SCHEDULE UTR8
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
TEACHERS AND LIBRARIANS
2023-2024
Effective July 1, 2023 (Increased 7.5%)

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	58,572.72	63,386.89	63,778.02	65,947.64
2	58,994.83	63,778.02	65,890.23	68,812.57
3	59,415.43	65,531.72	68,601.50	71,761.31
4	60,380.73	67,971.41	71,287.95	74,647.96
5	62,379.68	70,366.07	73,965.08	77,486.52
6	64,555.52	72,757.66	76,591.03	80,352.97
7	66,526.53	75,306.01	79,221.61	83,221.02
8	68,575.12	77,824.81	81,979.46	86,239.56
9	70,496.47	80,245.88	84,637.96	88,974.13
10		82,718.16	87,214.21	91,890.29
11		85,137.70	89,892.91	94,705.55
12		87,630.15	92,498.65	101,642.84
13		87,630.15	92,498.65	101,642.84
14		87,630.15	92,498.65	101,642.84
15		87,630.15	92,498.65	101,642.84
16		88,728.94	93,595.89	102,740.07
17		88,728.94	93,595.89	102,740.07
18		90,493.51	95,357.38	104,513.97
19		90,493.51	95,357.38	104,513.97
20		90,493.51	95,357.38	104,513.97
21		92,900.62	97,762.92	106,919.52
22		92,900.62	97,762.92	106,919.52
23		96,566.35	101,627.32	111,145.51
24		96,566.35	101,627.32	111,145.51
25		99,819.30	104,880.25	114,398.45
26		99,819.30	104,880.25	114,398.45
27		104,695.55	109,756.51	119,394.81

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. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service.
   Note: In 2022 Negotiations, UTR and District agreed to remove the 15 year max credit as previously cited on UTR Salary Schedules.
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 03/01/2023

SCHEDULE UTR8+3.5
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
TEACHERS AND LIBRARIANS
2023-2024
Effective July 1, 2023 (Increased 7.5%)

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	60,622.75	65,605.44	66,010.22	68,255.81
2	61,059.67	66,010.22	68,196.38	71,221.01
3	61,494.97	67,825.33	71,002.56	74,272.95
4	62,494.07	70,350.41	73,783.02	77,260.64
5	64,562.97	72,828.90	76,553.88	80,198.53
6	66,814.97	75,304.19	79,271.70	83,165.34
7	68,854.95	77,941.70	81,994.36	86,133.74
8	70,975.24	80,548.70	84,848.72	89,257.97
9	72,963.83	83,054.50	87,600.28	92,088.24
10		85,613.31	90,266.72	95,106.44
11		88,117.51	93,039.15	98,020.24
12		90,697.20	95,736.11	105,200.34
13		90,697.20	95,736.11	105,200.34
14		90,697.20	95,736.11	105,200.34
15		90,697.20	95,736.11	105,200.34
16		91,834.46	96,871.75	106,335.98
17		91,834.46	96,871.75	106,335.98
18		93,660.79	98,694.89	108,171.96
19		93,660.79	98,694.89	108,171.96
20		93,660.79	98,694.89	108,171.96
21		96,152.14	101,184.63	110,661.70
22		96,152.14	101,184.63	110,661.70
23		99,946.18	105,184.28	115,035.61
24		99,946.18	105,184.28	115,035.61
25		103,312.95	108,551.05	118,402.37
26		103,312.95	108,551.05	118,402.37
27		108,359.90	113,597.99	123,573.64

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. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service.
   Note: In 2022 Negotiations, UTR and District agreed to remove the 15 year max credit as previously cited on UTR Salary Schedules.
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 03/01/2023

SCHEDULE UCAM
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
CAMERON TEACHERS - 200 DAYS
2023-2024
Effective July 1, 2023 (Increased 7.5%)

