

**Contra Costa Community College District
2020 - 2021 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	\$41.86	\$7,255	\$87,060	\$43.97	\$7,622	\$91,464	\$46.20	\$8,008	\$96,096	\$48.54	\$8,414	\$100,968	\$51.00	\$8,840	\$106,080
M2	\$43.97	\$7,622	\$91,464	\$46.20	\$8,008	\$96,096	\$48.54	\$8,414	\$100,968	\$51.00	\$8,840	\$106,080	\$53.58	\$9,287	\$111,444
M3	\$46.20	\$8,008	\$96,096	\$48.54	\$8,414	\$100,968	\$51.00	\$8,840	\$106,080	\$53.58	\$9,287	\$111,444	\$56.29	\$9,757	\$117,084
M4	\$48.54	\$8,414	\$100,968	\$51.00	\$8,840	\$106,080	\$53.58	\$9,287	\$111,444	\$56.29	\$9,757	\$117,084	\$59.14	\$10,250	\$123,000
M5	\$51.00	\$8,840	\$106,080	\$53.58	\$9,287	\$111,444	\$56.29	\$9,757	\$117,084	\$59.14	\$10,250	\$123,000	\$62.13	\$10,770	\$129,240
M6	\$53.58	\$9,287	\$111,444	\$56.29	\$9,757	\$117,084	\$59.14	\$10,250	\$123,000	\$62.13	\$10,770	\$129,240	\$65.28	\$11,314	\$135,768
M7	\$56.29	\$9,757	\$117,084	\$59.14	\$10,250	\$123,000	\$62.13	\$10,770	\$129,240	\$65.28	\$11,314	\$135,768	\$68.58	\$11,887	\$142,644
M8	\$59.14	\$10,250	\$123,000	\$62.13	\$10,770	\$129,240	\$65.28	\$11,314	\$135,768	\$68.58	\$11,887	\$142,644	\$72.05	\$12,489	\$149,868
M9	\$62.13	\$10,770	\$129,240	\$65.28	\$11,314	\$135,768	\$68.58	\$11,887	\$142,644	\$72.05	\$12,489	\$149,868	\$75.70	\$13,122	\$157,464
M10	\$65.28	\$11,314	\$135,768	\$68.58	\$11,887	\$142,644	\$72.05	\$12,489	\$149,868	\$75.70	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444
M11	\$68.58	\$11,887	\$142,644	\$72.05	\$12,489	\$149,868	\$75.70	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444	\$83.57	\$14,485	\$173,820
M12	\$72.05	\$12,489	\$149,868	\$75.70	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444	\$83.57	\$14,485	\$173,820	\$87.80	\$15,218	\$182,616
M13	\$75.70	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444	\$83.57	\$14,485	\$173,820	\$87.80	\$15,218	\$182,616	\$92.24	\$15,988	\$191,856
M14	\$79.54	\$13,787	\$165,444	\$83.57	\$14,485	\$173,820	\$87.80	\$15,218	\$182,616	\$92.24	\$15,988	\$191,856	\$96.91	\$16,797	\$201,564
M15	\$83.57	\$14,485	\$173,820	\$87.80	\$15,218	\$182,616	\$92.24	\$15,988	\$191,856	\$96.91	\$16,797	\$201,564	\$101.81	\$17,647	\$211,764
M16	\$87.80	\$15,218	\$182,616	\$92.24	\$15,988	\$191,856	\$96.91	\$16,797	\$201,564	\$101.81	\$17,647	\$211,764	\$106.96	\$18,540	\$222,480
M17	\$92.24	\$15,988	\$191,856	\$96.91	\$16,797	\$201,564	\$101.81	\$17,647	\$211,764	\$106.96	\$18,540	\$222,480	\$112.38	\$19,478	\$233,736
M18	\$96.91	\$16,797	\$201,564	\$101.81	\$17,647	\$211,764	\$106.96	\$18,540	\$222,480	\$112.38	\$19,478	\$233,736	\$118.07	\$20,465	\$245,580
M19	\$101.81	\$17,647	\$211,764	\$106.96	\$18,540	\$222,480	\$112.38	\$19,478	\$233,736	\$118.07	\$20,465	\$245,580	\$124.05	\$21,501	\$258,012
M20	\$106.96	\$18,540	\$222,480	\$112.38	\$19,478	\$233,736	\$118.07	\$20,465	\$245,580	\$124.05	\$21,501	\$258,012	\$130.32	\$22,589	\$271,068

*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 2020 - 2021**

CLASSIFICATION	RANGE	SALARY	
Academic/Student Services Manager *	M3	\$8,008	- \$9,757
Assistant Comptroller	M4	\$8,414	- \$10,250
Associate Chancellor	M10	\$11,314	- \$13,787
Associate Chief Facilities Planner	M11	\$11,887	- \$14,485
Athletic Director *	M5	\$8,840	- \$10,770
Bond Budget Controls Manager	M2	\$7,622	- \$9,287
Buildings and Grounds Manager	M4	\$8,414	- \$10,250
Capital Projects Manager	M6	\$9,287	- \$11,314
Central Services Manager	M5	\$8,840	- \$10,770
Chief Accountant	M4	\$8,414	- \$10,250
College Bookstore Manager	M3	\$8,008	- \$9,757
Comptroller/Assistant Chief Financial Officer	M8	\$10,250	- \$12,489
Contract Manager	M3	\$8,008	- \$9,757
Custodial Manager	M2	\$7,622	- \$9,287
Dean*	M8	\$10,250	- \$12,489
Dean of International Education*	M8	\$10,250	- \$12,489
Director of Administrative Information Systems	M6	\$9,287	- \$11,314
Director of Admissions and Records *	M7	\$9,757	- \$11,887
Director of Admissions, Records and Relations with Schools *	M7	\$9,757	- \$11,887
Director of Business Services	M9	\$10,770	- \$13,122
Director of Communications and Community Relations	M9	\$10,770	- \$13,122
Director of Construction Operations	M9	\$10,770	- \$13,122
Director of Construction Program Controls	M8	\$10,250	- \$12,489
Director of District Finance Services	M9	\$10,770	- \$13,122
Director of District Research	M7	\$9,757	- \$11,887
Director of Early Childhood Laboratory School *	M4	\$8,414	- \$10,250
Director of Facilities and Construction	M9	\$10,770	- \$13,122
Director of Facilities Services	M9	\$10,770	- \$13,122
Director of Facilities Support	M7	\$9,757	- \$11,887
Director of Financial Aid	M6	\$9,287	- \$11,314
Director of Fiscal Services	M8	\$10,250	- \$12,489
Director of Human Resources	M10	\$11,314	- \$13,787
Director of Information Technology	M10	\$11,314	- \$13,787
Director of Instructional Support *	M6	\$9,287	- \$11,314
Director of Internal Audit Services	M6	\$9,287	- \$11,314
Director of International Education *	M8	\$10,250	- \$12,489
Director of Library Services *	M7	\$9,757	- \$11,887
Director of Maintenance and Operations	M7	\$9,757	- \$11,887
Director of Marketing and Media Design	M6	\$9,287	- \$11,314
Director of Marketing and Communication	M3	\$8,008	- \$9,757
Director of Payroll Services	M6	\$9,287	- \$11,314
Director of Public Safety and Related Programs *	M7	\$9,757	- \$11,887
Director of Purchasing and Contract Services	M8	\$10,250	- \$12,489
Director of Research Collaboration	M4	\$8,414	- \$10,250
Director of Risk Management	M7	\$9,757	- \$11,887
Director of Special Programs and Services *	M6	\$9,287	- \$11,314
Director of Student Programs and Services *	M7	\$9,757	- \$11,887
Director of Student Services *	M6	\$9,287	- \$11,314
District Design Director	M10	\$11,314	- \$13,787
District Financial Aid Director	M8	\$10,250	- \$12,489
Energy Manager	M4	\$8,414	- \$10,250
Executive Dean*	M10	\$11,314	- \$13,787
Executive Foundation Director	M10	\$11,314	- \$13,787
Facilities Project Manager	M5	\$8,840	- \$10,770
Fiscal Services Manager	M5	\$8,840	- \$10,770
Food Services Manager	M5	\$8,840	- \$10,770
Foundation Advancement Director	M2	\$7,622	- \$9,287
Foundation Development Officer	M3	\$8,008	- \$9,757
Foundation Director	M6	\$9,287	- \$11,314
Human Resources Operations Manager	M7	\$9,757	- \$11,887
Human Resources Support Services Manager	M5	\$8,840	- \$10,770
Information Security Officer	M7	\$9,757	- \$11,887
Manager of Accounting Services	M4	\$8,414	- \$10,250
Manager of Disability Support Services*	M3	\$8,008	- \$9,757
Network Technology Manager	M7	\$9,757	- \$11,887
Program Manager	M3	\$8,008	- \$9,757
Satellite Business Services Manager	M5	\$8,840	- \$10,770
Senior Academic/Student Services Manager*	M4	\$8,414	- \$10,250
Senior Dean*	M9	\$10,770	- \$13,122
Senior Foundation Director	M7	\$9,757	- \$11,887
Special Assistant to the Chancellor *	M10	\$11,314	- \$13,787
Special Events Manager	M2	\$7,622	- \$9,287
Special Project Manager	M2	\$7,622	- \$9,287
Technology Applications Manager	M6	\$9,287	- \$11,314
Technology Systems Manager	M5	\$8,840	- \$10,770
Vice President*	M11	\$11,887	- \$14,485
Vice President, Business and Administrative Services	M11	\$11,887	- \$14,485

