



South Orange County Community College District
District Management Team
2024-2025 Effective 7/1/24*

Range/Step	Monthly/Annual Rates							
	1	2	3	4	5	6	7	8
01	-	-	6,030	6,332	6,649	6,981	7,331	7,698
	-	-	72,360	75,984	79,788	83,772	87,972	92,376
02	-	6,030	6,332	6,649	6,981	7,331	7,698	8,083
	-	72,360	75,984	79,788	83,772	87,972	92,376	96,996
03	6,030	6,332	6,649	6,981	7,331	7,698	8,083	8,487
	72,360	75,984	79,788	83,772	87,972	92,376	96,996	101,844
04	6,332	6,649	6,981	7,331	7,698	8,083	8,487	8,911
	75,984	79,788	83,772	87,972	92,376	96,996	101,844	106,932
05	6,649	6,981	7,331	7,698	8,083	8,487	8,911	9,357
	79,788	83,772	87,972	92,376	96,996	101,844	106,932	112,284
06	6,981	7,331	7,698	8,083	8,487	8,911	9,357	9,824
	83,772	87,972	92,376	96,996	101,844	106,932	112,284	117,888
07	7,331	7,698	8,083	8,487	8,911	9,357	9,824	10,316
	87,972	92,376	96,996	101,844	106,932	112,284	117,888	123,792
08	7,889	8,284	8,699	9,134	9,590	10,070	10,573	11,102
	94,668	99,408	104,388	109,608	115,080	120,840	126,876	133,224
09	8,275	8,688	9,122	9,577	10,057	10,560	11,088	11,642
	99,300	104,256	109,464	114,924	120,684	126,720	133,056	139,704
10	8,673	9,107	9,562	10,041	10,543	11,070	11,623	12,204
	104,076	109,284	114,744	120,492	126,516	132,840	139,476	146,448
11	9,101	9,557	10,035	10,537	11,064	11,617	12,199	12,809
	109,212	114,684	120,420	126,444	132,768	139,404	146,388	153,708
12	9,546	10,023	10,524	11,050	11,603	12,183	12,793	13,432
	114,552	120,276	126,288	132,600	139,236	146,196	153,516	161,184
13	10,015	10,516	11,042	11,594	12,174	12,782	13,421	14,092
	120,180	126,192	132,504	139,128	146,088	153,384	161,052	169,104
14	10,506	11,031	11,583	12,162	12,770	13,408	14,079	14,784
	126,072	132,372	138,996	145,944	153,240	160,896	168,948	177,408
15	11,166	11,725	12,311	12,927	13,573	14,251	14,964	15,711
	133,992	140,700	147,732	155,124	162,876	171,012	179,568	188,532
16	11,707	12,293	12,907	13,552	14,230	14,941	15,688	16,472
	140,484	147,516	154,884	162,624	170,760	179,292	188,256	197,664
17	12,280	12,893	13,538	14,216	14,927	15,674	16,457	17,279
	147,360	154,716	162,456	170,592	179,124	188,088	197,484	207,348
18	12,873	13,517	14,193	14,903	15,649	16,431	17,252	18,115
	154,476	162,204	170,316	178,836	187,788	197,172	207,024	217,380
19	13,500	14,176	14,885	15,629	16,410	17,231	18,092	18,997
	162,000	170,112	178,620	187,548	196,920	206,772	217,104	227,964
20	14,158	14,866	15,610	16,390	17,209	18,069	18,973	19,922
	169,896	178,392	187,320	196,680	206,508	216,828	227,676	239,064
21	14,851	15,593	16,373	17,191	18,050	18,953	19,901	20,895
	178,212	187,116	196,476	206,292	216,600	227,436	238,812	250,740
22	15,717	16,502	17,327	18,194	19,104	20,060	21,063	22,116
	188,604	198,024	207,924	218,328	229,248	240,720	252,756	265,392
23	16,482	17,307	18,172	19,081	20,036	21,038	22,090	23,195
	197,784	207,684	218,064	228,972	240,432	252,456	265,080	278,340
24	17,279	18,143	19,050	20,002	21,002	22,052	23,155	24,313
	207,348	217,716	228,600	240,024	252,024	264,624	277,860	291,756
25	18,380	19,299	20,264	21,277	22,341	23,458	24,631	25,862
	220,560	231,588	243,168	255,324	268,092	281,496	295,572	310,344
26	19,263	20,226	21,238	22,300	23,414	24,585	25,815	27,106
	231,156	242,712	254,856	267,600	280,968	295,020	309,780	325,272
27	20,476	21,500	22,575	23,703	24,888	26,133	27,439	28,811
	245,712	258,000	270,900	284,436	298,656	313,596	329,268	345,732
28	21,449	22,522	23,648	24,831	26,072	27,376	28,745	30,183
	257,388	270,264	283,776	297,972	312,864	328,512	344,940	362,196

Board Approval Date: 05/18/2026

*Applicable to employees with termination dates between 7/1/24 - 10/27/24

Annual Salaries are based on a Management Team Member's work year which will not be less than 260 days comprised of work days, holidays, and vacation.



South Orange County Community College District

District Management Team Classifications 2024-2025

Classification Title	Location	Range
ADA Compliance and Leave Administration Manager	DS	16
Arts, Media, Performance and Design (AMPD) Operations Manager	SC	10
Assistant Dean, Career and Technical Education	SC	20
Assistant Dean, Division/Director, Emeritus Institute	SC	20
Assistant Dean, Health and Wellness/Director, Nursing	SC	20
Assistant Dean, Humanities and Social Sciences	SC	20
Assistant Dean, Students	IVC	20
Assistant Director, Community Education (Exp. 08.31.2024)	SC	08
Assistant Director, Facilities	IVC/SC	14
Assistant Director, Facilities – Capital Outlay Projects	IVC/SC	14
Assistant Director, Facilities Rentals and Grounds	SC	14
Assistant Director, Fiscal Services	DS	18
Assistant Director, Marketing and Creative Services (Exp. 01.31.2025)	IVC	10
Assistant Director, Marketing and Creative Services (Eff. 02.01.2025)	IVC	12
Assistant Director, Purchasing and Contracts	DS	15
Assistant Director, Technology Services	IVC/SC	14
Athletics Operations Manager	SC	10
Central Services Manager	DS	10
Chief Communications Officer	DS	19
Chief of Police	IVC/SC	17
Dean, Arts, Media, Performance and Design	SC	22
Dean, Arts (Exp. 01.31.2025)	IVC	22
Dean, Arts, Library, and Online Education (Eff. 02.01.2025)	IVC	22
Dean, Business and Industry	SC	22
Dean, Career and Continuing Education and Integrated Design, Engineering and Automation	IVC	22
Dean, Counseling Services	IVC/SC	22
Dean, Economic and Workforce Advancement	SC	22
Dean, Enrollment Services	IVC/SC	22
Dean, Health and Wellness	SC	22
Dean, Health Sciences, Kinesiology and Athletics	IVC	22
Dean, Instructional Support and Teaching Innovations	SC	22
Dean, Kinesiology & Athletics	SC	22
Dean, Liberal Arts	IVC	22
Dean, Mathematics, Science and Engineering	IVC	22
Dean, Science, Technology, Engineering and Math	SC	22
Dean, Social and Behavioral Sciences	IVC	22
Director, Adult Education	SC	17
Director, Annual Giving and Development Services	IVC	18
Director, Arts Production Management	IVC	10



South Orange County Community College District

District Management Team Classifications 2024-2025

Classification Title	Location	Range
Director, Career and Re-Entry Center	SC	11
Director, College Equity, Inclusion and Access	IVC/SC	15
Director, Community Education (Eff. 09.01.2024)	SC	12
Director, Development and Alumni Relations	SC	15
Director, Disabled Student Programs and Services	IVC/SC	17
Director, Dual Enrollment	IVC	14
Director, Economic and Workforce Development	IVC/SC	19
Director, Enterprise Resource Planning	DS	18
Director, Equal Employment Opportunity, Equity and Compliance Programs	DS	17
Director, Extended Opportunity Programs and Services (EOPS)	IVC	17
Director, Facilities	IVC	20
Director, Facilities Planning	DS	21
Director, Financial Aid	IVC/SC	17
Director, Fiscal and Contract Services	SC	16
Director, Foster and Kinship Care Education Program	SC	12
Director, Health and Wellness Center	IVC/SC	18
Director, Information Security	DS	18
Director, Information Technology – Enterprise Systems	DS	20
Director, International Student Program (Exp. 02.28.2025)	IVC/SC	11
Director, International Student Program (Eff. 03.01.2025)	IVC/SC	15
Director, Learning Assistance	SC	17
Director, Outreach and Strategic Partnerships	IVC/SC	15
Director, Recruitment and Employment Services	DS	18
Director, Research, Planning, and Accreditation	IVC/SC	19
Director, Student Life	SC	14
Director, Student Success	SC	17
Director, Student Success Initiatives	IVC	15
Director, Technology Services	IVC	20
Director, Technology Services and Broadcast Systems	SC	20
Director, Veterans Services Center	IVC	14
District Director, Chancellor and Board Operations	DS	13
District Director, Employee Relations and Title IX Officer	DS	18
District Director, Research, Planning and Data Management	DS	19
District Information Technology Project Manager	DS	15
District Workers' Compensation and Safety Manager	DS	10
Enterprise Resource Planning (ERP) Training Manager	DS	16
Executive Assistant to the Office of the Chancellor and Board Operations (Eff. 8.19.2024)	DS	9
Executive Assistant to the Office of the Vice Chancellor	DS	10
Executive Dean, Extended Learning	SC	23



South Orange County Community College District

District Management Team Classifications 2024-2025

Classification Title	Location	Range
Executive Dean, Humanities and Social Sciences	SC	23
Executive Director, College Foundation	IVC/SC	22
Executive Director, Facilities Planning	DS	23
Executive Director, Fiscal Services	DS	23
Executive Director, Human Resources and Employee/Employer Relations	DS	23
Executive Director, Information Technology and Security	DS	23
Executive Director, Marketing and Communications	SC	18
Executive Director, Marketing and Creative Services	IVC	18
Executive Director, Procurement, Central Services and Risk Management	DS	23
Facilities Maintenance and Energy Projects Manager	SC	12
Fiscal Services Manager	DS	13
Grant Project Manager, Categorical	IVC/SC	11
Grant Project Manager, Real Estate Education, Categorical	SC	08
Human Resources and Employee/Employer Relations Department Manager	DS	09
Human Resources Information Systems (HRIS) Manager	DS	16
Human Resources Operations Supervisor	DS	12
Internal Auditor	DS	18
Laboratory Operations Manager	SC	10
Manager, ATEP Operations and Programs	SC	11
Manager, Clinical Operations	SC	10
Manager, College Fiscal Services (Exp. 08.31.2024)	IVC	10
Manager, Economic and Workforce Development Operations	SC	10
Manager, Office of the Chancellor and Trustee Services (Exp. 8.18.2024)	DS	10
Manager, Office of the President	IVC/SC	10
Night Facilities Operations Supervisor	IVC/SC	08
Operations Site Supervisor, Child Development Center	SC	05
Payroll and Benefits Manager	DS	16
Police Operations Lieutenant	IVC/SC	12
President	IVC/SC	27
Project Director – Career Technical Education, Categorical	IVC	13
Project Manager	DS	16
Psychological Health Services Supervisor	SC	17
Regional Director, Employer Engagement	SC	17
Registrar	IVC/SC	14
Risk Manager	DS	15
Senior Director, College Facilities	SC	21
Senior Project Manager	DS	18
Software Development Manager	DS	16
Student Payment and Veterans Services Manager	SC	10



South Orange County Community College District

District Management Team Classifications 2024-2025

Classification Title	Location	Range
Student Rights and Grievances Manager	IVC/SC	13
Systems Manager – Computers and Networking Operating Systems	DS	15
Vice Chancellor, Business Services	DS	27
Vice Chancellor, Educational and Technology Services	DS	27
Vice Chancellor, Human Resources	DS	27
Vice President, College Administrative Services	IVC/SC	25
Vice President, Instruction	IVC/SC	25
Vice President, Student Services	IVC/SC	25
Workday HCM/Finance Enterprise Resource Planning Program Manager, Categorical (Exp. 12.31.2024)	DS	18