# Santa Cruz County Office of Education

**Dr. Faris Sabbah, Superintendent**

## 2021-2022 Certificated Management Salary Schedule

**230 Day Schedule, Effective 7/1/2021**

<table>
<thead>
<tr>
<th>Level</th>
<th>Classification</th>
<th>Step 1</th>
<th></th>
<th>Step 2</th>
<th></th>
<th>Step 3</th>
<th></th>
<th>Step 4</th>
<th></th>
<th>Step 5</th>
<th></th>
<th>Step 6</th>
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</thead>
<tbody>
<tr>
<td>13</td>
<td>Deputy Superintendent</td>
<td>$673.83</td>
<td>$154,981</td>
<td>$707.52</td>
<td>$162,730</td>
<td>$742.89</td>
<td>$170,865</td>
<td>$780.04</td>
<td>$179,409</td>
<td>$819.04</td>
<td>$188,379</td>
<td>$859.99</td>
<td>$197,798</td>
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<tr>
<td>10</td>
<td>Associate Superintendent</td>
<td>$582.07</td>
<td>$133,876</td>
<td>$611.17</td>
<td>$140,569</td>
<td>$641.74</td>
<td>$147,600</td>
<td>$673.83</td>
<td>$154,981</td>
<td>$707.52</td>
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<td>$742.89</td>
<td>$170,865</td>
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<tr>
<td>10</td>
<td>Chief Technology &amp; Innovations Officer</td>
<td>$582.07</td>
<td>$133,876</td>
<td>$611.17</td>
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<td>$641.74</td>
<td>$147,600</td>
<td>$673.83</td>
<td>$154,981</td>
<td>$707.52</td>
<td>$162,730</td>
<td>$742.89</td>
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<tr>
<td>9</td>
<td>Executive Director II</td>
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<td>$127,503</td>
<td>$582.07</td>
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<td>$147,600</td>
<td>$673.82</td>
<td>$154,979</td>
<td>$707.51</td>
<td>$162,727</td>
</tr>
</tbody>
</table>

### 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

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*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: