



Santa Cruz County Office of Education
 Dr. Faris Sabbah, Superintendent
 2021-2022 Certificated Management Salary Schedule
 230 Day Schedule, **Effective 7/1/2021**

Level	Classification	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual
13	Deputy Superintendent	\$673.83	\$154,981	\$707.52	\$162,730	\$742.89	\$170,865	\$780.04	\$179,409	\$819.04	\$188,379	\$859.99	\$197,798
10	Associate Superintendent	\$582.07	\$133,876	\$611.17	\$140,569	\$641.74	\$147,600	\$673.83	\$154,981	\$707.52	\$162,730	\$742.89	\$170,865
10	Chief Technology & Innovations Officer	\$582.07	\$133,876	\$611.17	\$140,569	\$641.74	\$147,600	\$673.83	\$154,981	\$707.52	\$162,730	\$742.89	\$170,865
9	Executive Director II	\$554.36	\$127,503	\$582.07	\$133,876	\$611.18	\$140,571	\$641.74	\$147,600	\$673.82	\$154,979	\$707.51	\$162,727

Placement Requirements:

Placement on this schedule requires an Administrative Services Credential

Work Year Defined:

Schedule is predicated on a 230 day work year. Salary Schedule reflects daily rate and annual rate based on a 230 day work year.

Stipends:

- Earned Master's Degree - 3% stipend
- Earned Doctorate - additional 2% stipend
- A 2.5% longevity stipend is awarded after 6 years of County Office service (a minimum of 5 years County Office service must be served in a management position). After 10 years of service to the County Office as a manager, an additional 2.5% stipend will be awarded; and every five years thereafter, a 2.5% stipend will be awarded. Management employees must complete 75% of available work days within the fiscal year in which they are hired in order to begin receiving longevity credit effective July 1 of that fiscal year. Otherwise, longevity will begin calculating July 1st of the following fiscal year.

Health and Welfare Coverages:

- Employees assigned to this schedule are entitled to receive vision, dental, and medical coverage for the employee and their dependents. Employees have a choice between HMO and PPO plans. Each plan has an employee premium contribution amount for which the employee can utilize a tax sheltered Section 125 Plan
- A life insurance policy is provided for every employee assigned to this schedule as well as a long-term disability plan which provides a specified level of income protection
- Employer contributions are made to the California State Teachers Retirement System (CalSTRS)
- Participation in a Section 125 tax shelter flexible spending plan and 403(b) and 457(b) annuity plans are also available

*7/9/2018 Added new position Chief Technology Officer level 1C, removed Level 1 Assistant Superintendent

*6/15/2021 Added new position Executive Director II

3% increase effective 7/1/2021

Revised 8/30/2019 (Longevity verbiage clarification only)

Revised 6/15/2021

Superintendent approved: