



Santa Cruz County Office of Education
Dr. Faris Sabbabh, Superintendent
2025-2026 Hourly Classified Salary Schedule
Effective 7/1/2025

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	\$20.53	\$21.51	\$22.51	\$23.52	\$24.64	\$25.82
13	\$21.00	\$21.97	\$23.01	\$24.09	\$25.20	\$26.41
14	\$21.51	\$22.51	\$23.52	\$24.64	\$25.82	\$26.99
15	\$21.97	\$23.01	\$24.09	\$25.20	\$26.41	\$27.68
16	\$22.51	\$23.52	\$24.64	\$25.82	\$26.99	\$28.32
17	\$23.01	\$24.09	\$25.20	\$26.41	\$27.68	\$28.96
18	\$23.52	\$24.64	\$25.82	\$26.99	\$28.32	\$29.62
19	\$24.09	\$25.20	\$26.41	\$27.68	\$28.96	\$30.33
20	\$24.64	\$25.82	\$26.99	\$28.32	\$29.62	\$31.05
21	\$25.20	\$26.41	\$27.68	\$28.96	\$30.33	\$31.76
22	\$25.82	\$26.99	\$28.32	\$29.62	\$31.05	\$32.51
23	\$26.41	\$27.68	\$28.96	\$30.33	\$31.76	\$33.29
24	\$26.99	\$28.32	\$29.62	\$31.05	\$32.51	\$34.08
25	\$27.68	\$28.96	\$30.33	\$31.76	\$33.29	\$34.86
26	\$28.32	\$29.62	\$31.05	\$32.51	\$34.08	\$35.70
27	\$28.96	\$30.33	\$31.76	\$33.29	\$34.86	\$36.58
28	\$29.62	\$31.05	\$32.51	\$34.08	\$35.70	\$37.41
29	\$30.33	\$31.76	\$33.29	\$34.86	\$36.58	\$38.30
30	\$31.05	\$32.51	\$34.08	\$35.70	\$37.41	\$39.21
31	\$31.76	\$33.29	\$34.86	\$36.58	\$38.30	\$40.15
32	\$32.51	\$34.08	\$35.70	\$37.41	\$39.21	\$41.11
33	\$33.29	\$34.86	\$36.58	\$38.30	\$40.15	\$42.09
34	\$34.08	\$35.70	\$37.41	\$39.21	\$41.11	\$43.12
35	\$34.86	\$36.58	\$38.30	\$40.15	\$42.09	\$44.13
36	\$35.70	\$37.41	\$39.21	\$41.11	\$43.12	\$45.17
37	\$36.58	\$38.30	\$40.15	\$42.09	\$44.13	\$46.28
38	\$37.41	\$39.21	\$41.11	\$43.12	\$45.17	\$47.44
39	\$38.30	\$40.15	\$42.09	\$44.13	\$46.28	\$48.53
40	\$39.21	\$41.11	\$43.12	\$45.17	\$47.44	\$49.73
41	\$40.15	\$42.09	\$44.13	\$46.28	\$48.53	\$50.94
42	\$41.11	\$43.12	\$45.17	\$47.44	\$49.73	\$52.17
43	\$42.09	\$44.13	\$46.28	\$48.53	\$50.94	\$53.43
44	\$43.12	\$45.17	\$47.44	\$49.73	\$52.17	\$54.74
45	\$44.13	\$46.28	\$48.53	\$50.94	\$53.43	\$56.08
46	\$45.17	\$47.44	\$49.73	\$52.17	\$54.74	\$57.40
47	\$46.28	\$48.53	\$50.94	\$53.43	\$56.08	\$58.82
48	\$47.44	\$49.73	\$52.17	\$54.74	\$57.40	\$60.23
49	\$48.53	\$50.94	\$53.43	\$56.08	\$58.82	\$61.70
50	\$49.73	\$52.17	\$54.74	\$57.40	\$60.23	\$63.15
51	\$50.94	\$53.43	\$56.08	\$58.82	\$61.70	\$64.66
52	\$52.17	\$54.74	\$57.40	\$60.23	\$63.15	\$66.32
53	\$53.43	\$56.08	\$58.82	\$61.70	\$64.66	\$67.89
54	\$54.74	\$57.40	\$60.23	\$63.15	\$66.32	\$69.63

• Monthly Rate is based on 173.33 hours per month (2,080 hours/year)

• Longevity Awarded After:

6 Years 2.5% 10 Years 5% 15 Years 7.5% 20 Years 10% 25 Years 12.5% 30 Years 15% 35 Years 17.5%

• Unit members will be eligible to receive an annual educational incentive based on degree earned. Annual award amounts are as follows: Associate Degree - \$375, Bachelor's Degree - \$750, Master's Degree - \$1,500, Doctorate Degree - \$1,500, or both a Master's degree and a Doctorate degree - additional \$400. Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year.

Eligible unit members who have completed the Registered Behavior Technician (RBT) Certification process will receive a \$250 annual RBT stipend (pro-rated on FTE). Eligible unit members who have completed the Board Certified Assistant Behavior Analyst (BCaBA) Certification process will receive a \$500 annual BCaBA stipend (pro-rated on FTE) paid monthly in proportion to employee's work year.

• Eligible unit members who have completed the appropriate training may be eligible to receive the following Emergency Medication Administration stipends: Epi-Pen \$500, FDA approved emergency seizure medication (e.g. Diastat, nasal Valium) \$1,000, and Diabetic medication administration \$1,500 as outlined in Article 11.16 Administration of Emergency Medications of the CSEA bargaining unit contract

Unit members may be eligible for the following special compensation:

Specialized Health Care Procedures - 5% (Base Only) Shift Differential - 5% Bilingual - 2.5% Bilingual/bi literate - 5%

• Base Salary: Determined by the employee's step and salary range.

Longevity Pay: Calculated as a percentage of base earnings.

Bilingual/Bi literate Pay: Applied at 2.5% / 5% of the total earnings (base + longevity).

Shift Differential Pay: Applied at 5% of the total earnings (base + longevity + bilingual).

Faris Sabbabh
6/2/25