



Santa Cruz County Office of Education
Dr. Faris Sabbah, Superintendent
220 Day Certificated 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 | \$65,529 | \$74,706 | \$75,116 | \$75,527 | \$75,731 |
| 2 | \$66,353 | \$74,907 | \$75,323 | \$75,731 | \$76,785 |
| 3 | \$67,170 | \$75,116 | \$75,527 | \$76,785 | \$80,427 |
| 4 | \$67,990 | \$75,323 | \$75,731 | \$80,427 | \$84,077 |
| 5 | \$68,808 | \$75,527 | \$76,785 | \$84,077 | \$87,723 |
| 6 | \$69,627 | \$75,731 | \$80,427 | \$87,723 | \$91,372 |
| 7 | | \$76,785 | \$84,077 | \$91,372 | \$95,011 |
| 8 | | \$80,427 | \$87,723 | \$95,011 | \$98,658 |
| 9 | | | \$91,372 | \$98,658 | \$102,306 |
| 10 | | | \$95,011 | \$102,306 | \$105,952 |
| 11 | | | \$98,658 | \$105,952 | \$109,596 |
| 12 | | | | \$109,596 | \$113,244 |
| 13 | | | | \$113,244 | \$116,891 |
| 14 | | | | \$116,891 | \$120,539 |
| 15 | | | | | \$124,196 |
| 16 | | | | | \$127,295 |
| 19 | | | | | \$130,403 |
| 22 | | | | | \$133,584 |
| 25 | | | | | \$136,841 |

Association members holding a valid California Credential are eligible for placement in Columns I - IV

Schedule is based on 220 working days per year

Responsibility Factor: (additional 10%)

Daily Rate for Additional Days

10% - Head Teacher

10% - Program Specialist

Bilingual - \$1,500 annual stipend (pro-rated)*

10% - Resource Specialist**

*when identified as a requirement of the position

**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