Cecilia A. Massetti, Ed.D.
Superintendent of Schools

Agenda Item 8.4

Board of Education Action Item
February 12, 2019

Topic:
Consideration Superintendent's Compensation

Background:
See attached background and proposal.

Fiscal Impact:
Budget Item

Resource:
Sara Wilkins
President
Board of Education

Recommendation:
Board Prerogative

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The Board of Education last set the Superintendent's Salary and compensation on September 9, 2014. The Superintendents base salary was set on the 2013-2014 mean average of the Class V County Superintendent of Schools Salaries ($187,937.40).

The following schedule was created in 2014:

Step 1	$190, 937.40
Step 2	$193, 937.40
Step 3	$196, 937.40
Step 4	$199, 937.40

Since 2014, the employees of the Madera County Superintendent of Schools have received the following:

- Cost of Living increases: 2014-2015 (2%); 2016-2017 (2 %); 2017-2018 (1.5%); 2018-2019 (3%) totaling 8.5%.
- CSEA and CTA groups also added two additional days to their contracts in this period
- The percentage between steps for the employees are: CSEA 5%; Internal Classified and Confidential 5%; Administrative staff 5%; (CTA percentages vary between steps based on prior negotiated settlements)

The superintendent has not received these cost of living salary adjustments and the percentage between steps for the superintendent has been approximately 1.5%

Proposal for Superintendent of Schools Compensation

1. To add 4 additional steps for the superintendent's term of office
2. To add a calculation of 2.5% for the years of service as the county superintendent for each completed term of office. (2.5% for term of office completed in 2014 and 2.5% for term of office completed in 2018, compounding method)
3. Steps remain at $3,000 between steps which is approximately 1.5%

Step 5	$202,937.40	x .025 = $208,010.84	x .025 = $213,211.12
Step 6	$205,937.40	x .025 = $211,085.84	x .025 = $216,362.99
Step 7	$208,937.40	x .025 = $214,160.84	x .025 = $219,514.87
Step 8	$211,937.40	x .025 = $217,235.84	x .025 = $222,666.74

STRS Calculation

The annual work year is to be 220 days for the purpose of the State Teachers' Retirement System (STRS) Formula. Since the 2009-2010 year, Superintendent Cabinet members' calendars for STRS and PERS purposes have been at a 220 day year.

Health and Welfare
The Superintendent of Schools shall be provided with the same health and welfare benefit plan options as provided to the Administrative Staff ($11,672.76) not to exceed a cap of $12,000 annually.

Sick Leave
The Superintendent of Schools shall be provided with the same Sick Leave accrual as all regular twelve (12) month employees of 12 days per year.

Educational Increment
The payment of Master's degree and Doctorate degree are to be commensurate with the payments afforded to the Superintendent's Cabinet and Administrative Staff, Master Degree $1000, and Doctorate degree $1000 or both at $2000. The payments shall be considered salary for tax purposes and treated as creditable compensation under the CalSTRS guidelines.

Longevity Increment
The employee longevity increment is commensurate with the longevity afforded to the Superintendent's Cabinet and Staff and would be at over 25 years of service or $2,500 annually. The payments shall be considered salary for tax purposes and treated as creditable compensation under the CalSTRS guidelines. Dr. Massetti years of service with the Madera County Superintendent of Schools organization is currently 40 years.

Telecommunications
The payment for telecommunications is commensurate with other designated members of the Superintendent's Cabinet and Administrative staff at $40.00 per month.

Mileage
Actual mileage reimbursement at the IRS rate for business travel within and outside of the county.

Professional Dues
Professional dues are to be paid, not to exceed $2000.

Effective date
January 1, 2019, the Superintendents base salary to be at step 5. The annual salary will be to be prorated for the 2018-2019 school year starting January 1, 2019.

Step 5 $202,937.40 x .025 = 208,010.84 x .025 = $213,211.12

In summary, the Superintendent's salary has not been reviewed since 2014. The employees have received an 8.5% Cost of Living increases during that time period, which the superintendent has not received. This proposal provides the superintendent with a 5% cost of living increase (determined by 2.5% for each completed term of office or a total of 5.06%), step increases of $3000 (or approximately 1.5%) and all health and welfare and payments as noted above.