

# NAPA VALLEY COMMUNITY COLLEGE DISTRICT

## CLASSIFIED CLASSIFICATIONS AND RANGES

FISCAL YEAR 2025- 2026

Includes 3% effective 11/1/2025 retroactive to 7/1/2025

<b><u>Classification</u></b>	<b><u>Range</u></b>	<b><u>Classification</u></b>	<b><u>Range</u></b>
Academic Affairs Specialist	15	Financial Aid Technician	12
Accompanist	12	Financial Aid/EOPS Programs Analyst	25
Accountant	16	Foster and Kinship Care Specialist	15
Accounting Assistant	3	Groundskeeper	6
Accounting Specialist	15	Health Services Assistant	6
Accounting Technician	13	Instructional Software and Accessibility Specialist	13
Administrative Assistant	11	Instructional Support Assistant	7
Admissions & Records Analyst	20	Instructional Support Specialist	13
Admissions & Records Assistant	4	Job Placement Specialist	15
Admissions & Records Officer	17	Lead Custodian	7
Admissions & Records Senior Analyst	22	Lead Groundskeeper	17
Admissions & Records Specialist	13	Lead Instructional Support Specialist	15
Admissions & Records Technician	8	Learning Resources Assistant	11
Alternative Media Specialist	21	Learning Resources Technician	13
Applications Support Analyst	30	Machine Tool Shop Technician	21
Athletic Trainer	22	Mail and Facilities Assistant	3
Audio/Visual Assistant	11	Network Administrator	31
Audio/Visual Specialist	22	Network Specialist	22
Audio/Visual Technician	15	Office Assistant	4
Building Mechanic/Electrician	22	PE & Athletic Equipment Attendant	10
Building Mechanic/General	23	Police Officer	27
Building Mechanic/HVAC	22	Police Sergeant	31
Building Mechanic/Plumbing & Irrigation	22	Reprographic Specialist	18
Building Specialist	6	Reprographic Technician	12
Business Office Assistant	4	Research Analyst	25
Campus Service Officer	6	Scheduling Specialist	15
CEWD Program/Outreach Specialist	18	Senior Accountant	22
Chief Accountant	24	Senior Administrative Assistant	15
Coordinator, Basic Needs Center	22	Senior Building Mechanic/Project Coordinator	30
Coordinator, MESA Program	22	Senior Technology Specialist	26
Counseling Services Assistant	4	Student Affairs Specialist	15
Counseling Services Specialist	13	Technology Specialist	22
Counseling Services Technician	8	Technology Technician	15
Curriculum Analyst	25	Testing Center Assistant	4
Custodian	3	Testing Center Specialist	15
Digital Design and Graphics Technician	15	Testing Center Technician	8
Digital Marketing and Communications Specialist	15	Theater Technician	18
Dispatcher and Records Coordinator	23	Veterans Services Officer	21
Distance Education Specialist	14	Warehouse and Maintenance Technician	18
DSPS Specialist	15	Web Applications Analyst	30
Facilities Planning Officer	21	Web and Content Specialist	15
Financial Aid Officer	21	Welding Shop Technician	21
Financial Aid Specialist	16	Winery Lab Technician	15

Revised 11/14/2025

Classified Salary Schedule

Annual Rates updated with 3% increase.

