

**Contra Costa Community College District
2017 - 2018 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	\$37.22	\$6,451	\$77,412	\$39.10	\$6,777	\$81,324	\$41.08	\$7,120	\$85,440	\$43.16	\$7,481	\$89,772	\$45.34	\$7,860	\$94,320
M2	\$39.10	\$6,777	\$81,324	\$41.08	\$7,120	\$85,440	\$43.16	\$7,481	\$89,772	\$45.34	\$7,860	\$94,320	\$47.64	\$8,257	\$99,084
M3	\$41.08	\$7,120	\$85,440	\$43.16	\$7,481	\$89,772	\$45.34	\$7,860	\$94,320	\$47.64	\$8,257	\$99,084	\$50.05	\$8,675	\$104,100
M4	\$43.16	\$7,481	\$89,772	\$45.34	\$7,860	\$94,320	\$47.64	\$8,257	\$99,084	\$50.05	\$8,675	\$104,100	\$52.58	\$9,114	\$109,368
M5	\$45.34	\$7,860	\$94,320	\$47.64	\$8,257	\$99,084	\$50.05	\$8,675	\$104,100	\$52.58	\$9,114	\$109,368	\$55.25	\$9,576	\$114,912
M6	\$47.64	\$8,257	\$99,084	\$50.05	\$8,675	\$104,100	\$52.58	\$9,114	\$109,368	\$55.25	\$9,576	\$114,912	\$58.04	\$10,060	\$120,720
M7	\$50.05	\$8,675	\$104,100	\$52.58	\$9,114	\$109,368	\$55.25	\$9,576	\$114,912	\$58.04	\$10,060	\$120,720	\$60.98	\$10,569	\$126,828
M8	\$52.58	\$9,114	\$109,368	\$55.25	\$9,576	\$114,912	\$58.04	\$10,060	\$120,720	\$60.98	\$10,569	\$126,828	\$64.07	\$11,104	\$133,248
M9	\$55.25	\$9,576	\$114,912	\$58.04	\$10,060	\$120,720	\$60.98	\$10,569	\$126,828	\$64.07	\$11,104	\$133,248	\$67.31	\$11,667	\$140,004
M10	\$58.04	\$10,060	\$120,720	\$60.98	\$10,569	\$126,828	\$64.07	\$11,104	\$133,248	\$67.31	\$11,667	\$140,004	\$70.72	\$12,258	\$147,096
M11	\$60.98	\$10,569	\$126,828	\$64.07	\$11,104	\$133,248	\$67.31	\$11,667	\$140,004	\$70.72	\$12,258	\$147,096	\$74.30	\$12,879	\$154,548
M12	\$64.07	\$11,104	\$133,248	\$67.31	\$11,667	\$140,004	\$70.72	\$12,258	\$147,096	\$74.30	\$12,879	\$154,548	\$78.06	\$13,530	\$162,360
M13	\$67.31	\$11,667	\$140,004	\$70.72	\$12,258	\$147,096	\$74.30	\$12,879	\$154,548	\$78.06	\$13,530	\$162,360	\$82.01	\$14,215	\$170,580
M14	\$70.72	\$12,258	\$147,096	\$74.30	\$12,879	\$154,548	\$78.06	\$13,530	\$162,360	\$82.01	\$14,215	\$170,580	\$86.16	\$14,935	\$179,220
M15	\$74.30	\$12,879	\$154,548	\$78.06	\$13,530	\$162,360	\$82.01	\$14,215	\$170,580	\$86.16	\$14,935	\$179,220	\$90.52	\$15,691	\$188,292
M16	\$78.06	\$13,530	\$162,360	\$82.01	\$14,215	\$170,580	\$86.16	\$14,935	\$179,220	\$90.52	\$15,691	\$188,292	\$95.11	\$16,485	\$197,820
M17	\$82.01	\$14,215	\$170,580	\$86.16	\$14,935	\$179,220	\$90.52	\$15,691	\$188,292	\$95.11	\$16,485	\$197,820	\$99.92	\$17,319	\$207,828
M18	\$86.16	\$14,935	\$179,220	\$90.52	\$15,691	\$188,292	\$95.11	\$16,485	\$197,820	\$99.92	\$17,319	\$207,828	\$104.98	\$18,196	\$218,352
M19	\$90.52	\$15,691	\$188,292	\$95.11	\$16,485	\$197,820	\$99.92	\$17,319	\$207,828	\$104.98	\$18,196	\$218,352	\$110.29	\$19,117	\$229,404
M20	\$95.11	\$16,485	\$197,820	\$99.92	\$17,319	\$207,828	\$104.98	\$18,196	\$218,352	\$110.29	\$19,117	\$229,404	\$115.87	\$20,084	\$241,008

*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 2017 - 2018**

CLASSIFICATION	RANGE	SALARY		
Academic/Student Services Manager *	M3	\$7,120	-	\$8,675
Assistant Comptroller	M4	\$7,481	-	\$9,114
Associate Chancellor	M10	\$10,060	-	\$12,258
Associate Chief Facilities Planner	M11	\$10,569	-	\$12,879
Associate Dean, Nursing and Allied Health*	M7	\$8,675	-	\$10,569
Athletic Director *	M5	\$7,860	-	\$9,576
Bond Budget Controls Manager	M2	\$6,777	-	\$8,257
Buildings and Grounds Manager	M4	\$7,481	-	\$9,114
Capital Projects Manager	M6	\$8,257	-	\$10,060
Central Services Manager	M5	\$7,860	-	\$9,576
Chief Accountant	M4	\$7,481	-	\$9,114
College Bookstore Manager	M3	\$7,120	-	\$8,675
Comptroller/Assistant Chief Financial Officer	M8	\$9,114	-	\$11,104
Contract Manager	M3	\$7,120	-	\$8,675
Custodial Manager	M2	\$6,777	-	\$8,257
Dean*	M8	\$9,114	-	\$11,104
Dean of International Education*	M8	\$9,114	-	\$11,104
Director of Administrative Information Systems	M6	\$8,257	-	\$10,060
Director of Admissions and Records *	M7	\$8,675	-	\$10,569
Director of Admissions, Records and Relations with Schools *	M7	\$8,675	-	\$10,569
Director of Business Services	M9	\$9,576	-	\$11,667
Director of Communications and Community Relations	M9	\$9,576	-	\$11,667
Director of Construction Operations	M9	\$9,576	-	\$11,667
Director of Construction Program Controls	M8	\$9,114	-	\$11,104
Director of District Finance Services	M9	\$9,576	-	\$11,667
Director of District Research	M7	\$8,675	-	\$10,569
Director of Early Childhood Laboratory School *	M4	\$7,481	-	\$9,114
Director of Environmental Health, Occupational Safety, and Risk Management	M7	\$8,675	-	\$10,569
Director of Facilities and Construction	M9	\$9,576	-	\$11,667
Director of Facilities Services	M9	\$9,576	-	\$11,667
Director of Facilities Support	M7	\$8,675	-	\$10,569
Director of Financial Aid	M6	\$8,257	-	\$10,060
Director of Fiscal Services	M8	\$9,114	-	\$11,104
Director of Human Resources	M10	\$10,060	-	\$12,258
Director of Information Technology	M10	\$10,060	-	\$12,258
Director of Instructional Support *	M6	\$8,257	-	\$10,060
Director of Internal Audit Services	M6	\$8,257	-	\$10,060
Director of International Education *	M8	\$9,114	-	\$11,104
Director of Library Services *	M7	\$8,675	-	\$10,569
Director of Maintenance and Operations	M7	\$8,675	-	\$10,569
Director of Marketing and Media Design	M6	\$8,257	-	\$10,060
Director of Marketing and Communication	M3	\$7,120	-	\$8,675
Director of Payroll Services	M6	\$8,257	-	\$10,060
Director of Public Safety and Related Programs *	M7	\$8,675	-	\$10,569
Director of Purchasing and Contract Services	M8	\$9,114	-	\$11,104
Director of Research Collaboration	M4	\$7,481	-	\$9,114
Director of Special Programs and Services *	M6	\$8,257	-	\$10,060
Director of Student Programs and Services *	M7	\$8,675	-	\$10,569
Director of Student Services *	M6	\$8,257	-	\$10,060
District Design Director	M10	\$10,060	-	\$12,258
District Financial Aid Director	M9	\$9,576	-	\$11,667
Energy Manager	M4	\$7,481	-	\$9,114
Executive Dean*	M10	\$10,060	-	\$12,258
Executive Foundation Director	M10	\$10,060	-	\$12,258
Facilities Project Manager	M5	\$7,860	-	\$9,576
Fiscal Services Manager	M5	\$7,860	-	\$9,576
Food Services Manager	M5	\$7,860	-	\$9,576
Foundation Advancement Director	M2	\$6,777	-	\$8,257
Foundation Development Officer	M3	\$7,120	-	\$8,675
Foundation Director	M6	\$8,257	-	\$10,060
Human Resources Operations Manager	M7	\$8,675	-	\$10,569
Human Resources Support Services Manager	M5	\$7,860	-	\$9,576
Information Security Officer	M7	\$8,675	-	\$10,569

**Contra Costa Community College District
MANAGEMENT SALARY RANGES
FISCAL YEAR 2017 - 2018**

CLASSIFICATION	RANGE	SALARY		
Manager of Accounting Services	M4	\$7,481	-	\$9,114
Manager of Disability Support Services*	M3	\$7,120	-	\$8,675
Network Technology Manager	M7	\$8,675	-	\$10,569
Program Manager	M3	\$7,120	-	\$8,675
Satellite Business Services Manager	M5	\$7,860	-	\$9,576
Senior Academic/Student Services Manager*	M4	\$7,481	-	\$9,114
Senior Dean*	M9	\$9,576	-	\$11,667
Senior Foundation Director	M7	\$8,675	-	\$10,569
Special Assistant to the Chancellor *	M10	\$10,060	-	\$12,258
Special Events Manager	M2	\$6,777	-	\$8,257
Special Project Manager	M2	\$6,777	-	\$8,257
Technology Applications Manager	M6	\$8,257	-	\$10,060
Technology Systems Manager	M5	\$7,860	-	\$9,576
Vice President*	M11	\$10,569	-	\$12,879
Vice President, Business and Administrative Services	M11	\$10,569	-	\$12,879
* Academic Position				

**Contra Costa Community College District
2017 - 2018 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	\$37.22	\$6,451	\$77,412	\$39.10	\$6,777	\$81,324	\$41.08	\$7,120	\$85,440	\$43.16	\$7,481	\$89,772	\$45.35	\$7,861	\$94,332
PM2	\$38.15	\$6,612	\$79,344	\$40.08	\$6,947	\$83,364	\$42.11	\$7,298	\$87,576	\$44.24	\$7,668	\$92,016	\$46.49	\$8,058	\$96,696
PM3	\$39.10	\$6,777	\$81,324	\$41.08	\$7,120	\$85,440	\$43.16	\$7,481	\$89,772	\$45.35	\$7,861	\$94,332	\$47.65	\$8,260	\$99,120
PM4	\$40.08	\$6,947	\$83,364	\$42.11	\$7,298	\$87,576	\$44.24	\$7,668	\$92,016	\$46.49	\$8,058	\$96,696	\$48.84	\$8,466	\$101,592
PM5	\$41.08	\$7,120	\$85,440	\$43.16	\$7,481	\$89,772	\$45.35	\$7,861	\$94,332	\$47.65	\$8,260	\$99,120	\$50.06	\$8,677	\$104,124
PM6	\$42.11	\$7,298	\$87,576	\$44.24	\$7,668	\$92,016	\$46.49	\$8,058	\$96,696	\$48.84	\$8,466	\$101,592	\$51.32	\$8,894	\$106,728
PM7	\$43.16	\$7,481	\$89,772	\$45.35	\$7,861	\$94,332	\$47.65	\$8,260	\$99,120	\$50.06	\$8,677	\$104,124	\$52.60	\$9,116	\$109,392
PM8	\$44.24	\$7,668	\$92,016	\$46.49	\$8,058	\$96,696	\$48.84	\$8,466	\$101,592	\$51.32	\$8,894	\$106,728	\$53.91	\$9,344	\$112,128
PM9	\$45.35	\$7,861	\$94,332	\$47.65	\$8,260	\$99,120	\$50.06	\$8,677	\$104,124	\$52.60	\$9,116	\$109,392	\$55.26	\$9,578	\$114,936
PM10	\$46.49	\$8,058	\$96,696	\$48.84	\$8,466	\$101,592	\$51.32	\$8,894	\$106,728	\$53.91	\$9,344	\$112,128	\$56.64	\$9,818	\$117,816
PM11	\$47.65	\$8,260	\$99,120	\$50.06	\$8,677	\$104,124	\$52.60	\$9,116	\$109,392	\$55.26	\$9,578	\$114,936	\$58.06	\$10,064	\$120,768
PM12	\$48.84	\$8,466	\$101,592	\$51.32	\$8,894	\$106,728	\$53.91	\$9,344	\$112,128	\$56.64	\$9,818	\$117,816	\$59.51	\$10,315	\$123,780
PM13	\$50.06	\$8,677	\$104,124	\$52.60	\$9,116	\$109,392	\$55.26	\$9,578	\$114,936	\$58.06	\$10,064	\$120,768	\$61.00	\$10,573	\$126,876
PM14	\$51.32	\$8,894	\$106,728	\$53.91	\$9,344	\$112,128	\$56.64	\$9,818	\$117,816	\$59.51	\$10,315	\$123,780	\$62.52	\$10,837	\$130,044
PM15	\$52.60	\$9,116	\$109,392	\$55.26	\$9,578	\$114,936	\$58.06	\$10,064	\$120,768	\$61.00	\$10,573	\$126,876	\$64.09	\$11,108	\$133,296
PM16	\$53.91	\$9,344	\$112,128	\$56.64	\$9,818	\$117,816	\$59.51	\$10,315	\$123,780	\$62.52	\$10,837	\$130,044	\$65.69	\$11,386	\$136,632
PM17	\$55.26	\$9,578	\$114,936	\$58.06	\$10,064	\$120,768	\$61.00	\$10,573	\$126,876	\$64.09	\$11,108	\$133,296	\$67.33	\$11,671	\$140,052
PM18	\$56.64	\$9,818	\$117,816	\$59.51	\$10,315	\$123,780	\$62.52	\$10,837	\$130,044	\$65.69	\$11,386	\$136,632	\$69.02	\$11,963	\$143,556
PM19	\$58.06	\$10,064	\$120,768	\$61.00	\$10,573	\$126,876	\$64.09	\$11,108	\$133,296	\$67.33	\$11,671	\$140,052	\$70.74	\$12,262	\$147,144
PM20	\$59.51	\$10,315	\$123,780	\$62.52	\$10,837	\$130,044	\$65.69	\$11,386	\$136,632	\$69.02	\$11,963	\$143,556	\$72.51	\$12,568	\$150,816

*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 2017 - 2018**

CLASSIFICATION	RANGE	SALARY		
Director of Police, Safety and Emergency Services	PM12	\$8,466	-	\$10,315
Lieutenant of College Police and Safety	PM4	\$6,947	-	\$8,466

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
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	\$53,088	\$55,704	\$58,452	\$61,068	\$63,768	\$66,384	\$69,108
2	\$53,088	\$55,704	\$58,452	\$61,068	\$63,768	\$66,384	\$69,108
3	\$53,088	\$55,704	\$58,452	\$61,068	\$63,768	\$66,384	\$69,108
4	\$55,704	\$58,452	\$61,068	\$63,768	\$66,384	\$69,108	\$71,808
5	\$58,452	\$61,068	\$63,768	\$66,384	\$69,108	\$71,808	\$74,508
6	\$61,068	\$63,768	\$66,384	\$69,108	\$71,808	\$74,508	\$77,256
7	\$63,768	\$66,384	\$69,108	\$71,808	\$74,508	\$77,256	\$79,872
8	\$66,384	\$69,108	\$71,808	\$74,508	\$77,256	\$79,872	\$82,536
9	\$69,108	\$71,808	\$74,508	\$77,256	\$79,872	\$82,536	\$85,260
10	\$0	\$74,508	\$77,256	\$79,872	\$82,536	\$85,260	\$87,960
11	\$0	\$0	\$79,872	\$82,536	\$85,260	\$87,960	\$90,540
12	\$0	\$0	\$0	\$85,260	\$87,960	\$90,540	\$93,240
13	\$0	\$0	\$0	\$0	\$90,540	\$93,240	\$95,976
14	\$0	\$0	\$0	\$0	\$90,540	\$93,240	\$95,976
15	\$0	\$0	\$0	\$0	\$90,540	\$93,240	\$95,976
16	\$0	\$0	\$0	\$0	\$93,240	\$95,976	\$98,556
17	\$0	\$0	\$0	\$0	\$93,240	\$95,976	\$98,556
18	\$0	\$0	\$0	\$0	\$93,240	\$95,976	\$98,556
19	\$0	\$0	\$0	\$0	\$95,976	\$98,556	\$101,316
20	\$0	\$0	\$0	\$0	\$95,976	\$98,556	\$101,316
21	\$0	\$0	\$0	\$0	\$95,976	\$98,556	\$101,316
22	\$0	\$0	\$0	\$0	\$98,556	\$101,316	\$104,028

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
ACTIVITY 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	\$55.20	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67
2	\$55.20	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67
3	\$55.20	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67
4	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67	\$70.89
5	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67	\$70.89	\$73.14
6	\$61.96	\$64.19	\$66.42	\$68.67	\$70.89	\$73.14	\$75.38
7	\$64.19	\$66.42	\$68.67	\$70.89	\$73.14	\$75.38	\$77.64
8	\$66.42	\$68.67	\$70.89	\$73.14	\$75.38	\$77.64	\$79.85
9	\$68.67	\$70.89	\$73.14	\$75.38	\$77.64	\$79.85	\$82.10
10	\$0.00	\$73.14	\$75.38	\$77.64	\$79.85	\$82.10	\$84.36
11	\$0.00	\$0.00	\$77.64	\$79.85	\$82.10	\$84.36	\$86.61
12	\$0.00	\$0.00	\$0.00	\$82.10	\$84.36	\$86.61	\$88.81
13	\$0.00	\$0.00	\$0.00	\$0.00	\$86.61	\$88.81	\$91.06
14	\$0.00	\$0.00	\$0.00	\$0.00	\$86.61	\$88.81	\$91.06
15	\$0.00	\$0.00	\$0.00	\$0.00	\$86.61	\$88.81	\$91.06
16	\$0.00	\$0.00	\$0.00	\$0.00	\$88.81	\$91.06	\$93.30
17	\$0.00	\$0.00	\$0.00	\$0.00	\$88.81	\$91.06	\$93.30
18	\$0.00	\$0.00	\$0.00	\$0.00	\$88.81	\$91.06	\$93.30
19	\$0.00	\$0.00	\$0.00	\$0.00	\$91.06	\$93.30	\$95.55
20	\$0.00	\$0.00	\$0.00	\$0.00	\$91.06	\$93.30	\$95.55
21	\$0.00	\$0.00	\$0.00	\$0.00	\$91.06	\$93.30	\$95.55
22	\$0.00	\$0.00	\$0.00	\$0.00	\$93.30	\$95.55	\$97.76

The hourly rates reflect a 0.0% load adjustment factor for activity instructional assignments.

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE**

**LECTURE, COMPOSITION and LABORATORY 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	\$56.30	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04
2	\$56.30	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04
3	\$56.30	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04
4	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04	\$72.31
5	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04	\$72.31	\$74.60
6	\$63.19	\$65.47	\$67.75	\$70.04	\$72.31	\$74.60	\$76.89
7	\$65.47	\$67.75	\$70.04	\$72.31	\$74.60	\$76.89	\$79.19
8	\$67.75	\$70.04	\$72.31	\$74.60	\$76.89	\$79.19	\$81.45
9	\$70.04	\$72.31	\$74.60	\$76.89	\$79.19	\$81.45	\$83.74
10	\$0.00	\$74.60	\$76.89	\$79.19	\$81.45	\$83.74	\$86.04
11	\$0.00	\$0.00	\$79.19	\$81.45	\$83.74	\$86.04	\$88.35
12	\$0.00	\$0.00	\$0.00	\$83.74	\$86.04	\$88.35	\$90.59
13	\$0.00	\$0.00	\$0.00	\$0.00	\$88.35	\$90.59	\$92.88
14	\$0.00	\$0.00	\$0.00	\$0.00	\$88.35	\$90.59	\$92.88
15	\$0.00	\$0.00	\$0.00	\$0.00	\$88.35	\$90.59	\$92.88
16	\$0.00	\$0.00	\$0.00	\$0.00	\$90.59	\$92.88	\$95.17
17	\$0.00	\$0.00	\$0.00	\$0.00	\$90.59	\$92.88	\$95.17
18	\$0.00	\$0.00	\$0.00	\$0.00	\$90.59	\$92.88	\$95.17
19	\$0.00	\$0.00	\$0.00	\$0.00	\$92.88	\$95.17	\$97.46
20	\$0.00	\$0.00	\$0.00	\$0.00	\$92.88	\$95.17	\$97.46
21	\$0.00	\$0.00	\$0.00	\$0.00	\$92.88	\$95.17	\$97.46
22	\$0.00	\$0.00	\$0.00	\$0.00	\$95.17	\$97.46	\$99.71

The hourly rates reflect a 2.0% load adjustment factor for lecture, composition and laboratory instructional assignments.

