

**Contra Costa Community College District
2018 - 2019 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	\$38.34	\$6,645	\$79,740	\$40.28	\$6,981	\$83,772	\$42.32	\$7,335	\$88,020	\$44.46	\$7,706	\$92,472	\$46.71	\$8,096	\$97,152
M2	\$40.28	\$6,981	\$83,772	\$42.32	\$7,335	\$88,020	\$44.46	\$7,706	\$92,472	\$46.71	\$8,096	\$97,152	\$49.07	\$8,506	\$102,072
M3	\$42.32	\$7,335	\$88,020	\$44.46	\$7,706	\$92,472	\$46.71	\$8,096	\$97,152	\$49.07	\$8,506	\$102,072	\$51.56	\$8,936	\$107,232
M4	\$44.46	\$7,706	\$92,472	\$46.71	\$8,096	\$97,152	\$49.07	\$8,506	\$102,072	\$51.56	\$8,936	\$107,232	\$54.17	\$9,389	\$112,668
M5	\$46.71	\$8,096	\$97,152	\$49.07	\$8,506	\$102,072	\$51.56	\$8,936	\$107,232	\$54.17	\$9,389	\$112,668	\$56.91	\$9,864	\$118,368
M6	\$49.07	\$8,506	\$102,072	\$51.56	\$8,936	\$107,232	\$54.17	\$9,389	\$112,668	\$56.91	\$9,864	\$118,368	\$59.79	\$10,363	\$124,356
M7	\$51.56	\$8,936	\$107,232	\$54.17	\$9,389	\$112,668	\$56.91	\$9,864	\$118,368	\$59.79	\$10,363	\$124,356	\$62.81	\$10,888	\$130,656
M8	\$54.17	\$9,389	\$112,668	\$56.91	\$9,864	\$118,368	\$59.79	\$10,363	\$124,356	\$62.81	\$10,888	\$130,656	\$66.00	\$11,439	\$137,268
M9	\$56.91	\$9,864	\$118,368	\$59.79	\$10,363	\$124,356	\$62.81	\$10,888	\$130,656	\$66.00	\$11,439	\$137,268	\$69.34	\$12,019	\$144,228
M10	\$59.79	\$10,363	\$124,356	\$62.81	\$10,888	\$130,656	\$66.00	\$11,439	\$137,268	\$69.34	\$12,019	\$144,228	\$72.85	\$12,627	\$151,524
M11	\$62.81	\$10,888	\$130,656	\$66.00	\$11,439	\$137,268	\$69.34	\$12,019	\$144,228	\$72.85	\$12,627	\$151,524	\$76.54	\$13,267	\$159,204
M12	\$66.00	\$11,439	\$137,268	\$69.34	\$12,019	\$144,228	\$72.85	\$12,627	\$151,524	\$76.54	\$13,267	\$159,204	\$80.41	\$13,938	\$167,256
M13	\$69.34	\$12,019	\$144,228	\$72.85	\$12,627	\$151,524	\$76.54	\$13,267	\$159,204	\$80.41	\$13,938	\$167,256	\$84.48	\$14,644	\$175,728
M14	\$72.85	\$12,627	\$151,524	\$76.54	\$13,267	\$159,204	\$80.41	\$13,938	\$167,256	\$84.48	\$14,644	\$175,728	\$88.76	\$15,384	\$184,608
M15	\$76.54	\$13,267	\$159,204	\$80.41	\$13,938	\$167,256	\$84.48	\$14,644	\$175,728	\$88.76	\$15,384	\$184,608	\$93.25	\$16,163	\$193,956
M16	\$80.41	\$13,938	\$167,256	\$84.48	\$14,644	\$175,728	\$88.76	\$15,384	\$184,608	\$93.25	\$16,163	\$193,956	\$97.97	\$16,981	\$203,772
M17	\$84.48	\$14,644	\$175,728	\$88.76	\$15,384	\$184,608	\$93.25	\$16,163	\$193,956	\$97.97	\$16,981	\$203,772	\$102.93	\$17,841	\$214,092
M18	\$88.76	\$15,384	\$184,608	\$93.25	\$16,163	\$193,956	\$97.97	\$16,981	\$203,772	\$102.93	\$17,841	\$214,092	\$108.14	\$18,744	\$224,928
M19	\$93.25	\$16,163	\$193,956	\$97.97	\$16,981	\$203,772	\$102.93	\$17,841	\$214,092	\$108.14	\$18,744	\$224,928	\$113.62	\$19,693	\$236,316
M20	\$97.97	\$16,981	\$203,772	\$102.93	\$17,841	\$214,092	\$108.14	\$18,744	\$224,928	\$113.62	\$19,693	\$236,316	\$119.36	\$20,689	\$248,268

*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 2018 - 2019				
CLASSIFICATION	RANGE	SALARY		
Academic/Student Services Manager *	M3	\$7,335	-	\$8,936
Assistant Comptroller	M4	\$7,706	-	\$9,389
Associate Chancellor	M10	\$10,363	-	\$12,627
Associate Chief Facilities Planner	M11	\$10,888	-	\$13,267
Athletic Director *	M5	\$8,096	-	\$9,864
Bond Budget Controls Manager	M2	\$6,981	-	\$8,506
Buildings and Grounds Manager	M4	\$7,706	-	\$9,389
Capital Projects Manager	M6	\$8,506	-	\$10,363
Central Services Manager	M5	\$8,096	-	\$9,864
Chief Accountant	M4	\$7,706	-	\$9,389
College Bookstore Manager	M3	\$7,335	-	\$8,936
Comptroller/Assistant Chief Financial Officer	M8	\$9,389	-	\$11,439
Contract Manager	M3	\$7,335	-	\$8,936
Custodial Manager	M2	\$6,981	-	\$8,506
Dean*	M8	\$9,389	-	\$11,439
Dean of International Education*	M8	\$9,389	-	\$11,439
Director of Administrative Information Systems	M6	\$8,506	-	\$10,363
Director of Admissions and Records *	M7	\$8,936	-	\$10,888
Director of Admissions, Records and Relations with Schools *	M7	\$8,936	-	\$10,888
Director of Business Services	M9	\$9,864	-	\$12,019
Director of Communications and Community Relations	M9	\$9,864	-	\$12,019
Director of Construction Operations	M9	\$9,864	-	\$12,019
Director of Construction Program Controls	M8	\$9,389	-	\$11,439
Director of District Finance Services	M9	\$9,864	-	\$12,019
Director of District Research	M7	\$8,936	-	\$10,888
Director of Early Childhood Laboratory School *	M4	\$7,706	-	\$9,389
Director of Facilities and Construction	M9	\$9,864	-	\$12,019
Director of Facilities Services	M9	\$9,864	-	\$12,019
Director of Facilities Support	M7	\$8,936	-	\$10,888
Director of Financial Aid	M6	\$8,506	-	\$10,363
Director of Fiscal Services	M8	\$9,389	-	\$11,439
Director of Human Resources	M10	\$10,363	-	\$12,627
Director of Information Technology	M10	\$10,363	-	\$12,627
Director of Instructional Support *	M6	\$8,506	-	\$10,363
Director of Internal Audit Services	M6	\$8,506	-	\$10,363
Director of International Education *	M8	\$9,389	-	\$11,439
Director of Library Services *	M7	\$8,936	-	\$10,888
Director of Maintenance and Operations	M7	\$8,936	-	\$10,888
Director of Marketing and Media Design	M6	\$8,506	-	\$10,363
Director of Marketing and Communication	M3	\$7,335	-	\$8,936
Director of Payroll Services	M6	\$8,506	-	\$10,363
Director of Public Safety and Related Programs *	M7	\$8,936	-	\$10,888
Director of Purchasing and Contract Services	M8	\$9,389	-	\$11,439
Director of Research Collaboration	M4	\$7,706	-	\$9,389
Director of Risk Management	M7	\$8,936	-	\$10,888
Director of Special Programs and Services *	M6	\$8,506	-	\$10,363
Director of Student Programs and Services *	M7	\$8,936	-	\$10,888
Director of Student Services *	M6	\$8,506	-	\$10,363
District Design Director	M10	\$10,363	-	\$12,627
District Financial Aid Director	M8	\$9,389	-	\$11,439
Energy Manager	M4	\$7,706	-	\$9,389
Executive Dean*	M10	\$10,363	-	\$12,627
Executive Foundation Director	M10	\$10,363	-	\$12,627
Facilities Project Manager	M5	\$8,096	-	\$9,864
Fiscal Services Manager	M5	\$8,096	-	\$9,864
Food Services Manager	M5	\$8,096	-	\$9,864
Foundation Advancement Director	M2	\$6,981	-	\$8,506
Foundation Development Officer	M3	\$7,335	-	\$8,936
Foundation Director	M6	\$8,506	-	\$10,363
Human Resources Operations Manager	M7	\$8,936	-	\$10,888
Human Resources Support Services Manager	M5	\$8,096	-	\$9,864
Information Security Officer	M7	\$8,936	-	\$10,888
Manager of Accounting Services	M4	\$7,706	-	\$9,389

Contra Costa Community College District MANAGEMENT SALARY RANGES FISCAL YEAR 2018 - 2019				
CLASSIFICATION	RANGE	SALARY		
Manager of Disability Support Services*	M3	\$7,335	-	\$8,936
Network Technology Manager	M7	\$8,936	-	\$10,888
Program Manager	M3	\$7,335	-	\$8,936
Satellite Business Services Manager	M5	\$8,096	-	\$9,864
Senior Academic/Student Services Manager*	M4	\$7,706	-	\$9,389
Senior Dean*	M9	\$9,864	-	\$12,019
Senior Foundation Director	M7	\$8,936	-	\$10,888
Special Assistant to the Chancellor *	M10	\$10,363	-	\$12,627
Special Events Manager	M2	\$6,981	-	\$8,506
Special Project Manager	M2	\$6,981	-	\$8,506
Technology Applications Manager	M6	\$8,506	-	\$10,363
Technology Systems Manager	M5	\$8,096	-	\$9,864
Vice President*	M11	\$10,888	-	\$13,267
Vice President, Business and Administrative Services	M11	\$10,888	-	\$13,267
* Academic Position				

