

**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	\$38.15	\$6,612	\$79,344	\$40.08	\$6,947	\$83,364	\$42.11	\$7,298	\$87,576	\$44.24	\$7,668	\$92,016	\$46.48	\$8,056	\$96,672
M2	\$40.08	\$6,947	\$83,364	\$42.11	\$7,298	\$87,576	\$44.24	\$7,668	\$92,016	\$46.48	\$8,056	\$96,672	\$48.83	\$8,464	\$101,568
M3	\$42.11	\$7,298	\$87,576	\$44.24	\$7,668	\$92,016	\$46.48	\$8,056	\$96,672	\$48.83	\$8,464	\$101,568	\$51.30	\$8,892	\$106,704
M4	\$44.24	\$7,668	\$92,016	\$46.48	\$8,056	\$96,672	\$48.83	\$8,464	\$101,568	\$51.30	\$8,892	\$106,704	\$53.90	\$9,342	\$112,104
M5	\$46.48	\$8,056	\$96,672	\$48.83	\$8,464	\$101,568	\$51.30	\$8,892	\$106,704	\$53.90	\$9,342	\$112,104	\$56.63	\$9,815	\$117,780
M6	\$48.83	\$8,464	\$101,568	\$51.30	\$8,892	\$106,704	\$53.90	\$9,342	\$112,104	\$56.63	\$9,815	\$117,780	\$59.49	\$10,312	\$123,744
M7	\$51.30	\$8,892	\$106,704	\$53.90	\$9,342	\$112,104	\$56.63	\$9,815	\$117,780	\$59.49	\$10,312	\$123,744	\$62.50	\$10,833	\$129,996
M8	\$53.90	\$9,342	\$112,104	\$56.63	\$9,815	\$117,780	\$59.49	\$10,312	\$123,744	\$62.50	\$10,833	\$129,996	\$65.67	\$11,382	\$136,584
M9	\$56.63	\$9,815	\$117,780	\$59.49	\$10,312	\$123,744	\$62.50	\$10,833	\$129,996	\$65.67	\$11,382	\$136,584	\$68.99	\$11,959	\$143,508
M10	\$59.49	\$10,312	\$123,744	\$62.50	\$10,833	\$129,996	\$65.67	\$11,382	\$136,584	\$68.99	\$11,959	\$143,508	\$72.49	\$12,565	\$150,780
M11	\$62.50	\$10,833	\$129,996	\$65.67	\$11,382	\$136,584	\$68.99	\$11,959	\$143,508	\$72.49	\$12,565	\$150,780	\$76.16	\$13,201	\$158,412
M12	\$65.67	\$11,382	\$136,584	\$68.99	\$11,959	\$143,508	\$72.49	\$12,565	\$150,780	\$76.16	\$13,201	\$158,412	\$80.01	\$13,869	\$166,428
M13	\$68.99	\$11,959	\$143,508	\$72.49	\$12,565	\$150,780	\$76.16	\$13,201	\$158,412	\$80.01	\$13,869	\$166,428	\$84.06	\$14,571	\$174,852
M14	\$72.49	\$12,565	\$150,780	\$76.16	\$13,201	\$158,412	\$80.01	\$13,869	\$166,428	\$84.06	\$14,571	\$174,852	\$88.32	\$15,308	\$183,696
M15	\$76.16	\$13,201	\$158,412	\$80.01	\$13,869	\$166,428	\$84.06	\$14,571	\$174,852	\$88.32	\$15,308	\$183,696	\$92.79	\$16,083	\$192,996
M16	\$80.01	\$13,869	\$166,428	\$84.06	\$14,571	\$174,852	\$88.32	\$15,308	\$183,696	\$92.79	\$16,083	\$192,996	\$97.48	\$16,897	\$202,764
M17	\$84.06	\$14,571	\$174,852	\$88.32	\$15,308	\$183,696	\$92.79	\$16,083	\$192,996	\$97.48	\$16,897	\$202,764	\$102.42	\$17,752	\$213,024
M18	\$88.32	\$15,308	\$183,696	\$92.79	\$16,083	\$192,996	\$97.48	\$16,897	\$202,764	\$102.42	\$17,752	\$213,024	\$107.60	\$18,651	\$223,812
M19	\$92.79	\$16,083	\$192,996	\$97.48	\$16,897	\$202,764	\$102.42	\$17,752	\$213,024	\$107.60	\$18,651	\$223,812	\$113.05	\$19,595	\$235,140
M20	\$97.48	\$16,897	\$202,764	\$102.42	\$17,752	\$213,024	\$107.60	\$18,651	\$223,812	\$113.05	\$19,595	\$235,140	\$118.77	\$20,587	\$247,044