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
ACTIVITY INSTRUCTION FOR TEMPORARY (PART-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	\$55.20	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67
2	\$55.20	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67
3	\$55.20	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67
4	\$57.46	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67	\$70.89
5	\$59.70	\$61.96	\$64.19	\$66.42	\$68.67	\$70.89	\$73.14
6	\$61.96	\$64.19	\$66.42	\$68.67	\$70.89	\$73.14	\$75.38
7	\$64.19	\$66.42	\$68.67	\$70.89	\$73.14	\$75.38	\$77.64
8	\$66.42	\$68.67	\$70.89	\$73.14	\$75.38	\$77.64	\$79.85
9	\$68.67	\$70.89	\$73.14	\$75.38	\$77.64	\$79.85	\$82.10
10	\$0.00	\$73.14	\$75.38	\$77.64	\$79.85	\$82.10	\$84.36
11	\$0.00	\$0.00	\$77.64	\$79.85	\$82.10	\$84.36	\$86.61
12	\$0.00	\$0.00	\$0.00	\$82.10	\$84.36	\$86.61	\$88.81
13	\$0.00	\$0.00	\$0.00	\$0.00	\$86.61	\$88.81	\$91.06
14	\$0.00	\$0.00	\$0.00	\$0.00	\$86.61	\$88.81	\$91.06
15	\$0.00	\$0.00	\$0.00	\$0.00	\$86.61	\$88.81	\$91.06
16	\$0.00	\$0.00	\$0.00	\$0.00	\$88.81	\$91.06	\$93.30
17	\$0.00	\$0.00	\$0.00	\$0.00	\$88.81	\$91.06	\$93.30
18	\$0.00	\$0.00	\$0.00	\$0.00	\$88.81	\$91.06	\$93.30
19	\$0.00	\$0.00	\$0.00	\$0.00	\$91.06	\$93.30	\$95.55
20	\$0.00	\$0.00	\$0.00	\$0.00	\$91.06	\$93.30	\$95.55
21	\$0.00	\$0.00	\$0.00	\$0.00	\$91.06	\$93.30	\$95.55
22	\$0.00	\$0.00	\$0.00	\$0.00	\$93.30	\$95.55	\$97.76

The hourly rates reflect a 0.0% load adjustment factor for activity instructional assignments.

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
LABORATORY INSTRUCTION FOR TEMPORARY (PART-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	\$56.30	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04
2	\$56.30	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04
3	\$56.30	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04
4	\$58.61	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04	\$72.31
5	\$60.89	\$63.19	\$65.47	\$67.75	\$70.04	\$72.31	\$74.60
6	\$63.19	\$65.47	\$67.75	\$70.04	\$72.31	\$74.60	\$76.89
7	\$65.47	\$67.75	\$70.04	\$72.31	\$74.60	\$76.89	\$79.19
8	\$67.75	\$70.04	\$72.31	\$74.60	\$76.89	\$79.19	\$81.45
9	\$70.04	\$72.31	\$74.60	\$76.89	\$79.19	\$81.45	\$83.74
10	\$0.00	\$74.60	\$76.89	\$79.19	\$81.45	\$83.74	\$86.04
11	\$0.00	\$0.00	\$79.19	\$81.45	\$83.74	\$86.04	\$88.35
12	\$0.00	\$0.00	\$0.00	\$83.74	\$86.04	\$88.35	\$90.59
13	\$0.00	\$0.00	\$0.00	\$0.00	\$88.35	\$90.59	\$92.88
14	\$0.00	\$0.00	\$0.00	\$0.00	\$88.35	\$90.59	\$92.88
15	\$0.00	\$0.00	\$0.00	\$0.00	\$88.35	\$90.59	\$92.88
16	\$0.00	\$0.00	\$0.00	\$0.00	\$90.59	\$92.88	\$95.17
17	\$0.00	\$0.00	\$0.00	\$0.00	\$90.59	\$92.88	\$95.17
18	\$0.00	\$0.00	\$0.00	\$0.00	\$90.59	\$92.88	\$95.17
19	\$0.00	\$0.00	\$0.00	\$0.00	\$92.88	\$95.17	\$97.46
20	\$0.00	\$0.00	\$0.00	\$0.00	\$92.88	\$95.17	\$97.46
21	\$0.00	\$0.00	\$0.00	\$0.00	\$92.88	\$95.17	\$97.46
22	\$0.00	\$0.00	\$0.00	\$0.00	\$95.17	\$97.46	\$99.71

The hourly rates reflect a 2.0% load adjustment factor for laboratory instructional assignments.

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
LECTURE and COMPOSITION INSTRUCTION FOR TEMPORARY (PART-TIME) 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	\$63.37	\$65.97	\$68.53	\$71.12	\$73.69	\$76.25	\$78.83
2	\$63.37	\$65.97	\$68.53	\$71.12	\$73.69	\$76.25	\$78.83
3	\$63.37	\$65.97	\$68.53	\$71.12	\$73.69	\$76.25	\$78.83
4	\$65.97	\$68.53	\$71.12	\$73.69	\$76.25	\$78.83	\$81.38
5	\$68.53	\$71.12	\$73.69	\$76.25	\$78.83	\$81.38	\$83.96
6	\$71.12	\$73.69	\$76.25	\$78.83	\$81.38	\$83.96	\$86.54
7	\$73.68	\$76.25	\$78.83	\$81.38	\$83.96	\$86.54	\$89.13
8	\$76.25	\$78.83	\$81.38	\$83.96	\$86.54	\$89.13	\$91.67
9	\$78.83	\$81.38	\$83.96	\$86.54	\$89.13	\$91.67	\$94.25
10	\$0.00	\$83.96	\$86.54	\$89.13	\$91.67	\$94.25	\$96.84
11	\$0.00	\$0.00	\$89.13	\$91.67	\$94.25	\$96.84	\$99.43
12	\$0.00	\$0.00	\$0.00	\$94.25	\$96.84	\$99.43	\$101.95
13	\$0.00	\$0.00	\$0.00	\$0.00	\$99.43	\$101.95	\$104.53
14	\$0.00	\$0.00	\$0.00	\$0.00	\$99.43	\$101.95	\$104.53
15	\$0.00	\$0.00	\$0.00	\$0.00	\$99.43	\$101.95	\$104.53
16	\$0.00	\$0.00	\$0.00	\$0.00	\$101.95	\$104.53	\$107.11
17	\$0.00	\$0.00	\$0.00	\$0.00	\$101.95	\$104.53	\$107.11
18	\$0.00	\$0.00	\$0.00	\$0.00	\$101.95	\$104.53	\$107.11
19	\$0.00	\$0.00	\$0.00	\$0.00	\$104.53	\$107.11	\$109.69
20	\$0.00	\$0.00	\$0.00	\$0.00	\$104.53	\$107.11	\$109.69
21	\$0.00	\$0.00	\$0.00	\$0.00	\$104.53	\$107.11	\$109.69
22	\$0.00	\$0.00	\$0.00	\$0.00	\$107.11	\$109.69	\$112.23

The hourly rates reflect a 14.8% load adjustment factor for lecture and composition instructional assignments.

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
OTHER ACADEMIC SERVICES, EXTENDED DAY PROGRAMS,
TEMPORARY (PART-TIME) DAY FACULTY AND 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	\$33.11	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13
2	\$33.11	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13
3	\$33.11	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13
4	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13	\$44.85
5	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13	\$44.85	\$46.52
6	\$38.15	\$39.79	\$41.50	\$43.13	\$44.85	\$46.52	\$48.17
7	\$39.79	\$41.50	\$43.13	\$44.85	\$46.52	\$48.17	\$49.85
8	\$41.50	\$43.13	\$44.85	\$46.52	\$48.17	\$49.85	\$51.49
9	\$43.13	\$44.85	\$46.52	\$48.17	\$49.85	\$51.49	\$53.29
10	\$0.00	\$46.52	\$48.17	\$49.85	\$51.49	\$53.29	\$54.89
11	\$0.00	\$0.00	\$49.85	\$51.49	\$53.29	\$54.89	\$56.55
12	\$0.00	\$0.00	\$0.00	\$53.29	\$54.89	\$56.55	\$58.25
13	\$0.00	\$0.00	\$0.00	\$0.00	\$56.55	\$58.25	\$59.94
14	\$0.00	\$0.00	\$0.00	\$0.00	\$56.55	\$58.25	\$59.94
15	\$0.00	\$0.00	\$0.00	\$0.00	\$56.55	\$58.25	\$59.94
16	\$0.00	\$0.00	\$0.00	\$0.00	\$58.25	\$59.94	\$61.58
17	\$0.00	\$0.00	\$0.00	\$0.00	\$58.25	\$59.94	\$61.58
18	\$0.00	\$0.00	\$0.00	\$0.00	\$58.25	\$59.94	\$61.58
19	\$0.00	\$0.00	\$0.00	\$0.00	\$59.94	\$61.58	\$63.29
20	\$0.00	\$0.00	\$0.00	\$0.00	\$59.94	\$61.58	\$63.29
21	\$0.00	\$0.00	\$0.00	\$0.00	\$59.94	\$61.58	\$63.29
22	\$0.00	\$0.00	\$0.00	\$0.00	\$61.58	\$63.29	\$64.93

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
COUNSELING, LIBRARIAN, AND DISABILITIES SPECIALIST
FOR EXTENDED DAY PROGRAMS,
TEMPORARY (PART-TIME) DAY FACULTY AND SUMMER SESSION**

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	\$43.30	\$45.47	\$47.67	\$49.84	\$52.01	\$54.22	\$56.45
2	\$43.30	\$45.47	\$47.67	\$49.84	\$52.01	\$54.22	\$56.45
3	\$43.30	\$45.47	\$47.67	\$49.84	\$52.01	\$54.22	\$56.45
4	\$45.47	\$47.67	\$49.84	\$52.01	\$54.22	\$56.45	\$58.60
5	\$47.67	\$49.84	\$52.01	\$54.22	\$56.45	\$58.60	\$60.84
6	\$49.84	\$52.01	\$54.22	\$56.45	\$58.60	\$60.84	\$63.01
7	\$52.02	\$54.22	\$56.45	\$58.60	\$60.84	\$63.01	\$65.18
8	\$54.22	\$56.45	\$58.60	\$60.84	\$63.01	\$65.18	\$67.42
9	\$56.45	\$58.60	\$60.84	\$63.01	\$65.18	\$67.42	\$69.55
10	\$0.00	\$60.84	\$63.01	\$65.18	\$67.42	\$69.55	\$71.81
11	\$0.00	\$0.00	\$65.18	\$67.42	\$69.55	\$71.81	\$73.98
12	\$0.00	\$0.00	\$0.00	\$69.55	\$71.81	\$73.98	\$76.19
13	\$0.00	\$0.00	\$0.00	\$0.00	\$73.98	\$76.19	\$78.35
14	\$0.00	\$0.00	\$0.00	\$0.00	\$73.98	\$76.19	\$78.35
15	\$0.00	\$0.00	\$0.00	\$0.00	\$73.98	\$76.19	\$78.35
16	\$0.00	\$0.00	\$0.00	\$0.00	\$76.19	\$78.35	\$80.59
17	\$0.00	\$0.00	\$0.00	\$0.00	\$76.19	\$78.35	\$80.59
18	\$0.00	\$0.00	\$0.00	\$0.00	\$76.19	\$78.35	\$80.59
19	\$0.00	\$0.00	\$0.00	\$0.00	\$78.35	\$80.59	\$82.71
20	\$0.00	\$0.00	\$0.00	\$0.00	\$78.35	\$80.59	\$82.71
21	\$0.00	\$0.00	\$0.00	\$0.00	\$78.35	\$80.59	\$82.71
22	\$0.00	\$0.00	\$0.00	\$0.00	\$80.59	\$82.71	\$84.83

The hourly rate for regular academic personnel will be determined by their class and step placement on the Faculty Salary Schedule.

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 10. Full-time related work experience may be substituted by temporary (part-time) personnel with an AA degree teaching in non-masters disciplines for original class placement purposes on the basis of three years experience for each class (Appendix D-2).

Any person who elects not to be placed on the schedule shall be paid at the rate of Class 1, Step 1.

Contra Costa Community College District 2017 - 2018 SALARY SCHEDULE ACADEMIC SPECIAL PROGRAMS							
Academic personnel employed for special programs shall be paid the following hourly rates:							
Teaching or Counseling							\$45.94
Supervision or Coordination							\$48.78
<p>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.</p>							

**Contra Costa Community College District
2017 - 2018 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 3 units, in which case the instructor shall be paid as if the student has completed 3 units. The rate of compensation will be **\$37.47** per unit.

**Contra Costa Community College District
2017 - 2018 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 **\$66.30** 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 of \$338 daily)
- Policies and Procedures Development Task Force
- Summer Equivalency Committee
- Summer Hiring Committee

**Contra Costa Community College District
2017 - 2018 SALARY SCHEDULE
INTERCOLLEGIATE ATHLETICS SEASONAL CONTRACT
TEMPORARY (PART-TIME) DAY FACULTY HEAD COACHES AND ASSOCIATE COACHES**

	Sports Group	Contract Amount
1	Swimming and Diving - Associate Coach	\$10,152
	Golf - Head Coach	
	Badminton - Head Coach	
2	Cross Country - Head Coach	\$10,920
	Water Polo - Head Coach	
3	Volleyball - Head Coach	\$11,784
	Wrestling - Head Coach	
	Tennis - Head Coach	
	Soccer - Head Coach	
4	Swimming and Diving - Head Coach	\$12,624
	Football - Associate Coach	
	Track and Field - Associate Coach	
5	Baseball - Head Coach	\$15,156
	Basketball - Head Coach	
	Football - Head Coach	
	Softball - Head Coach	
	Track and Field - Head Coach	

**Contra Costa Community College District
2017 - 2018 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	\$23.36	\$4,050	\$48,600	\$24.54	\$4,254	\$51,048	\$25.79	\$4,470	\$53,640	\$27.10	\$4,696	\$56,352	\$28.47	\$4,934	\$59,208
56	\$23.95	\$4,151	\$49,812	\$25.16	\$4,361	\$52,332	\$26.43	\$4,581	\$54,972	\$27.77	\$4,814	\$57,768	\$29.18	\$5,057	\$60,684
57	\$24.54	\$4,254	\$51,048	\$25.79	\$4,470	\$53,640	\$27.10	\$4,696	\$56,352	\$28.47	\$4,934	\$59,208	\$29.91	\$5,184	\$62,208
58	\$25.16	\$4,361	\$52,332	\$26.43	\$4,581	\$54,972	\$27.77	\$4,814	\$57,768	\$29.18	\$5,057	\$60,684	\$30.66	\$5,314	\$63,768
59	\$25.79	\$4,470	\$53,640	\$27.10	\$4,696	\$56,352	\$28.47	\$4,934	\$59,208	\$29.91	\$5,184	\$62,208	\$31.42	\$5,447	\$65,364
60	\$26.43	\$4,581	\$54,972	\$27.77	\$4,814	\$57,768	\$29.18	\$5,057	\$60,684	\$30.66	\$5,314	\$63,768	\$32.21	\$5,583	\$66,996
61	\$27.10	\$4,696	\$56,352	\$28.47	\$4,934	\$59,208	\$29.91	\$5,184	\$62,208	\$31.42	\$5,447	\$65,364	\$33.02	\$5,723	\$68,676
62	\$27.77	\$4,814	\$57,768	\$29.18	\$5,057	\$60,684	\$30.66	\$5,314	\$63,768	\$32.21	\$5,583	\$66,996	\$33.85	\$5,867	\$70,404
63	\$28.47	\$4,934	\$59,208	\$29.91	\$5,184	\$62,208	\$31.42	\$5,447	\$65,364	\$33.02	\$5,723	\$68,676	\$34.70	\$6,014	\$72,168
64	\$29.18	\$5,057	\$60,684	\$30.66	\$5,314	\$63,768	\$32.21	\$5,583	\$66,996	\$33.85	\$5,867	\$70,404	\$35.57	\$6,165	\$73,980
65	\$29.91	\$5,184	\$62,208	\$31.42	\$5,447	\$65,364	\$33.02	\$5,723	\$68,676	\$34.70	\$6,014	\$72,168	\$36.46	\$6,319	\$75,828
66	\$30.66	\$5,314	\$63,768	\$32.21	\$5,583	\$66,996	\$33.85	\$5,867	\$70,404	\$35.57	\$6,165	\$73,980	\$37.37	\$6,477	\$77,724
67	\$31.42	\$5,447	\$65,364	\$33.02	\$5,723	\$68,676	\$34.70	\$6,014	\$72,168	\$36.46	\$6,319	\$75,828	\$38.30	\$6,638	\$79,656
68	\$32.21	\$5,583	\$66,996	\$33.85	\$5,867	\$70,404	\$35.57	\$6,165	\$73,980	\$37.37	\$6,477	\$77,724	\$39.26	\$6,804	\$81,648
69	\$33.02	\$5,723	\$68,676	\$34.70	\$6,014	\$72,168	\$36.46	\$6,319	\$75,828	\$38.30	\$6,638	\$79,656	\$40.24	\$6,974	\$83,688
70	\$33.85	\$5,867	\$70,404	\$35.57	\$6,165	\$73,980	\$37.37	\$6,477	\$77,724	\$39.26	\$6,804	\$81,648	\$41.24	\$7,149	\$85,788
71	\$34.70	\$6,014	\$72,168	\$36.46	\$6,319	\$75,828	\$38.30	\$6,638	\$79,656	\$40.24	\$6,974	\$83,688	\$42.28	\$7,328	\$87,936
72	\$35.57	\$6,165	\$73,980	\$37.37	\$6,477	\$77,724	\$39.26	\$6,804	\$81,648	\$41.24	\$7,149	\$85,788	\$43.33	\$7,511	\$90,132
73	\$36.46	\$6,319	\$75,828	\$38.30	\$6,638	\$79,656	\$40.24	\$6,974	\$83,688	\$42.28	\$7,328	\$87,936	\$44.41	\$7,698	\$92,376
74	\$37.37	\$6,477	\$77,724	\$39.26	\$6,804	\$81,648	\$41.24	\$7,149	\$85,788	\$43.33	\$7,511	\$90,132	\$45.52	\$7,890	\$94,680
75	\$38.30	\$6,638	\$79,656	\$40.24	\$6,974	\$83,688	\$42.28	\$7,328	\$87,936	\$44.41	\$7,698	\$92,376	\$46.66	\$8,087	\$97,044
76	\$39.26	\$6,804	\$81,648	\$41.24	\$7,149	\$85,788	\$43.33	\$7,511	\$90,132	\$45.52	\$7,890	\$94,680	\$47.82	\$8,289	\$99,468
77	\$40.24	\$6,974	\$83,688	\$42.28	\$7,328	\$87,936	\$44.41	\$7,698	\$92,376	\$46.66	\$8,087	\$97,044	\$49.02	\$8,497	\$101,964
78	\$41.24	\$7,149	\$85,788	\$43.33	\$7,511	\$90,132	\$45.52	\$7,890	\$94,680	\$47.82	\$8,289	\$99,468	\$50.25	\$8,709	\$104,508
79	\$42.28	\$7,328	\$87,936	\$44.41	\$7,698	\$92,376	\$46.66	\$8,087	\$97,044	\$49.02	\$8,497	\$101,964	\$51.50	\$8,927	\$107,124
80	\$43.33	\$7,511	\$90,132	\$45.52	\$7,890	\$94,680	\$47.82	\$8,289	\$99,468	\$50.25	\$8,709	\$104,508	\$52.79	\$9,150	\$109,800
81	\$44.41	\$7,698	\$92,376	\$46.66	\$8,087	\$97,044	\$49.02	\$8,497	\$101,964	\$51.50	\$8,927	\$107,124	\$54.11	\$9,379	\$112,548
82	\$45.52	\$7,890	\$94,680	\$47.82	\$8,289	\$99,468	\$50.25	\$8,709	\$104,508	\$52.79	\$9,150	\$109,800	\$55.46	\$9,614	\$115,368
83	\$46.66	\$8,087	\$97,044	\$49.02	\$8,497	\$101,964	\$51.50	\$8,927	\$107,124	\$54.11	\$9,379	\$112,548	\$56.85	\$9,855	\$118,260
84	\$47.82	\$8,289	\$99,468	\$50.25	\$8,709	\$104,508	\$52.79	\$9,150	\$109,800	\$55.46	\$9,614	\$115,368	\$58.28	\$10,102	\$121,224
85	\$49.02	\$8,497	\$101,964	\$51.50	\$8,927	\$107,124	\$54.11	\$9,379	\$112,548	\$56.85	\$9,855	\$118,260	\$59.74	\$10,354	\$124,248
86	\$50.25	\$8,709	\$104,508	\$52.79	\$9,150	\$109,800	\$55.46	\$9,614	\$115,368	\$58.28	\$10,102	\$121,224	\$61.23	\$10,613	\$127,356
87	\$51.50	\$8,927	\$107,124	\$54.11	\$9,379	\$112,548	\$56.85	\$9,855	\$118,260	\$59.74	\$10,354	\$124,248	\$62.76	\$10,879	\$130,548
88	\$52.79	\$9,150	\$109,800	\$55.46	\$9,614	\$115,368	\$58.28	\$10,102	\$121,224	\$61.23	\$10,613	\$127,356	\$64.33	\$11,151	\$133,812
89	\$54.11	\$9,379	\$112,548	\$56.85	\$9,855	\$118,260	\$59.74	\$10,354	\$124,248	\$62.76	\$10,879	\$130,548	\$65.94	\$11,430	\$137,160
90	\$55.46	\$9,614	\$115,368	\$58.28	\$10,102	\$121,224	\$61.23	\$10,613	\$127,356	\$64.33	\$11,151	\$133,812	\$67.59	\$11,716	\$140,592

