



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

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	\$756.50	\$173,239	\$794.33	\$181,901	\$834.03	\$190,994	\$875.74	\$200,545	\$919.52	\$210,571	\$965.50	\$221,099
10	Associate Superintendent	\$653.48	\$149,647	\$686.15	\$157,129	\$720.47	\$164,988	\$756.50	\$173,239	\$794.33	\$181,901	\$834.03	\$190,994
10	Chief Technology & Innovations Officer	\$653.48	\$149,647	\$686.15	\$157,129	\$720.47	\$164,988	\$756.50	\$173,239	\$794.33	\$181,901	\$834.03	\$190,994
9	Executive Director II	\$622.38	\$142,524	\$653.48	\$149,647	\$686.16	\$157,131	\$720.47	\$164,988	\$756.49	\$173,237	\$794.31	\$181,897

**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
- Effective with the 2023-2024 plan year that begins October 1, County office as the employer contributes 70% of any increased premium cost based on the High HMO rate.
- The total monthly value of employer sponsored Health and Welfare is \$2029.06 including medical, dental, vision and life insurance.
- 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

8% Increase effective 7/1/2023

Superintendent Approved