



**Santa Cruz County Office of Education**  
**Dr. Faris Sabbah, Superintendent**  
**185 Day Certificated ECE Salary Schedule**  
**2025-2026, Effective 7/1/2025**

<b>Years of Service</b>	<b>Assistant Teacher</b>	<b>Associate Permit</b>	<b>Teacher Permit</b>	<b>Master Teacher</b>	<b>Site Director</b>	<b>Program Director</b>
	<i>Column I</i>	<i>Column II</i>	<i>Column III</i>	<i>Column IV</i>	<i>Column V</i>	<i>Column VI</i>
1	\$32,595	\$33,414	\$35,919	\$38,614	\$41,510	\$44,623
2	\$33,414	\$34,250	\$36,818	\$39,579	\$42,548	\$45,738
3	\$34,250	\$35,106	\$37,738	\$40,569	\$43,611	\$46,884
4	\$35,106	\$35,984	\$38,681	\$41,583	\$44,703	\$48,054
5	\$35,984	\$36,883	\$39,648	\$42,623	\$45,820	\$49,257
6	\$36,883	\$37,805	\$40,640	\$43,688	\$46,964	\$50,487
7			\$41,657	\$44,780	\$48,138	\$51,748
8			\$42,697	\$45,900	\$49,343	\$53,044
9				\$47,047	\$50,575	\$54,368
10				\$48,223	\$51,840	\$55,729
11				\$49,430	\$53,136	\$57,122
12					\$54,465	\$58,550
13					\$55,826	\$60,014
14					\$57,223	\$61,513
15						\$63,051
16						\$64,628
19						\$69,598
22						\$74,949
25						\$80,710

Association members holding a valid California Child Development Permit are eligible for placement in Columns I-V.

Schedule is based on 185 working days per year

Daily Rate for Additional Days

Bilingual - \$1,500 annual stipend (pro-rated) when identified as a requirement of the position.

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 after 10 years of SCCOE service effective 7/1/2023

Superintendent Approved

*Faris Sabbah*  
6/2/25