SCHEDULE UTR8
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
TEACHERS AND LIBRARIANS
2026-2027
Effective July 1, 2026 (Increased 3.0%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	Cred. Plus RANGE 1 BA + 30 or BA + 15 with MA	Cred. Plus RANGE 2 BA + 45 or BA + 30 with MA	Cred. Plus RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	63,346.40	68,552.92	68,975.93	71,322.37
2	63,802.91	68,975.93	71,260.28	74,420.80
3	64,257.79	70,872.56	74,192.53	77,609.86
4	65,301.76	73,511.08	77,097.92	80,731.77
5	67,463.62	76,100.90	79,993.23	83,801.68
6	69,816.80	78,687.41	82,833.20	86,901.74
7	71,948.45	81,443.45	85,678.17	90,003.53
8	74,164.00	84,167.53	88,660.78	93,268.09
9	76,241.93	86,785.92	91,535.96	96,225.53
10		89,459.69	94,322.17	99,379.34
11		92,076.43	97,219.19	102,424.05
12		94,772.01	100,037.29	109,926.73
13		94,772.01	100,037.29	109,926.73
14		94,772.01	100,037.29	109,926.73
15		94,772.01	100,037.29	109,926.73
16		95,960.35	101,223.95	111,113.38
17		95,960.35	101,223.95	111,113.38
18		97,868.74	103,129.01	113,031.86
19		97,868.74	103,129.01	113,031.86
20		97,868.74	103,129.01	113,031.86
21		100,472.02	105,730.60	115,633.47
22		100,472.02	105,730.60	115,633.47
23		104,436.51	109,909.95	120,203.87
24		104,436.51	109,909.95	120,203.87
25		107,954.58	113,427.99	123,721.92
26		107,954.58	113,427.99	123,721.92
27		113,228.24	118,701.67	129,125.49

Employees on Range BA:

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

All Employees:

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Unit members initially employed before July 1, 2022 who did not receive their years of service and subsequently worked for the district for (7) qualifying years as of completion of 2025-2026 school year and new employees to the District: Each year of verified service as a full-time certificated employee in a public or private school may be counted as year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. See Article 22 Section 1
5. Work Year: 185 Days plus 72 Hours
6. Doctorate: $2,000
7. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR8+3.5
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
TEACHERS AND LIBRARIANS
2026-2027
Effective July 1, 2026 (Increased 3.0%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	Cred. Plus RANGE 1 BA + 30 or BA + 15 with MA	Cred. Plus RANGE 2 BA + 45 or BA + 30 with MA	Cred. Plus RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	65,563.51	70,952.28	71,390.05	73,818.66
2	66,036.03	71,390.05	73,754.39	77,025.52
3	66,506.81	73,353.10	76,789.27	80,326.20
4	67,587.33	76,083.97	79,796.34	83,557.38
5	69,824.85	78,764.46	82,793.02	86,734.71
6	72,260.39	81,441.48	85,732.35	89,943.32
7	74,466.63	84,293.95	88,676.90	93,153.64
8	76,759.72	87,113.42	91,763.89	96,532.50
9	78,910.38	89,823.45	94,739.70	99,593.43
10		92,590.80	97,623.46	102,857.61
11		95,299.09	100,621.84	106,008.89
12		98,089.02	103,538.61	113,774.17
13		98,089.02	103,538.61	113,774.17
14		98,089.02	103,538.61	113,774.17
15		98,089.02	103,538.61	113,774.17
16		99,318.97	104,766.80	115,002.36
17		99,318.97	104,766.80	115,002.36
18		101,294.14	106,738.52	116,987.98
19		101,294.14	106,738.52	116,987.98
20		101,294.14	106,738.52	116,987.98
21		103,988.54	109,431.18	119,680.63
22		103,988.54	109,431.18	119,680.63
23		108,091.79	113,756.79	124,411.01
24		108,091.79	113,756.79	124,411.01
25		111,732.96	117,397.96	128,052.16
26		111,732.96	117,397.96	128,052.16
27		117,191.24	122,856.23	133,644.89

Employees on Range BA:

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

All Employees:

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Unit members initially employed before July 1, 2022 who did not receive their years of service and subsequently worked for the district for (7) qualifying years as of completion of 2025-2026 school year and new employees to the District: Each year of verified service as a full-time certificated employee in a public or private school may be counted as year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. See Article 22 Section 1
5. Work Year: 185 Days plus 72 Hours
6. Doctorate: $2,000
7. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR8-SPED
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
SPECIAL EDUCATION EDUCATORS (RSP, MMSN, ESN, FI, DHH, WATR, VI, CEC, O&M, APE)
2026-2027
Effective July 1, 2026

