



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

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate
13	Deputy Superintendent, Business	\$834.64	\$876.38	\$920.19	\$966.20	\$1,014.52	\$1,065.25
10	Chief Human Resources Officer	\$721.00	\$757.05	\$794.89	\$834.64	\$876.38	\$920.19
8	Executive Director	\$653.97	\$686.66	\$721.00	\$757.05	\$794.89	\$834.64
6	Director	\$593.17	\$622.82	\$653.97	\$686.66	\$721.00	\$757.05
4	Manager/Coordinator	\$538.02	\$564.91	\$593.17	\$622.82	\$653.97	\$686.66
1	Administrative Assistant to the Superintendent/Deputy Superintendent	\$464.78	\$488.00	\$512.40	\$538.03	\$564.91	\$593.17

**Work Year Defined:**

Employees assigned to this schedule work 221 days per fiscal 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.
- Bilingual Stipend - 5% (when identified as a requirement of the position)
- Computer Operations Premium for Special Projects - 15% (when identified as a requirement of the position)

**Health and Welfare Coverages:**

- Employees assigned to this schedule are entitled to receive vision, dental, and medical coverage for the employee and their dependents. Employees have a choice between HMO and PPO plans.
- 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