

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2023-2024

6% Increase effective 7/1/2023

JOB TITLE	DAYS	INDEX	Step 1			Step 2			Step 3			Step 4			Step 5		
			Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.98	\$265,601.06	\$22,133.42	\$157.39	\$271,375.24	\$22,614.60	\$160.81	\$277,148.30	\$23,095.69	\$164.24	\$282,922.48	\$23,576.87	\$167.66	\$288,696.66	\$24,058.06	\$171.08
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$211,926.17	\$17,660.51	\$125.59	\$224,392.43	\$18,699.37	\$132.97	\$236,858.66	\$19,738.22	\$140.36	\$249,324.92	\$20,777.08	\$147.75	\$254,313.26	\$21,192.77	\$150.70
ASSOCIATE SUPERINTENDENT HUMAN RESOURCES	225	1.74	\$211,926.17	\$17,660.51	\$125.59	\$224,392.43	\$18,699.37	\$132.97	\$236,858.66	\$19,738.22	\$140.36	\$249,324.92	\$20,777.08	\$147.75	\$254,313.26	\$21,192.77	\$150.70
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$211,926.17	\$17,660.51	\$125.59	\$224,392.43	\$18,699.37	\$132.97	\$236,858.66	\$19,738.22	\$140.36	\$249,324.92	\$20,777.08	\$147.75	\$254,313.26	\$21,192.77	\$150.70
BOND REGIONAL FACILTY PROJECT <u>MANAGER</u>	225	0.90	\$109,616.99	\$9,134.75	\$64.96	\$116,065.05	\$9,672.09	\$68.78	\$122,513.10	\$10,209.43	\$72.60	\$128,927.46	\$10,743.96	\$76.40	\$131,541.35	\$10,961.78	\$77.95
CHIEF TECHNOLOGY OFFICER	225	1.50	\$182,694.98	\$15,224.58	\$108.26	\$193,441.74	\$16,120.15	\$114.63	\$204,188.50	\$17,015.71	\$121.00	\$214,935.28	\$17,911.27	\$127.37	\$219,235.57	\$18,269.63	\$129.92
COMMUNICATIONS MANAGER	225	1.01	\$123,014.61	\$10,251.22	\$72.90	\$130,250.76	\$10,854.23	\$77.19	\$137,486.93	\$11,457.24	\$81.47	\$144,723.08	\$12,060.26	\$85.76	\$147,618.61	\$12,301.55	\$87.48
DIRECTOR OF ACCOUNTABILITY DATA	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF AFRICAN AMERICAN STUDENT ACHIEVEMENT	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF COLLEGE AND CAREER	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF COMMUNICATIONS	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
DIRECTOR OF COMMUNITY ENGAGEMENT	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF CURRICULUM AND INSTRUCTION	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF DISTRICT OPERATIONS	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF ENGLISH LEARNER ACHIEVEMENT AND EARLY LITERACY	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF FACILITIES PLANNING & CONSTRUCTION	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF HUMAN RESOURCES CERTIFICATED	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF HUMAN RESOURCES CLASSIFIED	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF IT OPERATIONS	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
