

**Contra Costa Community College District  
2022 - 2023 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	\$43.98	\$7,623	\$91,476	\$46.20	\$8,009	\$96,108	\$48.54	\$8,414	\$100,968	\$51.00	\$8,840	\$106,080	\$53.58	\$9,288	\$111,456
M2	\$46.20	\$8,009	\$96,108	\$48.54	\$8,414	\$100,968	\$51.00	\$8,840	\$106,080	\$53.58	\$9,288	\$111,456	\$56.29	\$9,758	\$117,096
M3	\$48.54	\$8,414	\$100,968	\$51.00	\$8,840	\$106,080	\$53.58	\$9,288	\$111,456	\$56.29	\$9,758	\$117,096	\$59.14	\$10,251	\$123,012
M4	\$51.00	\$8,840	\$106,080	\$53.58	\$9,288	\$111,456	\$56.29	\$9,758	\$117,096	\$59.14	\$10,251	\$123,012	\$62.14	\$10,770	\$129,240
M5	\$53.58	\$9,288	\$111,456	\$56.29	\$9,758	\$117,096	\$59.14	\$10,251	\$123,012	\$62.14	\$10,770	\$129,240	\$65.28	\$11,316	\$135,792
M6	\$56.29	\$9,758	\$117,096	\$59.14	\$10,251	\$123,012	\$62.14	\$10,770	\$129,240	\$65.28	\$11,316	\$135,792	\$68.59	\$11,888	\$142,656
M7	\$59.14	\$10,251	\$123,012	\$62.14	\$10,770	\$129,240	\$65.28	\$11,316	\$135,792	\$68.59	\$11,888	\$142,656	\$72.06	\$12,490	\$149,880
M8	\$62.14	\$10,770	\$129,240	\$65.28	\$11,316	\$135,792	\$68.59	\$11,888	\$142,656	\$72.06	\$12,490	\$149,880	\$75.71	\$13,122	\$157,464
M9	\$65.28	\$11,316	\$135,792	\$68.59	\$11,888	\$142,656	\$72.06	\$12,490	\$149,880	\$75.71	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444
M10	\$68.59	\$11,888	\$142,656	\$72.06	\$12,490	\$149,880	\$75.71	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444	\$83.57	\$14,486	\$173,832
M11	\$72.06	\$12,490	\$149,880	\$75.71	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444	\$83.57	\$14,486	\$173,832	\$87.80	\$15,219	\$182,628
M12	\$75.71	\$13,122	\$157,464	\$79.54	\$13,787	\$165,444	\$83.57	\$14,486	\$173,832	\$87.80	\$15,219	\$182,628	\$92.25	\$15,989	\$191,868
M13	\$79.54	\$13,787	\$165,444	\$83.57	\$14,486	\$173,832	\$87.80	\$15,219	\$182,628	\$92.25	\$15,989	\$191,868	\$96.92	\$16,798	\$201,576
M14	\$83.57	\$14,486	\$173,832	\$87.80	\$15,219	\$182,628	\$92.25	\$15,989	\$191,868	\$96.92	\$16,798	\$201,576	\$101.82	\$17,648	\$211,776
M15	\$87.80	\$15,219	\$182,628	\$92.25	\$15,989	\$191,868	\$96.92	\$16,798	\$201,576	\$101.82	\$17,648	\$211,776	\$106.97	\$18,542	\$222,504
M16	\$92.25	\$15,989	\$191,868	\$96.92	\$16,798	\$201,576	\$101.82	\$17,648	\$211,776	\$106.97	\$18,542	\$222,504	\$112.39	\$19,480	\$233,760
M17	\$96.92	\$16,798	\$201,576	\$101.82	\$17,648	\$211,776	\$106.97	\$18,542	\$222,504	\$112.39	\$19,480	\$233,760	\$118.08	\$20,466	\$245,592
M18	\$101.82	\$17,648	\$211,776	\$106.97	\$18,542	\$222,504	\$112.39	\$19,480	\$233,760	\$118.08	\$20,466	\$245,592	\$124.06	\$21,503	\$258,036
M19	\$106.97	\$18,542	\$222,504	\$112.39	\$19,480	\$233,760	\$118.08	\$20,466	\$245,592	\$124.06	\$21,503	\$258,036	\$130.33	\$22,591	\$271,092
M20	\$112.39	\$19,480	\$233,760	\$118.08	\$20,466	\$245,592	\$124.06	\$21,503	\$258,036	\$130.33	\$22,591	\$271,092	\$136.93	\$23,734	\$284,808

\*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 2022 - 2023**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>	
Academic/Student Services Manager *	M3	\$8,414	- \$10,251
Assistant Comptroller	M4	\$8,840	- \$10,770
Associate Chancellor	M10	\$11,888	- \$14,486
Associate Chief Facilities Planner	M11	\$12,490	- \$15,219
Associate Dean of Nursing and Allied Health*	M7	\$10,251	- \$12,490
Athletic Director *	M5	\$9,288	- \$11,316
Bond Budget Controls Manager	M2	\$8,009	- \$9,758
Buildings and Grounds Manager	M4	\$8,840	- \$10,770
Capital Projects Manager	M6	\$9,758	- \$11,888
Central Services Manager	M5	\$9,288	- \$11,316
Chief Accountant	M4	\$8,840	- \$10,770
College Bookstore Manager	M3	\$8,414	- \$10,251
Comptroller/Assistant Chief Financial Officer	M8	\$10,770	- \$13,122
Contract Manager	M3	\$8,414	- \$10,251
Custodial Manager	M2	\$8,009	- \$9,758
Dean of International Education*	M8	\$10,770	- \$13,122
Dean*	M8	\$10,770	- \$13,122
Director of Administrative Information Systems	M6	\$9,758	- \$11,888
Director of Admissions and Records *	M7	\$10,251	- \$12,490
Director of Admissions, Records and Relations with Schools *	M7	\$10,251	- \$12,490
Director of Business Services	M9	\$11,316	- \$13,787
Director of Communications and Community Relations	M9	\$11,316	- \$13,787
Director of Construction Operations	M9	\$11,316	- \$13,787
Director of Construction Program Controls	M8	\$10,770	- \$13,122
Director of District Finance Services	M9	\$11,316	- \$13,787
Director of District Research	M7	\$10,251	- \$12,490
Director of Early Childhood Laboratory School *	M4	\$8,840	- \$10,770
Director of Facilities and Construction	M9	\$11,316	- \$13,787
Director of Facilities Services	M9	\$11,316	- \$13,787
Director of Facilities Support	M7	\$10,251	- \$12,490
Director of Financial Aid	M6	\$9,758	- \$11,888
Director of Fiscal Services	M8	\$10,770	- \$13,122
Director of Human Resources	M10	\$11,888	- \$14,486
Director of Information Technology	M10	\$11,888	- \$14,486
Director of Instructional Support *	M6	\$9,758	- \$11,888
Director of Internal Audit Services	M6	\$9,758	- \$11,888
Director of International Education *	M8	\$10,770	- \$13,122
Director of Library Services *	M7	\$10,251	- \$12,490
Director of Maintenance and Operations	M7	\$10,251	- \$12,490
Director of Marketing and Communication	M3	\$8,414	- \$10,251
Director of Marketing and Media Design	M6	\$9,758	- \$11,888
Director of Payroll Services	M6	\$9,758	- \$11,888
Director of Public Safety and Related Programs *	M7	\$10,251	- \$12,490
Director of Purchasing and Contract Services	M8	\$10,770	- \$13,122
Director of Research Collaboration	M4	\$8,840	- \$10,770
Director of Risk Management	M7	\$10,251	- \$12,490
Director of Special Programs and Services *	M6	\$9,758	- \$11,888
Director of Student Programs and Services *	M7	\$10,251	- \$12,490
Director of Student Services *	M6	\$9,758	- \$11,888
District Design Director	M10	\$11,888	- \$14,486
District Financial Aid Director	M8	\$10,770	- \$13,122
Energy Manager	M4	\$8,840	- \$10,770
Executive Dean*	M10	\$11,888	- \$14,486
Executive Foundation Director	M10	\$11,888	- \$14,486
Facilities Project Manager	M5	\$9,288	- \$11,316
Fiscal Services Manager	M5	\$9,288	- \$11,316
Food Services Manager	M5	\$9,288	- \$11,316