2025-2026

Base

STEP	A	B	C	D	E	F *	G *	H
RANGE								
1	\$ 41,591.00	\$ 43,671.00	\$ 45,855.00	\$ 48,148.00	\$ 50,555.00	\$ 53,083.00	\$ 55,737.00	\$ 58,524.00
2	\$ 42,527.00	\$ 44,653.00	\$ 46,886.00	\$ 49,230.00	\$ 51,692.00	\$ 54,277.00	\$ 56,991.00	\$ 59,841.00
3	\$ 43,484.00	\$ 45,658.00	\$ 47,941.00	\$ 50,338.00	\$ 52,855.00	\$ 55,498.00	\$ 58,273.00	\$ 61,187.00
4	\$ 44,462.00	\$ 46,685.00	\$ 49,019.00	\$ 51,470.00	\$ 54,044.00	\$ 56,746.00	\$ 59,583.00	\$ 62,562.00
5	\$ 45,462.00	\$ 47,735.00	\$ 50,122.00	\$ 52,628.00	\$ 55,259.00	\$ 58,022.00	\$ 60,923.00	\$ 63,969.00
6	\$ 46,485.00	\$ 48,809.00	\$ 51,249.00	\$ 53,811.00	\$ 56,502.00	\$ 59,327.00	\$ 62,293.00	\$ 65,408.00
7	\$ 47,531.00	\$ 49,908.00	\$ 52,403.00	\$ 55,023.00	\$ 57,774.00	\$ 60,663.00	\$ 63,696.00	\$ 66,881.00
8	\$ 48,600.00	\$ 51,030.00	\$ 53,582.00	\$ 56,261.00	\$ 59,074.00	\$ 62,028.00	\$ 65,129.00	\$ 68,385.00
9	\$ 49,694.00	\$ 52,179.00	\$ 54,788.00	\$ 57,527.00	\$ 60,403.00	\$ 63,423.00	\$ 66,594.00	\$ 69,924.00
10	\$ 50,812.00	\$ 53,353.00	\$ 56,021.00	\$ 58,822.00	\$ 61,763.00	\$ 64,851.00	\$ 68,094.00	\$ 71,499.00
11	\$ 51,955.00	\$ 54,553.00	\$ 57,281.00	\$ 60,145.00	\$ 63,152.00	\$ 66,310.00	\$ 69,626.00	\$ 73,107.00
12	\$ 53,124.00	\$ 55,780.00	\$ 58,569.00	\$ 61,497.00	\$ 64,572.00	\$ 67,801.00	\$ 71,191.00	\$ 74,751.00
13	\$ 54,319.00	\$ 57,035.00	\$ 59,887.00	\$ 62,881.00	\$ 66,025.00	\$ 69,326.00	\$ 72,792.00	\$ 76,432.00
14	\$ 55,541.00	\$ 58,318.00	\$ 61,234.00	\$ 64,296.00	\$ 67,511.00	\$ 70,887.00	\$ 74,431.00	\$ 78,153.00
15	\$ 56,791.00	\$ 59,631.00	\$ 62,613.00	\$ 65,744.00	\$ 69,031.00	\$ 72,483.00	\$ 76,107.00	\$ 79,912.00
16	\$ 58,069.00	\$ 60,972.00	\$ 64,021.00	\$ 67,222.00	\$ 70,583.00	\$ 74,112.00	\$ 77,818.00	\$ 81,709.00
17	\$ 59,376.00	\$ 62,345.00	\$ 65,462.00	\$ 68,735.00	\$ 72,172.00	\$ 75,781.00	\$ 79,570.00	\$ 83,549.00
18	\$ 60,712.00	\$ 63,748.00	\$ 66,935.00	\$ 70,282.00	\$ 73,796.00	\$ 77,486.00	\$ 81,360.00	\$ 85,428.00
19	\$ 62,078.00	\$ 65,182.00	\$ 68,441.00	\$ 71,863.00	\$ 75,456.00	\$ 79,229.00	\$ 83,190.00	\$ 87,350.00
20	\$ 63,475.00	\$ 66,649.00	\$ 69,981.00	\$ 73,480.00	\$ 77,154.00	\$ 81,012.00	\$ 85,063.00	\$ 89,316.00
21	\$ 64,903.00	\$ 68,148.00	\$ 71,555.00	\$ 75,133.00	\$ 78,890.00	\$ 82,835.00	\$ 86,977.00	\$ 91,326.00
22	\$ 66,363.00	\$ 69,681.00	\$ 73,165.00	\$ 76,823.00	\$ 80,664.00	\$ 84,697.00	\$ 88,932.00	\$ 93,379.00
23	\$ 67,856.00	\$ 71,249.00	\$ 74,811.00	\$ 78,552.00	\$ 82,480.00	\$ 86,604.00	\$ 90,934.00	\$ 95,481.00
24	\$ 69,383.00	\$ 72,852.00	\$ 76,495.00	\$ 80,320.00	\$ 84,336.00	\$ 88,553.00	\$ 92,981.00	\$ 97,630.00
25	\$ 70,944.00	\$ 74,491.00	\$ 78,216.00	\$ 82,127.00	\$ 86,233.00	\$ 90,545.00	\$ 95,072.00	\$ 99,826.00
26	\$ 72,540.00	\$ 76,167.00	\$ 79,975.00	\$ 83,974.00	\$ 88,173.00	\$ 92,582.00	\$ 97,211.00	\$ 102,072.00
27	\$ 74,172.00	\$ 77,881.00	\$ 81,775.00	\$ 85,864.00	\$ 90,157.00	\$ 94,665.00	\$ 99,398.00	\$ 104,368.00
28	\$ 75,841.00	\$ 79,633.00	\$ 83,615.00	\$ 87,796.00	\$ 92,186.00	\$ 96,795.00	\$ 101,635.00	\$ 106,717.00
29	\$ 77,547.00	\$ 81,424.00	\$ 85,495.00	\$ 89,770.00	\$ 94,259.00	\$ 98,972.00	\$ 103,921.00	\$ 109,117.00
30	\$ 79,292.00	\$ 83,257.00	\$ 87,420.00	\$ 91,791.00	\$ 96,381.00	\$ 101,200.00	\$ 106,260.00	\$ 111,573.00
31	\$ 81,076.00	\$ 85,130.00	\$ 89,387.00	\$ 93,856.00	\$ 98,549.00	\$ 103,476.00	\$ 108,650.00	\$ 114,083.00
32	\$ 82,900.00	\$ 87,045.00	\$ 91,397.00	\$ 95,967.00	\$ 100,765.00	\$ 105,803.00	\$ 111,093.00	\$ 116,648.00
33	\$ 84,765.00	\$ 89,003.00	\$ 93,453.00	\$ 98,126.00	\$ 103,032.00	\$ 108,184.00	\$ 113,593.00	\$ 119,273.00