DIRECTOR OF MAINTENANCE AND OPERATIONS	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF MENTAL HEALTH	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF NUTRITION SERVICES	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF POSITIVE SCHOOL CLIMATE, SOCIAL EMOTIONAL LEARNING	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF PROFESSIONAL LEARNING	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF RESEARCH AND EVALUATION	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF RESEARCH PARTNERSHIPS AND PERFORMANCE-BASED ASSESSMENT	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF SPECIAL EDUCATION	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF TITLE IX EDUCATION EQUITY	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
EXECUTIVE DIRECTOR K-12 SCHOOLS - ELEMENTARY	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
EXECUTIVE DIRECTOR K-12 SCHOOLS - SECONDARY	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
EXECUTIVE DIRECTOR OF BUSINESS SERVICES	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
EXECUTIVE DIRECTOR OF CONTRACT ADMINISTRATION	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
EXECUTIVE DIRECTOR OF INTEGRATED YOUTH SUPPORTS	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
FACILITATOR, DEEPER LEARNING INITIATIVES	225	1.03	\$125,450.55	\$10,454.21	\$74.34	\$132,829.99	\$11,069.17	\$78.71	\$140,209.43	\$11,684.12	\$83.09	\$147,588.88	\$12,299.07	\$87.46	\$150,541.76	\$12,545.15	\$89.21
FACILITIES PLANNER/DESIGN MANAGER	225	0.95	\$115,706.82	\$9,642.24	\$68.57	\$122,513.10	\$10,209.43	\$72.60	\$129,319.39	\$10,776.62	\$76.63	\$136,125.67	\$11,343.81	\$80.67	\$138,849.20	\$11,570.77	\$82.28
GENERAL COUNSEL	225	1.63	\$198,528.54	\$16,544.05	\$117.65	\$210,206.69	\$17,517.22	\$124.57	\$221,884.84	\$18,490.40	\$131.49	\$233,562.99	\$19,463.58	\$138.41	\$238,235.99	\$19,853.00	\$141.18
LEAD INTERNAL AUDITOR	225	1.01	\$123,014.61	\$10,251.22	\$72.90	\$130,250.76	\$10,854.23	\$77.19	\$137,486.93	\$11,457.24	\$81.47	\$144,723.08	\$12,060.26	\$85.76	\$147,618.61	\$12,301.55	\$87.48
SELPA DIRECTOR	225	1.50	\$182,694.98	\$15,224.58	\$108.26	\$193,441.74	\$16,120.15	\$114.63	\$204,188.50	\$17,015.71	\$121.00	\$214,935.28	\$17,911.27	\$127.37	\$219,235.57	\$18,269.63	\$129.92
SR. BOND REGIONAL FACILTY PROJECT MANAGER	225	1.01	\$123,014.61	\$10,251.22	\$72.90	\$130,250.76	\$10,854.23	\$77.19	\$137,486.93	\$11,457.24	\$81.47	\$144,723.08	\$12,060.26	\$85.76	\$147,618.61	\$12,301.55	\$87.48
Plus Performance Pay of .001% to 3.00% for eligible employees																	