**Contra Costa Community College District  
MANAGEMENT SALARY RANGES  
FISCAL YEAR 2022 - 2023**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>	
Foundation Advancement Director	M2	\$8,009	- \$9,758
Foundation Development Officer	M3	\$8,414	- \$10,251
Foundation Director	M6	\$9,758	- \$11,888
Human Resources Operations Manager	M7	\$10,251	- \$12,490
Human Resources Support Services Manager	M5	\$9,288	- \$11,316
Information Security Officer	M7	\$10,251	- \$12,490
Manager of Accounting Services	M4	\$8,840	- \$10,770
Manager of Disability Support Services*	M3	\$8,414	- \$10,251
Network Technology Manager	M7	\$10,251	- \$12,490
Program Manager	M3	\$8,414	- \$10,251
Satellite Business Services Manager	M5	\$9,288	- \$11,316
Senior Academic/Student Services Manager*	M4	\$8,840	- \$10,770
Senior Dean*	M9	\$11,316	- \$13,787
Senior Foundation Director	M7	\$10,251	- \$12,490
Special Assistant to the Chancellor *	M10	\$11,888	- \$14,486
Special Events Manager	M2	\$8,009	- \$9,758
Special Project Manager	M2	\$8,009	- \$9,758
Sports Medicine Program Manager	M3	\$8,414	- \$10,251
Technology Applications Manager	M6	\$9,758	- \$11,888
Technology Systems Manager	M5	\$9,288	- \$11,316
Vice President*	M11	\$12,490	- \$15,219
Vice President, Business and Administrative Services	M11	\$12,490	- \$15,219

\* Academic Position

**Contra Costa Community College District  
2022 - 2023 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	\$43.98	\$7,623	\$91,476	\$46.21	\$8,009	\$96,108	\$48.54	\$8,414	\$100,968	\$51.01	\$8,841	\$106,092	\$53.60	\$9,290	\$111,480
PM2	\$45.08	\$7,813	\$93,756	\$47.36	\$8,209	\$98,508	\$49.76	\$8,625	\$103,500	\$52.28	\$9,063	\$108,756	\$54.94	\$9,522	\$114,264
PM3	\$46.21	\$8,009	\$96,108	\$48.54	\$8,414	\$100,968	\$51.01	\$8,841	\$106,092	\$53.60	\$9,290	\$111,480	\$56.31	\$9,760	\$117,120
PM4	\$47.36	\$8,209	\$98,508	\$49.76	\$8,625	\$103,500	\$52.28	\$9,063	\$108,756	\$54.94	\$9,522	\$114,264	\$57.72	\$10,004	\$120,048
PM5	\$48.54	\$8,414	\$100,968	\$51.01	\$8,841	\$106,092	\$53.60	\$9,290	\$111,480	\$56.31	\$9,760	\$117,120	\$59.16	\$10,254	\$123,048
PM6	\$49.76	\$8,625	\$103,500	\$52.28	\$9,063	\$108,756	\$54.94	\$9,522	\$114,264	\$57.72	\$10,004	\$120,048	\$60.64	\$10,510	\$126,120
PM7	\$51.01	\$8,841	\$106,092	\$53.60	\$9,290	\$111,480	\$56.31	\$9,760	\$117,120	\$59.16	\$10,254	\$123,048	\$62.15	\$10,773	\$129,276
PM8	\$52.28	\$9,063	\$108,756	\$54.94	\$9,522	\$114,264	\$57.72	\$10,004	\$120,048	\$60.64	\$10,510	\$126,120	\$63.71	\$11,043	\$132,516
PM9	\$53.60	\$9,290	\$111,480	\$56.31	\$9,760	\$117,120	\$59.16	\$10,254	\$123,048	\$62.15	\$10,773	\$129,276	\$65.30	\$11,319	\$135,828
PM10	\$54.94	\$9,522	\$114,264	\$57.72	\$10,004	\$120,048	\$60.64	\$10,510	\$126,120	\$63.71	\$11,043	\$132,516	\$66.94	\$11,602	\$139,224
PM11	\$56.31	\$9,760	\$117,120	\$59.16	\$10,254	\$123,048	\$62.15	\$10,773	\$129,276	\$65.30	\$11,319	\$135,828	\$68.61	\$11,892	\$142,704
PM12	\$57.72	\$10,004	\$120,048	\$60.64	\$10,510	\$126,120	\$63.71	\$11,043	\$132,516	\$66.94	\$11,602	\$139,224	\$70.32	\$12,189	\$146,268
PM13	\$59.16	\$10,254	\$123,048	\$62.15	\$10,773	\$129,276	\$65.30	\$11,319	\$135,828	\$68.61	\$11,892	\$142,704	\$72.08	\$12,494	\$149,928
PM14	\$60.64	\$10,510	\$126,120	\$63.71	\$11,043	\$132,516	\$66.94	\$11,602	\$139,224	\$70.32	\$12,189	\$146,268	\$73.88	\$12,806	\$153,672
PM15	\$62.15	\$10,773	\$129,276	\$65.30	\$11,319	\$135,828	\$68.61	\$11,892	\$142,704	\$72.08	\$12,494	\$149,928	\$75.73	\$13,127	\$157,524
PM16	\$63.71	\$11,043	\$132,516	\$66.94	\$11,602	\$139,224	\$70.32	\$12,189	\$146,268	\$73.88	\$12,806	\$153,672	\$77.63	\$13,455	\$161,460
PM17	\$65.30	\$11,319	\$135,828	\$68.61	\$11,892	\$142,704	\$72.08	\$12,494	\$149,928	\$75.73	\$13,127	\$157,524	\$79.57	\$13,792	\$165,504
PM18	\$66.94	\$11,602	\$139,224	\$70.32	\$12,189	\$146,268	\$73.88	\$12,806	\$153,672	\$77.63	\$13,455	\$161,460	\$81.56	\$14,136	\$169,632
PM19	\$68.61	\$11,892	\$142,704	\$72.08	\$12,494	\$149,928	\$75.73	\$13,127	\$157,524	\$79.57	\$13,792	\$165,504	\$83.59	\$14,489	\$173,868
PM20	\$70.32	\$12,189	\$146,268	\$73.88	\$12,806	\$153,672	\$77.63	\$13,455	\$161,460	\$81.56	\$14,136	\$169,632	\$85.68	\$14,852	\$178,224

\*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 2022 - 2023**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>
Chief of Police	PM12	\$10,004 - \$12,189
Police Lieutenant	PM4	\$8,209 - \$10,004

**Contra Costa Community College District  
2022 - 2023 SALARY SCHEDULE  
FACULTY**

STEP	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
1	\$60,294	\$63,281	\$66,390	\$68,004	\$71,004	\$73,932	\$76,956
2	\$60,294	\$63,281	\$66,390	\$68,004	\$71,004	\$73,932	\$76,956
3	\$60,294	\$63,281	\$66,390	\$68,004	\$71,004	\$73,236	\$76,956
4	\$62,681	\$65,753	\$68,728	\$70,344	\$73,236	\$76,236	\$79,212
5	\$65,753	\$68,728	\$71,751	\$73,236	\$76,236	\$79,212	\$82,200
6	\$68,728	\$71,751	\$74,701	\$76,236	\$79,212	\$82,200	\$85,224
7	\$71,751	\$74,701	\$77,761	\$79,212	\$82,200	\$85,224	\$88,104
8	\$74,701	\$77,761	\$80,796	\$82,200	\$85,224	\$88,104	\$91,056
9	\$77,761	\$80,796	\$83,844	\$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  
2022 - 2023 SALARY SCHEDULE  
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	\$68.91	\$72.32	\$75.87	\$77.72	\$81.15	\$84.49	\$87.95
2	\$68.91	\$72.32	\$75.87	\$77.72	\$81.15	\$84.49	\$87.95
3	\$68.91	\$72.32	\$75.87	\$77.72	\$81.15	\$84.49	\$87.95
4	\$71.64	\$75.15	\$78.55	\$80.39	\$83.70	\$87.13	\$90.53
5	\$75.15	\$78.55	\$82.00	\$83.70	\$87.13	\$90.53	\$93.94
6	\$78.55	\$82.00	\$85.37	\$87.13	\$90.53	\$93.94	\$97.40
7	\$82.00	\$85.37	\$88.87	\$90.53	\$93.94	\$97.40	\$100.69
8	\$85.37	\$88.87	\$92.34	\$93.94	\$97.40	\$100.69	\$104.06
9	\$88.87	\$92.34	\$95.82	\$97.40	\$100.69	\$104.06	\$107.48
10	\$0	\$93.94	\$97.40	\$100.69	\$104.06	\$107.48	\$110.91
11	\$0	\$0	\$100.69	\$104.06	\$107.48	\$110.91	\$114.14
12	\$0	\$0	\$0	\$107.48	\$110.91	\$114.14	\$117.55
13	\$0	\$0	\$0	\$0	\$114.14	\$117.55	\$121.00
14	\$0	\$0	\$0	\$0	\$114.14	\$117.55	\$121.00
15	\$0	\$0	\$0	\$0	\$114.14	\$117.55	\$121.00
16	\$0	\$0	\$0	\$0	\$117.55	\$121.00	\$124.25
17	\$0	\$0	\$0	\$0	\$117.55	\$121.00	\$124.25
18	\$0	\$0	\$0	\$0	\$117.55	\$121.00	\$124.25
19	\$0	\$0	\$0	\$0	\$121.00	\$124.25	\$127.73
20	\$0	\$0	\$0	\$0	\$121.00	\$124.25	\$127.73
21	\$0	\$0	\$0	\$0	\$121.00	\$124.25	\$127.73
22	\$0	\$0	\$0	\$0	\$124.25	\$127.73	\$131.15

