

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
SCHOOL SUPERVISORS ASSOCIATION

SALARY SCHEDULES 4, 4A, 4B

2019 - 2020

INCLUDES 3% SALARY INCREASE EFFECTIVE 7/1/19

JOB TITLE	DAYS	SCHEDULE	RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
				Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
ACCOUNTING SUPERVISOR	260	04	75	\$63,450.52	\$5,287.55	\$32.54	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08
ADMINISTRATIVE GRANTS SPECIAL PROJECTS	225	4B	14	\$107,897.09	\$8,991.43	\$63.94	\$113,290.78	\$9,440.90	\$67.14	\$118,954.90	\$9,912.91	\$70.49	\$124,902.89	\$10,408.57	\$74.02	\$128,026.78	\$10,668.89	\$75.87
ADMINISTRATIVE SERVICES MANAGER	260	04	76	\$64,827.09	\$5,402.26	\$33.24	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94
AFTER SCHOOL PROGRAM COORDINATOR	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
ASSESSMENT DATABASE SPECIALIST	260	04	84	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77	\$85,095.04	\$7,091.25	\$43.64	\$88,887.03	\$7,407.26	\$45.58	\$92,812.37	\$7,734.36	\$47.60
ASSESSMENT SUPERVISOR	260	04	68	\$54,124.16	\$4,510.35	\$27.76	\$56,605.63	\$4,717.13	\$29.03	\$59,189.90	\$4,932.49	\$30.35	\$61,884.31	\$5,157.02	\$31.74	\$64,827.09	\$5,402.26	\$33.24
ASSISTANT CUSTODIAL SERVICES SUPERVISOR	260	04	74	\$61,884.31	\$5,157.02	\$31.74	\$64,827.09	\$5,402.26	\$33.24	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10
CAMPUS SECURITY OFFICER SUPERVISOR	260	04	78	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77
CASE SPECIALIST TITLE IX	225	4B	42	\$78,515.68	\$6,542.97	\$46.53	\$82,488.74	\$6,874.07	\$48.88	\$86,664.94	\$7,222.08	\$51.36	\$91,051.60	\$7,587.63	\$53.96	\$93,328.74	\$7,777.40	\$55.31
CHIEF TRANSLATOR	260	4B	46	\$73,263.91	\$6,105.33	\$43.42	\$76,976.37	\$6,414.70	\$45.62	\$80,871.12	\$6,739.26	\$47.92	\$84,966.56	\$7,080.55	\$50.35	\$87,091.99	\$7,257.67	\$51.61
COORD. BUSINESS/FISCAL SERVICES	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
COORD. DISASTER PREPAREDNESS & SAFETY	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
COORDINATOR WORK BASED LEARNING WBL	260	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
COORDINATOR COMMUNITY ENGAGEMENT	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
COORD. ELECTRONIC COMMUNICATIONS	260	4B	44	\$76,976.37	\$6,414.70	\$45.62	\$80,871.12	\$6,739.26	\$47.92	\$84,966.56	\$7,080.55	\$50.35	\$89,266.35	\$7,438.87	\$52.90	\$91,498.23	\$7,624.85	\$54.22
COORDINATOR YOUTH DEVELOPMENT PROGRAM	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
CUSTODIAL SERVICES SUPERVISOR	260	4B	32	\$87,090.76	\$7,257.57	\$51.61	\$91,498.23	\$7,624.85	\$54.22	\$96,128.37	\$8,010.70	\$56.96	\$100,998.36	\$8,416.53	\$59.85	\$103,525.11	\$8,627.09	\$61.35
CUSTODIAL SUPERVISOR JR HIGH SCHOOL	260	04	61	\$46,387.21	\$3,865.60	\$23.79	\$48,464.91	\$4,038.74	\$24.85	\$50,645.40	\$4,220.45	\$25.97	\$52,998.40	\$4,416.54	\$27.18	\$55,413.82	\$4,617.82	\$28.42
CUSTODIAL SUPERVISOR SR HIGH SCHOOL	260	04	64	\$49,414.45	\$4,117.87	\$25.34	\$51,706.28	\$4,308.86	\$26.52	\$54,124.16	\$4,510.35	\$27.76	\$56,605.63	\$4,717.13	\$29.03	\$59,189.90	\$4,932.49	\$30.35
DATA WAREHOUSE ANALYST	225	4B	32	\$87,090.76	\$7,257.57	\$51.61	\$91,498.23	\$7,624.85	\$54.22	\$96,128.37	\$8,010.70	\$56.96	\$100,998.36	\$8,416.53	\$59.85	\$103,525.11	\$8,627.09	\$61.35
DATABASE ADMINISTRATOR	260	04	75	\$63,450.52	\$5,287.55	\$32.54	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08
EARLY LEARNING PROGRAM SUPERVI	260	04	71	\$57,958.95	\$4,829.92	\$29.72	\$60,631.31	\$5,052.61	\$31.09	\$63,450.52	\$5,287.55	\$32.54	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64
ENERGY CONSERVATION PROGRAM MANAGER	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
FAB LAB MANAGER	260	04	79	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69
FINANCIAL SYSTEMS ANALYST	260	04	78	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77
FISCAL FUND SUPERVISOR	260	04	71	\$57,958.95	\$4,829.92	\$29.72	\$60,631.31	\$5,052.61	\$31.09	\$63,450.52	\$5,287.55	\$32.54	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64
FISCAL/PROJECT ACCT ANALYST	260	04	84	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77	\$85,095.04	\$7,091.25	\$43.64	\$88,887.03	\$7,407.26	\$45.58	\$92,812.37	\$7,734.36	\$47.60
FOOD AREA SUPERVISOR	260	04	77	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92
FOOD SERVICE AREA SUPERVISOR	260	04	77	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92
FOOD SERVICE COOK MANAGER	208	4A	60	\$36,226.32	\$3,293.30	\$23.22	\$37,921.05	\$3,447.37	\$24.31	\$39,531.31	\$3,593.75	\$25.34	\$41,365.51	\$3,760.50	\$26.52	\$43,298.81	\$3,936.26	\$27.76
FOOD SERVICE COORDINATOR	225	4B	42	\$78,515.68	\$6,542.97	\$46.53	\$82,488.74	\$6,874.07	\$48.88	\$86,664.94	\$7,222.08	\$51.36	\$91,051.60	\$7,587.63	\$53.96	\$93,328.74	\$7,777.40	\$55.31

