



**Santa Cruz County Office of Education**  
**Dr. Faris Sabbah, Superintendent**  
**2023-2024 Monthly Classified Salary Schedule**  
Effective 7/1/2023

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1 Hourly
3	\$2,714	\$2,840	\$2,970	\$3,106	\$3,252	\$3,400	\$15.66
8	\$3,041	\$3,181	\$3,323	\$3,481	\$3,643	\$3,806	\$17.55
10	\$3,181	\$3,323	\$3,481	\$3,643	\$3,806	\$3,990	\$18.34
11	\$3,252	\$3,400	\$3,555	\$3,724	\$3,898	\$4,079	\$18.76
12	\$3,323	\$3,481	\$3,643	\$3,806	\$3,990	\$4,179	\$19.17
13	\$3,400	\$3,555	\$3,724	\$3,898	\$4,079	\$4,274	\$19.61
14	\$3,481	\$3,643	\$3,806	\$3,990	\$4,179	\$4,368	\$20.09
15	\$3,555	\$3,724	\$3,898	\$4,079	\$4,274	\$4,479	\$20.51
16	\$3,643	\$3,806	\$3,990	\$4,179	\$4,368	\$4,584	\$21.02
17	\$3,724	\$3,898	\$4,079	\$4,274	\$4,479	\$4,686	\$21.48
18	\$3,806	\$3,990	\$4,179	\$4,368	\$4,584	\$4,794	\$21.96
19	\$3,898	\$4,079	\$4,274	\$4,479	\$4,686	\$4,909	\$22.49
20	\$3,990	\$4,179	\$4,368	\$4,584	\$4,794	\$5,024	\$23.01
21	\$4,079	\$4,274	\$4,479	\$4,686	\$4,909	\$5,140	\$23.53
22	\$4,179	\$4,368	\$4,584	\$4,794	\$5,024	\$5,261	\$24.11
23	\$4,274	\$4,479	\$4,686	\$4,909	\$5,140	\$5,388	\$24.66
24	\$4,368	\$4,584	\$4,794	\$5,024	\$5,261	\$5,514	\$25.20
25	\$4,479	\$4,686	\$4,909	\$5,140	\$5,388	\$5,643	\$25.84
26	\$4,584	\$4,794	\$5,024	\$5,261	\$5,514	\$5,777	\$26.44
27	\$4,686	\$4,909	\$5,140	\$5,388	\$5,643	\$5,921	\$27.04
28	\$4,794	\$5,024	\$5,261	\$5,514	\$5,777	\$6,054	\$27.66
29	\$4,909	\$5,140	\$5,388	\$5,643	\$5,921	\$6,197	\$28.32
30	\$5,024	\$5,261	\$5,514	\$5,777	\$6,054	\$6,346	\$28.99
31	\$5,140	\$5,388	\$5,643	\$5,921	\$6,197	\$6,498	\$29.66
32	\$5,261	\$5,514	\$5,777	\$6,054	\$6,346	\$6,654	\$30.35
33	\$5,388	\$5,643	\$5,921	\$6,197	\$6,498	\$6,813	\$31.08
34	\$5,514	\$5,777	\$6,054	\$6,346	\$6,654	\$6,979	\$31.82
35	\$5,643	\$5,921	\$6,197	\$6,498	\$6,813	\$7,144	\$32.55
36	\$5,777	\$6,054	\$6,346	\$6,654	\$6,979	\$7,313	\$33.33
37	\$5,921	\$6,197	\$6,498	\$6,813	\$7,144	\$7,493	\$34.16
38	\$6,054	\$6,346	\$6,654	\$6,979	\$7,313	\$7,676	\$34.93
39	\$6,197	\$6,498	\$6,813	\$7,144	\$7,493	\$7,853	\$35.76
40	\$6,346	\$6,654	\$6,979	\$7,313	\$7,676	\$8,048	\$36.61
41	\$6,498	\$6,813	\$7,144	\$7,493	\$7,853	\$8,245	\$37.49
42	\$6,654	\$6,979	\$7,313	\$7,676	\$8,048	\$8,443	\$38.39
43	\$6,813	\$7,144	\$7,493	\$7,853	\$8,245	\$8,648	\$39.30
44	\$6,979	\$7,313	\$7,676	\$8,048	\$8,443	\$8,858	\$40.26
45	\$7,144	\$7,493	\$7,853	\$8,245	\$8,648	\$9,075	\$41.21
46	\$7,313	\$7,676	\$8,048	\$8,443	\$8,858	\$9,291	\$42.18
47	\$7,493	\$7,853	\$8,245	\$8,648	\$9,075	\$9,518	\$43.22
48	\$7,676	\$8,048	\$8,443	\$8,858	\$9,291	\$9,747	\$44.29
49	\$7,853	\$8,245	\$8,648	\$9,075	\$9,518	\$9,986	\$45.31
50	\$8,048	\$8,443	\$8,858	\$9,291	\$9,747	\$10,219	\$46.43
51	\$8,245	\$8,648	\$9,075	\$9,518	\$9,986	\$10,465	\$47.56
52	\$8,443	\$8,858	\$9,291	\$9,747	\$10,219	\$10,731	\$48.72
53	\$8,648	\$9,075	\$9,518	\$9,986	\$10,465	\$10,988	\$49.89
54	\$8,858	\$9,291	\$9,747	\$10,219	\$10,731	\$11,267	\$51.11

- Monthly Rate is based on 173.33 hours per month (2,080 hours/year)
- Per Article 11.1 of the CSEA Bargaining Unit Agreement: As of July 1, 2016, classic members of the bargaining unit covered by PERS will begin paying the employee portion of the retirement benefits to the California Public Employees Retirement System (CalPERS)
- Longevity Awarded After:
 

6 Years 2.5%	10 Years 5%	15 Years 7.5%	20 Years 10%	25 Years 12.5%	30 Years 15%	35 Years 17.5%
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- Unit members who have earned an Associate, Bachelor's, Master's or Doctorate Degree will be eligible to receive an annual educational incentive. Annual award amounts are as follows: Associate Degree - \$375, Bachelor's Degree - \$750, Master's Degree - \$1,500, Doctorate Degree (No Master's) - \$1,500, or Doctorate Degree (with Master's) - \$400. Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year
- Eligible employees are entitled to receive vision, dental, and medical coverage for the employee and their eligible dependents. Employees can choose between three HMO plans and two 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, employer contributes 70% of any increased premium cost based on the High HMO rate.
- Eligible unit members who have completed the Registered Behavior Technician (RBT) Certification process or who have completed the Board Certified Assistant Behavior Analyst (BCaBA) Certification process through the Behavior Analyst Certification Board will receive a \$250 annual RBT stipend (pro-rated on FTE) or will receive a \$500 annual BCaBA stipend (pro-rated on FTE) paid monthly in proportion to employee's work year
- Eligible unit members who have completed the appropriate training may be eligible to receive the following Emergency Medication Administration stipends: Epi-Pen \$500, Glucagon \$500, FDA approved rectal emergency seizure medication (e.g. Diastat) \$1,000, and Insulin injections \$1,500 as outlined in Article 11.16 Administration of Emergency Medications of the CSEA bargaining unit contract
- Unit members may be eligible for the following stipends:
 

Specialized Health Care Procedures - 5%	Shift Differential - 5%	Bilingual/bi-literate - 5%	Bilingual - 2.5%
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