



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

Steps	I	II	III	IV	V	VI
Voc. Exp.	Vocational Credential Preliminary	Vocational Credential Clear**	Vocational Credential +30 Units	Vocational Credential + AA/AS Degree	Vocational Credential + BA/BS Degree	Vocational Credential + BA/BS Degree +30 Units
1	\$48,778	\$51,293	\$53,791	\$56,305	\$58,819	\$61,321
2	\$51,293	\$53,791	\$56,305	\$58,819	\$61,321	\$63,831
3	\$53,791	\$56,305	\$58,819	\$61,321	\$63,831	\$66,332
4	\$56,305	\$58,819	\$61,321	\$63,831	\$66,332	\$68,845
5	\$58,819	\$61,321	\$63,831	\$66,332	\$68,845	\$71,357
6	\$61,321	\$63,831	\$66,332	\$68,845	\$71,357	\$73,859
7	\$63,831	\$66,332	\$68,845	\$71,357	\$73,859	\$76,370
8	\$66,332	\$68,845	\$71,357	\$73,859	\$76,370	\$78,886
9	\$68,845	\$71,357	\$73,859	\$76,370	\$78,886	\$81,384
10	\$71,357	\$73,859	\$76,370	\$78,886	\$81,384	\$83,897
11	\$73,859	\$76,370	\$78,886	\$81,384	\$83,897	\$86,397
12	\$76,370	\$78,886	\$81,384	\$83,897	\$86,397	\$88,911
13	\$78,886	\$81,384	\$83,897	\$86,397	\$88,911	\$91,408
14	\$81,384	\$83,897	\$86,397	\$88,911	\$91,408	\$93,926
15	\$83,897	\$86,397	\$88,911	\$91,408	\$93,926	\$96,439

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

BASED ON 182 WORKING DAYS PER YEAR - EQUIVALENT TO 5 CLASS PERIODS OR 5 HOURS PER WORK DAY (910 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
- LAB/PATHWAY ANNUAL STIPEND = \$1,000
- VOC. ED. CREDENTIAL - 3 YEARS FULL TIME OCCUPATIONAL EXPERIENCE, 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

EMPLOYEES ASSIGNED AS COORDINATORS WILL RECEIVE AN HOURLY RATE OF \$81.42
 STEP 13, RANGE V, / 182 DAYS / 6 HOURS PER DAY

Superintendent Approved