INCLUDES 3% SALARY INCREASE EFFECTIVE 7/1/19

JOB TITLE	DAYS	SCHEDULE	RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
				Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
FOOD SERVICE WAREHOUSE SUPERVISOR	260	04	76	\$64,827.09	\$5,402.26	\$33.24	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94
FOOD SERVICES CHEF	260	4B	46	\$73,263.91	\$6,105.33	\$43.42	\$76,976.37	\$6,414.70	\$45.62	\$80,871.12	\$6,739.26	\$47.92	\$84,966.56	\$7,080.55	\$50.35	\$87,091.99	\$7,257.67	\$51.61
FOOD SERVICES PRODUCTION SUPERVISOR	260	04	79	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69
FOOD SERVICES ASST. PRODUCTION SUPERVISOR	238	4A	68	\$49,545.37	\$4,504.13	\$27.76	\$51,816.42	\$4,710.58	\$29.03	\$54,181.65	\$4,925.60	\$30.35	\$56,648.46	\$5,149.86	\$31.74	\$59,342.84	\$5,394.80	\$33.25
FOOD SERVICES OPERATIONS MAINTENANCE	260	04	81	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69	\$86,958.60	\$7,246.55	\$44.59
GENERAL WAREHOUSE SUPERVISOR	260	04	79	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69
GROUNDS SUPERVISOR	260	04	78	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77
HEALTH ASSISTANT LVN	260	04	74	\$61,884.31	\$5,157.02	\$31.74	\$64,827.09	\$5,402.26	\$33.24	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10
HEALTH SAFETY COORDINATOR	225	4B	14	\$107,897.09	\$8,991.43	\$63.94	\$113,290.78	\$9,440.90	\$67.14	\$118,954.90	\$9,912.91	\$70.49	\$124,902.89	\$10,408.57	\$74.02	\$128,026.78	\$10,668.89	\$75.87
MAINTENANCE SUPERVISOR	260	04	78	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77
MIS PRODUCTION SUPERVISOR	260	04	75	\$63,450.52	\$5,287.55	\$32.54	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08
NETWORK ENGINEER	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
NETWORK PLANNER	225	4B	50	\$82,308.88	\$6,859.07	\$48.78	\$86,394.52	\$7,199.55	\$51.20	\$90,426.33	\$7,535.53	\$53.59	\$95,299.98	\$7,941.66	\$56.47	\$97,682.36	\$8,140.19	\$57.89
OFFICE MANAGER	260	04	69	\$55,413.82	\$4,617.82	\$28.42	\$57,958.95	\$4,829.92	\$29.72	\$60,631.31	\$5,052.61	\$31.09	\$63,450.52	\$5,287.55	\$32.54	\$66,419.01	\$5,534.92	\$34.06
PAYROLL SUPERVISOR	260	04	80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77	\$85,095.04	\$7,091.25	\$43.64
PRINCIPAL ACCOUNTANT	260	04	82	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77	\$85,095.04	\$7,091.25	\$43.64	\$88,887.03	\$7,407.26	\$45.58
PURCHASING SUPERVISOR	260	04	74	\$61,884.31	\$5,157.02	\$31.74	\$64,827.09	\$5,402.26	\$33.24	\$67,856.77	\$5,654.73	\$34.80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10