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  
2022 - 2023 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 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  
2022 - 2023 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 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  
2022 - 2023 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  
2022 - 2023 SALARY SCHEDULE  
COUNSELING, LIBRARIAN, AND DISABILITIES SPECIALIST  
FOR 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</b>	<b>BA+45</b>	<b>BA+60</b>	<b>BA+75</b>	<b>BA+90</b>
<b>STEP</b>			<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
							<b>DOCTORATE</b>
<b>1</b>	\$45.46	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28
<b>2</b>	\$45.46	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28
<b>3</b>	\$45.46	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28
<b>4</b>	\$47.74	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28	\$61.53
<b>5</b>	\$50.06	\$52.33	\$54.61	\$56.93	\$59.28	\$61.53	\$63.89
<b>6</b>	\$52.33	\$54.61	\$56.93	\$59.28	\$61.53	\$63.89	\$66.17
<b>7</b>	\$54.62	\$56.93	\$59.28	\$61.53	\$63.89	\$66.17	\$68.44
<b>8</b>	\$56.93	\$59.28	\$61.53	\$63.89	\$66.17	\$68.44	\$70.79
<b>9</b>	\$59.27	\$61.53	\$63.89	\$66.17	\$68.44	\$70.79	\$73.03
<b>10</b>	\$0.00	\$63.89	\$66.17	\$68.44	\$70.79	\$73.03	\$75.40
<b>11</b>	\$0.00	\$0.00	\$68.44	\$70.79	\$73.03	\$75.40	\$77.68
<b>12</b>	\$0.00	\$0.00	\$0.00	\$73.03	\$75.40	\$77.68	\$80.00
<b>13</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$77.68	\$80.00	\$82.27
<b>14</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$77.68	\$80.00	\$82.27
<b>15</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$77.68	\$80.00	\$82.27
<b>16</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$80.00	\$82.27	\$84.62
<b>17</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$80.00	\$82.27	\$84.62
<b>18</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$80.00	\$82.27	\$84.62
<b>19</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$82.27	\$84.62	\$86.84
<b>20</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$82.27	\$84.62	\$86.84
<b>21</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$82.27	\$84.62	\$86.84
<b>22</b>	\$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**  
**2022 - 2023 SALARY SCHEDULE**  
**ACADEMIC SPECIAL PROGRAMS**

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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  
2022 - 2023 SALARY SCHEDULE  
SUPERVISION OF COOPERATIVE VOCATIONAL EDUCATION STUDENTS**

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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  
2022 - 2023 SALARY SCHEDULE  
PERSONNEL RELATED SERVICES**

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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  
2022 - 2023 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	\$12,944
	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  
2022 - 2023 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	\$27.61	\$4,785	\$57,420	\$29.00	\$5,027	\$60,324	\$30.47	\$5,282	\$63,384	\$32.02	\$5,550	\$66,600	\$33.64	\$5,831	\$69,972
56	\$28.29	\$4,904	\$58,848	\$29.73	\$5,153	\$61,836	\$31.24	\$5,415	\$64,980	\$32.82	\$5,688	\$68,256	\$34.48	\$5,977	\$71,724
57	\$29.00	\$5,027	\$60,324	\$30.47	\$5,282	\$63,384	\$32.02	\$5,550	\$66,600	\$33.64	\$5,831	\$69,972	\$35.34	\$6,126	\$73,512
58	\$29.73	\$5,153	\$61,836	\$31.24	\$5,415	\$64,980	\$32.82	\$5,688	\$68,256	\$34.48	\$5,977	\$71,724	\$36.23	\$6,279	\$75,348
59	\$30.47	\$5,282	\$63,384	\$32.02	\$5,550	\$66,600	\$33.64	\$5,831	\$69,972	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244
60	\$31.24	\$5,415	\$64,980	\$32.82	\$5,688	\$68,256	\$34.48	\$5,977	\$71,724	\$36.23	\$6,279	\$75,348	\$38.07	\$6,598	\$79,176
61	\$32.02	\$5,550	\$66,600	\$33.64	\$5,831	\$69,972	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244	\$39.02	\$6,764	\$81,168
62	\$32.82	\$5,688	\$68,256	\$34.48	\$5,977	\$71,724	\$36.23	\$6,279	\$75,348	\$38.07	\$6,598	\$79,176	\$40.00	\$6,933	\$83,196
63	\$33.64	\$5,831	\$69,972	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244	\$39.02	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284
64	\$34.48	\$5,977	\$71,724	\$36.23	\$6,279	\$75,348	\$38.07	\$6,598	\$79,176	\$40.00	\$6,933	\$83,196	\$42.03	\$7,285	\$87,420
65	\$35.34	\$6,126	\$73,512	\$37.14	\$6,437	\$77,244	\$39.02	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604
66	\$36.23	\$6,279	\$75,348	\$38.07	\$6,598	\$79,176	\$40.00	\$6,933	\$83,196	\$42.03	\$7,285	\$87,420	\$44.15	\$7,653	\$91,836
67	\$37.14	\$6,437	\$77,244	\$39.02	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140
68	\$38.07	\$6,598	\$79,176	\$40.00	\$6,933	\$83,196	\$42.03	\$7,285	\$87,420	\$44.15	\$7,653	\$91,836	\$46.39	\$8,040	\$96,480
69	\$39.02	\$6,764	\$81,168	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904
70	\$40.00	\$6,933	\$83,196	\$42.03	\$7,285	\$87,420	\$44.15	\$7,653	\$91,836	\$46.39	\$8,040	\$96,480	\$48.74	\$8,448	\$101,376
71	\$41.00	\$7,107	\$85,284	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904	\$49.96	\$8,659	\$103,908
72	\$42.03	\$7,285	\$87,420	\$44.15	\$7,653	\$91,836	\$46.39	\$8,040	\$96,480	\$48.74	\$8,448	\$101,376	\$51.20	\$8,875	\$106,500
73	\$43.08	\$7,467	\$89,604	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904	\$49.96	\$8,659	\$103,908	\$52.48	\$9,097	\$109,164
74	\$44.15	\$7,653	\$91,836	\$46.39	\$8,040	\$96,480	\$48.74	\$8,448	\$101,376	\$51.20	\$8,875	\$106,500	\$53.79	\$9,324	\$111,888
75	\$45.26	\$7,845	\$94,140	\$47.55	\$8,242	\$98,904	\$49.96	\$8,659	\$103,908	\$52.48	\$9,097	\$109,164	\$55.13	\$9,557	\$114,684
76	\$46.39	\$8,040	\$96,480	\$48.74	\$8,448	\$101,376	\$51.20	\$8,875	\$106,500	\$53.79	\$9,324	\$111,888	\$56.52	\$9,796	\$117,552
77	\$47.55	\$8,242	\$98,904	\$49.96	\$8,659	\$103,908	\$52.48	\$9,097	\$109,164	\$55.13	\$9,557	\$114,684	\$57.93	\$10,041	\$120,492
78	\$48.74	\$8,448	\$101,376	\$51.20	\$8,875	\$106,500	\$53.79	\$9,324	\$111,888	\$56.52	\$9,796	\$117,552	\$59.37	\$10,291	\$123,492
79	\$49.96	\$8,659	\$103,908	\$52.48	\$9,097	\$109,164	\$55.13	\$9,557	\$114,684	\$57.93	\$10,041	\$120,492	\$60.86	\$10,549	\$126,588
80	\$51.20	\$8,875	\$106,500	\$53.79	\$9,324	\$111,888	\$56.52	\$9,796	\$117,552	\$59.37	\$10,291	\$123,492	\$62.38	\$10,813	\$129,756
81	\$52.48	\$9,097	\$109,164	\$55.13	\$9,557	\$114,684	\$57.93	\$10,041	\$120,492	\$60.86	\$10,549	\$126,588	\$63.94	\$11,084	\$133,008
82	\$53.79	\$9,324	\$111,888	\$56.52	\$9,796	\$117,552	\$59.37	\$10,291	\$123,492	\$62.38	\$10,813	\$129,756	\$65.55	\$11,361	\$136,332
83	\$55.13	\$9,557	\$114,684	\$57.93	\$10,041	\$120,492	\$60.86	\$10,549	\$126,588	\$63.94	\$11,084	\$133,008	\$67.19	\$11,646	\$139,752
84	\$56.52	\$9,796	\$117,552	\$59.37	\$10,291	\$123,492	\$62.38	\$10,813	\$129,756	\$65.55	\$11,361	\$136,332	\$68.87	\$11,937	\$143,244
85	\$57.93	\$10,041	\$120,492	\$60.86	\$10,549	\$126,588	\$63.94	\$11,084	\$133,008	\$67.19	\$11,646	\$139,752	\$70.59	\$12,236	\$146,832
86	\$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	\$12,542	\$150,504
87	\$60.86	\$10,549	\$126,588	\$63.94	\$11,084	\$133,008	\$67.19	\$11,646	\$139,752	\$70.59	\$12,236	\$146,832	\$74.17	\$12,856	\$154,272
88	\$62.38	\$10,813	\$129,756	\$65.55	\$11,361	\$136,332	\$68.87	\$11,937	\$143,244	\$72.36	\$12,542	\$150,504	\$76.02	\$13,177	\$158,124
89	\$63.94	\$11,084	\$133,008	\$67.19	\$11,646	\$139,752	\$70.59	\$12,236	\$146,832	\$74.17	\$12,856	\$154,272	\$77.93	\$13,507	\$162,084
90	\$65.55	\$11,361	\$136,332	\$68.87	\$11,937	\$143,244	\$72.36	\$12,542	\$150,504	\$76.02	\$13,177	\$158,124	\$79.87	\$13,845	\$166,140



