

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2022-2023**

6% Increase effective 7/1/2022

| 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 | \$250,567.04 | \$20,880.59 | \$148.48 | \$256,014.38 | \$21,334.53 | \$151.71 | \$261,460.66 | \$21,788.39 | \$154.94 | \$266,908.00 | \$22,242.33 | \$158.17 | \$272,355.34 | \$22,696.28 | \$161.40 |
| ASSOCIATE SUPERINTENDENT EDUCATION SERVICES | 225 | 1.74 | \$199,930.35 | \$16,660.86 | \$118.48 | \$211,690.97 | \$17,640.91 | \$125.45 | \$223,451.57 | \$18,620.96 | \$132.42 | \$235,212.19 | \$19,601.02 | \$139.39 | \$239,918.17 | \$19,993.18 | \$142.17 |
| ASSOCIATE SUPERINTENDENT HUMAN RESOURCES | 225 | 1.74 | \$199,930.35 | \$16,660.86 | \$118.48 | \$211,690.97 | \$17,640.91 | \$125.45 | \$223,451.57 | \$18,620.96 | \$132.42 | \$235,212.19 | \$19,601.02 | \$139.39 | \$239,918.17 | \$19,993.18 | \$142.17 |
| ASSOCIATE SUPERINTENDENT OPERATIONS | 225 | 1.74 | \$199,930.35 | \$16,660.86 | \$118.48 | \$211,690.97 | \$17,640.91 | \$125.45 | \$223,451.57 | \$18,620.96 | \$132.42 | \$235,212.19 | \$19,601.02 | \$139.39 | \$239,918.17 | \$19,993.18 | \$142.17 |
| BOND REGIONAL FACILITY PROJECT MANAGER | 225 | 0.90 | \$103,412.25 | \$8,617.69 | \$61.28 | \$109,495.33 | \$9,124.61 | \$64.89 | \$115,578.40 | \$9,631.53 | \$68.49 | \$121,629.68 | \$10,135.81 | \$72.08 | \$124,095.61 | \$10,341.30 | \$73.54 |
| CHIEF TECHNOLOGY OFFICER | 225 | 1.50 | \$172,353.75 | \$14,362.81 | \$102.14 | \$182,492.21 | \$15,207.68 | \$108.14 | \$192,630.66 | \$16,052.56 | \$114.15 | \$202,769.13 | \$16,897.43 | \$120.16 | \$206,826.01 | \$17,235.50 | \$122.56 |
| COMMUNICATIONS MANAGER | 225 | 1.01 | \$116,051.52 | \$9,670.96 | \$68.77 | \$122,878.08 | \$10,239.84 | \$72.82 | \$129,704.65 | \$10,808.72 | \$76.86 | \$136,531.21 | \$11,377.60 | \$80.91 | \$139,262.84 | \$11,605.24 | \$82.53 |
| DIRECTOR OF ACCOUNTABILITY DATA | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF AFRICAN AMERICAN STUDENT ACHIEVEMENT | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF COLLEGE AND CAREER | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF COMMUNICATIONS | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| DIRECTOR OF COMMUNITY ENGAGEMENT | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF CURRICULUM AND INSTRUCTION | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF DISTRICT OPERATIONS | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF ENGLISH LEARNER ACHIEVEMENT AND EARLY LITERACY | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF FACILITIES PLANNING & CONSTRUCTION | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF HUMAN RESOURCES CERTIFICATED | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF HUMAN RESOURCES CLASSIFIED | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF