

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 REGULAR CERTIFICATED ANNUAL (RCA)
 2007-2008**

EFFECTIVE 01/01/08

STEP	COLUMN I BA	COLUMN II BA+15	COLUMN III BA + 30	COLUMN IV BA + 45	COLUMN V BA + 60	COLUMN VI BA + 75	COLUMN VII BA + 90
1 PER DIEM				41,889 232.71	43,940 244.11		
2 PER DIEM			41,889 232.71	43,940 244.11	45,996 255.53		
3 PER DIEM		41,889 232.71	43,940 244.11	45,996 255.53	48,046 266.92	50,099 278.33	
4 PER DIEM	41,889 232.71	43,940 244.11	45,996 255.53	48,046 266.92	50,099 278.33	52,150 289.72	54,202 301.12
5 PER DIEM	43,940 244.11	45,996 255.53	48,046 266.92	50,099 278.33	52,150 289.72	54,202 301.12	56,256 312.53
6 PER DIEM	45,996 255.53	48,046 266.92	50,099 278.33	52,150 289.72	54,202 301.12	56,256 312.53	58,306 323.92
7 PER DIEM		50,099 278.33	52,150 289.72	54,202 301.12	56,256 312.53	58,306 323.92	60,359 335.33
8 PER DIEM		52,150 289.72	54,202 301.12	56,256 312.53	58,306 323.92	60,359 335.33	62,412 346.73
9 PER DIEM			56,994 316.63	59,045 328.03	61,096 339.42	63,151 350.84	65,202 362.24
10 PER DIEM			59,045 328.03	61,096 339.42	63,151 350.84	65,202 362.24	67,256 373.64
11 PER DIEM				63,593 353.29	65,644 364.69	67,698 376.10	69,745 387.47
12 PER DIEM				65,644 364.69	67,698 376.10	69,745 387.47	71,799 398.88

15 YR CCCOE LONGEVITY PER DIEM	67,844 376.91	69,898 388.32	71,945 399.70	73,999 411.11
20 YR CCCOE LONGEVITY PER DIEM	70,044 389.13	72,098 400.54	74,145 411.92	76,199 423.33
25 YR CCCOE LONGEVITY PER DIEM	72,244 401.36	74,298 412.77	76,345 424.14	78,399 435.55
30 YR CCCOE LONGEVITY PER DIEM	74,444 413.58	76,498 424.99	78,545 436.36	80,599 447.77
35 YR CCCOE LONGEVITY PER DIEM	76,644 425.80	78,698 437.21	80,745 448.59	82,799 459.99

LONGEVITY \$ 2,200

MASTERS \$ 600

DOCTORATE \$ 900

WORK YEAR 180 DAYS

*Longevity steps are based on the years of service with CCCOE
 (Longevity = average difference between steps 4 - 12 of Column VII)*

Resource Specialists will receive an additional 10% stipend.

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

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 SPEECH THERAPISTS (SPL) ANNUAL
 2007-2008**