**Contra Costa Community College District  
SUPERVISOR SALARY RANGES  
FISCAL YEAR 2022 - 2023**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>
Accounting Services Supervisor	77	\$8,242 - \$10,041
Bookstore Supervisor	68	\$6,598 - \$8,040
Business Services Supervisor	77	\$8,242 - \$10,041
Cashier's Office Supervisor	68	\$6,598 - \$8,040
Computer and Network Services Supervisor *	76	\$8,040 - \$9,796
Counseling Office Supervisor	68	\$6,598 - \$8,040
Executive Coordinator ***	73	\$7,467 - \$9,097
Financial Aid Supervisor	77	\$8,242 - \$10,041
Office of Instruction Supervisor	76	\$8,040 - \$9,796
Payroll Services Supervisor	69	\$6,764 - \$8,242
Police Services Sergeant	71	\$7,107 - \$8,659
Principal Accountant *	74	\$7,653 - \$9,324
Principal Executive Coordinator **	81	\$9,097 - \$11,084
Principal Payroll Technician**	67	\$6,437 - \$7,845
Principal Web Administrator *	81	\$9,097 - \$11,084
Registrar	77	\$8,242 - \$10,041
Senior Executive Coordinator **	75	\$7,845 - \$9,557

\* Exempt Position

\*\* Exempt Confidential Position

\*\*\* Non-Exempt Confidential Position

**Contra Costa Community College District  
2022 - 2023 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	\$27.32	\$4,736	\$56,832	\$28.71	\$4,977	\$59,724	\$30.16	\$5,228	\$62,736	\$31.70	\$5,494	\$65,928	\$33.30	\$5,772	\$69,264
55	\$28.01	\$4,855	\$58,260	\$29.43	\$5,101	\$61,212	\$30.92	\$5,360	\$64,320	\$32.49	\$5,631	\$67,572	\$34.13	\$5,915	\$70,980
56	\$28.71	\$4,977	\$59,724	\$30.16	\$5,228	\$62,736	\$31.70	\$5,494	\$65,928	\$33.30	\$5,772	\$69,264	\$34.98	\$6,063	\$72,756
57	\$29.43	\$5,101	\$61,212	\$30.92	\$5,360	\$64,320	\$32.49	\$5,631	\$67,572	\$34.13	\$5,915	\$70,980	\$35.86	\$6,215	\$74,580
58	\$30.16	\$5,228	\$62,736	\$31.70	\$5,494	\$65,928	\$33.30	\$5,772	\$69,264	\$34.98	\$6,063	\$72,756	\$36.76	\$6,371	\$76,452
59	\$30.92	\$5,360	\$64,320	\$32.49	\$5,631	\$67,572	\$34.13	\$5,915	\$70,980	\$35.86	\$6,215	\$74,580	\$37.67	\$6,530	\$78,360
60	\$31.70	\$5,494	\$65,928	\$33.30	\$5,772	\$69,264	\$34.98	\$6,063	\$72,756	\$36.76	\$6,371	\$76,452	\$38.61	\$6,693	\$80,316
61	\$32.49	\$5,631	\$67,572	\$34.13	\$5,915	\$70,980	\$35.86	\$6,215	\$74,580	\$37.67	\$6,530	\$78,360	\$39.57	\$6,860	\$82,320
62	\$33.30	\$5,772	\$69,264	\$34.98	\$6,063	\$72,756	\$36.76	\$6,371	\$76,452	\$38.61	\$6,693	\$80,316	\$40.56	\$7,031	\$84,372
63	\$34.13	\$5,915	\$70,980	\$35.86	\$6,215	\$74,580	\$37.67	\$6,530	\$78,360	\$39.57	\$6,860	\$82,320	\$41.57	\$7,206	\$86,472
64	\$34.98	\$6,063	\$72,756	\$36.76	\$6,371	\$76,452	\$38.61	\$6,693	\$80,316	\$40.56	\$7,031	\$84,372	\$42.61	\$7,386	\$88,632
65	\$35.86	\$6,215	\$74,580	\$37.67	\$6,530	\$78,360	\$39.57	\$6,860	\$82,320	\$41.57	\$7,206	\$86,472	\$43.68	\$7,571	\$90,852
66	\$36.76	\$6,371	\$76,452	\$38.61	\$6,693	\$80,316	\$40.56	\$7,031	\$84,372	\$42.61	\$7,386	\$88,632	\$44.77	\$7,760	\$93,120
67	\$37.67	\$6,530	\$78,360	\$39.57	\$6,860	\$82,320	\$41.57	\$7,206	\$86,472	\$43.68	\$7,571	\$90,852	\$45.89	\$7,954	\$95,448
68	\$38.61	\$6,693	\$80,316	\$40.56	\$7,031	\$84,372	\$42.61	\$7,386	\$88,632	\$44.77	\$7,760	\$93,120	\$47.04	\$8,153	\$97,836
69	\$39.57	\$6,860	\$82,320	\$41.57	\$7,206	\$86,472	\$43.68	\$7,571	\$90,852	\$45.89	\$7,954	\$95,448	\$48.21	\$8,356	\$100,272
70	\$40.56	\$7,031	\$84,372	\$42.61	\$7,386	\$88,632	\$44.77	\$7,760	\$93,120	\$47.04	\$8,153	\$97,836	\$49.42	\$8,566	\$102,792
71	\$41.57	\$7,206	\$86,472	\$43.68	\$7,571	\$90,852	\$45.89	\$7,954	\$95,448	\$48.21	\$8,356	\$100,272	\$50.66	\$8,781	\$105,372
72	\$42.61	\$7,386	\$88,632	\$44.77	\$7,760	\$93,120	\$47.04	\$8,153	\$97,836	\$49.42	\$8,566	\$102,792	\$51.92	\$9,000	\$108,000
73	\$43.68	\$7,571	\$90,852	\$45.89	\$7,954	\$95,448	\$48.21	\$8,356	\$100,272	\$50.66	\$8,781	\$105,372	\$53.22	\$9,224	\$110,688
74	\$44.77	\$7,760	\$93,120	\$47.04	\$8,153	\$97,836	\$49.42	\$8,566	\$102,792	\$51.92	\$9,000	\$108,000	\$54.55	\$9,455	\$113,460
75	\$45.89	\$7,954	\$95,448	\$48.21	\$8,356	\$100,272	\$50.66	\$8,781	\$105,372	\$53.22	\$9,224	\$110,688	\$55.92	\$9,692	\$116,304
76	\$47.04	\$8,153	\$97,836	\$49.42	\$8,566	\$102,792	\$51.92	\$9,000	\$108,000	\$54.55	\$9,455	\$113,460	\$57.31	\$9,934	\$119,208
77	\$48.21	\$8,356	\$100,272	\$50.66	\$8,781	\$105,372	\$53.22	\$9,224	\$110,688	\$55.92	\$9,692	\$116,304	\$58.75	\$10,183	\$122,196
78	\$49.42	\$8,566	\$102,792	\$51.92	\$9,000	\$108,000	\$54.55	\$9,455	\$113,460	\$57.31	\$9,934	\$119,208	\$60.22	\$10,438	\$125,256
79	\$50.66	\$8,781	\$105,372	\$53.22	\$9,224	\$110,688	\$55.92	\$9,692	\$116,304	\$58.75	\$10,183	\$122,196	\$61.73	\$10,699	\$128,388
80	\$51.92	\$9,000	\$108,000	\$54.55	\$9,455	\$113,460	\$57.31	\$9,934	\$119,208	\$60.22	\$10,438	\$125,256	\$63.27	\$10,966	\$131,592
81	\$53.22	\$9,224	\$110,688	\$55.92	\$9,692	\$116,304	\$58.75	\$10,183	\$122,196	\$61.73	\$10,699	\$128,388	\$64.85	\$11,240	\$134,880

