

**WCCAA**  
**SALARY SCHEDULE**  
 WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT  
 2026-2027

3% Increase effective 7/1/2026

| JOB TITLE                                                                | DAYS | INDEX / GRADE | STEP 1       |             |          | STEP 2       |             |          | STEP 3       |             |          | STEP 4       |             |          | STEP 5       |             |          |
|--------------------------------------------------------------------------|------|---------------|--------------|-------------|----------|--------------|-------------|----------|--------------|-------------|----------|--------------|-------------|----------|--------------|-------------|----------|
|                                                                          |      |               | Annual       | Monthly     | Daily    | Annual       | Monthly     | Daily    | Annual       | Monthly     | Daily    | Annual       | Monthly     | Daily    | Annual       | Monthly     | Daily    |
| VICE PRINCIPAL ELEMENTARY                                                | 205  | 0.95          | \$114,013.64 | \$10,364.88 | \$556.16 | \$119,714.31 | \$10,883.12 | \$583.97 | \$125,700.05 | \$11,427.28 | \$613.17 | \$131,985.03 | \$11,998.64 | \$643.83 | \$138,584.29 | \$12,598.57 | \$676.02 |
| VP/K-12 INSTRUCTIONAL SPECIALIST ELEMENTARY                              | 205  | 0.95          | \$114,013.64 | \$10,364.88 | \$556.16 | \$119,714.31 | \$10,883.12 | \$583.97 | \$125,700.05 | \$11,427.28 | \$613.17 | \$131,985.03 | \$11,998.64 | \$643.83 | \$138,584.29 | \$12,598.57 | \$676.02 |
| VICE PRINCIPAL K-8                                                       | 205  | 0.96          | \$115,213.78 | \$10,473.98 | \$562.02 | \$120,974.47 | \$10,997.68 | \$590.12 | \$127,023.19 | \$11,547.56 | \$619.63 | \$133,374.35 | \$12,124.94 | \$650.61 | \$140,043.06 | \$12,731.19 | \$683.14 |
| VP/K-12 INSTRUCTIONAL SPECIALIST K-8                                     | 205  | 0.96          | \$115,213.78 | \$10,473.98 | \$562.02 | \$120,974.47 | \$10,997.68 | \$590.12 | \$127,023.19 | \$11,547.56 | \$619.63 | \$133,374.35 | \$12,124.94 | \$650.61 | \$140,043.06 | \$12,731.19 | \$683.14 |
| COMPREHENSIVE COORDINATED EARLY INTERVENING SERVICES (CCEIS) COORDINATOR | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| ASSISTANT PRINCIPAL MIDDLE                                               | 210  | 0.97          | \$119,253.29 | \$10,841.21 | \$567.87 | \$125,215.95 | \$11,383.27 | \$596.27 | \$131,476.75 | \$11,952.43 | \$626.08 | \$138,050.59 | \$12,550.05 | \$657.38 | \$144,953.13 | \$13,177.56 | \$690.25 |
| AP/K-12 INSTRUCTIONAL SPECIALIST MIDDLE                                  | 210  | 0.97          | \$119,253.29 | \$10,841.21 | \$567.87 | \$125,215.95 | \$11,383.27 | \$596.27 | \$131,476.75 | \$11,952.43 | \$626.08 | \$138,050.59 | \$12,550.05 | \$657.38 | \$144,953.13 | \$13,177.56 | \$690.25 |
| ASSISTANT PRINCIPAL LINKED LEARNING                                      | 215  | 0.99          | \$124,610.03 | \$11,328.18 | \$579.58 | \$130,840.53 | \$11,894.59 | \$608.56 | \$137,382.55 | \$12,489.32 | \$638.99 | \$144,251.69 | \$13,113.79 | \$670.94 | \$151,464.27 | \$13,769.48 | \$704.48 |
| ASSISTANT PRINCIPAL SENIOR HIGH                                          | 215  | 0.99          | \$124,610.03 | \$11,328.18 | \$579.58 | \$130,840.53 | \$11,894.59 | \$608.56 | \$137,382.55 | \$12,489.32 | \$638.99 | \$144,251.69 | \$13,113.79 | \$670.94 | \$151,464.27 | \$13,769.48 | \$704.48 |
| AP/K-12 INSTRUCTIONAL SPECIALIST SENIOR HIGH                             | 215  | 0.99          | \$124,610.03 | \$11,328.18 | \$579.58 | \$130,840.53 | \$11,894.59 | \$608.56 | \$137,382.55 | \$12,489.32 | \$638.99 | \$144,251.69 | \$13,113.79 | \$670.94 | \$151,464.27 | \$13,769.48 | \$704.48 |
| K-12 INSTRUCTIONAL SPECIALIST ELEMENTARY                                 | 205  | 0.95          | \$114,013.64 | \$10,364.88 | \$556.16 | \$119,714.31 | \$10,883.12 | \$583.97 | \$125,700.05 | \$11,427.28 | \$613.17 | \$131,985.03 | \$11,998.64 | \$643.83 | \$138,584.29 | \$12,598.57 | \$676.02 |
| K-12 INSTRUCTIONAL SPECIALIST SR HIGH                                    | 215  | 0.99          | \$124,610.03 | \$11,328.18 | \$579.58 | \$130,840.53 | \$11,894.59 | \$608.56 | \$137,382.55 | \$12,489.32 | \$638.99 | \$144,251.69 | \$13,113.79 | \$670.94 | \$151,464.27 | \$13,769.48 | \$704.48 |
| PRINCIPAL ELEMENTARY                                                     | 215  | 1.00          | \$125,868.71 | \$11,442.61 | \$585.44 | \$132,162.15 | \$12,014.74 | \$614.71 | \$138,770.26 | \$12,615.48 | \$645.44 | \$145,708.77 | \$13,246.25 | \$677.72 | \$152,994.21 | \$13,908.56 | \$711.60 |
| PRINCIPAL K-8                                                            | 215  | 1.03          | \$129,644.78 | \$11,785.89 | \$603.00 | \$136,127.02 | \$12,375.18 | \$633.15 | \$142,933.37 | \$12,993.94 | \$664.81 | \$150,080.03 | \$13,643.64 | \$698.05 | \$157,584.04 | \$14,325.82 | \$732.95 |
