

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2025-2026

5% Increase effective 7/1/2025

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	225	1.74	\$222,522.48	\$18,543.54	\$131.87	\$235,612.05	\$19,634.34	\$139.62	\$248,701.59	\$20,725.13	\$147.38	\$261,791.17	\$21,815.93	\$155.14	\$267,028.92	\$22,252.41	\$158.24
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$222,522.48	\$18,543.54	\$131.87	\$235,612.05	\$19,634.34	\$139.62	\$248,701.59	\$20,725.13	\$147.38	\$261,791.17	\$21,815.93	\$155.14	\$267,028.92	\$22,252.41	\$158.24
ASSOCIATE SUPERINTENDENT HUMAN RESOURCES	225	1.74	\$222,522.48	\$18,543.54	\$131.87	\$235,612.05	\$19,634.34	\$139.62	\$248,701.59	\$20,725.13	\$147.38	\$261,791.17	\$21,815.93	\$155.14	\$267,028.92	\$22,252.41	\$158.24
ASSOCIATE SUPERINTENDENT K-12 OPERATIONS	225	1.74	\$222,522.48	\$18,543.54	\$131.87	\$235,612.05	\$19,634.34	\$139.62	\$248,701.59	\$20,725.13	\$147.38	\$261,791.17	\$21,815.93	\$155.14	\$267,028.92	\$22,252.41	\$158.24
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$222,522.48	\$18,543.54	\$131.87	\$235,612.05	\$19,634.34	\$139.62	\$248,701.59	\$20,725.13	\$147.38	\$261,791.17	\$21,815.93	\$155.14	\$267,028.92	\$22,252.41	\$158.24
ASSOCIATE SUPERINTENDENT TEACHING AND LEARNING	225	1.74	\$222,522.48	\$18,543.54	\$131.87	\$235,612.05	\$19,634.34	\$139.62	\$248,701.59	\$20,725.13	\$147.38	\$261,791.17	\$21,815.93	\$155.14	\$267,028.92	\$22,252.41	\$158.24
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$115,097.84	\$9,591.49	\$68.21	\$121,868.30	\$10,155.69	\$72.22	\$128,638.76	\$10,719.90	\$76.23	\$135,373.83	\$11,281.15	\$80.22	\$138,118.42	\$11,509.87	\$81.85
CHIEF TECHNOLOGY OFFICER	225	1.50	\$191,829.73	\$15,985.81	\$113.68	\$203,113.83	\$16,926.15	\$120.36	\$214,397.93	\$17,866.49	\$127.05	\$225,682.04	\$18,806.84	\$133.74	\$230,197.35	\$19,183.11	\$136.41
COMMUNICATIONS MANAGER	225	1.01	\$129,165.34	\$10,763.78	\$76.54	\$136,763.30	\$11,396.94	\$81.04	\$144,361.28	\$12,030.11	\$85.55	\$151,959.23	\$12,663.27	\$90.05	\$154,999.54	\$12,916.63	\$91.85
DIRECTOR OF ACCOUNTABILITY DATA	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF AFRICAN AMERICAN STUDENT ACHIEVEMENT	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF BUSINESS SERVICES	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF COLLEGE AND CAREER	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF COMMUNICATIONS	225	1.20	\$153,463.79	\$12,788.65	\$90.94	\$162,491.07	\$13,540.92	\$96.29	\$171,518.35	\$14,293.20	\$101.64	\$180,545.63	\$15,045.47	\$106.99	\$184,157.88	\$15,346.49	\$109.13
DIRECTOR OF COMMUNITY ENGAGEMENT	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF CURRICULUM AND INSTRUCTION	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF DISTRICT OPERATIONS	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF ENGLISH LEARNER ACHIEVEMENT AND EARLY LITERACY	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF FACILITIES PLANNING & CONSTRUCTION	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF HUMAN RESOURCES CERTIFICATED	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF HUMAN RESOURCES CLASSIFIED	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF IT OPERATIONS	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR	225	1.20	\$153,463.79	\$12,788.65	\$90.94	\$162,491.07	\$13,540.92	\$96.29	\$171,518.35	\$14,293.20	\$101.64	\$180,545.63	\$15,045.47	\$106.99	\$184,157.88	\$15,346.49	\$109.13
