



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

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1 Hourly
12	\$3,665	\$3,841	\$4,019	\$4,198	\$4,402	\$4,610	\$21.14
13	\$3,750	\$3,921	\$4,108	\$4,300	\$4,500	\$4,714	\$21.64
14	\$3,841	\$4,019	\$4,198	\$4,402	\$4,610	\$4,818	\$22.16
15	\$3,921	\$4,108	\$4,300	\$4,500	\$4,714	\$4,941	\$22.62
16	\$4,019	\$4,198	\$4,402	\$4,610	\$4,818	\$5,057	\$23.19
17	\$4,108	\$4,300	\$4,500	\$4,714	\$4,941	\$5,170	\$23.70
18	\$4,198	\$4,402	\$4,610	\$4,818	\$5,057	\$5,289	\$24.22
19	\$4,300	\$4,500	\$4,714	\$4,941	\$5,170	\$5,415	\$24.81
20	\$4,402	\$4,610	\$4,818	\$5,057	\$5,289	\$5,541	\$25.40
21	\$4,500	\$4,714	\$4,941	\$5,170	\$5,415	\$5,670	\$25.96
22	\$4,610	\$4,818	\$5,057	\$5,289	\$5,541	\$5,803	\$26.60
23	\$4,714	\$4,941	\$5,170	\$5,415	\$5,670	\$5,944	\$27.20
24	\$4,818	\$5,057	\$5,289	\$5,541	\$5,803	\$6,082	\$27.80
25	\$4,941	\$5,170	\$5,415	\$5,670	\$5,944	\$6,225	\$28.51
26	\$5,057	\$5,289	\$5,541	\$5,803	\$6,082	\$6,374	\$29.18
27	\$5,170	\$5,415	\$5,670	\$5,944	\$6,225	\$6,531	\$29.83
28	\$5,289	\$5,541	\$5,803	\$6,082	\$6,374	\$6,679	\$30.51
29	\$5,415	\$5,670	\$5,944	\$6,225	\$6,531	\$6,836	\$31.24
30	\$5,541	\$5,803	\$6,082	\$6,374	\$6,679	\$7,001	\$31.97
31	\$5,670	\$5,944	\$6,225	\$6,531	\$6,836	\$7,168	\$32.71
32	\$5,803	\$6,082	\$6,374	\$6,679	\$7,001	\$7,340	\$33.48
33	\$5,944	\$6,225	\$6,531	\$6,836	\$7,168	\$7,515	\$34.29
34	\$6,082	\$6,374	\$6,679	\$7,001	\$7,340	\$7,699	\$35.09
35	\$6,225	\$6,531	\$6,836	\$7,168	\$7,515	\$7,881	\$35.91
36	\$6,374	\$6,679	\$7,001	\$7,340	\$7,699	\$8,067	\$36.77
37	\$6,531	\$6,836	\$7,168	\$7,515	\$7,881	\$8,266	\$37.68
38	\$6,679	\$7,001	\$7,340	\$7,699	\$8,067	\$8,469	\$38.53
39	\$6,836	\$7,168	\$7,515	\$7,881	\$8,266	\$8,663	\$39.44
40	\$7,001	\$7,340	\$7,699	\$8,067	\$8,469	\$8,878	\$40.39
41	\$7,168	\$7,515	\$7,881	\$8,266	\$8,663	\$9,096	\$41.35
42	\$7,340	\$7,699	\$8,067	\$8,469	\$8,878	\$9,314	\$42.35
43	\$7,515	\$7,881	\$8,266	\$8,663	\$9,096	\$9,540	\$43.36
44	\$7,699	\$8,067	\$8,469	\$8,878	\$9,314	\$9,772	\$44.42
45	\$7,881	\$8,266	\$8,663	\$9,096	\$9,540	\$10,012	\$45.47
46	\$8,067	\$8,469	\$8,878	\$9,314	\$9,772	\$10,250	\$46.54
47	\$8,266	\$8,663	\$9,096	\$9,540	\$10,012	\$10,499	\$47.69
48	\$8,469	\$8,878	\$9,314	\$9,772	\$10,250	\$10,752	\$48.86
49	\$8,663	\$9,096	\$9,540	\$10,012	\$10,499	\$11,016	\$49.98
50	\$8,878	\$9,314	\$9,772	\$10,250	\$10,752	\$11,272	\$51.22
51	\$9,096	\$9,540	\$10,012	\$10,499	\$11,016	\$11,544	\$52.48
52	\$9,314	\$9,772	\$10,250	\$10,752	\$11,272	\$11,838	\$53.74
53	\$9,540	\$10,012	\$10,499	\$11,016	\$11,544	\$12,121	\$55.04
54	\$9,772	\$10,250	\$10,752	\$11,272	\$11,838	\$12,429	\$56.38

- Monthly Rate is based on 173.33 hours per month (2,080 hours/year)
- 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).

Faris Sabbah
 Superintendent Approved