

CONTRA COSTA COUNTY OFFICE OF EDUCATION  
 CERTIFICATED SALARY SCHEDULE  
 REGULAR CERTIFICATED ANNUAL (RCA)  
 2019-2020

EFFECTIVE 07/01/19

STEP	COLUMN I		COLUMN II		COLUMN III		COLUMN IV		COLUMN V		COLUMN VI		COLUMN VII	
	BA	BA MASTERS	BA + 15	BA + 15 MASTERS	BA + 30	BA + 30 MASTERS	BA + 45	BA + 45 MASTERS	BA + 60	BA + 60 MASTERS	BA + 75	BA + 75 MASTERS	BA + 90	BA + 90 MASTERS
1 PER DIEM							54,238 294.77	56,129 305.05	56,895 309.21	58,786 319.49				
2 PER DIEM					54,238 294.77	56,129 305.05	56,895 309.21	58,786 319.49	59,555 323.67	61,446 333.94				
3 PER DIEM			54,238 294.77	56,129 305.05	56,895 309.21	58,786 319.49	59,555 323.67	61,446 333.94	62,211 338.10	64,102 348.38	64,868 352.54	66,759 362.82		
4 PER DIEM	54,238 294.77	56,129 305.05	56,895 309.21	58,786 319.49	59,555 323.67	61,446 333.94	62,211 338.10	64,102 348.38	64,868 352.54	66,759 362.82	67,524 366.98	69,415 377.25	70,182 381.42	72,073 391.70
5 PER DIEM	56,895 309.21	58,786 319.49	59,555 323.67	61,446 333.94	62,211 338.10	64,102 348.38	64,868 352.54	66,759 362.82	67,524 366.98	69,415 377.25	70,182 381.42	72,073 391.70	72,840 395.87	74,731 406.15
6 PER DIEM	59,555 323.67	61,446 333.94	62,211 338.10	64,102 348.38	64,868 352.54	66,759 362.82	67,524 366.98	69,415 377.25	70,182 381.42	72,073 391.70	72,840 395.87	74,731 406.15	75,495 410.30	77,387 420.58
7 PER DIEM			64,868 352.54	66,759 362.82	67,524 366.98	69,415 377.25	70,182 381.42	72,073 391.70	72,840 395.87	74,731 406.15	75,495 410.30	77,387 420.58	78,153 424.74	80,044 435.02
8 PER DIEM			67,524 366.98	69,415 377.25	70,182 381.42	72,073 391.70	72,840 395.87	74,731 406.15	75,495 410.30	77,387 420.58	78,153 424.74	80,044 435.02	80,812 439.20	82,703 449.47
9 PER DIEM					73,796 401.06	75,687 411.34	76,451 415.49	78,342 425.77	79,106 429.93	80,997 440.20	81,770 444.40	83,661 454.68	84,424 458.83	86,315 469.10
10 PER DIEM					76,451 415.49	78,342 425.77	79,106 429.93	80,997 440.20	81,770 444.40	83,661 454.68	84,424 458.83	86,315 469.10	87,084 473.28	88,975 483.56
11 PER DIEM							82,341 447.51	84,232 457.78	84,996 461.93	86,887 472.21	87,657 476.40	89,548 486.67	90,306 490.79	92,197 501.07
12 PER DIEM							84,996 461.93	86,887 472.21	87,657 476.40	89,548 486.67	90,306 490.79	92,197 501.07	92,965 505.25	94,857 515.52

EFFECTIVE 07/01/19

13 YR CCCOE LONGEVITY PER DIEM	87,844 477.41	89,735 487.69	90,505 491.87	92,396 502.15	93,154 506.27	95,045 516.55	95,814 520.73	97,705 531.00
17 YR CCCOE LONGEVITY PER DIEM	90,692 492.89	92,583 503.17	93,353 507.35	95,244 517.63	96,002 521.75	97,893 532.03	98,662 536.20	100,553 546.48
20 YR CCCOE LONGEVITY PER DIEM	93,540 508.37	95,431 518.65	96,201 522.83	98,092 533.11	98,850 537.23	100,742 547.51	101,510 551.68	103,401 561.96
23 YR CCCOE LONGEVITY PER DIEM	96,388 523.85	98,279 534.13	99,049 538.31	100,940 548.59	101,699 552.71	103,590 562.99	104,358 567.16	106,249 577.44
26 YR CCCOE LONGEVITY PER DIEM	99,236 539.33	101,127 549.60	101,897 553.79	103,788 564.07	104,547 568.19	106,438 578.47	107,206 582.64	109,097 592.92