DIRECTOR OF MAINTENANCE AND OPERATIONS	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF MENTAL HEALTH	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF NUTRITION SERVICES	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF POSITIVE SCHOOL CLIMATE, SOCIAL EMOTIONAL LEARNING	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF PROFESSIONAL LEARNING	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF RESEARCH AND EVALUATION	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF RESEARCH PARTNERSHIPS AND PERFORMANCE-BASED ASSESSMENT	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF SPECIAL EDUCATION	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
DIRECTOR OF TITLE IX EDUCATION EQUITY	225	1.13	\$144,511.30	\$12,042.61	\$85.64	\$153,012.42	\$12,751.04	\$90.67	\$161,513.11	\$13,459.43	\$95.71	\$170,013.80	\$14,167.82	\$100.75	\$173,415.33	\$14,451.28	\$102.76
EXECUTIVE DIRECTOR K-12 SCHOOLS - ELEMENTARY	225	1.20	\$153,463.79	\$12,788.65	\$90.94	\$162,491.07	\$13,540.92	\$96.29	\$171,518.35	\$14,293.20	\$101.64	\$180,545.63	\$15,045.47	\$106.99	\$184,157.88	\$15,346.49	\$109.13
EXECUTIVE DIRECTOR K-12 SCHOOLS - SECONDARY	225	1.20	\$153,463.79	\$12,788.65	\$90.94	\$162,491.07	\$13,540.92	\$96.29	\$171,518.35	\$14,293.20	\$101.64	\$180,545.63	\$15,045.47	\$106.99	\$184,157.88	\$15,346.49	\$109.13
EXECUTIVE DIRECTOR OF BUSINESS SERVICES	225	1.20	\$153,463.79	\$12,788.65	\$90.94	\$162,491.07	\$13,540.92	\$96.29	\$171,518.35	\$14,293.20	\$101.64	\$180,545.63	\$15,045.47	\$106.99	\$184,157.88	\$15,346.49	\$109.13
EXECUTIVE DIRECTOR OF CONTRACT ADMINISTRATION	225	1.20	\$153,463.79	\$12,788.65	\$90.94	\$162,491.07	\$13,540.92	\$96.29	\$171,518.35	\$14,293.20	\$101.64	\$180,545.63	\$15,045.47	\$106.99	\$184,157.88	\$15,346.49	\$109.13
EXECUTIVE DIRECTOR OF INTEGRATED YOUTH SUPPORTS	225	1.20	\$153,463.79	\$12,788.65	\$90.94	\$162,491.07	\$13,540.92	\$96.29	\$171,518.35	\$14,293.20	\$101.64	\$180,545.63	\$15,045.47	\$106.99	\$184,157.88	\$15,346.49	\$109.13
FACILITATOR, DEEPER LEARNING INITIATIVES	225	1.03	\$131,723.08	\$10,976.92	\$78.06	\$139,471.49	\$11,622.62	\$82.65	\$147,219.90	\$12,268.33	\$87.24	\$154,968.32	\$12,914.03	\$91.83	\$158,068.85	\$13,172.40	\$93.67
FACILITIES PLANNER/DESIGN MANAGER	225	0.95	\$121,492.16	\$10,124.35	\$72.00	\$128,638.76	\$10,719.90	\$76.23	\$135,785.36	\$11,315.45	\$80.47	\$142,931.95	\$11,911.00	\$84.70	\$145,791.66	\$12,149.31	\$86.40
GENERAL COUNSEL	225	1.63	\$208,454.97	\$17,371.25	\$123.53	\$220,717.02	\$18,393.09	\$130.80	\$232,979.08	\$19,414.92	\$138.06	\$245,241.14	\$20,436.76	\$145.33	\$250,147.79	\$20,845.65	\$148.24
LEAD INTERNAL AUDITOR	225	1.01	\$129,165.34	\$10,763.78	\$76.54	\$136,763.30	\$11,396.94	\$81.04	\$144,361.28	\$12,030.11	\$85.55	\$151,959.23	\$12,663.27	\$90.05	\$154,999.54	\$12,916.63	\$91.85
SELPA DIRECTOR	225	1.50	\$191,829.73	\$15,985.81	\$113.68	\$203,113.83	\$16,926.15	\$120.36	\$214,397.93	\$17,866.49	\$127.05	\$225,682.04	\$18,806.84	\$133.74	\$230,197.35	\$19,183.11	\$136.41
SR. BOND REGIONAL FACILITY PROJECT MANAGER	225	1.01	\$129,165.34	\$10,763.78	\$76.54	\$136,763.30	\$11,396.94	\$81.04	\$144,361.28	\$12,030.11	\$85.55	\$151,959.23	\$12,663.27	\$90.05	\$154,999.54	\$12,916.63	\$91.85
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