

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2025 - 2026

5% increase effective 7/1/2025

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
ABA AIDE	208	10	58	\$42,428.65	\$3,857.15	\$27.20	\$44,314.57	\$4,028.60	\$28.41	\$46,390.60	\$4,217.33	\$29.74	\$48,361.01	\$4,396.46	\$31.00	\$50,599.98	\$4,600.00	\$32.44
ACADEMIC SUPPORT PROVIDER	208	10	64	\$48,361.01	\$4,396.46	\$31.00	\$48,361.01	\$4,396.46	\$31.00	\$48,361.01	\$4,396.46	\$31.00	\$48,361.01	\$4,396.46	\$31.00	\$48,361.01	\$4,396.46	\$31.00
ACCOUNTANT II	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
ACCOUNTING TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
ACCOUNTS PAYABLE TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
ADMINISTRATIVE TECHNICIAN	260	5	63	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36
ADMINISTRATIVE TECHNICIAN BILINGUAL	260	5	64	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13
APPRENTICE	260	5	62	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51
ASSESSMENT TECHNICIAN	260	5	62	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51
ASSISTIVE TECHNOLOGY PARAPROFESSNAL	208	10	55	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82	\$45,391.80	\$4,126.53	\$29.10	\$47,425.57	\$4,311.42	\$30.40
ATTENDANCE CLERK	225	14	56	\$43,941.21	\$3,994.66	\$26.04	\$45,896.37	\$4,172.40	\$27.20	\$47,936.44	\$4,357.86	\$28.41	\$50,182.15	\$4,562.01	\$29.74	\$52,313.59	\$4,755.78	\$31.00
ATTENDANCE CLERK	260	5	56	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00
ATTENDANCE ENROLLMENT TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
ATTENDANCE/ENROLLMENT SPECIALIST	260	5	71	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59
AUDIO VISUAL TECHNICIAN	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
AUDIOMETRIST	260	5	60	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95
AUTO MECHANIC	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
BABYSITTER	208	10	27	\$28,422.90	\$2,583.90	\$18.22	\$28,422.90	\$2,583.90	\$18.22	\$28,422.90	\$2,583.90	\$18.22	\$28,422.90	\$2,583.90	\$18.22	\$28,422.90	\$2,583.90	\$18.22
BILINGUAL ASSESSMENT AND REGISTRATION TECHNICIAN	260	5	64	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13
BILINGUAL ASSESSMENT TECHNICIAN	260	5	63	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36
BILINGUAL PARAPROFESSIONAL	208	10	49	\$34,894.04	\$3,172.19	\$22.37	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62
BUDGET TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
BUILDING MAINTENANCE WORKER	260	5	60	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95
CAMPUS SAFETY SPECIALIST I	227	16	54	\$42,382.26	\$3,852.93	\$24.89	\$44,331.78	\$4,030.16	\$26.04	\$46,304.34	\$4,209.49	\$27.20	\$48,362.55	\$4,396.60	\$28.41	\$50,628.20	\$4,602.56	\$29.74
CAMPUS SAFETY SPECIALIST II	227	16	63	\$51,757.36	\$4,705.21	\$30.40	\$53,976.05	\$4,906.91	\$31.70	\$56,605.27	\$5,145.93	\$33.25	\$59,184.16	\$5,380.38	\$34.76	\$61,900.57	\$5,627.32	\$36.36
CARPENTER	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
CARPENTER/CABINET MAKER TRAINEE	260	5	56	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00
CASEMIS TECHNICIAN	260	5	66	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82
COMMUNICATIONS ASSISTANT	260	5	74	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67	\$83,008.91	\$6,917.41	\$42.57	\$86,874.12	\$7,239.51	\$44.55	\$90,870.39	\$7,572.53	\$46.60
CONCRETE MASON	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
CUSTODIAN	260	5	52	\$46,522.63	\$3,876.89	\$23.86	\$48,544.34	\$4,045.36	\$24.89	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41
CUSTODIAN SPECIAL EDUCATION PRESCHOOL	260	5	56	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00
DATA ENTRY CLERK	225	14	52	\$40,259.32	\$3,659.94	\$23.86	\$42,008.85	\$3,818.99	\$24.89	\$43,941.21	\$3,994.66	\$26.04	\$45,896.37	\$4,172.40	\$27.20	\$47,936.44	\$4,357.86	\$28.41
DENTAL PROGRAM CLERICAL CLERK	208	10	53	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82	\$45,391.80	\$4,126.53	\$29.10
DESKTOP SUPPORT TECHNICIAN	260	5	71	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59
DROPOUT PREVENTION SPECIALIST	260	5	57	\$51,916.27	\$4,326.36	\$26.62	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77
DUPLICATION SPECIALIST	260	5	57	\$51,916.27	\$4,326.36	\$26.62	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77
EARLY LEARNING COMMUNITY WORKER	260	5	52	\$46,522.63	\$3,876.89	\$23.86	\$48,544.34	\$4,045.36	\$24.89	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41
EL GRADUATE TUTOR BILINGUAL	208	10	69	\$54,230.41	\$4,930.04	\$34.76	\$56,719.46	\$5,156.31	\$36.36	\$59,331.04	\$5,393.73	\$38.03	\$62,093.37	\$5,644.85	\$39.80	\$64,995.89	\$5,908.72	\$41.66
EL PRESCHOOL INST. ASST BILINGUAL	208	10	45	\$32,181.32	\$2,925.57	\$20.63	\$33,484.87	\$3,044.08	\$21.46	\$34,894.04	\$3,172.19	\$22.37	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43
EL PRESCHOOL INSTRUCTIONAL ASSISTANT	208	10	44	\$31,390.76	\$2,853.71	\$20.12	\$32,775.77	\$2,979.62	\$21.01	\$34,088.38	\$3,098.94	\$21.85	\$35,642.36	\$3,240.21	\$22.85	\$37,217.47	\$3,383.41	\$23.86