*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 2017 - 2018				
CLASSIFICATION	RANGE	SALARY		
Accounting Services Supervisor	77	\$6,974	-	\$8,497
Bookstore Supervisor	68	\$5,583	-	\$6,804
Business Services Supervisor	77	\$6,974	-	\$8,497
Cashier's Office Supervisor	68	\$5,583	-	\$6,804
Computer and Network Services Supervisor *	76	\$6,804	-	\$8,289
Counseling Office Supervisor	68	\$5,583	-	\$6,804
Executive Coordinator ***	73	\$6,319	-	\$7,698
Financial Aid Supervisor	77	\$6,974	-	\$8,497
Office of Instruction Supervisor	76	\$6,804	-	\$8,289
Payroll Services Supervisor	68	\$5,583	-	\$6,974
Police Services Sergeant	71	\$6,014	-	\$7,328
Principal Accountant *	74	\$6,477	-	\$7,890
Principal Executive Coordinator **	81	\$7,698	-	\$9,379
Principal Payroll Technician**	67	\$5,447	-	\$6,638
Principal Web Administrator *	81	\$7,698	-	\$9,379
Registrar	77	\$6,974	-	\$8,497
Senior Executive Coordinator **	75	\$6,638	-	\$8,087
* Exempt Position				
** Exempt Confidential Position				
*** Non-Exempt Confidential Position				

**Contra Costa Community College District
2017 - 2018 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	\$23.12	\$4,008	\$48,096	\$24.30	\$4,211	\$50,532	\$25.53	\$4,425	\$53,100	\$26.82	\$4,649	\$55,788	\$28.18	\$4,884	\$58,608
55	\$23.70	\$4,108	\$49,296	\$24.90	\$4,317	\$51,804	\$26.16	\$4,535	\$54,420	\$27.49	\$4,765	\$57,180	\$28.88	\$5,006	\$60,072
56	\$24.30	\$4,211	\$50,532	\$25.53	\$4,425	\$53,100	\$26.82	\$4,649	\$55,788	\$28.18	\$4,884	\$58,608	\$29.60	\$5,131	\$61,572
57	\$24.90	\$4,317	\$51,804	\$26.16	\$4,535	\$54,420	\$27.49	\$4,765	\$57,180	\$28.88	\$5,006	\$60,072	\$30.34	\$5,259	\$63,108
58	\$25.53	\$4,425	\$53,100	\$26.82	\$4,649	\$55,788	\$28.18	\$4,884	\$58,608	\$29.60	\$5,131	\$61,572	\$31.10	\$5,391	\$64,692
59	\$26.16	\$4,535	\$54,420	\$27.49	\$4,765	\$57,180	\$28.88	\$5,006	\$60,072	\$30.34	\$5,259	\$63,108	\$31.88	\$5,526	\$66,312
60	\$26.82	\$4,649	\$55,788	\$28.18	\$4,884	\$58,608	\$29.60	\$5,131	\$61,572	\$31.10	\$5,391	\$64,692	\$32.68	\$5,664	\$67,968
61	\$27.49	\$4,765	\$57,180	\$28.88	\$5,006	\$60,072	\$30.34	\$5,259	\$63,108	\$31.88	\$5,526	\$66,312	\$33.49	\$5,805	\$69,660
62	\$28.18	\$4,884	\$58,608	\$29.60	\$5,131	\$61,572	\$31.10	\$5,391	\$64,692	\$32.68	\$5,664	\$67,968	\$34.33	\$5,950	\$71,400
63	\$28.88	\$5,006	\$60,072	\$30.34	\$5,259	\$63,108	\$31.88	\$5,526	\$66,312	\$33.49	\$5,805	\$69,660	\$35.18	\$6,098	\$73,176
64	\$29.60	\$5,131	\$61,572	\$31.10	\$5,391	\$64,692	\$32.68	\$5,664	\$67,968	\$34.33	\$5,950	\$71,400	\$36.06	\$6,250	\$75,000
65	\$30.34	\$5,259	\$63,108	\$31.88	\$5,526	\$66,312	\$33.49	\$5,805	\$69,660	\$35.18	\$6,098	\$73,176	\$36.96	\$6,407	\$76,884
66	\$31.10	\$5,391	\$64,692	\$32.68	\$5,664	\$67,968	\$34.33	\$5,950	\$71,400	\$36.06	\$6,250	\$75,000	\$37.89	\$6,567	\$78,804
67	\$31.88	\$5,526	\$66,312	\$33.49	\$5,805	\$69,660	\$35.18	\$6,098	\$73,176	\$36.96	\$6,407	\$76,884	\$38.83	\$6,731	\$80,772
68	\$32.68	\$5,664	\$67,968	\$34.33	\$5,950	\$71,400	\$36.06	\$6,250	\$75,000	\$37.89	\$6,567	\$78,804	\$39.80	\$6,899	\$82,788
69	\$33.49	\$5,805	\$69,660	\$35.18	\$6,098	\$73,176	\$36.96	\$6,407	\$76,884	\$38.83	\$6,731	\$80,772	\$40.80	\$7,071	\$84,852
70	\$34.33	\$5,950	\$71,400	\$36.06	\$6,250	\$75,000	\$37.89	\$6,567	\$78,804	\$39.80	\$6,899	\$82,788	\$41.82	\$7,248	\$86,976
71	\$35.18	\$6,098	\$73,176	\$36.96	\$6,407	\$76,884	\$38.83	\$6,731	\$80,772	\$40.80	\$7,071	\$84,852	\$42.87	\$7,430	\$89,160
72	\$36.06	\$6,250	\$75,000	\$37.89	\$6,567	\$78,804	\$39.80	\$6,899	\$82,788	\$41.82	\$7,248	\$86,976	\$43.94	\$7,616	\$91,392
73	\$36.96	\$6,407	\$76,884	\$38.83	\$6,731	\$80,772	\$40.80	\$7,071	\$84,852	\$42.87	\$7,430	\$89,160	\$45.04	\$7,806	\$93,672
74	\$37.89	\$6,567	\$78,804	\$39.80	\$6,899	\$82,788	\$41.82	\$7,248	\$86,976	\$43.94	\$7,616	\$91,392	\$46.16	\$8,001	\$96,012
75	\$38.83	\$6,731	\$80,772	\$40.80	\$7,071	\$84,852	\$42.87	\$7,430	\$89,160	\$45.04	\$7,806	\$93,672	\$47.32	\$8,201	\$98,412
76	\$39.80	\$6,899	\$82,788	\$41.82	\$7,248	\$86,976	\$43.94	\$7,616	\$91,392	\$46.16	\$8,001	\$96,012	\$48.50	\$8,407	\$100,884
77	\$40.80	\$7,071	\$84,852	\$42.87	\$7,430	\$89,160	\$45.04	\$7,806	\$93,672	\$47.32	\$8,201	\$98,412	\$49.71	\$8,617	\$103,404
78	\$41.82	\$7,248	\$86,976	\$43.94	\$7,616	\$91,392	\$46.16	\$8,001	\$96,012	\$48.50	\$8,407	\$100,884	\$50.96	\$8,833	\$105,996
79	\$42.87	\$7,430	\$89,160	\$45.04	\$7,806	\$93,672	\$47.32	\$8,201	\$98,412	\$49.71	\$8,617	\$103,404	\$52.23	\$9,054	\$108,648
80	\$43.94	\$7,616	\$91,392	\$46.16	\$8,001	\$96,012	\$48.50	\$8,407	\$100,884	\$50.96	\$8,833	\$105,996	\$53.54	\$9,280	\$111,360
81	\$45.04	\$7,806	\$93,672	\$47.32	\$8,201	\$98,412	\$49.71	\$8,617	\$103,404	\$52.23	\$9,054	\$108,648	\$54.88	\$9,512	\$114,144

*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 2016 - 2017

CLASSIFICATION	RANGE	SALARY		
Administrative Assistant	56	\$4,211	-	\$5,131
Administrative Project Coordinator	81	\$7,806	-	\$9,512
Benefits Analyst	74	\$6,567	-	\$8,001
Executive Assistant	61	\$4,765	-	\$5,805
Executive Coordinator	73	\$6,407	-	\$7,806
Human Resources Generalist	61	\$4,765	-	\$5,805
Human Resources Specialist	68	\$5,664	-	\$6,899
Human Resources Staff Assistant	56	\$4,211	-	\$5,131
Human Resources Technician	61	\$4,765	-	\$5,805
Payroll Coordinator	65	\$5,259	-	\$6,407
Recruitment and Classification Analyst	74	\$6,567	-	\$8,001
Senior Administrative Assistant	58	\$4,425	-	\$5,391
Senior Executive Assistant	65	\$5,259	-	\$6,407

