



Office of the Superintendent
INTEROFFICE MEMORANDUM

DATE: November 1, 2021
TO: Board of School Trustees
FROM: Jesus F. Jara, Superintendent
SUBJECT: Executive Compensation

Handwritten signature of Jesus F. Jara

Early in 2021, I informed the Board of School Trustees of the need to review and revise the compensation structure for Executive Cabinet members. In August 2021, the Board of School Trustees approved Regulation 4291 providing the Superintendent with the authority to adjust salaries for "At Will" employees.

After staff undertook a review of local and national compensation levels for comparable positions, and to compete nationally for talent, and retain our existing talent at a time of instability, I will be adjusting the following salaries:

Table with 3 columns: Position, Current Salary, Adjustment To\*. Rows include Deputy Superintendent, Chief of Staff, Chief of Facilities, Chief of Communications, President and General Manager, Vegas PBS\*\*, Chief of School Police, Chief Human Resources Officer, and Chief Financial Officer.

Executive Compensation

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	Current Salary	Adjustment To*
Chief of Operations	\$154,800	\$179,196
General Counsel	\$162,540	\$188,148
Chief Information Officer	\$147,384	\$188,148
Chief Academic Officer	\$156,300	\$164,040
Chief College, Career, and Equity Officer	\$156,300	\$164,040
Region Superintendents***	\$136,488	\$163,040

Total incremental costs (base salary):

\$408,564

\* With approval of the CCASAPE contract, these rates will be increased by 3%. These amounts will be 3% higher once the new pay scale for administrators is established (there will be a 3% retroactive payment based on the current salary.) The proposed new placement on the pay scale will be effective on December 1, 2021.

\*\*This does not represent an increase in salary. The District would pay the full salary instead of some of the salary being paid by the Vegas PBS Foundation.

\*\*\*These amounts represent their combined average salaries.