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	Cred. Plus RANGE 1 BA + 30 or BA + 15 with MA	Cred. Plus RANGE 2 BA + 45 or BA + 30 with MA	Cred. Plus RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	66,513.72	71,980.57	72,424.73	74,888.49
2	66,993.06	72,424.73	74,823.29	78,141.84
3	67,470.68	74,416.19	77,902.16	81,490.35
4	68,566.85	77,186.63	80,952.82	84,768.36
5	70,836.80	79,905.95	83,992.89	87,991.76
6	73,307.64	82,621.78	86,974.86	91,246.83
7	75,545.87	85,515.62	89,962.08	94,503.71
8	77,872.20	88,375.91	93,093.82	97,931.49
9	80,054.03	91,125.22	96,112.76	101,036.81
10		93,932.67	99,038.28	104,348.31
11		96,680.25	102,080.15	107,545.25
12		99,510.61	105,039.15	115,423.07
13		99,510.61	105,039.15	115,423.07
14		99,510.61	105,039.15	115,423.07
15		99,510.61	105,039.15	115,423.07
16		100,758.37	106,285.15	116,669.05
17		100,758.37	106,285.15	116,669.05
18		102,762.18	108,285.46	118,683.45
19		102,762.18	108,285.46	118,683.45
20		102,762.18	108,285.46	118,683.45
21		105,495.62	111,017.13	121,415.14
22		105,495.62	111,017.13	121,415.14
23		109,658.34	115,405.45	126,214.06
24		109,658.34	115,405.45	126,214.06
25		113,352.31	119,099.39	129,908.02
26		113,352.31	119,099.39	129,908.02
27		118,889.65	124,636.75	135,581.76

Employees on Range BA:

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

All Employees:

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Unit members initially employed before July 1, 2022 who did not receive their years of service and subsequently worked for the district for (7) qualifying years as of completion of 2025-2026 school year and new employees to the District: Each year of verified service as a full-time certificated employee in a public or private school may be counted as year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. See Article 22 Section 1
5. Work Year: 185 Days plus 72 Hours
6. Doctorate: $2,000
7. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR8-CAM
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
CAMERON TEACHERS - 200 DAYS
2026-2027
Effective July 1, 2026 (Increased 3.0%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	Cred. Plus RANGE 1 BA + 30 or BA + 15 with MA	Cred. Plus RANGE 2 BA + 45 or BA + 30 with MA	Cred. Plus RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	68,854.78	74,514.06	74,973.81	77,524.31
2	69,351.00	74,973.81	77,456.80	80,892.20
3	69,845.41	77,035.37	80,644.04	84,358.53
4	70,980.18	79,903.35	83,802.10	87,751.94
5	73,330.03	82,718.42	86,949.18	91,088.74
6	75,887.85	85,529.80	90,036.09	94,458.41
7	78,204.81	88,525.49	93,128.45	97,829.90
8	80,613.03	91,486.46	96,370.38	101,378.39
9	82,871.65	94,332.54	99,495.59	104,592.96
10		97,238.84	102,524.10	108,021.02
11		100,083.06	105,673.05	111,330.50
12		103,013.07	108,736.21	119,485.56
13		103,013.07	108,736.21	119,485.56
14		103,013.07	108,736.21	119,485.56
15		103,013.07	108,736.21	119,485.56
16		104,304.74	110,026.06	120,775.41
17		104,304.74	110,026.06	120,775.41
18		106,379.07	112,096.74	122,860.72
19		106,379.07	112,096.74	122,860.72
20		106,379.07	112,096.74	122,860.72
21		109,208.71	114,924.56	125,688.53
22		109,208.71	114,924.56	125,688.53
23		113,517.95	119,467.29	130,656.39
24		113,517.95	119,467.29	130,656.39
25		117,341.90	123,291.28	134,480.35
26		117,341.90	123,291.28	134,480.35
27		123,074.16	129,023.55	140,212.60

Employees on <u>Range BA:</u>

1. Will receive yearly step and column increases commensurate with their teaching and education experience; and
2. May move, commensurate with their education experience, to Ranges 1, 2, 3 **when they have their Preliminary or Clear Teaching Credential.**

All Employees:

