

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT  
**MANAGEMENT SALARY SCHEDULE**  
 2021-2022

JOB TITLE	DAYS	INDEX	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
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES / CHIEF BUSINESS OFFICIAL	225	1.74	\$188,613.54	\$15,717.80	\$111.77	\$199,708.46	\$16,642.37	\$118.35	\$210,803.37	\$17,566.95	\$124.92	\$221,898.29	\$18,491.52	\$131.50	\$226,337.90	\$18,861.49	\$134.13
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES / CHIEF ACADEMIC OFFICER	225	1.74	\$188,613.54	\$15,717.80	\$111.77	\$199,708.46	\$16,642.37	\$118.35	\$210,803.37	\$17,566.95	\$124.92	\$221,898.29	\$18,491.52	\$131.50	\$226,337.90	\$18,861.49	\$134.13
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$188,613.54	\$15,717.80	\$111.77	\$199,708.46	\$16,642.37	\$118.35	\$210,803.37	\$17,566.95	\$124.92	\$221,898.29	\$18,491.52	\$131.50	\$226,337.90	\$18,861.49	\$134.13
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$97,558.73	\$8,129.89	\$57.81	\$103,297.48	\$8,608.12	\$61.21	\$109,036.23	\$9,086.35	\$64.61	\$114,774.98	\$9,564.58	\$68.01	\$117,071.33	\$9,755.94	\$69.38
CHIEF PERSONNEL OFFICER	225	1.63	\$176,689.70	\$14,724.14	\$104.71	\$187,083.21	\$15,590.27	\$110.86	\$197,476.72	\$16,456.39	\$117.02	\$207,870.23	\$17,322.52	\$123.18	\$212,029.18	\$17,669.10	\$125.65
CHIEF TECHNOLOGY OFFICER	225	1.50	\$162,597.88	\$13,549.82	\$96.35	\$172,162.46	\$14,346.87	\$102.02	\$181,727.04	\$15,143.92	\$107.69	\$191,291.63	\$15,940.97	\$113.36	\$195,118.88	\$16,259.91	\$115.63
COMMUNICATIONS MANAGER	225	1.01	\$109,482.57	\$9,123.55	\$64.88	\$115,922.72	\$9,660.23	\$68.69	\$122,362.88	\$10,196.91	\$72.51	\$128,803.03	\$10,733.59	\$76.33	\$131,380.04	\$10,948.34	\$77.85
DIRECTOR OF ACCOUNTABILITY DATA	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF AFRICAN AMERICAN STUDENT ACHIEVEMENT	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF COLLEGE AND CAREER	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF COMMUNICATIONS	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
DIRECTOR OF COMMUNITY ENGAGEMENT	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF CURRICULUM AND INSTRUCTION	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF DISTRICT OPERATIONS	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF ENGLISH LEARNER ACHIEVEMENT AND	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF FACILITIES PLANNING & CONSTRUCTION	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF HUMAN RESOURCES CERTIFICATED	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF HUMAN RESOURCES CLASSIFIED	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF IT OPERATIONS	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
DIRECTOR OF MAINTENANCE AND OPERATIONS	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF MENTAL HEALTH	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF NUTRITION SERVICES	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF POSITIVE SCHOOL CLIMATE, SOCIAL EMOTIONAL LEARNING	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF PROFESSIONAL LEARNING	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF RESEARCH AND EVALUATION	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF RESEARCH PARTNERSHIPS AND PERFORMANCE-BASED ASSESSMENT	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF SPECIAL EDUCATION	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF TITLE IX EDUCATION EQUITY	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
EXECUTIVE DIRECTOR OF BUSINESS SERVICES	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
EXECUTIVE DIRECTOR OF CONTRACT ADMINISTRATION	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
EXECUTIVE DIRECTOR OF INTEGRATED YOUTH SUPPORTS	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
EXECUTIVE DIRECTOR K-12 SCHOOLS - ELEMENTARY	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
EXECUTIVE DIRECTOR K-12 SCHOOLS - SECONDARY	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
FACILITATOR, DEEPER LEARNING INITIATIVES	225	1.03	\$111,650.55	\$9,304.21	\$66.16	\$118,218.22	\$9,851.52	\$70.06	\$124,785.90	\$10,398.83	\$73.95	\$131,353.58	\$10,946.13	\$77.84	\$133,981.63	\$11,165.14	\$79.40
FACILITIES PLANNER/DESIGN MANAGER	225	0.95	\$102,978.66	\$8,581.55	\$61.02	\$109,036.23	\$9,086.35	\$64.61	\$115,093.79	\$9,591.15	\$68.20	\$121,151.36	\$10,095.95	\$71.79	\$123,575.29	\$10,297.94	\$73.23
GENERAL COUNSEL	225	1.63	\$176,689.70	\$14,724.14	\$104.71	\$187,083.21	\$15,590.27	\$110.86	\$197,476.72	\$16,456.39	\$117.02	\$207,870.23	\$17,322.52	\$123.18	\$212,029.18	\$17,669.10	\$125.65
LEAD INTERNAL AUDITOR	225	1.01	\$109,482.57	\$9,123.55	\$64.88	\$115,922.72	\$9,660.23	\$68.69	\$122,362.88	\$10,196.91	\$72.51	\$128,803.03	\$10,733.59	\$76.33	\$131,380.04	\$10,948.34	\$77.85
SELPA DIRECTOR	225	1.50	\$162,597.88	\$13,549.82	\$96.35	\$172,162.46	\$14,346.87	\$102.02	\$181,727.04	\$15,143.92	\$107.69	\$191,291.63	\$15,940.97	\$113.36	\$195,118.88	\$16,259.91	\$115.63
SR. BOND REGIONAL FACILITY PROJECT MANAGER	225	1.01	\$109,482.57	\$9,123.55	\$64.88	\$115,922.72	\$9,660.23	\$68.69	\$122,362.88	\$10,196.91	\$72.51	\$128,803.03	\$10,733.59	\$76.33	\$131,380.04	\$10,948.34	\$77.85