**Contra Costa Community College District
2018 - 2019 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	\$38.34	\$6,645	\$79,740	\$40.28	\$6,982	\$83,784	\$42.32	\$7,335	\$88,020	\$44.46	\$7,707	\$92,484	\$46.72	\$8,098	\$97,176
PM2	\$39.29	\$6,811	\$81,732	\$41.28	\$7,156	\$85,872	\$43.38	\$7,518	\$90,216	\$45.58	\$7,900	\$94,800	\$47.89	\$8,301	\$99,612
PM3	\$40.28	\$6,982	\$83,784	\$42.32	\$7,335	\$88,020	\$44.46	\$7,707	\$92,484	\$46.72	\$8,098	\$97,176	\$49.09	\$8,508	\$102,096
PM4	\$41.28	\$7,156	\$85,872	\$43.38	\$7,518	\$90,216	\$45.58	\$7,900	\$94,800	\$47.89	\$8,301	\$99,612	\$50.31	\$8,721	\$104,652
PM5	\$42.32	\$7,335	\$88,020	\$44.46	\$7,707	\$92,484	\$46.72	\$8,098	\$97,176	\$49.09	\$8,508	\$102,096	\$51.57	\$8,939	\$107,268
PM6	\$43.38	\$7,518	\$90,216	\$45.58	\$7,900	\$94,800	\$47.89	\$8,301	\$99,612	\$50.31	\$8,721	\$104,652	\$52.86	\$9,162	\$109,944
PM7	\$44.46	\$7,707	\$92,484	\$46.72	\$8,098	\$97,176	\$49.09	\$8,508	\$102,096	\$51.57	\$8,939	\$107,268	\$54.18	\$9,391	\$112,692
PM8	\$45.58	\$7,900	\$94,800	\$47.89	\$8,301	\$99,612	\$50.31	\$8,721	\$104,652	\$52.86	\$9,162	\$109,944	\$55.54	\$9,626	\$115,512
PM9	\$46.72	\$8,098	\$97,176	\$49.09	\$8,508	\$102,096	\$51.57	\$8,939	\$107,268	\$54.18	\$9,391	\$112,692	\$56.93	\$9,867	\$118,404
PM10	\$47.89	\$8,301	\$99,612	\$50.31	\$8,721	\$104,652	\$52.86	\$9,162	\$109,944	\$55.54	\$9,626	\$115,512	\$58.35	\$10,114	\$121,368
PM11	\$49.09	\$8,508	\$102,096	\$51.57	\$8,939	\$107,268	\$54.18	\$9,391	\$112,692	\$56.93	\$9,867	\$118,404	\$59.81	\$10,367	\$124,404
PM12	\$50.31	\$8,721	\$104,652	\$52.86	\$9,162	\$109,944	\$55.54	\$9,626	\$115,512	\$58.35	\$10,114	\$121,368	\$61.30	\$10,626	\$127,512
PM13	\$51.57	\$8,939	\$107,268	\$54.18	\$9,391	\$112,692	\$56.93	\$9,867	\$118,404	\$59.81	\$10,367	\$124,404	\$62.84	\$10,892	\$130,704
PM14	\$52.86	\$9,162	\$109,944	\$55.54	\$9,626	\$115,512	\$58.35	\$10,114	\$121,368	\$61.30	\$10,626	\$127,512	\$64.41	\$11,164	\$133,968
PM15	\$54.18	\$9,391	\$112,692	\$56.93	\$9,867	\$118,404	\$59.81	\$10,367	\$124,404	\$62.84	\$10,892	\$130,704	\$66.02	\$11,443	\$137,316
PM16	\$55.54	\$9,626	\$115,512	\$58.35	\$10,114	\$121,368	\$61.30	\$10,626	\$127,512	\$64.41	\$11,164	\$133,968	\$67.67	\$11,729	\$140,748
PM17	\$56.93	\$9,867	\$118,404	\$59.81	\$10,367	\$124,404	\$62.84	\$10,892	\$130,704	\$66.02	\$11,443	\$137,316	\$69.36	\$12,022	\$144,264
PM18	\$58.35	\$10,114	\$121,368	\$61.30	\$10,626	\$127,512	\$64.41	\$11,164	\$133,968	\$67.67	\$11,729	\$140,748	\$71.10	\$12,323	\$147,876
PM19	\$59.81	\$10,367	\$124,404	\$62.84	\$10,892	\$130,704	\$66.02	\$11,443	\$137,316	\$69.36	\$12,022	\$144,264	\$72.87	\$12,631	\$151,572
PM20	\$61.30	\$10,626	\$127,512	\$64.41	\$11,164	\$133,968	\$67.67	\$11,729	\$140,748	\$71.10	\$12,323	\$147,876	\$74.69	\$12,946	\$155,352

*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 2018 - 2019				
CLASSIFICATION	RANGE	SALARY		
Chief of Police	PM12	\$8,721	-	\$10,626
Police Lieutenant	PM4	\$7,156	-	\$8,721

**Contra Costa Community College District
2018 - 2019 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	\$54,144	\$56,820	\$59,616	\$62,292	\$65,040	\$67,716	\$70,488
2	\$54,144	\$56,820	\$59,616	\$62,292	\$65,040	\$67,716	\$70,488
3	\$54,144	\$56,820	\$59,616	\$62,292	\$65,040	\$67,716	\$70,488
4	\$56,820	\$59,616	\$62,292	\$65,040	\$67,716	\$70,488	\$73,248
5	\$59,616	\$62,292	\$65,040	\$67,716	\$70,488	\$73,248	\$75,996
6	\$62,292	\$65,040	\$67,716	\$70,488	\$73,248	\$75,996	\$78,804
7	\$65,040	\$67,716	\$70,488	\$73,248	\$75,996	\$78,804	\$81,468
8	\$67,716	\$70,488	\$73,248	\$75,996	\$78,804	\$81,468	\$84,192
9	\$70,488	\$73,248	\$75,996	\$78,804	\$81,468	\$84,192	\$86,964
10	\$0	\$75,996	\$78,804	\$81,468	\$84,192	\$86,964	\$89,724
11	\$0	\$0	\$81,468	\$84,192	\$86,964	\$89,724	\$92,352
12	\$0	\$0	\$0	\$86,964	\$89,724	\$92,352	\$95,100
13	\$0	\$0	\$0	\$0	\$92,352	\$95,100	\$97,896
14	\$0	\$0	\$0	\$0	\$92,352	\$95,100	\$97,896
15	\$0	\$0	\$0	\$0	\$92,352	\$95,100	\$97,896
16	\$0	\$0	\$0	\$0	\$95,100	\$97,896	\$100,524
17	\$0	\$0	\$0	\$0	\$95,100	\$97,896	\$100,524
18	\$0	\$0	\$0	\$0	\$95,100	\$97,896	\$100,524
19	\$0	\$0	\$0	\$0	\$97,896	\$100,524	\$103,344
20	\$0	\$0	\$0	\$0	\$97,896	\$100,524	\$103,344
21	\$0	\$0	\$0	\$0	\$97,896	\$100,524	\$103,344
22	\$0	\$0	\$0	\$0	\$100,524	\$103,344	\$106,104
23	\$0	\$0	\$0	\$0	\$100,524	\$103,344	\$106,104
24	\$0	\$0	\$0	\$0	\$100,524	\$103,344	\$106,104
25	\$0	\$0	\$0	\$0	\$100,524	\$103,344	\$106,104
26	\$0	\$0	\$0	\$0	\$100,524	\$103,344	\$106,104
27	\$0	\$0	\$0	\$0	\$102,540	\$105,408	\$108,228

**Contra Costa Community College District
2018 - 2019 SALARY SCHEDULE
LECTURE 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	\$65.74	\$68.44	\$71.10	\$73.79	\$76.45	\$79.11	\$81.78
2	\$65.74	\$68.44	\$71.10	\$73.79	\$76.45	\$79.11	\$81.78
3	\$65.74	\$68.44	\$71.10	\$73.79	\$76.45	\$79.11	\$81.78
4	\$68.44	\$71.10	\$73.79	\$76.45	\$79.11	\$81.78	\$84.43
5	\$71.10	\$73.79	\$76.45	\$79.11	\$81.78	\$84.43	\$87.11
6	\$73.79	\$76.45	\$79.11	\$81.78	\$84.43	\$87.11	\$89.78
7	\$76.44	\$79.11	\$81.78	\$84.43	\$87.11	\$89.78	\$92.47
8	\$79.11	\$81.78	\$84.43	\$87.11	\$89.78	\$92.47	\$95.10
9	\$81.79	\$84.43	\$87.11	\$89.78	\$92.47	\$95.10	\$97.78
10	\$0.00	\$87.11	\$89.78	\$92.47	\$95.10	\$97.78	\$100.47
11	\$0.00	\$0.00	\$92.47	\$95.10	\$97.78	\$100.47	\$103.16
12	\$0.00	\$0.00	\$0.00	\$97.78	\$100.47	\$103.16	\$105.77
13	\$0.00	\$0.00	\$0.00	\$0.00	\$103.16	\$105.77	\$108.45
14	\$0.00	\$0.00	\$0.00	\$0.00	\$103.16	\$105.77	\$108.45
15	\$0.00	\$0.00	\$0.00	\$0.00	\$103.16	\$105.77	\$108.45
16	\$0.00	\$0.00	\$0.00	\$0.00	\$105.77	\$108.45	\$111.12
17	\$0.00	\$0.00	\$0.00	\$0.00	\$105.77	\$108.45	\$111.12
18	\$0.00	\$0.00	\$0.00	\$0.00	\$105.77	\$108.45	\$111.12
19	\$0.00	\$0.00	\$0.00	\$0.00	\$108.45	\$111.12	\$113.80
20	\$0.00	\$0.00	\$0.00	\$0.00	\$108.45	\$111.12	\$113.80
21	\$0.00	\$0.00	\$0.00	\$0.00	\$108.45	\$111.12	\$113.80
22	\$0.00	\$0.00	\$0.00	\$0.00	\$111.12	\$113.80	\$116.43

