

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE 2

2025 - 2026

2025-26 SALARY SCHEDULE TIED TO SSA 5%

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
EXECUTIVE SECRETARY TO SUPERINTENDENT	260	2	42	\$92,403.55	\$7,700.30	\$47.39	\$97,023.75	\$8,085.31	\$49.76	\$101,874.93	\$8,489.58	\$52.24	\$106,968.69	\$8,914.06	\$54.86	\$112,317.11	\$9,359.76	\$57.60
SENIOR ADMINISTRATIVE SECRETARY CONFIDENTIAL	260	2	17	\$82,442.49	\$6,870.21	\$42.28	\$86,564.56	\$7,213.71	\$44.39	\$90,892.79	\$7,574.40	\$46.61	\$95,437.42	\$7,953.12	\$48.94	\$100,209.30	\$8,350.78	\$51.39
INTERNAL AUDITOR CONFIDENTIAL	260	2	17	\$82,442.49	\$6,870.21	\$42.28	\$86,564.56	\$7,213.71	\$44.39	\$90,892.79	\$7,574.40	\$46.61	\$95,437.42	\$7,953.12	\$48.94	\$100,209.30	\$8,350.78	\$51.39

Indexes (42 = SSA 84; 17 = SSA 79)

Longevity after:	Monthly:
5 Years:	\$100.00
10 Years:	\$200.00
15 Years:	\$250.00
20 Years:	\$300.00
25 Years:	\$325.00
30 Years:	\$350.00
35 Years:	\$375.00

Confidential Employee Regulations

- 1. Positions eligible for pre-approved overtime and comp time
- 2. Comp time must be used within the same year earned and may not carryover
- 3. Positions eligible for bilingual stipend according to SSA contract guidelines
- 4. All other employee guidelines, policies and procedures still apply

Cash In Lieu effective 1/1/2023: \$400.00
Medical Contribution effective 1/1/2023: 90% Kaiser rate

Approved by the Board of Education 01/21/2026