\* 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.

Hourly rate based on 173.33 average hours/month. 2080 hours/year.

Hourly rate based on 173.33 average hours/month. 2080 hours/year.

Field Training Officer (FTO) Pay = additional 5% per month over the FTO's regular base salary.

P.O.S.T. Certification Pay = additional 5% per month over the employee's regular base salary for Intermediate POST Certificate.

Additional 10% per month over the employee's regular base salary for Advanced or Supervisory POST Certificate.

Employee who has received multiple POST certifications (Intermediate, Advanced, and/or Supervisory) shall be compensated for only highest POST Certification Pay (i.e. 10% maximum certification pay).

Classified Salary Schedule  
Monthly Rates updated with 3% increase.

2025-2026

Base

STEP RANGE	A	B	C	D	E	F *	G *	H
1	\$ 3,465.92	\$ 3,639.25	\$ 3,821.25	\$ 4,012.33	\$ 4,212.92	\$ 4,423.58	\$ 4,644.75	\$ 4,877.00
2	\$ 3,543.92	\$ 3,721.08	\$ 3,907.17	\$ 4,102.50	\$ 4,307.67	\$ 4,523.08	\$ 4,749.25	\$ 4,986.75
3	\$ 3,623.67	\$ 3,804.83	\$ 3,995.08	\$ 4,194.83	\$ 4,404.58	\$ 4,624.83	\$ 4,856.08	\$ 5,098.92
4	\$ 3,705.17	\$ 3,890.42	\$ 4,084.92	\$ 4,289.17	\$ 4,503.67	\$ 4,728.83	\$ 4,965.25	\$ 5,213.50
5	\$ 3,788.50	\$ 3,977.92	\$ 4,176.83	\$ 4,385.67	\$ 4,604.92	\$ 4,835.17	\$ 5,076.92	\$ 5,330.75
6	\$ 3,873.75	\$ 4,067.42	\$ 4,270.75	\$ 4,484.25	\$ 4,708.50	\$ 4,943.92	\$ 5,191.08	\$ 5,450.67
7	\$ 3,960.92	\$ 4,159.00	\$ 4,366.92	\$ 4,585.25	\$ 4,814.50	\$ 5,055.25	\$ 5,308.00	\$ 5,573.42
8	\$ 4,050.00	\$ 4,252.50	\$ 4,465.17	\$ 4,688.42	\$ 4,922.83	\$ 5,169.00	\$ 5,427.42	\$ 5,698.75
9	\$ 4,141.17	\$ 4,348.25	\$ 4,565.67	\$ 4,793.92	\$ 5,033.58	\$ 5,285.25	\$ 5,549.50	\$ 5,827.00
10	\$ 4,234.33	\$ 4,446.08	\$ 4,668.42	\$ 4,901.83	\$ 5,146.92	\$ 5,404.25	\$ 5,674.50	\$ 5,958.25
11	\$ 4,329.58	\$ 4,546.08	\$ 4,773.42	\$ 5,012.08	\$ 5,262.67	\$ 5,525.83	\$ 5,802.17	\$ 6,092.25
12	\$ 4,427.00	\$ 4,648.33	\$ 4,880.75	\$ 5,124.75	\$ 5,381.00	\$ 5,650.08	\$ 5,932.58	\$ 6,229.25
13	\$ 4,526.58	\$ 4,752.92	\$ 4,990.58	\$ 5,240.08	\$ 5,502.08	\$ 5,777.17	\$ 6,066.00	\$ 6,369.33