**Contra Costa Community College District
2017 - 2018 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
27	\$11.11	\$1,925	\$23,100	\$11.68	\$2,024	\$24,288	\$12.27	\$2,127	\$25,524	\$12.89	\$2,235	\$26,820	\$13.54	\$2,348	\$28,176
28	\$11.39	\$1,974	\$23,688	\$11.97	\$2,075	\$24,900	\$12.58	\$2,180	\$26,160	\$13.22	\$2,291	\$27,492	\$13.88	\$2,406	\$28,872
29	\$11.68	\$2,024	\$24,288	\$12.27	\$2,127	\$25,524	\$12.89	\$2,235	\$26,820	\$13.54	\$2,348	\$28,176	\$14.23	\$2,466	\$29,592
30	\$11.97	\$2,075	\$24,900	\$12.58	\$2,180	\$26,160	\$13.22	\$2,291	\$27,492	\$13.88	\$2,406	\$28,872	\$14.59	\$2,528	\$30,336
31	\$12.27	\$2,127	\$25,524	\$12.89	\$2,235	\$26,820	\$13.54	\$2,348	\$28,176	\$14.23	\$2,466	\$29,592	\$14.95	\$2,591	\$31,092
32	\$12.58	\$2,180	\$26,160	\$13.22	\$2,291	\$27,492	\$13.88	\$2,406	\$28,872	\$14.59	\$2,528	\$30,336	\$15.32	\$2,656	\$31,872
33	\$12.89	\$2,235	\$26,820	\$13.54	\$2,348	\$28,176	\$14.23	\$2,466	\$29,592	\$14.95	\$2,591	\$31,092	\$15.71	\$2,723	\$32,676
34	\$13.22	\$2,291	\$27,492	\$13.88	\$2,406	\$28,872	\$14.59	\$2,528	\$30,336	\$15.32	\$2,656	\$31,872	\$16.10	\$2,790	\$33,480
35	\$13.54	\$2,348	\$28,176	\$14.23	\$2,466	\$29,592	\$14.95	\$2,591	\$31,092	\$15.71	\$2,723	\$32,676	\$16.50	\$2,860	\$34,320
36	\$13.88	\$2,406	\$28,872	\$14.59	\$2,528	\$30,336	\$15.32	\$2,656	\$31,872	\$16.10	\$2,790	\$33,480	\$16.91	\$2,932	\$35,184
37	\$14.23	\$2,466	\$29,592	\$14.95	\$2,591	\$31,092	\$15.71	\$2,723	\$32,676	\$16.50	\$2,860	\$34,320	\$17.34	\$3,005	\$36,060
38	\$14.59	\$2,528	\$30,336	\$15.32	\$2,656	\$31,872	\$16.10	\$2,790	\$33,480	\$16.91	\$2,932	\$35,184	\$17.77	\$3,080	\$36,960
39	\$14.95	\$2,591	\$31,092	\$15.71	\$2,723	\$32,676	\$16.50	\$2,860	\$34,320	\$17.34	\$3,005	\$36,060	\$18.21	\$3,157	\$37,884
40	\$15.32	\$2,656	\$31,872	\$16.10	\$2,790	\$33,480	\$16.91	\$2,932	\$35,184	\$17.77	\$3,080	\$36,960	\$18.67	\$3,237	\$38,844
41	\$15.71	\$2,723	\$32,676	\$16.50	\$2,860	\$34,320	\$17.34	\$3,005	\$36,060	\$18.21	\$3,157	\$37,884	\$19.14	\$3,317	\$39,804
42	\$16.10	\$2,790	\$33,480	\$16.91	\$2,932	\$35,184	\$17.77	\$3,080	\$36,960	\$18.67	\$3,237	\$38,844	\$19.62	\$3,400	\$40,800
43	\$16.50	\$2,860	\$34,320	\$17.34	\$3,005	\$36,060	\$18.21	\$3,157	\$37,884	\$19.14	\$3,317	\$39,804	\$20.11	\$3,486	\$41,832
44	\$16.91	\$2,932	\$35,184	\$17.77	\$3,080	\$36,960	\$18.67	\$3,237	\$38,844	\$19.62	\$3,400	\$40,800	\$20.61	\$3,573	\$42,876
45	\$17.34	\$3,005	\$36,060	\$18.21	\$3,157	\$37,884	\$19.14	\$3,317	\$39,804	\$20.11	\$3,486	\$41,832	\$21.12	\$3,662	\$43,944
46	\$17.77	\$3,080	\$36,960	\$18.67	\$3,237	\$38,844	\$19.62	\$3,400	\$40,800	\$20.61	\$3,573	\$42,876	\$21.65	\$3,753	\$45,036
47	\$18.21	\$3,157	\$37,884	\$19.14	\$3,317	\$39,804	\$20.11	\$3,486	\$41,832	\$21.12	\$3,662	\$43,944	\$22.19	\$3,847	\$46,164
48	\$18.67	\$3,237	\$38,844	\$19.62	\$3,400	\$40,800	\$20.61	\$3,573	\$42,876	\$21.65	\$3,753	\$45,036	\$22.75	\$3,943	\$47,316
49	\$19.14	\$3,317	\$39,804	\$20.11	\$3,486	\$41,832	\$21.12	\$3,662	\$43,944	\$22.19	\$3,847	\$46,164	\$23.32	\$4,041	\$48,492
50	\$19.62	\$3,400	\$40,800	\$20.61	\$3,573	\$42,876	\$21.65	\$3,753	\$45,036	\$22.75	\$3,943	\$47,316	\$23.90	\$4,142	\$49,704
51	\$20.11	\$3,486	\$41,832	\$21.12	\$3,662	\$43,944	\$22.19	\$3,847	\$46,164	\$23.32	\$4,041	\$48,492	\$24.49	\$4,245	\$50,940
52	\$20.61	\$3,573	\$42,876	\$21.65	\$3,753	\$45,036	\$22.75	\$3,943	\$47,316	\$23.90	\$4,142	\$49,704	\$25.10	\$4,351	\$52,212
53	\$21.12	\$3,662	\$43,944	\$22.19	\$3,847	\$46,164	\$23.32	\$4,041	\$48,492	\$24.49	\$4,245	\$50,940	\$25.73	\$4,460	\$53,520
54	\$21.65	\$3,753	\$45,036	\$22.75	\$3,943	\$47,316	\$23.90	\$4,142	\$49,704	\$25.10	\$4,351	\$52,212	\$26.38	\$4,572	\$54,864
55	\$22.19	\$3,847	\$46,164	\$23.32	\$4,041	\$48,492	\$24.49	\$4,245	\$50,940	\$25.73	\$4,460	\$53,520	\$27.03	\$4,686	\$56,232
56	\$22.75	\$3,943	\$47,316	\$23.90	\$4,142	\$49,704	\$25.10	\$4,351	\$52,212	\$26.38	\$4,572	\$54,864	\$27.71	\$4,803	\$57,636
57	\$23.32	\$4,041	\$48,492	\$24.49	\$4,245	\$50,940	\$25.73	\$4,460	\$53,520	\$27.03	\$4,686	\$56,232	\$28.40	\$4,923	\$59,076
58	\$23.90	\$4,142	\$49,704	\$25.10	\$4,351	\$52,212	\$26.38	\$4,572	\$54,864	\$27.71	\$4,803	\$57,636	\$29.12	\$5,047	\$60,564
59	\$24.49	\$4,245	\$50,940	\$25.73	\$4,460	\$53,520	\$27.03	\$4,686	\$56,232	\$28.40	\$4,923	\$59,076	\$29.84	\$5,172	\$62,064
60	\$25.10	\$4,351	\$52,212	\$26.38	\$4,572	\$54,864	\$27.71	\$4,803	\$57,636	\$29.12	\$5,047	\$60,564	\$30.59	\$5,302	\$63,624
61	\$25.73	\$4,460	\$53,520	\$27.03	\$4,686	\$56,232	\$28.40	\$4,923	\$59,076	\$29.84	\$5,172	\$62,064	\$31.35	\$5,435	\$65,220
62	\$26.38	\$4,572	\$54,864	\$27.71	\$4,803	\$57,636	\$29.12	\$5,047	\$60,564	\$30.59	\$5,302	\$63,624	\$32.14	\$5,570	\$66,840
63	\$27.03	\$4,686	\$56,232	\$28.40	\$4,923	\$59,076	\$29.84	\$5,172	\$62,064	\$31.35	\$5,435	\$65,220	\$32.94	\$5,709	\$68,508
64	\$27.71	\$4,803	\$57,636	\$29.12	\$5,047	\$60,564	\$30.59	\$5,302	\$63,624	\$32.14	\$5,570	\$66,840	\$33.76	\$5,851	\$70,212
65	\$28.40	\$4,923	\$59,076	\$29.84	\$5,172	\$62,064	\$31.35	\$5,435	\$65,220	\$32.94	\$5,709	\$68,508	\$34.60	\$6,000	\$71,964
66	\$29.12	\$5,047	\$60,564	\$30.59	\$5,302	\$63,624	\$32.14	\$5,570	\$66,840	\$33.76	\$5,851	\$70,212	\$35.46	\$6,147	\$73,764
67	\$29.84	\$5,172	\$62,064	\$31.35	\$5,435	\$65,220	\$32.94	\$5,709	\$68,508	\$34.60	\$6,000	\$71,964	\$36.35	\$6,300	\$75,600
68	\$30.59	\$5,302	\$63,624	\$32.14	\$5,570	\$66,840	\$33.76	\$5,851	\$70,212	\$35.46	\$6,147	\$73,764	\$37.26	\$6,458	\$77,496
69	\$31.35	\$5,435	\$65,220	\$32.94	\$5,709	\$68,508	\$34.60	\$6,000	\$71,964	\$36.35	\$6,300	\$75,600	\$38.19	\$6,619	\$79,428
70	\$32.14	\$5,570	\$66,840	\$33.76	\$5,851	\$70,212	\$35.46	\$6,147	\$73,764	\$37.26	\$6,458	\$77,496	\$39.14	\$6,784	\$81,408
71	\$32.94	\$5,709	\$68,508	\$34.60	\$6,000	\$71,964	\$36.35	\$6,300	\$75,600	\$38.19	\$6,619	\$79,428	\$40.12	\$6,954	\$83,448
72	\$33.76	\$5,851	\$70,212	\$35.46	\$6,147	\$73,764	\$37.26	\$6,458	\$77,496	\$39.14	\$6,784	\$81,408	\$41.12	\$7,127	\$85,524
73	\$34.60	\$6,000	\$71,964	\$36.35	\$6,300	\$75,600	\$38.19	\$6,619	\$79,428	\$40.12	\$6,954	\$83,448	\$42.15	\$7,305	\$87,660
74	\$35.46	\$6,147	\$73,764	\$37.26	\$6,458	\$77,496	\$39.14	\$6,784	\$81,408	\$41.12	\$7,127	\$85,524	\$43.20	\$7,488	\$89,856
75	\$36.35	\$6,300	\$75,600	\$38.19	\$6,619	\$79,428	\$40.12	\$6,954	\$83,448	\$42.15	\$7,305	\$87,660	\$44.28	\$7,676	\$92,112
76	\$37.26	\$6,458	\$77,496	\$39.14	\$6,784	\$81,408	\$41.12	\$7,127	\$85,524	\$43.20	\$7,488	\$89,856	\$45.39	\$7,868	\$94,416
77	\$38.19	\$6,619	\$79,428	\$40.12	\$6,954	\$83,448	\$42.15	\$7,305	\$87,660	\$44.28	\$7,676	\$92,112	\$46.53	\$8,065	\$96,780
78	\$39.14	\$6,784	\$81,408	\$41.12	\$7,127	\$85,524	\$43.20	\$7,488	\$89,856	\$45.39	\$7,868	\$94,416	\$47.69	\$8,267	\$99,204
79	\$40.12	\$6,954	\$83,448	\$42.15	\$7,305	\$87,660	\$44.28	\$7,676	\$92,112	\$46.53	\$8,065	\$96,780	\$48.88	\$8,473	\$101,676
80	\$41.12	\$7,127	\$85,524	\$43.20	\$7,488	\$89,856	\$45.39	\$7,868	\$94,416	\$47.69	\$8,267	\$99,204	\$50.10	\$8,684	\$104,208