LONGEVITY \$2,848.10  
 MASTERS \$1,891.10  
 DOCTORATE \$2,191.10  
 WORK YEAR 184 DAYS

Longevity steps are based on the years of service with CCCOE

Teachers-on-Special Assignment, Lead Teachers will receive an additional 10% stipend.

**CONTRA COSTA COUNTY OFFICE OF EDUCATION  
CERTIFICATED SALARY SCHEDULE  
INSTRUCTIONAL SUPPORT PROGRAM TEACHER (ISP) / RESOURCE SPECIALIST ANNUAL  
2019-2020**

**RSA/ MRS**

**EFFECTIVE 07/01/19**

STEP	COLUMN I		COLUMN II		COLUMN III		COLUMN IV		COLUMN V		COLUMN VI		COLUMN VII	
	BA	BA MASTERS	BA + 15	BA + 15 MASTERS	BA + 30	BA + 30 MASTERS	BA + 45	BA + 45 MASTERS	BA + 60	BA + 60 MASTERS	BA + 75	BA + 75 MASTERS	BA + 90	BA + 90 MASTERS
<b>1</b> PER DIEM							<b>59,663</b> 324.25	<b>61,554</b> 334.53	<b>62,583</b> 340.12	<b>64,474</b> 350.40				
<b>2</b> PER DIEM					<b>59,663</b> 324.25	<b>61,554</b> 334.53	<b>62,583</b> 340.12	<b>64,474</b> 350.40	<b>65,512</b> 356.04	<b>67,403</b> 366.32				
<b>3</b> PER DIEM			<b>59,663</b> 324.25	<b>61,554</b> 334.53	<b>62,583</b> 340.12	<b>64,474</b> 350.40	<b>65,512</b> 356.04	<b>67,403</b> 366.32	<b>68,431</b> 371.91	<b>70,322</b> 382.18	<b>71,355</b> 387.80	<b>73,247</b> 398.08		
<b>4</b> PER DIEM	<b>59,663</b> 324.25	<b>61,554</b> 334.53	<b>62,583</b> 340.12	<b>64,474</b> 350.40	<b>65,512</b> 356.04	<b>67,403</b> 366.32	<b>68,431</b> 371.91	<b>70,322</b> 382.18	<b>71,355</b> 387.80	<b>73,247</b> 398.08	<b>74,276</b> 403.68	<b>76,168</b> 413.95	<b>77,197</b> 419.55	<b>79,088</b> 429.83
<b>5</b> PER DIEM	<b>62,583</b> 340.12	<b>64,474</b> 350.40	<b>65,512</b> 356.04	<b>67,403</b> 366.32	<b>68,431</b> 371.91	<b>70,322</b> 382.18	<b>71,355</b> 387.80	<b>73,247</b> 398.08	<b>74,276</b> 403.68	<b>76,168</b> 413.95	<b>77,197</b> 419.55	<b>79,088</b> 429.83	<b>80,124</b> 435.46	<b>82,015</b> 445.74
<b>6</b> PER DIEM	<b>65,512</b> 356.04	<b>67,403</b> 366.32	<b>68,431</b> 371.91	<b>70,322</b> 382.18	<b>71,355</b> 387.80	<b>73,247</b> 398.08	<b>74,276</b> 403.68	<b>76,168</b> 413.95	<b>77,197</b> 419.55	<b>79,088</b> 429.83	<b>80,124</b> 435.46	<b>82,015</b> 445.74	<b>83,044</b> 451.33	<b>84,935</b> 461.61
<b>7</b> PER DIEM			<b>71,355</b> 387.80	<b>73,247</b> 398.08	<b>74,276</b> 403.68	<b>76,168</b> 413.95	<b>77,197</b> 419.55	<b>79,088</b> 429.83	<b>80,124</b> 435.46	<b>82,015</b> 445.74	<b>83,044</b> 451.33	<b>84,935</b> 461.61	<b>85,968</b> 467.22	<b>87,859</b> 477.50
<b>8</b> PER DIEM			<b>74,276</b> 403.68	<b>76,168</b> 413.95	<b>77,197</b> 419.55	<b>79,088</b> 429.83	<b>80,124</b> 435.46	<b>82,015</b> 445.74	<b>83,044</b> 451.33	<b>84,935</b> 461.61	<b>85,968</b> 467.22	<b>87,859</b> 477.50	<b>88,892</b> 483.11	<b>90,783</b> 493.39
<b>9</b> PER DIEM					<b>81,176</b> 441.17	<b>83,067</b> 451.45	<b>84,098</b> 457.05	<b>85,989</b> 467.33	<b>87,016</b> 472.91	<b>88,907</b> 483.19	<b>89,947</b> 488.84	<b>91,838</b> 499.12	<b>92,865</b> 504.70	<b>94,757</b> 514.98
<b>10</b> PER DIEM					<b>84,098</b> 457.05	<b>85,989</b> 467.33	<b>87,016</b> 472.91	<b>88,907</b> 483.19	<b>89,947</b> 488.84	<b>91,838</b> 499.12	<b>92,865</b> 504.70	<b>94,757</b> 514.98	<b>95,792</b> 520.61	<b>97,684</b> 530.89
<b>11</b> PER DIEM							<b>90,574</b> 492.25	<b>92,465</b> 502.53	<b>93,495</b> 508.12	<b>95,386</b> 518.40	<b>96,422</b> 524.03	<b>98,313</b> 534.31	<b>99,337</b> 539.87	<b>101,228</b> 550.15
<b>12</b> PER DIEM							<b>93,495</b> 508.12	<b>95,386</b> 518.40	<b>96,422</b> 524.03	<b>98,313</b> 534.31	<b>99,337</b> 539.87	<b>101,228</b> 550.15	<b>102,263</b> 555.77	<b>104,154</b> 566.05

