

MADERA COUNTY SUPERINTENDENT OF SCHOOLS
1105 South Madera Avenue, Madera, California 93637

2026-2027 SUPERINTENDENT'S CABINET SALARY SCHEDULE

Effective July 1, 2026

TITLE	ANNUAL WORK DAYS	STEP	SALARY	DAILY
Associate Superintendent, Student Programs & Services (Open)	220	A	184,280	837.64
		B	187,966	854.39
		C	191,725	871.48
		D	195,560	888.91
		E	199,470	906.68
Executive Director, Student Programs and Services	220	A	176,895	804.07
		B	180,433	820.15
Assistant Superintendent, Educational Services		C	184,042	836.55
		D	187,723	853.29
		E	191,478	870.35
Chief Business and Administrative Services Officer	220	A	168,905	767.75
		B	172,283	783.10
Chief Human Resources Officer		C	175,728	798.76
Executive Director, Career Technical & Alternative Education Services		D	179,243	814.74
		E	182,828	831.04
Chief Information Systems and Technology Services Officer	220	A	162,725	739.66
		B	165,980	754.45
		C	169,299	769.54
		D	172,685	784.93
		E	176,138	800.63

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

Payments for a Master's Degree and/or Doctorate Degree shall be applied and pro-rated (if applicable) on the first of the month following the conferral date of the degree provided that official transcripts are submitted to Human Resources no later than the end of that fiscal year. When

Master's Degree	= \$2000.00
Doctorate Degree	= \$2000.00
Both Degrees	= \$4000.00

Annual longevity payments for continuous years of service shall be paid to all Cabinet Members as follows:

Commencing with the 9th year of service	= \$ 750.00 per annum level
At the 12th year of service	= \$1000.00 per annum level
At the 15th year of service	= \$1250.00 per annum level
At the 18th year of service	= \$1750.00 per annum level
At the 20th year of service	= \$2250.00 per annum level
At the 26th year of service	= \$3000.00 per annum level

In addition to the salary paid each employee according to the employee's placement on the salary schedule, the health benefit annual cap is \$14,300 for each full-time employee. The medical, prescription, dental, and vision plans are included in the annual cap, and coverage is provided for the employee and his/her eligible dependents.

Each employee hired prior to April 15, 1990, shall have a composite rate paid for health insurance by MCSOS for each employee and eligible dependents after retirement provided the employee qualified according to policy adopted by the Board of Education. If the insurance is not selected by the employee, the above shall not be applicable.

Approved by
Patricia M. Protzman

Date