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TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2025 - 2026

5% increase effective 7/1/2025

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
EL TK INSTRUCTIONAL ASSISTANT	208	10	45	\$32,181.32	\$2,925.57	\$20.63	\$33,484.87	\$3,044.08	\$21.46	\$34,894.04	\$3,172.19	\$22.37	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43
EL TK INSTRUCTIONAL ASSISTANT BILINGUAL	208	10	46	\$32,775.77	\$2,979.62	\$21.01	\$34,088.38	\$3,098.94	\$21.85	\$35,642.36	\$3,240.21	\$22.85	\$37,217.47	\$3,383.41	\$23.86	\$38,834.84	\$3,530.44	\$24.89
ELECTRICIAN	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
ELECTRONICS TECHNICIAN	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
ELEMENTARY PLAYGROUND SUPERVISOR	208	10	40	\$29,447.31	\$2,677.03	\$18.88	\$29,447.31	\$2,677.03	\$18.88	\$29,447.31	\$2,677.03	\$18.88	\$29,447.31	\$2,677.03	\$18.88	\$29,447.31	\$2,677.03	\$18.88
EQ. CONTROL WAREHOUSE/WORKER DRIVER	260	5	67	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80
EQUIPMENT MECHANIC	260	5	67	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80
FACILITIES USE TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
FIELD & FACILITIES USE WORKER	260	5	56	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00
FIELD MAINTENANCE GROUNDS KEEPER	260	5	59	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25
FIELD MAINTENANCE GROUNDSKEEPER LEADWORKER	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
FOOD PRODUCTION LEAD WORKER	208	10	55	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82	\$45,391.80	\$4,126.53	\$29.10	\$47,425.57	\$4,311.42	\$30.40
FOOD SERVICE AIDE	208	10	43	\$30,787.26	\$2,798.84	\$19.74	\$32,181.32	\$2,925.57	\$20.63	\$33,484.87	\$3,044.08	\$21.46	\$34,894.04	\$3,172.18	\$22.37	\$36,472.15	\$3,315.65	\$23.38
FOOD SERVICE AIDE/CLERK	208	10	47	\$33,484.87	\$3,044.08	\$21.46	\$34,894.04	\$3,172.19	\$22.37	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52
FOOD SERVICE COMMUNICATION TECHNOLOGY SPECIALIST	260	5	74	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67	\$83,008.91	\$6,917.41	\$42.57	\$86,874.12	\$7,239.51	\$44.55	\$90,870.39	\$7,572.53	\$46.60
FOOD SERVICE DRIVER WAREHOUSE WORKER	260	5	63	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36
FOOD SERVICE OPERATIONS ASSISTANT	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
FOOD SERVICE TRANSPORT DRIVER	260	5	63	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36
FOOD SERVICE WORKER I	208	10	45	\$32,181.32	\$2,925.57	\$20.63	\$33,484.87	\$3,044.08	\$21.46	\$34,894.04	\$3,172.19	\$22.37	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43
FOOD SERVICE WORKER II	208	10	53	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82	\$45,391.80	\$4,126.53	\$29.10
FOOD SERVICE WORKER POT WASHER	208	10	48	\$34,088.38	\$3,098.94	\$21.85	\$35,642.36	\$3,240.21	\$22.85	\$37,217.47	\$3,383.41	\$23.86	\$38,834.84	\$3,530.44	\$24.89	\$40,621.20	\$3,692.84	\$26.04
FOOD SERVICE WORKER/CASHIER	208	10	47	\$33,484.87	\$3,044.08	\$21.46	\$34,894.04	\$3,172.19	\$22.37	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52
GARDENER	260	5	58	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44
GARDENER LEAD WORKER	260	5	64	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13
GARDENER OPERATOR	260	5	62	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51
GARDENER OPERATOR LEADWORKER	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
GARDENER TREE TOPPER	260	5	63	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36
GARDENER TREE TOPPER LEADWORKER	260	5	67	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80
GENERAL MAINTENANCE ASSISTANT	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
GENERAL MECHANIC	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
GLAZIER	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
GRADUATE TUTOR	208	10	66	\$50,599.98	\$4,600.00	\$32.44	\$52,965.65	\$4,815.06	\$33.95	\$55,394.75	\$5,035.89	\$35.51	\$57,923.37	\$5,265.76	\$37.13	\$60,557.63	\$5,505.24	\$38.82
GRADUATE TUTOR BILINGUAL	208	10	67	\$51,867.40	\$4,715.22	\$33.25	\$54,230.42	\$4,930.04	\$34.76	\$56,719.45	\$5,156.31	\$36.36	\$59,331.06	\$5,393.73	\$38.03	\$62,093.38	\$5,644.85	\$39.80
GROUNDS WORKER	260	5	49	\$43,617.44	\$3,634.79	\$22.37	\$45,592.02	\$3,799.34	\$23.38	\$47,638.76	\$3,969.90	\$24.43	\$49,765.01	\$4,147.08	\$25.52	\$51,916.27	\$4,326.36	\$26.62
HEAD CUSTODIAN ELEMENTARY	260	5	58	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44
HEATING VENTILATING ASSISTANT	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
HEATING/VENTILATING MECHANIC	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
HUMAN RESOURCES CLERK	260	5	60	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95
HUMAN RESOURCES CREDENTIAL TECHNICIAN	260	5	71	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59
HUMAN RESOURCES TECHNICIAN	260	5	66	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2025 - 2026

5% increase effective 7/1/2025

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
INDUSTRIAL TECHNOLOGIES MAKER SPACE MGR	208	10	73	\$59,331.03	\$5,393.73	\$38.03	\$62,093.37	\$5,644.85	\$39.80	\$64,995.88	\$5,908.72	\$41.66	\$68,004.45	\$6,182.22	\$43.59	\$71,286.29	\$6,480.57	\$45.70
INFORMATION TECH HELP DESK	260	5	66	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82
INST. ASSIST. SP. ED. VISUALLY IMPAIRED	208	10	52	\$37,217.47	\$3,383.41	\$23.86	\$38,834.84	\$3,530.44	\$24.89	\$40,621.20	\$3,692.84	\$26.04	\$42,428.65	\$3,857.15	\$27.20	\$44,314.57	\$4,028.60	\$28.41
INST. ASST. SP. ED. DEAF/HARD HEARING	208	10	52	\$37,217.47	\$3,383.41	\$23.86	\$38,834.84	\$3,530.44	\$24.89	\$40,621.20	\$3,692.84	\$26.04	\$42,428.65	\$3,857.15	\$27.20	\$44,314.57	\$4,028.60	\$28.41
INSTRUCTIONAL AIDES	208	10	43	\$30,787.26	\$2,798.84	\$19.74	\$32,181.32	\$2,925.57	\$20.63	\$33,484.87	\$3,044.08	\$21.46	\$34,894.03	\$3,172.18	\$22.37	\$36,472.15	\$3,315.65	\$23.38
INSTRUCTIONAL AIDES BILINGUAL	208	10	44	\$31,390.76	\$2,853.71	\$20.12	\$32,775.77	\$2,979.62	\$21.01	\$34,088.38	\$3,098.94	\$21.85	\$35,642.36	\$3,240.21	\$22.85	\$37,217.47	\$3,383.41	\$23.86
INSTRUCTIONAL MEDIA TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
INTERPRETER DEAF/HARD HEARING	208	10	64	\$48,361.01	\$4,396.46	\$31.00	\$50,599.98	\$4,600.00	\$32.44	\$52,965.65	\$4,815.06	\$33.95	\$55,394.75	\$5,035.89	\$35.51	\$57,923.37	\$5,265.76	\$37.13
INTERPRETER/TRANSLATOR BILINGUAL I	260	5	63	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36
INTERPRETER/TRANSLATOR BILINGUAL II	260	5	67	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80
IRRIGATION EQUIPMENT TECHNICIAN	260	5	68	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67
IRRIGATION TECHNICIAN	260	5	68	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67
LEAD ASSESSMENT TECHNICIAN	260	5	66	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82
LIBRARY MEDIA SPECIALIST	217	11	57	\$43,330.12	\$3,939.10	\$26.62	\$45,274.31	\$4,115.85	\$27.82	\$47,357.38	\$4,305.22	\$29.10	\$49,477.30	\$4,497.94	\$30.40	\$51,710.30	\$4,700.94	\$31.77
LIBRARY RESOURCE SECRETARY	260	5	55	\$49,765.01	\$4,147.08	\$25.52	\$51,916.27	\$4,326.36	\$26.62	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40
LOCKSMITH	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
MAILROOM TECHNICIAN/DELIVERY WORKER	260	5	55	\$49,765.01	\$4,147.08	\$25.52	\$51,916.27	\$4,326.36	\$26.62	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40
NETWORK TECHNICIAN	260	5	74	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67	\$83,008.91	\$6,917.41	\$42.57	\$86,874.12	\$7,239.51	\$44.55	\$90,870.39	\$7,572.53	\$46.60
OFFICE MACHINE REPAIR WORKER	260	5	63	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36
OFFICE MACHINE TECHNICIAN	260	5	70	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67	\$83,008.91	\$6,917.41	\$42.57
OPERATIONS SECRETARY	260	5	61	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76
OPERATIONS TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
PAINTER	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
PAINTER ASSISTANT	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
PARENT LIAISON WORKER	208	10	53	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82	\$45,391.80	\$4,126.53	\$29.10
PAYROLL CLERK	260	5	60	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95
PAYROLL LEAD TECHNICIAN	260	5	70	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67	\$83,008.91	\$6,917.41	\$42.57
PAYROLL TECHNICIAN	260	5	66	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82
PLUMBER	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
PRESCHOOL CASHIER	260	5	54	\$48,544.34	\$4,045.36	\$24.89	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74
PRESCHOOL COMMUNITY WORKER	224	13	53	\$41,042.25	\$3,731.11	\$24.43	\$42,875.01	\$3,897.73	\$25.52	\$44,727.26	\$4,066.11	\$26.62	\$46,735.54	\$4,248.69	\$27.82	\$48,883.49	\$4,443.95	\$29.10
PROCUREMENT TRAINING TECHNICIAN	260	5	60	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95
PURCHASING TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
REGISTRAR	260	5	57	\$51,916.27	\$4,326.36	\$26.62	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77
REGISTRAR	225	14	57	\$44,926.95	\$3,743.91	\$26.62	\$46,944.17	\$3,912.01	\$27.82	\$49,101.73	\$4,091.81	\$29.10	\$51,301.72	\$4,275.14	\$30.40	\$53,615.96	\$4,468.00	\$31.77
RESEARCH AND TESTING ASSISTANT	260	5	64	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13
ROOFER	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
SAFETY/DISASTER PREPAR OFFICER	260	5	68	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13	\$75,698.08	\$6,308.17	\$38.82	\$79,304.17	\$6,608.68	\$40.67
SCH COMMUNITY OUTREACH SPEC BILINGUAL	208	10	60	\$44,314.57	\$4,028.60	\$28.41	\$46,390.60	\$4,217.33	\$29.74	\$48,361.01	\$4,396.46	\$31.00	\$50,599.98	\$4,600.00	\$32.44	\$52,965.65	\$4,815.06	\$33.95
SCH COMMUNITY OUTREACH WORKER BILINGUAL	217	11	57	\$43,330.12	\$3,939.10	\$26.62	\$45,274.31	\$4,115.85	\$27.82	\$47,357.38	\$4,305.22	\$29.10	\$49,477.30	\$4,497.94	\$30.40	\$51,710.30	\$4,700.94	\$31.77

