



## Santa Cruz County Office of Education

Dr. Faris Sabbah, Superintendent

2022-2023 Confidential Salary Schedule

Effective 7/1/2022

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
37	Senior Human Resources Analyst	\$6,066	\$6,357	\$6,664	\$6,988	\$7,327	\$7,678
36	Human Resources Analyst	\$5,776	\$6,054	\$6,347	\$6,655	\$6,978	\$7,311
36	Human Resources Analyst, Certificated	\$5,776	\$6,054	\$6,347	\$6,655	\$6,978	\$7,311
36	Superintendent's Executive Assistant	\$5,776	\$6,054	\$6,347	\$6,655	\$6,978	\$7,311
35	Senior Executive Assistant	\$5,643	\$5,921	\$6,198	\$6,499	\$6,812	\$7,144
32	Senior Human Resources Specialist	\$5,260	\$5,513	\$5,776	\$6,054	\$6,347	\$6,655
29	Executive Assistant	\$4,908	\$5,139	\$5,388	\$5,643	\$5,921	\$6,198
27	Senior Administrative Secretary	\$4,685	\$4,908	\$5,139	\$5,388	\$5,643	\$5,921

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

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