RECRUITMENT COORDINATOR	260	4B	14	\$107,897.09	\$8,991.43	\$63.94	\$113,290.78	\$9,440.90	\$67.14	\$118,954.90	\$9,912.91	\$70.49	\$124,902.89	\$10,408.57	\$74.02	\$128,026.78	\$10,668.89	\$75.87
RISK MANAGER	225	4B	46	\$73,263.91	\$6,105.33	\$43.42	\$76,976.37	\$6,414.70	\$45.62	\$80,871.12	\$6,739.26	\$47.92	\$84,966.56	\$7,080.55	\$50.35	\$87,091.99	\$7,257.67	\$51.61
SENIOR ADMINISTRATIVE ASSISTANT	260	04	79	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69
SENIOR HUMAN RESOURCES ASSISTANT	260	04	79	\$69,492.74	\$5,791.06	\$35.64	\$72,841.76	\$6,070.15	\$37.35	\$76,210.38	\$6,350.87	\$39.08	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69
SENIOR NETWORK ENGINEER	225	4B	14	\$107,897.09	\$8,991.43	\$63.94	\$113,290.78	\$9,440.90	\$67.14	\$118,954.90	\$9,912.91	\$70.49	\$124,902.89	\$10,408.57	\$74.02	\$128,026.78	\$10,668.89	\$75.87
SOCIAL WORK SPECIALIST	260	04	85	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69	\$86,958.60	\$7,246.55	\$44.59	\$90,842.35	\$7,570.20	\$46.59	\$94,866.82	\$7,905.57	\$48.65
SPEECH PATHOLOGY ASSISTANT (SLPA)	260	04	60	\$45,283.51	\$3,773.62	\$23.22	\$47,401.61	\$3,950.13	\$24.31	\$49,414.45	\$4,117.87	\$25.34	\$51,706.28	\$4,308.86	\$26.52	\$54,124.16	\$4,510.35	\$27.76
STATE REPORTING COORDINATOR	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
STUDENT INFO SERVICES SUPERVIS	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
STUDENT SUPPORT SERVICES SUPERVISOR	260	04	71	\$57,958.95	\$4,829.92	\$29.72	\$60,631.31	\$5,052.61	\$31.09	\$63,450.52	\$5,287.55	\$32.54	\$66,419.01	\$5,534.92	\$34.06	\$69,492.74	\$5,791.06	\$35.64
SUPERVISOR LIBRARY SERVICES	260	04	80	\$71,018.57	\$5,918.22	\$36.42	\$74,285.63	\$6,190.46	\$38.10	\$77,889.17	\$6,490.76	\$39.94	\$81,448.67	\$6,787.39	\$41.77	\$85,095.04	\$7,091.25	\$43.64
TECHNOLOGY OPERATIONS SUPERVISOR	225	4B	15	\$100,429.36	\$8,369.11	\$59.51	\$105,511.04	\$8,792.58	\$62.53	\$110,852.12	\$9,237.68	\$65.69	\$116,464.85	\$9,705.40	\$69.02	\$119,377.05	\$9,948.09	\$70.74
THEATER TECHNICIAN MANAGER	225	4B	40	\$80,347.41	\$6,695.62	\$47.61	\$84,242.19	\$7,020.18	\$49.92	\$88,337.62	\$7,361.47	\$52.35	\$92,637.41	\$7,719.79	\$54.90	\$97,082.79	\$8,090.24	\$57.53
VOCATIONAL ED. TRANSITION SPECIALIST	260	04	85	\$79,796.79	\$6,649.73	\$40.92	\$83,252.27	\$6,937.69	\$42.69	\$86,958.60	\$7,246.55	\$44.59	\$90,842.35	\$7,570.20	\$46.59	\$94,866.82	\$7,905.57	\$48.65

Longevity after:	Monthly:
5 Years:	\$44.41
10 Years:	\$155.45
15 Years:	\$166.55
20 Years:	\$188.76
25 Years:	\$205.50