

**SCHEDULE UCAM**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE**  
**CAMERON TEACHERS - 200 DAYS**  
**2020-21 Effective July 1, 2020 (Increased 2%)**

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	55,349.70	59,899.00	60,268.55	62,318.81
2	55,748.60	60,268.55	62,264.55	65,026.11
3	56,146.05	61,925.77	64,826.64	67,812.58
4	57,058.24	64,231.21	67,365.27	70,540.40
5	58,947.18	66,494.14	69,895.11	73,222.74
6	61,003.32	68,754.11	72,376.54	75,931.48
7	62,865.86	71,162.22	74,862.38	78,641.69
8	64,801.71	73,542.44	77,468.44	81,494.18
9	66,617.34	75,830.30	79,980.68	84,078.26
10		78,166.55	82,415.19	86,833.94
11		80,452.91	84,946.47	89,494.30
12		82,808.23	87,408.85	96,049.85
13		82,808.23	87,408.85	96,049.85
14		82,808.23	87,408.85	96,049.85
15		82,808.23	87,408.85	96,049.85
16		83,846.56	88,445.71	97,086.71
17		83,846.56	88,445.71	97,086.71
18		85,514.04	90,110.25	98,763.00
19		85,514.04	90,110.25	98,763.00
20		85,514.04	90,110.25	98,763.00
21		87,788.67	92,383.44	101,036.19
22		87,788.67	92,383.44	101,036.19
23		91,252.72	96,035.18	105,029.65
24		91,252.72	96,035.18	105,029.65
25		94,326.64	99,109.10	108,103.57
26		94,326.64	99,109.10	108,103.57
27		98,934.58	103,717.07	112,711.51

**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