

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2019-2020**

INCLUDES SALARY INCREASE OF 3% EFFECTIVE 7/1/19

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	\$171,650.91	\$14,304.24	\$101.72	\$181,748.03	\$15,145.67	\$107.70	\$191,845.13	\$15,987.09	\$113.69	\$201,942.25	\$16,828.52	\$119.67
ASSISTANT SUPERINTENDENT HR	225	1.63	\$171,650.91	\$14,304.24	\$101.72	\$181,748.03	\$15,145.67	\$107.70	\$191,845.13	\$15,987.09	\$113.69	\$201,942.25	\$16,828.52	\$119.67
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$183,234.71	\$15,269.56	\$108.58	\$194,013.24	\$16,167.77	\$114.97	\$204,791.75	\$17,065.98	\$121.36	\$215,570.28	\$17,964.19	\$127.75
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$183,234.71	\$15,269.56	\$108.58	\$194,013.24	\$16,167.77	\$114.97	\$204,791.75	\$17,065.98	\$121.36	\$215,570.28	\$17,964.19	\$127.75
ASSOCIATE SUPT. FACILITIES, MAINTENANCE & BOND	225	1.74	\$183,234.71	\$15,269.56	\$108.58	\$194,013.24	\$16,167.77	\$114.97	\$204,791.75	\$17,065.98	\$121.36	\$215,570.28	\$17,964.19	\$127.75
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$183,234.71	\$15,269.56	\$108.58	\$194,013.24	\$16,167.77	\$114.97	\$204,791.75	\$17,065.98	\$121.36	\$215,570.28	\$17,964.19	\$127.75
BOND REGIONAL FACILTY PROJECT MANAGER	225	0.90	\$94,776.58	\$7,898.05	\$56.16	\$100,351.67	\$8,362.64	\$59.47	\$105,926.77	\$8,827.23	\$62.77	\$111,501.88	\$9,291.83	\$66.08
BUSINESS APPLICATION ANALYST	225	1.01	\$106,360.39	\$8,863.37	\$63.03	\$112,616.87	\$9,384.74	\$66.74	\$118,873.38	\$9,906.12	\$70.44	\$125,129.86	\$10,427.49	\$74.15
CHIEF TECHNOLOGY OFFICER	225	1.50	\$157,960.96	\$13,163.41	\$93.61	\$167,252.78	\$13,937.73	\$99.11	\$176,544.62	\$14,712.06	\$104.62	\$185,836.43	\$15,486.37	\$110.13
DIRECTOR	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR COMMUNICATIONS	225	1.20	\$126,368.76	\$10,530.73	\$74.89	\$133,802.23	\$11,150.18	\$79.29	\$141,235.70	\$11,769.65	\$83.70	\$148,669.15	\$12,389.10	\$88.10
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR HUMAN RESOURCES CLASSIFIED	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR INTERNAL AUDIT	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR OF DUAL IMMERSION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR OF EMPLOYEE RELATIONS	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR OF SAFETY	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR SPECIAL EDUCATION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96
ENGINEERING OFFICER	225	1.50	\$157,960.96	\$13,163.41	\$93.61	\$167,252.78	\$13,937.73	\$99.11	\$176,544.62	\$14,712.06	\$104.62	\$185,836.43	\$15,486.37	\$110.13
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$126,368.76	\$10,530.73	\$74.89	\$133,802.23	\$11,150.18	\$79.29	\$141,235.70	\$11,769.65	\$83.70	\$148,669.15	\$12,389.10	\$88.10
EXECUTIVE DIRECTOR BUSINESS SERVICES	225	1.50	\$157,960.96	\$13,163.41	\$93.61	\$167,252.78	\$13,937.73	\$99.11	\$176,544.62	\$14,712.06	\$104.62	\$185,836.43	\$15,486.37	\$110.13
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$126,368.76	\$10,530.73	\$74.89	\$133,802.23	\$11,150.18	\$79.29	\$141,235.70	\$11,769.65	\$83.70	\$148,669.15	\$12,389.10	\$88.10
EXECUTIVE DIRECTOR OF M&O	225	1.20	\$126,368.76	\$10,530.73	\$74.89	\$133,802.23	\$11,150.18	\$79.29	\$141,235.70	\$11,769.65	\$83.70	\$148,669.15	\$12,389.10	\$88.10
FACILITIES MAINTENANCE MANAGER	225	0.90	\$94,776.58	\$7,898.05	\$56.16	\$100,351.67	\$8,362.64	\$59.47	\$105,926.77	\$8,827.23	\$62.77	\$111,501.88	\$9,291.83	\$66.08
FACILITIES PLANNER	225	0.90	\$94,776.58	\$7,898.05	\$56.16	\$100,351.67	\$8,362.64	\$59.47	\$105,926.77	\$8,827.23	\$62.77	\$111,501.88	\$9,291.83	\$66.08
INTERNAL AUDITOR	225	1.03	\$108,466.53	\$9,038.88	\$64.28	\$114,846.92	\$9,570.57	\$68.06	\$121,227.30	\$10,102.27	\$71.84	\$127,607.67	\$10,633.98	\$75.62

INCLUDES SALARY INCREASE OF 3% EFFECTIVE 7/1/19

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	\$108,466.53	\$9,038.88	\$64.28	\$114,846.92	\$9,570.57	\$68.06	\$121,227.30	\$10,102.27	\$71.84	\$127,607.67	\$10,633.98	\$75.62
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$94,776.58	\$7,898.05	\$56.16	\$100,351.67	\$8,362.64	\$59.47	\$105,926.77	\$8,827.23	\$62.77	\$111,501.88	\$9,291.83	\$66.08
MANAGER, COMMUNICATIONS	225	1.01	\$106,360.39	\$8,863.37	\$63.03	\$112,616.87	\$9,384.74	\$66.74	\$118,873.38	\$9,906.12	\$70.44	\$125,129.86	\$10,427.49	\$74.15
SELPA DIRECTOR	225	1.50	\$157,960.96	\$13,163.41	\$93.61	\$167,252.78	\$13,937.73	\$99.11	\$176,544.62	\$14,712.06	\$104.62	\$185,836.43	\$15,486.37	\$110.13
SENIOR DIRECTOR	225	1.20	\$126,368.76	\$10,530.73	\$74.89	\$133,802.23	\$11,150.18	\$79.29	\$141,235.70	\$11,769.65	\$83.70	\$148,669.15	\$12,389.10	\$88.10
SENIOR DIRECTOR C&I STEM	225	1.50	\$157,960.96	\$13,163.41	\$93.61	\$167,252.78	\$13,937.73	\$99.11	\$176,544.62	\$14,712.06	\$104.62	\$185,836.43	\$15,486.37	\$110.13
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$118,997.26	\$9,916.44	\$70.52	\$125,997.09	\$10,499.76	\$74.66	\$132,996.95	\$11,083.08	\$78.81	\$139,996.78	\$11,666.40	\$82.96

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