\*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

<b>Contra Costa Community College District MANAGEMENT SALARY RANGES FISCAL YEAR 2018 - 2019</b>				
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
Academic/Student Services Manager *	M3	\$7,298	-	\$8,892
Assistant Comptroller	M4	\$7,668	-	\$9,342
Associate Chancellor	M10	\$10,312	-	\$12,565
Associate Chief Facilities Planner	M11	\$10,833	-	\$13,201
Athletic Director *	M5	\$8,056	-	\$9,815
Bond Budget Controls Manager	M2	\$6,947	-	\$8,464
Buildings and Grounds Manager	M4	\$7,668	-	\$9,342
Capital Projects Manager	M6	\$8,464	-	\$10,312
Central Services Manager	M5	\$8,056	-	\$9,815
Chief Accountant	M4	\$7,668	-	\$9,342
College Bookstore Manager	M3	\$7,298	-	\$8,892
Comptroller/Assistant Chief Financial Officer	M8	\$9,342	-	\$11,382
Contract Manager	M3	\$7,298	-	\$8,892
Custodial Manager	M2	\$6,947	-	\$8,464
Dean*	M8	\$9,342	-	\$11,382
Dean of International Education*	M8	\$9,342	-	\$11,382
Director of Administrative Information Systems	M6	\$8,464	-	\$10,312
Director of Admissions and Records *	M7	\$8,892	-	\$10,833
Director of Admissions, Records and Relations with Schools *	M7	\$8,892	-	\$10,833
Director of Business Services	M9	\$9,815	-	\$11,959
Director of Communications and Community Relations	M9	\$9,815	-	\$11,959
Director of Construction Operations	M9	\$9,815	-	\$11,959
Director of Construction Program Controls	M8	\$9,342	-	\$11,382
Director of District Finance Services	M9	\$9,815	-	\$11,959
Director of District Research	M7	\$8,892	-	\$10,833
Director of Early Childhood Laboratory School *	M4	\$7,668	-	\$9,342
Director of Facilities and Construction	M9	\$9,815	-	\$11,959
Director of Facilities Services	M9	\$9,815	-	\$11,959
Director of Facilities Support	M7	\$8,892	-	\$10,833
Director of Financial Aid	M6	\$8,464	-	\$10,312
Director of Fiscal Services	M8	\$9,342	-	\$11,382
Director of Human Resources	M10	\$10,312	-	\$12,565
Director of Information Technology	M10	\$10,312	-	\$12,565
Director of Instructional Support *	M6	\$8,464	-	\$10,312
Director of Internal Audit Services	M6	\$8,464	-	\$10,312
Director of International Education *	M8	\$9,342	-	\$11,382
Director of Library Services *	M7	\$8,892	-	\$10,833
Director of Maintenance and Operations	M7	\$8,892	-	\$10,833
Director of Marketing and Media Design	M6	\$8,464	-	\$10,312
Director of Marketing and Communication	M3	\$7,298	-	\$8,892
Director of Payroll Services	M6	\$8,464	-	\$10,312
Director of Public Safety and Related Programs *	M7	\$8,892	-	\$10,833
Director of Purchasing and Contract Services	M8	\$9,342	-	\$11,382
Director of Research Collaboration	M4	\$7,668	-	\$9,342
Director of Risk Management	M7	\$8,892	-	\$10,833
Director of Special Programs and Services *	M6	\$8,464	-	\$10,312
Director of Student Programs and Services *	M7	\$8,892	-	\$10,833
Director of Student Services *	M6	\$8,464	-	\$10,312
District Design Director	M10	\$10,312	-	\$12,565
District Financial Aid Director	M8	\$9,342	-	\$11,382
Energy Manager	M4	\$7,668	-	\$9,342
Executive Dean*	M10	\$10,312	-	\$12,565
Executive Foundation Director	M10	\$10,312	-	\$12,565
Facilities Project Manager	M5	\$8,056	-	\$9,815
Fiscal Services Manager	M5	\$8,056	-	\$9,815
Food Services Manager	M5	\$8,056	-	\$9,815
Foundation Advancement Director	M2	\$6,947	-	\$8,464
Foundation Development Officer	M3	\$7,298	-	\$8,892
Foundation Director	M6	\$8,464	-	\$10,312
Human Resources Operations Manager	M7	\$8,892	-	\$10,833
Human Resources Support Services Manager	M5	\$8,056	-	\$9,815
Information Security Officer	M7	\$8,892	-	\$10,833
Manager of Accounting Services	M4	\$7,668	-	\$9,342

