

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
MANAGEMENT**

RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL
M1	\$49.51	\$8,581	\$102,972	\$52.01	\$9,015	\$108,180	\$54.65	\$9,472	\$113,664	\$57.41	\$9,952	\$119,424	\$60.32	\$10,455	\$125,460
M2	\$52.01	\$9,015	\$108,180	\$54.65	\$9,472	\$113,664	\$57.41	\$9,952	\$119,424	\$60.32	\$10,455	\$125,460	\$63.37	\$10,984	\$131,808
M3	\$54.65	\$9,472	\$113,664	\$57.41	\$9,952	\$119,424	\$60.32	\$10,455	\$125,460	\$63.37	\$10,984	\$131,808	\$66.58	\$11,540	\$138,480
M4	\$57.41	\$9,952	\$119,424	\$60.32	\$10,455	\$125,460	\$63.37	\$10,984	\$131,808	\$66.58	\$11,540	\$138,480	\$69.95	\$12,124	\$145,488
M5	\$60.32	\$10,455	\$125,460	\$63.37	\$10,984	\$131,808	\$66.58	\$11,540	\$138,480	\$69.95	\$12,124	\$145,488	\$73.49	\$12,738	\$152,856
M6	\$63.37	\$10,984	\$131,808	\$66.58	\$11,540	\$138,480	\$69.95	\$12,124	\$145,488	\$73.49	\$12,738	\$152,856	\$77.21	\$13,383	\$160,596
M7	\$66.58	\$11,540	\$138,480	\$69.95	\$12,124	\$145,488	\$73.49	\$12,738	\$152,856	\$77.21	\$13,383	\$160,596	\$81.12	\$14,060	\$168,720
M8	\$69.95	\$12,124	\$145,488	\$73.49	\$12,738	\$152,856	\$77.21	\$13,383	\$160,596	\$81.12	\$14,060	\$168,720	\$85.22	\$14,772	\$177,264
M9	\$73.49	\$12,738	\$152,856	\$77.21	\$13,383	\$160,596	\$81.12	\$14,060	\$168,720	\$85.22	\$14,772	\$177,264	\$89.54	\$15,520	\$186,240
M10	\$77.21	\$13,383	\$160,596	\$81.12	\$14,060	\$168,720	\$85.22	\$14,772	\$177,264	\$89.54	\$15,520	\$186,240	\$94.08	\$16,307	\$195,684
M11	\$81.12	\$14,060	\$168,720	\$85.22	\$14,772	\$177,264	\$89.54	\$15,520	\$186,240	\$94.08	\$16,307	\$195,684	\$98.84	\$17,132	\$205,584
M12	\$85.22	\$14,772	\$177,264	\$89.54	\$15,520	\$186,240	\$94.08	\$16,307	\$195,684	\$98.84	\$17,132	\$205,584	\$103.84	\$17,999	\$215,988
M13	\$89.54	\$15,520	\$186,240	\$94.08	\$16,307	\$195,684	\$98.84	\$17,132	\$205,584	\$103.84	\$17,999	\$215,988	\$109.10	\$18,910	\$226,920
M14	\$94.08	\$16,307	\$195,684	\$98.84	\$17,132	\$205,584	\$103.84	\$17,999	\$215,988	\$109.10	\$18,910	\$226,920	\$114.62	\$19,867	\$238,404
M15	\$98.84	\$17,132	\$205,584	\$103.84	\$17,999	\$215,988	\$109.10	\$18,910	\$226,920	\$114.62	\$19,867	\$238,404	\$120.42	\$20,873	\$250,476
M16	\$103.84	\$17,999	\$215,988	\$109.10	\$18,910	\$226,920	\$114.62	\$19,867	\$238,404	\$120.42	\$20,873	\$250,476	\$126.52	\$21,929	\$263,148
M17	\$109.10	\$18,910	\$226,920	\$114.62	\$19,867	\$238,404	\$120.42	\$20,873	\$250,476	\$126.52	\$21,929	\$263,148	\$132.92	\$23,039	\$276,468
M18	\$114.62	\$19,867	\$238,404	\$120.42	\$20,873	\$250,476	\$126.52	\$21,929	\$263,148	\$132.92	\$23,039	\$276,468	\$139.65	\$24,206	\$290,472
M19	\$120.42	\$20,873	\$250,476	\$126.52	\$21,929	\$263,148	\$132.92	\$23,039	\$276,468	\$139.65	\$24,206	\$290,472	\$146.72	\$25,431	\$305,172
M20	\$126.52	\$21,929	\$263,148	\$132.92	\$23,039	\$276,468	\$139.65	\$24,206	\$290,472	\$146.72	\$25,431	\$305,172	\$154.14	\$26,718	\$320,616

*Computed on a basis of 2,080 hours per year, or 173.33 hours per average month.

A longevity step is granted at the beginning of the fiscal year of employment after continuous service in the District as follows:

5% - 8th Year; 7.5% - 10th Year; 10% - 14th Year; 12.5% - 16th Year; 15% - 20th Year

**Contra Costa Community College District
MANAGEMENT SALARY RANGES
FISCAL YEAR 2023-2024**

CLASSIFICATION	RANGE	SALARY
Academic/Student Services Manager *	M3	\$113,664 - \$138,480
Assistant Comptroller	M4	\$119,424 - \$145,488
Associate Chancellor	M10	\$160,596 - \$195,684
Associate Dean of Nursing and Allied Health*	M7	\$138,480 - \$168,720
Athletic Director *	M5	\$125,460 - \$152,856
Bond Budget Controls Manager	M2	\$108,180 - \$131,808
Buildings and Grounds Manager	M4	\$119,424 - \$145,488
Capital Projects Manager	M6	\$131,808 - \$160,596
Central Services Manager	M5	\$125,460 - \$152,856
Chief Accountant	M4	\$119,424 - \$145,488
College Bookstore Manager	M3	\$113,664 - \$138,480
Comptroller/Assistant Chief Financial Officer	M8	\$145,488 - \$177,264
Contract Manager	M3	\$113,664 - \$138,480
Custodial Manager	M2	\$108,180 - \$131,808
Dean of International Education*	M8	\$145,488 - \$177,264
Dean*	M8	\$145,488 - \$177,264
Director of Administrative Information Systems	M6	\$131,808 - \$160,596
Director of Admissions and Records *	M7	\$138,480 - \$168,720
Director of Admissions, Records and Relations with Schools *	M7	\$138,480 - \$168,720
Director of Auxiliary Services	M6	\$131,808 - \$160,596
Director of Business Services	M9	\$152,856 - \$186,240
Director of Communications and Community Relations	M9	\$152,856 - \$186,240
Director of Capital Construction Program Operations	M10	\$160,596 - \$195,684
Director of Construction Program Controls	M8	\$145,488 - \$177,264
Director of District Finance Services	M9	\$152,856 - \$186,240
Director of District Research	M7	\$138,480 - \$168,720
Director of Early Childhood Laboratory School *	M4	\$119,424 - \$145,488
Director of Facilities and Construction	M9	\$152,856 - \$186,240
Director of Facilities Services	M9	\$152,856 - \$186,240
Director of Facilities Support	M7	\$138,480 - \$168,720
Director of Financial Aid	M6	\$131,808 - \$160,596
Director of Fiscal Services	M8	\$145,488 - \$177,264
Director of Human Resources	M10	\$160,596 - \$195,684
Director of Information Technology	M10	\$160,596 - \$195,684
Director of Instructional Support *	M6	\$131,808 - \$160,596
Director of Internal Audit Services	M6	\$131,808 - \$160,596
Director of International Education *	M8	\$145,488 - \$177,264
Director of Library Services *	M7	\$138,480 - \$168,720
Director of Maintenance and Operations	M7	\$138,480 - \$168,720
Director of Marketing and Communication	M3	\$113,664 - \$138,480
Director of Marketing and Media Design	M6	\$131,808 - \$160,596
Director of Payroll Services	M6	\$131,808 - \$160,596
Director of Public Safety and Related Programs *	M7	\$138,480 - \$168,720
Director of Purchasing and Contract Services	M8	\$145,488 - \$177,264
Director of Research Collaboration	M4	\$119,424 - \$145,488
Director of Risk Management	M7	\$138,480 - \$168,720

**Contra Costa Community College District
MANAGEMENT SALARY RANGES
FISCAL YEAR 2023-2024**

CLASSIFICATION	RANGE	SALARY
Director of Special Programs and Services *	M6	\$131,808 - \$160,596
Director of Student Programs and Services *	M7	\$138,480 - \$168,720
Director of Student Services *	M6	\$131,808 - \$160,596
District Applications Project Manager	M4	\$119,424 - \$145,488
District Financial Aid Director	M8	\$145,488 - \$177,264
Energy Manager	M4	\$119,424 - \$145,488
Executive Dean*	M10	\$160,596 - \$195,684
Executive Foundation Director	M10	\$160,596 - \$195,684
Facilities Project Manager	M5	\$125,460 - \$152,856
Facilities Systems Manager	M4	\$119,424 - \$145,488
Fiscal Services Manager	M5	\$125,460 - \$152,856
Food Services Manager	M5	\$125,460 - \$152,856
Foundation Advancement Director	M2	\$108,180 - \$131,808
Foundation Development Officer	M3	\$113,664 - \$138,480
Foundation Director	M6	\$131,808 - \$160,596
Human Resources Operations Manager	M7	\$138,480 - \$168,720
Human Resources Support Services Manager	M5	\$125,460 - \$152,856
Information Security Officer	M7	\$138,480 - \$168,720
Manager of Accounting Services	M4	\$119,424 - \$145,488
Manager of Disability Support Services*	M3	\$113,664 - \$138,480
Network Technology Manager	M7	\$138,480 - \$168,720
Program Manager	M3	\$113,664 - \$138,480
Satellite Business Services Manager	M5	\$125,460 - \$152,856
Senior Academic/Student Services Manager*	M4	\$119,424 - \$145,488
Senior Dean*	M9	\$152,856 - \$186,240
Senior Foundation Director	M7	\$138,480 - \$168,720
Special Assistant to the Chancellor *	M10	\$160,596 - \$195,684
Special Events Manager	M2	\$108,180 - \$131,808
Special Project Manager	M2	\$108,180 - \$131,808
Technology Applications Manager	M6	\$131,808 - \$160,596
Technology Systems Manager	M5	\$125,460 - \$152,856
Vice President*	M11	\$168,720 - \$205,584
Vice President, Business and Administrative Services	M11	\$168,720 - \$205,584

* Academic Position

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
POLICE MANAGEMENT**

RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL
PM1	\$49.51	\$8,581	\$102,972	\$52.02	\$9,016	\$108,192	\$54.65	\$9,472	\$113,664	\$57.42	\$9,952	\$119,424	\$60.33	\$10,458	\$125,496
PM2	\$50.74	\$8,796	\$105,552	\$53.31	\$9,241	\$110,892	\$56.01	\$9,709	\$116,508	\$58.86	\$10,202	\$122,424	\$61.84	\$10,719	\$128,628
PM3	\$52.02	\$9,016	\$108,192	\$54.65	\$9,472	\$113,664	\$57.42	\$9,952	\$119,424	\$60.33	\$10,458	\$125,496	\$63.39	\$10,987	\$131,844
PM4	\$53.31	\$9,241	\$110,892	\$56.01	\$9,709	\$116,508	\$58.86	\$10,202	\$122,424	\$61.84	\$10,719	\$128,628	\$64.97	\$11,262	\$135,144
PM5	\$54.65	\$9,472	\$113,664	\$57.42	\$9,952	\$119,424	\$60.33	\$10,458	\$125,496	\$63.39	\$10,987	\$131,844	\$66.60	\$11,544	\$138,528
PM6	\$56.01	\$9,709	\$116,508	\$58.86	\$10,202	\$122,424	\$61.84	\$10,719	\$128,628	\$64.97	\$11,262	\$135,144	\$68.26	\$11,832	\$141,984
PM7	\$57.42	\$9,952	\$119,424	\$60.33	\$10,458	\$125,496	\$63.39	\$10,987	\$131,844	\$66.60	\$11,544	\$138,528	\$69.97	\$12,127	\$145,524
PM8	\$58.86	\$10,202	\$122,424	\$61.84	\$10,719	\$128,628	\$64.97	\$11,262	\$135,144	\$68.26	\$11,832	\$141,984	\$71.72	\$12,431	\$149,172
PM9	\$60.33	\$10,458	\$125,496	\$63.39	\$10,987	\$131,844	\$66.60	\$11,544	\$138,528	\$69.97	\$12,127	\$145,524	\$73.51	\$12,742	\$152,904
PM10	\$61.84	\$10,719	\$128,628	\$64.97	\$11,262	\$135,144	\$68.26	\$11,832	\$141,984	\$71.72	\$12,431	\$149,172	\$75.35	\$13,061	\$156,732
PM11	\$63.39	\$10,987	\$131,844	\$66.60	\$11,544	\$138,528	\$69.97	\$12,127	\$145,524	\$73.51	\$12,742	\$152,904	\$77.24	\$13,387	\$160,644
PM12	\$64.97	\$11,262	\$135,144	\$68.26	\$11,832	\$141,984	\$71.72	\$12,431	\$149,172	\$75.35	\$13,061	\$156,732	\$79.16	\$13,722	\$164,664
PM13	\$66.60	\$11,544	\$138,528	\$69.97	\$12,127	\$145,524	\$73.51	\$12,742	\$152,904	\$77.24	\$13,387	\$160,644	\$81.15	\$14,065	\$168,780
PM14	\$68.26	\$11,832	\$141,984	\$71.72	\$12,431	\$149,172	\$75.35	\$13,061	\$156,732	\$79.16	\$13,722	\$164,664	\$83.17	\$14,416	\$172,992
PM15	\$69.97	\$12,127	\$145,524	\$73.51	\$12,742	\$152,904	\$77.24	\$13,387	\$160,644	\$81.15	\$14,065	\$168,780	\$85.25	\$14,777	\$177,324
PM16	\$71.72	\$12,431	\$149,172	\$75.35	\$13,061	\$156,732	\$79.16	\$13,722	\$164,664	\$83.17	\$14,416	\$172,992	\$87.39	\$15,146	\$181,752
PM17	\$73.51	\$12,742	\$152,904	\$77.24	\$13,387	\$160,644	\$81.15	\$14,065	\$168,780	\$85.25	\$14,777	\$177,324	\$89.57	\$15,525	\$186,300
PM18	\$75.35	\$13,061	\$156,732	\$79.16	\$13,722	\$164,664	\$83.17	\$14,416	\$172,992	\$87.39	\$15,146	\$181,752	\$91.81	\$15,914	\$190,968
PM19	\$77.24	\$13,387	\$160,644	\$81.15	\$14,065	\$168,780	\$85.25	\$14,777	\$177,324	\$89.57	\$15,525	\$186,300	\$94.10	\$16,311	\$195,732
PM20	\$79.16	\$13,722	\$164,664	\$83.17	\$14,416	\$172,992	\$87.39	\$15,146	\$181,752	\$91.81	\$15,914	\$190,968	\$96.46	\$16,719	\$200,628

*Computed on a basis of 2,080 hours per year, or 173.33 hours per average month

A longevity step is granted at the beginning of the fiscal year of employment after continuous service in the District as follows:

5% - 8th Year; 7.5% - 10th Year; 10% - 14th Year; 12.5% - 16th Year; 15% - 20th Year

**Contra Costa Community College District
POLICE MANAGEMENT SALARY RANGES
FISCAL YEAR 2023 - 2024**

CLASSIFICATION	RANGE	SALARY
Chief of Police	PM12	\$135,144 - \$164,664
Police Lieutenant	PM4	\$110,892 - \$135,144

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
PERMANENT (FULL-TIME) FACULTY**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
STEP							
1	\$68,136	\$71,496	\$75,012	\$76,848	\$80,232	\$83,544	\$86,952
2	\$68,136	\$71,496	\$75,012	\$76,848	\$80,232	\$83,544	\$86,952
3	\$68,136	\$71,496	\$75,012	\$76,848	\$80,232	\$83,544	\$86,952
4	\$70,824	\$74,304	\$77,652	\$79,488	\$82,752	\$86,148	\$89,508
5	\$74,304	\$77,652	\$81,072	\$82,752	\$86,148	\$89,508	\$92,892
6	\$77,652	\$81,072	\$84,396	\$86,148	\$89,508	\$92,892	\$96,300
7	\$81,072	\$84,396	\$87,864	\$89,508	\$92,892	\$96,300	\$99,552
8	\$84,396	\$87,864	\$91,308	\$92,892	\$96,300	\$99,552	\$102,888
9	\$87,864	\$91,308	\$94,728	\$96,300	\$99,552	\$102,888	\$106,260
10		\$92,892	\$96,300	\$99,552	\$102,888	\$106,260	\$109,656
11			\$99,552	\$102,888	\$106,260	\$109,656	\$112,848
12				\$106,260	\$109,656	\$112,848	\$116,220
13					\$112,848	\$116,220	\$119,640
14					\$112,848	\$116,220	\$119,640
15					\$112,848	\$116,220	\$119,640
16					\$116,220	\$119,640	\$122,844
17					\$116,220	\$119,640	\$122,844
18					\$116,220	\$119,640	\$122,844
19					\$119,640	\$122,844	\$126,300
20					\$119,640	\$122,844	\$126,300
21					\$119,640	\$122,844	\$126,300
22					\$122,844	\$126,300	\$129,660
23					\$122,844	\$126,300	\$129,660
24					\$122,844	\$126,300	\$129,660
25					\$122,844	\$126,300	\$129,660
26					\$122,844	\$126,300	\$129,660
27					\$125,304	\$128,820	\$132,264

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
TEMPORARY (PART-TIME) CLASSROOM FACULTY**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
STEP	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
1	\$77.87	\$81.71	\$85.73	\$87.83	\$91.69	\$95.48	\$99.37
2	\$77.87	\$81.71	\$85.73	\$87.83	\$91.69	\$95.48	\$99.37
3	\$77.87	\$81.71	\$85.73	\$87.83	\$91.69	\$95.48	\$99.37
4	\$80.94	\$84.92	\$88.75	\$90.84	\$94.57	\$98.45	\$102.29
5	\$84.92	\$88.75	\$92.65	\$94.57	\$98.45	\$102.29	\$106.16
6	\$88.75	\$92.65	\$96.45	\$98.45	\$102.29	\$106.16	\$110.06
7	\$92.65	\$96.45	\$100.42	\$102.29	\$106.16	\$110.06	\$113.77
8	\$96.45	\$100.42	\$104.35	\$106.16	\$110.06	\$113.77	\$117.59
9	\$100.42	\$104.35	\$108.26	\$110.06	\$113.77	\$117.59	\$121.44
10		\$106.16	\$110.06	\$113.77	\$117.59	\$121.44	\$125.32
11			\$113.77	\$117.59	\$121.44	\$125.32	\$128.97
12				\$121.44	\$125.32	\$128.97	\$132.82
13					\$128.97	\$132.82	\$136.73
14					\$128.97	\$132.82	\$136.73
15					\$128.97	\$132.82	\$136.73
16					\$132.82	\$136.73	\$140.39
17					\$132.82	\$136.73	\$140.39
18					\$132.82	\$136.73	\$140.39
19					\$136.73	\$140.39	\$144.34
20					\$136.73	\$140.39	\$144.34
21					\$136.73	\$140.39	\$144.34
22					\$140.39	\$144.34	\$148.18
23					\$140.39	\$144.34	\$148.18
24					\$140.39	\$144.34	\$148.18
25					\$140.39	\$144.34	\$148.18
26					\$140.39	\$144.34	\$148.18
27					\$143.20	\$147.22	\$151.16

Contra Costa Community College District 2023 - 2024 SALARY SCHEDULE ALL CLASSROOM FACULTY FOR SUMMER SESSION							
	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
STEP							
1	\$70.08	\$73.54	\$77.16	\$79.04	\$82.52	\$85.93	\$89.44
2	\$70.08	\$73.54	\$77.16	\$79.04	\$82.52	\$85.93	\$89.44
3	\$70.08	\$73.54	\$77.16	\$79.04	\$82.52	\$85.93	\$89.44
4	\$72.85	\$76.43	\$79.87	\$81.76	\$85.12	\$88.61	\$92.07
5	\$76.43	\$79.87	\$83.39	\$85.12	\$88.61	\$92.07	\$95.55
6	\$79.87	\$83.39	\$86.81	\$88.61	\$92.07	\$95.55	\$99.05
7	\$83.39	\$86.81	\$90.37	\$92.07	\$95.55	\$99.05	\$102.40
8	\$86.81	\$90.37	\$93.92	\$95.55	\$99.05	\$102.40	\$105.83
9	\$90.37	\$93.92	\$97.43	\$99.05	\$102.40	\$105.83	\$109.30
10		\$95.55	\$99.05	\$102.40	\$105.83	\$109.30	\$112.79
11			\$102.40	\$105.83	\$109.30	\$112.79	\$116.07
12				\$109.30	\$112.79	\$116.07	\$119.54
13					\$116.07	\$119.54	\$123.06
14					\$116.07	\$119.54	\$123.06
15					\$116.07	\$119.54	\$123.06
16					\$119.54	\$123.06	\$126.35
17					\$119.54	\$123.06	\$126.35
18					\$119.54	\$123.06	\$126.35
19					\$123.06	\$126.35	\$129.91
20					\$123.06	\$126.35	\$129.91
21					\$123.06	\$126.35	\$129.91
22					\$126.35	\$129.91	\$133.36
23					\$126.35	\$129.91	\$133.36
24					\$126.35	\$129.91	\$133.36
25					\$126.35	\$129.91	\$133.36
26					\$126.35	\$129.91	\$133.36
27					\$128.88	\$132.50	\$136.04

This salary schedule reflects a translation of 72% pay parity based on the B-1F (full-time) salary schedule. Using these rates, faculty are paid proportionally for 70 hours for every 20% load (or 350 hours for a full-load equivalent, or 3.5 hours for every 1% load).

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
ACTIVITY INSTRUCTION FOR PERMANENT (FULL-TIME) FACULTY TEACHING OVERLOAD**

STEP	Class 1 BA	Class 2 BA+15	Class 3 BA+30 MA	Class 4 BA+45 MA+15	Class 5 BA+60 MA+30	Class 6 BA+75 MA+45	Class 7 BA+90 MA+60 DOCTORATE
1	\$63.62	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16
2	\$63.62	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16
3	\$63.62	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16
4	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16	\$81.70
5	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16	\$81.70	\$84.29
6	\$71.40	\$73.98	\$76.56	\$79.16	\$81.70	\$84.29	\$86.88
7	\$73.98	\$76.56	\$79.16	\$81.70	\$84.29	\$86.88	\$89.48
8	\$76.56	\$79.16	\$81.70	\$84.29	\$86.88	\$89.48	\$92.04
9	\$79.16	\$81.70	\$84.29	\$86.88	\$89.48	\$92.04	\$94.63
10		\$84.29	\$86.88	\$89.48	\$92.04	\$94.63	\$97.22
11			\$89.48	\$92.04	\$94.63	\$97.22	\$99.83
12				\$94.63	\$97.22	\$99.83	\$102.36
13					\$99.83	\$102.36	\$104.95
14					\$99.83	\$102.36	\$104.95
15					\$99.83	\$102.36	\$104.95
16					\$102.36	\$104.95	\$107.54
17					\$102.36	\$104.95	\$107.54
18					\$102.36	\$104.95	\$107.54
19					\$104.95	\$107.54	\$110.12
20					\$104.95	\$107.54	\$110.12
21					\$104.95	\$107.54	\$110.12
22					\$107.54	\$110.12	\$112.68
23					\$107.54	\$110.12	\$112.68
24					\$107.54	\$110.12	\$112.68
25					\$107.54	\$110.12	\$112.68
26					\$107.54	\$110.12	\$112.68
27					\$110.12	\$112.68	\$115.29

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
COMPOSITION, LECTURE, AND LAB INSTRUCTION FOR
PERMANENT (FULL-TIME) FACULTY TEACHING OVERLOAD**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
STEP							
1	\$64.89	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74
2	\$64.89	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74
3	\$64.89	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74
4	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74	\$83.33
5	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74	\$83.33	\$85.98
6	\$72.83	\$75.46	\$78.09	\$80.74	\$83.33	\$85.98	\$88.62
7	\$75.46	\$78.09	\$80.74	\$83.33	\$85.98	\$88.62	\$91.27
8	\$78.09	\$80.74	\$83.33	\$85.98	\$88.62	\$91.27	\$93.88
9	\$80.74	\$83.33	\$85.98	\$88.62	\$91.27	\$93.88	\$96.52
10		\$85.98	\$88.62	\$91.27	\$93.88	\$96.52	\$99.16
11			\$91.27	\$93.88	\$96.52	\$99.16	\$101.82
12				\$96.52	\$99.16	\$101.82	\$104.41
13					\$101.82	\$104.41	\$107.05
14					\$101.82	\$104.41	\$107.05
15					\$101.82	\$104.41	\$107.05
16					\$104.41	\$107.05	\$109.69
17					\$104.41	\$107.05	\$109.69
18					\$104.41	\$107.05	\$109.69
19					\$107.05	\$109.69	\$112.33
20					\$107.05	\$109.69	\$112.33
21					\$107.05	\$109.69	\$112.33
22					\$109.69	\$112.33	\$114.94
23					\$109.69	\$112.33	\$114.94
24					\$109.69	\$112.33	\$114.94
25					\$109.69	\$112.33	\$114.94
26					\$109.69	\$112.33	\$114.94
27					\$112.33	\$114.94	\$117.59

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
OTHER ACADEMIC SERVICES**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
STEP							
1	\$37.42	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74
2	\$37.42	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74
3	\$37.42	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74
4	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74	\$50.68
5	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74	\$50.68	\$52.57
6	\$43.11	\$44.96	\$46.90	\$48.74	\$50.68	\$52.57	\$54.44
7	\$44.96	\$46.90	\$48.74	\$50.68	\$52.57	\$54.44	\$56.32
8	\$46.90	\$48.74	\$50.68	\$52.57	\$54.44	\$56.32	\$58.18
9	\$48.74	\$50.68	\$52.57	\$54.44	\$56.32	\$58.18	\$60.21
10		\$52.57	\$54.44	\$56.32	\$58.18	\$60.21	\$62.02
11			\$56.32	\$58.18	\$60.21	\$62.02	\$63.90
12				\$60.21	\$62.02	\$63.90	\$65.82
13					\$63.90	\$65.82	\$67.73
14					\$63.90	\$65.82	\$67.73
15					\$63.90	\$65.82	\$67.73
16					\$65.82	\$67.73	\$69.59
17					\$65.82	\$67.73	\$69.59
18					\$65.82	\$67.73	\$69.59
19					\$67.73	\$69.59	\$71.51
20					\$67.73	\$69.59	\$71.51
21					\$67.73	\$69.59	\$71.51
22					\$69.59	\$71.51	\$73.37
23					\$69.59	\$71.51	\$73.37
24					\$69.59	\$71.51	\$73.37
25					\$69.59	\$71.51	\$73.37
26					\$69.59	\$71.51	\$73.37
27					\$71.51	\$73.37	\$75.37

This salary schedule is a simple hourly schedule that pays based based upon the hours of each OAS assignment.

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
COUNSELING, LIBRARIAN, AND DISABILITIES SPECIALIST ASSIGNMENTS
FOR TEMPORARY (PART-TIME) FACULTY AND PERMANENT (FULL-TIME) FACULTY OVERLOAD**

STEP	Class 1 BA	Class 2 BA+15	Class 3 BA+30 MA	Class 4 BA+45 MA+15	Class 5 BA+60 MA+30	Class 6 BA+75 MA+45	Class 7 BA+90 MA+60 DOCTORATE
1	\$51.37	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97
2	\$51.37	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97
3	\$51.37	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97
4	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97	\$69.53
5	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97	\$69.53	\$72.19
6	\$59.14	\$61.71	\$64.33	\$66.97	\$69.53	\$72.19	\$74.77
7	\$61.71	\$64.33	\$66.97	\$69.53	\$72.19	\$74.77	\$77.33
8	\$64.33	\$66.97	\$69.53	\$72.19	\$74.77	\$77.33	\$79.99
9	\$66.97	\$69.53	\$72.19	\$74.77	\$77.33	\$79.99	\$82.52
10		\$72.19	\$74.77	\$77.33	\$79.99	\$82.52	\$85.20
11			\$77.33	\$79.99	\$82.52	\$85.20	\$87.77
12				\$82.52	\$85.20	\$87.77	\$90.40
13					\$87.77	\$90.40	\$92.95
14					\$87.77	\$90.40	\$92.95
15					\$87.77	\$90.40	\$92.95
16					\$90.40	\$92.95	\$95.62
17					\$90.40	\$92.95	\$95.62
18					\$90.40	\$92.95	\$95.62
19					\$92.95	\$95.62	\$98.12
20					\$92.95	\$95.62	\$98.12
21					\$92.95	\$95.62	\$98.12
22					\$95.62	\$98.12	\$100.65

This salary schedule is a simple hourly schedule that pays based on the hours of each counseling, librarian, or disabilities specialist assignment.

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
ACADEMIC SPECIAL PROGRAMS**

Academic personnel employed for special programs shall be paid the following hourly rates:

Teaching or Counseling	\$51.91
Supervision or Coordinator	\$55.12

Special programs are defined as those programs involving instruction in other than regular community college day, extended day or summer session courses approved by the Board of Governors of the California Community Colleges (credit or non-credit courses). Examples are programs offered under funding by the Manpower Development Training Act, the concentrated Employment Program and the Regional Occupational Center.

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
SUPERVISION OF COOPERATIVE VOCATIONAL EDUCATION STUDENTS**

The compensation for academic employees who supervise cooperative vocational education students shall be according to the number of units each student earns, except where a student completes less than three (3) units, in which case the instructor shall be paid as if the student has completed three (3) units. The rate of compensation will be \$42.33 per unit

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
PERSONNEL RELATED SERVICES**

Faculty who provide extra service to the District in personnel policies and procedures development and implementation related to AB-1725 shall be paid **\$74.93** per hour. The services to be reimbursed in accordance with the Salary Schedule for Personnel Related Services follow:

College Faculty Service Area Review Team
Faculty Recruiting Team (Maximum Daily of \$381.93)
Policies and Procedures Development Task Force
Summer Equivalency Committee
Summer Hiring Committee

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
INTERCOLLEGIATE ATHLETICS SEASONAL CONTRACT
TEMPORARY (PART-TIME) DAY FACULTY HEAD COACHES AND ASSOCIATE COACHES**

1	Swimming and Diving - Associate Coach	\$14,626
	Golf - Head Coach	
	Badminton - Head Coach	
2	Cross Country - Head Coach	\$15,732
	Water Polo - Head Coach	
3	Volleyball - Head Coach	\$16,978
	Wrestling - Head Coach	
	Tennis - Head Coach	
	Soccer - Head Coach	
4	Swimming and Diving - Head Coach	\$18,188
	Football - Associate Coach	
	Track and Field - Associate Coach	
5	Baseball - Head Coach	\$21,835
	Basketball - Head Coach	
	Football - Head Coach	
	Softball - Head Coach	
	Track and Field - Head Coach	

