

| RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT |               |               |               |               |               |               |               |  |
|--------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--|
| MANAGEMENT REVISED ANNUAL SALARY SCHEDULE  |               |               |               |               |               |               |               |  |
| EFFECTIVE JULY 1, 2024                     |               |               |               |               |               |               |               |  |
| GRADE                                      | STEP 1        | STEP 2        | STEP 3        | STEP 4        | STEP 5        | STEP 6        | STEP 7        |  |
| R                                          | \$ 75,745.38  | \$ 79,556.06  | \$ 83,522.92  | \$ 87,699.05  | \$ 92,084.01  | \$ 96,688.21  | \$ 101,522.62 |  |
| Q                                          | \$ 78,619.01  | \$ 82,539.01  | \$ 86,677.69  | \$ 91,011.57  | \$ 95,562.14  | \$ 100,340.25 | \$ 105,357.26 |  |
| P                                          | \$ 81,570.73  | \$ 85,662.53  | \$ 89,957.39  | \$ 94,455.26  | \$ 99,178.01  | \$ 104,136.92 | \$ 109,343.77 |  |
| O                                          | \$ 84,834.81  | \$ 89,098.40  | \$ 93,549.43  | \$ 98,226.89  | \$ 103,138.24 | \$ 108,295.15 | \$ 113,709.92 |  |
| N                                          | \$ 88,614.26  | \$ 93,049.66  | \$ 97,703.70  | \$ 102,588.89 | \$ 107,718.35 | \$ 113,104.26 | \$ 118,759.47 |  |
| M                                          | \$ 92,534.27  | \$ 97,157.09  | \$ 102,014.15 | \$ 107,114.86 | \$ 112,470.60 | \$ 118,094.12 | \$ 123,998.83 |  |
| L                                          | \$ 97,016.53  | \$ 101,873.61 | \$ 106,980.57 | \$ 112,329.58 | \$ 117,946.06 | \$ 123,843.37 | \$ 130,035.54 |  |
| K                                          | \$ 101,936.08 | \$ 107,058.64 | \$ 112,415.51 | \$ 118,036.29 | \$ 123,938.10 | \$ 130,135.01 | \$ 136,641.76 |  |
| J                                          | \$ 107,417.83 | \$ 112,790.32 | \$ 118,428.27 | \$ 124,349.68 | \$ 130,567.16 | \$ 137,095.52 | \$ 143,950.30 |  |
| I                                          | \$ 113,243.22 | \$ 118,928.01 | \$ 124,862.72 | \$ 131,105.86 | \$ 137,661.15 | \$ 144,544.21 | \$ 151,771.42 |  |
| H                                          | \$ 119,849.49 | \$ 125,846.62 | \$ 132,140.52 | \$ 138,747.55 | \$ 145,684.92 | \$ 152,969.17 | \$ 160,617.63 |  |
| G                                          | \$ 127,064.79 | \$ 133,436.79 | \$ 140,105.50 | \$ 147,110.78 | \$ 154,466.32 | \$ 162,189.63 | \$ 170,299.12 |  |
| F                                          | \$ 134,982.92 | \$ 141,729.71 | \$ 148,804.50 | \$ 156,244.72 | \$ 164,056.95 | \$ 172,259.81 | \$ 180,872.79 |  |
| E                                          | \$ 145,243.71 | \$ 152,521.48 | \$ 160,142.88 | \$ 168,150.03 | \$ 176,557.53 | \$ 185,385.40 | \$ 194,654.67 |  |
| D                                          | \$ 158,254.35 | \$ 166,167.07 | \$ 174,475.42 | \$ 183,199.18 | \$ 192,359.14 | \$ 201,977.11 | \$ 212,075.96 |  |
| C                                          | \$ 170,841.02 | \$ 179,383.05 | \$ 188,352.21 | \$ 197,769.82 | \$ 207,658.32 | \$ 218,041.23 | \$ 228,943.30 |  |
| B                                          | \$ 183,410.45 | \$ 192,580.96 | \$ 202,210.01 | \$ 212,320.51 | \$ 222,936.53 | \$ 234,083.35 | \$ 245,787.53 |  |
| A                                          | \$ 195,945.43 | \$ 205,742.70 | \$ 216,029.84 | \$ 226,831.34 | \$ 238,172.90 | \$ 250,081.54 | \$ 262,585.62 |  |
| Adjusted Columns and 4% COLA               |               |               |               |               |               |               |               |  |
| Board Approved: September 28, 2022         |               |               |               |               |               |               |               |  |

Annual salaries are based on a Management Team Member'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 and Athletics                                   | 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 Iniative        | 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 Servivces                       | 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 Developmen & 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, Auxilliary Services and Enterprise Operations                                | D     | Classified | Supervisory    | Vice President, Continuing Education                                          | A     | Academic   | Administrative |
| Position List Revised: October 2025                                                    |       |            |                | Vice President, Student Services                                              | A     | Academic   | Administrative |