

**MERCED COMMUNITY COLLEGE DISTRICT
MANAGEMENT TEAM SALARY SCHEDULE
2026-27**

Steps

RANGE	1	2	3	4	5	6	7	8	9	10
AS/VP	182884	192028	201629	211711	222296	233411	245082	257336	270203	283713
VP	157994	165890	174188	182897	192042	201644	211725	222313	233428	245100
AVP	145038	152288	159903	167898	176294	185110	194363	204083	214286	225002
Dean	133145	139801	146791	154131	161837	169930	178426	187348	196714	206552
AD	120820	126911	133311	140033	147036	154387	162107	170213	178726	187661
1	109183	114687	120472	126543	132873	139515	146490	153816	161508	169582
2	106455	111818	117460	123383	129551	136029	142828	149971	157471	165344
3	103794	109025	114524	120298	126313	132626	139257	146221	153533	161210
4	101196	106299	111662	117288	123152	129310	135777	142566	149692	157178
5	98666	103643	108868	114357	120076	126078	132383	138999	145952	153248
6	96200	101047	106148	111499	117073	122929	129073	135528	142304	149419
7	93793	98524	103492	108709	114145	119852	125843	132138	138744	145681
8	91450	96061	100907	105993	111293	116858	122700	128835	135277	142040
9	89166	93661	98381	103342	108509	113937	119633	125615	131896	138491
10	86937	91319	95923	100759	105799	111088	116643	122475	128596	135028
11	84765	89037	93524	98241	103153	108310	113728	119412	125384	131654
12	82642	86808	91187	95781	100571	105600	110880	116423	122244	128357
13	80577	84639	88907	93389	98060	102960	108109	113513	119189	125150
14	78562	82523	86681	91058	95608	100390	105409	110680	116214	122026
15	76598	80460	84516	88775	93215	97877	102770	107907	113303	118969
16	74683	78447	82402	86556	90886	95429	100202	105213	110472	115995
17	72816	76486	80344	84396	88617	93046	97698	102584	107713	113100
18	70993	74576	78334	82287	86400	90720	95257	100019	105021	110271
19	69218	72710	76379	80227	84237	88452	92873	97517	102392	107510
20	67491	70897	74465	78221	82134	86240	90551	95079	99832	104826
21	65804	69121	72606	76269	80081	84089	88291	92707	97344	102208
22	64158	67392	70790	74358	78078	81982	86079	90386	94904	99649
23	62553	65707	69019	72498	76124	79928	83925	88123	92526	97155
24	60991	64067	67292	70687	74221	77932	81830	85921	90217	94728
25	59467	62462	65611	68921	72368	75985	79786	83775	87963	92360
26	57980	60903	63972	67198	70560	74088	77791	81682	85765	90053
27	56530	59378	62372	65519	68793	72233	75846	79639	83618	87801
28	55117	57895	60813	63878	67073	70426	73947	77646	81528	85605
29	53740	56445	59293	62282	65396	68667	72098	75704	79490	83465

Effective 7/1/2026

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

On July 1 of the employee's eighth year of employment with the district, they shall be awarded a 1% longevity increase and 1% each year thereafter.

Upon July 1 of each contractual year, those places 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 \$6990 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, Enterprise & Academic Partnerships	VP
Vice President, Human Resources	VP
Vice President, Technology and Institutional Effectiveness	VP
Associate Vice President, Instruction	AVP
Associate Vice President, Student Services	AVP
Dean, Enterprise and Academic Partnerships	Dean
Dean, Innovation and Institutional Effectiveness	Dean
Dean, Instruction	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, Enrollment Management & Institutional Effectiveness	2
Director, EOPS, CARE, NextUp & CALWORKS	2
Director, Information Security	2
Director, Nursing	2
Director, Student Success and Learning Services	2
Director, Alumni & External Relations	4
Director, Communications & External Relations	4
Director, Enterprise Application Services	4
Director, Technology, Infrastructure & Architecture	4
Director, Admissions, Records & Follow-up Services	5
Director, Promise Housing	6
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
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