

Certificated Early Childhood Salary Schedule

Santa Cruz County Office of Education

View online: <https://salaryschedule.org/california/santa-cruz-coe/certificated-early-childhood-salary-schedule/>

Column / preparation \ Years of service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
I - Assistant Teacher	\$33,573	\$34,416	\$35,278	\$36,159	\$37,064	\$37,989	-	-	-	-	-	-	-	-	-	-
II - Associate Teacher Permit	\$34,416	\$35,278	\$36,159	\$37,064	\$37,989	\$38,939	-	-	-	-	-	-	-	-	-	-
III - Teacher Permit	\$36,997	\$37,923	\$38,870	\$39,841	\$40,837	\$41,859	\$42,907	\$43,978	-	-	-	-	-	-	-	-
IV - Master Teacher	\$39,772	\$40,766	\$41,786	\$42,830	\$43,902	\$44,999	\$46,123	\$47,277	\$48,458	\$49,670	\$50,913	-	-	-	-	-
V - Site Director	\$42,755	\$43,824	\$44,919	\$46,044	\$47,195	\$48,373	\$49,582	\$50,823	\$52,092	\$53,395	\$54,730	\$56,099	\$57,501	\$58,940	-	-
VI - Program Director	\$45,962	\$47,110	\$48,291	\$49,496	\$50,735	\$52,002	\$53,300	\$54,635	\$55,999	\$57,401	\$58,836	\$60,307	\$61,814	\$63,358	\$64,943	\$66,567

Column / preparation \ Years of service	19	22	25
I - Assistant Teacher	-	-	-
II - Associate Teacher Permit	-	-	-
III - Teacher Permit	-	-	-
IV - Master Teacher	-	-	-
V - Site Director	-	-	-
VI - Program Director	\$71,686	\$77,197	\$83,131

- 2026-2027, effective 7/1/2026. Based on 185 working days per year. Association members holding a valid California Child Development Permit are eligible for placement in Columns I-V.

- Responsibility Factor of an additional 10% applies to Head Teacher, Program Specialist, and Resource Specialist (assigned case managers only).

- 1.75% longevity awarded after 10 years of continuous SCCOE service, effective 7/1/2023. 3% increase effective 7/1/2026.

Official district website: <https://www.santacruzcoe.org>

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Compiled from official district documents - verify against the source PDF.