**EFFECTIVE 07/01/19**

<b>13 YR CCCOE LONGEVITY</b> PER DIEM	<b>96,628</b> 525.15	<b>98,519</b> 535.43	<b>99,555</b> 541.06	<b>101,446</b> 551.33	<b>102,469</b> 556.90	<b>104,360</b> 567.18	<b>105,395</b> 572.80	<b>107,286</b> 583.08
<b>17 YR CCCOE LONGEVITY</b> PER DIEM	<b>99,760</b> 542.18	<b>101,651</b> 552.45	<b>102,687</b> 558.08	<b>104,578</b> 568.36	<b>105,602</b> 573.93	<b>107,493</b> 584.20	<b>108,528</b> 589.83	<b>110,419</b> 600.10
<b>20 YR CCCOE LONGEVITY</b> PER DIEM	<b>102,893</b> 559.20	<b>104,784</b> 569.48	<b>105,820</b> 575.11	<b>107,711</b> 585.39	<b>108,735</b> 590.95	<b>110,626</b> 601.23	<b>111,661</b> 606.85	<b>113,552</b> 617.13
<b>23 YR CCCOE LONGEVITY</b> PER DIEM	<b>106,026</b> 576.23	<b>107,917</b> 586.51	<b>108,953</b> 592.14	<b>110,844</b> 602.41	<b>111,868</b> 607.98	<b>113,759</b> 618.26	<b>114,794</b> 623.88	<b>116,685</b> 634.16
<b>26 YR CCCOE LONGEVITY</b> PER DIEM	<b>109,159</b> 593.25	<b>111,050</b> 603.53	<b>112,086</b> 609.16	<b>113,977</b> 619.44	<b>115,001</b> 625.00	<b>116,892</b> 635.28	<b>117,927</b> 640.91	<b>119,818</b> 651.18

LONGEVITY \$3,132.84  
MASTERS \$1,891.10  
DOCTORATE \$2,191.10  
WORK YEAR 184 DAYS

Longevity steps are based on the years of service with CCCOE

Teachers-on-Special Assignment, Lead Teachers will receive an additional 10% stipend.

