



SANTA CRUZ
COUNTY OFFICE OF
EDUCATION
DR. FARIS SABBAH • SUPERINTENDENT OF SCHOOLS

Santa Cruz County Office of Education
Dr. Faris Sabbah, Superintendent
2021-2022 Confidential Salary Schedule

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
37	Senior Human Resources Analyst	\$5,861	\$6,142	\$6,439	\$6,752	\$7,079	\$7,418
36	Human Resources Analyst	\$5,581	\$5,849	\$6,132	\$6,430	\$6,742	\$7,064
36	Human Resources Analyst, Certificated	\$5,581	\$5,849	\$6,132	\$6,430	\$6,742	\$7,064
36	Superintendent's Executive Assistant	\$5,581	\$5,849	\$6,132	\$6,430	\$6,742	\$7,064
35	Senior Executive Assistant	\$5,452	\$5,721	\$5,988	\$6,279	\$6,582	\$6,902
32	Senior Human Resources Specialist	\$5,082	\$5,327	\$5,581	\$5,849	\$6,132	\$6,430
29	Executive Assistant	\$4,742	\$4,965	\$5,206	\$5,452	\$5,721	\$5,988
27	Senior Administrative Secretary	\$4,527	\$4,742	\$4,965	\$5,206	\$5,452	\$5,721

Monthly Rate is based on 173.33 hours per month (2,080 hours/year)

Health and Welfare Coverage:

Employees assigned to this schedule are entitled to receive life, vision, dental and medical coverage for the employee and their eligible dependents equal to those of the Management unit.

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

CalPERS:

Employees pay the employee portion of the CalPERS retirement contributions

Other Compensation Related Benefits:

With the exception of the aforementioned Health and Welfare coverage (Medical, Dental, Vision, Life), Retiree Benefits and CalPERS, the Confidential employees will follow the classified Bargaining Unit agreement

Longevity Awarded After:

6 Years 2.5% 10 Years 5% 15 Years 7.5% 20 Years 10% 25 Years 12.5% 30 Years 15%

Educational Incentive for earned Associate, Bachelor or Master's Degree. Annual awarded amounts are as follows: Associate Degree - \$375, Bachelor Degree - \$750, Master's Degree - \$1,500. Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year.

2% Increase effective 7/1/2020, Revised per Classification Study - Confidential to be 8% above Classified equivalent

New Position added 5/18/2021 Senior Human Resource Analyst 37

PC Approved: 5/18/2021

Revised 5/19/2021

3% Increase effective 7/1/2021

Superintendent Approved: