

Confidential Salary Schedule

Santa Cruz County Office of Education

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

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

- 2026-2027, effective 7/1/2026. Monthly rate is based on 173.33 hours per month (2,080 hours per year). Confidential salaries are set 8% above the classified equivalent per the classification study.

- 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: Associate \$375, Bachelor \$750, Master's \$1,500 (pro-rated by FTE, one per year).

- Special compensation: Bilingual 2.5%, Biliterate 5%. Employees otherwise follow the Classified Bargaining Unit Agreement. 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.