14	\$ 4,628.42	\$ 4,859.83	\$ 5,102.83	\$ 5,358.00	\$ 5,625.92	\$ 5,907.25	\$ 6,202.58	\$ 6,512.75
15	\$ 4,732.58	\$ 4,969.25	\$ 5,217.75	\$ 5,478.67	\$ 5,752.58	\$ 6,040.25	\$ 6,342.25	\$ 6,659.33
16	\$ 4,839.08	\$ 5,081.00	\$ 5,335.08	\$ 5,601.83	\$ 5,881.92	\$ 6,176.00	\$ 6,484.83	\$ 6,809.08
17	\$ 4,948.00	\$ 5,195.42	\$ 5,455.17	\$ 5,727.92	\$ 6,014.33	\$ 6,315.08	\$ 6,630.83	\$ 6,962.42
18	\$ 5,059.33	\$ 5,312.33	\$ 5,577.92	\$ 5,856.83	\$ 6,149.67	\$ 6,457.17	\$ 6,780.00	\$ 7,119.00
19	\$ 5,173.17	\$ 5,431.83	\$ 5,703.42	\$ 5,988.58	\$ 6,288.00	\$ 6,602.42	\$ 6,932.50	\$ 7,279.17
20	\$ 5,289.58	\$ 5,554.08	\$ 5,831.75	\$ 6,123.33	\$ 6,429.50	\$ 6,751.00	\$ 7,088.58	\$ 7,443.00
21	\$ 5,408.58	\$ 5,679.00	\$ 5,962.92	\$ 6,261.08	\$ 6,574.17	\$ 6,902.92	\$ 7,248.08	\$ 7,610.50
22	\$ 5,530.25	\$ 5,806.75	\$ 6,097.08	\$ 6,401.92	\$ 6,722.00	\$ 7,058.08	\$ 7,411.00	\$ 7,781.58
23	\$ 5,654.67	\$ 5,937.42	\$ 6,234.25	\$ 6,546.00	\$ 6,873.33	\$ 7,217.00	\$ 7,577.83	\$ 7,956.75
24	\$ 5,781.92	\$ 6,071.00	\$ 6,374.58	\$ 6,693.33	\$ 7,028.00	\$ 7,379.42	\$ 7,748.42	\$ 8,135.83
25	\$ 5,912.00	\$ 6,207.58	\$ 6,518.00	\$ 6,843.92	\$ 7,186.08	\$ 7,545.42	\$ 7,922.67	\$ 8,318.83
26	\$ 6,045.00	\$ 6,347.25	\$ 6,664.58	\$ 6,997.83	\$ 7,347.75	\$ 7,715.17	\$ 8,100.92	\$ 8,506.00
27	\$ 6,181.00	\$ 6,490.08	\$ 6,814.58	\$ 7,155.33	\$ 7,513.08	\$ 7,888.75	\$ 8,283.17	\$ 8,697.33
28	\$ 6,320.08	\$ 6,636.08	\$ 6,967.92	\$ 7,316.33	\$ 7,682.17	\$ 8,066.25	\$ 8,469.58	\$ 8,893.08
29	\$ 6,462.25	\$ 6,785.33	\$ 7,124.58	\$ 7,480.83	\$ 7,854.92	\$ 8,247.67	\$ 8,660.08	\$ 9,093.08
30	\$ 6,607.67	\$ 6,938.08	\$ 7,285.00	\$ 7,649.25	\$ 8,031.75	\$ 8,433.33	\$ 8,855.00	\$ 9,297.75
31	\$ 6,756.33	\$ 7,094.17	\$ 7,448.92	\$ 7,821.33	\$ 8,212.42	\$ 8,623.00	\$ 9,054.17	\$ 9,506.92
32	\$ 6,908.33	\$ 7,253.75	\$ 7,616.42	\$ 7,997.25	\$ 8,397.08	\$ 8,816.92	\$ 9,257.75	\$ 9,720.67
33	\$ 7,063.75	\$ 7,416.92	\$ 7,787.75	\$ 8,177.17	\$ 8,586.00	\$ 9,015.33	\$ 9,466.08	\$ 9,939.42

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