The hourly rates reflect a 19.1% load adjustment factor for lecture and laboratory 1 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
2018 - 2019 SALARY SCHEDULE
COMPOSITION 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	\$66.24	\$68.95	\$71.64	\$74.35	\$77.03	\$79.71	\$82.40
2	\$66.24	\$68.95	\$71.64	\$74.35	\$77.03	\$79.71	\$82.40
3	\$66.24	\$68.95	\$71.64	\$74.35	\$77.03	\$79.71	\$82.40
4	\$68.95	\$71.64	\$74.35	\$77.03	\$79.71	\$82.40	\$85.07
5	\$71.64	\$74.35	\$77.03	\$79.71	\$82.40	\$85.07	\$87.76
6	\$74.35	\$77.03	\$79.71	\$82.40	\$85.07	\$87.76	\$90.46
7	\$77.02	\$79.71	\$82.40	\$85.07	\$87.76	\$90.46	\$93.17
8	\$79.71	\$82.40	\$85.07	\$87.76	\$90.46	\$93.17	\$95.82
9	\$82.41	\$85.07	\$87.76	\$90.46	\$93.17	\$95.82	\$98.52
10	\$0.00	\$87.76	\$90.46	\$93.17	\$95.82	\$98.52	\$101.23
11	\$0.00	\$0.00	\$93.17	\$95.82	\$98.52	\$101.23	\$103.94
12	\$0.00	\$0.00	\$0.00	\$98.52	\$101.23	\$103.94	\$106.57
13	\$0.00	\$0.00	\$0.00	\$0.00	\$103.94	\$106.57	\$109.27
14	\$0.00	\$0.00	\$0.00	\$0.00	\$103.94	\$106.57	\$109.27
15	\$0.00	\$0.00	\$0.00	\$0.00	\$103.94	\$106.57	\$109.27
16	\$0.00	\$0.00	\$0.00	\$0.00	\$106.57	\$109.27	\$111.96
17	\$0.00	\$0.00	\$0.00	\$0.00	\$106.57	\$109.27	\$111.96
18	\$0.00	\$0.00	\$0.00	\$0.00	\$106.57	\$109.27	\$111.96
19	\$0.00	\$0.00	\$0.00	\$0.00	\$109.27	\$111.96	\$114.66
20	\$0.00	\$0.00	\$0.00	\$0.00	\$109.27	\$111.96	\$114.66
21	\$0.00	\$0.00	\$0.00	\$0.00	\$109.27	\$111.96	\$114.66
22	\$0.00	\$0.00	\$0.00	\$0.00	\$111.96	\$114.66	\$117.31

The hourly rates reflect a 20.0% load adjustment factor for 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
2018 - 2019 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	\$56.86	\$59.19	\$61.49	\$63.81	\$66.11	\$68.42	\$70.73
2	\$56.86	\$59.19	\$61.49	\$63.81	\$66.11	\$68.42	\$70.73
3	\$56.86	\$59.19	\$61.49	\$63.81	\$66.11	\$68.42	\$70.73
4	\$59.19	\$61.49	\$63.81	\$66.11	\$68.42	\$70.73	\$73.02
5	\$61.49	\$63.81	\$66.11	\$68.42	\$70.73	\$73.02	\$75.33
6	\$63.81	\$66.11	\$68.42	\$70.73	\$73.02	\$75.33	\$77.64
7	\$66.11	\$68.42	\$70.73	\$73.02	\$75.33	\$77.64	\$79.97
8	\$68.41	\$70.73	\$73.02	\$75.33	\$77.64	\$79.97	\$82.25
9	\$70.73	\$73.02	\$75.33	\$77.64	\$79.97	\$82.25	\$84.56
10	\$0.00	\$75.33	\$77.64	\$79.97	\$82.25	\$84.56	\$86.89
11	\$0.00	\$0.00	\$79.97	\$82.25	\$84.56	\$86.89	\$89.21
12	\$0.00	\$0.00	\$0.00	\$84.56	\$86.89	\$89.21	\$91.47
13	\$0.00	\$0.00	\$0.00	\$0.00	\$89.21	\$91.47	\$93.79
14	\$0.00	\$0.00	\$0.00	\$0.00	\$89.21	\$91.47	\$93.79
15	\$0.00	\$0.00	\$0.00	\$0.00	\$89.21	\$91.47	\$93.79
16	\$0.00	\$0.00	\$0.00	\$0.00	\$91.47	\$93.79	\$96.10
17	\$0.00	\$0.00	\$0.00	\$0.00	\$91.47	\$93.79	\$96.10
18	\$0.00	\$0.00	\$0.00	\$0.00	\$91.47	\$93.79	\$96.10
19	\$0.00	\$0.00	\$0.00	\$0.00	\$93.79	\$96.10	\$98.42
20	\$0.00	\$0.00	\$0.00	\$0.00	\$93.79	\$96.10	\$98.42
21	\$0.00	\$0.00	\$0.00	\$0.00	\$93.79	\$96.10	\$98.42
22	\$0.00	\$0.00	\$0.00	\$0.00	\$96.10	\$98.42	\$100.69

The hourly rates reflect a 3.0% load adjustment factor for laboratory 2 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
2018 - 2019 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
2018 - 2019 SALARY SCHEDULE
COMPOSITION 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. This schedule is also used for **all** summer term instructional assignments for lecture, composition, and laboratory.

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
2018 - 2019 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
2018 - 2019 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
2018 - 2019 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 2018 - 2019 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
2018 - 2019 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
2018 - 2019 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
2018 - 2019 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	\$12,690
	Golf - Head Coach	
	Badminton - Head Coach	
2	Cross Country - Head Coach	\$13,650
	Water Polo - Head Coach	
3	Volleyball - Head Coach	\$14,730
	Wrestling - Head Coach	
	Tennis - Head Coach	
	Soccer - Head Coach	
4	Swimming and Diving - Head Coach	\$15,780
	Football - Associate Coach	
	Track and Field - Associate Coach	
5	Baseball - Head Coach	\$18,945
	Basketball - Head Coach	
	Football - Head Coach	
	Softball - Head Coach	
	Track and Field - Head Coach	

