



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

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1 Hourly
8	\$3,102	\$3,245	\$3,389	\$3,551	\$3,716	\$3,882	\$17.90
10	\$3,245	\$3,389	\$3,551	\$3,716	\$3,882	\$4,070	\$18.71
11	\$3,317	\$3,468	\$3,626	\$3,798	\$3,976	\$4,161	\$19.14
12	\$3,389	\$3,551	\$3,716	\$3,882	\$4,070	\$4,263	\$19.55
13	\$3,468	\$3,626	\$3,798	\$3,976	\$4,161	\$4,359	\$20.00
14	\$3,551	\$3,716	\$3,882	\$4,070	\$4,263	\$4,455	\$20.49
15	\$3,626	\$3,798	\$3,976	\$4,161	\$4,359	\$4,569	\$20.92
16	\$3,716	\$3,882	\$4,070	\$4,263	\$4,455	\$4,676	\$21.44
17	\$3,798	\$3,976	\$4,161	\$4,359	\$4,569	\$4,780	\$21.91
18	\$3,882	\$4,070	\$4,263	\$4,455	\$4,676	\$4,890	\$22.40
19	\$3,976	\$4,161	\$4,359	\$4,569	\$4,780	\$5,007	\$22.94
20	\$4,070	\$4,263	\$4,455	\$4,676	\$4,890	\$5,124	\$23.47
21	\$4,161	\$4,359	\$4,569	\$4,780	\$5,007	\$5,243	\$24.00
22	\$4,263	\$4,455	\$4,676	\$4,890	\$5,124	\$5,366	\$24.59
23	\$4,359	\$4,569	\$4,780	\$5,007	\$5,243	\$5,496	\$25.15
24	\$4,455	\$4,676	\$4,890	\$5,124	\$5,366	\$5,624	\$25.70
25	\$4,569	\$4,780	\$5,007	\$5,243	\$5,496	\$5,756	\$26.36
26	\$4,676	\$4,890	\$5,124	\$5,366	\$5,624	\$5,893	\$26.97
27	\$4,780	\$5,007	\$5,243	\$5,496	\$5,756	\$6,039	\$27.58
28	\$4,890	\$5,124	\$5,366	\$5,624	\$5,893	\$6,175	\$28.21
29	\$5,007	\$5,243	\$5,496	\$5,756	\$6,039	\$6,321	\$28.89
30	\$5,124	\$5,366	\$5,624	\$5,893	\$6,175	\$6,473	\$29.57
31	\$5,243	\$5,496	\$5,756	\$6,039	\$6,321	\$6,628	\$30.25
32	\$5,366	\$5,624	\$5,893	\$6,175	\$6,473	\$6,787	\$30.96
33	\$5,496	\$5,756	\$6,039	\$6,321	\$6,628	\$6,949	\$31.70
34	\$5,624	\$5,893	\$6,175	\$6,473	\$6,787	\$7,119	\$32.46
35	\$5,756	\$6,039	\$6,321	\$6,628	\$6,949	\$7,287	\$33.20
36	\$5,893	\$6,175	\$6,473	\$6,787	\$7,119	\$7,459	\$34.00
37	\$6,039	\$6,321	\$6,628	\$6,949	\$7,287	\$7,643	\$34.84
38	\$6,175	\$6,473	\$6,787	\$7,119	\$7,459	\$7,830	\$35.63
39	\$6,321	\$6,628	\$6,949	\$7,287	\$7,643	\$8,010	\$36.48
40	\$6,473	\$6,787	\$7,119	\$7,459	\$7,830	\$8,209	\$37.34
41	\$6,628	\$6,949	\$7,287	\$7,643	\$8,010	\$8,410	\$38.24
42	\$6,787	\$7,119	\$7,459	\$7,830	\$8,209	\$8,612	\$39.16
43	\$6,949	\$7,287	\$7,643	\$8,010	\$8,410	\$8,821	\$40.09
44	\$7,119	\$7,459	\$7,830	\$8,209	\$8,612	\$9,035	\$41.07
45	\$7,287	\$7,643	\$8,010	\$8,410	\$8,821	\$9,257	\$42.03
46	\$7,459	\$7,830	\$8,209	\$8,612	\$9,035	\$9,477	\$43.02
47	\$7,643	\$8,010	\$8,410	\$8,821	\$9,257	\$9,708	\$44.08
48	\$7,830	\$8,209	\$8,612	\$9,035	\$9,477	\$9,942	\$45.18
49	\$8,010	\$8,410	\$8,821	\$9,257	\$9,708	\$10,186	\$46.22
50	\$8,209	\$8,612	\$9,035	\$9,477	\$9,942	\$10,423	\$47.36
51	\$8,410	\$8,821	\$9,257	\$9,708	\$10,186	\$10,674	\$48.51
52	\$8,612	\$9,035	\$9,477	\$9,942	\$10,423	\$10,946	\$49.69
53	\$8,821	\$9,257	\$9,708	\$10,186	\$10,674	\$11,208	\$50.89
54	\$9,035	\$9,477	\$9,942	\$10,423	\$10,946	\$11,492	\$52.13

- 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%
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- 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 special compensation:

Specialized Health Care Procedures - 5% (Base Only)	Shift Differential - 5%	Bilingual - 2.5%	Bilingual/bi literate - 5%
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- Base Salary: Determined by the employee's step and salary range.
- Longevity Pay: Calculated as a percentage of base earnings.
- Bilingual/Bi literate Pay: Applied at 2.5% / 5% of the total earnings (base + longevity).
- Shift Differential Pay: Applied at 5% of the total earnings (base + longevity + bilingual).

2% Increase effective 7/1/2024
 Revised 11/30/2024
 Superintendent Approved

Faris Sabbah
 12/10/24