

**MANAGEMENT**  
**PERFORMANCE PAY SALARY SCHEDULE - 90% COLUMN**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**2020-2021**

INCLUDES 3% INCREASE EFFECTIVE 7/1/20

JOB TITLE	DAYS	RANGE	101.95%	102.33%	102.48%	103.03%
			Annual	Annual	Annual	Annual
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$104,354.70	\$104,743.67	\$104,897.20	\$105,460.18
MANAGER BUILDING & MECHANIC MAINTENANCE	225	0.90	\$104,354.70	\$104,743.67	\$104,897.20	\$105,460.18
FACILITIES MAINTENANCE MANAGER	225	0.90	\$104,354.70	\$104,743.67	\$104,897.20	\$105,460.18
FACILITIES PLANNER	225	0.90	\$104,354.70	\$104,743.67	\$104,897.20	\$105,460.18
BUSINESS APPLICATION ANALYST	225	1.01	\$117,109.16	\$117,545.66	\$117,717.97	\$118,349.75
MANAGER, COMMUNICATIONS	225	1.01	\$117,109.16	\$117,545.66	\$117,717.97	\$118,349.75
INTERNAL AUDITOR	225	1.03	\$119,428.16	\$119,873.31	\$120,049.02	\$120,693.31
IT OPERATIONS MANAGER	225	1.03	\$119,428.16	\$119,873.31	\$120,049.02	\$120,693.31
DIRECTOR	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR SPECIAL EDUCATION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR INTERNAL AUDIT	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR OF DUAL IMMERSION	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
DIRECTOR OF SAFETY	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$131,023.11	\$131,511.48	\$131,704.25	\$132,411.10
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$139,139.60	\$139,658.22	\$139,862.94	\$140,613.57
SENIOR DIRECTOR	225	1.20	\$139,139.60	\$139,658.22	\$139,862.94	\$140,613.57
DIRECTOR COMMUNICATIONS	225	1.20	\$139,139.60	\$139,658.22	\$139,862.94	\$140,613.57
EXECUTIVE DIRECTOR OF MAINTENANCE &	225	1.20	\$139,139.60	\$139,658.22	\$139,862.94	\$140,613.57
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$139,139.60	\$139,658.22	\$139,862.94	\$140,613.57
SELPA DIRECTOR	225	1.50	\$173,924.49	\$174,572.77	\$174,828.66	\$175,766.95
SENIOR DIRECTOR C&I STEM	225	1.50	\$173,924.49	\$174,572.77	\$174,828.66	\$175,766.95
ENGINEERING OFFICER	225	1.50	\$173,924.49	\$174,572.77	\$174,828.66	\$175,766.95
EXECUTIVE DIR BUSINESS SERVICES	225	1.50	\$173,924.49	\$174,572.77	\$174,828.66	\$175,766.95
CHIEF TECHNOLOGY OFFICER	225	1.50	\$173,924.49	\$174,572.77	\$174,828.66	\$175,766.95
ASSISTANT SUPERINTENDENT	225	1.63	\$188,997.96	\$189,702.42	\$189,980.49	\$191,000.10
ASSISTANT SUPERINTENDENT HUMAN RESOURCES	225	1.63	\$188,997.96	\$189,702.42	\$189,980.49	\$191,000.10
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$201,752.43	\$202,504.42	\$202,801.26	\$203,889.68
ASSOCIATE SUPERINTENDENT FACILITY,	225	1.74	\$201,752.43	\$202,504.42	\$202,801.26	\$203,889.68
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$201,752.43	\$202,504.42	\$202,801.26	\$203,889.68
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$201,752.43	\$202,504.42	\$202,801.26	\$203,889.68

Base Daily Rate of \$508.84 plus Performance Pay of .001% to 3.00% for eligible employees  
 Adopted by the Governing Board on 6/20/07 and implemented on 7/1/08

Adopted by the Board of Education 9/26/2018

**MANAGEMENT**  
**PERFORMANCE PAY SALARY SCHEDULE - 100% COLUMN**  
**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT**  
**2020-2021**