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
SUPERVISORS**

RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL
55	\$31.08	\$5,387	\$64,644	\$32.65	\$5,659	\$67,908	\$34.30	\$5,946	\$71,352	\$36.05	\$6,248	\$74,976	\$37.87	\$6,564	\$78,768
56	\$31.85	\$5,521	\$66,252	\$33.47	\$5,801	\$69,612	\$35.17	\$6,095	\$73,140	\$36.94	\$6,403	\$76,836	\$38.82	\$6,728	\$80,736
57	\$32.65	\$5,659	\$67,908	\$34.30	\$5,946	\$71,352	\$36.05	\$6,248	\$74,976	\$37.87	\$6,564	\$78,768	\$39.79	\$6,896	\$82,752
58	\$33.47	\$5,801	\$69,612	\$35.17	\$6,095	\$73,140	\$36.94	\$6,403	\$76,836	\$38.82	\$6,728	\$80,736	\$40.78	\$7,069	\$84,828
59	\$34.30	\$5,946	\$71,352	\$36.05	\$6,248	\$74,976	\$37.87	\$6,564	\$78,768	\$39.79	\$6,896	\$82,752	\$41.80	\$7,246	\$86,952
60	\$35.17	\$6,095	\$73,140	\$36.94	\$6,403	\$76,836	\$38.82	\$6,728	\$80,736	\$40.78	\$7,069	\$84,828	\$42.85	\$7,428	\$89,136
61	\$36.05	\$6,248	\$74,976	\$37.87	\$6,564	\$78,768	\$39.79	\$6,896	\$82,752	\$41.80	\$7,246	\$86,952	\$43.93	\$7,614	\$91,368
62	\$36.94	\$6,403	\$76,836	\$38.82	\$6,728	\$80,736	\$40.78	\$7,069	\$84,828	\$42.85	\$7,428	\$89,136	\$45.03	\$7,805	\$93,660
63	\$37.87	\$6,564	\$78,768	\$39.79	\$6,896	\$82,752	\$41.80	\$7,246	\$86,952	\$43.93	\$7,614	\$91,368	\$46.16	\$8,001	\$96,012
64	\$38.82	\$6,728	\$80,736	\$40.78	\$7,069	\$84,828	\$42.85	\$7,428	\$89,136	\$45.03	\$7,805	\$93,660	\$47.31	\$8,201	\$98,412
65	\$39.79	\$6,896	\$82,752	\$41.80	\$7,246	\$86,952	\$43.93	\$7,614	\$91,368	\$46.16	\$8,001	\$96,012	\$48.50	\$8,406	\$100,872
66	\$40.78	\$7,069	\$84,828	\$42.85	\$7,428	\$89,136	\$45.03	\$7,805	\$93,660	\$47.31	\$8,201	\$98,412	\$49.70	\$8,615	\$103,380
67	\$41.80	\$7,246	\$86,952	\$43.93	\$7,614	\$91,368	\$46.16	\$8,001	\$96,012	\$48.50	\$8,406	\$100,872	\$50.95	\$8,831	\$105,972
68	\$42.85	\$7,428	\$89,136	\$45.03	\$7,805	\$93,660	\$47.31	\$8,201	\$98,412	\$49.70	\$8,615	\$103,380	\$52.22	\$9,051	\$108,612
69	\$43.93	\$7,614	\$91,368	\$46.16	\$8,001	\$96,012	\$48.50	\$8,406	\$100,872	\$50.95	\$8,831	\$105,972	\$53.53	\$9,278	\$111,336
70	\$45.03	\$7,805	\$93,660	\$47.31	\$8,201	\$98,412	\$49.70	\$8,615	\$103,380	\$52.22	\$9,051	\$108,612	\$54.87	\$9,510	\$114,120
71	\$46.16	\$8,001	\$96,012	\$48.50	\$8,406	\$100,872	\$50.95	\$8,831	\$105,972	\$53.53	\$9,278	\$111,336	\$56.24	\$9,747	\$116,964
72	\$47.31	\$8,201	\$98,412	\$49.70	\$8,615	\$103,380	\$52.22	\$9,051	\$108,612	\$54.87	\$9,510	\$114,120	\$57.64	\$9,991	\$119,892
73	\$48.50	\$8,406	\$100,872	\$50.95	\$8,831	\$105,972	\$53.53	\$9,278	\$111,336	\$56.24	\$9,747	\$116,964	\$59.08	\$10,240	\$122,880
74	\$49.70	\$8,615	\$103,380	\$52.22	\$9,051	\$108,612	\$54.87	\$9,510	\$114,120	\$57.64	\$9,991	\$119,892	\$60.56	\$10,496	\$125,952
75	\$50.95	\$8,831	\$105,972	\$53.53	\$9,278	\$111,336	\$56.24	\$9,747	\$116,964	\$59.08	\$10,240	\$122,880	\$62.07	\$10,758	\$129,096
76	\$52.22	\$9,051	\$108,612	\$54.87	\$9,510	\$114,120	\$57.64	\$9,991	\$119,892	\$60.56	\$10,496	\$125,952	\$63.62	\$11,028	\$132,336
77	\$53.53	\$9,278	\$111,336	\$56.24	\$9,747	\$116,964	\$59.08	\$10,240	\$122,880	\$62.07	\$10,758	\$129,096	\$65.21	\$11,303	\$135,636
78	\$54.87	\$9,510	\$114,120	\$57.64	\$9,991	\$119,892	\$60.56	\$10,496	\$125,952	\$63.62	\$11,028	\$132,336	\$66.84	\$11,585	\$139,020
79	\$56.24	\$9,747	\$116,964	\$59.08	\$10,240	\$122,880	\$62.07	\$10,758	\$129,096	\$65.21	\$11,303	\$135,636	\$68.51	\$11,875	\$142,500
80	\$57.64	\$9,991	\$119,892	\$60.56	\$10,496	\$125,952	\$63.62	\$11,028	\$132,336	\$66.84	\$11,585	\$139,020	\$70.22	\$12,172	\$146,064
81	\$59.08	\$10,240	\$122,880	\$62.07	\$10,758	\$129,096	\$65.21	\$11,303	\$135,636	\$68.51	\$11,875	\$142,500	\$71.98	\$12,477	\$149,724
82	\$60.56	\$10,496	\$125,952	\$63.62	\$11,028	\$132,336	\$66.84	\$11,585	\$139,020	\$70.22	\$12,172	\$146,064	\$73.79	\$12,790	\$153,480
83	\$62.07	\$10,758	\$129,096	\$65.21	\$11,303	\$135,636	\$68.51	\$11,875	\$142,500	\$71.98	\$12,477	\$149,724	\$75.64	\$13,110	\$157,320
84	\$63.62	\$11,028	\$132,336	\$66.84	\$11,585	\$139,020	\$70.22	\$12,172	\$146,064	\$73.79	\$12,790	\$153,480	\$77.53	\$13,438	\$161,256
85	\$65.21	\$11,303	\$135,636	\$68.51	\$11,875	\$142,500	\$71.98	\$12,477	\$149,724	\$75.64	\$13,110	\$157,320	\$79.47	\$13,774	\$165,288
86	\$66.84	\$11,585	\$139,020	\$70.22	\$12,172	\$146,064	\$73.79	\$12,790	\$153,480	\$77.53	\$13,438	\$161,256	\$81.46	\$14,119	\$169,428
87	\$68.51	\$11,875	\$142,500	\$71.98	\$12,477	\$149,724	\$75.64	\$13,110	\$157,320	\$79.47	\$13,774	\$165,288	\$83.49	\$14,472	\$173,664
88	\$70.22	\$12,172	\$146,064	\$73.79	\$12,790	\$153,480	\$77.53	\$13,438	\$161,256	\$81.46	\$14,119	\$169,428	\$85.58	\$14,834	\$178,008
89	\$71.98	\$12,477	\$149,724	\$75.64	\$13,110	\$157,320	\$79.47	\$13,774	\$165,288	\$83.49	\$14,472	\$173,664	\$87.72	\$15,205	\$182,460
90	\$73.79	\$12,790	\$153,480	\$77.53	\$13,438	\$161,256	\$81.46	\$14,119	\$169,428	\$85.58	\$14,834	\$178,008	\$89.92	\$15,585	\$187,020

*Computed on a basis of 2,080 hours per year, or 173.33 hours per average month
 A longevity step is granted at the beginning of the fiscal year of employment after continuous service in the District as follows:
 5% - 8th Year; 7.5% - 10th Year; 10% - 14th Year; 12.5% - 16th Year; 15% - 20th Year

**Contra Costa Community College District
SUPERVISOR SALARY RANGES
FISCAL YEAR 2023 - 2024**

CLASSIFICATION	RANGE	SALARY
Accounting Services Supervisor	77	\$111,336 - \$135,636
Bookstore Supervisor	68	\$89,136 - \$108,612
Business Services Supervisor	77	\$111,336 - \$135,636
Cashier's Office Supervisor	68	\$89,136 - \$108,612
Computer and Network Services Supervisor *	76	\$108,612 - \$132,336
Counseling Office Supervisor	68	\$89,136 - \$108,612
Financial Aid Supervisor	77	\$111,336 - \$135,636
Office of Instruction Supervisor	76	\$108,612 - \$132,336
Payroll Services Supervisor	69	\$91,368 - \$111,336
Police Services Sergeant	71	\$96,012 - \$116,964
Principal Accountant *	74	\$103,380 - \$125,952
Principal Web Administrator *	81	\$122,880 - \$149,724
Registrar	77	\$111,336 - \$135,636

* Exempt Position

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
CONFIDENTIALS**

RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL	HOURLY	MONTHLY	ANNUAL
54	\$30.76	\$5,331	\$63,972	\$32.32	\$5,602	\$67,224	\$33.96	\$5,886	\$70,632	\$35.68	\$6,185	\$74,220	\$37.49	\$6,497	\$77,964
55	\$31.53	\$5,465	\$65,580	\$33.13	\$5,743	\$68,916	\$34.81	\$6,034	\$72,408	\$36.57	\$6,339	\$76,068	\$38.42	\$6,659	\$79,908
56	\$32.32	\$5,602	\$67,224	\$33.96	\$5,886	\$70,632	\$35.68	\$6,185	\$74,220	\$37.49	\$6,497	\$77,964	\$39.38	\$6,825	\$81,900
57	\$33.13	\$5,743	\$68,916	\$34.81	\$6,034	\$72,408	\$36.57	\$6,339	\$76,068	\$38.42	\$6,659	\$79,908	\$40.36	\$6,996	\$83,952
58	\$33.96	\$5,886	\$70,632	\$35.68	\$6,185	\$74,220	\$37.49	\$6,497	\$77,964	\$39.38	\$6,825	\$81,900	\$41.38	\$7,172	\$86,064
59	\$34.81	\$6,034	\$72,408	\$36.57	\$6,339	\$76,068	\$38.42	\$6,659	\$79,908	\$40.36	\$6,996	\$83,952	\$42.41	\$7,351	\$88,212
60	\$35.68	\$6,185	\$74,220	\$37.49	\$6,497	\$77,964	\$39.38	\$6,825	\$81,900	\$41.38	\$7,172	\$86,064	\$43.47	\$7,534	\$90,408
61	\$36.57	\$6,339	\$76,068	\$38.42	\$6,659	\$79,908	\$40.36	\$6,996	\$83,952	\$42.41	\$7,351	\$88,212	\$44.55	\$7,722	\$92,664
62	\$37.49	\$6,497	\$77,964	\$39.38	\$6,825	\$81,900	\$41.38	\$7,172	\$86,064	\$43.47	\$7,534	\$90,408	\$45.66	\$7,914	\$94,968
63	\$38.42	\$6,659	\$79,908	\$40.36	\$6,996	\$83,952	\$42.41	\$7,351	\$88,212	\$44.55	\$7,722	\$92,664	\$46.80	\$8,112	\$97,344
64	\$39.38	\$6,825	\$81,900	\$41.38	\$7,172	\$86,064	\$43.47	\$7,534	\$90,408	\$45.66	\$7,914	\$94,968	\$47.97	\$8,315	\$99,780
65	\$40.36	\$6,996	\$83,952	\$42.41	\$7,351	\$88,212	\$44.55	\$7,722	\$92,664	\$46.80	\$8,112	\$97,344	\$49.17	\$8,523	\$102,276
66	\$41.38	\$7,172	\$86,064	\$43.47	\$7,534	\$90,408	\$45.66	\$7,914	\$94,968	\$47.97	\$8,315	\$99,780	\$50.40	\$8,735	\$104,820
67	\$42.41	\$7,351	\$88,212	\$44.55	\$7,722	\$92,664	\$46.80	\$8,112	\$97,344	\$49.17	\$8,523	\$102,276	\$51.66	\$8,954	\$107,448
68	\$43.47	\$7,534	\$90,408	\$45.66	\$7,914	\$94,968	\$47.97	\$8,315	\$99,780	\$50.40	\$8,735	\$104,820	\$52.95	\$9,178	\$110,136
69	\$44.55	\$7,722	\$92,664	\$46.80	\$8,112	\$97,344	\$49.17	\$8,523	\$102,276	\$51.66	\$8,954	\$107,448	\$54.27	\$9,407	\$112,884
70	\$45.66	\$7,914	\$94,968	\$47.97	\$8,315	\$99,780	\$50.40	\$8,735	\$104,820	\$52.95	\$9,178	\$110,136	\$55.63	\$9,643	\$115,716
71	\$46.80	\$8,112	\$97,344	\$49.17	\$8,523	\$102,276	\$51.66	\$8,954	\$107,448	\$54.27	\$9,407	\$112,884	\$57.03	\$9,885	\$118,620
72	\$47.97	\$8,315	\$99,780	\$50.40	\$8,735	\$104,820	\$52.95	\$9,178	\$110,136	\$55.63	\$9,643	\$115,716	\$58.45	\$10,131	\$121,572
73	\$49.17	\$8,523	\$102,276	\$51.66	\$8,954	\$107,448	\$54.27	\$9,407	\$112,884	\$57.03	\$9,885	\$118,620	\$59.91	\$10,384	\$124,608
74	\$50.40	\$8,735	\$104,820	\$52.95	\$9,178	\$110,136	\$55.63	\$9,643	\$115,716	\$58.45	\$10,131	\$121,572	\$61.41	\$10,644	\$127,728
75	\$51.66	\$8,954	\$107,448	\$54.27	\$9,407	\$112,884	\$57.03	\$9,885	\$118,620	\$59.91	\$10,384	\$124,608	\$62.95	\$10,910	\$130,920
76	\$52.95	\$9,178	\$110,136	\$55.63	\$9,643	\$115,716	\$58.45	\$10,131	\$121,572	\$61.41	\$10,644	\$127,728	\$64.52	\$11,183	\$134,196
77	\$54.27	\$9,407	\$112,884	\$57.03	\$9,885	\$118,620	\$59.91	\$10,384	\$124,608	\$62.95	\$10,910	\$130,920	\$66.14	\$11,463	\$137,556
78	\$55.63	\$9,643	\$115,716	\$58.45	\$10,131	\$121,572	\$61.41	\$10,644	\$127,728	\$64.52	\$11,183	\$134,196	\$67.79	\$11,750	\$141,000
79	\$57.03	\$9,885	\$118,620	\$59.91	\$10,384	\$124,608	\$62.95	\$10,910	\$130,920	\$66.14	\$11,463	\$137,556	\$69.49	\$12,044	\$144,528
80	\$58.45	\$10,131	\$121,572	\$61.41	\$10,644	\$127,728	\$64.52	\$11,183	\$134,196	\$67.79	\$11,750	\$141,000	\$71.22	\$12,345	\$148,140
81	\$59.91	\$10,384	\$124,608	\$62.95	\$10,910	\$130,920	\$66.14	\$11,463	\$137,556	\$69.49	\$12,044	\$144,528	\$73.00	\$12,653	\$151,836

*Computed on a basis of 2,080 hours per year, or 173.33 hours per average month.

A longevity step is granted at the beginning of the fiscal year of employment after continuous service in the District as follows:

5% - 8th Year; 7.5% - 10th Year; 10% - 14th Year; 12.5% - 16th Year; 15% - 20th Year

Contra Costa Community College District
CONFIDENTIAL SALARY RANGES
FISCAL YEAR 2023-2024

CLASSIFICATION	RANGE	SALARY
Administrative Assistant	56	\$67,224 - \$81,900
Administrative Project Coordinator	81	\$124,608 - \$151,836
Benefits Analyst	74	\$104,820 - \$127,728
Executive Assistant	61	\$76,068 - \$92,664
Executive Coordinator	73	\$102,276 - \$124,608
Human Resources Generalist	61	\$76,068 - \$92,664
Human Resources Specialist	68	\$90,408 - \$110,136
Human Resources Staff Assistant	56	\$67,224 - \$81,900
Human Resources Technician	61	\$76,068 - \$92,664
Recruitment and Classification Analyst	74	\$104,820 - \$127,728
Senior Administrative Assistant	58	\$70,632 - \$86,064
Senior Executive Assistant	65	\$83,952 - \$102,276
Senior Executive Coordinator*	78	\$115,716 - \$141,000

* Exempt Position

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
CLASSIFIED SERVICES UNIT - 5 STEP**

RANGE	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
32				\$17.39	\$3,015	\$36,180	\$18.27	\$3,166	\$37,992	\$19.20	\$3,327	\$39,924	\$20.17	\$3,496	\$41,952
33	\$16.97	\$2,941	\$35,292	\$17.83	\$3,090	\$37,080	\$18.73	\$3,246	\$38,952	\$19.67	\$3,410	\$40,920	\$20.67	\$3,583	\$42,996
34	\$17.39	\$3,015	\$36,180	\$18.27	\$3,166	\$37,992	\$19.20	\$3,327	\$39,924	\$20.17	\$3,496	\$41,952	\$21.19	\$3,672	\$44,064
35	\$17.83	\$3,090	\$37,080	\$18.73	\$3,246	\$38,952	\$19.67	\$3,410	\$40,920	\$20.67	\$3,583	\$42,996	\$21.72	\$3,765	\$45,180
36	\$18.27	\$3,166	\$37,992	\$19.20	\$3,327	\$39,924	\$20.17	\$3,496	\$41,952	\$21.19	\$3,672	\$44,064	\$22.26	\$3,858	\$46,296
37	\$18.73	\$3,246	\$38,952	\$19.67	\$3,410	\$40,920	\$20.67	\$3,583	\$42,996	\$21.72	\$3,765	\$45,180	\$22.82	\$3,955	\$47,460
38	\$19.20	\$3,327	\$39,924	\$20.17	\$3,496	\$41,952	\$21.19	\$3,672	\$44,064	\$22.26	\$3,858	\$46,296	\$23.39	\$4,054	\$48,648
39	\$19.67	\$3,410	\$40,920	\$20.67	\$3,583	\$42,996	\$21.72	\$3,765	\$45,180	\$22.82	\$3,955	\$47,460	\$23.97	\$4,155	\$49,860
40	\$20.17	\$3,496	\$41,952	\$21.19	\$3,672	\$44,064	\$22.26	\$3,858	\$46,296	\$23.39	\$4,054	\$48,648	\$24.58	\$4,260	\$51,120
41	\$20.67	\$3,583	\$42,996	\$21.72	\$3,765	\$45,180	\$22.82	\$3,955	\$47,460	\$23.97	\$4,155	\$49,860	\$25.19	\$4,366	\$52,392
42	\$21.19	\$3,672	\$44,064	\$22.26	\$3,858	\$46,296	\$23.39	\$4,054	\$48,648	\$24.58	\$4,260	\$51,120	\$25.82	\$4,475	\$53,700
43	\$21.72	\$3,765	\$45,180	\$22.82	\$3,955	\$47,460	\$23.97	\$4,155	\$49,860	\$25.19	\$4,366	\$52,392	\$26.47	\$4,588	\$55,056
44	\$22.26	\$3,858	\$46,296	\$23.39	\$4,054	\$48,648	\$24.58	\$4,260	\$51,120	\$25.82	\$4,475	\$53,700	\$27.13	\$4,702	\$56,424
45	\$22.82	\$3,955	\$47,460	\$23.97	\$4,155	\$49,860	\$25.19	\$4,366	\$52,392	\$26.47	\$4,588	\$55,056	\$27.80	\$4,819	\$57,828
46	\$23.39	\$4,054	\$48,648	\$24.58	\$4,260	\$51,120	\$25.82	\$4,475	\$53,700	\$27.13	\$4,702	\$56,424	\$28.50	\$4,939	\$59,268
47	\$23.97	\$4,155	\$49,860	\$25.19	\$4,366	\$52,392	\$26.47	\$4,588	\$55,056	\$27.80	\$4,819	\$57,828	\$29.21	\$5,063	\$60,756
48	\$24.58	\$4,260	\$51,120	\$25.82	\$4,475	\$53,700	\$27.13	\$4,702	\$56,424	\$28.50	\$4,939	\$59,268	\$29.94	\$5,189	\$62,268
49	\$25.19	\$4,366	\$52,392	\$26.47	\$4,588	\$55,056	\$27.80	\$4,819	\$57,828	\$29.21	\$5,063	\$60,756	\$30.69	\$5,319	\$63,828
50	\$25.82	\$4,475	\$53,700	\$27.13	\$4,702	\$56,424	\$28.50	\$4,939	\$59,268	\$29.94	\$5,189	\$62,268	\$31.45	\$5,452	\$65,424
51	\$26.47	\$4,588	\$55,056	\$27.80	\$4,819	\$57,828	\$29.21	\$5,063	\$60,756	\$30.69	\$5,319	\$63,828	\$32.24	\$5,588	\$67,056
52	\$27.13	\$4,702	\$56,424	\$28.50	\$4,939	\$59,268	\$29.94	\$5,189	\$62,268	\$31.45	\$5,452	\$65,424	\$33.04	\$5,727	\$68,724
53	\$27.80	\$4,819	\$57,828	\$29.21	\$5,063	\$60,756	\$30.69	\$5,319	\$63,828	\$32.24	\$5,588	\$67,056	\$33.87	\$5,870	\$70,440
54	\$28.50	\$4,939	\$59,268	\$29.94	\$5,189	\$62,268	\$31.45	\$5,452	\$65,424	\$33.04	\$5,727	\$68,724	\$34.71	\$6,017	\$72,204
55	\$29.21	\$5,063	\$60,756	\$30.69	\$5,319	\$63,828	\$32.24	\$5,588	\$67,056	\$33.87	\$5,870	\$70,440	\$35.58	\$6,167	\$74,004
56	\$29.94	\$5,189	\$62,268	\$31.45	\$5,452	\$65,424	\$33.04	\$5,727	\$68,724	\$34.71	\$6,017	\$72,204	\$36.47	\$6,322	\$75,864
57	\$30.69	\$5,319	\$63,828	\$32.24	\$5,588	\$67,056	\$33.87	\$5,870	\$70,440	\$35.58	\$6,167	\$74,004	\$37.38	\$6,479	\$77,748
58	\$31.45	\$5,452	\$65,424	\$33.04	\$5,727	\$68,724	\$34.71	\$6,017	\$72,204	\$36.47	\$6,322	\$75,864	\$38.32	\$6,642	\$79,704
59	\$32.24	\$5,588	\$67,056	\$33.87	\$5,870	\$70,440	\$35.58	\$6,167	\$74,004	\$37.38	\$6,479	\$77,748	\$39.27	\$6,807	\$81,684
60	\$33.04	\$5,727	\$68,724	\$34.71	\$6,017	\$72,204	\$36.47	\$6,322	\$75,864	\$38.32	\$6,642	\$79,704	\$40.26	\$6,978	\$83,736
61	\$33.87	\$5,870	\$70,440	\$35.58	\$6,167	\$74,004	\$37.38	\$6,479	\$77,748	\$39.27	\$6,807	\$81,684	\$41.27	\$7,153	\$85,836
62	\$34.71	\$6,017	\$72,204	\$36.47	\$6,322	\$75,864	\$38.32	\$6,642	\$79,704	\$40.26	\$6,978	\$83,736	\$42.29	\$7,331	\$87,972
63	\$35.58	\$6,167	\$74,004	\$37.38	\$6,479	\$77,748	\$39.27	\$6,807	\$81,684	\$41.27	\$7,153	\$85,836	\$43.35	\$7,514	\$90,168
64	\$36.47	\$6,322	\$75,864	\$38.32	\$6,642	\$79,704	\$40.26	\$6,978	\$83,736	\$42.29	\$7,331	\$87,972	\$44.43	\$7,701	\$92,412
65	\$37.38	\$6,479	\$77,748	\$39.27	\$6,807	\$81,684	\$41.27	\$7,153	\$85,836	\$43.35	\$7,514	\$90,168	\$45.54	\$7,893	\$94,716
66	\$38.32	\$6,642	\$79,704	\$40.26	\$6,978	\$83,736	\$42.29	\$7,331	\$87,972	\$44.43	\$7,701	\$92,412	\$46.67	\$8,090	\$97,080
67	\$39.27	\$6,807	\$81,684	\$41.27	\$7,153	\$85,836	\$43.35	\$7,514	\$90,168	\$45.54	\$7,893	\$94,716	\$47.84	\$8,291	\$99,492
68	\$40.26	\$6,978	\$83,736	\$42.29	\$7,331	\$87,972	\$44.43	\$7,701	\$92,412	\$46.67	\$8,090	\$97,080	\$49.03	\$8,499	\$101,988
69	\$41.27	\$7,153	\$85,836	\$43.35	\$7,514	\$90,168	\$45.54	\$7,893	\$94,716	\$47.84	\$8,291	\$99,492	\$50.26	\$8,712	\$104,544
70	\$42.29	\$7,331	\$87,972	\$44.43	\$7,701	\$92,412	\$46.67	\$8,090	\$97,080	\$49.03	\$8,499	\$101,988	\$51.51	\$8,929	\$107,148
71	\$43.35	\$7,514	\$90,168	\$45.54	\$7,893	\$94,716	\$47.84	\$8,291	\$99,492	\$50.26	\$8,712	\$104,544	\$52.80	\$9,152	\$109,824
72	\$44.43	\$7,701	\$92,412	\$46.67	\$8,090	\$97,080	\$49.03	\$8,499	\$101,988	\$51.51	\$8,929	\$107,148	\$54.12	\$9,380	\$112,560
73	\$45.54	\$7,893	\$94,716	\$47.84	\$8,291	\$99,492	\$50.26	\$8,712	\$104,544	\$52.80	\$9,152	\$109,824	\$55.47	\$9,615	\$115,380
74	\$46.67	\$8,090	\$97,080	\$49.03	\$8,499	\$101,988	\$51.51	\$8,929	\$107,148	\$54.12	\$9,380	\$112,560	\$56.86	\$9,855	\$118,260
75	\$47.84	\$8,291	\$99,492	\$50.26	\$8,712	\$104,544	\$52.80	\$9,152	\$109,824	\$55.47	\$9,615	\$115,380	\$58.28	\$10,102	\$121,224
76	\$49.03	\$8,499	\$101,988	\$51.51	\$8,929	\$107,148	\$54.12	\$9,380	\$112,560	\$56.86	\$9,855	\$118,260	\$59.74	\$10,355	\$124,260
77	\$50.26	\$8,712	\$104,544	\$52.80	\$9,152	\$109,824	\$55.47	\$9,615	\$115,380	\$58.28	\$10,102	\$121,224	\$61.24	\$10,614	\$127,368
78	\$51.51	\$8,929	\$107,148	\$54.12	\$9,380	\$112,560	\$56.86	\$9,855	\$118,260	\$59.74	\$10,355	\$124,260	\$62.77	\$10,880	\$130,560
79	\$52.80	\$9,152	\$109,824	\$55.47	\$9,615	\$115,380	\$58.28	\$10,102	\$121,224	\$61.24	\$10,614	\$127,368	\$64.34	\$11,152	\$133,824
80	\$54.12	\$9,380	\$112,560	\$56.86	\$9,855	\$118,260	\$59.74	\$10,355	\$124,260	\$62.77	\$10,880	\$130,560	\$65.94	\$11,430	\$137,160

