

Outdoor Science School Salary Schedule

Santa Cruz County Office of Education

[View online: https://salaryschedule.org/california/santa-cruz-coe/outdoor-science-school-salary-schedule/](https://salaryschedule.org/california/santa-cruz-coe/outdoor-science-school-salary-schedule/)

Position \ Step	I	II	III	IV	V	VI
Residential Program Specialist	\$16.90	\$17.40	\$17.90	\$18.40	\$18.90	\$19.40
Outdoor Science Instructor	\$25.83	\$27.02	\$28.32	\$29.65	\$31.08	\$32.56
Lead O.S. Instructor	\$26.42	\$27.66	\$28.97	\$30.36	\$31.80	\$33.37
Health Supervisor EMT	\$29.65	\$31.08	\$32.56	\$34.12	\$35.76	\$37.49
Cabin Leader Coordinator	\$29.65	\$31.08	\$32.56	\$34.12	\$35.76	\$37.49

- Effective 1/1/2026. Steps correspond to the classified hourly steps. Approved December 2025.

- Bilingual English/Spanish stipend: 2.5%. Biliterate English/Spanish stipend: 5.0%.

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

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