



Santa Cruz County Office of Education
 Dr. Faris Sabbah, Superintendent
 2021-2022 Certificated Management Salary Schedule
 222 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	\$149,590	\$707.52	\$157,069	\$742.89	\$164,922	\$780.04	\$173,169	\$819.04	\$181,827	\$859.99	\$190,918
10	Associate Superintendent	\$582.07	\$129,220	\$611.18	\$135,682	\$641.74	\$142,466	\$673.82	\$149,588	\$707.52	\$157,069	\$742.89	\$164,922
9	Executive Director II	\$554.36	\$123,068	\$582.07	\$129,220	\$611.18	\$135,682	\$641.74	\$142,466	\$673.82	\$149,588	\$707.51	\$157,067
8	Executive Director	\$527.96	\$117,207	\$554.36	\$123,068	\$582.07	\$129,220	\$611.18	\$135,682	\$641.74	\$142,466	\$673.82	\$149,588
7	Senior Director	\$502.82	\$111,626	\$527.96	\$117,207	\$554.36	\$123,068	\$582.07	\$129,220	\$611.18	\$135,682	\$641.73	\$142,464
6	Director/Principal	\$478.88	\$106,311	\$502.82	\$111,626	\$527.96	\$117,207	\$554.36	\$123,068	\$582.07	\$129,220	\$611.18	\$135,682
5	Assistant Director	\$456.07	\$101,248	\$478.87	\$106,309	\$502.82	\$111,626	\$527.96	\$117,207	\$554.36	\$123,068	\$582.08	\$129,222
5	Project Director	\$456.07	\$101,248	\$478.87	\$106,309	\$502.82	\$111,626	\$527.96	\$117,207	\$554.36	\$123,068	\$582.08	\$129,222
4	Coordinator	\$434.35	\$96,426	\$456.08	\$101,250	\$478.87	\$106,309	\$502.82	\$111,626	\$527.96	\$117,207	\$554.36	\$123,068

Placement Requirements:

Placement on this schedule requires an Administrative Services credential

Work Year Defined:

Schedule is predicated on a 222 day work year. Salary Schedule reflects daily rate and annual rate based on a 222 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

3% increase effective 7/1/2021

*1/1/2021 Added new position Executive Director II

Superintendent Approved: