

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
MANAGEMENT PERMANENT ANNUAL SALARY SCHEDULE
EFFECTIVE JULY 1, 2026**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
R	\$84,422.77	\$88,670.01	\$93,091.30	\$97,745.86	\$102,633.15	\$107,764.81	\$113,153.05
Q	\$87,625.61	\$91,994.68	\$96,607.48	\$101,437.86	\$106,509.74	\$111,835.23	\$117,426.99
P	\$90,915.47	\$95,476.03	\$100,262.91	\$105,276.05	\$110,539.84	\$116,066.84	\$121,870.19
O	\$94,553.49	\$99,305.51	\$104,266.46	\$109,479.77	\$114,953.76	\$120,701.45	\$126,736.52
N	\$98,765.91	\$103,709.44	\$108,896.64	\$114,341.47	\$120,058.56	\$126,061.48	\$132,364.56
M	\$103,134.99	\$108,287.41	\$113,700.89	\$119,385.93	\$125,355.23	\$131,622.98	\$138,204.13
L	\$108,130.74	\$113,544.25	\$119,236.26	\$125,198.06	\$131,457.97	\$138,030.87	\$144,932.41
K	\$113,613.87	\$119,323.28	\$125,293.83	\$131,558.52	\$138,136.45	\$145,043.28	\$152,295.44
J	\$119,723.62	\$125,711.58	\$131,995.41	\$138,595.17	\$145,524.93	\$152,801.18	\$160,441.24
I	\$126,216.36	\$132,552.40	\$139,167.00	\$146,125.34	\$153,431.61	\$161,103.20	\$169,158.35
H	\$133,579.45	\$140,263.61	\$147,278.55	\$154,642.48	\$162,374.58	\$170,493.31	\$179,017.99
G	\$141,621.33	\$148,723.31	\$156,155.99	\$163,963.79	\$172,161.98	\$180,770.07	\$189,808.59
F	\$150,446.57	\$157,966.27	\$165,851.54	\$174,144.11	\$182,851.32	\$191,993.89	\$201,593.57
E	\$161,882.83	\$169,994.34	\$178,488.85	\$187,413.29	\$196,783.96	\$206,623.15	\$216,954.31
D	\$176,383.97	\$185,203.17	\$194,463.32	\$204,186.48	\$214,395.80	\$225,115.61	\$236,371.39
C	\$190,412.57	\$199,933.17	\$209,929.84	\$220,426.34	\$231,447.65	\$243,020.03	\$255,171.04
B	\$204,421.94	\$214,643.04	\$225,375.19	\$236,643.95	\$248,476.15	\$260,899.94	\$273,944.95
A	\$218,392.94	\$229,312.59	\$240,778.22	\$252,817.14	\$265,457.99	\$278,730.89	\$292,667.43

Adjusted Columns and 3.2% COLA

Board Approved: 12/08/2025

**Annual Salaries are based on a Manager's work year,
which will be 260 days comprised of work days, holidays, and vacation.**

Management Positions List

Title	Grade	Position	Designation	Title	Grade	Position	Designation
Accounting Manager - Accounts Payable	G	Classified	Supervisory	Director, Business & Career Technical Education	H	Classified	Supervisory
Assistant Dean, Admissions & Records	E	Academic	Administrative	Director, Campus Budget & Accounting	G	Classified	Supervisory
Assistant Dean, Disabled Students Programs & Services	E	Academic	Administrative	Director, Contract Management Services	G	Classified	Supervisory
Assistant Dean, Financial Aid, Scholarship & Veterans	E	Academic	Administrative	Director, Enterprise Applications Services	D	Classified	Supervisory
Assistant Dean, Student Services	E	Academic	Administrative	Director, Child Development Services Quality Assurance	F	Academic	Supervisory
Assistant Director, Athletics & Sports Information	I	Classified	Supervisory	Director, College Advancement	G	Classified	Supervisory
Assistant to the President	K	Classified	Confidential	Director, College Research	F	Classified	Supervisory
Assistant to the Vice Chancellor	K	Classified	Confidential	Director, Continuing Education Support Services	H	Classified	Supervisory
Assistant Vice Chancellor, Economic & Workforce Development	A	Classified	Administrative	Director, Criminal Justice Academies Instruction	H	Academic	Supervisory
Assistant Vice Chancellor, Educational Services	A	Classified	Administrative	Director, Digital Media Center	E	Classified	Supervisory
Assistant Vice Chancellor, Facility Planning, District Construction & Support Services	A	Classified	Administrative	Director, Disabled Students Programs and Services	H	Academic	Supervisory
Assistant Vice Chancellor, Fiscal Services	A	Classified	Administrative	Director, EOPS/CARE/NEXTUP/GUARDIAN SCHOLARS/CALWORKS	H	Academic	Supervisory
Assistant Vice Chancellor, Information Technologies Services	A	Classified	Administrative	Director, Facility Planning, District Construction & Support Services	C	Classified	Administrative
Assistant Vice Chancellor, Human Resources	A	Classified	Administrative	Director, Fire Instruction	H	Academic	Supervisory
Assistant Vice Chancellor, Human Resources, Investigations and Equity	A	Classified	Administrative	Director, Fire Technology Wellness	H	Academic	Supervisory
Associate Dean, Admissions & Records	D	Academic	Administrative	Director, Football Operations	F	Classified	Supervisory
Associate Dean, Athletics	D	Academic	Administrative	Director, Global Trade & Logistics Initiative	F	Classified	Supervisory
Associate Dean, Business & Career Education	D	Academic	Administrative	Director, Human Resources	D	Classified	Supervisory
Associate Dean, Career Education & Dual Enrollment	D	Academic	Administrative	Director, Information Communications Technology/Digital Media Initiative	F	Classified	Supervisory
Associate Dean, Counseling	D	Academic	Administrative	Director, Information Systems	D	Classified	Supervisory
Associate Dean, Criminal Justice Academies	D	Academic	Administrative	Director, OC Center of Excellence	F	Classified	Supervisory
Associate Dean, Disabled Student Programs & Services	D	Academic	Administrative	Director, OC Regional Consortium Talent Development & Retention	G	Classified	Supervisory
Associate Dean, Educational Partnerships	D	Academic	Administrative	Director, OC Regional Consortium Workforce & Employee Engagement	B	Classified	Supervisory
Associate Dean, EOPS	D	Academic	Administrative	Director, Physical Plant and Facilities	F	Classified	Supervisory
Associate Dean, Financial Aid	D	Academic	Administrative	Director, Public Affairs & Publications	E	Classified	Supervisory
Associate Dean, Fine & Performing Arts	D	Academic	Administrative	Director, Purchasing Services	F	Classified	Supervisory
Associate Dean, Fire Technology	D	Academic	Administrative	Director, Special Programs	H	Classified	Supervisory
Associate Dean, Health Science & Nursing	D	Academic	Administrative	Director, Student Health Center	G	Classified	Supervisory
Associate Dean, Human Services and Technology	D	Academic	Administrative	Director, Student Information Support	D	Classified	Supervisory
Associate Dean, Information and Learning Resources	D	Academic	Administrative	Director, Student Support	G	Classified	Supervisory
Associate Dean, Instructional & Student Services	D	Academic	Administrative	Director, Technology Infrastructure & Support Services	D	Classified	Supervisory
Associate Dean, Library & Learning Resources	D	Academic	Administrative	Director, Workforce Education	C	Academic	Administrative
Associate Dean, Research, Institutional Effectiveness & Planning	D	Academic	Administrative	Director, Workplace Safety & Risk Management	F	Classified	Supervisory
Associate Dean, Student Development	D	Academic	Administrative	District Accounting Supervisor	I	Classified	Supervisory
Associate Director I, Child Development Center	Q	Academic	Supervisory	District Investigator	L	Classified	Confidential
Associate Director II, Child Development Center	O	Academic	Supervisory	District Support Services Supervisor	I	Classified	Supervisory
Auxiliary Services Supervisor	J	Classified	Supervisory	Executive Assistant to the Board of Trustees	I	Classified	Confidential
Benefits Analyst	L	Classified	Confidential	Executive Assistant to the Chancellor	H	Classified	Confidential
Bookstore Manager	J	Classified	Supervisory	Executive Director, Child Development Services	C	Academic	Administrative
Budget Analyst	K	Classified	Confidential	Executive Director, College Advancement	C	Classified	Supervisory
Campus Business Manager	H	Classified	Supervisory	Executive Director, District Research, Planning & Institutional Effectiveness	C	Classified	Supervisory
Chief Communications Officer	C	Classified	Supervisory	Facilities Manager	I	Classified	Supervisory
Chief District Safety & Security	D	Classified	Supervisory	Facilities Project Manager	E	Classified	Supervisory
Custodial Supervisor	O	Classified	Supervisory	Facilities Systems Manager	G	Classified	Supervisory
Dean, Arts, Humanities & Social Sciences	B	Academic	Administrative	Graphic Communications Manager	H	Classified	Supervisory
Dean, Academic Affairs	B	Academic	Administrative	Internal Audit Manager	G	Classified	Supervisory
Dean, Apprenticeship Program	B	Academic	Administrative	Inventory, Delivery & Storage Supervisor	L	Classified	Supervisory
Dean, Business	B	Academic	Administrative	K-14 Technical Assistant Provider	F	Classified	Supervisory
Dean, Business & Career Education	B	Academic	Administrative	Lieutenant District Safety & Security	H	Classified	Supervisory
Dean, Counseling	B	Academic	Administrative	Maintenance Supervisor	O	Classified	Supervisory
Dean, Counseling & Student Support Services	B	Academic	Administrative	Management Fellow	N	Classified	Supervisory
Dean, Educational Access and Student Success	B	Academic	Administrative	Manager, Budget & Disbursement Services	E	Classified	Supervisory
Dean, Enrollment & Support Services	B	Academic	Administrative	Manager, Budget, Forecasting & Analysis	G	Classified	Supervisory
Dean, Fine & Performing Arts	B	Academic	Administrative	Manager, Employee Relations & District Investigation	G	Classified	Supervisory
Dean, Human Services & Technology	B	Academic	Administrative	Manager, Enterprise Applications	F	Classified	Supervisory
Dean, Humanities & Social Sciences	B	Academic	Administrative	Manager, Fiscal Services	E	Classified	Supervisory
Dean, Institutional Effectiveness, Library & Learning Support Services	B	Academic	Administrative	Manager, Human Resources Operations	G	Classified	Supervisory
Dean, Instruction & Student Services	B	Academic	Administrative	Payroll Manager	G	Classified	Supervisory
Dean, Kinesiology, Health & Athletics	B	Academic	Administrative	Principal Investigator	I	Classified	Supervisory
Dean, Mathematics & Sciences	B	Academic	Administrative	Principal Human Resources Analyst	I	Classified	Supervisory
Dean, Science, Mathematics & Health Science	B	Academic	Administrative	Project Manager	E	Classified	Supervisory
Dean, Student Development & Deputy Title IX Coordinator	B	Academic	Administrative	Public Information Officer	I	Classified	Supervisory
Dean, Student Affairs	B	Academic	Administrative	Publications and Electronic Media Manager	H	Classified	Supervisory
Director I, Child Development Center	L	Academic	Supervisory	Regional Director, Orange County Center of Excellence	D	Classified	Supervisory
Director II, Child Development Center	J	Academic	Supervisory	Registrar	G	Classified	Supervisory
Director of Grants	F	Classified	Supervisory	Senior Human Resources Analyst	L	Classified	Confidential
Director, Academic and End User Support Services	D	Classified	Supervisory	Sergeant District Safety & Security	K	Classified	Supervisory
Director, Accounting Audit & Advisory Services	D	Classified	Supervisory	Vice President, Academic Affairs	A	Academic	Administrative
Director, Administrative Services	F	Classified	Supervisory	Vice President, Administrative Services	A	Classified	Administrative
Director, Auxiliary Services and Enterprise Operations	D	Classified	Supervisory	Vice President, Continuing Education	A	Academic	Administrative
Position List Revised: November 2025				Vice President, Student Services	A	Academic	Administrative