



Santa Cruz County Office of Education  
 Dr. Faris Sabbah, Superintendent  
 2024-2025 Certificated Management Salary Schedule  
 221 Day Schedule, Effective 7/1/2024

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	\$771.74	\$170,554	\$810.33	\$179,082	\$850.85	\$188,038	\$893.39	\$197,440	\$938.06	\$207,312	\$984.97	\$217,678
10	Associate Superintendent	\$666.66	\$147,332	\$700.00	\$154,699	\$735.00	\$162,435	\$771.74	\$170,554	\$810.33	\$179,082	\$850.85	\$188,038
10	Chief Human Resources Officer	\$666.66	\$147,332	\$700.00	\$154,699	\$735.00	\$162,435	\$771.74	\$170,554	\$810.33	\$179,082	\$850.85	\$188,038
9	Executive Director II	\$634.92	\$140,318	\$666.66	\$147,332	\$700.00	\$154,699	\$735.00	\$162,435	\$771.74	\$170,554	\$810.33	\$179,082
8	Executive Director	\$604.68	\$133,635	\$634.92	\$140,318	\$666.66	\$147,332	\$700.00	\$154,699	\$735.00	\$162,435	\$771.74	\$170,554
7	Senior Director	\$575.89	\$127,272	\$604.68	\$133,635	\$634.92	\$140,318	\$666.66	\$147,332	\$700.00	\$154,699	\$735.00	\$162,435
6	Director	\$548.46	\$121,210	\$575.89	\$127,272	\$604.68	\$133,635	\$634.92	\$140,318	\$666.66	\$147,332	\$700.00	\$154,699
5	Assistant Director	\$522.36	\$115,442	\$548.46	\$121,210	\$575.89	\$127,272	\$604.68	\$133,635	\$634.92	\$140,318	\$666.66	\$147,332
5	Project Director/Principal	\$522.36	\$115,442	\$548.46	\$121,210	\$575.89	\$127,272	\$604.68	\$133,635	\$634.92	\$140,318	\$666.66	\$147,332
4	Coordinator/Manager	\$497.48	\$109,942	\$522.36	\$115,442	\$548.46	\$121,210	\$575.89	\$127,272	\$604.68	\$133,635	\$634.92	\$140,318

**Placement Requirements:**

Placement on this schedule requires an Administrative Services Credential

**Work Year Defined:**

Schedule is predicated on a 221 day work year. Salary Schedule reflects daily rate and annual rate based on a 221 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 medical, dental and vision coverage for the employee and their dependents.
- Each plan has an employee premium contribution amount for which the employee can utilize a tax sheltered Section 125 Plan
- Participation in a Section 125 tax shelter flexible spending plan and 403(b) and 457(b) annuity plans are also available