

**NAPA VALLEY COMMUNITY COLLEGE DISTRICT  
 ADMINISTRATIVE/CONFIDENTIAL CLASSIFICATIONS AND RANGES  
 FISCAL YEAR 2025 - 2026  
 Includes 3% effective 11/1/2025 retroactive to 7/1/2025**

<b>DEAN I</b>
19 Dean, Counseling Services and Student Success
19 Dean, HSI Initiatives, STEM Resources, and Dream Center
<b>DEAN II</b>
20 Dean, Enrollment Services
20 Dean, Kinesiology, Administration of Justice, and Social Sciences
20 Dean, Science, Engineering, Mathematics and Learning Support
20 Dean, Student Support Programs
<b>DEAN III</b>
21 Dean, Career Education and Workforce Development
21 Dean, Language and Developmental Studies, Arts & Humanities, and Health Occupations
21 Dean, Research, Planning and Institutional Effectiveness
21 Dean, Student Affairs, Student Life and Engagement

<b>MANAGER I</b>
11 Manager, Student Life
11 Technical Director, Performing Arts
<b>MANAGER II</b>
13 Human Resources Systems Administrator
13 Manager, Building and Custodial Services
13 Manager, Hospitality, Winery, and Culinary Operations
13 Manager, Title IX/Civil Rights Compliance
13 Training and Development Administrator
<b>MANAGER III</b>
15 Chief of Staff to the Superintendent/President
15 Grants Manager
15 Manager, Accounting
15 Manager, Communications
15 Manager, Educational Partnerships and Early College

<b>DIRECTOR I</b>
17 Director, Institutional Research
<b>DIRECTOR II</b>
19 Director, Continuing Education and Community Partnerships
19 Director, Disability Support Programs and Services (DSPS)
19 Director, Enterprise and Auxiliary Services
19 Director, Financial Aid
19 Director, Payroll Services
19 Director, Public Affairs and Communications
19 Director, Student Health Services*
<b>DIRECTOR III</b>
21 Chief of Police
21 Controller
21 Director, Diversity, Equity and Inclusion*
21 Director, Institutional Technology (IT) Operations
21 Director, Facilities Services

<b>CONFIDENTIAL GROUP</b>
6 Human Resources Technician
8 Executive Assistant to the Assistant Superintendent/Vice President, Academic Affairs
8 Executive Assistant to the Assistant Superintendent/Vice President, Administrative Services
8 Executive Assistant to the Assistant Superintendent/Vice President, Human Resources, Training and Development
8 Executive Assistant to the Assistant Superintendent/Vice President, Student Affairs
8 Human Resources Specialist
9 Health Benefits Officer
9 Payroll Specialist
10 Budget Analyst
10 Senior Executive Assistant to the Superintendent/President

Revised 5/11/2026

\*Temporary grant or categorically funded position

Administrative and Confidential Salary Schedule

2025-2026

Annual Rates updated with 3% increase.

