## Santa Cruz County Office of Education

**Dr. Faris Sabbah, Superintendent**

**2023-2024 Certificated Management Salary Schedule**

**229 Day Schedule, Effective 7/1/2023**

<table>
<thead>
<tr>
<th>Level</th>
<th>Classification</th>
<th>Step 1 Daily</th>
<th>Annual</th>
<th>Step 2 Daily</th>
<th>Annual</th>
<th>Step 3 Daily</th>
<th>Annual</th>
<th>Step 4 Daily</th>
<th>Annual</th>
<th>Step 5 Daily</th>
<th>Annual</th>
<th>Step 6 Daily</th>
<th>Annual</th>
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</thead>
<tbody>
<tr>
<td>13</td>
<td>Deputy Superintendent</td>
<td>$756.50</td>
<td>$173,239</td>
<td>$794.33</td>
<td>$181,901</td>
<td>$834.03</td>
<td>$190,994</td>
<td>$875.74</td>
<td>$200,545</td>
<td>$919.52</td>
<td>$210,571</td>
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<tr>
<td>10</td>
<td>Associate Superintendent</td>
<td>$653.48</td>
<td>$149,647</td>
<td>$686.15</td>
<td>$157,129</td>
<td>$720.47</td>
<td>$164,988</td>
<td>$756.50</td>
<td>$173,239</td>
<td>$794.33</td>
<td>$181,901</td>
<td>$834.03</td>
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<td>10</td>
<td>Chief Technology &amp; Innovations Officer</td>
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<td>$149,647</td>
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<td>$720.47</td>
<td>$164,988</td>
<td>$756.50</td>
<td>$173,239</td>
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<td>Executive Director II</td>
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<td>$720.47</td>
<td>$164,988</td>
<td>$756.49</td>
<td>$173,237</td>
<td>$794.31</td>
<td>$181,897</td>
</tr>
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</table>

### 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