\*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 2022-20232**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>
Administrative Assistant	56	\$4,977 - \$6,063
Administrative Project Coordinator	81	\$9,224 - \$11,240
Benefits Analyst	74	\$7,760 - \$9,455
Executive Assistant	61	\$5,631 - \$6,860
Executive Coordinator	73	\$7,571 - \$9,224
Human Resources Generalist	61	\$5,631 - \$6,860
Human Resources Specialist	68	\$6,693 - \$8,153
Human Resources Staff Assistant	56	\$4,977 - \$6,063
Human Resources Technician	61	\$5,631 - \$6,860
Payroll Coordinator	65	\$6,215 - \$7,571
Recruitment and Classification Analyst	74	\$7,760 - \$9,455
Senior Administrative Assistant	58	\$5,228 - \$6,371
Senior Executive Assistant	65	\$6,215 - \$7,571

**Contra Costa Community College District  
2022 - 2023 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							\$14.36	\$2,489	\$29,868	\$15.09	\$2,616	\$31,392	\$15.85	\$2,748	\$32,976
28				\$14.01	\$2,428	\$29,136	\$14.72	\$2,552	\$30,624	\$15.47	\$2,681	\$32,172	\$16.25	\$2,816	\$33,792
29				\$14.36	\$2,489	\$29,868	\$15.09	\$2,616	\$31,392	\$15.85	\$2,748	\$32,976	\$16.65	\$2,887	\$34,644
30	\$14.01	\$2,428	\$29,136	\$14.72	\$2,552	\$30,624	\$15.47	\$2,681	\$32,172	\$16.25	\$2,816	\$33,792	\$17.07	\$2,959	\$35,508
31	\$14.36	\$2,489	\$29,868	\$15.09	\$2,616	\$31,392	\$15.85	\$2,748	\$32,976	\$16.65	\$2,887	\$34,644	\$17.50	\$3,033	\$36,396
32	\$14.72	\$2,552	\$30,624	\$15.47	\$2,681	\$32,172	\$16.25	\$2,816	\$33,792	\$17.07	\$2,959	\$35,508	\$17.94	\$3,109	\$37,308
33	\$15.09	\$2,616	\$31,392	\$15.85	\$2,748	\$32,976	\$16.65	\$2,887	\$34,644	\$17.50	\$3,033	\$36,396	\$18.39	\$3,187	\$38,244
34	\$15.47	\$2,681	\$32,172	\$16.25	\$2,816	\$33,792	\$17.07	\$2,959	\$35,508	\$17.94	\$3,109	\$37,308	\$18.84	\$3,266	\$39,192
35	\$15.85	\$2,748	\$32,976	\$16.65	\$2,887	\$34,644	\$17.50	\$3,033	\$36,396	\$18.39	\$3,187	\$38,244	\$19.31	\$3,348	\$40,176
36	\$16.25	\$2,816	\$33,792	\$17.07	\$2,959	\$35,508	\$17.94	\$3,109	\$37,308	\$18.84	\$3,266	\$39,192	\$19.80	\$3,431	\$41,172
37	\$16.65	\$2,887	\$34,644	\$17.50	\$3,033	\$36,396	\$18.39	\$3,187	\$38,244	\$19.31	\$3,348	\$40,176	\$20.29	\$3,517	\$42,204
38	\$17.07	\$2,959	\$35,508	\$17.94	\$3,109	\$37,308	\$18.84	\$3,266	\$39,192	\$19.80	\$3,431	\$41,172	\$20.80	\$3,605	\$43,260
39	\$17.50	\$3,033	\$36,396	\$18.39	\$3,187	\$38,244	\$19.31	\$3,348	\$40,176	\$20.29	\$3,517	\$42,204	\$21.32	\$3,695	\$44,340
40	\$17.94	\$3,109	\$37,308	\$18.84	\$3,266	\$39,192	\$19.80	\$3,431	\$41,172	\$20.80	\$3,605	\$43,260	\$21.86	\$3,788	\$45,456
41	\$18.39	\$3,187	\$38,244	\$19.31	\$3,348	\$40,176	\$20.29	\$3,517	\$42,204	\$21.32	\$3,695	\$44,340	\$22.40	\$3,883	\$46,596
42	\$18.84	\$3,266	\$39,192	\$19.80	\$3,431	\$41,172	\$20.80	\$3,605	\$43,260	\$21.86	\$3,788	\$45,456	\$22.96	\$3,980	\$47,760
43	\$19.31	\$3,348	\$40,176	\$20.29	\$3,517	\$42,204	\$21.32	\$3,695	\$44,340	\$22.40	\$3,883	\$46,596	\$23.54	\$4,080	\$48,960
44	\$19.80	\$3,431	\$41,172	\$20.80	\$3,605	\$43,260	\$21.86	\$3,788	\$45,456	\$22.96	\$3,980	\$47,760	\$24.12	\$4,181	\$50,172
45	\$20.29	\$3,517	\$42,204	\$21.32	\$3,695	\$44,340	\$22.40	\$3,883	\$46,596	\$23.54	\$4,080	\$48,960	\$24.72	\$4,286	\$51,432
46	\$20.80	\$3,605	\$43,260	\$21.86	\$3,788	\$45,456	\$22.96	\$3,980	\$47,760	\$24.12	\$4,181	\$50,172	\$25.34	\$4,392	\$52,704
47	\$21.32	\$3,695	\$44,340	\$22.40	\$3,883	\$46,596	\$23.54	\$4,080	\$48,960	\$24.72	\$4,286	\$51,432	\$25.97	\$4,502	\$54,024
48	\$21.86	\$3,788	\$45,456	\$22.96	\$3,980	\$47,760	\$24.12	\$4,181	\$50,172	\$25.34	\$4,392	\$52,704	\$26.62	\$4,615	\$55,380
49	\$22.40	\$3,883	\$46,596	\$23.54	\$4,080	\$48,960	\$24.72	\$4,286	\$51,432	\$25.97	\$4,502	\$54,024	\$27.29	\$4,730	\$56,760
50	\$22.96	\$3,980	\$47,760	\$24.12	\$4,181	\$50,172	\$25.34	\$4,392	\$52,704	\$26.62	\$4,615	\$55,380	\$27.97	\$4,848	\$58,176