* Academic Position

**Contra Costa Community College District
2020 - 2021 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	\$41.86	\$7,255	\$87,060	\$43.98	\$7,622	\$91,464	\$46.20	\$8,008	\$96,096	\$48.54	\$8,414	\$100,968	\$51.01	\$8,841	\$106,092
PM2	\$42.90	\$7,436	\$89,232	\$45.07	\$7,813	\$93,756	\$47.36	\$8,208	\$98,496	\$49.76	\$8,625	\$103,500	\$52.29	\$9,063	\$108,756
PM3	\$43.98	\$7,622	\$91,464	\$46.20	\$8,008	\$96,096	\$48.54	\$8,414	\$100,968	\$51.01	\$8,841	\$106,092	\$53.59	\$9,289	\$111,468
PM4	\$45.07	\$7,813	\$93,756	\$47.36	\$8,208	\$98,496	\$49.76	\$8,625	\$103,500	\$52.29	\$9,063	\$108,756	\$54.93	\$9,521	\$114,252
PM5	\$46.20	\$8,008	\$96,096	\$48.54	\$8,414	\$100,968	\$51.01	\$8,841	\$106,092	\$53.59	\$9,289	\$111,468	\$56.31	\$9,760	\$117,120
PM6	\$47.36	\$8,208	\$98,496	\$49.76	\$8,625	\$103,500	\$52.29	\$9,063	\$108,756	\$54.93	\$9,521	\$114,252	\$57.71	\$10,003	\$120,036
PM7	\$48.54	\$8,414	\$100,968	\$51.01	\$8,841	\$106,092	\$53.59	\$9,289	\$111,468	\$56.31	\$9,760	\$117,120	\$59.15	\$10,253	\$123,036
PM8	\$49.76	\$8,625	\$103,500	\$52.29	\$9,063	\$108,756	\$54.93	\$9,521	\$114,252	\$57.71	\$10,003	\$120,036	\$60.63	\$10,510	\$126,120
PM9	\$51.01	\$8,841	\$106,092	\$53.59	\$9,289	\$111,468	\$56.31	\$9,760	\$117,120	\$59.15	\$10,253	\$123,036	\$62.15	\$10,773	\$129,276
PM10	\$52.29	\$9,063	\$108,756	\$54.93	\$9,521	\$114,252	\$57.71	\$10,003	\$120,036	\$60.63	\$10,510	\$126,120	\$63.71	\$11,042	\$132,504
PM11	\$53.59	\$9,289	\$111,468	\$56.31	\$9,760	\$117,120	\$59.15	\$10,253	\$123,036	\$62.15	\$10,773	\$129,276	\$65.30	\$11,318	\$135,816
PM12	\$54.93	\$9,521	\$114,252	\$57.71	\$10,003	\$120,036	\$60.63	\$10,510	\$126,120	\$63.71	\$11,042	\$132,504	\$66.93	\$11,601	\$139,212
PM13	\$56.31	\$9,760	\$117,120	\$59.15	\$10,253	\$123,036	\$62.15	\$10,773	\$129,276	\$65.30	\$11,318	\$135,816	\$68.61	\$11,891	\$142,692
PM14	\$57.71	\$10,003	\$120,036	\$60.63	\$10,510	\$126,120	\$63.71	\$11,042	\$132,504	\$66.93	\$11,601	\$139,212	\$70.32	\$12,188	\$146,256
PM15	\$59.15	\$10,253	\$123,036	\$62.15	\$10,773	\$129,276	\$65.30	\$11,318	\$135,816	\$68.61	\$11,891	\$142,692	\$72.08	\$12,493	\$149,916
PM16	\$60.63	\$10,510	\$126,120	\$63.71	\$11,042	\$132,504	\$66.93	\$11,601	\$139,212	\$70.32	\$12,188	\$146,256	\$73.88	\$12,806	\$153,672
PM17	\$62.15	\$10,773	\$129,276	\$65.30	\$11,318	\$135,816	\$68.61	\$11,891	\$142,692	\$72.08	\$12,493	\$149,916	\$75.73	\$13,126	\$157,512
PM18	\$63.71	\$11,042	\$132,504	\$66.93	\$11,601	\$139,212	\$70.32	\$12,188	\$146,256	\$73.88	\$12,806	\$153,672	\$77.62	\$13,454	\$161,448
PM19	\$65.30	\$11,318	\$135,816	\$68.61	\$11,891	\$142,692	\$72.08	\$12,493	\$149,916	\$75.73	\$13,126	\$157,512	\$79.56	\$13,790	\$165,480
PM20	\$66.93	\$11,601	\$139,212	\$70.32	\$12,188	\$146,256	\$73.88	\$12,806	\$153,672	\$77.62	\$13,454	\$161,448	\$81.55	\$14,135	\$169,620

*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 2020 - 2021**

CLASSIFICATION	RANGE	SALARY
Chief of Police	PM12	\$9,521 - \$11,601
Police Lieutenant	PM4	\$7,813 - \$9,521

**Contra Costa Community College District
2020 - 2021 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	\$59,112	\$62,040	\$65,088	\$68,004	\$71,004	\$73,932	\$76,956
2	\$59,112	\$62,040	\$65,088	\$68,004	\$71,004	\$73,932	\$76,956
3	\$59,112	\$62,040	\$65,088	\$68,004	\$71,004	\$73,932	\$76,956
4	\$61,452	\$64,464	\$67,380	\$70,344	\$73,236	\$76,236	\$79,212
5	\$64,464	\$67,380	\$70,344	\$73,236	\$76,236	\$79,212	\$82,200
6	\$67,380	\$70,344	\$73,236	\$76,236	\$79,212	\$82,200	\$85,224
7	\$70,344	\$73,236	\$76,236	\$79,212	\$82,200	\$85,224	\$88,104
8	\$73,236	\$76,236	\$79,212	\$82,200	\$85,224	\$88,104	\$91,056
9	\$76,236	\$79,212	\$82,200	\$85,224	\$88,104	\$91,056	\$94,044
10	\$0	\$82,200	\$85,224	\$88,104	\$91,056	\$94,044	\$97,044
11	\$0	\$0	\$88,104	\$91,056	\$94,044	\$97,044	\$99,876
12	\$0	\$0	\$0	\$94,044	\$97,044	\$99,876	\$102,852
13	\$0	\$0	\$0	\$0	\$99,876	\$102,852	\$105,876
14	\$0	\$0	\$0	\$0	\$99,876	\$102,852	\$105,876
15	\$0	\$0	\$0	\$0	\$99,876	\$102,852	\$105,876
16	\$0	\$0	\$0	\$0	\$102,852	\$105,876	\$108,720
17	\$0	\$0	\$0	\$0	\$102,852	\$105,876	\$108,720
18	\$0	\$0	\$0	\$0	\$102,852	\$105,876	\$108,720
19	\$0	\$0	\$0	\$0	\$105,876	\$108,720	\$111,768
20	\$0	\$0	\$0	\$0	\$105,876	\$108,720	\$111,768
21	\$0	\$0	\$0	\$0	\$105,876	\$108,720	\$111,768
22	\$0	\$0	\$0	\$0	\$108,720	\$111,768	\$114,756
23	\$0	\$0	\$0	\$0	\$108,720	\$111,768	\$114,756
24	\$0	\$0	\$0	\$0	\$108,720	\$111,768	\$114,756
25	\$0	\$0	\$0	\$0	\$108,720	\$111,768	\$114,756
26	\$0	\$0	\$0	\$0	\$108,720	\$111,768	\$114,756
27	\$0	\$0	\$0	\$0	\$110,892	\$114,000	\$117,048

