



Santa Cruz County Office of Education

Dr. Faris Sabbah, Superintendent

185 Day Certificated Teacher and Counselor Salary Schedule
 2026-2027, Effective 7/1/2026

Years of Service	<u>Intern/Permit</u>	<u>Fully Credentialed</u>			
	BA "A"	BA + 30 "I"	BA + 40 "II"	BA + 60 "III"	BA + 80 "IV"
1	\$56,757	\$64,705	\$65,061	\$65,416	\$65,591
2	\$57,470	\$64,882	\$65,240	\$65,591	\$66,506
3	\$58,176	\$65,061	\$65,416	\$66,506	\$69,663
4	\$58,886	\$65,240	\$65,591	\$69,663	\$72,822
5	\$59,598	\$65,416	\$66,506	\$72,822	\$75,979
6	\$60,304	\$65,591	\$69,663	\$75,979	\$79,140
7		\$66,506	\$72,822	\$79,140	\$82,295
8		\$69,663	\$75,979	\$82,295	\$85,454
9			\$79,140	\$85,454	\$88,610
10			\$82,295	\$88,610	\$91,769
11			\$85,454	\$91,769	\$94,926
12				\$94,926	\$98,086
13				\$98,086	\$101,242
14				\$101,242	\$104,402
15					\$107,571
16					\$110,253
19					\$112,947
22					\$115,702
25					\$118,526

Association members holding a valid California Credential are eligible for placement in Columns I - IV

Schedule is based on 185 working days per year

Responsibility Factor: (additional 10%)

Daily Rate for Additional Days

10% - Head Teacher

10% - Program Specialist

Bilingual - \$1,500 annual stipend (pro-rated)*

10% - Resource Specialist**

*when identified as a requirement of the position

**Assigned Case Managers Only

Master's or Doctorate Degree - \$1,500 annual stipend (pro-rated, \$400 minimum)

If Both Master's and Doctorate Degree - Additional \$400 annual stipend

1.75% longevity awarded after 10 years of continuous SCCOE service, effective 7/1/2023

Superintendent Approved