

**SCHEDULE UTR8**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE**  
**TEACHERS AND LIBRARIANS**  
**2023-2024**  
**Effective July 1, 2023 (Increased 7.5%)**

STEP	RANGE BA	Cred. Plus	Cred. Plus	Cred. Plus
	BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	58,572.72	63,386.89	63,778.02	65,947.64
2	58,994.83	63,778.02	65,890.23	68,812.57
3	59,415.43	65,531.72	68,601.50	71,761.31
4	60,380.73	67,971.41	71,287.95	74,647.96
5	62,379.68	70,366.07	73,965.08	77,486.52
6	64,555.52	72,757.66	76,591.03	80,352.97
7	66,526.53	75,306.01	79,221.61	83,221.02
8	68,575.12	77,824.81	81,979.46	86,239.56
9	70,496.47	80,245.88	84,637.96	88,974.13
10		82,718.16	87,214.21	91,890.29
11		85,137.70	89,892.91	94,705.55
12		87,630.15	92,498.65	101,642.84
13		87,630.15	92,498.65	101,642.84
14		87,630.15	92,498.65	101,642.84
15		87,630.15	92,498.65	101,642.84
16		88,728.94	93,595.89	102,740.07
17		88,728.94	93,595.89	102,740.07
18		90,493.51	95,357.38	104,513.97
19		90,493.51	95,357.38	104,513.97
20		90,493.51	95,357.38	104,513.97
21		92,900.62	97,762.92	106,919.52
22		92,900.62	97,762.92	106,919.52
23		96,566.35	101,627.32	111,145.51
24		96,566.35	101,627.32	111,145.51
25		99,819.30	104,880.25	114,398.45
26		99,819.30	104,880.25	114,398.45
27		104,695.55	109,756.51	119,394.81

**Employees on Range BA:**

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

**All Employees:**

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service.  
Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. See Article 22 Section 1
5. Work Year: 185 Days plus 72 Hours
6. Doctorate: \$2,000
7. All other stipends see Article 23

*Approved by the Board of Education 03/01/2023*

**SCHEDULE UTR8+3.5  
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE  
TEACHERS AND LIBRARIANS  
2023-2024**

**Effective July 1, 2023 (Increased 7.5%)**

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	Cred. Plus	Cred. Plus	Cred. Plus
		RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	60,622.75	65,605.44	66,010.22	68,255.81
2	61,059.67	66,010.22	68,196.38	71,221.01
3	61,494.97	67,825.33	71,002.56	74,272.95
4	62,494.07	70,350.41	73,783.02	77,260.64
5	64,562.97	72,828.90	76,553.88	80,198.53
6	66,814.97	75,304.19	79,271.70	83,165.34
7	68,854.95	77,941.70	81,994.36	86,133.74
8	70,975.24	80,548.70	84,848.72	89,257.97
9	72,963.83	83,054.50	87,600.28	92,088.24
10		85,613.31	90,266.72	95,106.44
11		88,117.51	93,039.15	98,020.24
12		90,697.20	95,736.11	105,200.34
13		90,697.20	95,736.11	105,200.34
14		90,697.20	95,736.11	105,200.34
15		90,697.20	95,736.11	105,200.34
16		91,834.46	96,871.75	106,335.98
17		91,834.46	96,871.75	106,335.98
18		93,660.79	98,694.89	108,171.96
19		93,660.79	98,694.89	108,171.96
20		93,660.79	98,694.89	108,171.96
21		96,152.14	101,184.63	110,661.70
22		96,152.14	101,184.63	110,661.70
23		99,946.18	105,184.28	115,035.61
24		99,946.18	105,184.28	115,035.61
25		103,312.95	108,551.05	118,402.37
26		103,312.95	108,551.05	118,402.37
27		108,359.90	113,597.99	123,573.64

**Employees on Range BA:**

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

**All Employees:**

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service.  
Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. See Article 22 Section 1
5. Work Year: 185 Days plus 72 Hours
6. Doctorate: \$2,000
7. All other stipends see Article 23

*Approved by the Board of Education 03/01/2023*

**SCHEDULE UCAM  
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE  
CAMERON TEACHERS - 200 DAYS  
2023-2024**

**Effective July 1, 2023 (Increased 7.5%)**

STEP	RANGE BA	Cred. Plus	Cred. Plus	Cred. Plus
	BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	63,666.00	68,898.81	69,323.91	71,682.21
2	64,124.83	69,323.91	71,619.79	74,796.30
3	64,581.98	71,230.11	74,566.84	78,001.42
4	65,631.24	73,881.97	77,486.91	81,139.10
5	67,804.00	76,484.90	80,396.84	84,224.45
6	70,169.07	79,084.42	83,251.12	87,340.18
7	72,311.43	81,854.36	86,110.45	90,457.61
8	74,538.17	84,592.20	89,108.08	93,738.69
9	76,626.58	87,223.80	91,997.77	96,711.01
10		89,911.09	94,798.06	99,880.74
11		92,540.97	97,709.70	102,940.82
12		95,250.18	100,542.04	110,481.33
13		95,250.18	100,542.04	110,481.33
14		95,250.18	100,542.04	110,481.33
15		95,250.18	100,542.04	110,481.33
16		96,444.51	101,734.69	111,673.98
17		96,444.51	101,734.69	111,673.98
18		98,362.52	103,649.32	113,602.14
19		98,362.52	103,649.32	113,602.14
20		98,362.52	103,649.32	113,602.14
21		100,978.92	106,264.04	116,216.86
22		100,978.92	106,264.04	116,216.86
23		104,963.43	110,464.44	120,810.34
24		104,963.43	110,464.44	120,810.34
25		108,499.21	114,000.26	124,346.14
26		108,499.21	114,000.26	124,346.14
27		113,799.50	119,300.55	129,646.42

**Employees on Range BA:**

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

**All Employees:**

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service.  
Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 200 Days
5. Doctorate: \$2,000
6. All other stipends see Article 23

*Approved by the Board of Education 03/01/2023*

**SCHEDULE 6**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE**  
**COUNSELORS, PROGRAM ASSISTANTS, PROJECT ASSISTANTS AND PROGRAM SPECIALISTS**  
**2023-2024**  
**Effective July 1, 2023 (Increased 7.5%)**

<b>STEP</b>	<b>RANGE BA BA + 0 - 29 SEM. UNITS</b>	<b>RANGE 1 BA + 30 or BA + 15 with MA</b>	<b>RANGE 2 BA + 45 or BA + 30 with MA</b>	<b>RANGE 3 BA + 60 or BA + 45 with MA</b>
	Annual	Annual	Annual	Annual
1	62,253.56	65,658.76	67,187.90	70,087.95
2	62,697.85	66,987.07	70,025.56	73,135.58
3	63,148.21	69,642.14	72,908.89	76,265.39
4	64,172.22	72,240.91	75,761.76	79,337.35
5	66,296.29	74,783.44	78,607.01	82,353.03
6	68,607.50	77,324.37	81,399.05	85,396.10
7	70,698.08	80,035.74	84,195.62	88,445.28
8	72,878.46	82,712.14	87,127.61	91,654.19
9	74,927.94	85,282.01	89,951.59	94,563.36
10		87,912.74	92,691.88	97,662.71
11		90,484.13	95,537.14	100,652.52
12		93,134.62	98,303.28	108,022.86
13		93,134.62	98,303.28	108,022.86
14		93,134.62	98,303.28	108,022.86
15		93,134.62	98,303.28	108,022.86
16		94,300.11	99,468.76	109,192.91
17		94,300.11	99,468.76	109,192.91
18		96,174.66	101,347.87	111,075.04
19		96,174.66	101,347.87	111,075.04
20		96,174.66	101,347.87	111,075.04
21		98,730.85	103,904.06	113,637.31
22		98,730.85	103,904.06	113,637.31
23		102,627.48	108,006.11	118,124.31
24		102,627.48	108,006.11	118,124.31
25		105,694.88	111,071.99	121,190.19
26		105,694.88	111,071.99	121,190.19
27		110,289.94	115,667.03	125,785.24

**Initial Placement:**

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.  
 Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 190 Days plus 51 Hours
5. Doctorate: \$2,000
6. All other stipends see Article 23

*Approved by the Board of Education 03/01/2023*

**SCHEDULE 6+3.5**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE**  
**COUNSELORS, PROGRAM ASSISTANTS, PROJECT ASSISTANTS AND PROGRAM SPECIALISTS**  
**2023-2024**

Effective July 1, 2023 (Increased 7.5%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	64,432.45	67,956.81	69,539.48	72,541.03
2	64,892.29	69,331.61	72,476.46	75,695.33
3	65,358.42	72,079.61	75,460.69	78,934.66
4	66,418.25	74,769.36	78,413.41	82,114.17
5	68,616.66	77,400.83	81,358.27	85,235.40
6	71,008.76	80,030.73	84,248.00	88,384.97
7	73,172.52	82,837.00	87,142.46	91,540.84
8	75,429.18	85,607.04	90,177.08	94,862.07
9	77,550.44	88,266.86	93,099.89	97,873.07
10		90,989.68	95,936.09	101,080.91
11		93,651.07	98,880.93	104,175.37
12		96,394.35	101,743.89	111,803.64
13		96,394.35	101,743.89	111,803.64
14		96,394.35	101,743.89	111,803.64
15		96,394.35	101,743.89	111,803.64
16		97,600.64	102,950.18	113,014.65
17		97,600.64	102,950.18	113,014.65
18		99,540.78	104,895.05	114,962.67
19		99,540.78	104,895.05	114,962.67
20		99,540.78	104,895.05	114,962.67
21		102,186.41	107,540.69	117,614.60
22		102,186.41	107,540.69	117,614.60
23		106,219.45	111,786.33	122,258.65
24		106,219.45	111,786.33	122,258.65
25		109,394.21	114,959.51	125,431.85
26		109,394.21	114,959.51	125,431.85
27		114,150.08	119,715.38	130,187.71

**Initial Placement:**

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.

Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.

3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 190 Days plus 51 Hours
5. Doctorate: \$2,000
6. All other stipends see Article 23

*Approved by the Board of Education 03/01/2023*

**SCHEDULE CPS6  
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE  
CAMERON PROGRAM SPECIALIST  
2023-2024**

Effective July 1, 2023 (Increased 7.5%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	65,876.78	69,480.17	71,098.32	74,167.14
2	66,346.93	70,885.77	74,101.12	77,392.16
3	66,823.52	73,695.39	77,152.23	80,704.10
4	67,907.13	76,445.43	80,171.18	83,954.88
5	70,154.80	79,135.87	83,182.04	87,146.06
6	72,600.53	81,824.72	86,136.54	90,366.24
7	74,812.78	84,693.90	89,095.89	93,592.89
8	77,120.06	87,526.05	92,198.53	96,988.55
9	79,288.84	90,245.52	95,186.84	100,067.02
10		93,029.35	98,086.61	103,346.79
11		95,750.40	101,097.48	106,510.62
12		98,555.15	104,024.64	114,309.88
13		98,555.15	104,024.64	114,309.88
14		98,555.15	104,024.64	114,309.88
15		98,555.15	104,024.64	114,309.88
16		99,788.47	105,257.95	115,548.05
17		99,788.47	105,257.95	115,548.05
18		101,772.11	107,246.45	117,539.73
19		101,772.11	107,246.45	117,539.73
20		101,772.11	107,246.45	117,539.73
21		104,477.06	109,951.38	120,251.11
22		104,477.06	109,951.38	120,251.11
23		108,600.52	114,292.15	124,999.28
24		108,600.52	114,292.15	124,999.28
25		111,846.43	117,536.50	128,243.63
26		111,846.43	117,536.50	128,243.63
27		116,708.90	122,398.97	133,106.06

**Initial Placement:**

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.  
Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 200 Days
5. Doctorate: \$2,000
6. All other stipends see Article 23

*Approved by the Board of Education 03/01/2023*

**SCHEDULE UTR NS&P**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**NURSES, SPEECH AND LANGUAGE PATHOLOGISTS, & PSYCHOLOGISTS**  
**2023-2024**  
**Effective July 1, 2023 (Increased 7.5%)**

<b>Step</b>	<b>RANGE A</b>	<b>RANGE B</b>
	<b>Annual</b>	<b>Annual</b>
1	72,077.86	103,485.27
2	73,644.39	105,324.54
3	75,212.33	107,163.83
4	76,778.83	109,003.10
5	78,345.32	110,842.39
6		112,681.66
7		114,520.93
8		116,360.23
9		118,199.50
10		120,038.78
11		121,036.37
12		122,033.97
13		123,031.57
14		124,029.16
15		125,026.76
16		126,024.36
17		127,021.96
18		128,019.55
19		129,017.15
20		130,014.74
21		131,012.35
22		132,009.94
23		133,007.56
24		134,005.15
25		135,002.75

**Placement on the Salary Schedule:**

1. Initial placement for new hires is on Range A or B depending on holding a Waiver or License.  
 Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
2. Upon receiving a license the unit member will move from Range A (waiver) to Range B (license) and will be placed on Step 1.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Speech Therapists whose assignment is that of a classroom teacher shall remain on Salary Schedule 6.
5. Work Year: 193 Days plus 51 Hours
6. Doctorate: \$2,000
7. All other stipends see Article 23

*Approved by the Board of Education 03/01/2023*