

VENTURA COUNTY BOARD OF EDUCATION

BOARD POLICY NO. 2126

ADOPTED: 06/28/99

CLASSIFICATION: Administration

**REVISED: 11/25/02
10/24/05
08/13/08
01/27/14
10/24/16**

SUBJECT: Setting and Adjustment of Salary for Superintendent of Schools

The California Constitution provides that the County Board of Education fix the annual salary of the County Superintendent of Schools. In accordance with the State Constitution, Government Code and Education Code, the Salary of the County Superintendent of Schools, initially fixed by the County Board, shall not be reduced during his term of office or for any consecutive new term to which he is elected or appointed.

The Board also recognizes that the Superintendent's salary should be both competitive and comparable to the Superintendents of Local School Districts with similar structure and level of complexity as well as other County Offices of Education of similar countywide attendance within California.

1. The Superintendent's salary shall be reviewed annually.
2. The Board shall review the Superintendent's salary in conjunction with information and input provided by the Deputy Superintendent, Fiscal and Administrative Services. In addition to comparison data from local school districts County Offices with similar countywide attendance, geographically proximate County Offices, and local countywide elected offices; the Board may also consider recommendations for salary increases based upon State-funded and/or negotiated Cost of Living Adjustments (*COLAs*).
3. The Superintendent and Board President shall also meet and confer to obtain additional perspective in this effort.

In conjunction with the annual review and setting of the Superintendent's salary, the Superintendent and Board shall perform a review of mutually agreed upon goals set by the Board and Superintendent as well as accomplishments of the Office in meeting these goals during the previous fiscal year.

It is the intent of the Board that all discussion and action relative to the Superintendent's salary be conducted at a regularly-scheduled public meeting.

Legal Reference:

CALIFORNIA CONSTITUTION

Article 3

EDUCATION CODE

Section 1207 County superintendent; qualifications; salary

Section 35145 Meeting; minutes; agenda