



Santa Cruz County Office of Education
 Dr. Faris Sabbah, Superintendent
 229 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	\$191,130	\$876.38	\$200,691	\$920.19	\$210,724	\$966.20	\$221,260	\$1,014.52	\$232,325	\$1,065.25	\$243,942
10	Associate Superintendent	\$721.00	\$165,109	\$757.05	\$173,364	\$794.89	\$182,030	\$834.63	\$191,130	\$876.38	\$200,691	\$920.19	\$210,724
10	Chief Technology & Innovations Officer	\$721.00	\$165,109	\$757.05	\$173,364	\$794.89	\$182,030	\$834.63	\$191,130	\$876.38	\$200,691	\$920.19	\$210,724
9	Executive Director II	\$686.66	\$157,245	\$721.00	\$165,109	\$757.05	\$173,364	\$794.89	\$182,030	\$834.63	\$191,130	\$876.38	\$200,691
8	Executive Director	\$653.97	\$149,759	\$686.66	\$157,245	\$721.00	\$165,109	\$757.05	\$173,364	\$794.89	\$182,030	\$834.63	\$191,130

Placement Requirements:

Placement on this schedule requires an Administrative Services Credential

Work Year Defined:

Schedule is predicated on a 229 day work year. Salary Schedule reflects daily rate and annual rate based on a 229 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.
- Employer contributions are made to the California State Teachers Retirement System (CalSTRS)
- Participation in a Section 125 tax shelter flexible spending plan and 403(b) and 457(b) annuity plans are also available

Superintendent Approved