



Santa Cruz County Office of Education

Dr. Faris Sabbah, Superintendent

2023-2024 Confidential Salary Schedule

Effective 7/1/2023

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
37	Senior Human Resources Analyst	\$6,551	\$6,866	\$7,197	\$7,547	\$7,913	\$8,292
36	Human Resources Analyst	\$6,238	\$6,538	\$6,855	\$7,187	\$7,536	\$7,896
36	Human Resources Analyst, Certificated	\$6,238	\$6,538	\$6,855	\$7,187	\$7,536	\$7,896
36	Superintendent's Executive Assistant	\$6,238	\$6,538	\$6,855	\$7,187	\$7,536	\$7,896
35	Senior Executive Assistant	\$6,094	\$6,395	\$6,694	\$7,019	\$7,357	\$7,716
32	Senior Human Resources Specialist	\$5,681	\$5,954	\$6,238	\$6,538	\$6,855	\$7,187
29	Executive Assistant	\$5,301	\$5,550	\$5,819	\$6,094	\$6,395	\$6,694
27	Senior Administrative Secretary	\$5,060	\$5,301	\$5,550	\$5,819	\$6,094	\$6,395

Monthly Rate is based on 173.33 hours per month (2,080 hours/year)

Health and Welfare Coverage:

Employees assigned to this schedule are entitled to receive life, vision, dental and medical coverage for the employee and their eligible dependents equal to those of the Management unit.

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.

CalPERS:

Employees pay the employee portion of the CalPERS retirement contributions

Other Compensation Related Benefits:

With the exception of the aforementioned Health and Welfare coverage (Medical, Dental, Vision, Life), Retiree Benefits and CalPERS, the Confidential employees will follow the classified Bargaining Unit agreement

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%

Educational Incentive for earned Associate, Bachelor or Master's Degree. Annual awarded amounts are as follows: Associate Degree - \$375, Bachelor Degree - \$750, Master's Degree - \$1,500. Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year.

Effective 7/1/2020, Per Classification Study - Confidential to be 8% above Classified equivalent

8% Increase effective 7/1/2023

Superintendent Approved