

**Contra Costa Community College District  
2024 - 2025 SALARY SCHEDULE  
PERMANENT (FULL-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	\$68,136	\$71,496	\$75,012	\$76,848	\$80,232	\$83,544	\$86,952
2	\$68,136	\$71,496	\$75,012	\$76,848	\$80,232	\$83,544	\$86,952
3	\$68,136	\$71,496	\$75,012	\$76,848	\$80,232	\$83,544	\$86,952
4	\$70,824	\$74,304	\$77,652	\$79,488	\$82,752	\$86,148	\$89,508
5	\$74,304	\$77,652	\$81,072	\$82,752	\$86,148	\$89,508	\$92,892
6	\$77,652	\$81,072	\$84,396	\$86,148	\$89,508	\$92,892	\$96,300
7	\$81,072	\$84,396	\$87,864	\$89,508	\$92,892	\$96,300	\$99,552
8	\$84,396	\$87,864	\$91,308	\$92,892	\$96,300	\$99,552	\$102,888
9	\$87,864	\$91,308	\$94,728	\$96,300	\$99,552	\$102,888	\$106,260
10		\$92,892	\$96,300	\$99,552	\$102,888	\$106,260	\$109,656
11			\$99,552	\$102,888	\$106,260	\$109,656	\$112,848
12				\$106,260	\$109,656	\$112,848	\$116,220
13					\$112,848	\$116,220	\$119,640
14					\$112,848	\$116,220	\$119,640
15					\$112,848	\$116,220	\$119,640
16					\$116,220	\$119,640	\$122,844
17					\$116,220	\$119,640	\$122,844
18					\$116,220	\$119,640	\$122,844
19					\$119,640	\$122,844	\$126,300
20					\$119,640	\$122,844	\$126,300
21					\$119,640	\$122,844	\$126,300
22					\$122,844	\$126,300	\$129,660
23					\$122,844	\$126,300	\$129,660
24					\$122,844	\$126,300	\$129,660
25					\$122,844	\$126,300	\$129,660
26					\$122,844	\$126,300	\$129,660
27					\$125,304	\$128,820	\$132,264

**Contra Costa Community College District**  
**2024 - 2025 SALARY SCHEDULE**  
**TEMPORARY (PART-TIME) CLASSROOM FACULTY**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
STEP	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
1	\$77.87	\$81.71	\$85.73	\$87.83	\$91.69	\$95.48	\$99.37
2	\$77.87	\$81.71	\$85.73	\$87.83	\$91.69	\$95.48	\$99.37
3	\$77.87	\$81.71	\$85.73	\$87.83	\$91.69	\$95.48	\$99.37
4	\$80.94	\$84.92	\$88.75	\$90.84	\$94.57	\$98.45	\$102.29
5	\$84.92	\$88.75	\$92.65	\$94.57	\$98.45	\$102.29	\$106.16
6	\$88.75	\$92.65	\$96.45	\$98.45	\$102.29	\$106.16	\$110.06
7	\$92.65	\$96.45	\$100.42	\$102.29	\$106.16	\$110.06	\$113.77
8	\$96.45	\$100.42	\$104.35	\$106.16	\$110.06	\$113.77	\$117.59
9	\$100.42	\$104.35	\$108.26	\$110.06	\$113.77	\$117.59	\$121.44
10		\$106.16	\$110.06	\$113.77	\$117.59	\$121.44	\$125.32
11			\$113.77	\$117.59	\$121.44	\$125.32	\$128.97
12				\$121.44	\$125.32	\$128.97	\$132.82
13					\$128.97	\$132.82	\$136.73
14					\$128.97	\$132.82	\$136.73
15					\$128.97	\$132.82	\$136.73
16					\$132.82	\$136.73	\$140.39
17					\$132.82	\$136.73	\$140.39
18					\$132.82	\$136.73	\$140.39
19					\$136.73	\$140.39	\$144.34
20					\$136.73	\$140.39	\$144.34
21					\$136.73	\$140.39	\$144.34
22					\$140.39	\$144.34	\$148.18
23					\$140.39	\$144.34	\$148.18
24					\$140.39	\$144.34	\$148.18
25					\$140.39	\$144.34	\$148.18
26					\$140.39	\$144.34	\$148.18
27					\$143.20	\$147.22	\$151.16

