

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT  
**SCHOOL SUPERVISORS ASSOCIATION**

SALARY SCHEDULES 4, 4A, 4B

2020 - 2021

INCLUDES 2% SALARY INCREASE EFFECTIVE 7/1/20

JOB TITLE	DAYS	SCHEDULE	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
ACCOUNTING SUPERVISOR	260	04	75	\$64,719.53	\$5,393.30	\$33.19	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86
ADMINISTRATIVE GRANTS SPECIAL PROJECTS	225	4B	14	\$110,055.04	\$9,171.25	\$65.22	\$115,556.60	\$9,629.72	\$68.48	\$121,333.99	\$10,111.16	\$71.90	\$127,400.95	\$10,616.74	\$75.50	\$130,587.31	\$10,882.27	\$77.39
ADMINISTRATIVE SERVICES MANAGER	260	04	76	\$66,123.63	\$5,510.30	\$33.91	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74
AFTER SCHOOL PROGRAM COORDINATOR	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
ASSESSMENT DATABASE SPECIALIST	260	04	84	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60	\$86,796.94	\$7,233.08	\$44.51	\$90,664.77	\$7,555.40	\$46.49	\$94,668.62	\$7,889.05	\$48.55
ASSESSMENT SUPERVISOR	260	04	68	\$55,206.65	\$4,600.56	\$28.31	\$57,737.74	\$4,811.47	\$29.61	\$60,373.70	\$5,031.14	\$30.96	\$63,121.99	\$5,260.17	\$32.37	\$66,123.63	\$5,510.30	\$33.91
ASSISTANT CUSTODIAL SERVICES SUPERVISOR	260	04	74	\$63,121.99	\$5,260.17	\$32.37	\$66,123.63	\$5,510.30	\$33.91	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86
ASSISTANT MAINTENANCE COORDINATOR	225	4B	17	\$95,635.90	\$7,969.66	\$56.67	\$100,417.69	\$8,368.14	\$59.51	\$105,438.58	\$8,786.55	\$62.48	\$110,710.51	\$9,225.88	\$65.61	\$116,246.03	\$9,687.17	\$68.89
ASSISTANT OPERATIONS COORDINATOR	225	4B	17	\$95,635.90	\$7,969.66	\$56.67	\$100,417.69	\$8,368.14	\$59.51	\$105,438.58	\$8,786.55	\$62.48	\$110,710.51	\$9,225.88	\$65.61	\$116,246.03	\$9,687.17	\$68.89
CAMPUS SECURITY OFFICER SUPERVISOR	260	04	78	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60
CASE SPECIALIST TITLE IX	225	4B	42	\$80,086.00	\$6,673.83	\$47.46	\$84,138.52	\$7,011.55	\$49.86	\$88,398.24	\$7,366.52	\$52.38	\$92,872.63	\$7,739.38	\$55.04	\$95,195.32	\$7,932.94	\$56.41
CHARTER SCHOOLS FINANCIAL COORDINATOR	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
CHIEF TRANSLATOR	225	4B	46	\$74,729.19	\$6,227.43	\$44.28	\$78,515.90	\$6,542.99	\$46.53	\$82,488.54	\$6,874.04	\$48.88	\$86,665.90	\$7,222.16	\$51.36	\$88,833.83	\$7,402.82	\$52.64
COORDINATOR OF BUSINESS SERVICES	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
COORD. DISASTER PREPAREDNESS & SAFETY	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
COORDINATOR WORK BASED LEARNING WBL	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
COORDINATOR COMMUNITY ENGAGEMENT	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
COORD. ELECTRONIC COMMUNICATIONS	225	4B	44	\$78,515.90	\$6,542.99	\$46.53	\$82,488.54	\$6,874.04	\$48.88	\$86,665.90	\$7,222.16	\$51.36	\$91,051.68	\$7,587.64	\$53.96	\$93,328.19	\$7,777.35	\$55.31
COORDINATOR OF HR DATA SYSTEMS	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
COORDINATOR OF PAYROLL & BENEFITS ACCT.	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
COORDINATOR OF POSITION CONTROL	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
COORDINATOR YOUTH DEVELOPMENT PROGRAM	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
CUSTODIAL SERVICES SUPERVISOR	225	4B	32	\$88,832.58	\$7,402.72	\$52.64	\$93,328.19	\$7,777.35	\$55.31	\$98,050.93	\$8,170.92	\$58.10	\$103,018.33	\$8,584.86	\$61.05	\$105,595.62	\$8,799.64	\$62.58
CUSTODIAL SUPERVISOR JR HIGH SCHOOL	260	04	61	\$47,314.96	\$3,942.91	\$24.26	\$49,434.21	\$4,119.52	\$25.35	\$51,658.31	\$4,304.85	\$26.49	\$54,058.37	\$4,504.87	\$27.72	\$56,522.10	\$4,710.18	\$28.99
CUSTODIAL SUPERVISOR SR HIGH SCHOOL	260	04	64	\$50,402.73	\$4,200.23	\$25.85	\$52,740.40	\$4,395.04	\$27.05	\$55,206.65	\$4,600.56	\$28.31	\$57,737.74	\$4,811.47	\$29.61	\$60,373.70	\$5,031.14	\$30.96
DATA WAREHOUSE ANALYST	225	4B	32	\$88,832.58	\$7,402.72	\$52.64	\$93,328.19	\$7,777.35	\$55.31	\$98,050.93	\$8,170.92	\$58.10	\$103,018.33	\$8,584.86	\$61.05	\$105,595.62	\$8,799.64	\$62.58
DATABASE ADMINISTRATOR	260	04	75	\$64,719.53	\$5,393.30	\$33.19	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86
EARLY LEARNING PROGRAM SUPERVI	260	04	71	\$59,118.13	\$4,926.52	\$30.32	\$61,843.94	\$5,153.67	\$31.71	\$64,719.53	\$5,393.30	\$33.19	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35
ENERGY CONSERVATION PROGRAM MANAGER	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
FAB LAB MANAGER	260	04	79	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55
FINANCIAL SYSTEMS ANALYST	260	04	78	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60
FISCAL FUND SUPERVISOR	260	04	71	\$59,118.13	\$4,926.52	\$30.32	\$61,843.94	\$5,153.67	\$31.71	\$64,719.53	\$5,393.30	\$33.19	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35
FISCAL/PROJECT ACCT ANALYST	260	04	84	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60	\$86,796.94	\$7,233.08	\$44.51	\$90,664.77	\$7,555.40	\$46.49	\$94,668.62	\$7,889.05	\$48.55
FOOD AREA SUPERVISOR	260	04	77	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74
FOOD SERVICE AREA SUPERVISOR	260	04	77	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74
FOOD SERVICE COOK MANAGER	208	4A	60	\$36,950.84	\$3,359.17	\$23.69	\$38,679.47	\$3,516.32	\$24.79	\$40,321.93	\$3,665.63	\$25.85	\$42,192.82	\$3,835.71	\$27.05	\$44,164.79	\$4,014.98	\$28.31
FOOD SERVICE COORDINATOR	225	4B	42	\$80,086.00	\$6,673.83	\$47.46	\$84,138.52	\$7,011.55	\$49.86	\$88,398.24	\$7,366.52	\$52.38	\$92,872.63	\$7,739.38	\$55.04	\$95,195.32	\$7,932.94	\$56.41

