



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

**Santa Cruz County Office of Education**  
**Dr. Faris Sabbah, Superintendent**  
**185 Day Certificated ECE Salary Schedule**  
**2023-2024, Effective 7/1/2023**

Years of Service	Assistant Teacher	Associate Permit	Teacher Permit	Master Teacher	Site Director	Program Director
	Column I	Column II	Column III	Column IV	Column V	Column VI
1	\$30,434	\$31,199	\$33,538	\$36,054	\$38,758	\$41,665
2	\$31,199	\$31,979	\$34,377	\$36,955	\$39,727	\$42,706
3	\$31,979	\$32,778	\$35,236	\$37,879	\$40,720	\$43,775
4	\$32,778	\$33,598	\$36,117	\$38,826	\$41,739	\$44,869
5	\$33,598	\$34,438	\$37,020	\$39,797	\$42,782	\$45,991
6	\$34,438	\$35,299	\$37,946	\$40,792	\$43,851	\$47,140
7			\$38,895	\$41,812	\$44,947	\$48,318
8			\$39,867	\$42,857	\$46,072	\$49,527
9				\$43,928	\$47,223	\$50,764
10				\$45,026	\$48,403	\$52,034
11				\$46,153	\$49,614	\$53,335
12					\$50,854	\$54,669
13					\$52,125	\$56,035
14					\$53,429	\$57,435
15						\$58,872
16						\$60,343
19						\$64,984
22						\$69,980
25						\$75,360

Association members holding a valid California Child Development Permit are eligible for placement in Columns I-

Schedule is based on 185 working days per year

Daily Rate for Additional Days

Bilingual - \$1,500 annual stipend (pro-rated) when identified as a requirement of the position.

Master's or Doctorate Degree - \$1,500 annual stipend (pro-rated, \$400 minimum)

If both Master's and Doctorate Degree - Additional \$400 annual stipend

8% Increase effective 7/1/2023

1.75% longevity after 10 years of SCCOE service effective 7/1/2023

Superintendent Approved