Index 1.00 = WCCAA 1.00 Step 5 - \$578.13/day Plus Performance Pay of .001% to 3.00% for eligible employees

Masters degree \$2000 annually; or Doctorate degree \$3000 annually

Longevity
After 5 years of service (beginning year 6) \$1,200 per year
After 10 years of service (beginning year 11) \$2,400 per year
After 15 years of service (beginning year 16) \$3,000 per year
After 20 years of service (beginning year 21) \$3,600 per year
After 25 years of service (beginning year 26) \$3,900 per year
After 30 years of service (beginning year 31) \$4,200 per year
After 35 years of service (beginning year 36) \$4,500 per year

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT  
**MANAGEMENT (TITLES) SALARY SCHEDULE**  
 2021-2022

JOB TITLE	DAYS	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
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$97,558.73	\$8,129.89	\$57.81	\$103,297.48	\$8,608.12	\$61.21	\$109,036.23	\$9,086.35	\$64.61	\$114,774.98	\$9,564.58	\$68.01	\$117,071.33	\$9,755.94	\$69.38
FACILITIES PLANNER/DESIGN MANAGER	225	0.95	\$102,978.66	\$8,581.55	\$61.02	\$109,036.23	\$9,086.35	\$64.61	\$115,093.79	\$9,591.15	\$68.20	\$121,151.36	\$10,095.95	\$71.79	\$123,575.29	\$10,297.94	\$73.23
COMMUNICATIONS MANAGER	225	1.01	\$109,482.57	\$9,123.55	\$64.88	\$115,922.72	\$9,660.23	\$68.69	\$122,362.88	\$10,196.91	\$72.51	\$128,803.03	\$10,733.59	\$76.33	\$131,380.04	\$10,948.34	\$77.85
LEAD INTERNAL AUDITOR	225	1.01	\$109,482.57	\$9,123.55	\$64.88	\$115,922.72	\$9,660.23	\$68.69	\$122,362.88	\$10,196.91	\$72.51	\$128,803.03	\$10,733.59	\$76.33	\$131,380.04	\$10,948.34	\$77.85
SR. BOND REGIONAL FACILITY PROJECT MANAGER	225	1.01	\$109,482.57	\$9,123.55	\$64.88	\$115,922.72	\$9,660.23	\$68.69	\$122,362.88	\$10,196.91	\$72.51	\$128,803.03	\$10,733.59	\$76.33	\$131,380.04	\$10,948.34	\$77.85
FACILITATOR, DEEPER LEARNING INITIATIVES	225	1.03	\$111,650.55	\$9,304.21	\$66.16	\$118,218.22	\$9,851.52	\$70.06	\$124,785.90	\$10,398.83	\$73.95	\$131,353.58	\$10,946.13	\$77.84	\$133,981.63	\$11,165.14	\$79.40