| PRINCIPAL MIDDLE/JUNIOR HIGH                                             | 215  | 1.06          | \$133,420.83 | \$12,129.17 | \$620.56 | \$140,091.88 | \$12,735.63 | \$651.59 | \$147,096.47 | \$13,372.41 | \$684.17 | \$154,451.30 | \$14,041.03 | \$718.38 | \$162,173.87 | \$14,743.08 | \$754.30 |
| ADMINISTRATOR ON SPECIAL ASSIGNMENT                                      | 215  | 1.00          | \$131,723.07 | \$10,976.92 | \$612.67 | \$135,064.72 | \$11,255.39 | \$628.21 | \$145,224.69 | \$12,102.06 | \$675.46 | \$152,485.92 | \$12,707.16 | \$709.24 | \$160,110.22 | \$13,342.52 | \$744.70 |
| ASSISTANT PRINCIPAL ADULT ED                                             | 225  | 0.99          | \$130,405.84 | \$10,867.15 | \$579.58 | \$136,926.14 | \$11,410.51 | \$608.56 | \$143,772.45 | \$11,981.04 | \$638.99 | \$150,961.07 | \$12,580.09 | \$670.94 | \$158,509.12 | \$13,209.09 | \$704.48 |
| ASSISTANT PRINCIPAL TRANSITION                                           | 225  | 0.99          | \$130,405.84 | \$10,867.15 | \$579.58 | \$136,926.14 | \$11,410.51 | \$608.56 | \$143,772.45 | \$11,981.04 | \$638.99 | \$150,961.07 | \$12,580.09 | \$670.94 | \$158,509.12 | \$13,209.09 | \$704.48 |
| PRINCIPAL ALTERNATIVE EDUCATION                                          | 225  | 1.00          | \$131,723.07 | \$10,976.92 | \$585.44 | \$138,309.22 | \$11,525.77 | \$614.71 | \$145,224.69 | \$12,102.06 | \$645.44 | \$152,485.92 | \$12,707.16 | \$677.72 | \$160,110.22 | \$13,342.52 | \$711.60 |
| ADMINISTRATOR                                                            | 225  | 1.00          | \$131,723.07 | \$10,976.92 | \$585.44 | \$138,309.22 | \$11,525.77 | \$614.71 | \$145,224.69 | \$12,102.06 | \$645.44 | \$152,485.92 | \$12,707.16 | \$677.72 | \$160,110.22 | \$13,342.52 | \$711.60 |
| ADMINISTRATOR SPECIAL ED                                                 | 225  | 1.00          | \$131,723.07 | \$10,976.92 | \$585.44 | \$138,309.22 | \$11,525.77 | \$614.71 | \$145,224.69 | \$12,102.06 | \$645.44 | \$152,485.92 | \$12,707.16 | \$677.72 | \$160,110.22 | \$13,342.52 | \$711.60 |
| COORDINATOR                                                              | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR AFRICAN AMERICAN STUDENT ACHIEVEMENT                         | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR EDUCATIONAL SERVICES                                         | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR MIDDLE COLLEGE                                               | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR OF ELD                                                       | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR OF EDUCATIONAL TECHNOLOGY                                    | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR OF EARLY LITERACY                                            | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR OF POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT               | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR PRESCHOOL                                                    | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR SPECIAL EDUCATION                                            | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR STATE & FEDERAL PROGRAMS                                     | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| COORDINATOR TEACHER RESIDENCY PROGRAMS                                   | 225  | 1.05          | \$138,309.22 | \$12,573.57 | \$614.71 | \$145,224.69 | \$13,202.24 | \$645.44 | \$152,485.92 | \$13,862.36 | \$677.72 | \$160,110.22 | \$14,555.47 | \$711.60 | \$168,115.73 | \$15,283.25 | \$747.18 |
| PRINCIPAL ADULT EDUCATION                                                | 225  | 1.07          | \$140,943.69 | \$11,745.31 | \$626.42 | \$147,990.87 | \$12,332.57 | \$657.74 | \$155,390.41 | \$12,949.20 | \$690.62 | \$163,159.93 | \$13,596.66 | \$725.16 | \$171,317.94 | \$14,276.50 | \$761.41 |
| PRINCIPAL SENIOR HIGH                                                    | 225  | 1.13          | \$148,847.07 | \$13,531.55 | \$661.54 | \$156,289.43 | \$14,208.13 | \$694.62 | \$164,103.91 | \$14,918.54 | \$729.35 | \$172,309.09 | \$15,664.46 | \$765.82 | \$180,924.55 | \$16,447.69 | \$804.11 |

|                                  |          |      |                                                                                    |
|----------------------------------|----------|------|------------------------------------------------------------------------------------|
| Step 5 Base Daily Rate for 26-27 | \$711.60 | 1.00 | Plus Performance Pay of .001% to 3.00% for eligible employees - implemented 7/1/08 |
|----------------------------------|----------|------|------------------------------------------------------------------------------------|

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 |

Approved by the Board of Education 01/21/2026