Step Description	A	B	C	D	E	F*	G*	H
5	\$ 56,321.00	\$ 59,137.00	\$ 62,094.00	\$ 65,199.00	\$ 68,459.00	\$ 71,882.00	\$ 75,476.00	\$ 79,250.00
6	\$ 59,137.00	\$ 62,094.00	\$ 65,199.00	\$ 68,459.00	\$ 71,882.00	\$ 75,476.00	\$ 79,250.00	\$ 83,213.00
7	\$ 62,094.00	\$ 65,199.00	\$ 68,459.00	\$ 71,882.00	\$ 75,476.00	\$ 79,250.00	\$ 83,213.00	\$ 87,374.00
8	\$ 65,199.00	\$ 68,459.00	\$ 71,882.00	\$ 75,476.00	\$ 79,250.00	\$ 83,213.00	\$ 87,374.00	\$ 91,743.00
9	\$ 68,459.00	\$ 71,882.00	\$ 75,476.00	\$ 79,250.00	\$ 83,213.00	\$ 87,374.00	\$ 91,743.00	\$ 96,330.00
10	\$ 71,882.00	\$ 75,476.00	\$ 79,250.00	\$ 83,213.00	\$ 87,374.00	\$ 91,743.00	\$ 96,330.00	\$ 101,147.00
11	\$ 75,476.00	\$ 79,250.00	\$ 83,213.00	\$ 87,374.00	\$ 91,743.00	\$ 96,330.00	\$ 101,147.00	\$ 106,204.00
12	\$ 79,250.00	\$ 83,213.00	\$ 87,374.00	\$ 91,743.00	\$ 96,330.00	\$ 101,147.00	\$ 106,204.00	\$ 111,514.00
13	\$ 83,213.00	\$ 87,374.00	\$ 91,743.00	\$ 96,330.00	\$ 101,147.00	\$ 106,204.00	\$ 111,514.00	\$ 117,090.00
14	\$ 87,374.00	\$ 91,743.00	\$ 96,330.00	\$ 101,147.00	\$ 106,204.00	\$ 111,514.00	\$ 117,090.00	\$ 122,945.00
15	\$ 91,743.00	\$ 96,330.00	\$ 101,147.00	\$ 106,204.00	\$ 111,514.00	\$ 117,090.00	\$ 122,945.00	\$ 129,092.00
16	\$ 96,330.00	\$ 101,147.00	\$ 106,204.00	\$ 111,514.00	\$ 117,090.00	\$ 122,945.00	\$ 129,092.00	\$ 135,547.00
17	\$ 101,147.00	\$ 106,204.00	\$ 111,514.00	\$ 117,090.00	\$ 122,945.00	\$ 129,092.00	\$ 135,547.00	\$ 142,324.00
18	\$ 106,204.00	\$ 111,514.00	\$ 117,090.00	\$ 122,945.00	\$ 129,092.00	\$ 135,547.00	\$ 142,324.00	\$ 149,440.00
19	\$ 111,514.00	\$ 117,090.00	\$ 122,945.00	\$ 129,092.00	\$ 135,547.00	\$ 142,324.00	\$ 149,440.00	\$ 156,912.00
20	\$ 117,090.00	\$ 122,945.00	\$ 129,092.00	\$ 135,547.00	\$ 142,324.00	\$ 149,440.00	\$ 156,912.00	\$ 164,758.00
21	\$ 122,945.00	\$ 129,092.00	\$ 135,547.00	\$ 142,324.00	\$ 149,440.00	\$ 156,912.00	\$ 164,758.00	\$ 172,996.00
22	\$ 129,092.00	\$ 135,547.00	\$ 142,324.00	\$ 149,440.00	\$ 156,912.00	\$ 164,758.00	\$ 172,996.00	\$ 181,646.00
23	\$ 135,547.00	\$ 142,324.00	\$ 149,440.00	\$ 156,912.00	\$ 164,758.00	\$ 172,996.00	\$ 181,646.00	\$ 190,728.00
24	\$ 142,324.00	\$ 149,440.00	\$ 156,912.00	\$ 164,758.00	\$ 172,996.00	\$ 181,646.00	\$ 190,728.00	\$ 200,264.00
25	\$ 149,440.00	\$ 156,912.00	\$ 164,758.00	\$ 172,996.00	\$ 181,646.00	\$ 190,728.00	\$ 200,264.00	\$ 210,277.00

\* 3 years of service at this step will advance to next step. Longevity shall still apply.

Longevity 1 (L1) = additional 5% per month longevity after 10 years of unbroken regular service with Napa Valley College.

Longevity 2 (L2) = additional 5% per month longevity after 15 years of unbroken regular service with Napa Valley College.

Additionally:

Bilingual Stipend = additional 5% per month to provide written translation for District documents in addition to regular duties, as identified and approved by the area Assistant Superintendent/Vice President

P.O.S.T. Certification Pay = additional 10.00% per month over the employee's regular base salary for Executive POST Certificate

Doctoral Stipend = employees who hold a doctoral degree from an accredited institutional shall be eligible to receive an annual stipend of \$3,500 once certified by Human Resources.

Administrative and Confidential Salary Schedule

2025-2026

Monthly Rates updated with 3% increase.

