



**Santa Cruz County Office of Education**  
**Superintendent Salary Schedule**  
**2025-26 Effective 1/1/2026**

Step 1	Step 2	Step 3	Step 4	Step 5
\$ 281,254	\$ 288,285	\$ 295,492	\$ 302,880	\$ 310,452

**Placement Requirements:**

Placement on this schedule requires an Administrative Services credential.

**Work Year Defined:**

Schedule is predicated on a 222 day work year.

**Stipends & Benefits:**

All stipends are calculated on Base Salary Schedule.

**Step Increases:**

Step increases will take place on January 1<sup>st</sup> of each calendar year.

A 2.5% longevity stipend is awarded after 5 years of County Office service as Superintendent. After 10-years of service to the County Office as a Superintendent an additional 2.5% stipend will be awarded; and every five years thereafter, a 2.5% stipend will be awarded.

Earned Master's - additional 3% stipend

Earned Doctorate – additional 2% stipend.

At his discretion, the Superintendent will either receive an annual auto stipend of \$5,940 payable in monthly installments to reimburse him for using his own vehicle or use of a COE owned and sponsored vehicle.

The Superintendent will receive vision and dental coverage. For medical coverage the Superintendent has a choice between three HMO plans and two PPO plans. Each plan has a premium contribution for which the Superintendent can utilize a tax sheltered Section 125 Plan.

A \$50,000 term life insurance policy is provided for the Superintendent as well as a long-term disability plan.

The Superintendent will receive a TSA in the fixed annual amount of \$6,250, that will be subject to STRS rules but not included in the Superintendent's compensation calculations for taxes, COLAS, etc.

Employer contributions are made to the State Teachers Retirement System.

The Superintendent will be reimbursed for actual expenses related to performing his duties including necessary travel. The Superintendent has elected not to receive a business expense allowance and agreed to take care of minor regular expenses like subscriptions, membership dues (ACSA dues to be paid by the COE) and non-travel related meals.