



Santa Cruz County Office of Education

Dr. Faris Sabbah, Superintendent

2025-2026 Confidential Salary Schedule

Effective 7/1/2025

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
47	Senior Human Resources Analyst	\$8,667	\$9,084	\$9,537	\$10,003	\$10,498	\$11,009
36	Human Resources Analyst	\$6,681	\$7,002	\$7,342	\$7,698	\$8,071	\$8,457
36	Human Resources Analyst, Certificated	\$6,681	\$7,002	\$7,342	\$7,698	\$8,071	\$8,457
36	Superintendent's Executive Assistant	\$6,681	\$7,002	\$7,342	\$7,698	\$8,071	\$8,457
35	Senior Executive Assistant	\$6,527	\$6,849	\$7,169	\$7,517	\$7,879	\$8,264
32	Senior Human Resources Specialist	\$6,085	\$6,377	\$6,681	\$7,002	\$7,342	\$7,698
29	Executive Assistant	\$5,677	\$5,944	\$6,232	\$6,527	\$6,849	\$7,169
27	Senior Administrative Secretary	\$5,419	\$5,677	\$5,944	\$6,232	\$6,527	\$6,849

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

Health and Welfare Coverage:

Employees assigned to this schedule are entitled to receive medical, dental, vision, and life coverage for the employee and their eligible dependents equal to those of the Management unit.

CalPERS:

Employees pay the employee portion of the CalPERS retirement contributions

Other Compensation Related Benefits:

With the exception of the aforementioned Health and Welfare coverage, Retiree Benefits and CalPERS, the Confidential employees will follow the classified Bargaining Unit agreement

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%

Educational Incentive for earned Associate, Bachelor or Master's Degree. Annual awarded amounts are as follows: Associate Degree - \$375, Bachelor Degree - \$750, Master's Degree - \$1,500. Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year.

Confidential employees are eligible to receive the following special compensation:

Bilingual - 2.5% Bilingual/bi literate - 5%

◦ Base Salary: Determined by the employee's step and 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).

Effective 7/1/2024, Per Classification Study - Senior Human Resources Analyst changed from Range 37 to Range 47

Effective 7/1/2020, Per Classification Study - Confidential to be 8% above Classified equivalent

5% Increase effective 7/1/2025

Superintendent Approved

Faris Sabbah 6/2/25