Adopted by the Governing Board on 12/14/17.

Salary reflects 2.5% increase on salary schedule.

Effective date is 7/1/17

**Contra Costa Community College District  
MANAGEMENT SALARY RANGES  
FISCAL YEAR 2018 - 2019**

CLASSIFICATION	RANGE	SALARY		
Manager of Disability Support Services*	M3	\$7,298	-	\$8,892
Network Technology Manager	M7	\$8,892	-	\$10,833
Program Manager	M3	\$7,298	-	\$8,892
Satellite Business Services Manager	M5	\$8,056	-	\$9,815
Senior Academic/Student Services Manager*	M4	\$7,668	-	\$9,342
Senior Dean*	M9	\$9,815	-	\$11,959
Senior Foundation Director	M7	\$8,892	-	\$10,833
Special Assistant to the Chancellor *	M10	\$10,312	-	\$12,565
Special Events Manager	M2	\$6,947	-	\$8,464
Special Project Manager	M2	\$6,947	-	\$8,464
Technology Applications Manager	M6	\$8,464	-	\$10,312
Technology Systems Manager	M5	\$8,056	-	\$9,815
Vice President*	M11	\$10,833	-	\$13,201
Vice President, Business and Administrative Services	M11	\$10,833	-	\$13,201
* 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	\$38.15	\$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
PM2	\$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
PM3	\$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
PM4	\$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
PM5	\$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
PM6	\$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
PM7	\$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
PM8	\$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
PM9	\$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
PM10	\$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
PM11	\$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
PM12	\$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
PM13	\$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
PM14	\$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
PM15	\$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
PM16	\$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
PM17	\$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
PM18	\$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
PM19	\$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
PM20	\$61.00	\$10,573	\$126,876	\$64.09	\$11,108	\$133,296	\$67.33	\$11,671	\$140,052	\$70.74	\$12,262	\$147,144	\$74.32	\$12,882	\$154,584

\*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

<b>Contra Costa Community College District</b> <b>POLICE MANAGEMENT SALARY RANGES</b> <b>FISCAL YEAR 2018 - 2019</b>				
CLASSIFICATION	RANGE	SALARY		
Chief of Police	PM12	\$8,677	-	\$10,573
Police Lieutenant	PM4	\$7,120	-	\$8,677

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

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
<b>STEP</b>							
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**

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
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**

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
<b>STEP</b>							
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**

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
<b>STEP</b>							
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**

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
<b>STEP</b>							
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**

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
<b>STEP</b>							
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**

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
<b>STEP</b>							
<b>1</b>	\$33.11	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13
<b>2</b>	\$33.11	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13
<b>3</b>	\$33.11	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13
<b>4</b>	\$34.79	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13	\$44.85
<b>5</b>	\$36.51	\$38.15	\$39.79	\$41.50	\$43.13	\$44.85	\$46.52
<b>6</b>	\$38.15	\$39.79	\$41.50	\$43.13	\$44.85	\$46.52	\$48.17
<b>7</b>	\$39.79	\$41.50	\$43.13	\$44.85	\$46.52	\$48.17	\$49.85
<b>8</b>	\$41.50	\$43.13	\$44.85	\$46.52	\$48.17	\$49.85	\$51.49
<b>9</b>	\$43.13	\$44.85	\$46.52	\$48.17	\$49.85	\$51.49	\$53.29
<b>10</b>	\$0.00	\$46.52	\$48.17	\$49.85	\$51.49	\$53.29	\$54.89
<b>11</b>	\$0.00	\$0.00	\$49.85	\$51.49	\$53.29	\$54.89	\$56.55
<b>12</b>	\$0.00	\$0.00	\$0.00	\$53.29	\$54.89	\$56.55	\$58.25
<b>13</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$56.55	\$58.25	\$59.94
<b>14</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$56.55	\$58.25	\$59.94
<b>15</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$56.55	\$58.25	\$59.94
<b>16</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$58.25	\$59.94	\$61.58
<b>17</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$58.25	\$59.94	\$61.58
<b>18</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$58.25	\$59.94	\$61.58
<b>19</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$59.94	\$61.58	\$63.29
<b>20</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$59.94	\$61.58	\$63.29
<b>21</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$59.94	\$61.58	\$63.29
<b>22</b>	\$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.

