



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

Santa Cruz County Office of Education
Dr. Faris Sabbah, Superintendent
2025-2026 CTEP Counselor/Advisor Salary Schedule
Effective July 1, 2025

Steps	I	II	III	IV	V	VI
	Vocational Credential Preliminary	Vocational Credential Clear**	Vocational Credential +30 Units	Vocational Credential +AA/AS Degree	Vocational Credential +BA/BS Degree	PPS or Teach. Cred. or Voc. Ed Credential +BA/BS Degree +30 Units
1	\$56,830	\$59,759	\$62,667	\$65,598	\$68,527	\$71,441
2	\$59,759	\$62,667	\$65,598	\$68,527	\$71,441	\$74,366
3	\$62,667	\$65,598	\$68,527	\$71,441	\$74,366	\$77,280
4	\$65,598	\$68,527	\$71,441	\$74,366	\$77,280	\$80,210
5	\$68,527	\$71,441	\$74,366	\$77,280	\$80,210	\$83,138
6	\$71,441	\$74,366	\$77,280	\$80,210	\$83,138	\$86,051
7	\$74,366	\$77,280	\$80,210	\$83,138	\$86,051	\$88,977
8	\$77,280	\$80,210	\$83,138	\$86,051	\$88,977	\$91,907
9	\$80,210	\$83,138	\$86,051	\$88,977	\$91,907	\$94,818
10	\$83,138	\$86,051	\$88,977	\$91,907	\$94,818	\$97,748
11	\$86,051	\$88,977	\$91,907	\$94,818	\$97,748	\$100,657
12	\$88,977	\$91,907	\$94,818	\$97,748	\$100,657	\$103,585
13	\$91,907	\$94,818	\$97,748	\$100,657	\$103,585	\$106,498
14	\$94,818	\$97,748	\$100,657	\$103,585	\$106,498	\$109,425
15	\$97,748	\$100,657	\$103,585	\$106,498	\$109,425	\$112,355

****(Upon obtainment of Career Technical Education Clear Credential)**

SCHEDULE IS BASED ON 182 WORKING DAYS PER YEAR - EQUIVALENT TO 6 CLASS PERIODS OR 6 HOURS PER WORK DAY (1,092 Hours Per Year).

ALL BELOW STIPENDS AND LONGEVITY INCREMENTS ARE PRO-RATED:

- AT TIME OF HIRE, WITH 15 YEARS RELATED WORK EXPERIENCE = \$500 ANNUAL STIPEND
- MASTER'S OR DOCTORATE DEGREE - \$1,500 ANNUAL STIPEND
- IF BOTH MASTER'S AND DOCTORATE DEGREE - ADDITIONAL \$400 ANNUAL STIPEND
- AFTER COMPLETION OF 5 YEARS WITH COE AS A CTEP INSTRUCTOR = \$500 ADDITIONAL
- AFTER COMPLETION OF 10 YEARS WITH COE AS A CTEP INSTRUCTOR = \$500 ADDITIONAL
- AFTER COMPLETION OF 15 YEARS WITH COE AS A CTEP INSTRUCTOR = \$500 ADDITIONAL
- INITIAL PLACEMENT ON STEP 4, CAPPED AT STEP 8

SUBSEQUENT STEPS ARE GAINED BY WORKING 75% OR MORE PER SCHOOL YEAR, OTHERWISE EMPLOYEE STEPS EVERY TWO YEARS.

EFFECTIVE 7/1/2015, EMPLOYEES RECEIVE HEALTH AND WELFARE BENEFITS IF CONTRACTED FOR 80% OR HIGHER

5% Increase effective 7/1/2025
Superintendent Approved

Faris Sabbah
6/2/23