

WCCAA
SALARY SCHEDULE
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
2021-2022 EFFECTIVE JULY 1, 2021

JOB TITLE	DAYS	INDEX / GRADE	SCHEDULE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5	
				Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
ADMINISTRATOR	225	1.00	225	\$108,398.59	\$9,854.42	\$114,774.98	\$10,434.09	\$121,151.36	\$11,013.76	\$127,527.75	\$11,593.43	\$130,079.25	\$11,825.39
ADMINISTRATOR SPECIAL ED	225	1.00	225	\$108,398.59	\$9,854.42	\$114,774.98	\$10,434.09	\$121,151.36	\$11,013.76	\$127,527.75	\$11,593.43	\$130,079.25	\$11,825.39
AP/K-12 INSTRUCTIONAL SPECIALIST MIDDLE	210	0.97	210	\$98,136.85	\$8,921.53	\$103,909.61	\$9,446.33	\$109,682.37	\$9,971.12	\$115,455.12	\$10,495.92	\$117,765.08	\$10,705.92
AP/K-12 INSTRUCTIONAL SPECIALIST SENIOR HIGH	215	0.99	215	\$102,545.06	\$9,322.28	\$108,577.13	\$9,870.65	\$114,609.19	\$10,419.02	\$120,641.25	\$10,967.39	\$123,054.97	\$11,186.82
ASSISTANT PRINCIPAL ADULT ED	225	0.99	225	\$107,314.60	\$9,755.87	\$113,627.23	\$10,329.75	\$119,939.85	\$10,903.62	\$126,252.47	\$11,477.50	\$128,778.46	\$11,707.13
ASSISTANT PRINCIPAL LINKED LEARNING	215	0.99	215	\$102,545.06	\$9,322.28	\$108,577.13	\$9,870.65	\$114,609.19	\$10,419.02	\$120,641.25	\$10,967.39	\$123,054.97	\$11,186.82
ASSISTANT PRINCIPAL MIDDLE	210	0.97	210	\$98,136.85	\$8,921.53	\$103,909.61	\$9,446.33	\$109,682.37	\$9,971.12	\$115,455.12	\$10,495.92	\$117,765.08	\$10,705.92
ASSISTANT PRINCIPAL SENIOR HIGH	215	0.99	215	\$102,545.06	\$9,322.28	\$108,577.13	\$9,870.65	\$114,609.19	\$10,419.02	\$120,641.25	\$10,967.39	\$123,054.97	\$11,186.82
ASSISTANT PRINCIPAL TRANSITION	225	0.99	225	\$107,314.60	\$9,755.87	\$113,627.23	\$10,329.75	\$119,939.85	\$10,903.62	\$126,252.47	\$11,477.50	\$128,778.46	\$11,707.13
COMPREHENSIVE COORDINATED EARLY INTERVENING SERVICE	205	0.96	205	\$94,812.63	\$8,619.33	\$100,389.84	\$9,126.35	\$105,967.06	\$9,633.37	\$111,544.27	\$10,140.39	\$113,775.98	\$10,343.27
COORDINATOR	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR AFRICAN AMERICAN STUDENT ACHIEVEMENT	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR EDUCATIONAL SERVICES	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR MIDDLE COLLEGE	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR OF EARLY LITERACY	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR OF EDUCATIONAL TECHNOLOGY	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR OF ELD	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR PRESCHOOL	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR SPECIAL EDUCATION	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR STATE & FEDERAL PROGRAMS	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
COORDINATOR TEACHER RESIDENCY PROGRAMS	225	1.05	225	\$113,818.52	\$10,347.14	\$120,513.72	\$10,955.79	\$127,208.93	\$11,564.45	\$133,904.14	\$12,173.10	\$136,583.21	\$12,416.66
K-12 INSTRUCTIONAL SPECIALIST	215	0.99	215	\$102,545.06	\$9,322.28	\$108,577.13	\$9,870.65	\$114,609.19	\$10,419.02	\$120,641.25	\$10,967.39	\$123,054.97	\$11,186.82
PRINCIPAL ADULT EDUCATION	225	1.07	225	\$115,986.49	\$10,544.23	\$122,809.22	\$11,164.47	\$129,631.96	\$11,784.72	\$136,454.69	\$12,404.97	\$139,184.80	\$12,653.16
PRINCIPAL ALTERNATIVE EDUCATION	225	1.00	225	\$108,398.59	\$9,854.42	\$114,774.98	\$10,434.09	\$121,151.36	\$11,013.76	\$127,527.75	\$11,593.43	\$130,079.25	\$11,825.39
PRINCIPAL ELEMENTARY	215	1.00	215	\$103,580.87	\$9,416.44	\$109,673.87	\$9,970.35	\$115,766.86	\$10,524.26	\$121,859.85	\$11,078.17	\$124,297.95	\$11,299.81
PRINCIPAL K-8	215	1.03	215	\$106,688.30	\$9,698.94	\$112,964.08	\$10,269.46	\$119,239.86	\$10,839.99	\$125,515.65	\$11,410.51	\$128,026.89	\$11,638.81
PRINCIPAL MIDDLE/JUNIOR HIGH	215	1.06	215	\$109,795.72	\$9,981.43	\$116,254.30	\$10,568.57	\$122,712.87	\$11,155.72	\$129,171.44	\$11,742.86	\$131,755.83	\$11,977.80
PRINCIPAL SENIOR HIGH	225	1.13	225	\$122,490.40	\$11,135.49	\$129,695.72	\$11,790.52	\$136,901.04	\$12,445.55	\$144,106.36	\$13,100.58	\$146,989.55	\$13,362.69
VICE PRINCIPAL ELEMENTARY	205	0.95	205	\$93,825.00	\$8,529.55	\$99,344.12	\$9,031.28	\$104,863.23	\$9,533.02	\$110,382.35	\$10,034.76	\$112,590.82	\$10,235.53
VICE PRINCIPAL K-8	205	0.96	205	\$94,812.63	\$8,619.33	\$100,389.84	\$9,126.35	\$105,967.06	\$9,633.37	\$111,544.27	\$10,140.39	\$113,775.98	\$10,343.27
VP/K-12 INSTRUCTIONAL SPECIALIST ELEMENTARY	205	0.95	205	\$93,825.00	\$8,529.55	\$99,344.12	\$9,031.28	\$104,863.23	\$9,533.02	\$110,382.35	\$10,034.76	\$112,590.82	\$10,235.53
VP/K-12 INSTRUCTIONAL SPECIALIST K-8	205	0.96	205	\$94,812.63	\$8,619.33	\$100,389.84	\$9,126.35	\$105,967.06	\$9,633.37	\$111,544.27	\$10,140.39	\$113,775.98	\$10,343.27

Base daily rate for 2021 - 2022	\$ 578.13	1.00	Plus Performance Pay of .001% to 3.00% for eligible employees - implemented 7/1/08
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Exchange of up to (12) workdays for work performed off schedule may be requested and mutually agreed upon by unit member and supervisor.

Promotional placement shall be no less than 5% to the next higher daily rate.

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

Adopted by the Board of Education on 8/4/2021 Revised 10/19/2021