**CONTRA COSTA COUNTY OFFICE OF EDUCATION  
CERTIFICATED SALARY SCHEDULE  
PSYCHOLOGISTS / SOCIAL WORKERS (PSW) / SPEECH THERAPISTS (SPL) / AUDIOLOGIST / NURSES ANNUAL  
2019-2020**

**EFFECTIVE 07/01/19**

STEP	COLUMN I		COLUMN II		COLUMN III		COLUMN IV		COLUMN V		COLUMN VI		COLUMN VII	
	BA	BA MASTERS	BA + 15	BA + 15 MASTERS	BA + 30	BA + 30 MASTERS	BA + 45	BA + 45 MASTERS	BA + 60	BA + 60 MASTERS	BA + 75	BA + 75 MASTERS	BA + 90	BA + 90 MASTERS
<b>1</b> PER DIEM							<b>62,328</b> 329.78	<b>64,219</b> 339.78	<b>65,383</b> 345.94	<b>67,274</b> 355.95				
<b>2</b> PER DIEM					<b>62,328</b> 329.78	<b>64,219</b> 339.78	<b>65,383</b> 345.94	<b>67,274</b> 355.95	<b>68,433</b> 362.08	<b>70,324</b> 372.08				
<b>3</b> PER DIEM			<b>62,328</b> 329.78	<b>64,219</b> 339.78	<b>65,383</b> 345.94	<b>67,274</b> 355.95	<b>68,433</b> 362.08	<b>70,324</b> 372.08	<b>71,487</b> 378.24	<b>73,378</b> 388.24	<b>74,547</b> 394.43	<b>76,438</b> 404.43		
<b>4</b> PER DIEM	<b>62,328</b> 329.78	<b>64,219</b> 339.78	<b>65,383</b> 345.94	<b>67,274</b> 355.95	<b>68,433</b> 362.08	<b>70,324</b> 372.08	<b>71,487</b> 378.24	<b>73,378</b> 388.24	<b>74,547</b> 394.43	<b>76,438</b> 404.43	<b>77,594</b> 410.55	<b>79,485</b> 420.56	<b>80,649</b> 426.71	<b>82,540</b> 436.72
<b>5</b> PER DIEM	<b>65,383</b> 345.94	<b>67,274</b> 355.95	<b>68,433</b> 362.08	<b>70,324</b> 372.08	<b>71,487</b> 378.24	<b>73,378</b> 388.24	<b>74,547</b> 394.43	<b>76,438</b> 404.43	<b>77,594</b> 410.55	<b>79,485</b> 420.56	<b>80,649</b> 426.71	<b>82,540</b> 436.72	<b>83,704</b> 442.88	<b>85,595</b> 452.88
<b>6</b> PER DIEM	<b>68,433</b> 362.08	<b>70,324</b> 372.08	<b>71,487</b> 378.24	<b>73,378</b> 388.24	<b>74,547</b> 394.43	<b>76,438</b> 404.43	<b>77,594</b> 410.55	<b>79,485</b> 420.56	<b>80,649</b> 426.71	<b>82,540</b> 436.72	<b>83,704</b> 442.88	<b>85,595</b> 452.88	<b>86,756</b> 459.03	<b>88,647</b> 469.03
<b>7</b> PER DIEM			<b>74,547</b> 394.43	<b>76,438</b> 404.43	<b>77,594</b> 410.55	<b>79,485</b> 420.56	<b>80,649</b> 426.71	<b>82,540</b> 436.72	<b>83,704</b> 442.88	<b>85,595</b> 452.88	<b>86,756</b> 459.03	<b>88,647</b> 469.03	<b>89,809</b> 475.18	<b>91,700</b> 485.19
<b>8</b> PER DIEM			<b>77,594</b> 410.55	<b>79,485</b> 420.56	<b>80,649</b> 426.71	<b>82,540</b> 436.72	<b>83,704</b> 442.88	<b>85,595</b> 452.88	<b>86,756</b> 459.03	<b>88,647</b> 469.03	<b>89,809</b> 475.18	<b>91,700</b> 485.19	<b>92,862</b> 491.34	<b>94,754</b> 501.34
<b>9</b> PER DIEM					<b>84,658</b> 447.93	<b>86,549</b> 457.93	<b>87,711</b> 464.08	<b>89,603</b> 474.09	<b>90,761</b> 480.21	<b>92,652</b> 490.22	<b>93,814</b> 496.37	<b>95,705</b> 506.38	<b>96,874</b> 512.56	<b>98,765</b> 522.57
<b>10</b> PER DIEM					<b>87,711</b> 464.08	<b>89,603</b> 474.09	<b>90,761</b> 480.21	<b>92,652</b> 490.22	<b>93,814</b> 496.37	<b>95,705</b> 506.38	<b>96,874</b> 512.56	<b>98,765</b> 522.57	<b>99,924</b> 528.70	<b>101,815</b> 538.71
<b>11</b> PER DIEM							<b>94,387</b> 499.40	<b>96,278</b> 509.41	<b>97,445</b> 515.58	<b>99,336</b> 525.59	<b>100,497</b> 531.73	<b>102,388</b> 541.74	<b>103,549</b> 547.88	<b>105,440</b> 557.89
<b>12</b> PER DIEM							<b>97,445</b> 515.58	<b>99,336</b> 525.59	<b>100,497</b> 531.73	<b>102,388</b> 541.74	<b>103,549</b> 547.88	<b>105,440</b> 557.89	<b>106,604</b> 564.04	<b>108,496</b> 574.05

