

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
MANAGEMENT SALARY SCHEDULE
2026-2027

3% Increase effective 7/1/2026

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
ASSISTANT SUPERINTENDENT, COMMUNICATIONS AND COMMUNITY ENGAGEMENT	225	1.63	\$214,708.62	\$17,892.39	\$127.23	\$227,338.53	\$18,944.88	\$134.72	\$239,968.45	\$19,997.37	\$142.20	\$252,598.37	\$21,049.86	\$149.69	\$257,652.22	\$21,471.02	\$152.68
ASSISTANT SUPERINTENDENT HUMAN RESOURCES	225	1.63	\$214,708.62	\$17,892.39	\$127.23	\$227,338.53	\$18,944.88	\$134.72	\$239,968.45	\$19,997.37	\$142.20	\$252,598.37	\$21,049.86	\$149.69	\$257,652.22	\$21,471.02	\$152.68
ASSOCIATE SUPERINTENDENT BUSINESS SERVICES	225	1.74	\$229,198.15	\$19,099.85	\$135.82	\$242,680.41	\$20,223.37	\$143.81	\$256,162.64	\$21,346.89	\$151.80	\$269,644.91	\$22,470.41	\$159.79	\$275,039.79	\$22,919.98	\$162.99
ASSOCIATE SUPERINTENDENT EDUCATION SERVICES	225	1.74	\$229,198.15	\$19,099.85	\$135.82	\$242,680.41	\$20,223.37	\$143.81	\$256,162.64	\$21,346.89	\$151.80	\$269,644.91	\$22,470.41	\$159.79	\$275,039.79	\$22,919.98	\$162.99
ASSOCIATE SUPERINTENDENT HUMAN RESOURCES	225	1.74	\$229,198.15	\$19,099.85	\$135.82	\$242,680.41	\$20,223.37	\$143.81	\$256,162.64	\$21,346.89	\$151.80	\$269,644.91	\$22,470.41	\$159.79	\$275,039.79	\$22,919.98	\$162.99
ASSOCIATE SUPERINTENDENT K-12 OPERATIONS	225	1.74	\$229,198.15	\$19,099.85	\$135.82	\$242,680.41	\$20,223.37	\$143.81	\$256,162.64	\$21,346.89	\$151.80	\$269,644.91	\$22,470.41	\$159.79	\$275,039.79	\$22,919.98	\$162.99
ASSOCIATE SUPERINTENDENT OPERATIONS	225	1.74	\$229,198.15	\$19,099.85	\$135.82	\$242,680.41	\$20,223.37	\$143.81	\$256,162.64	\$21,346.89	\$151.80	\$269,644.91	\$22,470.41	\$159.79	\$275,039.79	\$22,919.98	\$162.99
ASSOCIATE SUPERINTENDENT TEACHING AND LEARNING	225	1.74	\$229,198.15	\$19,099.85	\$135.82	\$242,680.41	\$20,223.37	\$143.81	\$256,162.64	\$21,346.89	\$151.80	\$269,644.91	\$22,470.41	\$159.79	\$275,039.79	\$22,919.98	\$162.99
BOND REGIONAL FACILITY PROJECT MANAGER	225	0.90	\$118,550.78	\$9,879.23	\$70.25	\$125,524.35	\$10,460.36	\$74.38	\$132,497.92	\$11,041.49	\$78.52	\$139,435.04	\$11,619.59	\$82.63	\$142,261.97	\$11,855.16	\$84.30
CHIEF TECHNOLOGY OFFICER	225	1.50	\$197,584.62	\$16,465.39	\$117.09	\$209,207.24	\$17,433.94	\$123.97	\$220,829.87	\$18,402.49	\$130.86	\$232,452.50	\$19,371.04	\$137.75	\$237,103.27	\$19,758.61	\$140.51
COMMUNICATIONS MANAGER	225	1.01	\$133,040.30	\$11,086.69	\$78.84	\$140,866.20	\$11,738.85	\$83.48	\$148,692.12	\$12,391.01	\$88.11	\$156,518.01	\$13,043.17	\$92.75	\$159,649.53	\$13,304.13	\$94.61
DIRECTOR OF ACCOUNTABILITY DATA	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF AFRICAN AMERICAN STUDENT ACHIEVEMENT	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF BUSINESS SERVICES	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF COLLEGE AND CAREER	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF COMMUNICATIONS	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