INCLUDES 3% INCREASE EFFECTIVE 7/1/20

JOB TITLE	DAYS	RANGE	101.95%	102.33%	102.48%	103.03%
			Annual	Annual	Annual	Annual
BOND REGIONAL FACILTY PROJECT MANAGER	225	0.90	\$115,949.69	\$116,381.87	\$116,552.47	\$117,177.99
MANAGER BUILDING &MECHANIC MAINTENANCE	225	0.90	\$115,949.69	\$116,381.87	\$116,552.47	\$117,177.99
FACILITIES MAINTENANCE MANAGER	225	0.90	\$115,949.69	\$116,381.87	\$116,552.47	\$117,177.99
FACILITIES PLANNER	225	0.90	\$115,949.69	\$116,381.87	\$116,552.47	\$117,177.99
BUSINESS APPLICATION ANALYST	225	1.01	\$130,121.29	\$130,606.29	\$130,797.74	\$131,499.72
MANAGER, COMMUNICATIONS	225	1.01	\$130,121.29	\$130,606.29	\$130,797.74	\$131,499.72
INTERNAL AUDITOR	225	1.03	\$132,697.94	\$133,192.55	\$133,387.79	\$134,103.66
IT OPERATIONS MANAGER	225	1.03	\$132,697.94	\$133,192.55	\$133,387.79	\$134,103.66
DIRECTOR	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR ACADEMIC INTERVENTION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR ADULT ALTERNATIVE EDUCATION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR CURRICULUM AND INSTRUCTION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR HUMAN RESOURCES CERTIFICATED	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR SPECIAL EDUCATION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR SYSTEMS INTEGRATION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR CLASSIFIED PERSONNEL	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR ACCOUNTABILITY DATA	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR EMPLOYEE RELATIONS	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR COMMUNITY ENGAGEMENT	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR CONTRACT ADMINISTRATION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR INTERNAL AUDIT	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR OF FACILITIES & CONSTRUCTION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR OF DUAL IMMERSION	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
DIRECTOR OF SAFETY	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
TITLE 9 EDUCATION EQUITY DIRECTOR	225	1.13	\$145,581.25	\$146,123.87	\$146,338.07	\$147,123.45
EXECUTIVE DIRECTOR K-12 SCHOOL	225	1.20	\$154,599.56	\$155,175.80	\$155,403.27	\$156,237.30
SENIOR DIRECTOR	225	1.20	\$154,599.56	\$155,175.80	\$155,403.27	\$156,237.30
DIRECTOR COMMUNICATIONS	225	1.20	\$154,599.56	\$155,175.80	\$155,403.27	\$156,237.30
EXECUTIVE DIRECTOR OF MAINTENANCE &	225	1.20	\$154,599.56	\$155,175.80	\$155,403.27	\$156,237.30
EXECUTIVE DIRECTOR GENERAL SERVICES	225	1.20	\$154,599.56	\$155,175.80	\$155,403.27	\$156,237.30
SELPA DIRECTOR	225	1.50	\$193,249.45	\$193,969.75	\$194,254.08	\$195,296.62
SENIOR DIRECTOR C&I STEM	225	1.50	\$193,249.45	\$193,969.75	\$194,254.08	\$195,296.62
ENGINEERING OFFICER	225	1.50	\$193,249.45	\$193,969.75	\$194,254.08	\$195,296.62
EXECUTIVE DIR BUSINESS SERVICES	225	1.50	\$193,249.45	\$193,969.75	\$194,254.08	\$195,296.62
CHIEF TECHNOLOGY OFFICER	225	1.50	\$193,249.45	\$193,969.75	\$194,254.08	\$195,296.62
ASSISTANT SUPERINTENDENT	225	1.63	\$209,997.73	\$210,780.46	\$211,089.43	\$212,222.33
ASSISTANT SUPERINTENDENT HUMAN RESOURCES	225	1.63	\$209,997.73	\$210,780.46	\$211,089.43	\$212,222.33
ASSOCIATE SUPERINTENDENTBUSINESS SERVICES	225	1.74	\$224,169.37	\$225,004.92	\$225,334.75	\$226,544.10
ASSOCIATE SUPERINTENDENT FACILITY,	225	1.74	\$224,169.37	\$225,004.92	\$225,334.75	\$226,544.10
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$224,169.37	\$225,004.92	\$225,334.75	\$226,544.10
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$224,169.37	\$225,004.92	\$225,334.75	\$226,544.10

Base Daily Rate of \$508.84 plus Performance Pay of .001% to 3.00% for eligible employees

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