EFFECTIVE 01/01/08

STEP	COLUMN I BA	COLUMN II BA+15	COLUMN III BA + 30	COLUMN IV BA + 45	COLUMN V BA + 60	COLUMN VI BA + 75	COLUMN VII BA + 90
1 PER DIEM				44,296 246.09	46,466 258.14		
2 PER DIEM			44,296 246.09	46,466 258.14	48,641 270.23		
3 PER DIEM		44,296 246.09	46,466 258.14	48,641 270.23	50,808 282.27	52,980 294.33	
4 PER DIEM	44,296 246.09	46,466 258.14	48,641 270.23	50,808 282.27	52,980 294.33	55,150 306.39	57,318 318.43
5 PER DIEM	46,466 258.14	48,641 270.23	50,808 282.27	52,980 294.33	55,150 306.39	57,318 318.43	59,491 330.50
6 PER DIEM	48,641 270.23	50,808 282.27	52,980 294.33	55,150 306.39	57,318 318.43	59,491 330.50	61,659 342.55
7 PER DIEM		52,980 294.33	55,150 306.39	57,318 318.43	59,491 330.50	61,659 342.55	63,829 354.61
8 PER DIEM		55,150 306.39	57,318 318.43	59,491 330.50	61,659 342.55	63,829 354.61	65,999 366.66
9 PER DIEM			60,270 334.83	62,440 346.89	64,610 358.94	66,781 371.01	68,951 383.06
10 PER DIEM			62,440 346.89	64,610 358.94	66,781 371.01	68,951 383.06	71,123 395.13
11 PER DIEM				67,249 373.60	69,419 385.66	71,591 397.73	73,757 409.76
12 PER DIEM				69,419 385.66	71,591 397.73	73,757 409.76	75,929 421.83
15 YR CCCOE LONGEVITY				71,745	73,917	76,083	78,255
PER DIEM				398.58	410.65	422.68	434.75
20 YR CCCOE LONGEVITY				74,071	76,243	78,409	80,581
PER DIEM				411.51	423.57	435.60	447.67
25 YR CCCOE LONGEVITY				76,397	78,569	80,735	82,907
PER DIEM				424.43	436.50	448.53	460.59
30 YR CCCOE LONGEVITY				78,723	80,895	83,061	85,233
PER DIEM				437.35	449.42	461.45	473.52
35 YR CCCOE LONGEVITY				81,049	83,221	85,387	87,559
PER DIEM				450.27	462.34	474.37	486.44

LONGEVITY \$ 2,326
 MASTERS \$ 600
 DOCTORATE \$ 900
 WORK YEAR 180 DAYS

Longevity steps are based on the years of service with CCCOE
 (Longevity = average difference between steps 4 - 12 of Column VII)

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 PSYCHOLOGISTS/SOCIAL WORKERS (PSW) ANNUAL
 2007-2008**

EFFECTIVE 01/01/08

STEP	COLUMN I BA	COLUMN II BA+15	COLUMN III BA + 30	COLUMN IV BA + 45	COLUMN V BA + 60	COLUMN VI BA + 75	COLUMN VII BA + 90
1 PER DIEM				48,165 260.35	50,525 273.11		
2 PER DIEM			48,165 260.35	50,525 273.11	52,884 285.86		
3 PER DIEM		48,165 260.35	50,525 273.11	52,884 285.86	55,244 298.62	57,603 311.37	
4 PER DIEM	48,165 260.35	50,525 273.11	52,884 285.86	55,244 298.62	57,603 311.37	59,963 324.13	62,323 336.88
5 PER DIEM	50,525 273.11	52,884 285.86	55,244 298.62	57,603 311.37	59,963 324.13	62,323 336.88	64,683 349.64
6 PER DIEM	52,884 285.86	55,244 298.62	57,603 311.37	59,963 324.13	62,323 336.88	64,683 349.64	67,044 362.40
7 PER DIEM		57,603 311.37	59,963 324.13	62,323 336.88	64,683 349.64	67,044 362.40	69,402 375.14
8 PER DIEM		59,963 324.13	62,323 336.88	64,683 349.64	67,044 362.40	69,402 375.14	71,761 387.90
9 PER DIEM			65,422 353.63	67,781 366.38	70,138 379.12	72,497 391.88	74,861 404.66
10 PER DIEM			67,781 366.38	70,138 379.12	72,497 391.88	74,861 404.66	77,218 417.39
11 PER DIEM				72,940 394.27	75,303 407.04	77,661 419.79	80,020 432.54
12 PER DIEM				75,303 407.04	77,661 419.79	80,020 432.54	82,381 445.30