**Contra Costa Community College District
2018 - 2019 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	\$24.07	\$4,171	\$50,052	\$25.28	\$4,382	\$52,584	\$26.56	\$4,604	\$55,248	\$27.91	\$4,838	\$58,056	\$29.32	\$5,083	\$60,996
56	\$24.66	\$4,275	\$51,300	\$25.92	\$4,492	\$53,904	\$27.23	\$4,720	\$56,640	\$28.61	\$4,959	\$59,508	\$30.06	\$5,210	\$62,520
57	\$25.28	\$4,382	\$52,584	\$26.56	\$4,604	\$55,248	\$27.91	\$4,838	\$58,056	\$29.32	\$5,083	\$60,996	\$30.81	\$5,340	\$64,080
58	\$25.92	\$4,492	\$53,904	\$27.23	\$4,720	\$56,640	\$28.61	\$4,959	\$59,508	\$30.06	\$5,210	\$62,520	\$31.58	\$5,474	\$65,688
59	\$26.56	\$4,604	\$55,248	\$27.91	\$4,838	\$58,056	\$29.32	\$5,083	\$60,996	\$30.81	\$5,340	\$64,080	\$32.37	\$5,611	\$67,332
60	\$27.23	\$4,720	\$56,640	\$28.61	\$4,959	\$59,508	\$30.06	\$5,210	\$62,520	\$31.58	\$5,474	\$65,688	\$33.18	\$5,752	\$69,024
61	\$27.91	\$4,838	\$58,056	\$29.32	\$5,083	\$60,996	\$30.81	\$5,340	\$64,080	\$32.37	\$5,611	\$67,332	\$34.02	\$5,896	\$70,752
62	\$28.61	\$4,959	\$59,508	\$30.06	\$5,210	\$62,520	\$31.58	\$5,474	\$65,688	\$33.18	\$5,752	\$69,024	\$34.87	\$6,044	\$72,528
63	\$29.32	\$5,083	\$60,996	\$30.81	\$5,340	\$64,080	\$32.37	\$5,611	\$67,332	\$34.02	\$5,896	\$70,752	\$35.74	\$6,195	\$74,340
64	\$30.06	\$5,210	\$62,520	\$31.58	\$5,474	\$65,688	\$33.18	\$5,752	\$69,024	\$34.87	\$6,044	\$72,528	\$36.64	\$6,351	\$76,212
65	\$30.81	\$5,340	\$64,080	\$32.37	\$5,611	\$67,332	\$34.02	\$5,896	\$70,752	\$35.74	\$6,195	\$74,340	\$37.55	\$6,509	\$78,108
66	\$31.58	\$5,474	\$65,688	\$33.18	\$5,752	\$69,024	\$34.87	\$6,044	\$72,528	\$36.64	\$6,351	\$76,212	\$38.49	\$6,671	\$80,052
67	\$32.37	\$5,611	\$67,332	\$34.02	\$5,896	\$70,752	\$35.74	\$6,195	\$74,340	\$37.55	\$6,509	\$78,108	\$39.45	\$6,838	\$82,056
68	\$33.18	\$5,752	\$69,024	\$34.87	\$6,044	\$72,528	\$36.64	\$6,351	\$76,212	\$38.49	\$6,671	\$80,052	\$40.44	\$7,009	\$84,108
69	\$34.02	\$5,896	\$70,752	\$35.74	\$6,195	\$74,340	\$37.55	\$6,509	\$78,108	\$39.45	\$6,838	\$82,056	\$41.45	\$7,184	\$86,208
70	\$34.87	\$6,044	\$72,528	\$36.64	\$6,351	\$76,212	\$38.49	\$6,671	\$80,052	\$40.44	\$7,009	\$84,108	\$42.49	\$7,364	\$88,368
71	\$35.74	\$6,195	\$74,340	\$37.55	\$6,509	\$78,108	\$39.45	\$6,838	\$82,056	\$41.45	\$7,184	\$86,208	\$43.55	\$7,548	\$90,576
72	\$36.64	\$6,351	\$76,212	\$38.49	\$6,671	\$80,052	\$40.44	\$7,009	\$84,108	\$42.49	\$7,364	\$88,368	\$44.64	\$7,737	\$92,844
73	\$37.55	\$6,509	\$78,108	\$39.45	\$6,838	\$82,056	\$41.45	\$7,184	\$86,208	\$43.55	\$7,548	\$90,576	\$45.75	\$7,930	\$95,160
74	\$38.49	\$6,671	\$80,052	\$40.44	\$7,009	\$84,108	\$42.49	\$7,364	\$88,368	\$44.64	\$7,737	\$92,844	\$46.89	\$8,128	\$97,536
75	\$39.45	\$6,838	\$82,056	\$41.45	\$7,184	\$86,208	\$43.55	\$7,548	\$90,576	\$45.75	\$7,930	\$95,160	\$48.06	\$8,331	\$99,972
76	\$40.44	\$7,009	\$84,108	\$42.49	\$7,364	\$88,368	\$44.64	\$7,737	\$92,844	\$46.89	\$8,128	\$97,536	\$49.27	\$8,539	\$102,468
77	\$41.45	\$7,184	\$86,208	\$43.55	\$7,548	\$90,576	\$45.75	\$7,930	\$95,160	\$48.06	\$8,331	\$99,972	\$50.50	\$8,753	\$105,036
78	\$42.49	\$7,364	\$88,368	\$44.64	\$7,737	\$92,844	\$46.89	\$8,128	\$97,536	\$49.27	\$8,539	\$102,468	\$51.76	\$8,971	\$107,652
79	\$43.55	\$7,548	\$90,576	\$45.75	\$7,930	\$95,160	\$48.06	\$8,331	\$99,972	\$50.50	\$8,753	\$105,036	\$53.05	\$9,195	\$110,340
80	\$44.64	\$7,737	\$92,844	\$46.89	\$8,128	\$97,536	\$49.27	\$8,539	\$102,468	\$51.76	\$8,971	\$107,652	\$54.38	\$9,426	\$113,112
81	\$45.75	\$7,930	\$95,160	\$48.06	\$8,331	\$99,972	\$50.50	\$8,753	\$105,036	\$53.05	\$9,195	\$110,340	\$55.74	\$9,662	\$115,944
82	\$46.89	\$8,128	\$97,536	\$49.27	\$8,539	\$102,468	\$51.76	\$8,971	\$107,652	\$54.38	\$9,426	\$113,112	\$57.14	\$9,904	\$118,848
83	\$48.06	\$8,331	\$99,972	\$50.50	\$8,753	\$105,036	\$53.05	\$9,195	\$110,340	\$55.74	\$9,662	\$115,944	\$58.57	\$10,152	\$121,824
84	\$49.27	\$8,539	\$102,468	\$51.76	\$8,971	\$107,652	\$54.38	\$9,426	\$113,112	\$57.14	\$9,904	\$118,848	\$60.04	\$10,406	\$124,872
85	\$50.50	\$8,753	\$105,036	\$53.05	\$9,195	\$110,340	\$55.74	\$9,662	\$115,944	\$58.57	\$10,152	\$121,824	\$61.54	\$10,666	\$127,992
86	\$51.76	\$8,971	\$107,652	\$54.38	\$9,426	\$113,112	\$57.14	\$9,904	\$118,848	\$60.04	\$10,406	\$124,872	\$63.08	\$10,933	\$131,196
87	\$53.05	\$9,195	\$110,340	\$55.74	\$9,662	\$115,944	\$58.57	\$10,152	\$121,824	\$61.54	\$10,666	\$127,992	\$64.65	\$11,207	\$134,484
88	\$54.38	\$9,426	\$113,112	\$57.14	\$9,904	\$118,848	\$60.04	\$10,406	\$124,872	\$63.08	\$10,933	\$131,196	\$66.27	\$11,487	\$137,844
89	\$55.74	\$9,662	\$115,944	\$58.57	\$10,152	\$121,824	\$61.54	\$10,666	\$127,992	\$64.65	\$11,207	\$134,484	\$67.93	\$11,774	\$141,288
90	\$57.14	\$9,904	\$118,848	\$60.04	\$10,406	\$124,872	\$63.08	\$10,933	\$131,196	\$66.27	\$11,487	\$137,844	\$69.63	\$12,069	\$144,828

*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 2018 - 2019				
CLASSIFICATION	RANGE	SALARY		
Accounting Services Supervisor	77	\$7,184	-	\$8,753
Bookstore Supervisor	68	\$5,752	-	\$7,009
Business Services Supervisor	77	\$7,184	-	\$8,753
Cashier's Office Supervisor	68	\$5,752	-	\$7,009
Computer and Network Services Supervisor *	76	\$7,009	-	\$8,539
Counseling Office Supervisor	68	\$5,752	-	\$7,009
Executive Coordinator ***	73	\$6,509	-	\$7,930
Financial Aid Supervisor	77	\$7,184	-	\$8,753
Office of Instruction Supervisor	76	\$7,009	-	\$8,539
Payroll Services Supervisor	68	\$5,752	-	\$7,009
Police Services Sergeant	71	\$6,195	-	\$7,548
Principal Accountant *	74	\$6,671	-	\$8,128
Principal Executive Coordinator **	81	\$7,930	-	\$9,662
Principal Payroll Technician**	67	\$5,611	-	\$6,838
Principal Web Administrator *	81	\$7,930	-	\$9,662
Registrar*	77	\$7,184	-	\$8,753
Senior Executive Coordinator **	75	\$6,838	-	\$8,331
* Exempt Position				
** Exempt Confidential Position				
*** Non-Exempt Confidential Position				

**Contra Costa Community College District
2018 - 2019 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	\$23.82	\$4,128	\$49,536	\$25.03	\$4,338	\$52,056	\$26.30	\$4,558	\$54,696	\$27.63	\$4,789	\$57,468	\$29.03	\$5,031	\$60,372
55	\$24.42	\$4,232	\$50,784	\$25.66	\$4,447	\$53,364	\$26.96	\$4,672	\$56,064	\$28.32	\$4,908	\$58,896	\$29.75	\$5,157	\$61,884
56	\$25.03	\$4,338	\$52,056	\$26.30	\$4,558	\$54,696	\$27.63	\$4,789	\$57,468	\$29.03	\$5,031	\$60,372	\$30.49	\$5,285	\$63,420
57	\$25.66	\$4,447	\$53,364	\$26.96	\$4,672	\$56,064	\$28.32	\$4,908	\$58,896	\$29.75	\$5,157	\$61,884	\$31.26	\$5,418	\$65,016
58	\$26.30	\$4,558	\$54,696	\$27.63	\$4,789	\$57,468	\$29.03	\$5,031	\$60,372	\$30.49	\$5,285	\$63,420	\$32.04	\$5,554	\$66,648
59	\$26.96	\$4,672	\$56,064	\$28.32	\$4,908	\$58,896	\$29.75	\$5,157	\$61,884	\$31.26	\$5,418	\$65,016	\$32.84	\$5,692	\$68,304
60	\$27.63	\$4,789	\$57,468	\$29.03	\$5,031	\$60,372	\$30.49	\$5,285	\$63,420	\$32.04	\$5,554	\$66,648	\$33.66	\$5,834	\$70,008
61	\$28.32	\$4,908	\$58,896	\$29.75	\$5,157	\$61,884	\$31.26	\$5,418	\$65,016	\$32.84	\$5,692	\$68,304	\$34.50	\$5,980	\$71,760
62	\$29.03	\$5,031	\$60,372	\$30.49	\$5,285	\$63,420	\$32.04	\$5,554	\$66,648	\$33.66	\$5,834	\$70,008	\$35.36	\$6,129	\$73,548
63	\$29.75	\$5,157	\$61,884	\$31.26	\$5,418	\$65,016	\$32.84	\$5,692	\$68,304	\$34.50	\$5,980	\$71,760	\$36.24	\$6,281	\$75,372
64	\$30.49	\$5,285	\$63,420	\$32.04	\$5,554	\$66,648	\$33.66	\$5,834	\$70,008	\$35.36	\$6,129	\$73,548	\$37.15	\$6,439	\$77,268
65	\$31.26	\$5,418	\$65,016	\$32.84	\$5,692	\$68,304	\$34.50	\$5,980	\$71,760	\$36.24	\$6,281	\$75,372	\$38.08	\$6,600	\$79,200
66	\$32.04	\$5,554	\$66,648	\$33.66	\$5,834	\$70,008	\$35.36	\$6,129	\$73,548	\$37.15	\$6,439	\$77,268	\$39.03	\$6,764	\$81,168
67	\$32.84	\$5,692	\$68,304	\$34.50	\$5,980	\$71,760	\$36.24	\$6,281	\$75,372	\$38.08	\$6,600	\$79,200	\$40.00	\$6,934	\$83,208
68	\$33.66	\$5,834	\$70,008	\$35.36	\$6,129	\$73,548	\$37.15	\$6,439	\$77,268	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284
69	\$34.50	\$5,980	\$71,760	\$36.24	\$6,281	\$75,372	\$38.08	\$6,600	\$79,200	\$40.00	\$6,934	\$83,208	\$42.03	\$7,285	\$87,420
70	\$35.36	\$6,129	\$73,548	\$37.15	\$6,439	\$77,268	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604
71	\$36.24	\$6,281	\$75,372	\$38.08	\$6,600	\$79,200	\$40.00	\$6,934	\$83,208	\$42.03	\$7,285	\$87,420	\$44.16	\$7,654	\$91,848
72	\$37.15	\$6,439	\$77,268	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140
73	\$38.08	\$6,600	\$79,200	\$40.00	\$6,934	\$83,208	\$42.03	\$7,285	\$87,420	\$44.16	\$7,654	\$91,848	\$46.39	\$8,041	\$96,492
74	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904
75	\$40.00	\$6,934	\$83,208	\$42.03	\$7,285	\$87,420	\$44.16	\$7,654	\$91,848	\$46.39	\$8,041	\$96,492	\$48.74	\$8,449	\$101,388
76	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904	\$49.96	\$8,660	\$103,920
77	\$42.03	\$7,285	\$87,420	\$44.16	\$7,654	\$91,848	\$46.39	\$8,041	\$96,492	\$48.74	\$8,449	\$101,388	\$51.21	\$8,877	\$106,524
78	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904	\$49.96	\$8,660	\$103,920	\$52.49	\$9,099	\$109,188
79	\$44.16	\$7,654	\$91,848	\$46.39	\$8,041	\$96,492	\$48.74	\$8,449	\$101,388	\$51.21	\$8,877	\$106,524	\$53.81	\$9,327	\$111,924
80	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904	\$49.96	\$8,660	\$103,920	\$52.49	\$9,099	\$109,188	\$55.15	\$9,559	\$114,708
81	\$46.39	\$8,041	\$96,492	\$48.74	\$8,449	\$101,388	\$51.21	\$8,877	\$106,524	\$53.81	\$9,327	\$111,924	\$56.53	\$9,798	\$117,576

