



Santa Cruz County Office of Education
Dr. Faris Sabbah, Superintendent
185 Day Certificated Teacher and Counselor Salary Schedule
2025-2026, Effective 7/1/2025

Years of Service	<u>Intern/Permit</u>	<u>Fully Credentialed</u>			
	BA "A"	BA + 30 "I"	BA + 40 "II"	BA + 60 "III"	BA + 80 "IV"
1	\$55,104	\$62,820	\$63,166	\$63,511	\$63,681
2	\$55,796	\$62,992	\$63,340	\$63,681	\$64,569
3	\$56,482	\$63,166	\$63,511	\$64,569	\$67,634
4	\$57,171	\$63,340	\$63,681	\$67,634	\$70,701
5	\$57,862	\$63,511	\$64,569	\$70,701	\$73,766
6	\$58,548	\$63,681	\$67,634	\$73,766	\$76,835
7		\$64,569	\$70,701	\$76,835	\$79,898
8		\$67,634	\$73,766	\$79,898	\$82,965
9			\$76,835	\$82,965	\$86,029
10			\$79,898	\$86,029	\$89,096
11			\$82,965	\$89,096	\$92,161
12				\$92,161	\$95,229
13				\$95,229	\$98,293
14				\$98,293	\$101,361
15					\$104,438
16					\$107,042
19					\$109,657
22					\$112,332
25					\$115,074

Association members holding a valid California Credential are eligible for placement in Columns I - IV
 Schedule is based on 185 working days per year
 Daily Rate for Additional Days
 Bilingual - \$1,500 annual stipend (pro-rated)*
 *when identified as a requirement of the position

Responsibility Factor: (additional 10%)
 10% - Head Teacher
 10% - Program Specialist
 10% - Resource Specialist**
 **Assigned Case Managers Only

Master's or Doctorate Degree - \$1,500 annual stipend (pro-rated, \$400 minimum)
 If Both Master's and Doctorate Degree - Additional \$400 annual stipend

5% Increase effective 7/1/2025
 1.75% longevity awarded after 10 years of continuous SCCOE service, effective 7/1/2023

Superintendent Approved

Faris Sabbah 6/2/25