<b>Contra Costa Community College District                      2018 - 2019 SALARY SCHEDULE                      ACADEMIC SPECIAL PROGRAMS</b>							
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**

	<b>Sports Group</b>	<b>Contract Amount</b>
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	\$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
56	\$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
57	\$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
58	\$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
59	\$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
60	\$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
61	\$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
62	\$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
63	\$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
64	\$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
65	\$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
66	\$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
67	\$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
68	\$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
69	\$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
70	\$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
71	\$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
72	\$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
73	\$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
74	\$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
75	\$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
76	\$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
77	\$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
78	\$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
79	\$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
80	\$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
81	\$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
82	\$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
83	\$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
84	\$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
85	\$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
86	\$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
87	\$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
88	\$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
89	\$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
90	\$56.85	\$9,855	\$118,260	\$59.74	\$10,354	\$124,248	\$62.76	\$10,879	\$130,548	\$65.94	\$11,430	\$137,160	\$69.28	\$12,009	\$144,108

\*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

<b>Contra Costa Community College District SUPERVISOR SALARY RANGES FISCAL YEAR 2018 - 2019</b>				
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
Accounting Services Supervisor	77	\$7,149	-	\$8,709
Bookstore Supervisor	68	\$5,723	-	\$6,974
Business Services Supervisor	77	\$7,149	-	\$8,709
Cashier's Office Supervisor	68	\$5,723	-	\$6,974
Computer and Network Services Supervisor *	76	\$6,974	-	\$8,497
Counseling Office Supervisor	68	\$5,723	-	\$6,974
Executive Coordinator ***	73	\$6,477	-	\$7,890
Financial Aid Supervisor	77	\$7,149	-	\$8,709
Office of Instruction Supervisor	76	\$6,974	-	\$8,497
Payroll Services Supervisor	69	\$5,867	-	\$7,149
Police Services Sergeant	71	\$6,165	-	\$7,511
Principal Accountant *	74	\$6,638	-	\$8,087
Principal Executive Coordinator **	81	\$7,890	-	\$9,614
Principal Payroll Technician**	67	\$5,583	-	\$6,804
Principal Web Administrator *	81	\$7,890	-	\$9,614
Registrar	77	\$7,149	-	\$8,709
Senior Executive Coordinator **	75	\$6,804	-	\$8,289
* 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	\$23.70	\$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
55	\$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
56	\$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
57	\$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
58	\$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
59	\$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
60	\$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
61	\$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
62	\$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
63	\$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
64	\$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
65	\$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
66	\$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
67	\$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
68	\$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
69	\$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
70	\$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
71	\$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
72	\$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
73	\$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
74	\$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
75	\$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
76	\$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
77	\$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
78	\$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
79	\$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
80	\$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
81	\$46.16	\$8,001	\$96,012	\$48.50	\$8,407	\$100,884	\$50.96	\$8,833	\$105,996	\$53.54	\$9,280	\$111,360	\$56.25	\$9,749	\$116,988