* 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% - 11th Year; 7.5% - 14th Year; 10% - 20th Year; 12.5% - 23rd Year; 15% - 27th Year; 17.5% - 34th Year

Contra Costa Community College District
CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES
FISCAL YEAR 2017 - 2018

CLASSIFICATION	RANGE	SALARY		
Academic Scheduling Specialist	60	\$4,351	-	\$5,302
Account Clerk	53	\$3,662	-	\$4,460
Account Clerk, Lead	57	\$4,041	-	\$4,923
Accountant	60	\$4,351	-	\$5,302
Accountant, Senior	68	\$5,302	-	\$6,458
Accounting Specialist	57	\$4,041	-	\$4,923
Administrative Assistant I	50	\$3,400	-	\$4,142
Administrative Assistant II	52	\$3,573	-	\$4,351
Administrative Assistant III	56	\$3,943	-	\$4,803
Administrative Assistant, Senior	58	\$4,142	-	\$5,047
Admissions/Records Assistant I	45	\$3,005	-	\$3,662
Admissions/Records Assistant II	49	\$3,317	-	\$4,041
Admissions/Records Assistant, Lead	58	\$4,142	-	\$5,047
Admissions/Records Assistant, Senior	53	\$3,662	-	\$4,460
Alternative Media Specialist	56	\$3,943	-	\$4,803
Applications Support Analyst	69	\$5,435	-	\$6,619
Applications Support Analyst, Senior	73	\$5,997	-	\$7,305
Assessment Center Coordinator	62	\$4,572	-	\$5,570
Assessment Center Technician	52	\$3,573	-	\$4,351
Athletic Equipment Coordinator	56	\$3,943	-	\$4,803
Athletic Facilities Assistant	48	\$3,237	-	\$3,943
Athletic Trainer	60	\$4,351	-	\$5,302
Audio Technician	57	\$4,041	-	\$4,923
Book Buyer	52	\$3,573	-	\$4,351
Bookstore Operations Assistant	53	\$3,662	-	\$4,460
Bookstore Operations Coordinator	56	\$3,943	-	\$4,803
Bookstore Service Clerk	45	\$3,005	-	\$3,662
Bookstore Supply Buyer	48	\$3,237	-	\$3,943
Budget Coordinator	78	\$6,784	-	\$8,267
Building Maintenance Worker	64	\$4,803	-	\$5,851
Buyer	58	\$4,142	-	\$5,047
Buyer, Assistant	56	\$3,943	-	\$4,803
Buyer, Senior	62	\$4,572	-	\$5,570
Campus Facilities Assistant	50	\$3,400	-	\$4,142
College Human Resources Assistant	58	\$4,142	-	\$5,047
College International Education Coordinator	64	\$4,803	-	\$5,851
College Payroll Technician	53	\$3,662	-	\$4,460
Computer and Network Specialist	72	\$5,851	-	\$7,127
Computer and Network Specialist, Senior	74	\$6,147	-	\$7,488
Computer and Network Technician	65	\$4,923	-	\$5,997
Computer Laboratory Coordinator	56	\$3,943	-	\$4,803
Computer Laboratory Coordinator, Senior	62	\$4,572	-	\$5,570
Computer Technician	56	\$3,943	-	\$4,803
Cook	42	\$2,790	-	\$3,400
Courier	51	\$3,486	-	\$4,245
Custodian I	44	\$2,932	-	\$3,573
Custodian II	46	\$3,080	-	\$3,753
Custodian, Lead	50	\$3,400	-	\$4,142
Database Administrator	75	\$6,300	-	\$7,676
Database Administrator, Senior	77	\$6,619	-	\$8,065
Disabled Students Programs and Services Aide	50	\$3,400	-	\$4,142
Disabled Students Programs and Services Assistant	54	\$3,753	-	\$4,572
Disabled Students Programs and Services Coordinator	62	\$4,572	-	\$5,570
Disabled Students Programs and Services Math Technician	54	\$3,753	-	\$4,572
District Payroll Clerk	53	\$3,662	-	\$4,460
District Payroll Specialist	60	\$4,351	-	\$5,302
District Payroll Technician	56	\$3,943	-	\$4,803
Early Childhood Education Assistant	41	\$2,723	-	\$3,317

Contra Costa Community College District
CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES
FISCAL YEAR 2017 - 2018

CLASSIFICATION	RANGE	SALARY		
Early Childhood Education Specialist	58	\$4,142	-	\$5,047
Electronics Technician	57	\$4,041	-	\$4,923
Employee Benefits Specialist	62	\$4,572	-	\$5,570
Employee Retirement Specialist	62	\$4,572	-	\$5,570
Equipment Maintenance Worker	60	\$4,351	-	\$5,302
Equipment Maintenance Worker, Senior	64	\$4,803	-	\$5,851
Facilities and Drafting Technician	61	\$4,460	-	\$5,435
Facilities Project Controls Specialist	65	\$4,923	-	\$5,997
Financial Aid Assistant I	49	\$3,317	-	\$4,041
Financial Aid Assistant II	53	\$3,662	-	\$4,460
Financial Aid Scholarship Program Specialist	56	\$3,943	-	\$4,803
Financial Aid Specialist	56	\$3,943	-	\$4,803
Financial Aid Specialist, Lead	62	\$4,572	-	\$5,570
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$5,172	-	\$6,300
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$4,803	-	\$5,851
Fiscal Operations Specialist	76	\$6,458	-	\$7,868
Food Services Assistant	35	\$2,348	-	\$2,860
Food Services Coordinator	53	\$3,662	-	\$4,460
Graphic Design Specialist	66	\$5,047	-	\$6,147
Grounds Worker I	49	\$3,317	-	\$4,041
Grounds Worker II	53	\$3,662	-	\$4,460
Grounds Worker, Lead	61	\$4,460	-	\$5,435
Help Desk Technician	60	\$4,351	-	\$5,302
Instructional Aide	27	\$1,925	-	\$2,348
Instructional Assistant	52	\$3,573	-	\$4,351
Inventory and Receiving Clerk	51	\$3,486	-	\$4,245
Inventory and Receiving Clerk, Senior	53	\$3,662	-	\$4,460
Laboratory Coordinator	56	\$3,943	-	\$4,803
Laboratory Coordinator, Senior	65	\$4,923	-	\$5,997
Library Assistant	48	\$3,237	-	\$3,943
Library Technician	48	\$3,237	-	\$3,943
Library Technician, Senior	52	\$3,573	-	\$4,351
Maintenance Mechanic	65	\$4,923	-	\$5,997
Maintenance Mechanic, Lead	69	\$5,435	-	\$6,619
Marketing and Communications Coordinator	66	\$5,047	-	\$6,147
Math Laboratory Coordinator	56	\$3,943	-	\$4,803
Math Laboratory Coordinator, Senior	65	\$4,923	-	\$5,997
Media Services Coordinator	58	\$4,142	-	\$5,047
Media Services Specialist	54	\$3,753	-	\$4,572
Media Services Technician	50	\$3,400	-	\$4,142
Music Laboratory Coordinator	56	\$3,943	-	\$4,803
Music Laboratory Coordinator, Senior	65	\$4,923	-	\$5,997
Office Assistant I	42	\$2,790	-	\$3,400
Office Assistant II	46	\$3,080	-	\$3,753
Parking Services Officer	46	\$3,080	-	\$3,753
Parking Services Officer, Senior	55	\$3,847	-	\$4,686
Police Services Assistant/Dispatcher	50	\$3,400	-	\$4,142
Police Services Officer	64	\$4,803	-	\$5,851
Police Services Officer Trainee	55	\$3,847	-	\$4,686
Program Assistant	52	\$3,573	-	\$4,351
Program Coordinator	62	\$4,572	-	\$5,570
Program Coordinator, Senior	65	\$4,923	-	\$5,997
Programmer/Analyst, Senior	73	\$5,997	-	\$7,305
Reprographics Production Coordinator	56	\$3,943	-	\$4,803
Reprographics Production Coordinator, Senior	65	\$4,923	-	\$5,997
Reprographics Technician	48	\$3,237	-	\$3,943
Reprographics Technician, Senior	52	\$3,573	-	\$4,351
Research Analyst	68	\$5,302	-	\$6,458