*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 2018 - 2019

CLASSIFICATION	RANGE	SALARY		
Administrative Assistant	56	\$4,338	-	\$5,285
Administrative Project Coordinator	81	\$8,041	-	\$9,798
Benefits Analyst	74	\$6,764	-	\$8,242
Executive Assistant	61	\$4,908	-	\$5,980
Executive Coordinator	73	\$6,600	-	\$8,041
Human Resources Generalist	61	\$4,908	-	\$5,980
Human Resources Specialist	68	\$5,834	-	\$7,107
Human Resources Staff Assistant	56	\$4,338	-	\$5,285
Human Resources Technician	61	\$4,908	-	\$5,980
Payroll Coordinator	65	\$5,418	-	\$6,600
Recruitment and Classification Analyst	74	\$6,764	-	\$8,242
Senior Administrative Assistant	58	\$4,558	-	\$5,554
Senior Executive Assistant	65	\$5,418	-	\$6,600

**Contra Costa Community College District
2018 - 2019 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	\$11.44	\$1,983	\$23,796	\$12.03	\$2,084	\$25,008	\$12.64	\$2,191	\$26,292	\$13.28	\$2,302	\$27,624	\$13.95	\$2,418	\$29,016
28	\$11.73	\$2,033	\$24,396	\$12.33	\$2,137	\$25,644	\$12.96	\$2,246	\$26,952	\$13.61	\$2,359	\$28,308	\$14.30	\$2,478	\$29,736
29	\$12.03	\$2,084	\$25,008	\$12.64	\$2,191	\$26,292	\$13.28	\$2,302	\$27,624	\$13.95	\$2,418	\$29,016	\$14.66	\$2,540	\$30,480
30	\$12.33	\$2,137	\$25,644	\$12.96	\$2,246	\$26,952	\$13.61	\$2,359	\$28,308	\$14.30	\$2,478	\$29,736	\$15.02	\$2,604	\$31,248
31	\$12.64	\$2,191	\$26,292	\$13.28	\$2,302	\$27,624	\$13.95	\$2,418	\$29,016	\$14.66	\$2,540	\$30,480	\$15.40	\$2,669	\$32,028
32	\$12.96	\$2,246	\$26,952	\$13.61	\$2,359	\$28,308	\$14.30	\$2,478	\$29,736	\$15.02	\$2,604	\$31,248	\$15.78	\$2,736	\$32,832
33	\$13.28	\$2,302	\$27,624	\$13.95	\$2,418	\$29,016	\$14.66	\$2,540	\$30,480	\$15.40	\$2,669	\$32,028	\$16.18	\$2,804	\$33,648
34	\$13.61	\$2,359	\$28,308	\$14.30	\$2,478	\$29,736	\$15.02	\$2,604	\$31,248	\$15.78	\$2,736	\$32,832	\$16.58	\$2,874	\$34,488
35	\$13.95	\$2,418	\$29,016	\$14.66	\$2,540	\$30,480	\$15.40	\$2,669	\$32,028	\$16.18	\$2,804	\$33,648	\$17.00	\$2,946	\$35,352
36	\$14.30	\$2,478	\$29,736	\$15.02	\$2,604	\$31,248	\$15.78	\$2,736	\$32,832	\$16.58	\$2,874	\$34,488	\$17.42	\$3,020	\$36,240
37	\$14.66	\$2,540	\$30,480	\$15.40	\$2,669	\$32,028	\$16.18	\$2,804	\$33,648	\$17.00	\$2,946	\$35,352	\$17.86	\$3,095	\$37,140
38	\$15.02	\$2,604	\$31,248	\$15.78	\$2,736	\$32,832	\$16.58	\$2,874	\$34,488	\$17.42	\$3,020	\$36,240	\$18.30	\$3,172	\$38,064
39	\$15.40	\$2,669	\$32,028	\$16.18	\$2,804	\$33,648	\$17.00	\$2,946	\$35,352	\$17.86	\$3,095	\$37,140	\$18.76	\$3,252	\$39,024
40	\$15.78	\$2,736	\$32,832	\$16.58	\$2,874	\$34,488	\$17.42	\$3,020	\$36,240	\$18.30	\$3,172	\$38,064	\$19.23	\$3,334	\$40,008
41	\$16.18	\$2,804	\$33,648	\$17.00	\$2,946	\$35,352	\$17.86	\$3,095	\$37,140	\$18.76	\$3,252	\$39,024	\$19.71	\$3,417	\$41,004
42	\$16.58	\$2,874	\$34,488	\$17.42	\$3,020	\$36,240	\$18.30	\$3,172	\$38,064	\$19.23	\$3,334	\$40,008	\$20.21	\$3,502	\$42,024
43	\$17.00	\$2,946	\$35,352	\$17.86	\$3,095	\$37,140	\$18.76	\$3,252	\$39,024	\$19.71	\$3,417	\$41,004	\$20.71	\$3,590	\$43,080
44	\$17.42	\$3,020	\$36,240	\$18.30	\$3,172	\$38,064	\$19.23	\$3,334	\$40,008	\$20.21	\$3,502	\$42,024	\$21.23	\$3,680	\$44,160
45	\$17.86	\$3,095	\$37,140	\$18.76	\$3,252	\$39,024	\$19.71	\$3,417	\$41,004	\$20.71	\$3,590	\$43,080	\$21.76	\$3,771	\$45,252
46	\$18.30	\$3,172	\$38,064	\$19.23	\$3,334	\$40,008	\$20.21	\$3,502	\$42,024	\$21.23	\$3,680	\$44,160	\$22.30	\$3,866	\$46,392
47	\$18.76	\$3,252	\$39,024	\$19.71	\$3,417	\$41,004	\$20.71	\$3,590	\$43,080	\$21.76	\$3,771	\$45,252	\$22.86	\$3,962	\$47,544
48	\$19.23	\$3,334	\$40,008	\$20.21	\$3,502	\$42,024	\$21.23	\$3,680	\$44,160	\$22.30	\$3,866	\$46,392	\$23.43	\$4,061	\$48,732
49	\$19.71	\$3,417	\$41,004	\$20.71	\$3,590	\$43,080	\$21.76	\$3,771	\$45,252	\$22.86	\$3,962	\$47,544	\$24.02	\$4,163	\$49,956
50	\$20.21	\$3,502	\$42,024	\$21.23	\$3,680	\$44,160	\$22.30	\$3,866	\$46,392	\$23.43	\$4,061	\$48,732	\$24.61	\$4,266	\$51,192
51	\$20.71	\$3,590	\$43,080	\$21.76	\$3,771	\$45,252	\$22.86	\$3,962	\$47,544	\$24.02	\$4,163	\$49,956	\$25.23	\$4,373	\$52,476
52	\$21.23	\$3,680	\$44,160	\$22.30	\$3,866	\$46,392	\$23.43	\$4,061	\$48,732	\$24.61	\$4,266	\$51,192	\$25.86	\$4,482	\$53,784
53	\$21.76	\$3,771	\$45,252	\$22.86	\$3,962	\$47,544	\$24.02	\$4,163	\$49,956	\$25.23	\$4,373	\$52,476	\$26.50	\$4,594	\$55,128
54	\$22.30	\$3,866	\$46,392	\$23.43	\$4,061	\$48,732	\$24.61	\$4,266	\$51,192	\$25.86	\$4,482	\$53,784	\$27.17	\$4,709	\$56,508
55	\$22.86	\$3,962	\$47,544	\$24.02	\$4,163	\$49,956	\$25.23	\$4,373	\$52,476	\$26.50	\$4,594	\$55,128	\$27.85	\$4,826	\$57,912
56	\$23.43	\$4,061	\$48,732	\$24.61	\$4,266	\$51,192	\$25.86	\$4,482	\$53,784	\$27.17	\$4,709	\$56,508	\$28.54	\$4,947	\$59,364
57	\$24.02	\$4,163	\$49,956	\$25.23	\$4,373	\$52,476	\$26.50	\$4,594	\$55,128	\$27.85	\$4,826	\$57,912	\$29.26	\$5,071	\$60,852
58	\$24.61	\$4,266	\$51,192	\$25.86	\$4,482	\$53,784	\$27.17	\$4,709	\$56,508	\$28.54	\$4,947	\$59,364	\$29.99	\$5,198	\$62,376
59	\$25.23	\$4,373	\$52,476	\$26.50	\$4,594	\$55,128	\$27.85	\$4,826	\$57,912	\$29.26	\$5,071	\$60,852	\$30.74	\$5,328	\$63,936
60	\$25.86	\$4,482	\$53,784	\$27.17	\$4,709	\$56,508	\$28.54	\$4,947	\$59,364	\$29.99	\$5,198	\$62,376	\$31.51	\$5,461	\$65,532
61	\$26.50	\$4,594	\$55,128	\$27.85	\$4,826	\$57,912	\$29.26	\$5,071	\$60,852	\$30.74	\$5,328	\$63,936	\$32.30	\$5,598	\$67,176
62	\$27.17	\$4,709	\$56,508	\$28.54	\$4,947	\$59,364	\$29.99	\$5,198	\$62,376	\$31.51	\$5,461	\$65,532	\$33.10	\$5,737	\$68,844
63	\$27.85	\$4,826	\$57,912	\$29.26	\$5,071	\$60,852	\$30.74	\$5,328	\$63,936	\$32.30	\$5,598	\$67,176	\$33.92	\$5,880	\$70,560
64	\$28.54	\$4,947	\$59,364	\$29.99	\$5,198	\$62,376	\$31.51	\$5,461	\$65,532	\$33.10	\$5,737	\$68,844	\$34.77	\$6,027	\$72,324
65	\$29.26	\$5,071	\$60,852	\$30.74	\$5,328	\$63,936	\$32.30	\$5,598	\$67,176	\$33.92	\$5,880	\$70,560	\$35.64	\$6,177	\$74,124
66	\$29.99	\$5,198	\$62,376	\$31.51	\$5,461	\$65,532	\$33.10	\$5,737	\$68,844	\$34.77	\$6,027	\$72,324	\$36.53	\$6,331	\$75,972
67	\$30.74	\$5,328	\$63,936	\$32.30	\$5,598	\$67,176	\$33.92	\$5,880	\$70,560	\$35.64	\$6,177	\$74,124	\$37.44	\$6,489	\$77,868
68	\$31.51	\$5,461	\$65,532	\$33.10	\$5,737	\$68,844	\$34.77	\$6,027	\$72,324	\$36.53	\$6,331	\$75,972	\$38.38	\$6,652	\$79,824
69	\$32.30	\$5,598	\$67,176	\$33.92	\$5,880	\$70,560	\$35.64	\$6,177	\$74,124	\$37.44	\$6,489	\$77,868	\$39.33	\$6,818	\$81,816
70	\$33.10	\$5,737	\$68,844	\$34.77	\$6,027	\$72,324	\$36.53	\$6,331	\$75,972	\$38.38	\$6,652	\$79,824	\$40.31	\$6,988	\$83,856
71	\$33.92	\$5,880	\$70,560	\$35.64	\$6,177	\$74,124	\$37.44	\$6,489	\$77,868	\$39.33	\$6,818	\$81,816	\$41.32	\$7,163	\$85,956
72	\$34.77	\$6,027	\$72,324	\$36.53	\$6,331	\$75,972	\$38.38	\$6,652	\$79,824	\$40.31	\$6,988	\$83,856	\$42.35	\$7,341	\$88,092
73	\$35.64	\$6,177	\$74,124	\$37.44	\$6,489	\$77,868	\$39.33	\$6,818	\$81,816	\$41.32	\$7,163	\$85,956	\$43.41	\$7,524	\$90,288
74	\$36.53	\$6,331	\$75,972	\$38.38	\$6,652	\$79,824	\$40.31	\$6,988	\$83,856	\$42.35	\$7,341	\$88,092	\$44.50	\$7,713	\$92,556
75	\$37.44	\$6,489	\$77,868	\$39.33	\$6,818	\$81,816	\$41.32	\$7,163	\$85,956	\$43.41	\$7,524	\$90,288	\$45.61	\$7,906	\$94,872
76	\$38.38	\$6,652	\$79,824	\$40.31	\$6,988	\$83,856	\$42.35	\$7,341	\$88,092	\$44.50	\$7,713	\$92,556	\$46.75	\$8,104	\$97,248
77	\$39.33	\$6,818	\$81,816	\$41.32	\$7,163	\$85,956	\$43.41	\$7,524	\$90,288	\$45.61	\$7,906	\$94,872	\$47.92	\$8,307	\$99,684
78	\$40.31	\$6,988	\$83,856	\$42.35	\$7,341	\$88,092	\$44.50	\$7,713	\$92,556	\$46.75	\$8,104	\$97,248	\$49.12	\$8,515	\$102,180
79	\$41.32	\$7,163	\$85,956	\$43.41	\$7,524	\$90,288	\$45.61	\$7,906	\$94,872	\$47.92	\$8,307	\$99,684	\$50.35	\$8,727	\$104,724
80	\$42.35	\$7,341	\$88,092	\$44.50	\$7,713	\$92,556	\$46.75	\$8,104	\$97,248	\$49.12	\$8,515	\$102,180	\$51.61	\$8,945	\$107,340

