

221 Day Certificated Management Salary Schedule

Santa Cruz County Office of Education

View online: <https://salaryschedule.org/california/santa-cruz-coe/certificated-management-221-day-salary-schedule/>

Classification \ Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Deputy Superintendent	\$184,454	\$193,679	\$203,363	\$213,531	\$224,208	\$235,420
Associate Superintendent	\$159,340	\$167,308	\$175,671	\$184,454	\$193,679	\$203,363
Chief Human Resources Officer	\$159,340	\$167,308	\$175,671	\$184,454	\$193,679	\$203,363
Executive Director II	\$151,752	\$159,340	\$167,308	\$175,671	\$184,454	\$193,679
Executive Director	\$144,528	\$151,752	\$159,340	\$167,308	\$175,671	\$184,454
Senior Director	\$137,644	\$144,528	\$151,752	\$159,340	\$167,308	\$175,671
Director	\$131,090	\$137,644	\$144,528	\$151,752	\$159,340	\$167,308
Assistant Director	\$124,846	\$131,090	\$137,644	\$144,528	\$151,752	\$159,340
Project Director/Principal	\$124,846	\$131,090	\$137,644	\$144,528	\$151,752	\$159,340
Coordinator/Manager	\$118,902	\$124,846	\$131,090	\$137,644	\$144,527	\$151,752

- 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 (at least 5 years in a management position), an additional 2.5% after 10 years as a manager, and a further 2.5% every five years thereafter.

- Placement requires an Administrative Services Credential. 3% increase effective 7/1/2026.

- Schedule reflects both the daily rate and the annual rate based on a 221-day work year; annual amounts are published here.

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

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