Contra Costa Community College District 2017-2018 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS		
CLASSIFICATION	RANGE	HOURLY RATE
Academic Scheduling Specialist	60	\$22.31
Account Clerk	53	\$18.75
Account Clerk, Lead	57	\$20.73
Accountant	60	\$22.31
Accountant, Senior	68	#N/A
Accounting Specialist	57	\$20.73
Administrative Assistant I	50	\$17.48
Administrative Assistant II	52	\$18.35
Administrative Assistant III	56	\$20.21
Administrative Assistant, Senior	58	\$21.22
Admissions/Records Assistant I	45	\$15.48
Admissions/Records Assistant II	49	\$17.04
Admissions/Records Assistant, Lead	58	\$21.22
Admissions/Records Assistant, Senior	53	\$18.75
Alternative Media Specialist	56	\$20.21
Applications Support Analyst	69	#N/A
Applications Support Analyst, Senior	73	\$30.64
Assessment Center Coordinator	62	\$23.39
Assessment Center Technician	52	\$18.35
Athletic Equipment Coordinator	56	\$20.21
Athletic Facilities Assistant	48	\$16.65
Athletic Trainer	60	\$22.31
Audio Technician	57	\$20.73
Book Buyer	52	\$18.35
Bookstore Operations Assistant	53	\$18.75
Bookstore Operations Coordinator	56	\$20.21
Bookstore Service Clerk	45	\$15.48
Bookstore Supply Buyer	48	\$16.65
Budget Coordinator	78	\$34.60
Building Maintenance Worker	64	\$24.55
Buyer	58	\$21.22
Buyer, Assistant	56	\$20.21
Buyer, Senior	62	\$23.39
Campus Facilities Assistant	50	\$17.48
Cashier	56	\$20.21
Classroom Tutor I	39	\$13.35
Classroom Tutor II	48	\$16.65
College Human Resources Assistant	58	\$21.22
College International Education Coordinator	64	\$24.55
College Payroll Technician	53	\$18.75
Computer and Network Specialist	72	\$29.87
Computer and Network Specialist, Senior	74	\$31.87
Computer and Network Technician	65	\$25.22
Computer Laboratory Coordinator	56	\$20.21
Computer Laboratory Coordinator, Senior	62	\$23.39
Computer Technician	56	\$20.21
Cook	42	\$14.36
Courier	51	\$17.90
Custodian I	44	\$15.09
Custodian II	46	\$15.83
Custodian, Lead	50	\$17.48
Database Administrator	75	\$32.19
Database Administrator, Senior	77	\$33.78
Disabled Students Programs and Services Aide	50	\$17.48
Disabled Students Programs and Services Assistant	54	\$19.25
Disabled Students Programs and Services Coordinator	62	\$23.39
Disabled Students Programs and Services Math Technician	54	\$19.25
District Payroll Clerk	53	\$18.75

Contra Costa Community College District 2017-2018 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS		
CLASSIFICATION	RANGE	HOURLY RATE
District Payroll Specialist	60	\$22.31
District Payroll Technician	56	\$20.21
Early Childhood Education Assistant	41	\$14.04
Early Childhood Education Specialist	58	\$21.22
Electronics Technician	57	\$20.73
Employee Benefits Specialist	62	\$23.39
Employee Retirement Specialist	62	\$23.39
Equipment Maintenance Worker	60	\$22.31
Equipment Maintenance Worker, Senior	64	\$24.55
Facilities and Drafting Technician	61	\$22.88
Facilities Project Controls Specialist	65	\$25.22
Financial Aid Assistant I	49	\$17.04
Financial Aid Assistant II	53	\$18.75
Financial Aid Scholarship Program Specialist	56	\$20.21
Financial Aid Specialist	56	\$20.21
Financial Aid Specialist, Lead	62	\$23.39
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$26.47
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$24.55
Fiscal Operations Specialist	76	\$32.94
Food Services Assistant	35	\$12.13
Food Services Coordinator	53	\$18.75
General Office Clerk	38	\$13.06
Graphic Design Specialist	66	\$25.79
Grounds Worker I	49	\$17.04
Grounds Worker II	53	\$18.75
Grounds Worker, Lead	61	\$22.88
Help Desk Technician	60	\$22.31
Instructional Aide	27	\$10.50
Instructional Assistant	52	\$18.35
Inventory and Receiving Clerk	51	\$17.90
Inventory and Receiving Clerk, Senior	53	\$18.75
Laboratory Coordinator	56	\$20.21
Laboratory Coordinator, Senior	65	\$25.22
Library Assistant	48	\$16.65
Library Technician	48	\$16.65
Library Technician, Senior	52	\$18.35
Maintenance Mechanic	65	\$25.22
Maintenance Mechanic, Lead	69	#N/A
Marketing and Communications Coordinator	66	\$25.79
Math Laboratory Coordinator	56	\$20.21
Math Laboratory Coordinator, Senior	65	\$25.22
Media Services Coordinator	58	\$21.22
Media Services Specialist	54	\$19.25
Media Services Technician	50	\$17.48
Music Laboratory Coordinator	56	\$20.21
Music Laboratory Coordinator, Senior	65	\$25.22
Office Assistant I	42	\$14.36
Office Assistant II	46	\$15.83
Parking Services Officer	46	\$15.83
Parking Services Officer, Senior	55	\$19.73
Police Services Assistant/Dispatcher	50	\$17.48
Police Services Officer	64	\$24.55
Police Services Officer Trainee	55	\$19.73
Program Assistant	52	\$18.35
Program Coordinator	62	\$23.39
Program Coordinator, Senior	65	\$25.22
Programmer/Analyst, Senior	73	\$30.64
Reprographics Production Coordinator	56	\$20.21

Contra Costa Community College District 2017-2018 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS		
CLASSIFICATION	RANGE	HOURLY RATE
Reprographics Production Coordinator, Senior	65	\$25.22
Reprographics Technician	48	\$16.65
Reprographics Technician, Senior	52	\$18.35
Research Analyst	68	#N/A
Research Analyst, Senior	72	\$29.87
Resource Specialist - Gateway Program	52	\$18.35
Satellite Center Coordinator	65	\$25.22
Science Laboratory Technician	56	\$20.21
Science Laboratory Coordinator	62	\$23.39
Science Laboratory Coordinator, Senior	65	\$25.22
Systems Administrator, Senior	80	\$36.30
Technology Training and Development Coordinator	72	\$29.87
Theater Staging Specialist	59	\$21.78
Theatrical Costume Design Specialist	56	\$20.21
Transcript and Degree Audit Specialist	54	\$19.25
Vocational Equipment Assistant	51	\$17.90
Vocational Equipment Technician	56	\$20.21
Web Administrator	75	\$32.19
Web Administrator, Senior	78	\$34.60
Web Application Developer	60	\$22.31
Web Application Specialist	70	\$27.98
Web Applications Administrator, Senior	78	\$34.60

Contra Costa Community College District 2017 - 2018 SALARY SCHEDULE PROFESSIONAL EXPERT/RECREATION PROGRAM POSITIONS (EC 88003)		
CLASSIFICATION	RANGE	HOURLY RATE
<u>PART-TIME RECREATION PROGRAM ASSISTANTS</u>		
Swim Program Coordinator	910	\$18.67
Swim Program Head Instructor/Supervisor	920	\$11.50
Swim Program Instructor/Aide	925	\$10.50
Swim Program Instructor/Lifeguard	926	\$11.00
<u>PROFESSIONAL EXPERTS</u>		
Advanced Technical Expert	984	\$29.02
Athletic Program Assistant I	997	\$10.50
Athletic Program Assistant II	998	\$15.00
Athletic Program Assistant III	999	\$20.00
Athletic Program Assistant IV	1000	\$25.00
Athletic Program Assistant V	1001	\$30.00
Athletic Program Assistant VI	1002	\$35.00
Certified Interpreter	985	\$29.02
College for Kids Instructional Aide I	960	\$10.50
College for Kids Instructional Aide II	962	\$11.00
College Program Assistant I	1003	\$10.50
College Program Assistant II	1004	\$14.00
College Program Assistant III	1005	\$20.00
College Program Assistant IV	1006	\$25.00
College Program Assistant V	1007	\$35.00
College Program Assistant VI	1008	\$50.00
College Program Assistant VII	1009	\$75.00
College Program Assistant VIII	1010	\$100.00
Community Service Program Instructor I	970	\$23.22
Community Service Program Instructor II	971	\$30.46
Community Service Program Instructor III	972	\$37.72
Community Service Program Instructor IV	973	\$44.97
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	\$17.44
Interpreter II	987	\$21.76
Interpreter III	988	\$26.10
Montessori I/Project Approach: Assistant Teacher	995	\$14.50
Montessori II/Project Approach: Teacher	987	\$21.76
Montessori III/Project Approach: Site Supervisor/Master Teacher	988	\$26.10
Professional Expert	989	\$43.53
Professional Specialist	990	\$36.26
Program Director	996	\$84.54
Project Coordinator I	991	\$58.01
Project Coordinator II	992	\$65.28
Project Director	993	\$72.52
Self-Funded/Fee Based Program Instructor I	977	\$23.22
Self-Funded/Fee Based Program Instructor II	978	\$30.46
Self-Funded/Fee Based Program Instructor III	979	\$37.72
Self-Funded/Fee Based Program Instructor IV	980	\$44.97
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	\$21.76

Contra Costa Community College District 2017 - 2018 SALARY SCHEDULE STUDENT	
CLASSIFICATION	HOURLY RATE
Student Worker	\$10.50
Student Intern/Tutor	\$11.00
Police Aide Corporal	\$12.03

Contra Costa Community College District 2017 - 2018 SALARY SCHEDULE STIPENDS	
Faculty Evaluation Stipends *	Amount
Part-Time Evaluation	\$248.00
Peer Evaluation	\$330.00
Chair, Peer Evaluation	\$414.00
Probationary Evaluation	\$414.00
Chair, Probationary Evaluation	\$497.00
Classified Employees and Academic Managers Educational Stipend **	Monthly Amount
Educational Stipend	\$101.00
* Per UF Contract, Article 20.4	
** Per Local 1 Contract, Article 11.13.2, and Management, Supervisory, and Confidential Employees Personnel Manual 3.3.3	