

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
MANAGEMENT PERMANENT ANNUAL SALARY SCHEDULE
EFFECTIVE JULY 1, 2027**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
R	\$87,124.30	\$91,507.45	\$96,070.22	\$100,873.73	\$105,917.41	\$111,213.28	\$116,773.95
Q	\$90,429.63	\$94,938.51	\$99,698.92	\$104,683.87	\$109,918.05	\$115,413.96	\$121,184.65
P	\$93,824.77	\$98,531.26	\$103,471.32	\$108,644.88	\$114,077.11	\$119,780.98	\$125,770.04
O	\$97,579.20	\$102,483.29	\$107,602.99	\$112,983.12	\$118,632.28	\$124,563.90	\$130,792.09
N	\$101,926.42	\$107,028.14	\$112,381.33	\$118,000.40	\$123,900.43	\$130,095.45	\$136,600.23
M	\$106,435.31	\$111,752.61	\$117,339.32	\$123,206.28	\$129,366.60	\$135,834.92	\$142,626.66
L	\$111,590.92	\$117,177.67	\$123,051.82	\$129,204.40	\$135,664.63	\$142,447.86	\$149,570.25
K	\$117,249.51	\$123,141.62	\$129,303.23	\$135,768.39	\$142,556.82	\$149,684.66	\$157,168.89
J	\$123,554.78	\$129,734.35	\$136,219.26	\$143,030.22	\$150,181.73	\$157,690.82	\$165,575.36
I	\$130,255.28	\$136,794.08	\$143,620.34	\$150,801.35	\$158,341.42	\$166,258.50	\$174,571.42
H	\$137,853.99	\$144,752.05	\$151,991.46	\$159,591.04	\$167,570.57	\$175,949.10	\$184,746.57
G	\$146,153.21	\$153,482.46	\$161,152.98	\$169,210.63	\$177,671.16	\$186,554.71	\$195,882.46
F	\$155,260.86	\$163,021.19	\$171,158.79	\$179,716.72	\$188,702.56	\$198,137.69	\$208,044.56
E	\$167,063.08	\$175,434.16	\$184,200.49	\$193,410.52	\$203,081.05	\$213,235.09	\$223,896.85
D	\$182,028.26	\$191,129.67	\$200,686.15	\$210,720.45	\$221,256.47	\$232,319.31	\$243,935.27
C	\$196,505.77	\$206,331.03	\$216,647.59	\$227,479.98	\$238,853.97	\$250,796.67	\$263,336.51
B	\$210,963.44	\$221,511.62	\$232,587.20	\$244,216.56	\$256,427.39	\$269,248.74	\$282,711.19
A	\$225,381.51	\$236,650.59	\$248,483.12	\$260,907.29	\$273,952.65	\$287,650.28	\$302,032.79

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