INCLUDES 2% SALARY INCREASE EFFECTIVE 7/1/20

JOB TITLE	DAYS	SCHEDULE	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
FOOD SERVICE WAREHOUSE SUPERVISOR	260	04	76	\$66,123.63	\$5,510.30	\$33.91	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74
FOOD SERVICES CHEF	260	4B	46	\$74,729.19	\$6,227.43	\$44.28	\$78,515.90	\$6,542.99	\$46.53	\$82,488.54	\$6,874.04	\$48.88	\$86,665.90	\$7,222.16	\$51.36	\$88,833.83	\$7,402.82	\$52.64
FOOD SERVICES PRODUCTION SUPERVISOR	260	04	79	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55
FOOD SERVICES ASST. PRODUCTION SUPERVISOR	238	4A	68	\$50,536.28	\$4,594.21	\$28.31	\$52,852.74	\$4,804.79	\$29.61	\$55,265.28	\$5,024.12	\$30.96	\$57,781.42	\$5,252.85	\$32.37	\$60,529.70	\$5,502.70	\$33.91
FOOD SERVICES OPERATIONS MAINTENANCE	260	04	81	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55	\$88,697.78	\$7,391.49	\$45.49
GENERAL WAREHOUSE SUPERVISOR	260	04	79	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55
GROUNDS SUPERVISOR	260	04	78	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60
HEALTH ASSISTANT LVN	260	04	74	\$63,121.99	\$5,260.17	\$32.37	\$66,123.63	\$5,510.30	\$33.91	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86
HEALTH SAFETY COORDINATOR	225	4B	14	\$110,055.04	\$9,171.25	\$65.22	\$115,556.60	\$9,629.72	\$68.48	\$121,333.99	\$10,111.16	\$71.90	\$127,400.95	\$10,616.74	\$75.50	\$130,587.31	\$10,882.27	\$77.39
MAINTENANCE SUPERVISOR	260	04	78	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60
MIS PRODUCTION SUPERVISOR	260	04	75	\$64,719.53	\$5,393.30	\$33.19	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86
NETWORK ENGINEER	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
NETWORK PLANNER	225	4B	50	\$83,955.05	\$6,996.25	\$49.75	\$88,122.41	\$7,343.54	\$52.22	\$92,234.85	\$7,686.24	\$54.66	\$97,205.98	\$8,100.49	\$57.60	\$99,636.00	\$8,303.00	\$59.04
OFFICE MANAGER	260	04	69	\$56,522.10	\$4,710.18	\$28.99	\$59,118.13	\$4,926.52	\$30.32	\$61,843.94	\$5,153.67	\$31.71	\$64,719.53	\$5,393.30	\$33.19	\$67,747.39	\$5,645.62	\$34.74
PAYROLL SUPERVISOR	260	04	80	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60	\$86,796.94	\$7,233.08	\$44.51
PRINCIPAL ACCOUNTANT	260	04	82	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60	\$86,796.94	\$7,233.08	\$44.51	\$90,664.77	\$7,555.40	\$46.49
PURCHASING SUPERVISOR	260	04	74	\$63,121.99	\$5,260.17	\$32.37	\$66,123.63	\$5,510.30	\$33.91	\$69,213.91	\$5,767.83	\$35.49	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86
RECRUITMENT COORDINATOR	225	4B	14	\$110,055.04	\$9,171.25	\$65.22	\$115,556.60	\$9,629.72	\$68.48	\$121,333.99	\$10,111.16	\$71.90	\$127,400.95	\$10,616.74	\$75.50	\$130,587.31	\$10,882.27	\$77.39
RISK MANAGER	225	4B	46	\$74,729.19	\$6,227.43	\$44.28	\$78,515.90	\$6,542.99	\$46.53	\$82,488.54	\$6,874.04	\$48.88	\$86,665.90	\$7,222.16	\$51.36	\$88,833.83	\$7,402.82	\$52.64
SENIOR ADMINISTRATIVE ASSISTANT	260	04	79	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55
SENIOR HUMAN RESOURCES ASSISTANT	260	04	79	\$70,882.60	\$5,906.88	\$36.35	\$74,298.60	\$6,191.55	\$38.10	\$77,734.59	\$6,477.88	\$39.86	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55
SENIOR NETWORK ENGINEER	225	4B	14	\$110,055.04	\$9,171.25	\$65.22	\$115,556.60	\$9,629.72	\$68.48	\$121,333.99	\$10,111.16	\$71.90	\$127,400.95	\$10,616.74	\$75.50	\$130,587.31	\$10,882.27	\$77.39
SOCIAL WORK SPECIALIST	260	04	85	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55	\$88,697.78	\$7,391.49	\$45.49	\$92,659.20	\$7,721.61	\$47.52	\$96,764.16	\$8,063.68	\$49.62
SPEECH PATHOLOGY ASSISTANT (SLPA)	260	04	60	\$46,189.18	\$3,849.09	\$23.69	\$48,349.64	\$4,029.14	\$24.79	\$50,402.73	\$4,200.23	\$25.85	\$52,740.40	\$4,395.04	\$27.05	\$55,206.65	\$4,600.56	\$28.31
STATE REPORTING COORDINATOR	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
STUDENT INFO SERVICES SUPERVIS	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
STUDENT SUPPORT SERVICES SUPERVISOR	260	04	71	\$59,118.13	\$4,926.52	\$30.32	\$61,843.94	\$5,153.67	\$31.71	\$64,719.53	\$5,393.30	\$33.19	\$67,747.39	\$5,645.62	\$34.74	\$70,882.60	\$5,906.88	\$36.35
SUPERVISOR LIBRARY SERVICES	260	04	80	\$72,438.94	\$6,036.58	\$37.15	\$75,771.34	\$6,314.27	\$38.86	\$79,446.95	\$6,620.58	\$40.74	\$83,077.64	\$6,923.14	\$42.60	\$86,796.94	\$7,233.08	\$44.51
TECHNOLOGY OPERATIONS SUPERVISOR	225	4B	15	\$102,437.94	\$8,536.49	\$60.70	\$107,621.26	\$8,968.44	\$63.78	\$113,069.17	\$9,422.43	\$67.00	\$118,794.15	\$9,899.51	\$70.40	\$121,764.59	\$10,147.05	\$72.16
THEATER TECHNICIAN MANAGER	225	4B	40	\$81,954.35	\$6,829.53	\$48.57	\$85,927.03	\$7,160.58	\$50.92	\$90,104.37	\$7,508.70	\$53.40	\$94,490.16	\$7,874.18	\$55.99	\$99,024.45	\$8,252.04	\$58.68
VOCATIONAL ED. TRANSITION SPECIALIST	260	04	85	\$81,392.72	\$6,782.73	\$41.74	\$84,917.32	\$7,076.44	\$43.55	\$88,697.78	\$7,391.49	\$45.49	\$92,659.20	\$7,721.61	\$47.52	\$96,764.16	\$8,063.68	\$49.62

Longevity after:	Monthly:
5 Years:	\$44.41
10 Years:	\$155.45
15 Years:	\$166.55
20 Years:	\$188.76
25 Years:	\$205.50