15 YR CCCOE LONGEVITY PER DIEM	77,810 420.60	80,168 433.34	82,527 446.09	84,888 458.85
20 YR CCCOE LONGEVITY PER DIEM	80,317 434.15	82,675 446.89	85,034 459.64	87,395 472.41
25 YR CCCOE LONGEVITY PER DIEM	82,824 447.70	85,182 460.44	87,541 473.19	89,902 485.96
30 YR CCCOE LONGEVITY PER DIEM	85,331 461.25	87,689 473.99	90,048 486.74	92,409 499.51
35 YR CCCOE LONGEVITY PER DIEM	87,838 474.80	90,196 487.54	92,555 500.30	94,916 513.06

LONGEVITY \$ 2,507
 MASTERS \$ 600
 DOCTORATE \$ 900
 WORK YEAR 185 Days

*Longevity steps are based on the years of service with CCCOE
 (Longevity = average difference between steps 4 - 12 of Column VII)*

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 CONTRA COSTA ADULT SCHOOL CERTIFICATED ANNUAL (CCASCA)
 2007-2008**

EFFECTIVE 01/01/08

STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7
1	41,408	43,783	46,164	50,500	52,972	55,448	57,920
PER DIEM	190.82	201.77	212.74	232.72	244.11	255.52	266.91
2	43,783	46,164	50,500	52,972	55,448	57,920	60,397
PER DIEM	201.77	212.74	232.72	244.11	255.52	266.91	278.33
3	46,164	50,500	52,972	55,448	57,920	60,397	62,871
PER DIEM	212.74	232.72	244.11	255.52	266.91	278.33	289.73
4	50,500	52,972	55,448	57,920	60,397	62,871	65,345
PER DIEM	232.72	244.11	255.52	266.91	278.33	289.73	301.13
5	52,972	55,448	57,920	60,397	62,871	65,345	67,820
PER DIEM	244.11	255.52	266.91	278.33	289.73	301.13	312.53
6	55,448	57,920	60,397	62,871	65,345	67,820	70,292
PER DIEM	255.52	266.91	278.33	289.73	301.13	312.53	323.92
7		60,397	62,871	65,345	67,820	70,292	72,764
PER DIEM		278.33	289.73	301.13	312.53	323.92	335.32
8		62,871	65,345	67,820	70,292	72,764	75,242
PER DIEM		289.73	301.13	312.53	323.92	335.32	346.74
9			68,708	71,183	73,655	76,130	78,604
PER DIEM			316.63	328.03	339.43	350.83	362.23
10			71,183	73,655	76,130	78,604	81,080
PER DIEM			328.03	339.43	350.83	362.23	373.64
11				76,662	79,138	81,612	84,084
PER DIEM				353.28	364.69	376.09	387.48
12				79,138	81,612	84,084	86,560
PER DIEM				364.69	376.09	387.48	398.89

15 YR CCCOE LONGEVITY	81,742	84,216	86,688	89,164
PER DIEM	376.69	388.09	399.48	410.89
20 YR CCCOE LONGEVITY	84,346	86,820	89,292	91,768
PER DIEM	388.69	400.09	411.48	422.89
25 YR CCCOE LONGEVITY	86,950	89,424	91,896	94,372
PER DIEM	400.69	412.09	423.48	434.89
30 YR CCCOE LONGEVITY	89,554	92,028	94,500	96,976
PER DIEM	412.69	424.09	435.48	446.89
35 YR CCCOE LONGEVITY	92,158	94,632	97,104	99,580
PER DIEM	424.69	436.09	447.48	458.89

LONGEVITY \$ 2,604
 MASTERS \$ 600
 DOCTORATE \$ 900
 WORK YEAR 217 Days

*Longevity steps are based on the years of service with CCCOE
 (Longevity = average difference between steps 1 - 12 of Column VII)*

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
 CERTIFICATED SALARY SCHEDULE
 DEVELOPMENTAL CERTIFICATED ANNUAL (DCA)
 2007-2008**

EFFECTIVE 01/01/08

STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7
9 PER DIEM			65,859 316.63	68,231 328.03	70,599 339.42	72,971 350.82	75,345 362.23
10 PER DIEM			68,231 328.03	70,599 339.42	72,971 350.82	75,345 362.23	77,718 373.65
11 PER DIEM				73,483 353.28	75,858 364.70	78,227 376.09	80,595 387.48
12 PER DIEM				75,858 364.70	78,227 376.09	80,595 387.48	82,970 398.89

