



Santa Cruz County Office of Education
Dr. Faris Sabbabh, Superintendent
2025-2026 CTEP Teachers Salary Schedule
Effective July 1, 2025

Steps	I	II	III	IV	V	VI
Voc. Exp.	Vocational Credential Preliminary	Vocational Credential Clear**	Vocational Credential +30 Units	Vocational Credential + AA/AS Degree	Vocational Credential + BA/BS Degree	Vocational Credential + BA/BS Degree +30 Units
1	\$47,357	\$49,799	\$52,224	\$54,665	\$57,106	\$59,535
2	\$49,799	\$52,224	\$54,665	\$57,106	\$59,535	\$61,972
3	\$52,224	\$54,665	\$57,106	\$59,535	\$61,972	\$64,400
4	\$54,665	\$57,106	\$59,535	\$61,972	\$64,400	\$66,840
5	\$57,106	\$59,535	\$61,972	\$64,400	\$66,840	\$69,279
6	\$59,535	\$61,972	\$64,400	\$66,840	\$69,279	\$71,708
7	\$61,972	\$64,400	\$66,840	\$69,279	\$71,708	\$74,146
8	\$64,400	\$66,840	\$69,279	\$71,708	\$74,146	\$76,588
9	\$66,840	\$69,279	\$71,708	\$74,146	\$76,588	\$79,014
10	\$69,279	\$71,708	\$74,146	\$76,588	\$79,014	\$81,453
11	\$71,708	\$74,146	\$76,588	\$79,014	\$81,453	\$83,881
12	\$74,146	\$76,588	\$79,014	\$81,453	\$83,881	\$86,321
13	\$76,588	\$79,014	\$81,453	\$83,881	\$86,321	\$88,746
14	\$79,014	\$81,453	\$83,881	\$86,321	\$88,746	\$91,190
15	\$81,453	\$83,881	\$86,321	\$88,746	\$91,190	\$93,630

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

SCHEDULE IS BASED ON 182 WORKING DAYS PER YEAR - EQUIVALENT TO 5 CLASS PERIODS OR 5 HOURS PER WORK DAY (910 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
- LAB/PATHWAY ANNUAL STIPEND = \$1,000
- VOC. ED. CREDENTIAL - 3 YEARS FULL TIME OCCUPATIONAL EXPERIENCE, 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

EMPLOYEES ASSIGNED AS COORDINATORS WILL RECEIVE AN HOURLY RATE OF **\$79.05**

Based on Step 13, Range V, / 182 days / 6 hours per day

5% Increase effective 7/1/2025
Superintendent Approved

Faris Sabbabh 6/2/25