

**MANAGEMENT**  
**PERFORMANCE PAY SALARY SCHEDULE - 90% COLUMN**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**2019-2020**

INCLUDES 3% INCREASE EFFECTIVE 7/1/19

JOB TITLE	DAYS	RANGE	101.95%	102.33%	102.48%	103.03%
			Annual	Annual	Annual	Annual
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$102,308.53	\$102,689.87	\$102,840.40	\$103,392.33
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$102,308.53	\$102,689.87	\$102,840.40	\$103,392.33
FACILITIES MAINTENANCE MANAGER	225	0.90	\$102,308.53	\$102,689.87	\$102,840.40	\$103,392.33
FACILITIES PLANNER	225	0.90	\$102,308.53	\$102,689.87	\$102,840.40	\$103,392.33
BUSINESS APPLICATION ANALYST	225	1.01	\$114,812.90	\$115,240.85	\$115,409.77	\$116,029.16
MANAGER, COMMUNICATIONS	225	1.01	\$114,812.90	\$115,240.85	\$115,409.77	\$116,029.16
INTERNAL AUDITOR	225	1.03	\$117,086.43	\$117,522.85	\$117,695.12	\$118,326.78
IT OPERATIONS MANAGER	225	1.03	\$117,086.43	\$117,522.85	\$117,695.12	\$118,326.78
DIRECTOR	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR SPECIAL EDUCATION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR INTERNAL AUDIT	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR OF DUAL IMMERSION	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
DIRECTOR OF SAFETY	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$128,454.03	\$128,932.82	\$129,121.82	\$129,814.80
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$136,411.38	\$136,919.82	\$137,120.53	\$137,856.44
SENIOR DIRECTOR	225	1.20	\$136,411.38	\$136,919.82	\$137,120.53	\$137,856.44
DIRECTOR COMMUNICATIONS	225	1.20	\$136,411.38	\$136,919.82	\$137,120.53	\$137,856.44
EXECUTIVE DIRECTOR OF MAINTENANCE &	225	1.20	\$136,411.38	\$136,919.82	\$137,120.53	\$137,856.44
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$136,411.38	\$136,919.82	\$137,120.53	\$137,856.44
SELPA DIRECTOR	225	1.50	\$170,514.21	\$171,149.77	\$171,400.65	\$172,320.54
SENIOR DIRECTOR C&I STEM	225	1.50	\$170,514.21	\$171,149.77	\$171,400.65	\$172,320.54
ENGINEERING OFFICER	225	1.50	\$170,514.21	\$171,149.77	\$171,400.65	\$172,320.54
EXECUTIVE DIR BUSINESS SERVICES	225	1.50	\$170,514.21	\$171,149.77	\$171,400.65	\$172,320.54
CHIEF TECHNOLOGY OFFICER	225	1.50	\$170,514.21	\$171,149.77	\$171,400.65	\$172,320.54
ASSISTANT SUPERINTENDENT	225	1.63	\$185,292.12	\$185,982.76	\$186,255.38	\$187,255.00
ASSISTANT SUPERINTENDENT HUMAN RESOURCES	225	1.63	\$185,292.12	\$185,982.76	\$186,255.38	\$187,255.00
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$197,796.50	\$198,533.75	\$198,824.77	\$199,891.84
ASSOCIATE SUPERINTENDENT FACILITY,	225	1.74	\$197,796.50	\$198,533.75	\$198,824.77	\$199,891.84
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$197,796.50	\$198,533.75	\$198,824.77	\$199,891.84
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$197,796.50	\$198,533.75	\$198,824.77	\$199,891.84

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

**MANAGEMENT**  
**PERFORMANCE PAY SALARY SCHEDULE - 100% COLUMN**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**2019-2020**

INCLUDES 3% INCREASE EFFECTIVE 7/1/19

JOB TITLE	DAYS	RANGE	101.95%	102.33%	102.48%	103.03%
			Annual	Annual	Annual	Annual
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$113,676.16	\$114,099.87	\$114,267.12	\$114,880.38
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$113,676.16	\$114,099.87	\$114,267.12	\$114,880.38
FACILITIES MAINTENANCE MANAGER	225	0.90	\$113,676.16	\$114,099.87	\$114,267.12	\$114,880.38
FACILITIES PLANNER	225	0.90	\$113,676.16	\$114,099.87	\$114,267.12	\$114,880.38
BUSINESS APPLICATION ANALYST	225	1.01	\$127,569.89	\$128,045.38	\$128,233.08	\$128,921.29
MANAGER, COMMUNICATIONS	225	1.01	\$127,569.89	\$128,045.38	\$128,233.08	\$128,921.29
INTERNAL AUDITOR	225	1.03	\$130,096.02	\$130,580.93	\$130,772.34	\$131,474.18
IT OPERATIONS MANAGER	225	1.03	\$130,096.02	\$130,580.93	\$130,772.34	\$131,474.18
DIRECTOR	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR SPECIAL EDUCATION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR INTERNAL AUDIT	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR OF DUAL IMMERSION	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
DIRECTOR OF SAFETY	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$142,726.71	\$143,258.70	\$143,468.70	\$144,238.68
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$151,568.20	\$152,133.14	\$152,356.14	\$153,173.82
SENIOR DIRECTOR	225	1.20	\$151,568.20	\$152,133.14	\$152,356.14	\$153,173.82
DIRECTOR COMMUNICATIONS	225	1.20	\$151,568.20	\$152,133.14	\$152,356.14	\$153,173.82
EXECUTIVE DIRECTOR OF MAINTENANCE &	225	1.20	\$151,568.20	\$152,133.14	\$152,356.14	\$153,173.82
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$151,568.20	\$152,133.14	\$152,356.14	\$153,173.82
SELPA DIRECTOR	225	1.50	\$189,460.24	\$190,166.42	\$190,445.18	\$191,467.28
SENIOR DIRECTOR C&I STEM	225	1.50	\$189,460.24	\$190,166.42	\$190,445.18	\$191,467.28
ENGINEERING OFFICER	225	1.50	\$189,460.24	\$190,166.42	\$190,445.18	\$191,467.28
EXECUTIVE DIR BUSINESS SERVICES	225	1.50	\$189,460.24	\$190,166.42	\$190,445.18	\$191,467.28
CHIEF TECHNOLOGY OFFICER	225	1.50	\$189,460.24	\$190,166.42	\$190,445.18	\$191,467.28
ASSISTANT SUPERINTENDENT	225	1.63	\$205,880.13	\$206,647.51	\$206,950.42	\$208,061.10
ASSISTANT SUPERINTENDENT HUMAN RESOURCES	225	1.63	\$205,880.13	\$206,647.51	\$206,950.42	\$208,061.10
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$219,773.90	\$220,593.06	\$220,916.42	\$222,102.06
ASSOCIATE SUPERINTENDENT FACILITY,	225	1.74	\$219,773.90	\$220,593.06	\$220,916.42	\$222,102.06
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$219,773.90	\$220,593.06	\$220,916.42	\$222,102.06
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$219,773.90	\$220,593.06	\$220,916.42	\$222,102.06

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