



South Orange County Community College District
 District Management Team
 2025-26 3.74% Increase Effective 7/1/25

Range/Step	Monthly/Annual Rates								Range/Step
	1	2	3	4	5	6	7	8	
01	-	-	6,423	6,744	7,082	7,435	7,809	8,200	01
	-	-	77,076	80,928	84,984	89,220	93,708	98,400	
02	-	6,423	6,744	7,082	7,435	7,809	8,200	8,609	02
	-	77,076	80,928	84,984	89,220	93,708	98,400	103,308	
03	6,423	6,744	7,082	7,435	7,809	8,200	8,609	9,040	03
	77,076	80,928	84,984	89,220	93,708	98,400	103,308	108,480	
04	6,744	7,082	7,435	7,809	8,200	8,609	9,040	9,491	04
	80,928	84,984	89,220	93,708	98,400	103,308	108,480	113,892	
05	7,082	7,435	7,809	8,200	8,609	9,040	9,491	9,966	05
	84,984	89,220	93,708	98,400	103,308	108,480	113,892	119,592	
06	7,435	7,809	8,200	8,609	9,040	9,491	9,966	10,463	06
	89,220	93,708	98,400	103,308	108,480	113,892	119,592	125,556	
07	7,809	8,200	8,609	9,040	9,491	9,966	10,463	10,987	07
	93,708	98,400	103,308	108,480	113,892	119,592	125,556	131,844	
08	8,403	8,823	9,265	9,729	10,214	10,726	11,261	11,824	08
	100,836	105,876	111,180	116,748	122,568	128,712	135,132	141,888	
09	8,814	9,254	9,716	10,201	10,712	11,247	11,810	12,400	09
	105,768	111,048	116,592	122,412	128,544	134,964	141,720	148,800	
10	9,238	9,700	10,184	10,695	11,229	11,791	12,379	12,999	10
	110,856	116,400	122,208	128,340	134,748	141,492	148,548	155,988	
11	9,693	10,179	10,688	11,223	11,784	12,373	12,993	13,643	11
	116,316	122,148	128,256	134,676	141,408	148,476	155,916	163,716	
12	10,168	10,676	11,209	11,769	12,359	12,976	13,626	14,307	12
	122,016	128,112	134,508	141,228	148,308	155,712	163,512	171,684	
13	10,667	11,201	11,761	12,349	12,966	13,614	14,294	15,009	13
	128,004	134,412	141,132	148,188	155,592	163,368	171,528	180,108	
14	11,190	11,750	12,337	12,954	13,601	14,281	14,996	15,747	14
	134,280	141,000	148,044	155,448	163,212	171,372	179,952	188,964	
15	11,893	12,488	13,113	13,768	14,456	15,179	15,939	16,733	15
	142,716	149,856	157,356	165,216	173,472	182,148	191,268	200,796	
16	12,470	13,093	13,748	14,434	15,156	15,914	16,709	17,545	16
	149,640	157,116	164,976	173,208	181,872	190,968	200,508	210,540	
17	13,080	13,732	14,419	15,142	15,899	16,694	17,528	18,403	17
	156,960	164,784	173,028	181,704	190,788	200,328	210,336	220,836	
18	13,711	14,397	15,117	15,873	16,668	17,501	18,375	19,295	18
	164,532	172,764	181,404	190,476	200,016	210,012	220,500	231,540	
19	14,378	15,098	15,854	16,646	17,478	18,353	19,270	20,233	19
	172,536	181,176	190,248	199,752	209,736	220,236	231,240	242,796	
20	15,080	15,834	16,626	17,457	18,329	19,245	20,209	21,219	20
	180,960	190,008	199,512	209,484	219,948	230,940	242,508	254,628	
21	15,818	16,608	17,439	18,310	19,225	20,187	21,196	22,255	21
	189,816	199,296	209,268	219,720	230,700	242,244	254,352	267,060	
22	16,741	17,577	18,455	19,379	20,348	21,366	22,434	23,555	22
	200,892	210,924	221,460	232,548	244,176	256,392	269,208	282,660	
23	17,555	18,434	19,355	20,323	21,340	22,408	23,528	24,705	23
	210,660	221,208	232,260	243,876	256,080	268,896	282,336	296,460	
24	18,403	19,324	20,291	21,304	22,369	23,488	24,662	25,896	24
	220,836	231,888	243,492	255,648	268,428	281,856	295,944	310,752	
25	19,577	20,555	21,583	22,662	23,796	24,985	26,235	27,546	25
	234,924	246,660	258,996	271,944	285,552	299,820	314,820	330,552	
26	20,517	21,543	22,621	23,751	24,938	26,185	27,495	28,871	26
	246,204	258,516	271,452	285,012	299,256	314,220	329,940	346,452	
27	21,809	22,900	24,045	25,246	26,509	27,834	29,226	30,686	27
	261,708	274,800	288,540	302,952	318,108	334,008	350,712	368,232	
28	22,846	23,988	25,187	26,447	27,769	29,158	30,616	32,148	28
	274,152	287,856	302,244	317,364	333,228	349,896	367,392	385,776	