IT OPERATIONS | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| DIRECTOR OF MAINTENANCE AND OPERATIONS | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF MENTAL HEALTH | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF NUTRITION SERVICES | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF POSITIVE SCHOOL CLIMATE, SOCIAL EMOTIONAL LEARNING | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF PROFESSIONAL LEARNING | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF RESEARCH AND EVALUATION | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF RESEARCH PARTNERSHIPS AND PERFORMANCE-BASED ASSESSMENT | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF SPECIAL EDUCATION | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF TITLE IX EDUCATION EQUITY | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| EXECUTIVE DIRECTOR K-12 SCHOOLS - ELEMENTARY | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| EXECUTIVE DIRECTOR K-12 SCHOOLS - SECONDARY | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| EXECUTIVE DIRECTOR OF BUSINESS SERVICES | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| EXECUTIVE DIRECTOR OF CONTRACT ADMINISTRATION | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| EXECUTIVE DIRECTOR OF INTEGRATED YOUTH SUPPORTS | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| FACILITATOR, DEEPER LEARNING INITIATIVES | 225 | 1.03 | \$118,349.58 | \$9,862.47 | \$70.13 | \$125,311.31 | \$10,442.61 | \$74.26 | \$132,273.05 | \$11,022.75 | \$78.38 | \$139,234.79 | \$11,602.90 | \$82.51 | \$142,020.53 | \$11,835.04 | \$84.16 |
| FACILITIES PLANNER/DESIGN MANAGER | 225 | 0.95 | \$109,157.38 | \$9,096.45 | \$64.69 | \$115,578.40 | \$9,631.53 | \$68.49 | \$121,999.42 | \$10,166.62 | \$72.30 | \$128,420.44 | \$10,701.70 | \$76.10 | \$130,989.81 | \$10,915.82 | \$77.62 |
| GENERAL COUNSEL | 225 | 1.63 | \$187,291.08 | \$15,607.59 | \$110.99 | \$198,308.20 | \$16,525.68 | \$117.52 | \$209,325.32 | \$17,443.78 | \$124.04 | \$220,342.44 | \$18,361.87 | \$130.57 | \$224,750.93 | \$18,729.24 | \$133.19 |
| LEAD INTERNAL AUDITOR | 225 | 1.01 | \$116,051.52 | \$9,670.96 | \$68.77 | \$122,878.08 | \$10,239.84 | \$72.82 | \$129,704.65 | \$10,808.72 | \$76.86 | \$136,531.21 | \$11,377.60 | \$80.91 | \$139,262.84 | \$11,605.24 | \$82.53 |
| SELPA DIRECTOR | 225 | 1.50 | \$172,353.75 | \$14,362.81 | \$102.14 | \$182,492.21 | \$15,207.68 | \$108.14 | \$192,630.66 | \$16,052.56 | \$114.15 | \$202,769.13 | \$16,897.43 | \$120.16 | \$206,826.01 | \$17,235.50 | \$122.56 |
| SR. BOND REGIONAL FACILITY PROJECT MANAGER | 225 | 1.01 | \$116,051.52 | \$9,670.96 | \$68.77 | \$122,878.08 | \$10,239.84 | \$72.82 | \$129,704.65 | \$10,808.72 | \$76.86 | \$136,531.21 | \$11,377.60 | \$80.91 | \$139,262.84 | \$11,605.24 | \$82.53 |