* 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:
2.5% - 9th Year; 5% - 11th Year; 7.5% - 14th Year; 10% - 19th Year; 12.5% - 23rd Year; 15% - 27th Year; 17.5% - 32th Year

Contra Costa Community College District
CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES
FISCAL YEAR 2018 - 2019

CLASSIFICATION	RANGE	SALARY		
Academic Scheduling Specialist	60	\$4,482	-	\$5,461
Account Clerk	53	\$3,771	-	\$4,594
Account Clerk, Lead	57	\$4,163	-	\$5,071
Accountant	60	\$4,482	-	\$5,461
Accountant, Senior	68	\$5,461	-	\$6,652
Accounting Specialist	57	\$4,163	-	\$5,071
Administrative Assistant I	50	\$3,502	-	\$4,266
Administrative Assistant II	52	\$3,680	-	\$4,482
Administrative Assistant III	56	\$4,061	-	\$4,947
Administrative Assistant, Senior	58	\$4,266	-	\$5,198
Admissions/Records Assistant I	45	\$3,095	-	\$3,771
Admissions/Records Assistant II	49	\$3,417	-	\$4,163
Admissions/Records Assistant, Lead	58	\$4,266	-	\$5,198
Admissions/Records Assistant, Senior	53	\$3,771	-	\$4,594
Alternative Media Specialist	56	\$4,061	-	\$4,947
Applications Support Analyst	69	\$5,598	-	\$6,818
Applications Support Analyst, Senior	73	\$6,177	-	\$7,524
Assessment Center Coordinator	62	\$4,709	-	\$5,737
Assessment Center Technician	52	\$3,680	-	\$4,482
Athletic Equipment Coordinator	56	\$4,061	-	\$4,947
Athletic Facilities Assistant	48	\$3,334	-	\$4,061
Athletic Trainer	60	\$4,482	-	\$5,461
Audio Technician	57	\$4,163	-	\$5,071
Book Buyer	52	\$3,680	-	\$4,482
Bookstore Operations Assistant	53	\$3,771	-	\$4,594
Bookstore Operations Coordinator	56	\$4,061	-	\$4,947
Bookstore Service Clerk	45	\$3,095	-	\$3,771
Bookstore Supply Buyer	48	\$3,334	-	\$4,061
Budget Coordinator	78	\$6,988	-	\$8,515
Building Maintenance Worker	64	\$4,947	-	\$6,027
Buyer	58	\$4,266	-	\$5,198
Buyer, Assistant	56	\$4,061	-	\$4,947
Buyer, Senior	62	\$4,709	-	\$5,737
Campus Facilities Assistant	50	\$3,502	-	\$4,266
College Human Resources Assistant	58	\$4,266	-	\$5,198
College International Education Coordinator	64	\$4,947	-	\$6,027
College Payroll Technician	53	\$3,771	-	\$4,594
Computer and Network Specialist	72	\$6,027	-	\$7,341
Computer and Network Specialist, Senior	74	\$6,331	-	\$7,713
Computer and Network Technician	65	\$5,071	-	\$6,177
Computer Laboratory Coordinator	56	\$4,061	-	\$4,947
Computer Laboratory Coordinator, Senior	62	\$4,709	-	\$5,737
Computer Technician	56	\$4,061	-	\$4,947
Cook	42	\$2,874	-	\$3,502
Courier	51	\$3,590	-	\$4,373
Custodian I	44	\$3,020	-	\$3,680
Custodian II	46	\$3,172	-	\$3,866
Custodian, Lead	50	\$3,502	-	\$4,266
Database Administrator	75	\$6,489	-	\$7,906
Database Administrator, Senior	77	\$6,818	-	\$8,307
Disabled Students Programs and Services Aide	50	\$3,502	-	\$4,266
Disabled Students Programs and Services Assistant	54	\$3,866	-	\$4,709
Disabled Students Programs and Services Coordinator	62	\$4,709	-	\$5,737
Disabled Students Programs and Services Math Technician	54	\$3,866	-	\$4,709
District Payroll Clerk	53	\$3,771	-	\$4,594
District Payroll Specialist	60	\$4,482	-	\$5,461
District Payroll Technician	56	\$4,061	-	\$4,947
Early Childhood Education Assistant	41	\$2,804	-	\$3,417