<b>Contra Costa Community College District</b> <b>2024 - 2025 SALARY SCHEDULE</b> <b>ALL CLASSROOM FACULTY FOR SUMMER SESSION (Summer 2025)</b>							
	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30 MA</b>	<b>BA+45 MA+15</b>	<b>BA+60 MA+30</b>	<b>BA+75 MA+45</b>	<b>BA+90 MA+60 DOCTORATE</b>
1	\$73.00	\$76.60	\$80.37	\$82.34	\$85.96	\$89.51	\$93.16
2	\$73.00	\$76.60	\$80.37	\$82.34	\$85.96	\$89.51	\$93.16
3	\$73.00	\$76.60	\$80.37	\$82.34	\$85.96	\$89.51	\$93.16
4	\$75.88	\$79.61	\$83.20	\$85.17	\$88.66	\$92.30	\$95.90
5	\$79.61	\$83.20	\$86.86	\$88.66	\$92.30	\$95.90	\$99.53
6	\$83.20	\$86.86	\$90.42	\$92.30	\$95.90	\$99.53	\$103.18
7	\$86.86	\$90.42	\$94.14	\$95.90	\$99.53	\$103.18	\$106.66
8	\$90.42	\$94.14	\$97.83	\$99.53	\$103.18	\$106.66	\$110.24
9	\$94.14	\$97.83	\$101.49	\$103.18	\$106.66	\$110.24	\$113.85
10		\$99.53	\$103.18	\$106.66	\$110.24	\$113.85	\$117.49
11			\$106.66	\$110.24	\$113.85	\$117.49	\$120.91
12				\$113.85	\$117.49	\$120.91	\$124.52
13					\$120.91	\$124.52	\$128.19
14					\$120.91	\$124.52	\$128.19
15					\$120.91	\$124.52	\$128.19
16					\$124.52	\$128.19	\$131.62
17					\$124.52	\$128.19	\$131.62
18					\$124.52	\$128.19	\$131.62
19					\$128.19	\$131.62	\$135.32
20					\$128.19	\$131.62	\$135.32
21					\$128.19	\$131.62	\$135.32
22					\$131.62	\$135.32	\$138.92
23					\$131.62	\$135.32	\$138.92
24					\$131.62	\$135.32	\$138.92
25					\$131.62	\$135.32	\$138.92
26					\$131.62	\$135.32	\$138.92
27					\$134.25	\$138.02	\$141.71

This salary schedule reflects a translation of 75% pay parity based on the B-1F (full-time) salary schedule. Using these rates, faculty are paid proportionally for 70 hours for every 20% load (or 350 hours for a full-load equivalent, or 3.5 hours for every 1% load).

**Contra Costa Community College District**  
**2024 - 2025 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
STEP	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
1	\$63.62	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16
2	\$63.62	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16
3	\$63.62	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16
4	\$66.23	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16	\$81.70
5	\$68.81	\$71.40	\$73.98	\$76.56	\$79.16	\$81.70	\$84.29
6	\$71.40	\$73.98	\$76.56	\$79.16	\$81.70	\$84.29	\$86.88
7	\$73.98	\$76.56	\$79.16	\$81.70	\$84.29	\$86.88	\$89.48
8	\$76.56	\$79.16	\$81.70	\$84.29	\$86.88	\$89.48	\$92.04
9	\$79.16	\$81.70	\$84.29	\$86.88	\$89.48	\$92.04	\$94.63
10		\$84.29	\$86.88	\$89.48	\$92.04	\$94.63	\$97.22
11			\$89.48	\$92.04	\$94.63	\$97.22	\$99.83
12				\$94.63	\$97.22	\$99.83	\$102.36
13					\$99.83	\$102.36	\$104.95
14					\$99.83	\$102.36	\$104.95
15					\$99.83	\$102.36	\$104.95
16					\$102.36	\$104.95	\$107.54
17					\$102.36	\$104.95	\$107.54
18					\$102.36	\$104.95	\$107.54
19					\$104.95	\$107.54	\$110.12
20					\$104.95	\$107.54	\$110.12
21					\$104.95	\$107.54	\$110.12
22					\$107.54	\$110.12	\$112.68
23					\$107.54	\$110.12	\$112.68
24					\$107.54	\$110.12	\$112.68
25					\$107.54	\$110.12	\$112.68
26					\$107.54	\$110.12	\$112.68
27					\$110.12	\$112.68	\$115.29

**Contra Costa Community College District**  
**2024 - 2025 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	\$64.89	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74
2	\$64.89	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74
3	\$64.89	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74
4	\$67.55	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74	\$83.33
5	\$70.18	\$72.83	\$75.46	\$78.09	\$80.74	\$83.33	\$85.98
6	\$72.83	\$75.46	\$78.09	\$80.74	\$83.33	\$85.98	\$88.62
7	\$75.46	\$78.09	\$80.74	\$83.33	\$85.98	\$88.62	\$91.27
8	\$78.09	\$80.74	\$83.33	\$85.98	\$88.62	\$91.27	\$93.88
9	\$80.74	\$83.33	\$85.98	\$88.62	\$91.27	\$93.88	\$96.52
10		\$85.98	\$88.62	\$91.27	\$93.88	\$96.52	\$99.16
11			\$91.27	\$93.88	\$96.52	\$99.16	\$101.82
12				\$96.52	\$99.16	\$101.82	\$104.41
13					\$101.82	\$104.41	\$107.05
14					\$101.82	\$104.41	\$107.05
15					\$101.82	\$104.41	\$107.05
16					\$104.41	\$107.05	\$109.69
17					\$104.41	\$107.05	\$109.69
18					\$104.41	\$107.05	\$109.69
19					\$107.05	\$109.69	\$112.33
20					\$107.05	\$109.69	\$112.33
21					\$107.05	\$109.69	\$112.33
22					\$109.69	\$112.33	\$114.94
23					\$109.69	\$112.33	\$114.94
24					\$109.69	\$112.33	\$114.94
25					\$109.69	\$112.33	\$114.94
26					\$109.69	\$112.33	\$114.94
27					\$112.33	\$114.94	\$117.59

**Contra Costa Community College District  
2024 - 2025 SALARY SCHEDULE  
OTHER ACADEMIC SERVICES**

	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	\$37.42	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74
2	\$37.42	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74
3	\$37.42	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74
4	\$39.32	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74	\$50.68
5	\$41.26	\$43.11	\$44.96	\$46.90	\$48.74	\$50.68	\$52.57
6	\$43.11	\$44.96	\$46.90	\$48.74	\$50.68	\$52.57	\$54.44
7	\$44.96	\$46.90	\$48.74	\$50.68	\$52.57	\$54.44	\$56.32
8	\$46.90	\$48.74	\$50.68	\$52.57	\$54.44	\$56.32	\$58.18
9	\$48.74	\$50.68	\$52.57	\$54.44	\$56.32	\$58.18	\$60.21
10		\$52.57	\$54.44	\$56.32	\$58.18	\$60.21	\$62.02
11			\$56.32	\$58.18	\$60.21	\$62.02	\$63.90
12				\$60.21	\$62.02	\$63.90	\$65.82
13					\$63.90	\$65.82	\$67.73
14					\$63.90	\$65.82	\$67.73
15					\$63.90	\$65.82	\$67.73
16					\$65.82	\$67.73	\$69.59
17					\$65.82	\$67.73	\$69.59
18					\$65.82	\$67.73	\$69.59
19					\$67.73	\$69.59	\$71.51
20					\$67.73	\$69.59	\$71.51
21					\$67.73	\$69.59	\$71.51
22					\$69.59	\$71.51	\$73.37
23					\$69.59	\$71.51	\$73.37
24					\$69.59	\$71.51	\$73.37
25					\$69.59	\$71.51	\$73.37
26					\$69.59	\$71.51	\$73.37
27					\$71.51	\$73.37	\$75.37

This salary schedule is a simple hourly schedule that pays based based upon the hours of each OAS assignment.

**Contra Costa Community College District**  
**2024 - 2025 SALARY SCHEDULE**  
**COUNSELING, LIBRARIAN, AND DISABILITIES SPECIALIST ASSIGNMENTS**  
**FOR TEMPORARY (PART-TIME) FACULTY AND PERMANENT (FULL-TIME) FACULTY OVERLOAD**

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
STEP	BA	BA+15	BA+30 MA	BA+45 MA+15	BA+60 MA+30	BA+75 MA+45	BA+90 MA+60 DOCTORATE
1	\$51.37	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97
2	\$51.37	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97
3	\$51.37	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97
4	\$53.94	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97	\$69.53
5	\$56.56	\$59.14	\$61.71	\$64.33	\$66.97	\$69.53	\$72.19
6	\$59.14	\$61.71	\$64.33	\$66.97	\$69.53	\$72.19	\$74.77
7	\$61.71	\$64.33	\$66.97	\$69.53	\$72.19	\$74.77	\$77.33
8	\$64.33	\$66.97	\$69.53	\$72.19	\$74.77	\$77.33	\$79.99
9	\$66.97	\$69.53	\$72.19	\$74.77	\$77.33	\$79.99	\$82.52
10		\$72.19	\$74.77	\$77.33	\$79.99	\$82.52	\$85.20
11			\$77.33	\$79.99	\$82.52	\$85.20	\$87.77
12				\$82.52	\$85.20	\$87.77	\$90.40
13					\$87.77	\$90.40	\$92.95
14					\$87.77	\$90.40	\$92.95
15					\$87.77	\$90.40	\$92.95
16					\$90.40	\$92.95	\$95.62
17					\$90.40	\$92.95	\$95.62
18					\$90.40	\$92.95	\$95.62
19					\$92.95	\$95.62	\$98.12
20					\$92.95	\$95.62	\$98.12
21					\$92.95	\$95.62	\$98.12
22					\$95.62	\$98.12	\$100.65

This salary schedule is a simple hourly schedule that pays based on the hours of each counseling, librarian, or disabilities specialist assignment.

**Contra Costa Community College District  
2024 - 2025 SALARY SCHEDULE  
ACADEMIC SPECIAL PROGRAMS**

---

Academic personnel employed for special programs shall be paid the following hourly rates:

Teaching or Counseling	\$51.91
Supervision or Coordinator	\$55.12

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  
2024 - 2025 SALARY SCHEDULE  
SUPERVISION OF COOPERATIVE VOCATIONAL EDUCATION STUDENTS**

---

The compensation for academic employees who supervise cooperative vocational education students shall be according to the number of units each student earns, except where a student completes less than three (3) units, in which case the instructor shall be paid as if the student has completed three (3) units. The rate of compensation will be \$42.33 per unit

**Contra Costa Community College District  
2024 - 2025 SALARY SCHEDULE  
PERSONNEL RELATED SERVICES**

---

Faculty who provide extra service to the District in personnel policies and procedures development and implementation related to AB-1725 shall be paid **\$74.93** 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 Daily of \$381.93)  
Policies and Procedures Development Task Force  
Summer Equivalency Committee  
Summer Hiring Committee

**Contra Costa Community College District  
2024 - 2025 SALARY SCHEDULE  
INTERCOLLEGIATE ATHLETICS SEASONAL CONTRACT  
TEMPORARY (PART-TIME) DAY FACULTY HEAD COACHES AND ASSOCIATE COACHES**

1	Swimming and Diving - Associate Coach	\$14,626
	Golf - Head Coach	
	Badminton - Head Coach	
2	Cross Country - Head Coach	\$15,732
	Water Polo - Head Coach	
3	Volleyball - Head Coach	\$16,978
	Wrestling - Head Coach	
	Tennis - Head Coach	
	Soccer - Head Coach	
4	Swimming and Diving - Head Coach	\$18,188
	Football - Associate Coach	
	Track and Field - Associate Coach	
5	Baseball - Head Coach	\$21,835
	Basketball - Head Coach	
	Football - Head Coach	
	Softball - Head Coach	
	Track and Field - Head Coach	

<b>Contra Costa Community College District</b> <b>2024 - 2025 SALARY SCHEDULE</b> <b>STIPENDS</b>	
<b>Faculty Evaluation Stipends</b>	
Part-time Evaluation	\$312
Chair, Part-time Evaluation	\$390
Peer Evaluation	\$414
Chair, Peer Evaluation	\$520
Probationary Evaluation	\$520
Chair, Probationary Evaluation	\$624
<b>Academic Senate President</b>	
Honorarium (monthly)	\$557.62
<b>Classified Employee and Academic Managers Educational Stipend</b>	
Education Stipend (monthly)	\$101