\*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**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
Administrative Assistant	56	\$4,317	-	\$5,259
Administrative Project Coordinator	81	\$8,001	-	\$9,749
Benefits Analyst	74	\$6,731	-	\$8,201
Executive Assistant	61	\$4,884	-	\$5,950
Executive Coordinator	73	\$6,567	-	\$8,001
Human Resources Generalist	61	\$4,884	-	\$5,950
Human Resources Specialist	68	\$5,805	-	\$7,071
Human Resources Staff Assistant	56	\$4,317	-	\$5,259
Human Resources Technician	61	\$4,884	-	\$5,950
Payroll Coordinator	65	\$5,391	-	\$6,567
Recruitment and Classification Analyst	74	\$6,731	-	\$8,201
Senior Administrative Assistant	58	\$4,535	-	\$5,526
Senior Executive Assistant	65	\$5,391	-	\$6,567

**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**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
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**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
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



<b>Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS</b>		
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>HOURLY RATE</b>
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

<b>Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS</b>		
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>HOURLY RATE</b>
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

<b>Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS</b>		
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>HOURLY RATE</b>
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

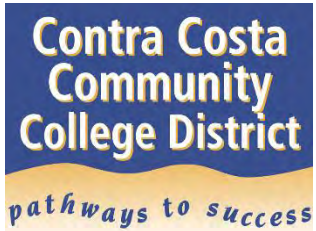
<b>Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE PROFESSIONAL EXPERT/RECREATION PROGRAM POSITIONS (EC 88003)</b>		
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>HOURLY RATE</b>
<b><u>PART-TIME RECREATION PROGRAM ASSISTANTS</u></b>		
Swim Program Coordinator	910	\$19.14
Swim Program Head Instructor/Supervisor	920	\$12.30
Swim Program Instructor/Aide	925	\$11.28
Swim Program Instructor/Lifeguard	926	\$11.79
<b><u>PROFESSIONAL EXPERTS</u></b>		
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**

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

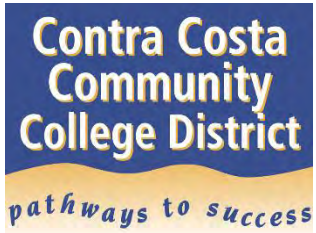
<b>Contra Costa Community College District 2018 - 2019 SALARY SCHEDULE STIPENDS</b>	
<b>Faculty Evaluation Stipends *</b>	<b>Amount</b>
Part-Time Evaluation	\$248.00
Peer Evaluation	\$330.00
Chair, Peer Evaluation	\$414.00
Probationary Evaluation	\$414.00
Chair, Probationary Evaluation	\$497.00
<b>Classified Employees and Academic Managers Educational Stipend **</b>	<b>Monthly Amount</b>
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

<b>Title</b>	<b>Annual Salary</b>	<b>Contract Approved by Governing Board</b>	<b>Salary Amended: <i>Employee Evaluation in Closed Session</i></b>
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

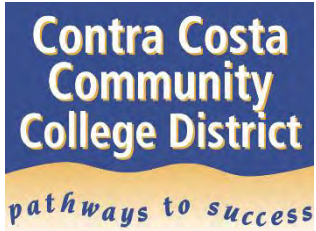
Title	Annual Salary	Contract Approved by Governing Board	Salary Amended: <i>Employee Evaluation in Closed Session</i>
Chancellor <sup>1</sup>	\$331,032	September 11, 2013	
Chancellor <sup>2</sup>	\$300,000	December 14, 2016	
President (Contra Costa College)	\$247,968	March 23, 2016	June 22, 2016
President (Diablo Valley College) <sup>3</sup>	\$200,000	June 22, 2016	
President (Diablo Valley College) <sup>4</sup>	\$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

<sup>1</sup> Beginning on July 1, 2016, and expiring on December 31, 2016

<sup>2</sup> Beginning on January 1, 2017

<sup>3</sup> Beginning on July 1, 2016, and expiring on March 31, 2017

<sup>4</sup> Beginning on April 1, 2017

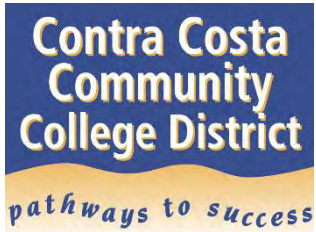


## CONTRACT ADMINISTRATOR SALARIES FY 2017-18

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 <sup>1</sup>	March 22, 2017	
President (Diablo Valley College)	\$262,008 <sup>2</sup>	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	

<sup>1</sup> Beginning on July 1, 2017 and expiring on December 31, 2017

<sup>2</sup> 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		