Contra Costa Community College District
CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES
FISCAL YEAR 2018 - 2019

CLASSIFICATION	RANGE	SALARY		
Early Childhood Education Specialist	58	\$4,266	-	\$5,198
Electronics Technician	57	\$4,163	-	\$5,071
Employee Benefits Specialist	62	\$4,709	-	\$5,737
Employee Retirement Specialist	62	\$4,709	-	\$5,737
Equipment Maintenance Worker	60	\$4,482	-	\$5,461
Equipment Maintenance Worker, Senior	64	\$4,947	-	\$6,027
Facilities and Drafting Technician	61	\$4,594	-	\$5,598
Facilities Project Controls Specialist	65	\$5,071	-	\$6,177
Financial Aid Assistant I	49	\$3,417	-	\$4,163
Financial Aid Assistant II	53	\$3,771	-	\$4,594
Financial Aid Scholarship Program Specialist	56	\$4,061	-	\$4,947
Financial Aid Specialist	56	\$4,061	-	\$4,947
Financial Aid Specialist, Lead	62	\$4,709	-	\$5,737
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$5,328	-	\$6,489
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$4,947	-	\$6,027
Fiscal Operations Specialist	76	\$6,652	-	\$8,104
Food Services Coordinator	53	\$3,771	-	\$4,594
Graphic Design Specialist	66	\$5,198	-	\$6,331
Grounds Worker I	49	\$3,417	-	\$4,163
Grounds Worker II	53	\$3,771	-	\$4,594
Grounds Worker, Lead	61	\$4,594	-	\$5,598
Help Desk Technician	60	\$4,482	-	\$5,461
Instructional Aide	27	\$1,983	-	\$2,418
Instructional Assistant	52	\$3,680	-	\$4,482
Inventory and Receiving Clerk	51	\$3,590	-	\$4,373
Inventory and Receiving Clerk, Senior	53	\$3,771	-	\$4,594
Laboratory Coordinator	56	\$4,061	-	\$4,947
Laboratory Coordinator, Senior	65	\$5,071	-	\$6,177
Library Assistant	48	\$3,334	-	\$4,061
Library Technician	48	\$3,334	-	\$4,061
Library Technician, Senior	52	\$3,680	-	\$4,482
Maintenance Mechanic	65	\$5,071	-	\$6,177
Maintenance Mechanic, Lead	69	\$5,598	-	\$6,818
Marketing and Communications Coordinator	66	\$5,198	-	\$6,331
Math Laboratory Coordinator	56	\$4,061	-	\$4,947
Math Laboratory Coordinator, Senior	65	\$5,071	-	\$6,177
Media Services Coordinator	58	\$4,266	-	\$5,198
Media Services Specialist	54	\$3,866	-	\$4,709
Media Services Technician	50	\$3,502	-	\$4,266
Music Laboratory Coordinator	56	\$4,061	-	\$4,947
Music Laboratory Coordinator, Senior	65	\$5,071	-	\$6,177
Office Assistant I	42	\$2,874	-	\$3,502
Office Assistant II	46	\$3,172	-	\$3,866
Parking Services Officer	46	\$3,172	-	\$3,866
Parking Services Officer, Senior	55	\$3,962	-	\$4,826
Police Services Assistant/Dispatcher	50	\$3,502	-	\$4,266
Police Services Officer	64	\$4,947	-	\$6,027
Police Services Officer Trainee	55	\$3,962	-	\$4,826
Program Assistant	52	\$3,680	-	\$4,482
Program Coordinator	62	\$4,709	-	\$5,737
Program Coordinator, Senior	65	\$5,071	-	\$6,177
Programmer/Analyst, Senior	73	\$6,177	-	\$7,524
Reprographics Production Coordinator	56	\$4,061	-	\$4,947
Reprographics Production Coordinator, Senior	65	\$5,071	-	\$6,177
Reprographics Technician	48	\$3,334	-	\$4,061
Reprographics Technician, Senior	52	\$3,680	-	\$4,482
Research Analyst	68	\$5,461	-	\$6,652
Research Analyst, Senior	72	\$6,027	-	\$7,341

Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS		
CLASSIFICATION	RANGE	HOURLY RATE
Academic Scheduling Specialist	60	\$22.87
Account Clerk	53	\$19.22
Account Clerk, Lead	57	\$21.24
Accountant	60	\$22.87
Accountant, Senior	68	\$27.78
Accounting Specialist	57	\$21.24
Administrative Assistant I	50	\$17.91
Administrative Assistant II	52	\$18.81
Administrative Assistant III	56	\$20.72
Administrative Assistant, Senior	58	\$21.76
Admissions/Records Assistant I	45	\$15.87
Admissions/Records Assistant II	49	\$17.46
Admissions/Records Assistant, Lead	58	\$21.76
Admissions/Records Assistant, Senior	53	\$19.22
Alternative Media Specialist	56	\$20.72
Applications Support Analyst	69	\$28.50
Applications Support Analyst, Senior	73	\$31.41
Assessment Center Coordinator	62	\$23.98
Assessment Center Technician	52	\$18.81
Athletic Equipment Coordinator	56	\$20.72
Athletic Facilities Assistant	48	\$17.07
Athletic Trainer	60	\$22.87
Audio Technician	57	\$21.24
Book Buyer	52	\$18.81
Bookstore Operations Assistant	53	\$19.22
Bookstore Operations Coordinator	56	\$20.72
Bookstore Service Clerk	45	\$15.87
Bookstore Supply Buyer	48	\$17.07
Budget Coordinator	78	\$35.46
Building Maintenance Worker	64	\$25.16
Buyer	58	\$21.76
Buyer, Assistant	56	\$20.72
Buyer, Senior	62	\$23.98
Campus Facilities Assistant	50	\$17.91
Cashier	56	\$20.72
Classroom Tutor I	39	\$13.68
Classroom Tutor II	48	\$17.07
College Human Resources Assistant	58	\$21.76
College International Education Coordinator	64	\$25.16
College Payroll Technician	53	\$19.22
Computer and Network Specialist	72	\$30.61
Computer and Network Specialist, Senior	74	\$32.67
Computer and Network Technician	65	\$25.85
Computer Laboratory Coordinator	56	\$20.72
Computer Laboratory Coordinator, Senior	62	\$23.98
Computer Technician	56	\$20.72
Cook	42	\$14.72
Courier	51	\$18.35
Custodian I	44	\$15.47
Custodian II	46	\$16.23
Custodian, Lead	50	\$17.91
Database Administrator	75	\$32.99
Database Administrator, Senior	77	\$34.63
Disabled Students Programs and Services Aide	50	\$17.91
Disabled Students Programs and Services Assistant	54	\$19.73
Disabled Students Programs and Services Coordinator	62	\$23.98
Disabled Students Programs and Services Math Technician	54	\$19.73
District Payroll Clerk	53	\$19.22
District Payroll Specialist	60	\$22.87

Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS		
CLASSIFICATION	RANGE	HOURLY RATE
District Payroll Technician	56	\$20.72
Early Childhood Education Assistant	41	\$14.40
Early Childhood Education Specialist	58	\$21.76
Electronics Technician	57	\$21.24
Employee Benefits Specialist	62	\$23.98
Employee Retirement Specialist	62	\$23.98
Equipment Maintenance Worker	60	\$22.87
Equipment Maintenance Worker, Senior	64	\$25.16
Facilities and Drafting Technician	61	\$23.45
Facilities Project Controls Specialist	65	\$25.85
Financial Aid Assistant I	49	\$17.46
Financial Aid Assistant II	53	\$19.22
Financial Aid Scholarship Program Specialist	56	\$20.72
Financial Aid Specialist	56	\$20.72
Financial Aid Specialist, Lead	62	\$23.98
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$27.13
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$25.16
Fiscal Operations Specialist	76	\$33.77
Food Services Assistant	35	\$12.44
Food Services Coordinator	53	\$19.22
General Office Clerk	38	\$13.39
Graphic Design Specialist	66	\$26.43
Grounds Worker I	49	\$17.46
Grounds Worker II	53	\$19.22
Grounds Worker, Lead	61	\$23.45
Help Desk Technician	60	\$22.87
Instructional Aide	27	\$11.28
Instructional Assistant	52	\$18.81
Inventory and Receiving Clerk	51	\$18.35
Inventory and Receiving Clerk, Senior	53	\$19.22
Laboratory Coordinator	56	\$20.72
Laboratory Coordinator, Senior	65	\$25.85
Library Assistant	48	\$17.07
Library Technician	48	\$17.07
Library Technician, Senior	52	\$18.81
Maintenance Mechanic	65	\$25.85
Maintenance Mechanic, Lead	69	\$28.50
Marketing and Communications Coordinator	66	\$26.43
Math Laboratory Coordinator	56	\$20.72
Math Laboratory Coordinator, Senior	65	\$25.85
Media Services Coordinator	58	\$21.76
Media Services Specialist	54	\$19.73
Media Services Technician	50	\$17.91
Music Laboratory Coordinator	56	\$20.72
Music Laboratory Coordinator, Senior	65	\$25.85
Office Assistant I	42	\$14.72
Office Assistant II	46	\$16.23
Parking Services Officer	46	\$16.23
Parking Services Officer, Senior	55	\$20.22
Police Services Assistant/Dispatcher	50	\$17.91
Police Services Officer	64	\$25.16
Police Services Officer Trainee	55	\$20.22
Program Assistant	52	\$18.81
Program Coordinator	62	\$23.98
Program Coordinator, Senior	65	\$25.85
Programmer/Analyst, Senior	73	\$31.41
Reprographics Production Coordinator	56	\$20.72
Reprographics Production Coordinator, Senior	65	\$25.85
Reprographics Technician	48	\$17.07

