

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

Proposal: Square + 6% Increase effective 7/1/2023

JOB TITLE	DAYS	INDEX / GRADE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
			Annual	Monthly	Daily												
VICE PRINCIPAL ELEMENTARY	205	0.95	\$105,421.76	\$9,583.80	\$514.25	\$110,692.85	\$10,062.99	\$539.97	\$116,227.50	\$10,566.14	\$566.96	\$122,038.87	\$11,094.44	\$595.31	\$128,140.81	\$11,649.16	\$625.08
VP/K-12 INSTRUCTIONAL SPECIALIST ELEMENTARY	205	0.95	\$105,421.76	\$9,583.80	\$514.25	\$110,692.85	\$10,062.99	\$539.97	\$116,227.50	\$10,566.14	\$566.96	\$122,038.87	\$11,094.44	\$595.31	\$128,140.81	\$11,649.16	\$625.08
VICE PRINCIPAL K-8	205	0.96	\$106,531.47	\$9,684.68	\$519.67	\$111,858.04	\$10,168.91	\$545.65	\$117,450.94	\$10,677.36	\$572.93	\$123,323.49	\$11,211.23	\$601.58	\$129,489.66	\$11,771.79	\$631.66
VP/K-12 INSTRUCTIONAL SPECIALIST K-8	205	0.96	\$106,531.47	\$9,684.68	\$519.67	\$111,858.04	\$10,168.91	\$545.65	\$117,450.94	\$10,677.36	\$572.93	\$123,323.49	\$11,211.23	\$601.58	\$129,489.66	\$11,771.79	\$631.66
COMPREHENSIVE COORDINATED EARLY INTERVENING SERVICES (CCEIS) COORDINATOR	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
ASSISTANT PRINCIPAL MIDDLE	210	0.97	\$110,266.56	\$10,024.23	\$525.08	\$115,779.89	\$10,525.44	\$551.33	\$121,568.89	\$11,051.72	\$578.90	\$127,647.33	\$11,604.30	\$607.84	\$134,029.70	\$12,184.52	\$638.24
AP/K-12 INSTRUCTIONAL SPECIALIST MIDDLE	210	0.97	\$110,266.56	\$10,024.23	\$525.08	\$115,779.89	\$10,525.44	\$551.33	\$121,568.89	\$11,051.72	\$578.90	\$127,647.33	\$11,604.30	\$607.84	\$134,029.70	\$12,184.52	\$638.24
ASSISTANT PRINCIPAL SENIOR HIGH	215	0.99	\$115,219.63	\$10,474.51	\$535.91	\$120,980.61	\$10,998.24	\$562.70	\$127,029.64	\$11,548.15	\$590.84	\$133,381.12	\$12,125.56	\$620.38	\$140,050.18	\$12,731.83	\$651.40
AP/K-12 INSTRUCTIONAL SPECIALIST SENIOR HIGH	215	0.99	\$115,219.63	\$10,474.51	\$535.91	\$120,980.61	\$10,998.24	\$562.70	\$127,029.64	\$11,548.15	\$590.84	\$133,381.12	\$12,125.56	\$620.38	\$140,050.18	\$12,731.83	\$651.40
K-12 INSTRUCTIONAL SPECIALIST ELEMENTARY	205	0.95	\$105,421.76	\$9,583.80	\$514.25	\$110,692.85	\$10,062.99	\$539.97	\$116,227.50	\$10,566.14	\$566.96	\$122,038.87	\$11,094.44	\$595.31	\$128,140.81	\$11,649.16	\$625.08
K-12 INSTRUCTIONAL SPECIALIST SR HIGH	215	0.99	\$115,219.63	\$10,474.51	\$535.91	\$120,980.61	\$10,998.24	\$562.70	\$127,029.64	\$11,548.15	\$590.84	\$133,381.12	\$12,125.56	\$620.38	\$140,050.18	\$12,731.83	\$651.40
PRINCIPAL ELEMENTARY	215	1.00	\$116,383.46	\$10,580.31	\$541.32	\$122,202.64	\$11,109.33	\$568.38	\$128,312.77	\$11,664.80	\$596.80	\$134,728.41	\$12,248.04	\$626.64	\$141,464.83	\$12,860.44	\$657.98
PRINCIPAL K-8	215	1.03	\$119,874.97	\$10,897.72	\$557.56	\$125,868.72	\$11,442.61	\$585.44	\$132,162.15	\$12,014.74	\$614.71	\$138,770.26	\$12,615.48	\$645.44	\$145,708.77	\$13,246.25	\$677.72
PRINCIPAL MIDDLE/JUNIOR HIGH	215	1.06	\$123,366.47	\$11,215.13	\$573.80	\$129,534.79	\$11,775.89	\$602.49	\$136,011.53	\$12,364.68	\$632.61	\$142,812.11	\$12,982.92	\$664.24	\$149,952.72	\$13,632.07	\$697.45
ASSISTANT PRINCIPAL ADULT ED	225	0.99	\$120,578.68	\$10,048.22	\$535.91	\$126,607.62	\$10,550.64	\$562.70	\$132,938.00	\$11,078.17	\$590.84	\$139,584.90	\$11,632.08	\$620.38	\$146,564.14	\$12,213.68	\$651.40
ASSISTANT PRINCIPAL TRANSITION	225	0.99	\$120,578.68	\$10,048.22	\$535.91	\$126,607.62	\$10,550.64	\$562.70	\$132,938.00	\$11,078.17	\$590.84	\$139,584.90	\$11,632.08	\$620.38	\$146,564.14	\$12,213.68	\$651.40
PRINCIPAL ALTERNATIVE EDUCATION	225	1.00	\$121,796.65	\$10,149.72	\$541.32	\$127,886.48	\$10,657.21	\$568.38	\$134,280.80	\$11,190.07	\$596.80	\$140,994.84	\$11,749.57	\$626.64	\$148,044.59	\$12,337.05	\$657.98
COORDINATOR	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR AFRICAN AMERICAN STUDENT ACHIEVEMENT	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR EDUCATIONAL SERVICES	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR MIDDLE COLLEGE	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR OF EDUCATIONAL TECHNOLOGY	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR OF POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR PRESCHOOL	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR SPECIAL EDUCATION	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
COORDINATOR TEACHER RESIDENCY PROGRAMS	225	1.05	\$127,886.48	\$11,626.04	\$568.38	\$134,280.80	\$12,207.35	\$596.80	\$140,994.84	\$12,817.71	\$626.64	\$148,044.59	\$13,458.60	\$657.98	\$155,446.82	\$14,131.53	\$690.87
PRINCIPAL ADULT EDUCATION	225	1.07	\$130,322.41	\$10,860.20	\$579.21	\$136,838.53	\$11,403.21	\$608.17	\$143,680.46	\$11,973.37	\$638.58	\$150,864.48	\$12,572.04	\$670.51	\$158,407.71	\$13,200.64	\$704.03
PRINCIPAL SENIOR HIGH	225	1.13	\$137,630.21	\$12,511.84	\$611.69	\$144,511.72	\$13,137.43	\$642.27	\$151,737.31	\$13,794.30	\$674.39	\$159,324.17	\$14,484.02	\$708.11	\$167,290.38	\$15,208.22	\$743.51

Step 5 Base Daily Rate for 23-24	\$ 657.98	1.00	Plus Performance Pay of .001% to 3.00% for eligible employees - implemented 7/1/08
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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

Approved by the Board of Education [PENDING]