**Contra Costa Community College District
2020 - 2021 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	\$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 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 11. 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
2020 - 2021 SALARY SCHEDULE**

COMPOSITION, LECTURE, AND LAB INSTRUCTION FOR PERMANENT (FULL TIME) FACULTY TEACHING OVERLOAD

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
STEP							
1	\$57.43	\$59.78	\$62.11	\$64.46	\$66.78	\$69.11	\$71.44
2	\$57.43	\$59.78	\$62.11	\$64.46	\$66.78	\$69.11	\$71.44
3	\$57.43	\$59.78	\$62.11	\$64.46	\$66.78	\$69.11	\$71.44
4	\$59.78	\$62.11	\$64.46	\$66.78	\$69.11	\$71.44	\$73.75
5	\$62.11	\$64.46	\$66.78	\$69.11	\$71.44	\$73.75	\$76.09
6	\$64.46	\$66.78	\$69.11	\$71.44	\$73.75	\$76.09	\$78.43
7	\$66.78	\$69.11	\$71.44	\$73.75	\$76.09	\$78.43	\$80.78
8	\$69.11	\$71.44	\$73.75	\$76.09	\$78.43	\$80.78	\$83.08
9	\$71.45	\$73.75	\$76.09	\$78.43	\$80.78	\$83.08	\$85.41
10	\$0.00	\$76.09	\$78.43	\$80.78	\$83.08	\$85.41	\$87.76
11	\$0.00	\$0.00	\$80.78	\$83.08	\$85.41	\$87.76	\$90.11
12	\$0.00	\$0.00	\$0.00	\$85.41	\$87.76	\$90.11	\$92.40
13	\$0.00	\$0.00	\$0.00	\$0.00	\$90.11	\$92.40	\$94.73
14	\$0.00	\$0.00	\$0.00	\$0.00	\$90.11	\$92.40	\$94.73
15	\$0.00	\$0.00	\$0.00	\$0.00	\$90.11	\$92.40	\$94.73
16	\$0.00	\$0.00	\$0.00	\$0.00	\$92.40	\$94.73	\$97.07
17	\$0.00	\$0.00	\$0.00	\$0.00	\$92.40	\$94.73	\$97.07
18	\$0.00	\$0.00	\$0.00	\$0.00	\$92.40	\$94.73	\$97.07
19	\$0.00	\$0.00	\$0.00	\$0.00	\$94.73	\$97.07	\$99.41
20	\$0.00	\$0.00	\$0.00	\$0.00	\$94.73	\$97.07	\$99.41
21	\$0.00	\$0.00	\$0.00	\$0.00	\$94.73	\$97.07	\$99.41
22	\$0.00	\$0.00	\$0.00	\$0.00	\$97.07	\$99.41	\$101.71

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

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

The rate of temporary (part-time) academic personnel will be determined by placing them on the Faculty Salary Schedule in accordance with their educational preparation and experience, up to a maximum original placement at Class 7, Step 11. 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
2020 - 2021 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	\$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 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 11. 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
2020 - 2021 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	\$80.80	\$84.11	\$87.38	\$90.68	\$93.95	\$97.22	\$100.51
2	\$80.80	\$84.11	\$87.38	\$90.68	\$93.95	\$97.22	\$100.51
3	\$80.80	\$84.11	\$87.38	\$90.68	\$93.95	\$97.22	\$100.51
4	\$84.11	\$87.38	\$90.68	\$93.95	\$97.22	\$100.51	\$103.76
5	\$87.38	\$90.68	\$93.95	\$97.22	\$100.51	\$103.76	\$107.05
6	\$90.68	\$93.95	\$97.22	\$100.51	\$103.76	\$107.05	\$110.34
7	\$93.95	\$97.22	\$100.51	\$103.76	\$107.05	\$110.34	\$113.64
8	\$97.22	\$100.51	\$103.76	\$107.05	\$110.34	\$113.64	\$116.88
9	\$100.51	\$103.76	\$107.05	\$110.34	\$113.64	\$116.88	\$120.16
10	\$0.00	\$107.05	\$110.34	\$113.64	\$116.88	\$120.16	\$123.47
11	\$0.00	\$0.00	\$113.64	\$116.88	\$120.16	\$123.47	\$126.78
12	\$0.00	\$0.00	\$0.00	\$120.16	\$123.47	\$126.78	\$129.99
13	\$0.00	\$0.00	\$0.00	\$0.00	\$126.78	\$129.99	\$133.28
14	\$0.00	\$0.00	\$0.00	\$0.00	\$126.78	\$129.99	\$133.28
15	\$0.00	\$0.00	\$0.00	\$0.00	\$126.78	\$129.99	\$133.28
16	\$0.00	\$0.00	\$0.00	\$0.00	\$129.99	\$133.28	\$136.57
17	\$0.00	\$0.00	\$0.00	\$0.00	\$129.99	\$133.28	\$136.57
18	\$0.00	\$0.00	\$0.00	\$0.00	\$129.99	\$133.28	\$136.57
19	\$0.00	\$0.00	\$0.00	\$0.00	\$133.28	\$136.57	\$139.86
20	\$0.00	\$0.00	\$0.00	\$0.00	\$133.28	\$136.57	\$139.86
21	\$0.00	\$0.00	\$0.00	\$0.00	\$133.28	\$136.57	\$139.86
22	\$0.00	\$0.00	\$0.00	\$0.00	\$136.57	\$139.86	\$143.09

The hourly rates reflect a 43.5% 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 11. 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
2020 - 2021 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	\$64.75	\$67.40	\$70.02	\$72.67	\$75.29	\$77.91	\$80.55
2	\$64.75	\$67.40	\$70.02	\$72.67	\$75.29	\$77.91	\$80.55
3	\$64.75	\$67.40	\$70.02	\$72.67	\$75.29	\$77.91	\$80.55
4	\$67.40	\$70.02	\$72.67	\$75.29	\$77.91	\$80.55	\$83.15
5	\$70.03	\$72.67	\$75.29	\$77.91	\$80.55	\$83.15	\$85.79
6	\$72.67	\$75.29	\$77.91	\$80.55	\$83.15	\$85.79	\$88.42
7	\$75.29	\$77.91	\$80.55	\$83.15	\$85.79	\$88.42	\$91.07
8	\$77.91	\$80.55	\$83.15	\$85.79	\$88.42	\$91.07	\$93.66
9	\$80.55	\$83.15	\$85.79	\$88.42	\$91.07	\$93.66	\$96.30
10	\$0.00	\$85.79	\$88.42	\$91.07	\$93.66	\$96.30	\$98.95
11	\$0.00	\$0.00	\$91.07	\$93.66	\$96.30	\$98.95	\$101.60
12	\$0.00	\$0.00	\$0.00	\$96.30	\$98.95	\$101.60	\$104.17
13	\$0.00	\$0.00	\$0.00	\$0.00	\$101.60	\$104.17	\$106.81
14	\$0.00	\$0.00	\$0.00	\$0.00	\$101.60	\$104.17	\$106.81
15	\$0.00	\$0.00	\$0.00	\$0.00	\$101.60	\$104.17	\$106.81
16	\$0.00	\$0.00	\$0.00	\$0.00	\$104.17	\$106.81	\$109.44
17	\$0.00	\$0.00	\$0.00	\$0.00	\$104.17	\$106.81	\$109.44
18	\$0.00	\$0.00	\$0.00	\$0.00	\$104.17	\$106.81	\$109.44
19	\$0.00	\$0.00	\$0.00	\$0.00	\$106.81	\$109.44	\$112.08
20	\$0.00	\$0.00	\$0.00	\$0.00	\$106.81	\$109.44	\$112.08
21	\$0.00	\$0.00	\$0.00	\$0.00	\$106.81	\$109.44	\$112.08
22	\$0.00	\$0.00	\$0.00	\$0.00	\$109.44	\$112.08	\$114.67

The hourly rates reflect a 15.0% 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 11. 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
2020 - 2021 SALARY SCHEDULE
LECTURE INSTRUCTION FOR TEMPORARY (PART-TIME) FACULTY**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
STEP	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
1	\$73.25	\$76.25	\$79.22	\$82.22	\$85.18	\$88.14	\$91.12
2	\$73.25	\$76.25	\$79.22	\$82.22	\$85.18	\$88.14	\$91.12
3	\$73.25	\$76.25	\$79.22	\$82.22	\$85.18	\$88.14	\$91.12
4	\$76.25	\$79.22	\$82.22	\$85.18	\$88.14	\$91.12	\$94.07
5	\$79.22	\$82.22	\$85.18	\$88.14	\$91.12	\$94.07	\$97.05
6	\$82.22	\$85.18	\$88.14	\$91.12	\$94.07	\$97.05	\$100.03
7	\$85.17	\$88.14	\$91.12	\$94.07	\$97.05	\$100.03	\$103.03
8	\$88.14	\$91.12	\$94.07	\$97.05	\$100.03	\$103.03	\$105.96
9	\$91.13	\$94.07	\$97.05	\$100.03	\$103.03	\$105.96	\$108.94
10	\$0.00	\$97.05	\$100.03	\$103.03	\$105.96	\$108.94	\$111.94
11	\$0.00	\$0.00	\$103.03	\$105.96	\$108.94	\$111.94	\$114.94
12	\$0.00	\$0.00	\$0.00	\$108.94	\$111.94	\$114.94	\$117.85
13	\$0.00	\$0.00	\$0.00	\$0.00	\$114.94	\$117.85	\$120.83
14	\$0.00	\$0.00	\$0.00	\$0.00	\$114.94	\$117.85	\$120.83
15	\$0.00	\$0.00	\$0.00	\$0.00	\$114.94	\$117.85	\$120.83
16	\$0.00	\$0.00	\$0.00	\$0.00	\$117.85	\$120.83	\$123.81
17	\$0.00	\$0.00	\$0.00	\$0.00	\$117.85	\$120.83	\$123.81
18	\$0.00	\$0.00	\$0.00	\$0.00	\$117.85	\$120.83	\$123.81
19	\$0.00	\$0.00	\$0.00	\$0.00	\$120.83	\$123.81	\$126.80
20	\$0.00	\$0.00	\$0.00	\$0.00	\$120.83	\$123.81	\$126.80
21	\$0.00	\$0.00	\$0.00	\$0.00	\$120.83	\$123.81	\$126.80
22	\$0.00	\$0.00	\$0.00	\$0.00	\$123.81	\$126.80	\$129.73

The hourly rates reflect a 30.1% 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 11. 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
2020- 2021 SALARY SCHEDULE
OTHER ACADEMIC SERVICES, EXTENDED DAY PROGRAMS,**

	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
2020 - 2021 SALARY SCHEDULE
COUNSELING, LIBRARIAN, AND DISABILITIES SPECIALIST
FOR 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	\$45.46	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28
2	\$45.46	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28
3	\$45.46	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28
4	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28	\$61.53
5	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28	\$61.53	\$63.89
6	\$52.33	\$54.61	\$56.93	\$59.28	\$61.53	\$63.89	\$66.17
7	\$54.62	\$56.93	\$59.28	\$61.53	\$63.89	\$66.17	\$68.44
8	\$56.93	\$59.28	\$61.53	\$63.89	\$66.17	\$68.44	\$70.79
9	\$59.27	\$61.53	\$63.89	\$66.17	\$68.44	\$70.79	\$73.03
10	\$0.00	\$63.89	\$66.17	\$68.44	\$70.79	\$73.03	\$75.40
11	\$0.00	\$0.00	\$68.44	\$70.79	\$73.03	\$75.40	\$77.68
12	\$0.00	\$0.00	\$0.00	\$73.03	\$75.40	\$77.68	\$80.00
13	\$0.00	\$0.00	\$0.00	\$0.00	\$77.68	\$80.00	\$82.27
14	\$0.00	\$0.00	\$0.00	\$0.00	\$77.68	\$80.00	\$82.27
15	\$0.00	\$0.00	\$0.00	\$0.00	\$77.68	\$80.00	\$82.27
16	\$0.00	\$0.00	\$0.00	\$0.00	\$80.00	\$82.27	\$84.62
17	\$0.00	\$0.00	\$0.00	\$0.00	\$80.00	\$82.27	\$84.62
18	\$0.00	\$0.00	\$0.00	\$0.00	\$80.00	\$82.27	\$84.62
19	\$0.00	\$0.00	\$0.00	\$0.00	\$82.27	\$84.62	\$86.84
20	\$0.00	\$0.00	\$0.00	\$0.00	\$82.27	\$84.62	\$86.84
21	\$0.00	\$0.00	\$0.00	\$0.00	\$82.27	\$84.62	\$86.84
22	\$0.00	\$0.00	\$0.00	\$0.00	\$84.62	\$86.84	\$89.07

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 11. 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
2020 - 2021 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

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

**Contra Costa Community College District
2020 - 2021 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
2020 - 2021 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
2020 - 2021 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	\$12,944
	Golf - Head Coach	
	Badminton - Head Coach	
2	Cross Country - Head Coach	\$13,923
	Water Polo - Head Coach	
3	Volleyball - Head Coach	\$15,025
	Wrestling - Head Coach	
	Tennis - Head Coach	
	Soccer - Head Coach	
4	Swimming and Diving - Head Coach	\$16,096
	Football - Associate Coach	
	Track and Field - Associate Coach	
5	Baseball - Head Coach	\$19,324
	Basketball - Head Coach	
	Football - Head Coach	
	Softball - Head Coach	
	Track and Field - Head Coach	

Contra Costa Community College District 2020 - 2021 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	\$26.27	\$4,554	\$54,648	\$27.60	\$4,785	\$57,420	\$29.00	\$5,027	\$60,324	\$30.47	\$5,282	\$63,384	\$32.02	\$5,549	\$66,588
56	\$26.93	\$4,668	\$56,016	\$28.30	\$4,905	\$58,860	\$29.73	\$5,153	\$61,836	\$31.23	\$5,414	\$64,968	\$32.82	\$5,689	\$68,268
57	\$27.60	\$4,785	\$57,420	\$29.00	\$5,027	\$60,324	\$30.47	\$5,282	\$63,384	\$32.02	\$5,549	\$66,588	\$33.64	\$5,830	\$69,960
58	\$28.30	\$4,905	\$58,860	\$29.73	\$5,153	\$61,836	\$31.23	\$5,414	\$64,968	\$32.82	\$5,689	\$68,268	\$34.48	\$5,976	\$71,712
59	\$29.00	\$5,027	\$60,324	\$30.47	\$5,282	\$63,384	\$32.02	\$5,549	\$66,588	\$33.64	\$5,830	\$69,960	\$35.34	\$6,126	\$73,512
60	\$29.73	\$5,153	\$61,836	\$31.23	\$5,414	\$64,968	\$32.82	\$5,689	\$68,268	\$34.48	\$5,976	\$71,712	\$36.23	\$6,280	\$75,360
61	\$30.47	\$5,282	\$63,384	\$32.02	\$5,549	\$66,588	\$33.64	\$5,830	\$69,960	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244
62	\$31.23	\$5,414	\$64,968	\$32.82	\$5,689	\$68,268	\$34.48	\$5,976	\$71,712	\$36.23	\$6,280	\$75,360	\$38.07	\$6,599	\$79,188
63	\$32.02	\$5,549	\$66,588	\$33.64	\$5,830	\$69,960	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244	\$39.03	\$6,764	\$81,168
64	\$32.82	\$5,689	\$68,268	\$34.48	\$5,976	\$71,712	\$36.23	\$6,280	\$75,360	\$38.07	\$6,599	\$79,188	\$40.00	\$6,934	\$83,208
65	\$33.64	\$5,830	\$69,960	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284
66	\$34.48	\$5,976	\$71,712	\$36.23	\$6,280	\$75,360	\$38.07	\$6,599	\$79,188	\$40.00	\$6,934	\$83,208	\$42.02	\$7,284	\$87,408
67	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.07	\$7,466	\$89,592
68	\$36.23	\$6,280	\$75,360	\$38.07	\$6,599	\$79,188	\$40.00	\$6,934	\$83,208	\$42.02	\$7,284	\$87,408	\$44.15	\$7,652	\$91,824
69	\$37.14	\$6,437	\$77,244	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.07	\$7,466	\$89,592	\$45.25	\$7,844	\$94,128
70	\$38.07	\$6,599	\$79,188	\$40.00	\$6,934	\$83,208	\$42.02	\$7,284	\$87,408	\$44.15	\$7,652	\$91,824	\$46.39	\$8,040	\$96,480
71	\$39.03	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.07	\$7,466	\$89,592	\$45.25	\$7,844	\$94,128	\$47.55	\$8,241	\$98,892
72	\$40.00	\$6,934	\$83,208	\$42.02	\$7,284	\$87,408	\$44.15	\$7,652	\$91,824	\$46.39	\$8,040	\$96,480	\$48.73	\$8,447	\$101,364
73	\$41.00	\$7,107	\$85,284	\$43.07	\$7,466	\$89,592	\$45.25	\$7,844	\$94,128	\$47.55	\$8,241	\$98,892	\$49.95	\$8,658	\$103,896
74	\$42.02	\$7,284	\$87,408	\$44.15	\$7,652	\$91,824	\$46.39	\$8,040	\$96,480	\$48.73	\$8,447	\$101,364	\$51.20	\$8,874	\$106,488
75	\$43.07	\$7,466	\$89,592	\$45.25	\$7,844	\$94,128	\$47.55	\$8,241	\$98,892	\$49.95	\$8,658	\$103,896	\$52.47	\$9,095	\$109,140
76	\$44.15	\$7,652	\$91,824	\$46.39	\$8,040	\$96,480	\$48.73	\$8,447	\$101,364	\$51.20	\$8,874	\$106,488	\$53.79	\$9,323	\$111,876
77	\$45.25	\$7,844	\$94,128	\$47.55	\$8,241	\$98,892	\$49.95	\$8,658	\$103,896	\$52.47	\$9,095	\$109,140	\$55.13	\$9,556	\$114,672
78	\$46.39	\$8,040	\$96,480	\$48.73	\$8,447	\$101,364	\$51.20	\$8,874	\$106,488	\$53.79	\$9,323	\$111,876	\$56.51	\$9,795	\$117,540
79	\$47.55	\$8,241	\$98,892	\$49.95	\$8,658	\$103,896	\$52.47	\$9,095	\$109,140	\$55.13	\$9,556	\$114,672	\$57.92	\$10,040	\$120,480
80	\$48.73	\$8,447	\$101,364	\$51.20	\$8,874	\$106,488	\$53.79	\$9,323	\$111,876	\$56.51	\$9,795	\$117,540	\$59.37	\$10,291	\$123,492
81	\$49.95	\$8,658	\$103,896	\$52.47	\$9,095	\$109,140	\$55.13	\$9,556	\$114,672	\$57.92	\$10,040	\$120,480	\$60.86	\$10,549	\$126,588
82	\$51.20	\$8,874	\$106,488	\$53.79	\$9,323	\$111,876	\$56.51	\$9,795	\$117,540	\$59.37	\$10,291	\$123,492	\$62.38	\$10,813	\$129,756
83	\$52.47	\$9,095	\$109,140	\$55.13	\$9,556	\$114,672	\$57.92	\$10,040	\$120,480	\$60.86	\$10,549	\$126,588	\$63.95	\$11,084	\$133,008
84	\$53.79	\$9,323	\$111,876	\$56.51	\$9,795	\$117,540	\$59.37	\$10,291	\$123,492	\$62.38	\$10,813	\$129,756	\$65.55	\$11,361	\$136,332
85	\$55.13	\$9,556	\$114,672	\$57.92	\$10,040	\$120,480	\$60.86	\$10,549	\$126,588	\$63.95	\$11,084	\$133,008	\$67.19	\$11,645	\$139,740
86	\$56.51	\$9,795	\$117,540	\$59.37	\$10,291	\$123,492	\$62.38	\$10,813	\$129,756	\$65.55	\$11,361	\$136,332	\$68.87	\$11,937	\$143,244
87	\$57.92	\$10,040	\$120,480	\$60.86	\$10,549	\$126,588	\$63.95	\$11,084	\$133,008	\$67.19	\$11,645	\$139,740	\$70.59	\$12,235	\$146,820
88	\$59.37	\$10,291	\$123,492	\$62.38	\$10,813	\$129,756	\$65.55	\$11,361	\$136,332	\$68.87	\$11,937	\$143,244	\$72.36	\$12,541	\$150,492
89	\$60.86	\$10,549	\$126,588	\$63.95	\$11,084	\$133,008	\$67.19	\$11,645	\$139,740	\$70.59	\$12,235	\$146,820	\$74.17	\$12,855	\$154,260
90	\$62.38	\$10,813	\$129,756	\$65.55	\$11,361	\$136,332	\$68.87	\$11,937	\$143,244	\$72.36	\$12,541	\$150,492	\$76.02	\$13,177	\$158,124

*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 2020 - 2021

CLASSIFICATION	RANGE	SALARY		
Accounting Services Supervisor	77	\$7,844	-	\$9,556
Bookstore Supervisor	68	\$6,280	-	\$7,652
Business Services Supervisor	77	\$7,844	-	\$9,556
Cashier's Office Supervisor	68	\$6,280	-	\$7,652
Computer and Network Services Supervisor *	76	\$7,652	-	\$9,323
Counseling Office Supervisor	68	\$6,280	-	\$7,652
Executive Coordinator ***	73	\$7,107	-	\$8,658
Financial Aid Supervisor	77	\$7,844	-	\$9,556
Office of Instruction Supervisor	76	\$7,652	-	\$9,323
Payroll Services Supervisor	68	\$6,280	-	\$7,652
Police Services Sergeant	71	\$6,764	-	\$8,241
Principal Accountant *	74	\$7,284	-	\$8,874
Principal Executive Coordinator **	81	\$8,658	-	\$10,549
Principal Payroll Technician**	67	\$6,126	-	\$7,466
Principal Web Administrator *	81	\$8,658	-	\$10,549
Registrar	77	\$7,844	-	\$9,556
Senior Executive Coordinator **	75	\$7,466	-	\$9,095