51	\$23.54	\$4,080	\$48,960	\$24.72	\$4,286	\$51,432	\$25.97	\$4,502	\$54,024	\$27.29	\$4,730	\$56,760	\$28.67	\$4,969	\$59,628
52	\$24.12	\$4,181	\$50,172	\$25.34	\$4,392	\$52,704	\$26.62	\$4,615	\$55,380	\$27.97	\$4,848	\$58,176	\$29.38	\$5,093	\$61,116
53	\$24.72	\$4,286	\$51,432	\$25.97	\$4,502	\$54,024	\$27.29	\$4,730	\$56,760	\$28.67	\$4,969	\$59,628	\$30.12	\$5,220	\$62,640
54	\$25.34	\$4,392	\$52,704	\$26.62	\$4,615	\$55,380	\$27.97	\$4,848	\$58,176	\$29.38	\$5,093	\$61,116	\$30.87	\$5,351	\$64,212
55	\$25.97	\$4,502	\$54,024	\$27.29	\$4,730	\$56,760	\$28.67	\$4,969	\$59,628	\$30.12	\$5,220	\$62,640	\$31.64	\$5,484	\$65,808
56	\$26.62	\$4,615	\$55,380	\$27.97	\$4,848	\$58,176	\$29.38	\$5,093	\$61,116	\$30.87	\$5,351	\$64,212	\$32.43	\$5,622	\$67,464
57	\$27.29	\$4,730	\$56,760	\$28.67	\$4,969	\$59,628	\$30.12	\$5,220	\$62,640	\$31.64	\$5,484	\$65,808	\$33.24	\$5,762	\$69,144
58	\$27.97	\$4,848	\$58,176	\$29.38	\$5,093	\$61,116	\$30.87	\$5,351	\$64,212	\$32.43	\$5,622	\$67,464	\$34.08	\$5,907	\$70,884
59	\$28.67	\$4,969	\$59,628	\$30.12	\$5,220	\$62,640	\$31.64	\$5,484	\$65,808	\$33.24	\$5,762	\$69,144	\$34.93	\$6,054	\$72,648
60	\$29.38	\$5,093	\$61,116	\$30.87	\$5,351	\$64,212	\$32.43	\$5,622	\$67,464	\$34.08	\$5,907	\$70,884	\$35.80	\$6,205	\$74,460
61	\$30.12	\$5,220	\$62,640	\$31.64	\$5,484	\$65,808	\$33.24	\$5,762	\$69,144	\$34.93	\$6,054	\$72,648	\$36.70	\$6,361	\$76,332
62	\$30.87	\$5,351	\$64,212	\$32.43	\$5,622	\$67,464	\$34.08	\$5,907	\$70,884	\$35.80	\$6,205	\$74,460	\$37.61	\$6,519	\$78,228
63	\$31.64	\$5,484	\$65,808	\$33.24	\$5,762	\$69,144	\$34.93	\$6,054	\$72,648	\$36.70	\$6,361	\$76,332	\$38.55	\$6,682	\$80,184
64	\$32.43	\$5,622	\$67,464	\$34.08	\$5,907	\$70,884	\$35.80	\$6,205	\$74,460	\$37.61	\$6,519	\$78,228	\$39.51	\$6,849	\$82,188
65	\$33.24	\$5,762	\$69,144	\$34.93	\$6,054	\$72,648	\$36.70	\$6,361	\$76,332	\$38.55	\$6,682	\$80,184	\$40.50	\$7,019	\$84,228
66	\$34.08	\$5,907	\$70,884	\$35.80	\$6,205	\$74,460	\$37.61	\$6,519	\$78,228	\$39.51	\$6,849	\$82,188	\$41.51	\$7,194	\$86,328
67	\$34.93	\$6,054	\$72,648	\$36.70	\$6,361	\$76,332	\$38.55	\$6,682	\$80,184	\$40.50	\$7,019	\$84,228	\$42.54	\$7,374	\$88,488
68	\$35.80	\$6,205	\$74,460	\$37.61	\$6,519	\$78,228	\$39.51	\$6,849	\$82,188	\$41.51	\$7,194	\$86,328	\$43.61	\$7,558	\$90,696
69	\$36.70	\$6,361	\$76,332	\$38.55	\$6,682	\$80,184	\$40.50	\$7,019	\$84,228	\$42.54	\$7,374	\$88,488	\$44.70	\$7,747	\$92,964
70	\$37.61	\$6,519	\$78,228	\$39.51	\$6,849	\$82,188	\$41.51	\$7,194	\$86,328	\$43.61	\$7,558	\$90,696	\$45.81	\$7,940	\$95,280
71	\$38.55	\$6,682	\$80,184	\$40.50	\$7,019	\$84,228	\$42.54	\$7,374	\$88,488	\$44.70	\$7,747	\$92,964	\$46.96	\$8,139	\$97,668
72	\$39.51	\$6,849	\$82,188	\$41.51	\$7,194	\$86,328	\$43.61	\$7,558	\$90,696	\$45.81	\$7,940	\$95,280	\$48.13	\$8,342	\$100,104
73	\$40.50	\$7,019	\$84,228	\$42.54	\$7,374	\$88,488	\$44.70	\$7,747	\$92,964	\$46.96	\$8,139	\$97,668	\$49.33	\$8,550	\$102,600
74	\$41.51	\$7,194	\$86,328	\$43.61	\$7,558	\$90,696	\$45.81	\$7,940	\$95,280	\$48.13	\$8,342	\$100,104	\$50.56	\$8,764	\$105,168
75	\$42.54	\$7,374	\$88,488	\$44.70	\$7,747	\$92,964	\$46.96	\$8,139	\$97,668	\$49.33	\$8,550	\$102,600	\$51.83	\$8,984	\$107,808
76	\$43.61	\$7,558	\$90,696	\$45.81	\$7,940	\$95,280	\$48.13	\$8,342	\$100,104	\$50.56	\$8,764	\$105,168	\$53.13	\$9,209	\$110,508
77	\$44.70	\$7,747	\$92,964	\$46.96	\$8,139	\$97,668	\$49.33	\$8,550	\$102,600	\$51.83	\$8,984	\$107,808	\$54.46	\$9,439	\$113,268
78	\$45.81	\$7,940	\$95,280	\$48.13	\$8,342	\$100,104	\$50.56	\$8,764	\$105,168	\$53.13	\$9,209	\$110,508	\$55.82	\$9,675	\$116,100
79	\$46.96	\$8,139	\$97,668	\$49.33	\$8,550	\$102,600	\$51.83	\$8,984	\$107,808	\$54.46	\$9,439	\$113,268	\$57.22	\$9,917	\$119,004
80	\$48.13	\$8,342	\$100,104	\$50.56	\$8,764	\$105,168	\$53.13	\$9,209	\$110,508	\$55.82	\$9,675	\$116,100	\$58.64	\$10,164	\$121,968

