



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

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate
13	Deputy Superintendent, Business	\$810.33	\$850.85	\$893.39	\$938.06	\$984.97	\$1,034.22
10	Chief Human Resources Officer	\$700.00	\$735.00	\$771.74	\$810.33	\$850.85	\$893.39
8	Executive Director	\$634.92	\$666.66	\$700.00	\$735.00	\$771.74	\$810.33
6	Director	\$575.89	\$604.68	\$634.92	\$666.66	\$700.00	\$735.00
4	Manager/Coordinator	\$522.35	\$548.46	\$575.89	\$604.68	\$634.92	\$666.66
1	Administrative Assistant to the Superintendent/Deputy Superintendent	\$451.24	\$473.79	\$497.48	\$522.36	\$548.46	\$575.89

Work Year Defined:

Employees assigned to this schedule work 221 days per fiscal 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.
- Bilingual Stipend - 5% (when identified as a requirement of the position)
- Computer Operations Premium for Special Projects - 15% (when identified as a requirement of the position)

Health and Welfare Coverages:

- Employees assigned to this schedule are entitled to receive vision, dental, and medical coverage for the employee and their dependents. Employees have a choice between HMO and PPO plans.
- 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