



**Santa Cruz County Outdoor Science School  
Salary Schedule Effective 1/1/2026 2025-2026**

Corresponding Range	Classified Hourly Position	Steps					
		I	II	III	IV	V	VI
8	Residential Program Specialist	\$16.90	\$17.40	\$17.90	\$18.40	\$18.90	\$19.40
16	Outdoor Science Instructor	\$25.83	\$27.02	\$28.32	\$29.65	\$31.08	\$32.56
21	Lead O.S. Instructor	\$26.42	\$27.66	\$28.97	\$30.36	\$31.80	\$33.37
31	Health Supervisor EMT	\$29.65	\$31.08	\$32.56	\$34.12	\$35.76	\$37.49
31	Cabin Leader Coordinator	\$29.65	\$31.08	\$32.56	\$34.12	\$35.76	\$37.49

Bilingual English/Spanish      2.5%  
Biliterate English/Spanish      5.0%

Approved:

*Marcia K. Russell*

12 / 09 / 2025

Marcia Russell      Associate Superintendent

Date

*Troy Cope*

12 / 10 / 2025

Troy Cope      Director of Human Resources

Date

*Liann Reyes*

12 / 10 / 2025

Liann Reyes      Deputy Superintendent      Date

*Faris Sabbah*

12 / 11 / 2025

Faris Sabbah      Superintendent of Schools      Date