<b>Contra Costa Community College District</b>				
<b>CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES</b>				
<b>FISCAL YEAR 2022 - 2023</b>				
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
Academic Scheduling Specialist	60	\$5,093	-	\$6,205
Account Clerk	53	\$4,286	-	\$5,220
Account Clerk, Lead	57	\$4,730	-	\$5,762
Accountant	60	\$5,093	-	\$6,205
Accountant, Senior	68	\$6,205	-	\$7,558
Accounting Specialist	57	\$4,730	-	\$5,762
Administrative Assistant I	50	\$3,980	-	\$4,848
Administrative Assistant II	52	\$4,181	-	\$5,093
Administrative Assistant III	56	\$4,615	-	\$5,622
Administrative Assistant, Senior	58	\$4,848	-	\$5,907
Admissions/Records Assistant I	45	\$3,517	-	\$4,286
Admissions/Records Assistant II	49	\$3,883	-	\$4,730
Admissions/Records Assistant, Lead	58	\$4,848	-	\$5,907
Admissions/Records Assistant, Senior	53	\$4,286	-	\$5,220
Alternative Media Specialist	56	\$4,615	-	\$5,622
Applications Support Analyst	69	\$6,361	-	\$7,747
Applications Support Analyst, Senior	73	\$7,019	-	\$8,550
Assessment Center Coordinator	62	\$5,351	-	\$6,519
Assessment Center Technician	52	\$4,181	-	\$5,093
Athletic Equipment Coordinator	56	\$4,615	-	\$5,622
Athletic Facilities Assistant	48	\$3,788	-	\$4,615
Athletic Trainer	60	\$5,093	-	\$6,205
Audio Technician	57	\$4,730	-	\$5,762
Book Buyer	52	\$4,181	-	\$5,093
Bookstore Operations Assistant	53	\$4,286	-	\$5,220
Bookstore Operations Coordinator	56	\$4,615	-	\$5,622
Bookstore Service Clerk	45	\$3,517	-	\$4,286
Bookstore Supply Buyer	48	\$3,788	-	\$4,615
Budget Coordinator	78	\$7,940	-	\$9,675
Building Maintenance Worker	64	\$5,622	-	\$6,849
Buyer	58	\$4,848	-	\$5,907
Buyer, Assistant	56	\$4,615	-	\$5,622
Buyer, Senior	62	\$5,351	-	\$6,519
Campus Facilities Assistant	50	\$3,980	-	\$4,848
College Human Resources Assistant	58	\$4,848	-	\$5,907
College International Education Coordinator	64	\$5,622	-	\$6,849
College Payroll Technician	53	\$4,286	-	\$5,220
Computer and Network Specialist	72	\$6,849	-	\$8,342
Computer and Network Specialist, Senior	74	\$7,194	-	\$8,764
Computer and Network Technician	65	\$5,762	-	\$7,019
Computer Laboratory Coordinator	56	\$4,615	-	\$5,622
Computer Laboratory Coordinator, Senior	62	\$5,351	-	\$6,519
Computer Technician	56	\$4,615	-	\$5,622
Cook	42	\$3,266	-	\$3,980
Courier	51	\$4,080	-	\$4,969
Custodian I	44	\$3,431	-	\$4,181
Custodian II	46	\$3,605	-	\$4,392
Custodian, Lead	50	\$3,980	-	\$4,848
Database Administrator	75	\$7,374	-	\$8,984
Database Administrator, Senior	77	\$7,747	-	\$9,439
Disabled Students Programs and Services Aide	50	\$3,980	-	\$4,848
Disabled Students Programs and Services Assistant	54	\$4,392	-	\$5,351
Disabled Students Programs and Services Coordinator	62	\$5,351	-	\$6,519
Disabled Students Programs and Services Math Technician	54	\$4,392	-	\$5,351
District Payroll Clerk	53	\$4,286	-	\$5,220
District Payroll Specialist	60	\$5,093	-	\$6,205
District Payroll Technician	56	\$4,615	-	\$5,622
Early Childhood Education Assistant	41	\$3,187	-	\$3,883

<b>Contra Costa Community College District</b>				
<b>CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES</b>				
<b>FISCAL YEAR 2022 - 2023</b>				
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
Early Childhood Education Specialist	58	\$4,848	-	\$5,907
Electronics Technician	57	\$4,730	-	\$5,762
Employee Benefits Specialist	62	\$5,351	-	\$6,519
Employee Retirement Specialist	62	\$5,351	-	\$6,519
Equipment Maintenance Worker	60	\$5,093	-	\$6,205
Equipment Maintenance Worker, Senior	64	\$5,622	-	\$6,849
Facilities and Drafting Technician	61	\$5,220	-	\$6,361
Facilities Project Coordinator	70	\$6,519	-	\$7,940
Facilities Project Controls Specialist	65	\$5,762	-	\$7,019
Financial Aid Assistant I	49	\$3,883	-	\$4,730
Financial Aid Assistant II	53	\$4,286	-	\$5,220
Financial Aid Scholarship Program Specialist	56	\$4,615	-	\$5,622
Financial Aid Specialist	56	\$4,615	-	\$5,622
Financial Aid Specialist, Lead	62	\$5,351	-	\$6,519
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$5,622	-	\$6,849
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$6,054	-	\$7,374
Fiscal Operations Specialist	76	\$7,558	-	\$9,209
Food Services Coordinator	53	\$4,286	-	\$5,220
Graphic Design Specialist	66	\$5,907	-	\$7,194
Grounds Worker I	49	\$3,883	-	\$4,730
Grounds Worker II	53	\$4,286	-	\$5,220
Grounds Worker, Lead	61	\$5,220	-	\$6,361
Help Desk Technician	60	\$5,093	-	\$6,205
Instructional Aide	27	\$2,253	-	\$2,748
Instructional Assistant	52	\$4,181	-	\$5,093
Inventory and Receiving Clerk	51	\$4,080	-	\$4,969
Inventory and Receiving Clerk, Senior	53	\$4,286	-	\$5,220
Laboratory Coordinator	56	\$4,615	-	\$5,622
Laboratory Coordinator, Senior	65	\$5,762	-	\$7,019
Library Assistant	48	\$3,788	-	\$4,615
Library Technician	48	\$3,788	-	\$4,615
Library Technician, Senior	52	\$4,181	-	\$5,093
Maintenance Mechanic	65	\$5,762	-	\$7,019
Maintenance Mechanic, Lead	69	\$6,361	-	\$7,747
Marketing and Communications Coordinator	66	\$5,907	-	\$7,194
Math Laboratory Coordinator	56	\$4,615	-	\$5,622
Math Laboratory Coordinator, Senior	65	\$5,762	-	\$7,019
Media Services Coordinator	58	\$4,848	-	\$5,907
Media Services Specialist	54	\$4,392	-	\$5,351
Media Services Technician	50	\$3,980	-	\$4,848
Music Laboratory Coordinator	56	\$4,615	-	\$5,622
Music Laboratory Coordinator, Senior	65	\$5,762	-	\$7,019
Office Assistant I	42	\$3,266	-	\$3,980
Office Assistant II	46	\$3,605	-	\$4,392
Parking Services Officer	46	\$3,605	-	\$4,392
Parking Services Officer, Senior	55	\$4,502	-	\$5,484
Police Services Assistant/Dispatcher	50	\$3,980	-	\$4,848
Police Services Officer	64	\$5,622	-	\$6,849
Police Services Officer Trainee	55	\$4,502	-	\$5,484
Program Assistant	52	\$4,181	-	\$5,093
Program Coordinator	62	\$5,351	-	\$6,519
Program Coordinator, Senior	65	\$5,762	-	\$7,019
Programmer/Analyst, Senior	73	\$7,019	-	\$8,550
Reprographics Production Coordinator	56	\$4,615	-	\$5,622
Reprographics Production Coordinator, Senior	65	\$5,762	-	\$7,019
Reprographics Technician	48	\$3,788	-	\$4,615
Reprographics Technician, Senior	52	\$4,181	-	\$5,093
Research Analyst	68	\$6,205	-	\$7,558

**Contra Costa Community College District**  
**CLASSIFIED SERVICES UNIT 5 STEP SALARY RANGES**  
**FISCAL YEAR 2022 - 2023**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>SALARY</b>		
Research Analyst, Senior	72	\$6,849	-	\$8,342
Resource Specialist - Gateway Program	52	\$4,181	-	\$5,093
Satellite Center Coordinator	65	\$5,762	-	\$7,019
Science Laboratory Coordinator	62	\$5,351	-	\$6,519
Science Laboratory Coordinator, Senior	65	\$5,762	-	\$7,019
Science Laboratory Technician	56	\$4,615	-	\$5,622
Systems Administrator, Senior	80	\$8,342	-	\$10,164
Technology Training and Development Coordinator	72	\$6,849	-	\$8,342
Theater Staging Specialist	59	\$4,969	-	\$6,054
Theatrical Costume Design Specialist	56	\$4,615	-	\$5,622
Transcript and Degree Audit Specialist	54	\$4,392	-	\$5,351
Utility and Sustainability Specialist	68	\$6,205	-	\$7,558
Vocational Equipment Assistant	51	\$4,080	-	\$4,969
Vocational Equipment Technician	56	\$4,615	-	\$5,622
Web Administrator	75	\$7,374	-	\$8,984
Web Administrator, Senior	78	\$7,940	-	\$9,675
Web Application Developer	60	\$5,093	-	\$6,205
Web Application Specialist	70	\$6,519	-	\$7,940
Web Applications Administrator, Senior	78	\$7,940	-	\$9,675

