

**SCHEDULE UCAM**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE**  
**CAMERON TEACHERS - 200 DAYS**  
**2019-2020 Effective July 1, 2019 (Increased 3%)**

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	Cred. Plus RANGE 1 BA + 30 or BA + 15 with MA	Cred. Plus RANGE 2 BA + 45 or BA + 30 with MA	Cred. Plus RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	54,264.41	58,724.51	59,086.82	61,096.88
2	54,655.49	59,086.82	61,043.68	63,751.09
3	55,045.14	60,711.54	63,555.53	66,482.92
4	55,939.45	62,971.77	66,044.38	69,157.25
5	57,791.35	65,190.33	68,524.62	71,787.00
6	59,807.17	67,405.99	70,957.39	74,442.63
7	61,633.19	69,766.88	73,394.49	77,099.70
8	63,531.09	72,100.44	75,949.45	79,896.25
9	65,311.11	74,343.43	78,412.43	82,429.66
10		76,633.87	80,799.20	85,131.31
11		78,875.40	83,280.86	87,739.51
12		81,184.54	85,694.95	94,166.52
13		81,184.54	85,694.95	94,166.52
14		81,184.54	85,694.95	94,166.52
15		81,184.54	85,694.95	94,166.52
16		82,202.51	86,711.48	95,183.05
17		82,202.51	86,711.48	95,183.05
18		83,837.29	88,343.38	96,826.47
19		83,837.29	88,343.38	96,826.47
20		83,837.29	88,343.38	96,826.47
21		86,067.32	90,572.00	99,055.09
22		86,067.32	90,572.00	99,055.09
23		89,463.45	94,152.14	102,970.24
24		89,463.45	94,152.14	102,970.24
25		92,477.10	97,165.78	105,983.89
26		92,477.10	97,165.78	105,983.89
27		96,994.69	101,683.40	110,501.48

**Employees on Range BA:**

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

**All Employees:**

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service. A maximum of fifteen (15) years shall be so credited (with the exception of Range BA).
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 200 Days plus 60 Hours
5. Doctorate: \$2,000
6. All other stipends see Article 23