* Exempt Position

** Exempt Confidential Position

*** Non-Exempt Confidential Position

**Contra Costa Community College District
2020 - 2021 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	\$26.00	\$4,507	\$54,084	\$27.33	\$4,737	\$56,844	\$28.71	\$4,976	\$59,712	\$30.17	\$5,229	\$62,748	\$31.69	\$5,493	\$65,916
55	\$26.66	\$4,621	\$55,452	\$28.01	\$4,855	\$58,260	\$29.43	\$5,101	\$61,212	\$30.92	\$5,359	\$64,308	\$32.48	\$5,630	\$67,560
56	\$27.33	\$4,737	\$56,844	\$28.71	\$4,976	\$59,712	\$30.17	\$5,229	\$62,748	\$31.69	\$5,493	\$65,916	\$33.29	\$5,771	\$69,252
57	\$28.01	\$4,855	\$58,260	\$29.43	\$5,101	\$61,212	\$30.92	\$5,359	\$64,308	\$32.48	\$5,630	\$67,560	\$34.13	\$5,915	\$70,980
58	\$28.71	\$4,976	\$59,712	\$30.17	\$5,229	\$62,748	\$31.69	\$5,493	\$65,916	\$33.29	\$5,771	\$69,252	\$34.98	\$6,064	\$72,768
59	\$29.43	\$5,101	\$61,212	\$30.92	\$5,359	\$64,308	\$32.48	\$5,630	\$67,560	\$34.13	\$5,915	\$70,980	\$35.85	\$6,215	\$74,580
60	\$30.17	\$5,229	\$62,748	\$31.69	\$5,493	\$65,916	\$33.29	\$5,771	\$69,252	\$34.98	\$6,064	\$72,768	\$36.75	\$6,370	\$76,440
61	\$30.92	\$5,359	\$64,308	\$32.48	\$5,630	\$67,560	\$34.13	\$5,915	\$70,980	\$35.85	\$6,215	\$74,580	\$37.67	\$6,529	\$78,348
62	\$31.69	\$5,493	\$65,916	\$33.29	\$5,771	\$69,252	\$34.98	\$6,064	\$72,768	\$36.75	\$6,370	\$76,440	\$38.60	\$6,691	\$80,292
63	\$32.48	\$5,630	\$67,560	\$34.13	\$5,915	\$70,980	\$35.85	\$6,215	\$74,580	\$37.67	\$6,529	\$78,348	\$39.57	\$6,858	\$82,296
64	\$33.29	\$5,771	\$69,252	\$34.98	\$6,064	\$72,768	\$36.75	\$6,370	\$76,440	\$38.60	\$6,691	\$80,292	\$40.56	\$7,030	\$84,360
65	\$34.13	\$5,915	\$70,980	\$35.85	\$6,215	\$74,580	\$37.67	\$6,529	\$78,348	\$39.57	\$6,858	\$82,296	\$41.57	\$7,206	\$86,472
66	\$34.98	\$6,064	\$72,768	\$36.75	\$6,370	\$76,440	\$38.60	\$6,691	\$80,292	\$40.56	\$7,030	\$84,360	\$42.61	\$7,385	\$88,620
67	\$35.85	\$6,215	\$74,580	\$37.67	\$6,529	\$78,348	\$39.57	\$6,858	\$82,296	\$41.57	\$7,206	\$86,472	\$43.68	\$7,570	\$90,840
68	\$36.75	\$6,370	\$76,440	\$38.60	\$6,691	\$80,292	\$40.56	\$7,030	\$84,360	\$42.61	\$7,385	\$88,620	\$44.77	\$7,759	\$93,108
69	\$37.67	\$6,529	\$78,348	\$39.57	\$6,858	\$82,296	\$41.57	\$7,206	\$86,472	\$43.68	\$7,570	\$90,840	\$45.88	\$7,953	\$95,436
70	\$38.60	\$6,691	\$80,292	\$40.56	\$7,030	\$84,360	\$42.61	\$7,385	\$88,620	\$44.77	\$7,759	\$93,108	\$47.03	\$8,152	\$97,824
71	\$39.57	\$6,858	\$82,296	\$41.57	\$7,206	\$86,472	\$43.68	\$7,570	\$90,840	\$45.88	\$7,953	\$95,436	\$48.21	\$8,357	\$100,284
72	\$40.56	\$7,030	\$84,360	\$42.61	\$7,385	\$88,620	\$44.77	\$7,759	\$93,108	\$47.03	\$8,152	\$97,824	\$49.42	\$8,565	\$102,780
73	\$41.57	\$7,206	\$86,472	\$43.68	\$7,570	\$90,840	\$45.88	\$7,953	\$95,436	\$48.21	\$8,357	\$100,284	\$50.65	\$8,779	\$105,348
74	\$42.61	\$7,385	\$88,620	\$44.77	\$7,759	\$93,108	\$47.03	\$8,152	\$97,824	\$49.42	\$8,565	\$102,780	\$51.92	\$8,999	\$107,988
75	\$43.68	\$7,570	\$90,840	\$45.88	\$7,953	\$95,436	\$48.21	\$8,357	\$100,284	\$50.65	\$8,779	\$105,348	\$53.22	\$9,224	\$110,688
76	\$44.77	\$7,759	\$93,108	\$47.03	\$8,152	\$97,824	\$49.42	\$8,565	\$102,780	\$51.92	\$8,999	\$107,988	\$54.55	\$9,455	\$113,460
77	\$45.88	\$7,953	\$95,436	\$48.21	\$8,357	\$100,284	\$50.65	\$8,779	\$105,348	\$53.22	\$9,224	\$110,688	\$55.92	\$9,692	\$116,304
78	\$47.03	\$8,152	\$97,824	\$49.42	\$8,565	\$102,780	\$51.92	\$8,999	\$107,988	\$54.55	\$9,455	\$113,460	\$57.31	\$9,934	\$119,208
79	\$48.21	\$8,357	\$100,284	\$50.65	\$8,779	\$105,348	\$53.22	\$9,224	\$110,688	\$55.92	\$9,692	\$116,304	\$58.75	\$10,183	\$122,196
80	\$49.42	\$8,565	\$102,780	\$51.92	\$8,999	\$107,988	\$54.55	\$9,455	\$113,460	\$57.31	\$9,934	\$119,208	\$60.21	\$10,437	\$125,244
81	\$50.65	\$8,779	\$105,348	\$53.22	\$9,224	\$110,688	\$55.92	\$9,692	\$116,304	\$58.75	\$10,183	\$122,196	\$61.72	\$10,698	\$128,376

*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 2020 - 2021

CLASSIFICATION	RANGE	SALARY
Administrative Assistant	56	\$4,737 - \$5,771
Administrative Project Coordinator	81	\$8,779 - \$10,698
Benefits Analyst	74	\$7,385 - \$8,999
Executive Assistant	61	\$5,359 - \$6,529
Executive Coordinator	73	\$7,206 - \$8,779
Human Resources Generalist	61	\$5,359 - \$6,529
Human Resources Specialist	68	\$6,370 - \$7,759
Human Resources Staff Assistant	56	\$4,737 - \$5,771
Human Resources Technician	61	\$5,359 - \$6,529
Payroll Coordinator	65	\$5,915 - \$7,206
Recruitment and Classification Analyst	74	\$7,385 - \$8,999
Senior Administrative Assistant	58	\$4,976 - \$6,064
Senior Executive Assistant	65	\$5,915 - \$7,206

Contra Costa Community College District CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES FISCAL YEAR 2020 - 2021				
CLASSIFICATION	RANGE	SALARY		
Academic Scheduling Specialist	60	\$4,847	-	\$5,906
Account Clerk	53	\$4,079	-	\$4,969
Account Clerk, Lead	57	\$4,502	-	\$5,484
Accountant	60	\$4,847	-	\$5,906
Accountant, Senior	68	\$5,906	-	\$7,194
Accounting Specialist	57	\$4,502	-	\$5,484
Administrative Assistant I	50	\$3,788	-	\$4,614
Administrative Assistant II	52	\$3,980	-	\$4,847
Administrative Assistant III	56	\$4,392	-	\$5,351
Administrative Assistant, Senior	58	\$4,614	-	\$5,622
Admissions/Records Assistant I	45	\$3,348	-	\$4,079
Admissions/Records Assistant II	49	\$3,695	-	\$4,502
Admissions/Records Assistant, Lead	58	\$4,614	-	\$5,622
Admissions/Records Assistant, Senior	53	\$4,079	-	\$4,969
Alternative Media Specialist	56	\$4,392	-	\$5,351
Applications Support Analyst	69	\$6,054	-	\$7,373
Applications Support Analyst, Senior	73	\$6,681	-	\$8,138
Assessment Center Coordinator	62	\$5,093	-	\$6,205
Assessment Center Technician	52	\$3,980	-	\$4,847
Athletic Equipment Coordinator	56	\$4,392	-	\$5,351
Athletic Facilities Assistant	48	\$3,605	-	\$4,392
Athletic Trainer	60	\$4,847	-	\$5,906
Audio Technician	57	\$4,502	-	\$5,484
Book Buyer	52	\$3,980	-	\$4,847
Bookstore Operations Assistant	53	\$4,079	-	\$4,969
Bookstore Operations Coordinator	56	\$4,392	-	\$5,351
Bookstore Service Clerk	45	\$3,348	-	\$4,079
Bookstore Supply Buyer	48	\$3,605	-	\$4,392
Budget Coordinator	78	\$7,557	-	\$9,209
Building Maintenance Worker	64	\$5,351	-	\$6,518
Buyer	58	\$4,614	-	\$5,622
Buyer, Assistant	56	\$4,392	-	\$5,351
Buyer, Senior	62	\$5,093	-	\$6,205
Campus Facilities Assistant	50	\$3,788	-	\$4,614
College Human Resources Assistant	58	\$4,614	-	\$5,622
College International Education Coordinator	64	\$5,351	-	\$6,518
College Payroll Technician	53	\$4,079	-	\$4,969
Computer and Network Specialist	72	\$6,518	-	\$7,939
Computer and Network Specialist, Senior	74	\$6,847	-	\$8,341
Computer and Network Technician	65	\$5,484	-	\$6,681
Computer Laboratory Coordinator	56	\$4,392	-	\$5,351
Computer Laboratory Coordinator, Senior	62	\$5,093	-	\$6,205
Computer Technician	56	\$4,392	-	\$5,351
Cook	42	\$3,108	-	\$3,788
Courier	51	\$3,883	-	\$4,729
Custodian I	44	\$3,266	-	\$3,980
Custodian II	46	\$3,431	-	\$4,181
Custodian, Lead	50	\$3,788	-	\$4,614
Database Administrator	75	\$7,018	-	\$8,550
Database Administrator, Senior	77	\$7,373	-	\$8,984
Disabled Students Programs and Services Aide	50	\$3,788	-	\$4,614
Disabled Students Programs and Services Assistant	54	\$4,181	-	\$5,093
Disabled Students Programs and Services Coordinator	62	\$5,093	-	\$6,205
Disabled Students Programs and Services Math Technician	54	\$4,181	-	\$5,093
District Payroll Clerk	53	\$4,079	-	\$4,969
District Payroll Specialist	60	\$4,847	-	\$5,906
District Payroll Technician	56	\$4,392	-	\$5,351
Early Childhood Education Assistant	41	\$3,033	-	\$3,695
Early Childhood Education Specialist	58	\$4,614	-	\$5,622