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 2025-2026

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 (Exp. 05.31.2026)	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, 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	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, Library, and Online Education	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
Dean, Students (Eff. 12.18.2025)	IVC/SC	22
Dean, Workforce Program Innovation and Partnerships (Eff. 02.24.2026)	SC	22
Director, Adult Education	SC	17
Director, Annual Giving and Development Services	IVC	18
Director, Arts Production Management	IVC	10
Director, Career and Re-Entry Center (Exp. 06.30.2026)	SC	11



South Orange County Community College District

District Management Team Classifications 2025-2026

Classification Title	Location	Range
Director, College Capital Planning (Eff. 12.18.2025)	SC	20
Director, College Equity, Inclusion and Access	IVC/SC	15
Director, College Facilities (Eff. 12.18.2025)	IVC/SC	21
Director, Community Education	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, Educational Technology and Innovation (Eff. 02.24.2026)	SC	17
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 (Exp. 12.18.2025)	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	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	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 2025-2026

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, Economic and Workforce Development Operations	SC	10
Manager, Office of the President	IVC/SC	10
Manager, Student Payments	SC	10
Night Facilities Operations Supervisor	IVC/SC	08
Operations Site Supervisor, Child Development Center	SC	05
Payroll and Benefits Manager	DS	16
Payroll and Benefits Operations Supervisor	DS	13
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 (Exp. 12.18.2025)	SC	21
Senior Project Manager	DS	18
Software Development Manager	DS	16
Student Payment and Veterans Services Manager (Exp. 08.24.2025)	SC	10



South Orange County Community College District

District Management Team Classifications 2025-2026

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



South Orange County Community College District
 District Management Team
 2026-27 .92% Increase Effective 7/1/26

Range/Step	Monthly/Annual Rates									Range/Step
	1	2	3	4	5	6	7	8	9	
01	-	-	6,482	6,806	7,147	7,503	7,881	8,275	8,689	01
	-	-	77,784	81,672	85,764	90,036	94,572	99,300	104,268	
02	-	6,482	6,806	7,147	7,503	7,881	8,275	8,688	9,122	02
	-	77,784	81,672	85,764	90,036	94,572	99,300	104,256	109,464	
03	6,482	6,806	7,147	7,503	7,881	8,275	8,688	9,123	9,579	03
	77,784	81,672	85,764	90,036	94,572	99,300	104,256	109,476	114,948	
04	6,806	7,147	7,503	7,881	8,275	8,688	9,123	9,578	10,057	04
	81,672	85,764	90,036	94,572	99,300	104,256	109,476	114,936	120,684	
05	7,147	7,503	7,881	8,275	8,688	9,123	9,578	10,058	10,561	05
	85,764	90,036	94,572	99,300	104,256	109,476	114,936	120,696	126,732	
06	7,503	7,881	8,275	8,688	9,123	9,578	10,058	10,559	11,087	06
	90,036	94,572	99,300	104,256	109,476	114,936	120,696	126,708	133,044	
07	7,881	8,275	8,688	9,123	9,578	10,058	10,559	11,088	11,642	07
	94,572	99,300	104,256	109,476	114,936	120,696	126,708	133,056	139,704	
08	8,480	8,904	9,350	9,819	10,308	10,825	11,365	11,933	12,530	08
	101,760	106,848	112,200	117,828	123,696	129,900	136,380	143,196	150,360	
09	8,895	9,339	9,805	10,295	10,811	11,350	11,919	12,514	13,140	09
	106,740	112,068	117,660	123,540	129,732	136,200	143,028	150,168	157,680	
10	9,323	9,789	10,278	10,793	11,332	11,899	12,493	13,119	13,775	10
	111,876	117,468	123,336	129,516	135,984	142,788	149,916	157,428	165,300	
11	9,782	10,273	10,786	11,326	11,892	12,487	13,113	13,769	14,457	11
	117,384	123,276	129,432	135,912	142,704	149,844	157,356	165,228	173,484	
12	10,262	10,774	11,312	11,877	12,473	13,095	13,751	14,439	15,161	12
	123,144	129,288	135,744	142,524	149,676	157,140	165,012	173,268	181,932	
13	10,765	11,304	11,869	12,463	13,085	13,739	14,426	15,147	15,904	13
	129,180	135,648	142,428	149,556	157,020	164,868	173,112	181,764	190,848	
14	11,293	11,858	12,451	13,073	13,726	14,412	15,134	15,892	16,687	14
	135,516	142,296	149,412	156,876	164,712	172,944	181,608	190,704	200,244	
15	12,002	12,603	13,234	13,895	14,589	15,319	16,086	16,887	17,731	15
	144,024	151,236	158,808	166,740	175,068	183,828	193,032	202,644	212,772	
16	12,585	13,213	13,874	14,567	15,295	16,060	16,863	17,706	18,591	16
	151,020	158,556	166,488	174,804	183,540	192,720	202,356	212,472	223,092	
17	13,200	13,858	14,552	15,281	16,045	16,848	17,689	18,572	19,501	17
	158,400	166,296	174,624	183,372	192,540	202,176	212,268	222,864	234,012	
18	13,837	14,529	15,256	16,019	16,821	17,662	18,544	19,473	20,447	18
	166,044	174,348	183,072	192,228	201,852	211,944	222,528	233,676	245,364	
19	14,510	15,237	16,000	16,799	17,639	18,522	19,447	20,419	21,440	19
	174,120	182,844	192,000	201,588	211,668	222,264	233,364	245,028	257,280	
20	15,219	15,980	16,779	17,618	18,498	19,422	20,395	21,414	22,485	20
	182,628	191,760	201,348	211,416	221,976	233,064	244,740	256,968	269,820	
21	15,964	16,761	17,599	18,478	19,402	20,373	21,391	22,460	23,583	21
	191,568	201,132	211,188	221,736	232,824	244,476	256,692	269,520	282,996	
22	16,895	17,739	18,625	19,557	20,535	21,563	22,640	23,772	24,961	22
	202,740	212,868	223,500	234,684	246,420	258,756	271,680	285,264	299,532	
23	17,717	18,604	19,533	20,510	21,536	22,614	23,744	24,932	26,179	23
	212,604	223,248	234,396	246,120	258,432	271,368	284,928	299,184	314,148	
24	18,572	19,502	20,478	21,500	22,575	23,704	24,889	26,134	27,441	24
	222,864	234,024	245,736	258,000	270,900	284,448	298,668	313,608	329,292	
25	19,757	20,744	21,782	22,870	24,015	25,215	26,476	27,799	29,189	25
	237,084	248,928	261,384	274,440	288,180	302,580	317,712	333,588	350,268	
26	20,706	21,741	22,829	23,970	25,167	26,426	27,748	29,137	30,594	26
	248,472	260,892	273,948	287,640	302,004	317,112	332,976	349,644	367,128	
27	22,010	23,111	24,266	25,478	26,753	28,090	29,495	30,968	32,516	27
	264,120	277,332	291,192	305,736	321,036	337,080	353,940	371,616	390,192	
28	23,056	24,209	25,419	26,690	28,024	29,426	30,898	32,444	34,066	28
	276,672	290,508	305,028	320,280	336,288	353,112	370,776	389,328	408,792	