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2025 - 2026

5% increase effective 7/1/2025

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
SCHOOL COMMUNITY OUTREACH SPECIALIST	208	10	59	\$43,397.28	\$3,945.21	\$27.82	\$45,391.80	\$4,126.53	\$29.10	\$47,425.57	\$4,311.42	\$30.40	\$49,564.98	\$4,505.91	\$31.77	\$51,867.29	\$4,715.21	\$33.25
SCHOOL COMMUNITY OUTREACH WORKER	217	11	56	\$42,378.84	\$3,852.62	\$26.04	\$44,264.50	\$4,024.05	\$27.20	\$46,232.04	\$4,202.91	\$28.41	\$48,397.89	\$4,399.81	\$29.74	\$50,453.55	\$4,586.69	\$31.00
SCHOOL COMMUNITY WORKER	224	13	52	\$40,080.36	\$3,643.67	\$23.86	\$41,822.14	\$3,802.01	\$24.89	\$43,745.91	\$3,976.90	\$26.04	\$45,692.41	\$4,153.86	\$27.20	\$47,723.40	\$4,338.49	\$28.41
SCHOOL COMMUNITY WORKER BILINGUAL	224	13	53	\$41,042.25	\$3,731.11	\$24.43	\$42,875.01	\$3,897.73	\$25.52	\$44,727.26	\$4,066.11	\$26.62	\$46,735.54	\$4,248.69	\$27.82	\$48,883.49	\$4,443.95	\$29.10
SCHOOL HEALTH AIDE	208	10	51	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82
SCHOOL SECRETARY	227	16	58	\$46,303.92	\$4,209.45	\$27.20	\$48,363.43	\$4,396.68	\$28.41	\$50,627.33	\$4,602.48	\$29.74	\$52,778.10	\$4,798.01	\$31.00	\$55,223.27	\$5,020.30	\$32.44
SCHOOL SECRETARY BILINGUAL	227	16	59	\$47,361.45	\$4,305.59	\$27.82	\$49,538.17	\$4,503.47	\$29.10	\$51,757.72	\$4,705.25	\$30.40	\$54,092.55	\$4,917.50	\$31.77	\$56,605.16	\$5,145.92	\$33.25
SECONDARY SCHOOL CASHIER	225	14	54	\$42,008.85	\$3,818.99	\$24.89	\$43,941.21	\$3,994.66	\$26.04	\$45,896.37	\$4,172.40	\$27.20	\$47,936.44	\$4,357.86	\$28.41	\$50,182.15	\$4,562.01	\$29.74
SENIOR ACCOUNT CLERK	260	5	60	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95
SENIOR BUDGET CONTROL CLERK	260	5	62	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51
SENIOR DESKTOP SUPPORT TECHNICIAN	260	5	75	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70	\$93,227.81	\$7,768.98	\$47.81
SENIOR DUPLICATION SPECIALST	260	5	59	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25
SENIOR OFFICE MACHINE REPAIR WORKER	260	5	67	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80
SENIOR OFFICE MACHINE TECHNICIAN	260	5	75	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70	\$93,227.81	\$7,768.98	\$47.81
SENIOR SCHOOL FACILITIES SPECIALIST	260	5	71	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59
SENIOR WAREHOUSE WORKER	260	5	69	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66
SHEET METAL WORKER	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70
SP. ED. EMPLOYMENT SPECIALIST	225	14	65	\$53,616.66	\$4,874.24	\$31.77	\$56,106.55	\$5,100.60	\$33.25	\$58,662.70	\$5,332.97	\$34.76	\$61,355.19	\$5,577.74	\$36.36	\$64,180.21	\$5,834.56	\$38.03
SP. ED. INFORMATION SYSTEMS TECHNICIAN	260	5	75	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70	\$93,227.81	\$7,768.98	\$47.81
SPECIAL ED. ADMINISTRATN TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