Contra Costa Community College District CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES FISCAL YEAR 2020 - 2021				
CLASSIFICATION	RANGE	SALARY		
Electronics Technician	57	\$4,502	-	\$5,484
Employee Benefits Specialist	62	\$5,093	-	\$6,205
Employee Retirement Specialist	62	\$5,093	-	\$6,205
Equipment Maintenance Worker	60	\$4,847	-	\$5,906
Equipment Maintenance Worker, Senior	64	\$5,351	-	\$6,518
Facilities and Drafting Technician	61	\$4,969	-	\$6,054
Facilities Project Controls Specialist	65	\$5,484	-	\$6,681
Financial Aid Assistant I	49	\$3,695	-	\$4,502
Financial Aid Assistant II	53	\$4,079	-	\$4,969
Financial Aid Scholarship Program Specialist	56	\$4,392	-	\$5,351
Financial Aid Specialist	56	\$4,392	-	\$5,351
Financial Aid Specialist, Lead	62	\$5,093	-	\$6,205
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$5,762	-	\$7,018
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$5,351	-	\$6,518
Fiscal Operations Specialist	76	\$7,194	-	\$8,764
Food Services Coordinator	53	\$4,079	-	\$4,969
Graphic Design Specialist	66	\$5,622	-	\$6,847
Grounds Worker I	49	\$3,695	-	\$4,502
Grounds Worker II	53	\$4,079	-	\$4,969
Grounds Worker, Lead	61	\$4,969	-	\$6,054
Help Desk Technician	60	\$4,847	-	\$5,906
Instructional Aide	27	\$2,144	-	\$2,615
Instructional Assistant	52	\$3,980	-	\$4,847
Inventory and Receiving Clerk	51	\$3,883	-	\$4,729
Inventory and Receiving Clerk, Senior	53	\$4,079	-	\$4,969
Laboratory Coordinator	56	\$4,392	-	\$5,351
Laboratory Coordinator, Senior	65	\$5,484	-	\$6,681
Library Assistant	48	\$3,605	-	\$4,392
Library Technician	48	\$3,605	-	\$4,392
Library Technician, Senior	52	\$3,980	-	\$4,847
Maintenance Mechanic	65	\$5,484	-	\$6,681
Maintenance Mechanic, Lead	69	\$6,054	-	\$7,373
Marketing and Communications Coordinator	66	\$5,622	-	\$6,847
Math Laboratory Coordinator	56	\$4,392	-	\$5,351
Math Laboratory Coordinator, Senior	65	\$5,484	-	\$6,681
Media Services Coordinator	58	\$4,614	-	\$5,622
Media Services Specialist	54	\$4,181	-	\$5,093
Media Services Technician	50	\$3,788	-	\$4,614
Music Laboratory Coordinator	56	\$4,392	-	\$5,351
Music Laboratory Coordinator, Senior	65	\$5,484	-	\$6,681
Office Assistant I	42	\$3,108	-	\$3,788
Office Assistant II	46	\$3,431	-	\$4,181
Parking Services Officer	46	\$3,431	-	\$4,181
Parking Services Officer, Senior	55	\$4,285	-	\$5,220
Police Services Assistant/Dispatcher	50	\$3,788	-	\$4,614
Police Services Officer	64	\$5,351	-	\$6,518
Police Services Officer Trainee	55	\$4,285	-	\$5,220
Program Assistant	52	\$3,980	-	\$4,847
Program Coordinator	62	\$5,093	-	\$6,205
Program Coordinator, Senior	65	\$5,484	-	\$6,681
Programmer/Analyst, Senior	73	\$6,681	-	\$8,138
Reprographics Production Coordinator	56	\$4,392	-	\$5,351
Reprographics Production Coordinator, Senior	65	\$5,484	-	\$6,681
Reprographics Technician	48	\$3,605	-	\$4,392
Reprographics Technician, Senior	52	\$3,980	-	\$4,847
Research Analyst	68	\$5,906	-	\$7,194
Research Analyst, Senior	72	\$6,518	-	\$7,939
Resource Specialist - Gateway Program	52	\$3,980	-	\$4,847
Satellite Center Coordinator	65	\$5,484	-	\$6,681

Contra Costa Community College District CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES FISCAL YEAR 2020 - 2021				
CLASSIFICATION	RANGE	SALARY		
Science Laboratory Technician	56	\$4,392	-	\$5,351
Science Laboratory Coordinator	62	\$5,093	-	\$6,205
Science Laboratory Coordinator, Senior	65	\$5,484	-	\$6,681
Systems Administrator, Senior	80	\$7,939	-	\$9,674
Technology Training and Development Coordinator	72	\$6,518	-	\$7,939
Theater Staging Specialist	59	\$4,729	-	\$5,762
Theatrical Costume Design Specialist	56	\$4,392	-	\$5,351
Transcript and Degree Audit Specialist	54	\$4,181	-	\$5,093
Vocational Equipment Assistant	51	\$3,883	-	\$4,729
Vocational Equipment Technician	56	\$4,392	-	\$5,351
Web Administrator	75	\$7,018	-	\$8,550
Web Administrator, Senior	78	\$7,557	-	\$9,209
Web Application Developer	60	\$4,847	-	\$5,906
Web Application Specialist	70	\$6,205	-	\$7,557
Web Applications Administrator, Senior	78	\$7,557	-	\$9,209

**Contra Costa Community College District
2020 - 2021 SALARY SCHEDULE
CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS**

CLASSIFICATION	RANGE	HOURLY RATE
Academic Scheduling Specialist	60	\$24.01
Account Clerk	53	\$20.18
Account Clerk, Lead	57	\$22.31
Accountant	60	\$24.01
Accountant, Senior	68	\$29.17
Accounting Specialist	57	\$22.31
Administrative Assistant I	50	\$18.81
Administrative Assistant II	52	\$19.75
Administrative Assistant III	56	\$21.76
Administrative Assistant, Senior	58	\$22.84
Admissions/Records Assistant I	45	\$16.66
Admissions/Records Assistant II	49	\$18.34
Admissions/Records Assistant, Lead	58	\$22.84
Admissions/Records Assistant, Senior	53	\$20.18
Alternative Media Specialist	56	\$21.76
Applications Support Analyst	69	\$29.93
Applications Support Analyst, Senior	73	\$32.98
Assessment Center Coordinator	62	\$25.17
Assessment Center Technician	52	\$19.75
Athletic Equipment Coordinator	56	\$21.76
Athletic Facilities Assistant	48	\$17.92
Athletic Trainer	60	\$24.01
Audio Technician	57	\$22.31
Book Buyer	52	\$19.75
Bookstore Operations Assistant	53	\$20.18
Bookstore Operations Coordinator	56	\$21.76
Bookstore Service Clerk	45	\$16.66
Bookstore Supply Buyer	48	\$17.92
Budget Coordinator	78	\$37.24
Building Maintenance Worker	64	\$26.42
Buyer	58	\$22.84
Buyer, Assistant	56	\$21.76
Buyer, Senior	62	\$25.17
Campus Facilities Assistant	50	\$18.81
Cashier	56	\$21.76
Classroom Tutor I	39	\$14.37
Classroom Tutor II	48	\$17.92
College Human Resources Assistant	58	\$22.84
College International Education Coordinator	64	\$26.42
College Payroll Technician	53	\$20.18
Computer and Network Specialist	72	\$32.14
Computer and Network Specialist, Senior	74	\$34.30
Computer and Network Technician	65	\$27.14
Computer Laboratory Coordinator	56	\$21.76
Computer Laboratory Coordinator, Senior	62	\$25.17
Computer Technician	56	\$21.76
Cook	42	\$15.46
Courier	51	\$19.27
Custodian I	44	\$16.24
Custodian II	46	\$17.04
Custodian, Lead	50	\$18.81
Database Administrator	75	\$34.64
Database Administrator, Senior	77	\$36.36
Disabled Students Programs and Services Aide	50	\$18.81
Disabled Students Programs and Services Assistant	54	\$20.72
Disabled Students Programs and Services Coordinator	62	\$25.17
Disabled Students Programs and Services Math Technician	54	\$20.72
District Payroll Clerk	53	\$20.18
District Payroll Specialist	60	\$24.01

**Contra Costa Community College District
2020 - 2021 SALARY SCHEDULE
CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS**

