

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE 2

2026 - 2027

2026-27 SALARY SCHEDULE TIED TO SSA 3%

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	\$95,175.66	\$7,931.31	\$48.81	\$99,934.46	\$8,327.87	\$51.25	\$104,931.18	\$8,744.27	\$53.81	\$110,177.75	\$9,181.48	\$56.50	\$115,686.62	\$9,640.55	\$59.33
SENIOR ADMINISTRATIVE SECRETARY CONFIDENTIAL	260	2	17	\$84,915.76	\$7,076.31	\$43.55	\$89,161.50	\$7,430.13	\$45.72	\$93,619.57	\$7,801.63	\$48.01	\$98,300.54	\$8,191.71	\$50.41	\$103,215.58	\$8,601.30	\$52.93
INTERNAL AUDITOR CONFIDENTIAL	260	2	17	\$84,915.76	\$7,076.31	\$43.55	\$89,161.50	\$7,430.13	\$45.72	\$93,619.57	\$7,801.63	\$48.01	\$98,300.54	\$8,191.71	\$50.41	\$103,215.58	\$8,601.30	\$52.93

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