



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

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

Level	Classification	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Daily	Annual	Daily	Annual								
13	Deputy Superintendent	\$810.33	\$185,566	\$850.85	\$194,845	\$893.39	\$204,586	\$938.06	\$214,816	\$984.97	\$225,558	\$1,034.22	\$236,836
10	Associate Superintendent	\$700.00	\$160,300	\$735.00	\$168,315	\$771.74	\$176,728	\$810.33	\$185,566	\$850.85	\$194,845	\$893.39	\$204,586
10	Chief Technology & Innovations Officer	\$700.00	\$160,300	\$735.00	\$168,315	\$771.74	\$176,728	\$810.33	\$185,566	\$850.85	\$194,845	\$893.39	\$204,586
9	Executive Director II	\$666.66	\$152,665	\$700.00	\$160,300	\$735.00	\$168,315	\$771.74	\$176,728	\$810.33	\$185,566	\$850.85	\$194,845
8	Executive Director	\$634.92	\$145,397	\$666.66	\$152,665	\$700.00	\$160,300	\$735.00	\$168,315	\$771.74	\$176,728	\$810.33	\$185,566

**Placement Requirements:**

Placement on this schedule requires an Administrative Services Credential

**Work Year Defined:**

Schedule is predicated on a 229 day work year. Salary Schedule reflects daily rate and annual rate based on a 229 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.
- Employer contributions are made to the California State Teachers Retirement System (CalSTRS)
- 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