

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT  
MANAGEMENT SALARY SCHEDULE  
2020-2021**

INCLUDES SALARY INCREASE OF 2% EFFECTIVE 7/1/20

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	\$175,083.93	\$14,590.32	\$103.75	\$185,382.99	\$15,448.58	\$109.86	\$195,682.03	\$16,306.84	\$115.96	\$205,981.10	\$17,165.09	\$122.06
ASSISTANT SUPERINTENDENT HR	225	1.63	\$175,083.93	\$14,590.32	\$103.75	\$185,382.99	\$15,448.58	\$109.86	\$195,682.03	\$16,306.84	\$115.96	\$205,981.10	\$17,165.09	\$122.06
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$186,899.41	\$15,574.96	\$110.76	\$197,893.51	\$16,491.12	\$117.27	\$208,887.58	\$17,407.30	\$123.79	\$219,881.68	\$18,323.47	\$130.30
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$186,899.41	\$15,574.96	\$110.76	\$197,893.51	\$16,491.12	\$117.27	\$208,887.58	\$17,407.30	\$123.79	\$219,881.68	\$18,323.47	\$130.30
ASSOCIATE SUPT. FACILITIES, MAINTENANCE & BOND	225	1.74	\$186,899.41	\$15,574.96	\$110.76	\$197,893.51	\$16,491.12	\$117.27	\$208,887.58	\$17,407.30	\$123.79	\$219,881.68	\$18,323.47	\$130.30
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$186,899.41	\$15,574.96	\$110.76	\$197,893.51	\$16,491.12	\$117.27	\$208,887.58	\$17,407.30	\$123.79	\$219,881.68	\$18,323.47	\$130.30
BOND REGIONAL FACILTY PROJECT MANAGER	225	0.90	\$96,672.11	\$8,056.01	\$57.29	\$102,358.71	\$8,529.89	\$60.66	\$108,045.30	\$9,003.78	\$64.03	\$113,731.92	\$9,477.66	\$67.40
BUSINESS APPLICATION ANALYST	225	1.01	\$108,487.59	\$9,040.63	\$64.29	\$114,869.21	\$9,572.44	\$68.07	\$121,250.85	\$10,104.24	\$71.85	\$127,632.46	\$10,636.04	\$75.63
CHIEF TECHNOLOGY OFFICER	225	1.50	\$161,120.18	\$13,426.68	\$95.48	\$170,597.84	\$14,216.49	\$101.10	\$180,075.51	\$15,006.30	\$106.71	\$189,553.16	\$15,796.10	\$112.33
DIRECTOR	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR COMMUNICATIONS	225	1.20	\$128,896.14	\$10,741.34	\$76.38	\$136,478.28	\$11,373.19	\$80.88	\$144,060.42	\$12,005.04	\$85.37	\$151,642.53	\$12,636.88	\$89.86
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR HUMAN RESOURCES CLASSIFIED	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR INTERNAL AUDIT	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR OF DUAL IMMERSION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR OF EMPLOYEE RELATIONS	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR OF SAFETY	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR SPECIAL EDUCATION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62
ENGINEERING OFFICER	225	1.50	\$161,120.18	\$13,426.68	\$95.48	\$170,597.84	\$14,216.49	\$101.10	\$180,075.51	\$15,006.30	\$106.71	\$189,553.16	\$15,796.10	\$112.33
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$128,896.14	\$10,741.34	\$76.38	\$136,478.28	\$11,373.19	\$80.88	\$144,060.42	\$12,005.04	\$85.37	\$151,642.53	\$12,636.88	\$89.86
EXECUTIVE DIRECTOR BUSINESS SERVICES	225	1.50	\$161,120.18	\$13,426.68	\$95.48	\$170,597.84	\$14,216.49	\$101.10	\$180,075.51	\$15,006.30	\$106.71	\$189,553.16	\$15,796.10	\$112.33
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$128,896.14	\$10,741.34	\$76.38	\$136,478.28	\$11,373.19	\$80.88	\$144,060.42	\$12,005.04	\$85.37	\$151,642.53	\$12,636.88	\$89.86
EXECUTIVE DIRECTOR OF M&O	225	1.20	\$128,896.14	\$10,741.34	\$76.38	\$136,478.28	\$11,373.19	\$80.88	\$144,060.42	\$12,005.04	\$85.37	\$151,642.53	\$12,636.88	\$89.86
FACILITIES MAINTENANCE MANAGER	225	0.90	\$96,672.11	\$8,056.01	\$57.29	\$102,358.71	\$8,529.89	\$60.66	\$108,045.30	\$9,003.78	\$64.03	\$113,731.92	\$9,477.66	\$67.40
FACILITIES PLANNER	225	0.90	\$96,672.11	\$8,056.01	\$57.29	\$102,358.71	\$8,529.89	\$60.66	\$108,045.30	\$9,003.78	\$64.03	\$113,731.92	\$9,477.66	\$67.40
INTERNAL AUDITOR	225	1.03	\$110,635.86	\$9,219.66	\$65.56	\$117,143.85	\$9,761.99	\$69.42	\$123,651.85	\$10,304.32	\$73.28	\$130,159.82	\$10,846.66	\$77.13

INCLUDES SALARY INCREASE OF 2% EFFECTIVE 7/1/20

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	\$110,635.86	\$9,219.66	\$65.56	\$117,143.85	\$9,761.99	\$69.42	\$123,651.85	\$10,304.32	\$73.28	\$130,159.82	\$10,846.66	\$77.13
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$96,672.11	\$8,056.01	\$57.29	\$102,358.71	\$8,529.89	\$60.66	\$108,045.30	\$9,003.78	\$64.03	\$113,731.92	\$9,477.66	\$67.40
MANAGER, COMMUNICATIONS	225	1.01	\$108,487.59	\$9,040.63	\$64.29	\$114,869.21	\$9,572.44	\$68.07	\$121,250.85	\$10,104.24	\$71.85	\$127,632.46	\$10,636.04	\$75.63
SELPA DIRECTOR	225	1.50	\$161,120.18	\$13,426.68	\$95.48	\$170,597.84	\$14,216.49	\$101.10	\$180,075.51	\$15,006.30	\$106.71	\$189,553.16	\$15,796.10	\$112.33
SENIOR DIRECTOR	225	1.20	\$128,896.14	\$10,741.34	\$76.38	\$136,478.28	\$11,373.19	\$80.88	\$144,060.42	\$12,005.04	\$85.37	\$151,642.53	\$12,636.88	\$89.86
SENIOR DIRECTOR C&I STEM	225	1.50	\$161,120.18	\$13,426.68	\$95.48	\$170,597.84	\$14,216.49	\$101.10	\$180,075.51	\$15,006.30	\$106.71	\$189,553.16	\$15,796.10	\$112.33
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$121,377.20	\$10,114.77	\$71.93	\$128,517.03	\$10,709.75	\$76.16	\$135,656.89	\$11,304.74	\$80.39	\$142,796.71	\$11,899.73	\$84.62

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