



**Santa Cruz County Office of Education**  
**Dr. Faris Sabbah, Superintendent**  
**CTEP Counselor and Advisor Salary Schedule**  
 2026-2027, Effective 7/1/2026

Steps	I	II	III	IV	V	VI
	Vocational Credential Preliminary	Vocational Credential Clear**	Vocational Credential +30 Units	Vocational Credential +AA/AS Degree	Vocational Credential +BA/BS Degree	PPS or Teach. Cred. or Voc. Ed Credential +BA/BS Degree +30 Units
1	\$58,535	\$61,552	\$64,547	\$67,566	\$70,583	\$73,584
2	\$61,552	\$64,547	\$67,566	\$70,583	\$73,584	\$76,597
3	\$64,547	\$67,566	\$70,583	\$73,584	\$76,597	\$79,598
4	\$67,566	\$70,583	\$73,584	\$76,597	\$79,598	\$82,616
5	\$70,583	\$73,584	\$76,597	\$79,598	\$82,616	\$85,632
6	\$73,584	\$76,597	\$79,598	\$82,616	\$85,632	\$88,633
7	\$76,597	\$79,598	\$82,616	\$85,632	\$88,633	\$91,646
8	\$79,598	\$82,616	\$85,632	\$88,633	\$91,646	\$94,664
9	\$82,616	\$85,632	\$88,633	\$91,646	\$94,664	\$97,663
10	\$85,632	\$88,633	\$91,646	\$94,664	\$97,663	\$100,680
11	\$88,633	\$91,646	\$94,664	\$97,663	\$100,680	\$103,677
12	\$91,646	\$94,664	\$97,663	\$100,680	\$103,677	\$106,693
13	\$94,664	\$97,663	\$100,680	\$103,677	\$106,693	\$109,693
14	\$97,663	\$100,680	\$103,677	\$106,693	\$109,693	\$112,708
15	\$100,680	\$103,677	\$106,693	\$109,693	\$112,708	\$115,726

**\*\* (Upon obtainment of Career Technical Education Teaching Credential)**

**SCHEDULE IS BASED ON 182 WORKING DAYS PER YEAR - EQUIVALENT TO 6 CLASS PERIODS OR 6 HOURS PER WORK DAY (1,092 Hours Per Year).**

**ALL BELOW STIPENDS AND LONGEVITY INCREMENTS ARE PRO-RATED:**

- AT TIME OF HIRE, WITH 15 YEARS RELATED WORK EXPERIENCE = \$500 ANNUAL STIPEND
- MASTER'S OR DOCTORATE DEGREE - \$1,500 ANNUAL STIPEND
- IF BOTH MASTER'S AND DOCTORATE DEGREE - ADDITIONAL \$400 ANNUAL STIPEND
- AFTER COMPLETION OF 5 YEARS WITH COE AS A CTEP INSTRUCTOR = \$500 ADDITIONAL
- AFTER COMPLETION OF 10 YEARS WITH COE AS A CTEP INSTRUCTOR = \$500 ADDITIONAL
- AFTER COMPLETION OF 15 YEARS WITH COE AS A CTEP INSTRUCTOR = \$500 ADDITIONAL
- INITIAL PLACEMENT ON STEP 4, CAPPED AT STEP 8

**SUBSEQUENT STEPS ARE GAINED BY WORKING 75% OR MORE PER SCHOOL YEAR, OTHERWISE EMPLOYEE STEPS EVERY TWO YEARS.**

EFFECTIVE 7/1/2015, EMPLOYEES RECEIVE HEALTH AND WELFARE BENEFITS IF CONTRACTED FOR 80% OR HIGHER