

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2018 -2019**

INCLUDES SALARY INCREASE OF 3% EFFECTIVE 7/1/18

JOB TITLE	DAYS	RANGE	85%			90%			95%			100%		
			Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
ASSISTANT SUPERINTENDENT	225	1.63	\$166,651.37	\$13,887.61	\$98.76	\$176,454.40	\$14,704.53	\$104.57	\$186,257.41	\$15,521.45	\$110.37	\$196,060.44	\$16,338.37	\$116.18
ASSISTANT SUPERINTENDENT HR	225	1.63	\$166,651.37	\$13,887.61	\$98.76	\$176,454.40	\$14,704.53	\$104.57	\$186,257.41	\$15,521.45	\$110.37	\$196,060.44	\$16,338.37	\$116.18
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$177,897.78	\$14,824.82	\$105.42	\$188,362.37	\$15,696.86	\$111.62	\$198,826.94	\$16,568.91	\$117.82	\$209,291.53	\$17,440.96	\$124.02
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$177,897.78	\$14,824.82	\$105.42	\$188,362.37	\$15,696.86	\$111.62	\$198,826.94	\$16,568.91	\$117.82	\$209,291.53	\$17,440.96	\$124.02
ASSOCIATE SUPT. FACILITIES, MAINTENANCE & BOND	225	1.74	\$177,897.78	\$14,824.82	\$105.42	\$188,362.37	\$15,696.86	\$111.62	\$198,826.94	\$16,568.91	\$117.82	\$209,291.53	\$17,440.96	\$124.02
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$177,897.78	\$14,824.82	\$105.42	\$188,362.37	\$15,696.86	\$111.62	\$198,826.94	\$16,568.91	\$117.82	\$209,291.53	\$17,440.96	\$124.02
BOND REGIONAL FACILTY PROJECT MANAGER	225	0.90	\$92,016.10	\$7,668.01	\$54.53	\$97,428.81	\$8,119.07	\$57.74	\$102,841.52	\$8,570.13	\$60.94	\$108,254.25	\$9,021.19	\$64.15
BUSINESS APPLICATION ANALYST	225	1.01	\$103,262.51	\$8,605.21	\$61.19	\$109,336.77	\$9,111.40	\$64.79	\$115,411.05	\$9,617.59	\$68.39	\$121,485.30	\$10,123.78	\$71.99
CHIEF TECHNOLOGY OFFICER	225	1.50	\$153,360.16	\$12,780.01	\$90.88	\$162,381.34	\$13,531.78	\$96.23	\$171,402.54	\$14,283.55	\$101.57	\$180,423.72	\$15,035.31	\$106.92
DIRECTOR	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR COMMUNICATIONS	225	1.20	\$122,688.12	\$10,224.01	\$72.70	\$129,905.08	\$10,825.42	\$76.98	\$137,122.04	\$11,426.84	\$81.26	\$144,338.98	\$12,028.25	\$85.53
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR HUMAN RESOURCES CLASSIFIED	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR INTERNAL AUDIT	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR OF DUAL IMMERSION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR OF EMPLOYEE RELATIONS	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR OF SAFETY	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR SPECIAL EDUCATION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54
ENGINEERING OFFICER	225	1.50	\$153,360.16	\$12,780.01	\$90.88	\$162,381.34	\$13,531.78	\$96.23	\$171,402.54	\$14,283.55	\$101.57	\$180,423.72	\$15,035.31	\$106.92
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$122,688.12	\$10,224.01	\$72.70	\$129,905.08	\$10,825.42	\$76.98	\$137,122.04	\$11,426.84	\$81.26	\$144,338.98	\$12,028.25	\$85.53
EXECUTIVE DIRECTOR BUSINESS SERVICES	225	1.50	\$153,360.16	\$12,780.01	\$90.88	\$162,381.34	\$13,531.78	\$96.23	\$171,402.54	\$14,283.55	\$101.57	\$180,423.72	\$15,035.31	\$106.92
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$122,688.12	\$10,224.01	\$72.70	\$129,905.08	\$10,825.42	\$76.98	\$137,122.04	\$11,426.84	\$81.26	\$144,338.98	\$12,028.25	\$85.53
EXECUTIVE DIRECTOR OF M&O	225	1.20	\$122,688.12	\$10,224.01	\$72.70	\$129,905.08	\$10,825.42	\$76.98	\$137,122.04	\$11,426.84	\$81.26	\$144,338.98	\$12,028.25	\$85.53
FACILITIES MAINTENANCE MANAGER	225	0.90	\$92,016.10	\$7,668.01	\$54.53	\$97,428.81	\$8,119.07	\$57.74	\$102,841.52	\$8,570.13	\$60.94	\$108,254.25	\$9,021.19	\$64.15
FACILITIES PLANNER	225	0.90	\$92,016.10	\$7,668.01	\$54.53	\$97,428.81	\$8,119.07	\$57.74	\$102,841.52	\$8,570.13	\$60.94	\$108,254.25	\$9,021.19	\$64.15
INTERNAL AUDITOR	225	1.03	\$105,307.31	\$8,775.61	\$62.40	\$111,501.86	\$9,291.82	\$66.08	\$117,696.41	\$9,808.03	\$69.75	\$123,890.94	\$10,324.25	\$73.42

INCLUDES SALARY INCREASE OF 3% EFFECTIVE 7/1/18

JOB TITLE	DAYS	RANGE	85%			90%			95%			100%		
			Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
IT OPERATIONS MANAGER	225	1.03	\$105,307.31	\$8,775.61	\$62.40	\$111,501.86	\$9,291.82	\$66.08	\$117,696.41	\$9,808.03	\$69.75	\$123,890.94	\$10,324.25	\$73.42
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$92,016.10	\$7,668.01	\$54.53	\$97,428.81	\$8,119.07	\$57.74	\$102,841.52	\$8,570.13	\$60.94	\$108,254.25	\$9,021.19	\$64.15
MANAGER, COMMUNICATIONS	225	1.01	\$103,262.51	\$8,605.21	\$61.19	\$109,336.77	\$9,111.40	\$64.79	\$115,411.05	\$9,617.59	\$68.39	\$121,485.30	\$10,123.78	\$71.99
SELPA DIRECTOR	225	1.50	\$153,360.16	\$12,780.01	\$90.88	\$162,381.34	\$13,531.78	\$96.23	\$171,402.54	\$14,283.55	\$101.57	\$180,423.72	\$15,035.31	\$106.92
SENIOR DIRECTOR	225	1.20	\$122,688.12	\$10,224.01	\$72.70	\$129,905.08	\$10,825.42	\$76.98	\$137,122.04	\$11,426.84	\$81.26	\$144,338.98	\$12,028.25	\$85.53
SENIOR DIRECTOR C&I STEM	225	1.50	\$153,360.16	\$12,780.01	\$90.88	\$162,381.34	\$13,531.78	\$96.23	\$171,402.54	\$14,283.55	\$101.57	\$180,423.72	\$15,035.31	\$106.92
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$115,531.32	\$9,627.61	\$68.46	\$122,327.27	\$10,193.94	\$72.49	\$129,123.25	\$10,760.27	\$76.52	\$135,919.20	\$11,326.60	\$80.54

Adopted by the Board of Education on 9/26/2018