1. Range placement is based on upper division and graduate units taken after a BA degree.
2. Unit members initially employed before July 1, 2022 who did not receive their years of service and subsequently worked for the district for (7) qualifying years as of completion of 2025-2026 school year and new employees to the District: Each year of verified service as a full-time certificated employee in a public or private school may be counted as year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 200 Days
5. Doctorate: $2,000
6. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR6
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
COUNSELORS, PROGRAM ASSISTANTS, PROJECT ASSISTANTS AND PROGRAM SPECIALISTS
2026-2027
Effective July 1, 2026 (Increased 3.0%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	67,327.23	71,009.95	72,663.72	75,800.12
2	67,807.72	72,446.51	75,732.65	79,096.13
3	68,294.79	75,317.98	78,850.96	82,481.02
4	69,402.25	78,128.55	81,936.35	85,803.35
5	71,699.43	80,878.29	85,013.48	89,064.80
6	74,199.02	83,626.31	88,033.07	92,355.89
7	76,459.97	86,558.66	91,057.56	95,653.57
8	78,818.05	89,453.18	94,228.51	99,124.01
9	81,034.57	92,232.49	97,282.65	102,270.28
10		95,077.63	100,246.26	105,622.23
11		97,858.59	103,323.42	108,855.70
12		100,725.09	106,314.99	116,826.72
13		100,725.09	106,314.99	116,826.72
14		100,725.09	106,314.99	116,826.72
15		100,725.09	106,314.99	116,826.72
16		101,985.57	107,575.47	118,092.14
17		101,985.57	107,575.47	118,092.14
18		104,012.89	109,607.72	120,127.65
19		104,012.89	109,607.72	120,127.65
20		104,012.89	109,607.72	120,127.65
21		106,777.41	112,372.24	122,898.76
22		106,777.41	112,372.24	122,898.76
23		110,991.62	116,808.61	127,751.45
24		110,991.62	116,808.61	127,751.45
25		114,309.01	120,124.36	131,067.19
26		114,309.01	120,124.36	131,067.19
27		119,278.57	125,093.89	136,036.74

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Unit members initially employed before July 1, 2022 who did not receive their years of service and subsequently worked for the district for (7) qualifying years as of completion of 2025-2026 school year and new employees to the District: Each year of verified service as a full-time certificated employee in a public or private school may be counted as year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 190 Days plus 51 Hours
5. Doctorate: $2,000
6. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR6+3.5
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
COUNSELORS, PROGRAM ASSISTANTS, PROJECT ASSISTANTS AND PROGRAM SPECIALISTS
2026-2027
Effective July 1, 2026 (Increased 3.0%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	69,683.69	73,495.29	75,206.94	78,453.12
2	70,181.01	74,982.14	78,383.29	81,864.50
3	70,685.13	77,954.10	81,610.73	85,367.83
4	71,831.33	80,863.06	84,804.10	88,806.48
5	74,208.91	83,709.00	87,988.97	92,182.09
6	76,795.98	86,553.24	91,114.21	95,588.35
7	79,136.08	89,588.22	94,244.57	99,001.42
8	81,576.66	92,584.01	97,526.51	102,593.33
9	83,870.80	95,460.61	100,687.53	105,849.72
10		98,405.33	103,754.88	109,319.01
11		101,283.63	106,939.73	112,665.66
12		104,250.49	110,036.01	120,915.63
13		104,250.49	110,036.01	120,915.63
14		104,250.49	110,036.01	120,915.63
15		104,250.49	110,036.01	120,915.63
16		105,555.09	111,340.62	122,225.34
17		105,555.09	111,340.62	122,225.34
18		107,653.35	113,443.99	124,332.12
19		107,653.35	113,443.99	124,332.12
20		107,653.35	113,443.99	124,332.12
21		110,514.60	116,305.25	127,200.19
22		110,514.60	116,305.25	127,200.19
23		114,876.33	120,896.92	132,222.73
24		114,876.33	120,896.92	132,222.73
25		118,309.84	124,328.71	135,654.54
26		118,309.84	124,328.71	135,654.54
27		123,453.31	129,472.18	140,798.01

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Unit members initially employed before July 1, 2022 who did not receive their years of service and subsequently worked for the district for (7) qualifying years as of completion of 2025-2026 school year and new employees to the District: Each year of verified service as a full-time certificated employee in a public or private school may be counted as year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 190 Days plus 51 Hours
5. Doctorate: $2,000
6. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR6 - CAM
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
CAMERON PROGRAM SPECIALIST
2026-2027
Effective July 1, 2026 (Increased 3.0%)