**EFFECTIVE 07/01/19**

<b>13 YR CCCOE LONGEVITY</b> PER DIEM	<b>100,689</b> 532.74	<b>102,580</b> 542.75	<b>103,741</b> 548.89	<b>105,632</b> 558.90	<b>106,793</b> 565.04	<b>108,684</b> 575.05	<b>109,848</b> 581.21	<b>111,740</b> 591.21
<b>17 YR CCCOE LONGEVITY</b> PER DIEM	<b>103,933</b> 549.91	<b>105,824</b> 559.91	<b>106,985</b> 566.06	<b>108,876</b> 576.06	<b>110,037</b> 582.21	<b>111,928</b> 592.21	<b>113,092</b> 598.37	<b>114,983</b> 608.38
<b>20 YR CCCOE LONGEVITY</b> PER DIEM	<b>107,177</b> 567.07	<b>109,068</b> 577.08	<b>110,229</b> 583.22	<b>112,120</b> 593.23	<b>113,281</b> 599.37	<b>115,172</b> 609.38	<b>116,336</b> 615.54	<b>118,227</b> 625.54
<b>23 YR CCCOE LONGEVITY</b> PER DIEM	<b>110,421</b> 584.24	<b>112,312</b> 594.24	<b>113,473</b> 600.39	<b>115,364</b> 610.39	<b>116,525</b> 616.53	<b>118,416</b> 626.54	<b>119,580</b> 632.70	<b>121,471</b> 642.71
<b>26 YR CCCOE LONGEVITY</b> PER DIEM	<b>113,664</b> 601.40	<b>115,556</b> 611.41	<b>116,717</b> 617.55	<b>118,608</b> 627.55	<b>119,769</b> 633.70	<b>121,660</b> 643.70	<b>122,824</b> 649.86	<b>124,715</b> 659.87

LONGEVITY \$3,243.94  
 MASTERS \$1,891.10  
 DOCTORATE \$2,191.10  
 WORK YEAR 189 Days

Longevity steps are based on the years of service with CCCOE

Teachers-on-Special Assignment, Lead Teachers will receive an additional 10% stipend.

**CONTRA COSTA COUNTY OFFICE OF EDUCATION  
CERTIFICATED SALARY SCHEDULE  
DEVELOPMENTAL CERTIFICATED ANNUAL (DCA)  
2019-2020**

