

The Superintendent may contribute to a retirement system of which they are a member, based upon the compensation received by them as Superintendent. If such contributions are required to be paid from any fund which pays the Superintendent's salary, then contributions will be paid in the same proportion as the total contribution to the Superintendent's salary. (Education Code 1204.)

Benefits for Retired Superintendent

The YCOE will pay the cost of health insurance, dental insurance and vision insurance for only those Superintendents that have completed eight or more years as Superintendent and begin receiving retirement benefits from the State Teachers Retirement System within six months of completion of service as Superintendent for as long as the retired Superintendent requests such coverage and maintains continuous coverage through the YCOE.

Legal Reference: California Education Code, 1200, 1201, 1202, 1203, 1207

ADOPTED: April 27, 1992

REVISED: 08/19/99, 11/09/06, 2/13//24

Process for Setting Superintendent's Compensation (to be reviewed annually)

The California Constitution, Article IX, Section 3.1(b) empowers the County Board to fix the compensation of the Superintendent at a time and in an amount determined by the County Board. The following protocol and criteria may serve as guidelines for the County Board and Superintendent, it being understood that the County Board reserves its plenary authority to establish the Superintendent's Total Compensation. Throughout this process, the County Board shall be mindful of its fiscal responsibility to the public; and act in the best interest of the YCOE, the students served by the YCOE and the broader community context.

A. Protocols and Criteria Guidelines

1. The County Board will annually review the Superintendent's Total Compensation for purposes of considering an adjustment for the fiscal year. Any adjustment may be retroactive to be in line with the Fiscal Year.
2. A Compensation Committee of two (2) County Board Members shall be appointed annually at the Organizational Meeting in December in order to conduct the review, confer with the superintendent regarding total compensation and develop a recommendation to present to the County Board for consideration.

This annual review may include the following data:

- Total Compensation cost for Superintendents within like County Offices of Education.
- Total Compensation cost for district Superintendents within the Yolo County boundaries.
- Total Compensation cost for County of Yolo Officials responsible for similar sized County departments or agencies.
- Information on the change in total compensation for YCOE employee groups including recognition of discrete pay increase amounts in addition to percentages, including the cost of step and column and medical benefits.
- Context of the YCOE's annual budget(s).
- Applicable Cost of Living Indexes.
- Other criteria or information that the Committee may consider relevant to the County Board's decision and wish to submit for the County Board's consideration.

3. Every four years, in the final year of the incumbent's term, the Superintendent's Compensation Committee shall complete a comprehensive study of the Superintendent's Total Compensation which study shall be presented to the County Board. During the years where a comprehensive survey is completed the following information will be gathered from the jurisdictions listed above in number A(2) and will be compiled. The Committee may establish additional criteria for data to be collected for the comprehensive study. The Compensation Committee may choose to recommend to the County Board, and the County Board may adopt a total compensation range for the Office of Superintendent for the upcoming term.

B. Board Action

1. A preliminary discussion of Total Compensation for the Superintendent will take place before the entire board. This item will be placed on the County Board Agenda before any recommended package is presented by the Compensation Committee.
2. Recommended compensation package is initially presented by the Compensation Committee to the County Board as a discussion Agenda item. The Compensation Committee shall provide a report to the County Board annually whether or not it recommends a change in compensation.
3. The Superintendent's Total Compensation package recommended by the Compensation Committee is presented to the County Board as an Action Agenda Item. County Board action shall be taken whether or not there is an adjustment in compensation.

C. Setting Salary for New Superintendent

In a year wherein the incumbent Superintendent is not running for re-election, no later than the date of election for Superintendent, after receiving a report and recommendation by the County Board Compensation Committee, shall establish a total compensation and may establish a range for the office of Superintendent for the upcoming four year term. Once the identity of the new Superintendent is known, the Committee shall confer with him or her as part of preparing a recommendation. The County Board shall receive the Committee's report and recommendation and set the starting total compensation for the new Superintendent.

The County Board shall strive to reach the decision regarding the new Superintendent's compensation not later than adjournment of the October meeting of the County Board. Thereafter, the salary will be annually reviewed and set by the County Board, as set forth in parts A and B above.

Adopted: 08/19/99, 09/23/14

Revised 2/13/24