

Handout #4 Item 4.7
 06-20-18
 YCBE
 Mtg

The California Constitution, Article IX, Section 3.1(b) empowers the County Board of Education to fix the compensation of the County Superintendent at a time and amount determined by the County Board of Education.

The Yolo County Office of Education received a request by the Classified Unit to perform a Compensation Study. This request was granted and a study was performed by EMS. EMS also reviewed Management and Executive Management salaries. It was found that these salaries were not found to be competitive based on 2016-2017 market rates. These rates were then compared to the relationship to the Superintendent's salary. It is common practice that there would be a consistent differential between salaries of the different tiers of Management and Executive Management.

The YCBE Compensation Committee, Shelton Yip and Cirenio Rodriquez met to consider and formulate a recommendation for the incoming Superintendent taking into consideration the EMS report. This "roadmap" of the possible salary range is the thoughts of Shelton Yip. Each scenario is a three year metric.

*Superintendent	**Deputy Superintendent	Differential
2018-2021 (2%)		
18-19 \$170,000	\$160,483	<9,517>
19-20 \$173,400	\$164,494	<8,908>
20-21 \$176,864	\$168,604	<8,260>
2018-2021 (2.5%)		
18-19 \$170,000	\$160,483	<9,517>
19-20 \$174,250	\$164,454	<9,756>
20-21 \$178,706	\$168,604	<10,102>
2018-2021 (3%)		
18-19 \$170,000	\$160,483	<9,517>
19-20 \$175,100	\$164,494	<10,606>
20-21 \$180,353	\$168,604	<11,749>

* These figures do not take into consideration days of work, Degree stipend, Annual Health Benefits, Professional Dues, or other areas of compensation. If in any year there is a COLA provided by the State, the COLA can be taken into consideration of the possible salary adjustment presented at this time.

** The example of the Salary Range for the Deputy Superintendent is just that; an example. The Management and Executive Management does not automatically receive any increase, year-to-year, and is subject to the same % that are negotiated by the Certificated and Classified Bargaining Units.

Pursuant to Board By-law 9251 E, Process for Setting Superintendent's Salary, the Yolo County Board of Education (YCBE) annually reviews the Superintendent's total compensation for purposes of considering an adjustment of the fiscal year. Any adjustment maybe retroactive to be in line with the fiscal year.