15 YR CCCOE LONGEVITY PER DIEM				78,400 376.92	80,769 388.31	83,137 399.70	85,512 411.11
20 YR CCCOE LONGEVITY PER DIEM				80,942 389.14	83,311 400.54	85,679 411.92	88,054 423.33
25 YR CCCOE LONGEVITY PER DIEM				83,484 401.36	85,853 412.76	88,221 424.14	90,596 435.56
30 YR CCCOE LONGEVITY PER DIEM				86,026 413.59	88,395 424.98	90,763 436.36	93,138 447.78
35 YR CCCOE LONGEVITY PER DIEM				88,568 425.81	90,937 437.20	93,305 448.58	95,680 460.00

LONGEVITY \$ 2,542
 MASTERS \$ 600
 DOCTORATE \$ 900
 WORK YEAR 208 Days

*Longevity steps are based on the years of service with CCCOE
 (Longevity = average difference between steps 9 - 12 of Column VII)*

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
PART-TIME TEMPORARY CONTRA COSTA ADULT SCHOOL EMPLOYEES
HOURLY SALARY SCHEDULE
2007-2008**

EFFECTIVE 01/01/08

	Step 1	Step 2	Step 3	Step 4	Step 5
Substitute/Staff Development	27.03				
0-6 months	27.03				
7-12 months		28.36			
13-36 months			29.76		
37-72 months				31.27	
73+ months					32.87

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

	BA + 45	BA + 60	BA + 75	BA + 90
97-120 months	33.69			
121-144 months		34.53		
145-168 months			35.39	
169+ months				36.28

**CONTRA COSTA COUNTY OFFICE OF EDUCATION
PART-TIME TEMPORARY, HOURLY CONTRA COSTA ADULT SCHOOL, CDCR & ROP
SUBSTITUTE & CERTIFICATED EMPLOYEE SALARY RATES
2007-2008**

CERTIFICATED HOURLY CONTRA COSTA ADULT SCHOOL TEACHERS

(effective 1/08)

GROUP	RANGE	STEP	SALARY
CIH	07	010	\$27.03 - Step 1 (0-6 months)
CIH	07	020	\$28.36 - Step 2 (7-12 months)
CIH	07	030	\$29.76 - Step 3 (13-35 months)
CIH	07	040	\$31.27 - Step 4 (3-5 years)
CIH	07	050	\$32.87 - Step 5 (6+ years)
CIH	07	060	\$33.69 - BA + 45 (97-120 months)
CIH	07	070	\$34.53 - BA + 60 (121-144 months)
CIH	07	080	\$35.39 - BA + 75 (145-168 months)
CIH	07	090	\$36.28 - BA + 90 (169 + months)

CERTIFICATED HOURLY CDCR TEACHERS

(effective 7/05)

GROUP	RANGE	STEP	SALARY
CIH	01	050	\$28.50 per hour

SUBSTITUTE CDCR TEACHERS

GROUP	RANGE	STEP	SALARY
CIH	01	030	\$25.90 per hour

OTHER HOURLY, CONTRA COSTA ADULT SCHOOL SUBSTITUTE and HOMELESS TEACHERS

(effective 1/06)

GROUP	RANGE	STEP	SALARY
CIH	07	010	\$25.00 per hour

HOURLY ROP TEACHERS

(effective 7/05)

GROUP	RANGE	STEP	SALARY
CIH	04	010	\$31.77 per hour

SUBSTITUTE SPECIAL EDUCATION, ROP & CONTRA COSTA ADULT SCHOOL TEACHERS

(effective 1/06)

GROUP	RANGE	STEP	SALARY
CID	05	020	\$105.00 per day
CID	05	040	\$120.00 per day
CIS	05	060	\$140.00 per day (Retired Teachers)