



Santa Cruz County Office Of Education
Dr. Faris Sabbah, Superintendent
2026-2027 Hourly Classified Salary Schedule
Effective 7/1/2026

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	\$21.14	\$22.16	\$23.19	\$24.22	\$25.40	\$26.60
13	\$21.64	\$22.62	\$23.70	\$24.81	\$25.96	\$27.20
14	\$22.16	\$23.19	\$24.22	\$25.40	\$26.60	\$27.80
15	\$22.62	\$23.70	\$24.81	\$25.96	\$27.20	\$28.51
16	\$23.19	\$24.22	\$25.40	\$26.60	\$27.80	\$29.18
17	\$23.70	\$24.81	\$25.96	\$27.20	\$28.51	\$29.83
18	\$24.22	\$25.40	\$26.60	\$27.80	\$29.18	\$30.51
19	\$24.81	\$25.96	\$27.20	\$28.51	\$29.83	\$31.24
20	\$25.40	\$26.60	\$27.80	\$29.18	\$30.51	\$31.97
21	\$25.96	\$27.20	\$28.51	\$29.83	\$31.24	\$32.71
22	\$26.60	\$27.80	\$29.18	\$30.51	\$31.97	\$33.48
23	\$27.20	\$28.51	\$29.83	\$31.24	\$32.71	\$34.29
24	\$27.80	\$29.18	\$30.51	\$31.97	\$33.48	\$35.09
25	\$28.51	\$29.83	\$31.24	\$32.71	\$34.29	\$35.91
26	\$29.18	\$30.51	\$31.97	\$33.48	\$35.09	\$36.77
27	\$29.83	\$31.24	\$32.71	\$34.29	\$35.91	\$37.68
28	\$30.51	\$31.97	\$33.48	\$35.09	\$36.77	\$38.53
29	\$31.24	\$32.71	\$34.29	\$35.91	\$37.68	\$39.44
30	\$31.97	\$33.48	\$35.09	\$36.77	\$38.53	\$40.39
31	\$32.71	\$34.29	\$35.91	\$37.68	\$39.44	\$41.35
32	\$33.48	\$35.09	\$36.77	\$38.53	\$40.39	\$42.35
33	\$34.29	\$35.91	\$37.68	\$39.44	\$41.35	\$43.36
34	\$35.09	\$36.77	\$38.53	\$40.39	\$42.35	\$44.42
35	\$35.91	\$37.68	\$39.44	\$41.35	\$43.36	\$45.47
36	\$36.77	\$38.53	\$40.39	\$42.35	\$44.42	\$46.54
37	\$37.68	\$39.44	\$41.35	\$43.36	\$45.47	\$47.69
38	\$38.53	\$40.39	\$42.35	\$44.42	\$46.54	\$48.86
39	\$39.44	\$41.35	\$43.36	\$45.47	\$47.69	\$49.98
40	\$40.39	\$42.35	\$44.42	\$46.54	\$48.86	\$51.22
41	\$41.35	\$43.36	\$45.47	\$47.69	\$49.98	\$52.48
42	\$42.35	\$44.42	\$46.54	\$48.86	\$51.22	\$53.74
43	\$43.36	\$45.47	\$47.69	\$49.98	\$52.48	\$55.04
44	\$44.42	\$46.54	\$48.86	\$51.22	\$53.74	\$56.38
45	\$45.47	\$47.69	\$49.98	\$52.48	\$55.04	\$57.76
46	\$46.54	\$48.86	\$51.22	\$53.74	\$56.38	\$59.14
47	\$47.69	\$49.98	\$52.48	\$55.04	\$57.76	\$60.57
48	\$48.86	\$51.22	\$53.74	\$56.38	\$59.14	\$62.03
49	\$49.98	\$52.48	\$55.04	\$57.76	\$60.57	\$63.56
50	\$51.22	\$53.74	\$56.38	\$59.14	\$62.03	\$65.03
51	\$52.48	\$55.04	\$57.76	\$60.57	\$63.56	\$66.60
52	\$53.74	\$56.38	\$59.14	\$62.03	\$65.03	\$68.30
53	\$55.04	\$57.76	\$60.57	\$63.56	\$66.60	\$69.93
54	\$56.38	\$59.14	\$62.03	\$65.03	\$68.30	\$71.71

~ Members covered by the California Public Employees Retirement System (CalPERS) will pay the employee portion of the retirement benefits to CalPERS.

~ Longevity Awarded After:

6 Years 2.5% 10 Years 5% 15 Years 7.5% 20 Years 10% 25 Years 12.5% 30 Years 15% 35 Years 17.5%

~ Unit members will be eligible to receive an annual educational incentive based on degree earned. Annual award amounts are as follows:

Associate Degree \$375, Bachelor's Degree \$750, Master's or Doctorate Degree \$1,500, or both a Master's Degree and a Doctorate Degree additional \$400. Amounts are pro-rated by FTE and a maximum of one degree educational incentive will be credited per employee per year.

~ Eligible unit members who have completed the certification process will receive a \$250 annual Registered Behavior Technician (RBT) stipend or a \$500 annual Board Certified Assistant Behavior Analyst (BCaBA) stipend, pro-rated by FTE.

~ Eligible unit members who have completed the appropriate training may be eligible to receive the following Emergency Medication Administration stipends:

Epi-Pen \$500 FDA approved emergency seizure medication \$1,000 Diabetic medication administration \$1,500

~ Unit members may be eligible for the following special compensation:

Specialized Physical Health Care Procedures 5% (Base Only) Bilingual 2.5% Biliterate 5% Shift Differential 5%

Base Salary: Determined by the employee's step and salary range.

Longevity Pay: Calculated as a percentage of base earnings.

Bilingual/Biliterate Pay: Applied at 2.5% / 5% of the total earnings (base + longevity).

Shift Differential Pay: Applied at 5% of the total earnings (base + longevity + bilingual).

Superintendent Approved