



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

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1 Hourly
12	\$3,558	\$3,729	\$3,902	\$4,076	\$4,274	\$4,476	\$20.53
13	\$3,641	\$3,807	\$3,988	\$4,175	\$4,369	\$4,577	\$21.00
14	\$3,729	\$3,902	\$4,076	\$4,274	\$4,476	\$4,678	\$21.51
15	\$3,807	\$3,988	\$4,175	\$4,369	\$4,577	\$4,797	\$21.97
16	\$3,902	\$4,076	\$4,274	\$4,476	\$4,678	\$4,910	\$22.51
17	\$3,988	\$4,175	\$4,369	\$4,577	\$4,797	\$5,019	\$23.01
18	\$4,076	\$4,274	\$4,476	\$4,678	\$4,910	\$5,135	\$23.52
19	\$4,175	\$4,369	\$4,577	\$4,797	\$5,019	\$5,257	\$24.09
20	\$4,274	\$4,476	\$4,678	\$4,910	\$5,135	\$5,380	\$24.64
21	\$4,369	\$4,577	\$4,797	\$5,019	\$5,257	\$5,505	\$25.20
22	\$4,476	\$4,678	\$4,910	\$5,135	\$5,380	\$5,634	\$25.82
23	\$4,577	\$4,797	\$5,019	\$5,257	\$5,505	\$5,771	\$26.41
24	\$4,678	\$4,910	\$5,135	\$5,380	\$5,634	\$5,905	\$26.99
25	\$4,797	\$5,019	\$5,257	\$5,505	\$5,771	\$6,044	\$27.68
26	\$4,910	\$5,135	\$5,380	\$5,634	\$5,905	\$6,188	\$28.32
27	\$5,019	\$5,257	\$5,505	\$5,771	\$6,044	\$6,341	\$28.96
28	\$5,135	\$5,380	\$5,634	\$5,905	\$6,188	\$6,484	\$29.62
29	\$5,257	\$5,505	\$5,771	\$6,044	\$6,341	\$6,637	\$30.33
30	\$5,380	\$5,634	\$5,905	\$6,188	\$6,484	\$6,797	\$31.05
31	\$5,505	\$5,771	\$6,044	\$6,341	\$6,637	\$6,959	\$31.76
32	\$5,634	\$5,905	\$6,188	\$6,484	\$6,797	\$7,126	\$32.51
33	\$5,771	\$6,044	\$6,341	\$6,637	\$6,959	\$7,296	\$33.29
34	\$5,905	\$6,188	\$6,484	\$6,797	\$7,126	\$7,475	\$34.08
35	\$6,044	\$6,341	\$6,637	\$6,959	\$7,296	\$7,651	\$34.86
36	\$6,188	\$6,484	\$6,797	\$7,126	\$7,475	\$7,832	\$35.70
37	\$6,341	\$6,637	\$6,959	\$7,296	\$7,651	\$8,025	\$36.58
38	\$6,484	\$6,797	\$7,126	\$7,475	\$7,832	\$8,222	\$37.41
39	\$6,637	\$6,959	\$7,296	\$7,651	\$8,025	\$8,411	\$38.30
40	\$6,797	\$7,126	\$7,475	\$7,832	\$8,222	\$8,619	\$39.21
41	\$6,959	\$7,296	\$7,651	\$8,025	\$8,411	\$8,831	\$40.15
42	\$7,126	\$7,475	\$7,832	\$8,222	\$8,619	\$9,043	\$41.11
43	\$7,296	\$7,651	\$8,025	\$8,411	\$8,831	\$9,262	\$42.09
44	\$7,475	\$7,832	\$8,222	\$8,619	\$9,043	\$9,487	\$43.12
45	\$7,651	\$8,025	\$8,411	\$8,831	\$9,262	\$9,720	\$44.13
46	\$7,832	\$8,222	\$8,619	\$9,043	\$9,487	\$9,951	\$45.17
47	\$8,025	\$8,411	\$8,831	\$9,262	\$9,720	\$10,193	\$46.28
48	\$8,222	\$8,619	\$9,043	\$9,487	\$9,951	\$10,439	\$47.44
49	\$8,411	\$8,831	\$9,262	\$9,720	\$10,193	\$10,695	\$48.53
50	\$8,619	\$9,043	\$9,487	\$9,951	\$10,439	\$10,944	\$49.73
51	\$8,831	\$9,262	\$9,720	\$10,193	\$10,695	\$11,208	\$50.94
52	\$9,043	\$9,487	\$9,951	\$10,439	\$10,944	\$11,493	\$52.17
53	\$9,262	\$9,720	\$10,193	\$10,695	\$11,208	\$11,768	\$53.43
54	\$9,487	\$9,951	\$10,439	\$10,944	\$11,493	\$12,067	\$54.74

• 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