STEP	RANGE BA BA + 0 - 29 SEM. UNITS	RANGE 1 BA + 30 or BA + 15 with MA	RANGE 2 BA + 45 or BA + 30 with MA	RANGE 3 BA + 60 or BA + 45 with MA
	Annual	Annual	Annual	Annual
1	71,245.74	75,142.81	76,892.84	80,211.77
2	71,754.21	76,662.96	80,140.37	83,699.62
3	72,269.64	79,701.56	83,440.14	87,281.49
4	73,441.56	82,675.73	86,705.13	90,797.20
5	75,872.42	85,585.44	89,961.37	94,248.46
6	78,517.48	88,493.44	93,156.67	97,731.09
7	80,910.02	91,596.46	96,357.20	101,220.71
8	83,405.34	94,659.42	99,712.71	104,893.12
9	85,750.88	97,600.53	102,944.57	108,222.48
10		100,611.24	106,080.67	111,769.55
11		103,554.06	109,336.92	115,191.23
12		106,587.40	112,502.65	123,626.13
13		106,587.40	112,502.65	123,626.13
14		106,587.40	112,502.65	123,626.13
15		106,587.40	112,502.65	123,626.13
16		107,921.23	113,836.48	124,965.21
17		107,921.23	113,836.48	124,965.21
18		110,066.54	115,987.03	127,119.22
19		110,066.54	115,987.03	127,119.22
20		110,066.54	115,987.03	127,119.22
21		112,991.94	118,912.42	130,051.58
22		112,991.94	118,912.42	130,051.58
23		117,451.47	123,606.96	135,186.72
24		117,451.47	123,606.96	135,186.72
25		120,961.91	127,115.73	138,695.48
26		120,961.91	127,115.73	138,695.48
27		126,220.68	132,374.49	143,954.20

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Unit members initially employed before July 1, 2022 who did not receive their years of service and subsequently worked for the district for (7) qualifying years as of completion of 2025-2026 school year and new employees to the District: Each year of verified service as a full-time certificated employee in a public or private school may be counted as year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Work Year: 200 Days
5. Doctorate: $2,000
6. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR7
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
NURSES, SPEECH AND LANGUAGE PATHOLOGISTS, & PSYCHOLGISTS
2026-2027
Effective July 1, 2026 (Increased 3.0%)

Step	RANGE A	RANGE B
	Annual	Annual
1	77,952.20	111,919.32
2	79,646.41	113,908.49
3	81,342.14	115,897.68
4	83,036.30	117,886.86
5	84,730.47	119,876.05
6		121,865.21
7		123,854.39
8		125,843.59
9		127,832.76
10		129,821.94
11		130,900.84
12		131,979.74
13		133,058.64
14		134,137.54
15		135,216.44
16		136,295.35
17		137,374.25
18		138,453.15
19		139,532.05
20		140,610.94
21		141,689.86
22		142,768.75
23		143,847.68
24		144,926.57
25		146,005.48

Placement on the Salary Schedule:

1. Initial placement for new hires is on Range A or B depending on holding a Waiver or License.
   Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
2. Upon receiving a license the unit member will move from Range A (waiver) to Range B (license) and will be placed on Step 1.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Speech Therapists whose assignment is that of a classroom teacher shall remain on Salary Schedule 6.
5. Work Year: 193 Days plus 51 Hours
6. Doctorate: $2,000
7. All other stipends see Article 23

Approved by the Board of Education 01/21/2026

SCHEDULE UTR7-CAM
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
CAMERON LIFT SPEECH & LANGAUAGE PATHOLOGIST - 200 DAYS
2026-2027
Effective July 1, 2026 (Increased 3.0%)

Step	RANGE A	RANGE B
	Annual	Annual
1	80,779.48	115,978.57
2	82,535.14	118,039.88
3	84,292.37	120,101.22
4	86,047.98	122,162.54
5	87,803.59	124,223.88
6		126,285.20
7		128,346.52
8		130,407.87
9		132,469.19
10		134,530.51
11		135,648.53
12		136,766.56
13		137,884.60
14		139,002.63
15		140,120.66
16		141,238.70
17		142,356.73
18		143,474.77
19		144,592.80
20		145,710.82
21		146,828.86
22		147,946.89
23		149,064.95
24		150,182.97
25		151,301.01

Placement on the Salary Schedule:

1. Initial placement for new hires is on Range A or B depending on holding a Waiver or License.
   Effective July 1, 2022, there shall be no limit on the number of years that can be so credited for teachers applying to WCCUSD.
2. Upon receiving a license the unit member will move from Range A (waiver) to Range B (license) and will be placed on Step 1.
3. Employees shall serve 75% or more of the work year in order to advance to the next salary step.
4. Speech Therapists whose assignment is that of a classroom teacher shall remain on Salary Schedule 6.
5. Work Year: 200 Days
6. Doctorate: $2,000
7. All other stipends see Article 23

Approved by the Board of Education 01/21/2026