



Santa Cruz County Office of Education
 Dr. Faris Sabbah, Superintendent
 221 Day Certificated Management Salary Schedule
 2026-2027, Effective 7/1/2026

Level	Classification	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual
13	Deputy Superintendent	\$834.63	\$184,454	\$876.38	\$193,679	\$920.19	\$203,363	\$966.20	\$213,531	\$1,014.52	\$224,208	\$1,065.25	\$235,420
10	Associate Superintendent	\$721.00	\$159,340	\$757.05	\$167,308	\$794.89	\$175,671	\$834.63	\$184,454	\$876.38	\$193,679	\$920.19	\$203,363
10	Chief Human Resources Officer	\$721.00	\$159,340	\$757.05	\$167,308	\$794.89	\$175,671	\$834.63	\$184,454	\$876.38	\$193,679	\$920.19	\$203,363
9	Executive Director II	\$686.66	\$151,752	\$721.00	\$159,340	\$757.05	\$167,308	\$794.89	\$175,671	\$834.63	\$184,454	\$876.38	\$193,679
8	Executive Director	\$653.97	\$144,528	\$686.66	\$151,752	\$721.00	\$159,340	\$757.05	\$167,308	\$794.89	\$175,671	\$834.63	\$184,454
7	Senior Director	\$622.82	\$137,644	\$653.97	\$144,528	\$686.66	\$151,752	\$721.00	\$159,340	\$757.05	\$167,308	\$794.89	\$175,671
6	Director	\$593.17	\$131,090	\$622.82	\$137,644	\$653.97	\$144,528	\$686.66	\$151,752	\$721.00	\$159,340	\$757.05	\$167,308
5	Assistant Director	\$564.91	\$124,846	\$593.17	\$131,090	\$622.82	\$137,644	\$653.97	\$144,528	\$686.66	\$151,752	\$721.00	\$159,340
5	Project Director/Principal	\$564.91	\$124,846	\$593.17	\$131,090	\$622.82	\$137,644	\$653.97	\$144,528	\$686.66	\$151,752	\$721.00	\$159,340
4	Coordinator/Manager	\$538.02	\$118,902	\$564.91	\$124,846	\$593.17	\$131,090	\$622.82	\$137,644	\$653.97	\$144,527	\$686.66	\$151,752

Placement Requirements:

Placement on this schedule requires an Administrative Services Credential

Work Year Defined:

Schedule is predicated on a 221 day work year. Salary Schedule reflects daily rate and annual rate based on a 221 day work year.

Stipends:

- Earned Master's Degree - 3% stipend
- Earned Doctorate - additional 2% stipend
- A 2.5% longevity stipend is awarded after 6 years of County Office service (a minimum of 5 years County Office service must be served in a management position). After 10 years of service to the County Office as a manager, an additional 2.5% stipend will be awarded; and every five years thereafter, a 2.5% stipend will be awarded. Management employees must complete 75% of available work days within the fiscal year in which they are hired in order to begin receiving longevity credit effective July 1 of that fiscal year. Otherwise, longevity will begin calculating July 1st of the following fiscal year.

Health and Welfare Coverages:

- Employees assigned to this schedule are entitled to receive medical, dental and vision coverage for the employee and their dependents.
- Each plan has an employee premium contribution amount for which the employee can utilize a tax sheltered Section 125 Plan
- Participation in a Section 125 tax shelter flexible spending plan and 403(b) and 457(b) annuity plans are also available

Superintendent Approved