DIRECTOR OF COMMUNITY ENGAGEMENT	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF COMMUNITY SCHOOLS	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF CURRICULUM AND INSTRUCTION	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF DISTRICT OPERATIONS	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF EDUCATIONAL TECHNOLOGY	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF ENGLISH LEARNER ACHIEVEMENT AND EARLY LITERACY	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF FACILITIES PLANNING & CONSTRUCTION	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF HUMAN RESOURCES CERTIFICATED	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF HUMAN RESOURCES CLASSIFIED	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF IT OPERATIONS	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF LABOR RELATIONS / DISTRICT NEGOTIATOR	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
DIRECTOR OF MAINTENANCE AND OPERATIONS	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF MENTAL HEALTH	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF NUTRITION SERVICES	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF POSITIVE SCHOOL CLIMATE, SOCIAL EMOTIONAL LEARNING	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF PROFESSIONAL LEARNING	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF RESEARCH AND EVALUATION	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF RESEARCH PARTNERSHIPS AND PERFORMANCE-BASED ASSESSMENT	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF SPECIAL EDUCATION	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF STUDENT RECRUITMENT AND RETENTION	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
DIRECTOR OF TITLE IX EDUCATION EQUITY	225	1.13	\$148,846.64	\$12,403.89	\$88.21	\$157,602.79	\$13,133.57	\$93.39	\$166,358.50	\$13,863.21	\$98.58	\$175,114.21	\$14,592.85	\$103.77	\$178,617.79	\$14,884.82	\$105.85
EXECUTIVE DIRECTOR K-12 SCHOOLS - ELEMENTARY	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
EXECUTIVE DIRECTOR K-12 SCHOOLS - SECONDARY	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
EXECUTIVE DIRECTOR OF BUSINESS SERVICES	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
EXECUTIVE DIRECTOR OF CONTRACT ADMINISTRATION	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
EXECUTIVE DIRECTOR OF ENGINEERING	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
EXECUTIVE DIRECTOR OF INTEGRATED YOUTH SUPPORTS	225	1.20	\$158,067.70	\$13,172.31	\$93.67	\$167,365.80	\$13,947.15	\$99.18	\$176,663.90	\$14,721.99	\$104.69	\$185,962.00	\$15,496.83	\$110.20	\$189,682.62	\$15,806.89	\$112.40
FACILITATOR, DEEPER LEARNING INITIATIVES	225	1.03	\$135,674.77	\$11,306.23	\$80.40	\$143,655.63	\$11,971.30	\$85.13	\$151,636.50	\$12,636.38	\$89.86	\$159,617.37	\$13,301.45	\$94.59	\$162,810.92	\$13,567.58	\$96.48
FACILITIES PLANNER/DESIGN MANAGER	225	0.95	\$125,136.92	\$10,428.08	\$74.16	\$132,497.92	\$11,041.49	\$78.52	\$139,858.92	\$11,654.91	\$82.88	\$147,219.91	\$12,268.33	\$87.24	\$150,165.41	\$12,513.78	\$88.99
GENERAL COUNSEL	225	1.63	\$214,708.62	\$17,892.39	\$127.23	\$227,338.53	\$18,944.88	\$134.72	\$239,968.45	\$19,997.37	\$142.20	\$252,598.37	\$21,049.86	\$149.69	\$257,652.22	\$21,471.02	\$152.68
LEAD INTERNAL AUDITOR	225	1.01	\$133,040.30	\$11,086.69	\$78.84	\$140,866.20	\$11,738.85	\$83.48	\$148,692.12	\$12,391.01	\$88.11	\$156,518.01	\$13,043.17	\$92.75	\$159,649.53	\$13,304.13	\$94.61
SELPA DIRECTOR	225	1.50	\$197,584.62	\$16,465.39	\$117.09	\$209,207.24	\$17,433.94	\$123.97	\$220,829.87	\$18,402.49	\$130.86	\$232,452.50	\$19,371.04	\$137.75	\$237,103.27	\$19,758.61	\$140.51
SR. BOND REGIONAL FACILITY PROJECT MANAGER	225	1.01	\$133,040.30	\$11,086.69	\$78.84	\$140,866.20	\$11,738.85	\$83.48	\$148,692.12	\$12,391.01	\$88.11	\$156,518.01	\$13,043.17	\$92.75	\$159,649.53	\$13,304.13	\$94.61

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