

CTEP Counselor and Advisor Salary Schedule

Santa Cruz County Office of Education

View online: <https://salaryschedule.org/california/santa-cruz-coe/ctep-counselor-and-advisor-salary-schedule/>

Step \ Column / credential	I - Vocational Credential Preliminary	II - Vocational Credential Clear	III - Vocational Credential + 30 Units	IV - Vocational Credential + AA/AS Degree
1	\$58,535	\$61,552	\$64,547	\$67,566
2	\$61,552	\$64,547	\$67,566	\$70,583
3	\$64,547	\$67,566	\$70,583	\$73,584
4	\$67,566	\$70,583	\$73,584	\$76,597
5	\$70,583	\$73,584	\$76,597	\$79,598
6	\$73,584	\$76,597	\$79,598	\$82,616
7	\$76,597	\$79,598	\$82,616	\$85,632
8	\$79,598	\$82,616	\$85,632	\$88,633
9	\$82,616	\$85,632	\$88,633	\$91,646
10	\$85,632	\$88,633	\$91,646	\$94,664
11	\$88,633	\$91,646	\$94,664	\$97,663
12	\$91,646	\$94,664	\$97,663	\$100,680
13	\$94,664	\$97,663	\$100,680	\$103,677
14	\$97,663	\$100,680	\$103,677	\$106,693
15	\$100,680	\$103,677	\$106,693	\$109,693

Step \ Column / credential	V - Vocational Credential + BA/BS Degree	VI - PPS or Teaching Credential or Voc. Ed Credential + BA/BS Degree + 30 Units
1	\$70,583	\$73,584
2	\$73,584	\$76,597
3	\$76,597	\$79,598
4	\$79,598	\$82,616
5	\$82,616	\$85,632
6	\$85,632	\$88,633
7	\$88,633	\$91,646
8	\$91,646	\$94,664

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

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

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Step \ Column / credential	V - Vocational Credential + BA/BS Degree	VI - PPS or Teaching Credential or Voc. Ed Credential + BA/BS Degree + 30 Units
9	\$94,664	\$97,663
10	\$97,663	\$100,680
11	\$100,680	\$103,677
12	\$103,677	\$106,693
13	\$106,693	\$109,693
14	\$109,693	\$112,708
15	\$112,708	\$115,726

- 2026-2027, effective 7/1/2026. Based on 182 working days per year (6 class periods / 6 hours per work day, 1,092 hours per year). Clear column applies upon obtaining the Career Technical Education Teaching Credential.

- Initial placement on Step 4, capped at Step 8. Subsequent steps are gained by working 75% or more per school year, otherwise the employee advances every two years. Health and welfare benefits apply at 80% contract or higher.

- A \$500 annual stipend applies at hire with 15 years related work experience. 3% increase effective 7/1/2026.

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