



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

Level	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
47	Senior Human Resources Analyst	\$8,927	\$9,357	\$9,823	\$10,303	\$10,813	\$11,339
40	Superintendent's Executive Assistant	\$7,561	\$7,927	\$8,315	\$8,712	\$9,147	\$9,588
39	Senior Executive Assistant	\$7,383	\$7,741	\$8,116	\$8,511	\$8,927	\$9,357
39	Senior Human Resources Specialist	\$7,383	\$7,741	\$8,116	\$8,511	\$8,927	\$9,357
36	Human Resources Analyst, Classified	\$6,881	\$7,212	\$7,562	\$7,929	\$8,313	\$8,711
36	Human Resources Analyst, Certificated	\$6,881	\$7,212	\$7,562	\$7,929	\$8,313	\$8,711
35	Executive Assistant	\$6,723	\$7,053	\$7,383	\$7,741	\$8,116	\$8,511

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

Health and Welfare Coverage:

Employees assigned to this schedule are entitled to receive medical, dental, vision, and life coverage for the employee and their eligible dependents equal to those of the Management unit.

CalPERS:

Employees pay the employee portion of the CalPERS retirement contributions

Other Compensation Related Benefits:

With the exception of the aforementioned Health and Welfare coverage, Retiree Benefits and CalPERS, the Confidential employees will follow the Classified Bargaining Unit Agreement

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%

Educational Incentive for degrees as follows: Associate Degree - \$375, Bachelor Degree - \$750, Master's Degree - \$1,500. Amounts are pro-rated based on FTE and a maximum of one degree educational incentive will be credited per employee per year.

Confidential employees are eligible to receive the following special compensation: Bilingual - 2.5% Biliterate - 5%

- ~ Base Salary: Determined by the employee's step and range.
- ~ Longevity Pay: Calculated as a percentage of base earnings.
- ~ Bilingual/Biliterate Pay: Applied at 2.5% / 5% of the total earnings (base + longevity).

Effective 7/1/2020, Per Classification Study - Confidential to be 8% above Classified equivalent
 Effective 7/1/2024, Per Classification Study - Senior Human Resources Analyst changed from Range 37 to Range 47
 Effective 7/1/2026, Per Classification Study - Senior Executive Assistant changed from Range 35 to Range 39
 Effective 7/1/2026, Per Classification Study - Senior Human Resources Specialist changed from Range 32 to Range 39
 Effective 7/1/2026, Per Classification Study - Superintendent's Executive Assistant changed from Range 36 to Range 40
 Effective 7/1/2026, Per Classification Study - Executive Assistant changed from Range 29 to Range 35