

MERCED COLLEGE
MANAGEMENT TEAM SALARY SCHEDULE 2025-26
Effective 07/01/2025

Revised 02/10/2026
Revised 03/10/2026

Steps

RANGE	1	2	3	4	5	6	7	8	9	10
AS/VP	170403	178919	187868	197261	207126	217482	228355	239774	251762	264350
VP	147212	154574	162302	170417	178939	187883	197280	207143	217500	228375
Dean	131827	138417	145338	152605	160235	168248	176659	185493	194766	204507
AD	119624	125654	131991	138647	145580	152858	160502	168528	176956	185803
1	108102	113551	119279	125290	131557	138134	145040	152293	159909	167903
2	105401	110711	116297	122161	128268	134682	141414	148486	155912	163707
3	102766	107946	113390	119107	125062	131313	137878	144773	152013	159614
4	100194	105247	110556	116127	121933	128030	134433	141154	148210	155622
5	97689	102617	107790	113225	118887	124830	131072	137623	144507	151731
6	95248	100047	105097	110395	115914	121712	127795	134186	140895	147940
7	92864	97549	102467	107633	113015	118665	124597	130830	137370	144239
8	90545	95110	99908	104944	110191	115701	121485	127559	133938	140634
9	88283	92734	97407	102319	107435	112809	118449	124371	130590	137120
10	86076	90415	94973	99761	104751	109988	115488	121262	127323	133691
11	83926	88155	92598	97268	102132	107238	112602	118230	124143	130350
12	81824	85949	90284	94833	99575	104554	109782	115270	121034	127086
13	79779	83801	88027	92464	97089	101941	107039	112389	118009	123911
14	77784	81706	85823	90156	94661	99396	104365	109584	115063	120818
15	75840	79663	83679	87896	92292	96908	101752	106839	112181	117791
16	73944	77670	81586	85699	89986	94484	99210	104171	109378	114847
17	72095	75729	79549	83560	87740	92125	96731	101568	106647	111980
18	70290	73838	77558	81472	85545	89822	94314	99029	103981	109179
19	68533	71990	75623	79433	83403	87576	91953	96551	101378	106446
20	66823	70195	73728	77447	81321	85386	89654	94138	98844	103788
21	65152	68437	71887	75514	79288	83256	87417	91789	96380	101196
22	63523	66725	70089	73622	77305	81170	85227	89491	93964	98662
23	61934	65056	68336	71780	75370	79137	83094	87250	91610	96193
24	60387	63433	66626	69987	73486	77160	81020	85070	89324	93790
25	58878	61844	64961	68239	71651	75233	78996	82946	87092	91446
26	57406	60300	63339	66533	69861	73354	77021	80873	84916	89161
27	55970	58790	61754	64870	68112	71518	75095	78850	82790	86932
28	54571	57322	60211	63246	66409	69729	73215	76877	80721	84757
29	53208	55886	58706	61665	64749	67987	71384	74954	78703	82639

Reflects 3% increase

Special Compensation (Longevity Pay): As of September 1, 2022, and on July 1 of the employee's eighth year of employment as a unit member with the District, the employee will be eligible for a 1% annual compounding longevity increase. This compensation will be disbursed on a per pay period basis. Once eligible for longevity, longevity compensation will be ongoing and continue annually as long as the employee remains employed as a unit member with the District. The formula for calculating longevity is as follows:

Formula: Longevity Pay = Base Pay as listed in salary schedule $\times (1 + \text{Compounding Rate})^{\text{Years Eligible}}$.

Example

Range: 29

Years of Service: 10

Base Pay (From Schedule): \$6,886.58 per month

Compounding Rate: 1% (.01)

Years Eligible: 3 Years

Compounding Factor: $(1.01)^3 = 1.030301$

Calculation = $\$6,886.58 \times (1+0.01)^3 \Rightarrow \$6,886.58 \times 1.030301 \Rightarrow \$7,095.25$

Final Monthly Pay with Longevity: \$7,095.25

Monthly Longevity Increase: \$208.67

Upon July 1 of each contractual year, those placed at VP and AS/VP Ranges who reach the minimum years of administrative service (5) and maximum of his/her range shall be awarded 3% for each additional year of service.

Management Team members having an earned doctorate shall receive a stipend of \$6921 which is equal to the difference between Step 2 and 3 in "Dean" Range.

Internal employees working out-of-classification in an Acting position will be placed on Step 1 or the Step that reflects a 5% increase over the employee's current base salary, whichever is greater.

ADMINISTRATOR/MANAGEMENT POSITIONS**RANGE**

Assistant Superintendent/Vice President, Administrative Services	AS/VP
Assistant Superintendent/Vice President, Instruction	AS/VP
Assistant Superintendent/Vice President, Student Services	AS/VP
Vice President, External Relations	VP
Vice President, Human Resources	VP
Vice President, Technology and Institutional Effectiveness	VP
Dean, Enterprise and Academic Partnerships	Dean
Dean, Innovation and Institutional Effectiveness	Dean
Dean, Instruction	Dean
Dean, Student Services	Dean
Senior Director, Capital Projects and Facilities	Dean
Senior Director, Human Resources	Dean
Associate Dean/Athletic Director	AD
Associate Dean, Nursing	AD
Director, Business & Fiscal Services	1
Director, Financial Aid	1
Director, DSPS & Special Programs	2
Director, EOPS, CARE, NextUp & CALWORKS	2
Director, Information Security	2
Director, Student Success and Learning Services	2
Director, Communications & External Relations	4
Director, Enterprise Application Services	4
Director, Institutional Effectiveness	4
Director, Technology, Infrastructure & Architecture	4
Director, Admissions, Records & Follow-up Services	5
Associate Director, Business & Fiscal Services	8
Director, Purchasing & Risk Management	8
Director, Ag Innovation	9
Director, Career and Transfer Center	9
Director, Child Development Center	9
Director, Contract Education and Community Services	9
Director, Farm Operations	9
Director, Math, Engineering, Science Achievement (MESA) Program	9
Director, Payroll	9
Director, Grants Development	10
Director, Special Projects & Grants	10
Assistant Director, Equity & Support Centers	12
Director, Rising Scholars	12
Assistant Director, Events and Operations	13
Assistant Director, Maintenance and Transportation	13
Child Development Center Site Supervisor	13
Construction Project Manager	13
Manager, Student Fees	14
Manager, Student Services (LB)	14
Director, Developing Hispanic-Serving Institutions (DHSI) Grant	16
Manager, Adult Education and Non-Credit Program	16
Manager, Sexual Violence Prevention Program	16
Budget Analyst	16

HR Analyst	18
Executive Assistant to Superintendent/President	19
Administrative Assistant to Vice President, HR	23
Administrative Assistant to Vice President	23
Management/Confidential Administrative Assistant to Superintendent/President	23