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	63,666.00	68,898.81	69,323.91	71,682.21
2	64,124.83	69,323.91	71,619.79	74,796.30
3	64,581.98	71,230.11	74,566.84	78,001.42
4	65,631.24	73,881.97	77,486.91	81,139.10
5	67,804.00	76,484.90	80,396.84	84,224.45
6	70,169.07	79,084.42	83,251.12	87,340.18
7	72,311.43	81,854.36	86,110.45	90,457.61
8	74,538.17	84,592.20	89,108.08	93,738.69
9	76,626.58	87,223.80	91,997.77	96,711.01
10		89,911.09	94,798.06	99,880.74
11		92,540.97	97,709.70	102,940.82
12		95,250.18	100,542.04	110,481.33
13		95,250.18	100,542.04	110,481.33
14		95,250.18	100,542.04	110,481.33
15		95,250.18	100,542.04	110,481.33
16		96,444.51	101,734.69	111,673.98
17		96,444.51	101,734.69	111,673.98
18		98,362.52	103,649.32	113,602.14
19		98,362.52	103,649.32	113,602.14
20		98,362.52	103,649.32	113,602.14
21		100,978.92	106,264.04	116,216.86
22		100,978.92	106,264.04	116,216.86
23		104,963.43	110,464.44	120,810.34
24		104,963.43	110,464.44	120,810.34
25		108,499.21	114,000.26	124,346.14
26		108,499.21	114,000.26	124,346.14
27		113,799.50	119,300.55	129,646.42

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. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid teaching credential or teaching license during the time of service.
   Note: In 2022 Negotiations, UTR and District agreed to remove the 15 year max credit as previously cited on UTR Salary Schedules.
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 03/01/2023

SCHEDULE 6
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
COUNSELORS, PROGRAM ASSISTANTS, PROJECT ASSISTANTS AND PROGRAM SPECIALISTS
2023-2024
Effective July 1, 2023 (Increased 7.5%)

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	62,253.56	65,658.76	67,187.90	70,087.95
2	62,697.85	66,987.07	70,025.56	73,135.58
3	63,148.21	69,642.14	72,908.89	76,265.39
4	64,172.22	72,240.91	75,761.76	79,337.35
5	66,296.29	74,783.44	78,607.01	82,353.03
6	68,607.50	77,324.37	81,399.05	85,396.10
7	70,698.08	80,035.74	84,195.62	88,445.28
8	72,878.46	82,712.14	87,127.61	91,654.19
9	74,927.94	85,282.01	89,951.59	94,563.36
10		87,912.74	92,691.88	97,662.71
11		90,484.13	95,537.14	100,652.52
12		93,134.62	98,303.28	108,022.86
13		93,134.62	98,303.28	108,022.86
14		93,134.62	98,303.28	108,022.86
15		93,134.62	98,303.28	108,022.86
16		94,300.11	99,468.76	109,192.91
17		94,300.11	99,468.76	109,192.91
18		96,174.66	101,347.87	111,075.04
19		96,174.66	101,347.87	111,075.04
20		96,174.66	101,347.87	111,075.04
21		98,730.85	103,904.06	113,637.31
22		98,730.85	103,904.06	113,637.31
23		102,627.48	108,006.11	118,124.31
24		102,627.48	108,006.11	118,124.31
25		105,694.88	111,071.99	121,190.19
26		105,694.88	111,071.99	121,190.19
27		110,289.94	115,667.03	125,785.24

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
   Note: In 2022 Negotiations, UTR and District agreed to remove the 15 year max credit as previously cited on UTR Salary Schedules.
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 03/01/2023

SCHEDULE 6+3.5
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
COUNSELORS, PROGRAM ASSISTANTS, PROJECT ASSISTANTS AND PROGRAM SPECIALISTS
2023-2024
Effective July 1, 2023 (Increased 7.5%)