SPECIAL EDUCATION PARAPROFESSIONAL I	208	10	44	\$31,390.76	\$2,853.71	\$20.12	\$32,775.77	\$2,979.62	\$21.01	\$34,088.38	\$3,098.94	\$21.85	\$35,642.36	\$3,240.21	\$22.85	\$37,217.47	\$3,383.41	\$23.86
SPECIAL EDUCATION PARAPROFESSIONAL II	208	10	49	\$34,894.04	\$3,172.19	\$22.37	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62
SPECIAL EDUCATION PARAPROFESSIONAL III	208	10	51	\$36,472.15	\$3,315.65	\$23.38	\$38,110.64	\$3,464.60	\$24.43	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82
SPECIAL EDUCATION TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
STAFF SECRETARY	260	5	58	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44
STAFF SECRETARY BILINGUAL	260	5	59	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25
STATE REPORTING TECHNICIAN	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
STUDENT INFORMATION SYSTEM TECHNICIAN	260	5	59	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25
SYSTEMS ADMINISTRATOR	260	5	85	\$97,614.30	\$8,134.53	\$50.06	\$101,837.34	\$8,486.45	\$52.22	\$106,374.03	\$8,864.50	\$54.55	\$111,124.18	\$9,260.35	\$56.99	\$116,049.60	\$9,670.80	\$59.51
TECH. ASSISTANT VISUALLY IMPAIRED	227	16	54	\$42,382.26	\$3,852.93	\$24.89	\$44,331.78	\$4,030.16	\$26.04	\$46,304.34	\$4,209.49	\$27.20	\$48,362.55	\$4,396.60	\$28.41	\$50,628.20	\$4,602.56	\$29.74
TRADES ASSISTANT	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
TRANSPORTATION SPECIALIST	260	5	71	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59
TRUANCY TECHNICIAN	227	16	64	\$52,778.10	\$4,798.01	\$31.00	\$55,223.28	\$5,020.30	\$32.44	\$57,803.41	\$5,254.86	\$33.95	\$60,454.29	\$5,495.84	\$35.51	\$63,214.42	\$5,746.77	\$37.13
TRUANCY TECHNICIAN BILINGUAL	227	16	65	\$54,093.26	\$4,917.57	\$31.77	\$56,605.27	\$5,145.93	\$33.25	\$59,184.15	\$5,380.38	\$34.76	\$61,900.57	\$5,627.32	\$36.36	\$64,750.70	\$5,886.43	\$38.03
TYPIST CLERK I	212	17	47	\$34,128.81	\$3,102.62	\$21.46	\$35,565.09	\$3,233.19	\$22.37	\$37,173.54	\$3,379.41	\$23.38	\$38,843.54	\$3,531.23	\$24.43	\$40,578.13	\$3,688.92	\$25.52
TYPIST CLERK I BILINGUAL	212	17	48	\$34,743.92	\$3,158.54	\$21.85	\$36,327.78	\$3,302.53	\$22.85	\$37,933.19	\$3,448.47	\$23.86	\$39,581.66	\$3,598.33	\$24.89	\$41,402.38	\$3,763.85	\$26.04
TYPIST CLERK II	225	14	52	\$40,259.32	\$3,659.94	\$23.86	\$42,008.85	\$3,818.99	\$24.89	\$43,941.21	\$3,994.66	\$26.04	\$45,896.37	\$4,172.40	\$27.20	\$47,936.44	\$4,357.86	\$28.41
TYPIST CLERK II	260	5	52	\$46,522.63	\$3,876.89	\$23.86	\$48,544.34	\$4,045.36	\$24.89	\$50,776.56	\$4,231.38	\$26.04	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41
TYPIST CLERK II BILINGUAL	225	14	53	\$41,225.47	\$3,747.77	\$24.43	\$43,066.42	\$3,915.13	\$25.52	\$44,926.95	\$4,084.27	\$26.62	\$46,944.17	\$4,267.65	\$27.82	\$49,101.73	\$4,463.79	\$29.10
TYPIST CLERK II BILINGUAL	260	5	53	\$47,638.76	\$3,969.90	\$24.43	\$49,765.01	\$4,147.08	\$25.52	\$51,916.27	\$4,326.36	\$26.62	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
TEAMSTERS LOCAL UNION No. 856
SALARY SCHEDULES 5 THROUGH 23
2025 - 2026