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
 2022-2023

6% Increase effective 7/1/2022

| 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 FACILITY PROJECT MANAGER | 225 | 0.90 | \$103,412.25 | \$8,617.69 | \$61.28 | \$109,495.33 | \$9,124.61 | \$64.89 | \$115,578.40 | \$9,631.53 | \$68.49 | \$121,629.68 | \$10,135.81 | \$72.08 | \$124,095.61 | \$10,341.30 | \$73.54 |
| FACILITIES PLANNER/DESIGN MANAGER | 225 | 0.95 | \$109,157.38 | \$9,096.45 | \$64.69 | \$115,578.40 | \$9,631.53 | \$68.49 | \$121,999.42 | \$10,166.62 | \$72.30 | \$128,420.44 | \$10,701.70 | \$76.10 | \$130,989.81 | \$10,915.82 | \$77.62 |
| COMMUNICATIONS MANAGER | 225 | 1.01 | \$116,051.52 | \$9,670.96 | \$68.77 | \$122,878.08 | \$10,239.84 | \$72.82 | \$129,704.65 | \$10,808.72 | \$76.86 | \$136,531.21 | \$11,377.60 | \$80.91 | \$139,262.84 | \$11,605.24 | \$82.53 |
| LEAD INTERNAL AUDITOR | 225 | 1.01 | \$116,051.52 | \$9,670.96 | \$68.77 | \$122,878.08 | \$10,239.84 | \$72.82 | \$129,704.65 | \$10,808.72 | \$76.86 | \$136,531.21 | \$11,377.60 | \$80.91 | \$139,262.84 | \$11,605.24 | \$82.53 |
| SR. BOND REGIONAL FACILITY PROJECT MANAGER | 225 | 1.01 | \$116,051.52 | \$9,670.96 | \$68.77 | \$122,878.08 | \$10,239.84 | \$72.82 | \$129,704.65 | \$10,808.72 | \$76.86 | \$136,531.21 | \$11,377.60 | \$80.91 | \$139,262.84 | \$11,605.24 | \$82.53 |
| FACILITATOR, DEEPER LEARNING INITIATIVES | 225 | 1.03 | \$118,349.58 | \$9,862.47 | \$70.13 | \$125,311.31 | \$10,442.61 | \$74.26 | \$132,273.05 | \$11,022.75 | \$78.38 | \$139,234.79 | \$11,602.90 | \$82.51 | \$142,020.53 | \$11,835.04 | \$84.16 |
| DIRECTOR | 225 | 1.13 | \$129,839.44 | \$10,819.95 | \$76.94 | \$137,477.46 | \$11,456.46 | \$81.47 | \$145,115.10 | \$12,092.93 | \$85.99 | \$152,752.74 | \$12,729.40 | \$90.52 | \$155,808.92 | \$12,984.08 | \$92.33 |
| DIRECTOR OF COMMUNICATIONS | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| EXECUTIVE DIRECTOR | 225 | 1.20 | \$137,883.01 | \$11,490.25 | \$81.71 | \$145,993.77 | \$12,166.15 | \$86.51 | \$154,104.54 | \$12,842.05 | \$91.32 | \$162,215.30 | \$13,517.94 | \$96.13 | \$165,460.81 | \$13,788.40 | \$98.05 |
| CHIEF TECHNOLOGY OFFICER | 225 | 1.50 | \$172,353.75 | \$14,362.81 | \$102.14 | \$182,492.21 | \$15,207.68 | \$108.14 | \$192,630.66 | \$16,052.56 | \$114.15 | \$202,769.13 | \$16,897.43 | \$120.16 | \$206,826.01 | \$17,235.50 | \$122.56 |
| SELPA DIRECTOR | 225 | 1.50 | \$172,353.75 | \$14,362.81 | \$102.14 | \$182,492.21 | \$15,207.68 | \$108.14 | \$192,630.66 | \$16,052.56 | \$114.15 | \$202,769.13 | \$16,897.43 | \$120.16 | \$206,826.01 | \$17,235.50 | \$122.56 |
| GENERAL COUNSEL | 225 | 1.63 | \$187,291.08 | \$15,607.59 | \$110.99 | \$198,308.20 | \$16,525.68 | \$117.52 | \$209,325.32 | \$17,443.78 | \$124.04 | \$220,342.44 | \$18,361.87 | \$130.57 | \$224,750.93 | \$18,729.24 | \$133.19 |
| ASSOCIATE SUPERINTENDENT | 225 | 1.74 | \$199,930.35 | \$15,717.80 | \$111.77 | \$211,690.97 | \$16,642.37 | \$118.35 | \$223,451.57 | \$17,566.95 | \$124.92 | \$235,212.19 | \$18,491.52 | \$131.50 | \$239,918.17 | \$18,861.49 | \$134.13 |
| ASSOCIATE SUPERINTENDENT BUSINESS SERVICES | 225 | 1.98 | \$250,567.04 | \$20,880.59 | \$148.48 | \$256,014.38 | \$21,334.53 | \$151.71 | \$261,460.66 | \$21,788.39 | \$154.94 | \$266,908.00 | \$22,242.33 | \$158.17 | \$272,355.34 | \$22,696.28 | \$161.40 |

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

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

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|--|
| 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 |