

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT  
MANAGEMENT PERMANENT ANNUAL SALARY SCHEDULE  
EFFECTIVE JULY 1, 2025**

<b>GRADE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>
<b>R</b>	\$81,805.01	\$85,920.55	\$90,204.75	\$94,714.98	\$99,450.73	\$104,423.27	\$109,644.43
<b>Q</b>	\$84,908.54	\$89,142.13	\$93,611.90	\$98,292.50	\$103,207.11	\$108,367.47	\$113,785.84
<b>P</b>	\$88,096.39	\$92,515.53	\$97,153.98	\$102,011.68	\$107,112.25	\$112,467.87	\$118,091.27
<b>O</b>	\$91,621.60	\$96,226.27	\$101,033.39	\$106,085.05	\$111,389.30	\$116,958.77	\$122,806.71
<b>N</b>	\$95,703.40	\$100,493.64	\$105,520.00	\$110,796.00	\$116,335.81	\$122,152.60	\$128,260.23
<b>M</b>	\$99,937.01	\$104,929.66	\$110,175.28	\$115,684.04	\$121,468.25	\$127,541.65	\$133,918.73
<b>L</b>	\$104,777.85	\$110,023.50	\$115,539.01	\$121,315.95	\$127,381.75	\$133,750.84	\$140,438.38
<b>K</b>	\$110,090.96	\$115,623.33	\$121,408.75	\$127,479.19	\$133,853.15	\$140,545.81	\$147,573.10
<b>J</b>	\$116,011.26	\$121,813.55	\$127,902.53	\$134,297.65	\$141,012.53	\$148,063.16	\$155,466.32
<b>I</b>	\$122,302.67	\$128,442.25	\$134,851.74	\$141,594.32	\$148,674.04	\$156,107.75	\$163,913.13
<b>H</b>	\$129,437.45	\$135,914.35	\$142,711.77	\$149,847.36	\$157,339.71	\$165,206.70	\$173,467.04
<b>G</b>	\$137,229.97	\$144,111.73	\$151,313.94	\$158,879.64	\$166,823.62	\$175,164.80	\$183,923.05
<b>F</b>	\$145,781.56	\$153,068.09	\$160,708.86	\$168,744.29	\$177,181.51	\$186,040.59	\$195,342.61
<b>E</b>	\$156,863.21	\$164,723.20	\$172,954.31	\$181,602.03	\$190,682.13	\$200,216.23	\$210,227.04
<b>D</b>	\$170,914.70	\$179,460.44	\$188,433.45	\$197,855.12	\$207,747.87	\$218,135.28	\$229,042.04
<b>C</b>	\$184,508.30	\$193,733.69	\$203,420.39	\$213,591.41	\$224,270.98	\$235,484.53	\$247,258.76
<b>B</b>	\$198,083.28	\$207,987.44	\$218,386.81	\$229,306.15	\$240,771.46	\$252,810.02	\$265,450.53
<b>A</b>	\$211,621.07	\$222,202.12	\$233,312.23	\$244,977.85	\$257,226.73	\$270,088.07	\$283,592.47

Adjusted Columns and 8% 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, Instructional & 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
				Vice President, Student Services	A	Academic	Administrative

Position List Revised: November 2025