

Superintendent Salary Schedule

Santa Cruz County Office of Education

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

Step	Amount
Step 1	\$281,254
Step 2	\$288,285
Step 3	\$295,492
Step 4	\$302,880
Step 5	\$310,452

- Effective 1/1/2026, based on a 222-day work year. Placement requires an Administrative Services credential. Step increases take effect January 1 each calendar year. Board approved 11/20/2025.

- A 2.5% longevity stipend is awarded after 5 years of service as Superintendent, an additional 2.5% after 10 years, and a further 2.5% every five years thereafter. All stipends are calculated on the base salary schedule.

- Earned Master's: additional 3% stipend. Earned Doctorate: additional 2% stipend.

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

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