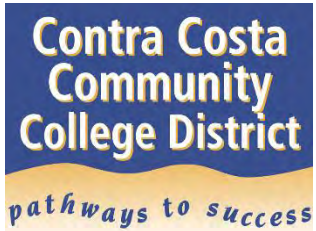
Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS		
CLASSIFICATION	RANGE	HOURLY RATE
Reprographics Technician, Senior	52	\$18.81
Research Analyst	68	\$27.78
Research Analyst, Senior	72	\$30.61
Resource Specialist - Gateway Program	52	\$18.81
Satellite Center Coordinator	65	\$25.85
Science Laboratory Technician	56	\$20.72
Science Laboratory Coordinator	62	\$23.98
Science Laboratory Coordinator, Senior	65	\$25.85
Systems Administrator, Senior	80	\$37.21
Technology Training and Development Coordinator	72	\$30.61
Theater Staging Specialist	59	\$22.33
Theatrical Costume Design Specialist	56	\$20.72
Transcript and Degree Audit Specialist	54	\$19.73
Vocational Equipment Assistant	51	\$18.35
Vocational Equipment Technician	56	\$20.72
Web Administrator	75	\$32.99
Web Administrator, Senior	78	\$35.46
Web Application Developer	60	\$22.87
Web Application Specialist	70	\$28.68
Web Applications Administrator, Senior	78	\$35.46

Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE PROFESSIONAL EXPERT/RECREATION PROGRAM POSITIONS (EC 88003)		
CLASSIFICATION	RANGE	HOURLY RATE
<u>PART-TIME RECREATION PROGRAM ASSISTANTS</u>		
Swim Program Coordinator	910	\$19.14
Swim Program Head Instructor/Supervisor	920	\$12.30
Swim Program Instructor/Aide	925	\$11.28
Swim Program Instructor/Lifeguard	926	\$11.79
<u>PROFESSIONAL EXPERTS</u>		
Advanced Technical Expert	984	\$29.74
Athletic Program Assistant I	997	\$11.28
Athletic Program Assistant II	998	\$15.38
Athletic Program Assistant III	999	\$20.50
Athletic Program Assistant IV	1000	\$25.63
Athletic Program Assistant V	1001	\$30.75
Athletic Program Assistant VI	1002	\$35.88
Certified Interpreter	985	\$29.74
College for Kids Instructional Aide I	960	\$11.28
College for Kids Instructional Aide II	962	\$11.79
College Program Assistant I	1003	\$11.28
College Program Assistant II	1004	\$14.35
College Program Assistant III	1005	\$20.50
College Program Assistant IV	1006	\$25.63
College Program Assistant V	1007	\$35.88
College Program Assistant VI	1008	\$51.25
College Program Assistant VII	1009	\$76.88
College Program Assistant VIII	1010	\$102.50
Community Service Program Instructor I	970	\$23.80
Community Service Program Instructor II	971	\$31.23
Community Service Program Instructor III	972	\$38.66
Community Service Program Instructor IV	973	\$46.09
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	\$17.87
Interpreter II	987	\$22.31
Interpreter III	988	\$26.75
Montessori I/Project Approach: Assistant Teacher	995	\$14.87
Montessori II/Project Approach: Teacher	987	\$22.31
Montessori III/Project Approach: Site Supervisor/Master Teacher	988	\$26.75
Professional Expert	989	\$44.61
Professional Specialist	990	\$37.16
Program Director	996	\$86.65
Project Coordinator I	991	\$59.46
Project Coordinator II	992	\$66.91
Project Director	993	\$74.34
Self-Funded/Fee Based Program Instructor I	977	\$23.80
Self-Funded/Fee Based Program Instructor II	978	\$31.23
Self-Funded/Fee Based Program Instructor III	979	\$38.66
Self-Funded/Fee Based Program Instructor IV	980	\$46.09
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	\$22.31

**Contra Costa Community College District
2018 - 2019 SALARY SCHEDULE
STUDENT**

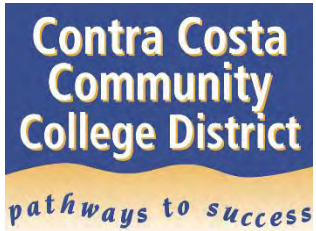
CLASSIFICATION	HOURLY RATE
Student Worker	\$11.28
Student Intern/Tutor	\$11.79
Police Aide Corporal	\$12.33

Contra Costa Community College District 2018 - 2019 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	



CONTRACT ADMINISTRATOR SALARIES FY 2015-16

Title	Annual Salary	Contract Approved by Governing Board	Salary Amended: <i>Employee Evaluation in Closed Session</i>
Chancellor	\$331,032	September 11, 2013	November 16, 2015
President (Contra Costa College)	\$236,160	July 22, 2015	
President (Diablo Valley College)	\$255,264	July 22, 2015	
President (Los Medanos College)	\$219,480	July 22, 2015	
Executive Vice Chancellor, Administrative Services	\$224,916	November 13, 2013	June 25, 2015
Executive Vice Chancellor, Technology and Education	\$224,000	July 22, 2015	
Chief Facilities Planner	\$218,796	July 22, 2015	
Associate Vice Chancellor/Chief Financial Officer	\$176,028	November 13, 2013	June 25, 2015
Associate Vice Chancellor/Chief Human Resources Officer	\$176,028	November 13, 2013	June 25, 2015
Associate Vice Chancellor, Educational Services	\$172,656	January 22, 2014	June 25, 2015



CONTRACT ADMINISTRATOR SALARIES FY 2016-17

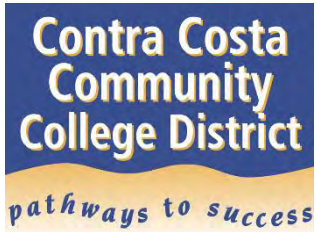
Title	Annual Salary	Contract Approved by Governing Board	Salary Amended: <i>Employee Evaluation in Closed Session</i>
Chancellor ¹	\$331,032	September 11, 2013	
Chancellor ²	\$300,000	December 14, 2016	
President (Contra Costa College)	\$247,968	March 23, 2016	June 22, 2016
President (Diablo Valley College) ³	\$200,000	June 22, 2016	
President (Diablo Valley College) ⁴	\$215,000	March 22, 2017	
President (Los Medanos College)	\$228,264	July 27, 2016	June 22, 2016
Executive Vice Chancellor, Administrative Services	\$236,160	July 27, 2016	June 22, 2016
Chief Facilities Planner	\$232,116	July 22, 2015	June 22, 2016
Associate Vice Chancellor/Chief Financial Officer	\$190,368	July 27, 2016	June 22, 2016
Associate Vice Chancellor/Chief Human Resources Officer	\$190,368	July 27, 2016	June 22, 2016
Associate Vice Chancellor, Educational Services	\$186,732	July 27, 2016	June 22, 2016

¹ Beginning on July 1, 2016, and expiring on December 31, 2016

² Beginning on January 1, 2017

³ Beginning on July 1, 2016, and expiring on March 31, 2017

⁴ Beginning on April 1, 2017

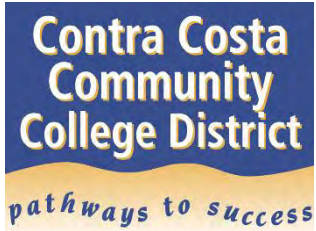


CONTRACT ADMINISTRATOR SALARIES FY 2017-18

Title	Annual Salary	Contract Approved by Governing Board	Salary Amended: <i>Employee Evaluation in Closed Session</i>
Chancellor	\$300,000	December 14, 2016	
President (Contra Costa College)	\$257,892	March 23, 2016	June 28, 2017
President (Diablo Valley College)	\$215,000 ¹	March 22, 2017	
President (Diablo Valley College)	\$262,008 ²	December 14, 2017	
President (Los Medanos College)	\$237,396	July 27, 2016	June 28, 2017
Executive Vice Chancellor, Administrative Services	\$247,968	July 27, 2016	June 28, 2017
Executive Vice Chancellor, Education and Technology	\$257,892	February 28, 2018	
Chief Facilities Planner	\$236,760	July 22, 2015	June 28, 2017
Associate Vice Chancellor/Chief Financial Officer	\$197,988	July 27, 2016	June 28, 2017
Associate Vice Chancellor/Chief Human Resources Officer	\$196,080	July 27, 2016	June 28, 2017
Associate Vice Chancellor, Educational Services	\$172,656	July 26, 2017	

¹ Beginning on July 1, 2017 and expiring on December 31, 2017

² Beginning on January 1, 2018



CONTRACT ADMINISTRATOR SALARIES FY 2018-19

Title	Annual Salary	Contract Approved by Governing Board	Salary Amended: <i>Employee Evaluation in Closed Session</i>
Chancellor	\$315,000	July 25, 2018	
President (Contra Costa College)	\$230,000	June 27, 2018	
President (Diablo Valley College)	\$272,484	December 14, 2017	June 27, 2018
President (Los Medanos College)	\$246,888	July 27, 2016	June 27, 2018
Executive Vice Chancellor, Administrative Services	\$268,200	July 27, 2016	June 27, 2018
Executive Vice Chancellor, Education and Technology	\$268,200	February 28, 2018	June 27, 2018
Chief Facilities Planner	\$200,000	June 27, 2018	
Associate Vice Chancellor/Chief Financial Officer	\$205,896	July 27, 2016	June 27, 2018
Associate Vice Chancellor/Chief Human Resources Officer	\$201,960	July 27, 2016	June 27, 2018
Associate Vice Chancellor, Educational Services	Vacant		