

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

DEAN I	
19	Dean, Counseling Services and Student Success
19	Dean, HSI Initiatives, STEM Resources, and Dream Center
DEAN II	
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
DEAN III	
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

DIRECTOR I	
17	Director, Institutional Research
DIRECTOR II	
19	Director, Continuing Education and Community Partnerships
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*
DIRECTOR III	
21	Chief of Police
21	Controller
21	Director, Diversity, Equity and Inclusion*
21	Director, Institutional Technology (IT) Operations
21	Director, Facilities Services

MANAGER I	
11	Manager, Student Life
11	Technical Director, Performing Arts
MANAGER II	
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
MANAGER III	
15	Chief of Staff to the Superintendent/President
15	Grants Manager
15	Manager, Accounting
15	Manager, Communications
15	Manager, Educational Partnerships and Early College

CONFIDENTIAL GROUP	
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

*Temporary grant or categorically funded position

Revised 11/14/2025

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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