Step Description	A	B	C	D	E	F*	G*	H
5	\$ 4,693.42	\$ 4,928.08	\$ 5,174.50	\$ 5,433.25	\$ 5,704.92	\$ 5,990.17	\$ 6,289.67	\$ 6,604.17
6	\$ 4,928.08	\$ 5,174.50	\$ 5,433.25	\$ 5,704.92	\$ 5,990.17	\$ 6,289.67	\$ 6,604.17	\$ 6,934.42
7	\$ 5,174.50	\$ 5,433.25	\$ 5,704.92	\$ 5,990.17	\$ 6,289.67	\$ 6,604.17	\$ 6,934.42	\$ 7,281.17
8	\$ 5,433.25	\$ 5,704.92	\$ 5,990.17	\$ 6,289.67	\$ 6,604.17	\$ 6,934.42	\$ 7,281.17	\$ 7,645.25
9	\$ 5,704.92	\$ 5,990.17	\$ 6,289.67	\$ 6,604.17	\$ 6,934.42	\$ 7,281.17	\$ 7,645.25	\$ 8,027.50
10	\$ 5,990.17	\$ 6,289.67	\$ 6,604.17	\$ 6,934.42	\$ 7,281.17	\$ 7,645.25	\$ 8,027.50	\$ 8,428.92
11	\$ 6,289.67	\$ 6,604.17	\$ 6,934.42	\$ 7,281.17	\$ 7,645.25	\$ 8,027.50	\$ 8,428.92	\$ 8,850.33
12	\$ 6,604.17	\$ 6,934.42	\$ 7,281.17	\$ 7,645.25	\$ 8,027.50	\$ 8,428.92	\$ 8,850.33	\$ 9,292.83
13	\$ 6,934.42	\$ 7,281.17	\$ 7,645.25	\$ 8,027.50	\$ 8,428.92	\$ 8,850.33	\$ 9,292.83	\$ 9,757.50
14	\$ 7,281.17	\$ 7,645.25	\$ 8,027.50	\$ 8,428.92	\$ 8,850.33	\$ 9,292.83	\$ 9,757.50	\$ 10,245.42
15	\$ 7,645.25	\$ 8,027.50	\$ 8,428.92	\$ 8,850.33	\$ 9,292.83	\$ 9,757.50	\$ 10,245.42	\$ 10,757.67
16	\$ 8,027.50	\$ 8,428.92	\$ 8,850.33	\$ 9,292.83	\$ 9,757.50	\$ 10,245.42	\$ 10,757.67	\$ 11,295.58
17	\$ 8,428.92	\$ 8,850.33	\$ 9,292.83	\$ 9,757.50	\$ 10,245.42	\$ 10,757.67	\$ 11,295.58	\$ 11,860.33
18	\$ 8,850.33	\$ 9,292.83	\$ 9,757.50	\$ 10,245.42	\$ 10,757.67	\$ 11,295.58	\$ 11,860.33	\$ 12,453.33
19	\$ 9,292.83	\$ 9,757.50	\$ 10,245.42	\$ 10,757.67	\$ 11,295.58	\$ 11,860.33	\$ 12,453.33	\$ 13,076.00
20	\$ 9,757.50	\$ 10,245.42	\$ 10,757.67	\$ 11,295.58	\$ 11,860.33	\$ 12,453.33	\$ 13,076.00	\$ 13,729.83
21	\$ 10,245.42	\$ 10,757.67	\$ 11,295.58	\$ 11,860.33	\$ 12,453.33	\$ 13,076.00	\$ 13,729.83	\$ 14,416.33
22	\$ 10,757.67	\$ 11,295.58	\$ 11,860.33	\$ 12,453.33	\$ 13,076.00	\$ 13,729.83	\$ 14,416.33	\$ 15,137.17
23	\$ 11,295.58	\$ 11,860.33	\$ 12,453.33	\$ 13,076.00	\$ 13,729.83	\$ 14,416.33	\$ 15,137.17	\$ 15,894.00
24	\$ 11,860.33	\$ 12,453.33	\$ 13,076.00	\$ 13,729.83	\$ 14,416.33	\$ 15,137.17	\$ 15,894.00	\$ 16,688.67
25	\$ 12,453.33	\$ 13,076.00	\$ 13,729.83	\$ 14,416.33	\$ 15,137.17	\$ 15,894.00	\$ 16,688.67	\$ 17,523.08

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