



SANTA CRUZ
 COUNTY OFFICE OF
EDUCATION
 DR. FARIS SABBAH - SUPERINTENDENT OF SCHOOLS

Santa Cruz County Office of Education

Dr. Faris Sabbah, Superintendent

2024-2025 Confidential Salary Schedule

Effective 7/1/2024

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
47	Senior Human Resources Analyst	\$8,254	\$8,651	\$9,083	\$9,527	\$9,998	\$10,485
36	Human Resources Analyst	\$6,363	\$6,669	\$6,992	\$7,331	\$7,687	\$8,054
36	Human Resources Analyst, Certificated	\$6,363	\$6,669	\$6,992	\$7,331	\$7,687	\$8,054
36	Superintendent's Executive Assistant	\$6,363	\$6,669	\$6,992	\$7,331	\$7,687	\$8,054
35	Senior Executive Assistant	\$6,216	\$6,523	\$6,828	\$7,159	\$7,504	\$7,870
32	Senior Human Resources Specialist	\$5,795	\$6,073	\$6,363	\$6,669	\$6,992	\$7,331
29	Executive Assistant	\$5,407	\$5,661	\$5,935	\$6,216	\$6,523	\$6,828
27	Senior Administrative Secretary	\$5,161	\$5,407	\$5,661	\$5,935	\$6,216	\$6,523

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 medical, dental, vision, and life coverage for the employee and their eligible dependents equal to those of the Management unit.

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, 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 7/1/2024, Per Classification Study - Senior Human Resources Analyst changed from Range 37 to Range 47

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

2% Increase effective 7/1/2024

Superintendent Approved