Masters degree \$2000 annually; or Doctorate degree \$3000 annually

Longevity
After 5 years of service (beginning year 6) \$1,200 per year
After 10 years of service (beginning year 11) \$2,400 per year
After 15 years of service (beginning year 16) \$3,000 per year
After 20 years of service (beginning year 21) \$3,600 per year
After 25 years of service (beginning year 26) \$3,900 per year
After 30 years of service (beginning year 31) \$4,200 per year
After 35 years of service (beginning year 36) \$4,500 per year

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
MANAGEMENT (TITLES) SALARY SCHEDULE
2023-2024

6% Increase effective 7/1/2023

JOB TITLE	DAYS	RANGE	Step 1			Step 2			Step 3			Step 4			Step 5		
			Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
BOND REGIONAL FACILTY PROJECT MANAGER	225	0.90	\$109,616.99	\$9,134.75	\$64.96	\$116,065.05	\$9,672.09	\$68.78	\$122,513.10	\$10,209.43	\$72.60	\$128,927.46	\$10,743.96	\$76.40	\$131,541.35	\$10,961.78	\$77.95
FACILITIES PLANNER/DESIGN MANAGER	225	0.95	\$115,706.82	\$9,642.24	\$68.57	\$122,513.10	\$10,209.43	\$72.60	\$129,319.39	\$10,776.62	\$76.63	\$136,125.67	\$11,343.81	\$80.67	\$138,849.20	\$11,570.77	\$82.28
COMMUNICATIONS MANAGER	225	1.01	\$123,014.61	\$10,251.22	\$72.90	\$130,250.76	\$10,854.23	\$77.19	\$137,486.93	\$11,457.24	\$81.47	\$144,723.08	\$12,060.26	\$85.76	\$147,618.61	\$12,301.55	\$87.48
LEAD INTERNAL AUDITOR	225	1.01	\$123,014.61	\$10,251.22	\$72.90	\$130,250.76	\$10,854.23	\$77.19	\$137,486.93	\$11,457.24	\$81.47	\$144,723.08	\$12,060.26	\$85.76	\$147,618.61	\$12,301.55	\$87.48
SR. BOND REGIONAL FACILTY PROJECT MANAGER	225	1.01	\$123,014.61	\$10,251.22	\$72.90	\$130,250.76	\$10,854.23	\$77.19	\$137,486.93	\$11,457.24	\$81.47	\$144,723.08	\$12,060.26	\$85.76	\$147,618.61	\$12,301.55	\$87.48
FACILITATOR, DEEPER LEARNING INITIATIVES	225	1.03	\$125,450.55	\$10,454.21	\$74.34	\$132,829.99	\$11,069.17	\$78.71	\$140,209.43	\$11,684.12	\$83.09	\$147,588.88	\$12,299.07	\$87.46	\$150,541.76	\$12,545.15	\$89.21
DIRECTOR	225	1.13	\$137,629.81	\$11,469.15	\$81.56	\$145,726.11	\$12,143.84	\$86.36	\$153,822.01	\$12,818.50	\$91.15	\$161,917.90	\$13,493.16	\$95.95	\$165,157.46	\$13,763.12	\$97.87
DIRECTOR OF COMMUNICATIONS	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
EXECUTIVE DIRECTOR	225	1.20	\$146,155.99	\$12,179.67	\$86.61	\$154,753.40	\$12,896.12	\$91.71	\$163,350.81	\$13,612.57	\$96.80	\$171,948.22	\$14,329.02	\$101.90	\$175,388.46	\$14,615.71	\$103.93
CHIEF TECHNOLOGY OFFICER	225	1.50	\$182,694.98	\$15,224.58	\$108.26	\$193,441.74	\$16,120.15	\$114.63	\$204,188.50	\$17,015.71	\$121.00	\$214,935.28	\$17,911.27	\$127.37	\$219,235.57	\$18,269.63	\$129.92
SELPA DIRECTOR	225	1.50	\$182,694.98	\$15,224.58	\$108.26	\$193,441.74	\$16,120.15	\$114.63	\$204,188.50	\$17,015.71	\$121.00	\$214,935.28	\$17,911.27	\$127.37	\$219,235.57	\$18,269.63	\$129.92
GENERAL COUNSEL	225	1.63	\$198,528.54	\$16,544.05	\$117.65	\$210,206.69	\$17,517.22	\$124.57	\$221,884.84	\$18,490.40	\$131.49	\$233,562.99	\$19,463.58	\$138.41	\$238,235.99	\$19,853.00	\$141.18
ASSOCIATE SUPERINTENDENT	225	1.74	\$211,926.17	\$15,717.80	\$111.77	\$224,392.43	\$16,642.37	\$118.35	\$236,858.66	\$17,566.95	\$124.92	\$249,324.92	\$18,491.52	\$131.50	\$254,313.26	\$18,861.49	\$134.13
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.98	\$265,601.06	\$22,133.42	\$157.39	\$271,375.24	\$22,614.60	\$160.81	\$277,148.30	\$23,095.69	\$164.24	\$282,922.48	\$23,576.87	\$167.66	\$288,696.66	\$24,058.06	\$171.08

Plus Performance Pay of .001% to 3.00% for eligible employees

Masters degree \$2000 annually; or Doctorate degree \$3000 annually

Longevity
After 5 years of service (beginning year 6) \$1,200 per year
After 10 years of service (beginning year 11) \$2,400 per year
After 15 years of service (beginning year 16) \$3,000 per year
After 20 years of service (beginning year 21) \$3,600 per year
After 25 years of service (beginning year 26) \$3,900 per year
After 30 years of service (beginning year 31) \$4,200 per year
After 35 years of service (beginning year 36) \$4,500 per year