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Board Approved:



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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, 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	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, Library, and Online Education	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
Dean, Students (Eff. 12.18.2025)	IVC/SC	22
Dean, Workforce Program Innovation and Partnerships (Eff. 02.24.2026)	SC	22
Director, Adult Education	SC	17
Director, Annual Giving and Development Services	IVC	18
Director, Arts Production Management	IVC	10
Director, Career and Re-Entry Center (Exp. 06.30.2026)	SC	11

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South Orange County Community College District

District Management Team Classifications 2026-2027

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Director, College Equity, Inclusion and Access	IVC/SC	15
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Director, Community Education	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, Educational Technology and Innovation (Eff. 02.24.2026)	SC	17
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Director, Equal Employment Opportunity, Equity and Compliance Programs	DS	17
Director, Extended Opportunity Programs and Services (EOPS)	IVC	17
Director, Facilities (Exp. 12.18.2025)	IVC	20
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Director, Fiscal and Contract Services	SC	16
Director, Foster and Kinship Care Education Program	SC	12
Director, Health and Wellness Center	IVC/SC	18
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Director, Information Technology – Enterprise Systems	DS	20
Director, International Student Program	IVC/SC	15
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Director, Recruitment and Employment Services	DS	18
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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	DS	9
Executive Assistant to the Office of the Vice Chancellor	DS	10
Executive Dean, Extended Learning	SC	23

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District Management Team Classifications 2026-2027

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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, Economic and Workforce Development Operations	SC	10
Manager, Office of the President	IVC/SC	10
Manager, Student Payments	SC	10
Night Facilities Operations Supervisor	IVC/SC	08
Operations Site Supervisor, Child Development Center	SC	05
Payroll and Benefits Manager	DS	16
Payroll and Benefits Operations Supervisor	DS	13
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 (Exp. 12.18.2025)	SC	21
Senior Project Manager	DS	18
Software Development Manager	DS	16
Student Payment and Veterans Services Manager (Exp. 08.24.2025)	SC	10

Board Approved:



South Orange County Community College District

District Management Team Classifications 2026-2027

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

Board Approved: