

**MANAGEMENT**  
**PERFORMANCE PAY SALARY SCHEDULE - 90% COLUMN**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**2018 - 2019**

INCLUDES 3% INCREASE EFFECTIVE 7/1/18

JOB TITLE	DAYS	RANGE	101.95%	102.33%	102.48%	103.03%
			Annual	Annual	Annual	Annual
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$99,328.67	\$99,698.90	\$99,845.04	\$100,380.90
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$99,328.67	\$99,698.90	\$99,845.04	\$100,380.90
FACILITIES MAINTENANCE MANAGER	225	0.90	\$99,328.67	\$99,698.90	\$99,845.04	\$100,380.90
FACILITIES PLANNER	225	0.90	\$99,328.67	\$99,698.90	\$99,845.04	\$100,380.90
BUSINESS APPLICATION ANALYST	225	1.01	\$111,468.84	\$111,884.32	\$112,048.32	\$112,649.67
MANAGER, COMMUNICATIONS	225	1.01	\$111,468.84	\$111,884.32	\$112,048.32	\$112,649.67
INTERNAL AUDITOR	225	1.03	\$113,676.15	\$114,099.85	\$114,267.11	\$114,880.37
IT OPERATIONS MANAGER	225	1.03	\$113,676.15	\$114,099.85	\$114,267.11	\$114,880.37
DIRECTOR	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR SPECIAL EDUCATION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR INTERNAL AUDIT	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR OF DUAL IMMERSION	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
DIRECTOR OF SAFETY	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$124,712.65	\$125,177.50	\$125,360.99	\$126,033.79
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$132,438.23	\$132,931.87	\$133,126.73	\$133,841.20
SENIOR DIRECTOR	225	1.20	\$132,438.23	\$132,931.87	\$133,126.73	\$133,841.20
DIRECTOR COMMUNICATIONS	225	1.20	\$132,438.23	\$132,931.87	\$133,126.73	\$133,841.20
EXECUTIVE DIRECTOR OF MAINTENANCE &	225	1.20	\$132,438.23	\$132,931.87	\$133,126.73	\$133,841.20
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$132,438.23	\$132,931.87	\$133,126.73	\$133,841.20
SELPA DIRECTOR	225	1.50	\$165,547.78	\$166,164.83	\$166,408.40	\$167,301.49
SENIOR DIRECTOR C&I STEM	225	1.50	\$165,547.78	\$166,164.83	\$166,408.40	\$167,301.49
ENGINEERING OFFICER	225	1.50	\$165,547.78	\$166,164.83	\$166,408.40	\$167,301.49
EXECUTIVE DIR BUSINESS SERVICES	225	1.50	\$165,547.78	\$166,164.83	\$166,408.40	\$167,301.49
CHIEF TECHNOLOGY OFFICER	225	1.50	\$165,547.78	\$166,164.83	\$166,408.40	\$167,301.49
ASSISTANT SUPERINTENDENT	225	1.63	\$179,895.26	\$180,565.79	\$180,830.47	\$181,800.97
ASSISTANT SUPERINTENDENT HUMAN RESOURCES	225	1.63	\$179,895.26	\$180,565.79	\$180,830.47	\$181,800.97
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$192,035.44	\$192,751.21	\$193,033.76	\$194,069.75
ASSOCIATE SUPERINTENDENT FACILITY,	225	1.74	\$192,035.44	\$192,751.21	\$193,033.76	\$194,069.75
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$192,035.44	\$192,751.21	\$193,033.76	\$194,069.75
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$192,035.44	\$192,751.21	\$193,033.76	\$194,069.75

Base Daily Rate of \$508.84 plus Performance Pay of .001% to 3.00% for eligible employees  
 Adopted by the Governing Board on 6/20/07 and implemented on 7/1/08

Adopted by the Board of Education 9/26/2018

**MANAGEMENT**  
**PERFORMANCE PAY SALARY SCHEDULE - 100% COLUMN**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**2018 -2019**

INCLUDES 3% INCREASE EFFECTIVE 7/1/18

JOB TITLE	DAYS	RANGE	101.95%	102.33%	102.48%	103.03%
			Annual	Annual	Annual	Annual
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$110,365.21	\$110,776.57	\$110,938.96	\$111,534.35
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$110,365.21	\$110,776.57	\$110,938.96	\$111,534.35
FACILITIES MAINTENANCE MANAGER	225	0.90	\$110,365.21	\$110,776.57	\$110,938.96	\$111,534.35
FACILITIES PLANNER	225	0.90	\$110,365.21	\$110,776.57	\$110,938.96	\$111,534.35
BUSINESS APPLICATION ANALYST	225	1.01	\$123,854.26	\$124,315.91	\$124,498.14	\$125,166.30
MANAGER, COMMUNICATIONS	225	1.01	\$123,854.26	\$124,315.91	\$124,498.14	\$125,166.30
INTERNAL AUDITOR	225	1.03	\$126,306.81	\$126,777.60	\$126,963.44	\$127,644.84
IT OPERATIONS MANAGER	225	1.03	\$126,306.81	\$126,777.60	\$126,963.44	\$127,644.84
DIRECTOR	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR SPECIAL EDUCATION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR INTERNAL AUDIT	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR OF DUAL IMMERSION	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
DIRECTOR OF SAFETY	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$138,569.62	\$139,086.12	\$139,290.00	\$140,037.55
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$147,153.59	\$147,702.08	\$147,918.59	\$148,712.45
SENIOR DIRECTOR	225	1.20	\$147,153.59	\$147,702.08	\$147,918.59	\$148,712.45
DIRECTOR COMMUNICATIONS	225	1.20	\$147,153.59	\$147,702.08	\$147,918.59	\$148,712.45
EXECUTIVE DIRECTOR OF MAINTENANCE &	225	1.20	\$147,153.59	\$147,702.08	\$147,918.59	\$148,712.45
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$147,153.59	\$147,702.08	\$147,918.59	\$148,712.45
SELPA DIRECTOR	225	1.50	\$183,941.98	\$184,627.59	\$184,898.23	\$185,890.56
SENIOR DIRECTOR C&I STEM	225	1.50	\$183,941.98	\$184,627.59	\$184,898.23	\$185,890.56
ENGINEERING OFFICER	225	1.50	\$183,941.98	\$184,627.59	\$184,898.23	\$185,890.56
EXECUTIVE DIR BUSINESS SERVICES	225	1.50	\$183,941.98	\$184,627.59	\$184,898.23	\$185,890.56
CHIEF TECHNOLOGY OFFICER	225	1.50	\$183,941.98	\$184,627.59	\$184,898.23	\$185,890.56
ASSISTANT SUPERINTENDENT	225	1.63	\$199,883.62	\$200,628.65	\$200,922.74	\$202,001.07
ASSISTANT SUPERINTENDENT HUMAN RESOURCES	225	1.63	\$199,883.62	\$200,628.65	\$200,922.74	\$202,001.07
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$213,372.71	\$214,168.02	\$214,481.96	\$215,633.06
ASSOCIATE SUPERINTENDENT FACILITY,	225	1.74	\$213,372.71	\$214,168.02	\$214,481.96	\$215,633.06
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$213,372.71	\$214,168.02	\$214,481.96	\$215,633.06
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$213,372.71	\$214,168.02	\$214,481.96	\$215,633.06

Base Daily Rate of \$508.84 plus Performance Pay of .001% to 3.00% for eligible employees  
 Adopted by the Governing Board on 6/20/07 and implemented on 7/1/08

Adopted by the Board of Education 9/26/2018