CLASSIFICATION	RANGE	HOURLY RATE
District Payroll Technician	56	\$21.76
Early Childhood Education Assistant	41	\$15.12
Early Childhood Education Specialist	58	\$22.84
Electronics Technician	57	\$22.31
Employee Benefits Specialist	62	\$25.17
Employee Retirement Specialist	62	\$25.17
Equipment Maintenance Worker	60	\$24.01
Equipment Maintenance Worker, Senior	64	\$26.42
Facilities and Drafting Technician	61	\$24.62
Facilities Project Controls Specialist	65	\$27.14
Financial Aid Assistant I	49	\$18.34
Financial Aid Assistant II	53	\$20.18
Financial Aid Scholarship Program Specialist	56	\$21.76
Financial Aid Specialist	56	\$21.76
Financial Aid Specialist, Lead	62	\$25.17
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$28.49
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$26.42
Fiscal Operations Specialist	76	\$35.46
Food Services Assistant	35	\$13.06
Food Services Coordinator	53	\$20.18
General Office Clerk	38	\$14.05
Graphic Design Specialist	66	\$27.76
Grounds Worker I	49	\$18.34
Grounds Worker II	53	\$20.18
Grounds Worker, Lead	61	\$24.62
Help Desk Technician	60	\$24.01
Instructional Aide	27	\$13.00
Instructional Assistant	52	\$19.75
Inventory and Receiving Clerk	51	\$19.27
Inventory and Receiving Clerk, Senior	53	\$20.18
Laboratory Coordinator	56	\$21.76
Laboratory Coordinator, Senior	65	\$27.14
Library Assistant	48	\$17.92
Library Technician	48	\$17.92
Library Technician, Senior	52	\$19.75
Maintenance Mechanic	65	\$27.14
Maintenance Mechanic, Lead	69	\$29.93
Marketing and Communications Coordinator	66	\$27.76
Math Laboratory Coordinator	56	\$21.76
Math Laboratory Coordinator, Senior	65	\$27.14
Media Services Coordinator	58	\$22.84
Media Services Specialist	54	\$20.72
Media Services Technician	50	\$18.81
Music Laboratory Coordinator	56	\$21.76
Music Laboratory Coordinator, Senior	65	\$27.14
Office Assistant I	42	\$15.46
Office Assistant II	46	\$17.04
Parking Services Officer	46	\$17.04
Parking Services Officer, Senior	55	\$21.23
Police Services Assistant/Dispatcher	50	\$18.81
Police Services Officer	64	\$26.42
Police Services Officer Trainee	55	\$21.23
Program Assistant	52	\$19.75
Program Coordinator	62	\$25.17
Program Coordinator, Senior	65	\$27.14
Programmer/Analyst, Senior	73	\$32.98
Reprographics Production Coordinator	56	\$21.76
Reprographics Production Coordinator, Senior	65	\$27.14
Reprographics Technician	48	\$17.92

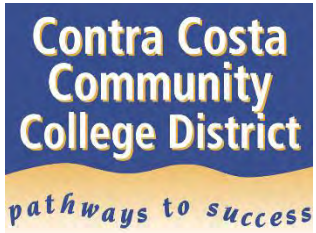
Contra Costa Community College District 2020 - 2021 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS		
CLASSIFICATION	RANGE	HOURLY RATE
Reprographics Technician, Senior	52	\$19.75
Research Analyst	68	\$29.17
Research Analyst, Senior	72	\$32.14
Resource Specialist - Gateway Program	52	\$19.75
Satellite Center Coordinator	65	\$27.14
Science Laboratory Technician	56	\$21.76
Science Laboratory Coordinator	62	\$25.17
Science Laboratory Coordinator, Senior	65	\$27.14
Systems Administrator, Senior	80	\$39.07
Technology Training and Development Coordinator	72	\$32.14
Theater Staging Specialist	59	\$23.45
Theatrical Costume Design Specialist	56	\$21.76
Transcript and Degree Audit Specialist	54	\$20.72
Vocational Equipment Assistant	51	\$19.27
Vocational Equipment Technician	56	\$21.76
Web Administrator	75	\$34.64
Web Administrator, Senior	78	\$37.24
Web Application Developer	60	\$24.01
Web Application Specialist	70	\$30.11
Web Applications Administrator, Senior	78	\$37.24

Contra Costa Community College District 2020 - 2021 SALARY SCHEDULE PROFESSIONAL EXPERT/RECREATION PROGRAM POSITIONS (EC 88003)		
CLASSIFICATION	RANGE	HOURLY RATE
<u>PART-TIME RECREATION PROGRAM ASSISTANTS</u>		
Swim Program Coordinator	910	\$20.09
Swim Program Head Instructor/Supervisor	920	\$13.80
Swim Program Instructor/Aide	925	\$13.00
Swim Program Instructor/Lifeguard	926	\$13.50
<u>PROFESSIONAL EXPERTS</u>		
Advanced Technical Expert	984	\$31.23
Athletic Program Assistant I	997	\$13.00
Athletic Program Assistant II	998	\$16.14
Athletic Program Assistant III	999	\$21.53
Athletic Program Assistant IV	1000	\$26.91
Athletic Program Assistant V	1001	\$32.29
Athletic Program Assistant VI	1002	\$37.67
Certified Interpreter	985	\$31.23
College for Kids Instructional Aide I	960	\$13.00
College for Kids Instructional Aide II	962	\$13.50
College Program Assistant I	1003	\$13.00
College Program Assistant II	1004	\$15.07
College Program Assistant III	1005	\$21.53
College Program Assistant IV	1006	\$26.91
College Program Assistant V	1007	\$37.67
College Program Assistant VI	1008	\$53.81
College Program Assistant VII	1009	\$80.72
College Program Assistant VIII	1010	\$107.63
Community Service Program Instructor I	970	\$24.99
Community Service Program Instructor II	971	\$32.79
Community Service Program Instructor III	972	\$40.60
Community Service Program Instructor IV	973	\$48.40
Community Service Program Instructor V	974	40% of fees
Community Service Program Instructor VI	975	50% of fees
Community Service Program Instructor VII	976	60% of fees
Interpreter I	986	\$18.77
Interpreter II	987	\$23.42
Interpreter III	988	\$28.09
Montessori I/Project Approach: Assistant Teacher	995	\$15.61
Montessori II/Project Approach: Teacher	987	\$23.42
Montessori III/Project Approach: Site Supervisor/Master Teacher	988	\$28.09
Professional Expert	989	\$46.84
Professional Specialist	990	\$39.02
Program Director	996	\$90.98
Project Coordinator I	991	\$62.43
Project Coordinator II	992	\$70.25
Project Director	993	\$78.05
Self-Funded/Fee Based Program Instructor I	977	\$24.99
Self-Funded/Fee Based Program Instructor II	978	\$32.79
Self-Funded/Fee Based Program Instructor III	979	\$40.60
Self-Funded/Fee Based Program Instructor IV	980	\$48.40
Self-Funded/Fee Based Program Instructor V	981	40% of fees
Self-Funded/Fee Based Program Instructor VI	982	50% of fees
Self-Funded/Fee Based Program Instructor VII	983	60% of fees
Technical Expert	994	\$23.42

**Contra Costa Community College District
2020 - 2021 SALARY SCHEDULE
STUDENT**

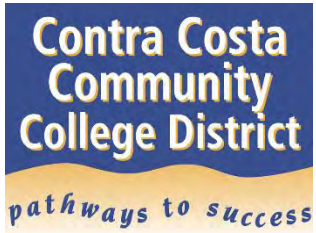
CLASSIFICATION	HOURLY RATE
Student Worker	\$13.00
Student Intern/Tutor	\$13.50
Police Aide Corporal	\$14.00

Contra Costa Community College District 2020 - 2021 SALARY SCHEDULE STIPENDS	
Faculty Evaluation Stipends *	Amount
Part-Time Evaluation	\$276.00
Peer Evaluation	\$367.00
Chair, Peer Evaluation	\$460.00
Probationary Evaluation	\$460.00
Chair, Probationary Evaluation	\$553.00
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

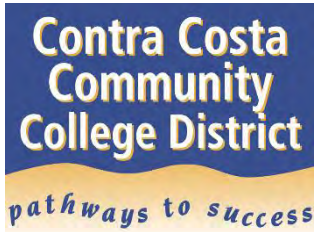
Title	Annual Salary	Contract Approved by Governing Board	Salary Amended: <i>Employee Evaluation in Closed Session</i>
Chancellor ¹	\$331,032	September 11, 2013	
Chancellor ²	\$300,000	December 14, 2016	
President (Contra Costa College)	\$247,968	March 23, 2016	June 22, 2016
President (Diablo Valley College)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

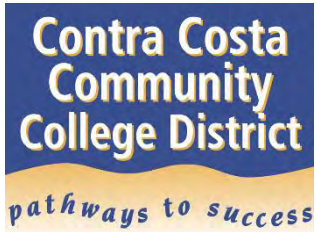


CONTRACT ADMINISTRATOR SALARIES FY 2017-18

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)	\$223,596 ¹	March 22, 2017	June 28, 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		