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	64,432.45	67,956.81	69,539.48	72,541.03
2	64,892.29	69,331.61	72,476.46	75,695.33
3	65,358.42	72,079.61	75,460.69	78,934.66
4	66,418.25	74,769.36	78,413.41	82,114.17
5	68,616.66	77,400.83	81,358.27	85,235.40
6	71,008.76	80,030.73	84,248.00	88,384.97
7	73,172.52	82,837.00	87,142.46	91,540.84
8	75,429.18	85,607.04	90,177.08	94,862.07
9	77,550.44	88,266.86	93,099.89	97,873.07
10		90,989.68	95,936.09	101,080.91
11		93,651.07	98,880.93	104,175.37
12		96,394.35	101,743.89	111,803.64
13		96,394.35	101,743.89	111,803.64
14		96,394.35	101,743.89	111,803.64
15		96,394.35	101,743.89	111,803.64
16		97,600.64	102,950.18	113,014.65
17		97,600.64	102,950.18	113,014.65
18		99,540.78	104,895.05	114,962.67
19		99,540.78	104,895.05	114,962.67
20		99,540.78	104,895.05	114,962.67
21		102,186.41	107,540.69	117,614.60
22		102,186.41	107,540.69	117,614.60
23		106,219.45	111,786.33	122,258.65
24		106,219.45	111,786.33	122,258.65
25		109,394.21	114,959.51	125,431.85
26		109,394.21	114,959.51	125,431.85
27		114,150.08	119,715.38	130,187.71

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
   Note: In 2022 Negotiations, UTR and District agreed to remove the 15 year max credit as previously cited on UTR Salary Schedules.
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 03/01/2023

SCHEDULE CPS6
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT SALARY SCHEDULE
CAMERON PROGRAM SPECIALIST
2023-2024
Effective July 1, 2023 (Increased 7.5%)

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	65,876.78	69,480.17	71,098.32	74,167.14
2	66,346.93	70,885.77	74,101.12	77,392.16
3	66,823.52	73,695.39	77,152.23	80,704.10
4	67,907.13	76,445.43	80,171.18	83,954.88
5	70,154.80	79,135.87	83,182.04	87,146.06
6	72,600.53	81,824.72	86,136.54	90,366.24
7	74,812.78	84,693.90	89,095.89	93,592.89
8	77,120.06	87,526.05	92,198.53	96,988.55
9	79,288.84	90,245.52	95,186.84	100,067.02
10		93,029.35	98,086.61	103,346.79
11		95,750.40	101,097.48	106,510.62
12		98,555.15	104,024.64	114,309.88
13		98,555.15	104,024.64	114,309.88
14		98,555.15	104,024.64	114,309.88
15		98,555.15	104,024.64	114,309.88
16		99,788.47	105,257.95	115,548.05
17		99,788.47	105,257.95	115,548.05
18		101,772.11	107,246.45	117,539.73
19		101,772.11	107,246.45	117,539.73
20		101,772.11	107,246.45	117,539.73
21		104,477.06	109,951.38	120,251.11
22		104,477.06	109,951.38	120,251.11
23		108,600.52	114,292.15	124,999.28
24		108,600.52	114,292.15	124,999.28
25		111,846.43	117,536.50	128,243.63
26		111,846.43	117,536.50	128,243.63
27		116,708.90	122,398.97	133,106.06

Initial Placement:

1. Current WCCUSD Employees: Current employees of the District shall receive year-for-year service credit for initial salary placement.
2. Employees new to the District : Each year of verified service as a full-time certificated employee in a public or private school may be counted as a year of service for initial salary placement, provided the applicant had a valid credential or teaching license during the time of service.
   Note: In 2022 Negotiations, UTR and District agreed to remove the 15 year max credit as previously cited on UTR Salary Schedules.
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 03/01/2023

SCHEDULE UTR NS&P
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
NURSES, SPEECH AND LANGUAGE PATHOLOGISTS, & PSYCHOLGISTS
2023-2024
Effective July 1, 2023 (Increased 7.5%)

Step	RANGE A	RANGE B
	Annual	Annual
1	72,077.86	103,485.27
2	73,644.39	105,324.54
3	75,212.33	107,163.83
4	76,778.83	109,003.10
5	78,345.32	110,842.39
6		112,681.66
7		114,520.93
8		116,360.23
9		118,199.50
10		120,038.78
11		121,036.37
12		122,033.97
13		123,031.57
14		124,029.16
15		125,026.76
16		126,024.36
17		127,021.96
18		128,019.55
19		129,017.15
20		130,014.74
21		131,012.35
22		132,009.94
23		133,007.56
24		134,005.15
25		135,002.75

Placement on the Salary Schedule:

1. Initial placement for new hires is on Range A or B depending on holding a Waiver or License.
   Note: In 2022 Negotiations, UTR and District agreed to remove the 15 year max credit as previously cited on UTR Salary Schedules.
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 03/01/2023