

**BY-LAWS OF THE BOARD**

**BP 8050 Administrative Salaries**

As an elected body which is directly answerable to the public, the El Dorado County Board of Education fully recognizes and appreciates that, as an elected public official, the El Dorado County Superintendent of Schools (“Superintendent”) is concomitantly answerable to the public and is subject to Education Code Sections 1209 and 1042(d).

As elected public officials, the duties and responsibilities of the El Dorado County Board of Education, and the El Dorado County Superintendent of Schools are defined separately by California Statute but have a mutual obligation for the proper and efficient operation of the El Dorado County Office of Education for the benefit of the community, especially the children.

In carrying out their respective public duties and responsibilities in a manner which is most effective and efficient for the community and children which are served, it is desirable and beneficial that the Board and Superintendent execute their offices in a spirit of cooperation and mutual expectations.

This policy then is in furtherance of the Board’s public duty and to provide a fair, reasonable, and just compensation for the Superintendent, Deputy Superintendent(s), Associate Superintendent(s), Executive Director(s), and Senior Director(s) in full conformance with the requirements of Education Code §§ 1209 and 1042(d).

The compensation of the El Dorado County Superintendent of Schools (“Superintendent”), Deputy Superintendent(s), Associate Superintendent(s), Executive Director(s), and Senior Director(s) be established at a rate comparable to positions of the largest district of each class in El Dorado County. Class is defined to include the largest elementary district, high school district, unified school district, and community college district in El Dorado County.

In determining the compensation paid to comparable positions of the largest district of each class in El Dorado County, district remuneration in the form of expenses, annuities, life insurance, health benefits, and other related items in addition to salary shall be included and the salary of the Superintendent, Deputy Superintendent(s), Associate Superintendent(s), Executive Directors(s), and Senior Director(s) shall be set accordingly.

Specifically, and consistent with the requirements of Education Code §§ 1209 and 1042(d), the salary and compensation of Superintendent, Deputy Superintendent(s), Associate Superintendent(s), Executive Director(s), and Senior Director(s) shall be determined annually as follows:

A. Superintendent:

The Superintendent's salary shall be an amount equal to the average of the equivalent compensation Superintendent/President of the largest districts of each class in El Dorado County, including community college districts.

B. Deputy Superintendent(s):

The Deputy Superintendent(s) salary shall be an amount equal to ninety percent (90%) of the Superintendent's salary.

C. Associate Superintendent(s):

The Associate Superintendent(s) salary shall be an amount equal to eighty-five percent (85%) of the Superintendent's salary.

D. Executive Director(s) and Senior Director(s):

The Executive Director(s) and Senior Director(s) salary shall be an amount equal to eighty percent (80%) of the Superintendent's salary.

Legal Reference: E.C. § 1042, 1209  
First Reading: October 12, 2004  
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Adopted: November 9, 2004  
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