Contra Costa Community College District				
CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES				
FISCAL YEAR 2023 - 2024				
CLASSIFICATION	RANGE	SALARY		
Academic Scheduling Specialist	61	\$70,440	-	\$85,836
Academic Scheduling Specialist, Senior	62	\$72,204	-	\$87,972
Account Clerk	53	\$57,828	-	\$70,440
Account Clerk, Lead	57	\$63,828	-	\$77,748
Accountant	60	\$68,724	-	\$83,736
Accountant, Senior	68	\$83,736	-	\$101,988
Accounting Specialist	57	\$63,828	-	\$77,748
Administrative Assistant I	50	\$53,700	-	\$65,424
Administrative Assistant II	52	\$56,424	-	\$68,724
Administrative Assistant III	56	\$62,268	-	\$75,864
Administrative Assistant, Senior	58	\$65,424	-	\$79,704
Admissions/Records Assistant I	45	\$47,460	-	\$57,828
Admissions/Records Assistant II	49	\$52,392	-	\$63,828
Admissions/Records Assistant, Lead	58	\$65,424	-	\$79,704
Admissions/Records Assistant, Senior	53	\$57,828	-	\$70,440
Alternative Media Specialist	56	\$62,268	-	\$75,864
Applications Support Analyst	69	\$85,836	-	\$104,544
Applications Support Analyst, Senior	73	\$94,716	-	\$115,380
Assessment Center Coordinator	62	\$72,204	-	\$87,972
Assessment Center Technician	52	\$56,424	-	\$68,724
Athletic Equipment Coordinator	56	\$62,268	-	\$75,864
Athletic Facilities Assistant	48	\$51,120	-	\$62,268
Athletic Trainer	65	\$77,748	-	\$94,716
Athletic Trainer, Lead	68	\$83,736	-	\$101,988
Audio Technician	57	\$63,828	-	\$77,748
Book Buyer	52	\$56,424	-	\$68,724
Bookstore Operations Assistant	53	\$57,828	-	\$70,440
Bookstore Operations Coordinator	56	\$62,268	-	\$75,864
Bookstore Service Clerk	45	\$47,460	-	\$57,828
Bookstore Supply Buyer	48	\$51,120	-	\$62,268
Budget Coordinator	78	\$107,148	-	\$130,560
Building Maintenance Worker	64	\$75,864	-	\$92,412
Buyer	58	\$65,424	-	\$79,704
Buyer, Assistant	56	\$62,268	-	\$75,864
Buyer, Senior	62	\$72,204	-	\$87,972
Campus Facilities Assistant	50	\$53,700	-	\$65,424
College Human Resources Assistant	58	\$65,424	-	\$79,704
College International Education Coordinator	64	\$75,864	-	\$92,412
College Payroll Technician	53	\$57,828	-	\$70,440
Computer and Network Specialist	72	\$92,412	-	\$112,560
Computer and Network Specialist, Senior	74	\$97,080	-	\$118,260
Computer and Network Technician	65	\$77,748	-	\$94,716
Computer Laboratory Coordinator	56	\$62,268	-	\$75,864
Computer Laboratory Coordinator, Senior	62	\$72,204	-	\$87,972
Computer Technician	56	\$62,268	-	\$75,864
Cook	42	\$44,064	-	\$53,700
Courier	51	\$55,056	-	\$67,056
Curriculum Management Specialist	63	\$74,004	-	\$90,168
Curriculum Management Specialist, Senior	65	\$77,748	-	\$94,716

Contra Costa Community College District CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES FISCAL YEAR 2023 - 2024				
CLASSIFICATION	RANGE	SALARY		
Custodian I	44	\$46,296	-	\$56,424
Custodian II	46	\$48,648	-	\$59,268
Custodian, Lead	50	\$53,700	-	\$65,424
Database Administrator	75	\$99,492	-	\$121,224
Database Administrator, Senior	77	\$104,544	-	\$127,368
Disabled Students Programs and Services Aide	50	\$53,700	-	\$65,424
Disabled Students Programs and Services Assistant	54	\$59,268	-	\$72,204
Disabled Students Programs and Services Coordinator	62	\$72,204	-	\$87,972
Disabled Students Programs and Services Math Technician	54	\$59,268	-	\$72,204
District Payroll Clerk	53	\$57,828	-	\$70,440
District Payroll Specialist	60	\$68,724	-	\$83,736
District Payroll Technician	56	\$62,268	-	\$75,864
Early Childhood Education Associate Teacher	38	\$39,924		\$48,648
Early Childhood Education Specialist	58	\$65,424	-	\$79,704
Early Childhood Education Teacher	46	\$48,648	-	\$59,268
Electrician	66	\$79,704		\$97,080
Electronics Technician	57	\$63,828	-	\$77,748
Employee Benefits Specialist	62	\$72,204	-	\$87,972
Employee Retirement Specialist	62	\$72,204	-	\$87,972
Equipment Maintenance Worker	60	\$68,724	-	\$83,736
Equipment Maintenance Worker, Senior	64	\$75,864	-	\$92,412
Facilities and Drafting Technician	61	\$70,440	-	\$85,836
Facilities Project Coordinator	70	\$87,972	-	\$107,148
Financial Aid Assistant I	49	\$52,392	-	\$63,828
Financial Aid Assistant II	53	\$57,828	-	\$70,440
Financial Aid Scholarship Program Specialist	56	\$62,268	-	\$75,864
Financial Aid Specialist	56	\$62,268	-	\$75,864
Financial Aid Specialist, Lead	62	\$72,204	-	\$87,972
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$75,864	-	\$92,412
Fire Technology - EMS Instructional Laboratory Coordinator, S	67	\$81,684	-	\$99,492
Fiscal Operations Specialist	76	\$101,988	-	\$124,260
Food Services Coordinator	53	\$57,828	-	\$70,440
Graphic Design Specialist	66	\$79,704	-	\$97,080
Grounds Worker I	49	\$52,392	-	\$63,828
Grounds Worker II	53	\$57,828	-	\$70,440
Grounds Worker, Lead	61	\$70,440	-	\$85,836
Heating, Ventilation and Air Conditioning (HVAC) Mechanic	66	\$79,704		\$97,080
Help Desk Technician	60	\$68,724	-	\$83,736
Instructional Assistant	52	\$56,424	-	\$68,724
Inventory and Receiving Clerk	51	\$55,056	-	\$67,056
Inventory and Receiving Clerk, Senior	53	\$57,828	-	\$70,440
Laboratory Coordinator	56	\$62,268	-	\$75,864
Laboratory Coordinator, Senior	65	\$77,748	-	\$94,716
Library Assistant	48	\$51,120	-	\$62,268
Library Technician	48	\$51,120	-	\$62,268
Library Technician, Senior	52	\$56,424	-	\$68,724
Maintenance Mechanic	65	\$77,748	-	\$94,716
Maintenance Mechanic, Lead	69	\$85,836	-	\$104,544
Marketing and Communications Coordinator	66	\$79,704	-	\$97,080

Contra Costa Community College District				
CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES				
FISCAL YEAR 2023 - 2024				
CLASSIFICATION	RANGE	SALARY		
Math Laboratory Coordinator	56	\$62,268	-	\$75,864
Math Laboratory Coordinator, Senior	65	\$77,748	-	\$94,716
Media Services Coordinator	58	\$65,424	-	\$79,704
Media Services Specialist	54	\$59,268	-	\$72,204
Media Services Technician	50	\$53,700	-	\$65,424
Music Laboratory Coordinator	56	\$62,268	-	\$75,864
Music Laboratory Coordinator, Senior	65	\$77,748	-	\$94,716
Office Assistant I	42	\$44,064	-	\$53,700
Office Assistant II	46	\$48,648	-	\$59,268
Parking Services Officer	46	\$48,648	-	\$59,268
Parking Services Officer, Senior	55	\$60,756	-	\$74,004
Plumber	66	\$79,704		\$97,080
Police Services Assistant/Dispatcher	50	\$53,700	-	\$65,424
Program Assistant	52	\$56,424	-	\$68,724
Program Coordinator	62	\$72,204	-	\$87,972
Program Coordinator, Senior	65	\$77,748	-	\$94,716
Programmer/Analyst, Senior	73	\$94,716	-	\$115,380
Reprographics Production Coordinator	56	\$62,268	-	\$75,864
Reprographics Production Coordinator, Senior	65	\$77,748	-	\$94,716
Reprographics Technician	48	\$51,120	-	\$62,268
Reprographics Technician, Senior	52	\$56,424	-	\$68,724
Research Analyst	68	\$83,736	-	\$101,988
Research Analyst, Senior	72	\$92,412	-	\$112,560
Resource Specialist - Gateway Program	52	\$56,424	-	\$68,724
Satellite Center Coordinator	65	\$77,748	-	\$94,716
Science Laboratory Coordinator	62	\$72,204	-	\$87,972
Science Laboratory Coordinator, Senior	65	\$77,748	-	\$94,716
Science Laboratory Technician	56	\$62,268	-	\$75,864
Systems Administrator, Senior	80	\$112,560	-	\$137,160
Technology Training and Development Coordinator	72	\$92,412	-	\$112,560
Theater Staging Specialist	59	\$67,056	-	\$81,684
Theatrical Costume Design Specialist	56	\$62,268	-	\$75,864
Transcript and Degree Audit Specialist	54	\$59,268	-	\$72,204
Utility and Sustainability Specialist	68	\$83,736	-	\$101,988
Vocational Equipment Assistant	51	\$55,056	-	\$67,056
Vocational Equipment Technician	56	\$62,268	-	\$75,864
Web Administrator	75	\$99,492	-	\$121,224
Web Administrator, Senior	78	\$107,148	-	\$130,560
Web Application Developer	60	\$68,724	-	\$83,736
Web Application Specialist	70	\$87,972	-	\$107,148
Web Applications Administrator, Senior	78	\$107,148	-	\$130,560

Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS

CLASSIFICATION	RANGE	HOURLY
Academic Scheduling Specialist	61	\$24.62
Academic Scheduling Specialist, senior	62	\$25.17
Account Clerk	53	\$20.18
Account Clerk, Lead	57	\$22.31
Accountant	60	\$24.01
Accountant, Senior	68	\$29.17
Accounting Specialist	57	\$22.31
Administrative Assistant I	50	\$18.81
Administrative Assistant II	52	\$19.75
Administrative Assistant III	56	\$21.76
Administrative Assistant, Senior	58	\$22.84
Admissions/Records Assistant I	45	\$16.66
Admissions/Records Assistant II	49	\$18.34
Admissions/Records Assistant, Lead	58	\$22.84
Admissions/Records Assistant, Senior	53	\$20.18
Alternative Media Specialist	56	\$21.76
Applications Support Analyst	69	\$29.93
Applications Support Analyst, Senior	73	\$32.98
Assessment Center Coordinator	62	\$25.17
Assessment Center Technician	52	\$19.75
Athletic Equipment Coordinator	56	\$21.76
Athletic Facilities Assistant	48	\$17.92
Athletic Trainer	65*	\$27.14
Athletic Trainer, Lead	68	\$29.17
Audio Technician	57	\$22.31
Book Buyer	52	\$19.75
Bookstore Operations Assistant	53	\$20.18
Bookstore Operations Coordinator	56	\$21.76
Bookstore Service Clerk	45	\$16.66
Bookstore Supply Buyer	48	\$17.92
Budget Coordinator	78	\$37.24
Building Maintenance Worker	64	\$26.42
Buyer	58	\$22.84
Buyer, Assistant	56	\$21.76
Buyer, Senior	62	\$25.17
Campus Facilities Assistant	50	\$18.81
Cashier	56	\$21.76
Classroom Tutor I	42*	\$16.00
Classroom Tutor II	48	\$17.92

Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS

College Human Resources Assistant	58	\$22.84
College International Education Coordinator	64	\$26.42
College Payroll Technician	53	\$20.18
Computer and Network Specialist	72	\$32.14
Computer and Network Specialist, Senior	74	\$34.30
Computer and Network Technician	65	\$27.14
Computer Laboratory Coordinator	56	\$21.76
Computer Laboratory Coordinator, Senior	62	\$25.17
Computer Technician	56	\$21.76
Cook	42*	\$16.00
Courier	51	\$19.27
Curriculum Management Specialist	63	\$25.86
Curriculum Management Specialist, Senior	65	\$27.14
Custodian I	44	\$16.24
Custodian II	46	\$17.04
Custodian, Lead	50	\$18.81
Database Administrator	75	\$34.64
Database Administrator, Senior	77	\$36.36
Disabled Students Programs and Services Aide	50	\$18.81
Disabled Students Programs and Services Assistant	54	\$20.72
Disabled Students Programs and Services Coordinator	62	\$25.17
Disabled Students Programs and Services Math Technician	54	\$20.72
District Payroll Clerk	53	\$20.18
District Payroll Specialist	60	\$24.01
District Payroll Technician	56	\$21.76
Early Childhood Education Associate Teacher	42*	\$16.00
Early Childhood Education Specialist	58	\$22.84
Early Childhood Education Teacher	46	\$17.04
Electronics Technician	57	\$22.31
Employee Benefits Specialist	62	\$25.17
Employee Retirement Specialist	62	\$25.17
Equipment Maintenance Worker	60	\$24.01
Equipment Maintenance Worker, Senior	64	\$26.42
Facilities and Drafting Technician	61	\$24.62
Facilities Project Coordinator	70	\$30.11
Facilities Project Controls Specialist	65	\$27.14
Financial Aid Assistant I	49	\$18.34
Financial Aid Assistant II	53	\$20.18
Financial Aid Scholarship Program Specialist	56	\$21.76
Financial Aid Specialist	56	\$21.76

Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS

Financial Aid Specialist, Lead	62	\$25.17
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$26.42
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$28.49
Fiscal Operations Specialist	76	\$35.46
Food Services Assistant	42*	\$16.00
Food Services Coordinator	53	\$20.18
General Office Clerk	42*	\$16.00
Graphic Design Specialist	66	\$27.76
Grounds Worker I	49	\$18.34
Grounds Worker II	53	\$20.18
Grounds Worker, Lead	61	\$24.62
Help Desk Technician	60	\$24.01
Instructional Aide	42*	\$16.00
Instructional Assistant	52	\$19.75
Inventory and Receiving Clerk	51	\$19.27
Inventory and Receiving Clerk, Senior	53	\$20.18
Laboratory Coordinator	56	\$21.76
Laboratory Coordinator, Senior	65	\$27.14
Library Assistant	48	\$17.92
Library Technician	48	\$17.92
Library Technician, Senior	52	\$19.75
Maintenance Mechanic	65	\$27.14
Maintenance Mechanic, Lead	69	\$29.93
Marketing and Communications Coordinator	66	\$27.76
Math Laboratory Coordinator	56	\$21.76
Math Laboratory Coordinator, Senior	65	\$27.14
Media Services Coordinator	58	\$22.84
Media Services Specialist	54	\$20.72
Media Services Technician	50	\$18.81
Music Laboratory Coordinator	56	\$21.76
Music Laboratory Coordinator, Senior	65	\$27.14
Office Assistant I	42*	\$16.00
Office Assistant II	46	\$17.04
Parking Services Officer	46	\$17.04
Parking Services Officer, Senior	55	\$21.23
Police Services Assistant/Dispatcher	50	\$18.81
Program Assistant	52	\$19.75
Program Coordinator	62	\$25.17
Program Coordinator, Senior	65	\$27.14
Programmer/Analyst, Senior	73	\$32.98

Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS

Reprographics Production Coordinator	56	\$21.76
Reprographics Production Coordinator, Senior	65	\$27.14
Reprographics Technician	48	\$17.92
Reprographics Technician, Senior	52	\$19.75
Research Analyst	68	\$29.17
Research Analyst, Senior	72	\$32.14
Resource Specialist - Gateway Program	52	\$19.75
Satellite Center Coordinator	65	\$27.14
Science Laboratory Coordinator	62	\$25.17
Science Laboratory Coordinator, Senior	65	\$27.14
Science Laboratory Technician	56	\$21.76
Sustainability Specialist	68	\$29.17
Systems Administrator, Senior	80	\$39.07
Technology Training and Development Coordinator	72	\$32.14
Theater Staging Specialist	59	\$23.45
Theatrical Costume Design Specialist	56	\$21.76
Transcript and Degree Audit Specialist	54	\$20.72
Vocational Equipment Assistant	51	\$19.27
Vocational Equipment Technician	56	\$21.76
Web Administrator	75	\$34.64
Web Administrator, Senior	78	\$37.24
Web Application Developer	60	\$24.01
Web Application Specialist	70	\$30.11
Web Applications Administrator, Senior	78	\$37.24

Contra Costa Community College District 2023 - 2024 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS	
RANGE	HOURLY RATE
42*	\$16.00
44	\$16.24
45	\$16.66
46	\$17.04
48	\$17.92
49	\$18.34
50	\$18.81
51	\$19.27
52	\$19.75
53	\$20.18
54	\$20.72
55	\$21.23
56	\$21.76
57	\$22.31
58	\$22.84
59	\$23.45
60	\$24.01
61	\$24.62
62	\$25.17
63	\$25.86
64	\$26.42
65	\$27.14
66	\$27.76
67	\$28.49
68	\$29.17
69	\$29.93
70	\$30.11
72	\$32.14
73	\$32.98
74	\$34.30
75	\$34.64
76	\$35.46
77	\$36.36
78	\$37.24
80	\$39.07

Contra Costa Community College District 2023 - 2024 SALARY SCHEDULE PROFESSIONAL EXPERT / RECREATION PROGRAM POSITIONS (EC 88003)		
CLASSIFICATION	RANGE	HOURLY RATE
<u>PART-TIME RECREATION PROGRAM ASSISTANTS</u>		
Swim Program Coordinator	910	\$20.09
Swim Program Head Instructor/Supervisor	920	\$16.30
Swim Program Instructor/Aide	925*	\$16.00
Swim Program Instructor/Lifeguard	926*	\$16.00
<u>PROFESSIONAL EXPERTS</u>		
Advanced Technical Expert	984	\$31.23
Athletic Program Assistant I	997*	\$16.00
Athletic Program Assistant II	998	\$16.14
Athletic Program Assistant III	999	\$21.53
Athletic Program Assistant IV	1000	\$26.91
Athletic Program Assistant V	1001	\$32.29
Athletic Program Assistant VI	1002	\$37.67
Certified Interpreter	985	\$31.23
College for Kids Instructional Aide I	960*	\$16.00
College for Kids Instructional Aide II	962*	\$16.00
College Program Assistant I	1003*	\$16.00
College Program Assistant II	1004*	\$16.00
College Program Assistant III	1005	\$21.53
College Program Assistant IV	1006	\$26.91
College Program Assistant V	1007	\$37.67
College Program Assistant VI	1008	\$53.81
College Program Assistant VII	1009	\$80.72
College Program Assistant VIII	1010	\$107.63
Community Service Program Instructor I	970	\$24.99
Community Service Program Instructor II	971	\$32.79
Community Service Program Instructor III	972	\$40.60
Community Service Program Instructor IV	973	\$48.40
Community Service Program Instructor V	974	40% of fees
Community Service Program Instructor VI	975	50% of fees
Community Service Program Instructor VII	976	60% of fees
Interpreter I	986	\$18.77
Interpreter II	987	\$23.42
Interpreter III	988	\$28.09
Montessori I/Project Approach: Assistant Teacher	995*	\$16.00
Montessori II/Project Approach: Teacher	987	\$23.42
Montessori III/Project Approach: Site Supervisor/Master Teacher	988	\$28.09
Professional Expert	989	\$46.84
Professional Specialist	990	\$39.02
Program Director	996	\$90.98
Project Coordinator I	991	\$62.43
Project Coordinator II	992	\$70.25
Project Director	993	\$78.05
Self-Funded/Fee Based Program Instructor I	977	\$24.99
Self-Funded/Fee Based Program Instructor II	978	\$32.79
Self-Funded/Fee Based Program Instructor III	979	\$40.60
Self-Funded/Fee Based Program Instructor IV	980	\$48.40
Self-Funded/Fee Based Program Instructor V	981	40% of fees
Self-Funded/Fee Based Program Instructor VI	982	50% of fees
Self-Funded/Fee Based Program Instructor VII	983	60% of fees
Technical Expert	994	\$23.42