**Contra Costa Community College District  
2021 - 2022 SALARY SCHEDULE  
CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>HOURLY RATE</b>
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	\$15.10
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



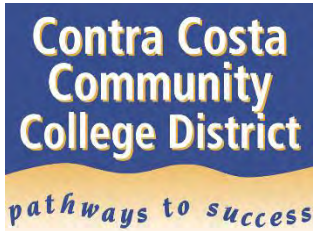
<b>Contra Costa Community College District 2021 - 2022 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS</b>		
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>HOURLY RATE</b>
District Payroll Technician	56	\$21.76
Early Childhood Education Assistant	41	\$15.12
Early Childhood Education Specialist	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 Coordinator	70	\$30.11
Facilities Project Controls Specialist	65	\$27.14
Financial Aid Assistant I	49	\$18.34
Financial Aid Assistant II	53	\$20.18
Financial Aid Scholarship Program Specialist	56	\$21.76
Financial Aid Specialist	56	\$21.76
Financial Aid Specialist, Lead	62	\$25.17
Fire Technology - EMS Instructional Laboratory Coordinator	64	\$26.42
Fire Technology - EMS Instructional Laboratory Coordinator, Senior	67	\$28.49
Fiscal Operations Specialist	76	\$35.46
Food Services Assistant	35	\$15.00
Food Services Coordinator	53	\$20.18
General Office Clerk	38	\$15.05
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	\$15.00
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

<b>Contra Costa Community College District 2021 - 2022 SALARY SCHEDULE CLASSIFIED SHORT-TERM and SUBSTITUTE POSITIONS</b>		
<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>HOURLY RATE</b>
Reprographics Technician	48	\$17.92
Reprographics Technician, Senior	52	\$19.75
Research Analyst	68	\$29.17
Research Analyst, Senior	72	\$32.14
Resource Specialist - Gateway Program	52	\$19.75
Satellite Center Coordinator	65	\$27.14
Science Laboratory Coordinator	62	\$25.17
Science Laboratory Coordinator, Senior	65	\$27.14
Science Laboratory Technician	56	\$21.76
Sustainability Specialist	68	\$29.17
Systems Administrator, Senior	80	\$39.07
Technology Training and Development Coordinator	72	\$32.14
Theater Staging Specialist	59	\$23.45
Theatrical Costume Design Specialist	56	\$21.76
Transcript and Degree Audit Specialist	54	\$20.72
Vocational Equipment Assistant	51	\$19.27
Vocational Equipment Technician	56	\$21.76
Web Administrator	75	\$34.64
Web Administrator, Senior	78	\$37.24
Web Application Developer	60	\$24.01
Web Application Specialist	70	\$30.11
Web Applications Administrator, Senior	78	\$37.24

<b>Contra Costa Community College District 2022 - 2023 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	\$20.09
Swim Program Head Instructor/Supervisor	920	\$15.80
Swim Program Instructor/Aide	925	\$15.00
Swim Program Instructor/Lifeguard	926	\$15.50
<b><u>PROFESSIONAL EXPERTS</u></b>		
Advanced Technical Expert	984	\$31.23
Athletic Program Assistant I	997	\$15.00
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	\$15.00
College for Kids Instructional Aide II	962	\$15.50
College Program Assistant I	1003	\$15.00
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

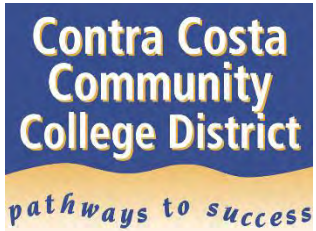
<b>Contra Costa Community College District 2022 - 2023 SALARY SCHEDULE STUDENT</b>	
<b>CLASSIFICATION</b>	<b>HOURLY RATE</b>
Student Worker	\$15.00
Student Intern/Tutor	\$15.50
Police Aide Corporal	\$16.00

<b>Contra Costa Community College District                      2022 - 2023 SALARY SCHEDULE                      STIPENDS</b>	
<b>Faculty Evaluation Stipends *</b>	<b>Amount</b>
Part-Time Evaluation	\$276.00
Peer Evaluation	\$367.00
Chair, Peer Evaluation	\$460.00
Probationary Evaluation	\$460.00
Chair, Probationary Evaluation	\$553.00
<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

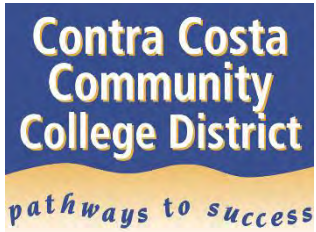
Title	Annual Salary	Contract Approved by Governing Board	Salary Amended: <i>Employee Evaluation in Closed Session</i>
Chancellor <sup>1</sup>	\$331,032	September 11, 2013	
Chancellor <sup>2</sup>	\$300,000	December 14, 2016	
President (Contra Costa College)	\$247,968	March 23, 2016	June 22, 2016
President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



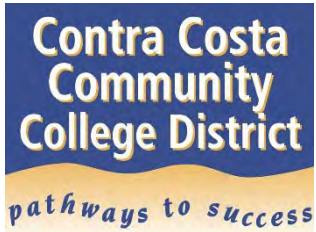
## CONTRACT ADMINISTRATOR SALARIES FY 2017-18

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)	\$223,596 <sup>1</sup>	March 22, 2017	June 28, 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

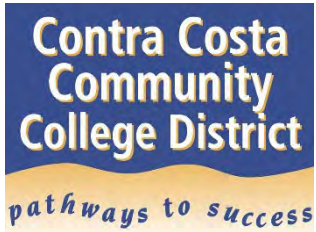
<sup>2</sup> Beginning on January 1, 2018





## CONTRACT ADMINISTRATOR SALARIES FY 2020-21

<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	\$315,000	October 14, 2020	N/A
Chancellor (Interim)	\$354,312	January 22, 2020	February 24, 2021
President (Contra Costa College)	\$239,196	November 13, 2019	June 24, 2020
President (Diablo Valley College)	\$291,876	December 14, 2017	June 24, 2020
President (Los Medanos College)	\$261,924	July 27, 2016	June 24, 2020
Executive Vice Chancellor, Administrative Services	\$287,292	July 27, 2016	February 24, 2021
Executive Vice Chancellor, Education and Technology	\$292,872	February 28, 2018	June 24, 2020
Vice Chancellor of Facilities Planning and Construction	\$218,400	June 26, 2019	June 24, 2020
Associate Vice Chancellor/Chief Financial Officer	\$222,696	July 27, 2016	June 24, 2020
Associate Vice Chancellor/Chief Human Resources Officer	\$216,336	July 27, 2016	June 24, 2020
Associate Vice Chancellor, Educational Services	\$191,520	June 26, 2019	June 24, 2020



## CONTRACT ADMINISTRATOR SALARIES FY 2021-22

<b>Title</b>	<b>Annual Salary</b>	<b>Contract Approved by Governing Board</b>	<b>Salary Amended: Employee Evaluation in Closed Session</b>
Chancellor	\$315,000	October 14, 2020	N/A
President (Contra Costa College)	\$249,000	May 26, 2021	N/A
President (Diablo Valley College)	\$303,551	December 14, 2017	June 23, 2021
President (Los Medanos College)	\$277,875	July 27, 2016	June 23, 2021
Executive Vice Chancellor, Administrative Services	\$295,911	July 27, 2016	June 23, 2021
Executive Vice Chancellor, Education and Technology	\$307,516	February 28, 2018	June 23, 2021
Vice Chancellor of Facilities Planning and Construction	\$233,950	June 26, 2019	June 23, 2021
Associate Vice Chancellor, Chief Financial Officer	\$220,000	August 11, 2021	N/A
Associate Vice Chancellor, Chief Human Resources Officer	\$222,826	July 27, 2016	June 23, 2021
Associate Vice Chancellor, Chief Human Resources Officer (Acting)	\$187,872	June 23, 2021	N/A
Associate Vice Chancellor, Educational Services	\$207,129	June 26, 2019	June 23, 2021