



SANTA CRUZ
COUNTY OFFICE OF
EDUCATION
Dr. Faris Sabbah - Superintendent of Schools

Santa Cruz County Office of Education
Dr. Faris Sabbah, Superintendent
2025-2026 Certificated Management Salary Schedule
221 Day Schedule, Effective 7/1/2025

| Level | Classification | Step 1 | | Step 2 | | Step 3 | | Step 4 | | Step 5 | | Step 6 | |
|-------|-------------------------------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|------------|-----------|
| | | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual |
| 13 | Deputy Superintendent | \$810.33 | \$179,082 | \$850.85 | \$188,038 | \$893.39 | \$197,440 | \$938.06 | \$207,312 | \$984.97 | \$217,678 | \$1,034.22 | \$228,563 |
| 10 | Associate Superintendent | \$700.00 | \$154,699 | \$735.00 | \$162,435 | \$771.74 | \$170,554 | \$810.33 | \$179,082 | \$850.85 | \$188,038 | \$893.39 | \$197,440 |
| 10 | Chief Human Resources Officer | \$700.00 | \$154,699 | \$735.00 | \$162,435 | \$771.74 | \$170,554 | \$810.33 | \$179,082 | \$850.85 | \$188,038 | \$893.39 | \$197,440 |
| 9 | Executive Director II | \$666.66 | \$147,332 | \$700.00 | \$154,699 | \$735.00 | \$162,435 | \$771.74 | \$170,554 | \$810.33 | \$179,082 | \$850.85 | \$188,038 |
| 8 | Executive Director | \$634.92 | \$140,318 | \$666.66 | \$147,332 | \$700.00 | \$154,699 | \$735.00 | \$162,435 | \$771.74 | \$170,554 | \$810.33 | \$179,082 |
| 7 | Senior Director | \$604.68 | \$133,635 | \$634.92 | \$140,318 | \$666.66 | \$147,332 | \$700.00 | \$154,699 | \$735.00 | \$162,435 | \$771.74 | \$170,554 |
| 6 | Director | \$575.89 | \$127,272 | \$604.68 | \$133,635 | \$634.92 | \$140,318 | \$666.66 | \$147,332 | \$700.00 | \$154,699 | \$735.00 | \$162,435 |
| 5 | Assistant Director | \$548.46 | \$121,210 | \$575.89 | \$127,272 | \$604.68 | \$133,635 | \$634.92 | \$140,318 | \$666.66 | \$147,332 | \$700.00 | \$154,699 |
| 5 | Project Director/Principal | \$548.46 | \$121,210 | \$575.89 | \$127,272 | \$604.68 | \$133,635 | \$634.92 | \$140,318 | \$666.66 | \$147,332 | \$700.00 | \$154,699 |
| 4 | Coordinator/Manager | \$522.35 | \$115,439 | \$548.46 | \$121,210 | \$575.89 | \$127,272 | \$604.68 | \$133,635 | \$634.92 | \$140,317 | \$666.66 | \$147,332 |

Placement Requirements:

Placement on this schedule requires an Administrative Services Credential

Work Year Defined:

Schedule is predicated on a 221 day work year. Salary Schedule reflects daily rate and annual rate based on a 221 day work year.

Stipends:

- Earned Master's Degree - 3% stipend
- Earned Doctorate - additional 2% stipend
- A 2.5% longevity stipend is awarded after 6 years of County Office service (a minimum of 5 years County Office service must be served in a management position). After 10 years of service to the County Office as a manager, an additional 2.5% stipend will be awarded; and every five years thereafter, a 2.5% stipend will be awarded. Management employees must complete 75% of available work days within the fiscal year in which they are hired in order to begin receiving longevity credit effective July 1 of that fiscal year. Otherwise, longevity will begin calculating July 1st of the following fiscal year.

Health and Welfare Coverages:

- Employees assigned to this schedule are entitled to receive medical, dental and vision coverage for the employee and their dependents.
- Each plan has an employee premium contribution amount for which the employee can utilize a tax sheltered Section 125 Plan
- Participation in a Section 125 tax shelter flexible spending plan and 403(b) and 457(b) annuity plans are also available

5% Increase effective 7/1/2025

Superintendent Approved

Faris Sabbah 6/2/25