Contra Costa Community College District 2023 - 2024 SALARY SCHEDULE STUDENT	
CLASSIFICATION	HOURLY RATE
Student Worker	\$16.00
Student Intern/Tutor	\$16.00
Police Aide Corporal	\$16.30
LAEP Student Intern I	\$18.00
LAEP Student Intern II	\$21.53
LAEP Student Intern III	\$23.42
LAEP Student Intern IV	\$24.99

Contra Costa Community College District 2023 - 2024 SALARY SCHEDULE UNITED FACULTY STIPENDS	
Faculty Evaluation Stipends	
Part-time Evaluation	\$312
Peer Evaluation	\$414
Chair, Peer Evaluation	\$520
Probationary Evaluation	\$520
Chair, Probationary Evaluation	\$624

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
CLASSIFIED, CLASSIFIED & ACADEMIC MANAGEMENT
EDUCATIONAL STIPENDS**

Education Stipend	\$101

**Contra Costa Community College District
2023 - 2024 SALARY SCHEDULE
5-STEP POLICE OFFICERS ASSOCIATION (POA)**

	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
RANGE	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
10	\$41.89	\$7,260.66	\$87,128	\$43.48	\$7,536.63	\$90,440	\$44.83	\$7,770.18	\$93,242	\$46.62	\$8,080.99	\$96,972	\$51.39	\$8,907.93	\$106,895
12	\$43.98	\$7,623.69	\$91,484	\$45.66	\$7,913.46	\$94,962	\$47.07	\$8,158.69	\$97,904	\$48.95	\$8,485.03	\$101,820	\$53.96	\$9,353.32	\$112,240
13	\$45.03	\$7,805.21	\$93,663	\$46.74	\$8,101.87	\$97,222	\$48.19	\$8,352.95	\$100,235	\$50.12	\$8,687.06	\$104,245	\$55.25	\$9,576.02	\$114,912
15	\$47.13	\$8,168.24	\$98,019	\$48.92	\$8,478.71	\$101,744	\$50.43	\$8,741.46	\$104,897	\$52.45	\$9,091.11	\$109,093	\$57.82	\$10,021.42	\$120,257

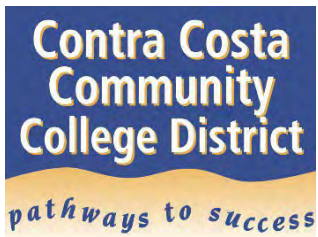
* Computed on a basis of 2,080 hours per year, or 173.33 hours per average month.
 A longevity step is granted at the beginning of the fiscal year of employment after continuous service in the District as follows:
 4% - 8th Year; 6.5% - 11th Year; 9% - 14th Year; 11.5% - 18th Year; 15.5% - 23rd Year; 18% - 27th Year

**Contra Costa Community College District
POLICE OFFICERS ASSOCIATION (POA) SALARY RANGES
FISCAL YEAR 2023 - 2024**

CLASSIFICATION	SHIFT	RANGE	SALARY		
Police Services Officer	Shift 1	10	\$87,128	-	\$106,895
Police Services Officer - Shift Differential plus 5%	Shift 2	12	\$91,484	-	\$112,240
Police Services Officer - Corporal/Investigator plus 7.5%	Shift 3	13	\$93,663	-	\$114,912
Police Services Officer - Corporal/Investigator with Shift Differential plus 12.5%	Shift 4	15	\$98,019	-	\$120,257

**Contra Costa Community College District
2023 - 2024 LONGEVITY SALARY SCHEDULE
5-STEP POLICE OFFICERS ASSOCIATION (POA)**

4% Beginning With 8th Fiscal Year of Service															
RANGE / SHIFT	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
10	\$43.56	\$7,551.09	\$90,613	\$45.22	\$7,838.09	\$94,057	\$46.62	\$8,080.99	\$96,972	\$48.49	\$8,404.22	\$100,851	\$53.45	\$9,264.25	\$111,171
12	\$45.74	\$7,928.64	\$95,144	\$47.48	\$8,230.00	\$98,760	\$48.95	\$8,485.04	\$101,820	\$50.91	\$8,824.44	\$105,893	\$56.12	\$9,727.46	\$116,729
13	\$46.83	\$8,117.42	\$97,409	\$48.61	\$8,425.95	\$101,111	\$50.12	\$8,687.07	\$104,245	\$52.12	\$9,034.54	\$108,414	\$57.46	\$9,959.06	\$119,509
15	\$49.01	\$8,494.97	\$101,940	\$50.87	\$8,817.85	\$105,814	\$52.45	\$9,091.12	\$109,093	\$54.55	\$9,454.75	\$113,457	\$60.13	\$10,422.28	\$125,067
6.5% Beginning With 11th Fiscal Year of Service															
RANGE / SHIFT	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
10	\$44.61	\$7,732.60	\$92,791	\$46.31	\$8,026.51	\$96,318	\$47.74	\$8,275.25	\$99,303	\$49.65	\$8,606.25	\$103,275	\$54.73	\$9,486.94	\$113,843
12	\$46.84	\$8,119.23	\$97,431	\$48.62	\$8,427.83	\$101,134	\$50.13	\$8,689.01	\$104,268	\$52.14	\$9,036.56	\$108,439	\$57.47	\$9,961.29	\$119,535
13	\$47.96	\$8,312.55	\$99,751	\$49.78	\$8,628.50	\$103,542	\$51.32	\$8,895.89	\$106,751	\$53.38	\$9,251.72	\$111,021	\$58.84	\$10,198.46	\$122,382
15	\$50.19	\$8,699.18	\$104,390	\$52.10	\$9,029.82	\$108,358	\$53.71	\$9,309.65	\$111,716	\$55.86	\$9,682.03	\$116,184	\$61.58	\$10,672.81	\$128,074
9% Beginning With 14th Fiscal Year of Service															
RANGE / SHIFT	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
10	\$45.66	\$7,914.12	\$94,969	\$47.39	\$8,214.92	\$98,579	\$48.86	\$8,469.50	\$101,634	\$50.82	\$8,808.27	\$105,699	\$56.02	\$9,709.64	\$116,516
12	\$47.94	\$8,309.83	\$99,718	\$49.76	\$8,625.67	\$103,508	\$51.31	\$8,892.98	\$106,716	\$53.36	\$9,248.69	\$110,984	\$58.82	\$10,195.12	\$122,341
13	\$49.08	\$8,507.68	\$102,092	\$50.95	\$8,831.04	\$105,973	\$52.53	\$9,104.71	\$109,257	\$54.63	\$9,468.89	\$113,627	\$60.22	\$10,437.87	\$125,254
15	\$51.37	\$8,903.38	\$106,841	\$53.32	\$9,241.79	\$110,901	\$54.97	\$9,528.19	\$114,338	\$57.17	\$9,909.31	\$118,912	\$63.02	\$10,923.35	\$131,080
11.5% Beginning With 18th Fiscal Year of Service															
RANGE / SHIFT	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
10	\$46.71	\$8,095.64	\$97,148	\$48.48	\$8,403.34	\$100,840	\$49.98	\$8,663.76	\$103,965	\$51.98	\$9,010.30	\$108,124	\$57.30	\$9,932.34	\$119,188
12	\$49.04	\$8,500.42	\$102,005	\$50.91	\$8,823.51	\$105,882	\$52.48	\$9,096.94	\$109,163	\$54.58	\$9,460.81	\$113,530	\$60.17	\$10,428.96	\$125,147
13	\$50.21	\$8,702.81	\$104,434	\$52.12	\$9,033.59	\$108,403	\$53.73	\$9,313.54	\$111,762	\$55.88	\$9,686.07	\$116,233	\$61.60	\$10,677.27	\$128,127
15	\$52.54	\$9,107.59	\$109,291	\$54.54	\$9,453.76	\$113,445	\$56.23	\$9,746.73	\$116,961	\$58.48	\$10,136.59	\$121,639	\$64.47	\$11,173.88	\$134,087
15.5% Beginning With 23rd Fiscal Year of Service															
RANGE / SHIFT	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
10	\$48.38	\$8,386.06	\$100,633	\$50.22	\$8,704.80	\$104,458	\$51.78	\$8,974.56	\$107,695	\$53.85	\$9,333.54	\$112,002	\$59.36	\$10,288.66	\$123,464
12	\$50.80	\$8,805.37	\$105,664	\$52.73	\$9,140.04	\$109,681	\$54.37	\$9,423.29	\$113,079	\$56.54	\$9,800.21	\$117,603	\$62.33	\$10,803.09	\$129,637
13	\$52.01	\$9,015.02	\$108,180	\$53.99	\$9,357.66	\$112,292	\$55.66	\$9,647.66	\$115,772	\$57.89	\$10,033.55	\$120,403	\$63.81	\$11,060.31	\$132,724
15	\$54.43	\$9,434.32	\$113,212	\$56.50	\$9,792.90	\$117,515	\$58.25	\$10,096.38	\$121,157	\$60.58	\$10,500.23	\$126,003	\$66.78	\$11,574.74	\$138,897
18% Beginning With 27th Fiscal Year of Service															
RANGE / SHIFT	STEP 1			STEP 2			STEP 3			STEP 4			STEP 5		
	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL	HOURLY*	MONTHLY	ANNUAL
10	\$49.43	\$8,567.58	\$102,811	\$51.31	\$8,893.22	\$106,719	\$52.90	\$9,168.82	\$110,026	\$55.01	\$9,535.56	\$114,427	\$60.64	\$10,511.36	\$126,136
12	\$51.90	\$8,995.96	\$107,951	\$53.87	\$9,337.88	\$112,055	\$55.54	\$9,627.26	\$115,527	\$57.76	\$10,012.34	\$120,148	\$63.68	\$11,036.92	\$132,443
13	\$53.14	\$9,210.15	\$110,522	\$55.16	\$9,560.21	\$114,723	\$56.87	\$9,856.48	\$118,278	\$59.14	\$10,250.73	\$123,009	\$65.19	\$11,299.71	\$135,596
15	\$55.61	\$9,638.53	\$115,662	\$57.72	\$10,004.87	\$120,058	\$59.51	\$10,314.92	\$123,779	\$61.89	\$10,727.51	\$128,730	\$68.22	\$11,825.27	\$141,903



CONTRACT ADMINISTRATOR SALARIES FY 2023-24

Title	Annual Salary	Initial Contract Approved by Governing Board	Salary Amended: Employee Evaluation in Closed Session
Chancellor	\$394,380	December 13, 2023	N/A
President (Contra Costa College)	\$266,430	June 14, 2023	N/A
President (Diablo Valley College)	\$325,164	December 14, 2017	September 13, 2023
President (Los Medanos College)	\$266,430	June 14, 2023	N/A
Executive Vice Chancellor, Administrative Services	\$275,100	June 8, 2022	June 14, 2023
Executive Vice Chancellor, Education and Technology	\$254,380	March 14, 2024	N/A
Vice Chancellor, Facilities Planning and Construction	\$265,668	June 26, 2019	June 14, 2023
Associate Vice Chancellor, Chief Financial Officer	\$236,000	August 9, 2023	N/A
Associate Vice Chancellor, Chief Human Resources Officer	\$221,450	February 15, 2023	October 11, 2023
Associate Vice Chancellor, Educational Services	Vacant		