5% increase effective 7/1/2025

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
TYPIST CLERK II/WORK EXPERIENCE	208	10	52	\$37,217.47	\$3,383.41	\$23.86	\$38,834.84	\$3,530.44	\$24.89	\$40,621.20	\$3,692.84	\$26.04	\$42,428.65	\$3,857.15	\$27.20	\$44,314.57	\$4,028.60	\$28.41
TYPIST CLERK III	260	5	57	\$51,916.27	\$4,326.36	\$26.62	\$54,245.72	\$4,520.48	\$27.82	\$56,741.56	\$4,728.46	\$29.10	\$59,281.56	\$4,940.13	\$30.40	\$61,957.04	\$5,163.09	\$31.77
TYPIST CLERK III BILINGUAL	260	5	58	\$53,035.33	\$4,419.61	\$27.20	\$55,394.23	\$4,616.19	\$28.41	\$57,987.25	\$4,832.27	\$29.74	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44
UPPER DIVISION TUTOR	208	10	43	\$30,787.26	\$2,798.84	\$19.74	\$32,181.32	\$2,925.57	\$20.63	\$33,484.87	\$3,044.08	\$21.46	\$34,894.03	\$3,172.18	\$22.37	\$36,472.15	\$3,315.65	\$23.38
UPPER DIVISION TUTOR BILINGUAL	208	10	44	\$31,390.76	\$2,853.71	\$20.12	\$32,775.77	\$2,979.62	\$21.01	\$34,088.38	\$3,098.94	\$21.85	\$35,642.36	\$3,240.21	\$22.85	\$37,217.47	\$3,383.41	\$23.86
UTILITY WORKER-OPERATIONS	260	5	65	\$61,957.04	\$5,163.09	\$31.77	\$64,834.23	\$5,402.85	\$33.25	\$67,788.01	\$5,649.00	\$34.76	\$70,899.33	\$5,908.28	\$36.36	\$74,163.80	\$6,180.32	\$38.03
VISION AND HEARING ASSISTANT FOR TEACHER	208	10	55	\$39,812.51	\$3,619.32	\$25.52	\$41,532.46	\$3,775.68	\$26.62	\$43,397.28	\$3,945.21	\$27.82	\$45,391.80	\$4,126.53	\$29.10	\$47,425.57	\$4,311.42	\$30.40
VOIP - PROGRAMMER TECHNICIAN	260	5	85	\$97,614.30	\$8,134.53	\$50.06	\$101,837.34	\$8,486.45	\$52.22	\$106,374.03	\$8,864.50	\$54.55	\$111,124.18	\$9,260.35	\$56.99	\$116,049.60	\$9,670.80	\$59.51
WAREHOUSE WORKER/DRIVER	260	5	64	\$60,450.69	\$5,037.56	\$31.00	\$63,251.32	\$5,270.94	\$32.44	\$66,206.56	\$5,517.21	\$33.95	\$69,242.81	\$5,770.23	\$35.51	\$72,404.17	\$6,033.68	\$37.13
WELDER	260	5	73	\$74,163.80	\$6,180.32	\$38.03	\$77,616.71	\$6,468.06	\$39.80	\$81,244.87	\$6,770.41	\$41.66	\$85,005.55	\$7,083.80	\$43.59	\$89,107.86	\$7,425.66	\$45.70

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

Approved by the Board of Education 01/21/2026