INFORMATION TECHNOLOGY OPERATIONS MANAGER	225	1.03	\$111,650.55	\$9,304.21	\$66.16	\$118,218.22	\$9,851.52	\$70.06	\$124,785.90	\$10,398.83	\$73.95	\$131,353.58	\$10,946.13	\$77.84	\$133,981.63	\$11,165.14	\$79.40
DIRECTOR	225	1.13	\$122,490.40	\$10,207.53	\$72.59	\$129,695.72	\$10,807.98	\$76.86	\$136,901.04	\$11,408.42	\$81.13	\$144,106.36	\$12,008.86	\$85.40	\$146,989.55	\$12,249.13	\$87.10
DIRECTOR OF COMMUNICATIONS	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
EXECUTIVE DIRECTOR	225	1.20	\$130,078.31	\$10,839.86	\$77.08	\$137,729.97	\$11,477.50	\$81.62	\$145,381.64	\$12,115.14	\$86.15	\$153,033.30	\$12,752.78	\$90.69	\$156,095.10	\$13,007.93	\$92.50
CHIEF TECHNOLOGY OFFICER	225	1.50	\$162,597.88	\$13,549.82	\$96.35	\$172,162.46	\$14,346.87	\$102.02	\$181,727.04	\$15,143.92	\$107.69	\$191,291.63	\$15,940.97	\$113.36	\$195,118.88	\$16,259.91	\$115.63
SELPA DIRECTOR	225	1.50	\$162,597.88	\$13,549.82	\$96.35	\$172,162.46	\$14,346.87	\$102.02	\$181,727.04	\$15,143.92	\$107.69	\$191,291.63	\$15,940.97	\$113.36	\$195,118.88	\$16,259.91	\$115.63
ASSISTANT SUPERINTENDENT	225	1.63	\$176,689.70	\$14,724.14	\$104.71	\$187,083.21	\$15,590.27	\$110.86	\$197,476.72	\$16,456.39	\$117.02	\$207,870.23	\$17,322.52	\$123.18	\$212,029.18	\$17,669.10	\$125.65
CHIEF PERSONNEL OFFICER	225	1.63	\$176,689.70	\$14,724.14	\$104.71	\$187,083.21	\$15,590.27	\$110.86	\$197,476.72	\$16,456.39	\$117.02	\$207,870.23	\$17,322.52	\$123.18	\$212,029.18	\$17,669.10	\$125.65
GENERAL COUNSEL	225	1.63	\$176,689.70	\$14,724.14	\$104.71	\$187,083.21	\$15,590.27	\$110.86	\$197,476.72	\$16,456.39	\$117.02	\$207,870.23	\$17,322.52	\$123.18	\$212,029.18	\$17,669.10	\$125.65
ASSOCIATE SUPERINTENDENT	225	1.74	\$188,613.54	\$15,717.80	\$111.77	\$199,708.46	\$16,642.37	\$118.35	\$210,803.37	\$17,566.95	\$124.92	\$221,898.29	\$18,491.52	\$131.50	\$226,337.90	\$18,861.49	\$134.13
Index 1.00 = WCAA 1.00 Step 5 - \$578.13/day		Plus Performance Pay of .001% to 3.00% for eligible employees															

Masters degree \$2000 annually; or Doctorate degree \$3000 annually

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After 5 years of service (beginning year 6) \$1,200 per year
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