



Santa Cruz County Office of Education
 Dr. Faris Sabbah, Superintendent
 2023-2024 Classified Management Salary Schedule

Effective **7/1/2023**

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate
13	Deputy Superintendent, Business	\$756.60	\$794.44	\$834.16	\$875.87	\$919.67	\$965.65
8	Executive Director	\$592.82	\$622.47	\$653.58	\$686.26	\$720.59	\$756.60
6	Director	\$537.70	\$564.59	\$592.82	\$622.47	\$653.58	\$686.26
4	Manager/Coordinator	\$487.71	\$512.11	\$537.70	\$564.59	\$592.82	\$622.47
1	Administrative Assistant to the Superintendent/Deputy Superintendent	\$421.31	\$442.39	\$464.50	\$487.71	\$512.11	\$537.71

Work Year Defined:

Employees assigned to this schedule work 221 days per fiscal 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.
- Bilingual Stipend - 5% (when identified as a requirement of the position)
- Computer Operations Premium for Special Projects - 15% (when identified as a requirement of the position)

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 Public Employees Retirement System
- 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