



Santa Cruz County Office of Education
Dr. Faris Sabbah, Superintendent
2024-2025 Hourly Classified Salary Schedule
Effective 7/1/2024

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
8	\$17.90	\$18.71	\$19.55	\$20.49	\$21.44	\$22.40
10	\$18.71	\$19.55	\$20.49	\$21.44	\$22.40	\$23.47
11	\$19.14	\$20.00	\$20.92	\$21.91	\$22.94	\$24.00
12	\$19.55	\$20.49	\$21.44	\$22.40	\$23.47	\$24.59
13	\$20.00	\$20.92	\$21.91	\$22.94	\$24.00	\$25.15
14	\$20.49	\$21.44	\$22.40	\$23.47	\$24.59	\$25.70
15	\$20.92	\$21.91	\$22.94	\$24.00	\$25.15	\$26.36
16	\$21.44	\$22.40	\$23.47	\$24.59	\$25.70	\$26.97
17	\$21.91	\$22.94	\$24.00	\$25.15	\$26.36	\$27.58
18	\$22.40	\$23.47	\$24.59	\$25.70	\$26.97	\$28.21
19	\$22.94	\$24.00	\$25.15	\$26.36	\$27.58	\$28.89
20	\$23.47	\$24.59	\$25.70	\$26.97	\$28.21	\$29.57
21	\$24.00	\$25.15	\$26.36	\$27.58	\$28.89	\$30.25
22	\$24.59	\$25.70	\$26.97	\$28.21	\$29.57	\$30.96
23	\$25.15	\$26.36	\$27.58	\$28.89	\$30.25	\$31.70
24	\$25.70	\$26.97	\$28.21	\$29.57	\$30.96	\$32.46
25	\$26.36	\$27.58	\$28.89	\$30.25	\$31.70	\$33.20
26	\$26.97	\$28.21	\$29.57	\$30.96	\$32.46	\$34.00
27	\$27.58	\$28.89	\$30.25	\$31.70	\$32.46	\$34.84
28	\$28.21	\$29.57	\$30.96	\$32.46	\$34.00	\$35.63
29	\$28.89	\$30.25	\$31.70	\$33.20	\$34.84	\$36.48
30	\$29.57	\$30.96	\$32.46	\$34.00	\$35.63	\$37.34
31	\$30.25	\$31.70	\$33.20	\$34.84	\$36.48	\$38.24
32	\$30.96	\$32.46	\$34.00	\$35.63	\$37.34	\$39.15
33	\$31.70	\$33.20	\$34.84	\$36.48	\$38.24	\$40.09
34	\$32.46	\$34.00	\$35.63	\$37.34	\$39.16	\$41.07
35	\$33.20	\$34.84	\$36.48	\$38.24	\$40.09	\$42.03
36	\$34.00	\$35.63	\$37.34	\$39.16	\$41.07	\$43.02
37	\$34.84	\$36.48	\$38.24	\$40.09	\$42.03	\$44.08
38	\$35.63	\$37.34	\$39.16	\$41.07	\$43.02	\$45.18
39	\$36.48	\$38.24	\$40.09	\$42.03	\$44.08	\$46.22
40	\$37.34	\$39.16	\$41.07	\$43.02	\$45.18	\$47.36
41	\$38.24	\$40.09	\$42.03	\$44.08	\$46.22	\$48.51
42	\$39.16	\$41.07	\$43.02	\$45.18	\$47.36	\$49.69
43	\$40.09	\$42.03	\$44.08	\$46.22	\$48.51	\$50.89
44	\$41.07	\$43.02	\$45.18	\$47.36	\$49.69	\$52.13
45	\$42.03	\$44.08	\$46.22	\$48.51	\$50.89	\$53.41
46	\$43.02	\$45.18	\$47.36	\$49.69	\$52.13	\$54.67
47	\$44.08	\$46.22	\$48.51	\$50.89	\$53.41	\$56.02
48	\$45.18	\$47.36	\$49.69	\$52.13	\$54.67	\$57.36
49	\$46.22	\$48.51	\$50.89	\$53.41	\$56.02	\$58.76
50	\$47.36	\$49.69	\$52.13	\$54.67	\$57.36	\$60.14
51	\$48.51	\$50.89	\$53.41	\$56.02	\$58.76	\$61.58
52	\$49.69	\$52.13	\$54.67	\$57.36	\$60.14	\$63.16
53	\$50.89	\$53.41	\$56.02	\$58.76	\$61.58	\$64.66
54	\$52.13	\$54.67	\$57.36	\$60.14	\$63.16	\$66.31

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

- 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%

- Unit members will be eligible to receive an annual educational incentive based on degree earned. Annual award amounts are as follows: Associate Degree - \$375, Bachelor's Degree - \$750, Master's Degree - \$1,500, Doctorate Degree - \$1,500, or both a Master's degree and a Doctorate degree - additional \$400. Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year.

Eligible unit members who have completed the Registered Behavior Technician (RBT) Certification process will receive a \$250 annual RBT stipend (pro-rated on FTE).

Eligible unit members who have completed the Board Certified Assistant Behavior Analyst (BCaBA) Certification process 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, FDA approved emergency seizure medication (e.g. Diastat, nasal Valium) \$1,000, and Diabetic medication administration \$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%