**DCA/ MDC**

**EFFECTIVE 07/01/19**

STEP	RANGE 1	RANGE 1 MASTERS	RANGE 2	RANGE 2 MASTERS	RANGE 3	RANGE 3 MASTERS	RANGE 4	RANGE 4 MASTERS	RANGE 5	RANGE 5 MASTERS	RANGE 6	RANGE 6 MASTERS	RANGE 7	RANGE 7 MASTERS
<b>9</b> PER DIEM					<b>85,025</b> 401.06	<b>86,916</b> 409.98	<b>88,086</b> 415.50	<b>89,977</b> 424.42	<b>91,144</b> 429.93	<b>93,036</b> 438.85	<b>94,208</b> 444.38	<b>96,099</b> 453.30	<b>97,271</b> 458.83	<b>99,162</b> 467.75
<b>10</b> PER DIEM					<b>88,086</b> 415.50	<b>89,977</b> 424.42	<b>91,144</b> 429.93	<b>93,036</b> 438.85	<b>94,208</b> 444.38	<b>96,099</b> 453.30	<b>97,271</b> 458.83	<b>99,162</b> 467.75	<b>100,334</b> 473.28	<b>102,226</b> 482.20
<b>11</b> PER DIEM							<b>94,867</b> 447.49	<b>96,758</b> 456.41	<b>97,934</b> 461.95	<b>99,825</b> 470.87	<b>100,991</b> 476.37	<b>102,882</b> 485.29	<b>104,049</b> 490.80	<b>105,940</b> 499.72
<b>12</b> PER DIEM							<b>97,934</b> 461.95	<b>99,825</b> 470.87	<b>100,991</b> 476.37	<b>102,882</b> 485.29	<b>104,049</b> 490.80	<b>105,940</b> 499.72	<b>107,116</b> 505.26	<b>109,007</b> 514.18

**EFFECTIVE 07/01/19**

<b>13 YR CCCOE LONGEVITY</b> PER DIEM							<b>101,215</b> 477.43	<b>103,106</b> 486.35	<b>104,272</b> 491.85	<b>106,163</b> 500.77	<b>107,331</b> 506.28	<b>109,222</b> 515.20	<b>110,397</b> 520.74	<b>112,288</b> 529.66
<b>17 YR CCCOE LONGEVITY</b> PER DIEM							<b>104,496</b> 492.91	<b>106,388</b> 501.83	<b>107,554</b> 507.33	<b>109,445</b> 516.25	<b>110,612</b> 521.75	<b>112,503</b> 530.68	<b>113,678</b> 536.22	<b>115,570</b> 545.14
<b>20 YR CCCOE LONGEVITY</b> PER DIEM							<b>107,778</b> 508.39	<b>109,669</b> 517.31	<b>110,835</b> 522.81	<b>112,726</b> 531.73	<b>113,893</b> 537.23	<b>115,785</b> 546.15	<b>116,960</b> 551.70	<b>118,851</b> 560.62
<b>23 YR CCCOE LONGEVITY</b> PER DIEM							<b>111,059</b> 523.86	<b>112,950</b> 532.79	<b>114,117</b> 538.29	<b>116,008</b> 547.21	<b>117,175</b> 552.71	<b>119,066</b> 561.63	<b>120,241</b> 567.18	<b>122,132</b> 576.10
<b>26 YR CCCOE LONGEVITY</b> PER DIEM							<b>114,341</b> 539.34	<b>116,232</b> 548.26	<b>117,398</b> 553.76	<b>119,289</b> 562.68	<b>120,456</b> 568.19	<b>122,347</b> 577.11	<b>123,523</b> 582.65	<b>125,414</b> 591.57

LONGEVITY                   \$3,281.43  
MASTERS                     \$1,891.10  
DOCTORATE                 \$2,191.10  
WORK YEAR                 212 Days

*Longevity steps are based on the years of service with CCCOE*

Teachers-on-Special Assignment, Lead Teachers will receive an additional 10% stipend.

**CONTRA COSTA COUNTY OFFICE OF EDUCATION  
PART-TIME TEMPORARY CONTRA COSTA ADULT SCHOOL EMPLOYEES  
HOURLY SALARY SCHEDULE  
2019-2020**

**PTJE**

**EFFECTIVE 07/01/19**

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Substitute/Staff Development</b>	34.25				
<b>0-6 months</b>	34.25				
<b>7-12 months</b>		35.92			
<b>13-36 months</b>			37.69		
<b>37-72 months</b>				39.62	
<b>73+ months</b>					41.65

**Professional Growth/Longevity Bonus of 2.5% (Effective 07/01/2004)**

	<b>BA + 45</b>	<b>BA + 60</b>	<b>BA + 75</b>	<b>BA + 90</b>
<b>97-120 months</b>	42.68			
<b>121-144 months</b>		43.74		
<b>145-168 months</b>			44.82	
<b>169+ months</b>				45.96