



Santa Cruz County Office of Education  
 Dr. Faris Sabbah, Superintendent  
 2022-2023 Certificated Management Salary Schedule  
 229 Day Schedule, **Effective 7/1/2022**

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	\$700.46	\$160,406	\$735.47	\$168,426	\$772.25	\$176,846	\$810.87	\$185,689	\$851.41	\$194,973	\$893.98	\$204,721
10	Associate Superintendent	\$605.07	\$138,562	\$635.32	\$145,489	\$667.10	\$152,766	\$700.46	\$160,406	\$735.48	\$168,426	\$772.25	\$176,846
10	Chief Technology & Innovations Officer	\$605.07	\$138,562	\$635.32	\$145,489	\$667.10	\$152,766	\$700.46	\$160,406	\$735.48	\$168,426	\$772.25	\$176,846
9	Executive Director II	\$576.27	\$131,966	\$605.07	\$138,562	\$635.33	\$145,491	\$667.10	\$152,766	\$700.45	\$160,404	\$735.47	\$168,423

**Placement Requirements:**

Placement on this schedule requires an Administrative Services Credential

**Work Year Defined:**

Schedule is predicated on a 229 day work year. Salary Schedule reflects daily rate and annual rate based on a 229 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

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

3.5% Increase & additional \$2,000 one-time, off schedule payment effective 7/1/2022

Prorated based on months of service for the 2021-2022 Fiscal Year, for employees active on 5/27/22

Superintendent Approved