# NAPA VALLEY COMMUNITY COLLEGE DISTRICT

## CLASSIFIED CLASSIFICATIONS AND RANGES

### FISCAL YEAR 2026-2027

**Includes 3% increase**

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

Revised 10/12/2026

Classified Salary Schedule

Annual Rates updated with 3% increase.

2026-2027 Base

| STEP → / RANGE ↓ | A | B | C | D | E | F * | G * | H |
|---|---|---|---|---|---|---|---|---|
| 1 | $ 42,839.00 | $ 44,981.00 | $ 47,230.00 | $ 49,592.00 | $ 52,072.00 | $ 54,676.00 | $ 57,410.00 | $ 60,281.00 |
| 2 | $ 43,803.00 | $ 45,993.00 | $ 48,293.00 | $ 50,708.00 | $ 53,243.00 | $ 55,905.00 | $ 58,700.00 | $ 61,635.00 |
| 3 | $ 44,789.00 | $ 47,028.00 | $ 49,379.00 | $ 51,848.00 | $ 54,440.00 | $ 57,162.00 | $ 60,020.00 | $ 63,021.00 |
| 4 | $ 45,797.00 | $ 48,087.00 | $ 50,491.00 | $ 53,016.00 | $ 55,667.00 | $ 58,450.00 | $ 61,373.00 | $ 64,442.00 |
| 5 | $ 46,827.00 | $ 49,168.00 | $ 51,626.00 | $ 54,207.00 | $ 56,917.00 | $ 59,763.00 | $ 62,751.00 | $ 65,889.00 |
| 6 | $ 47,881.00 | $ 50,275.00 | $ 52,789.00 | $ 55,428.00 | $ 58,199.00 | $ 61,109.00 | $ 64,164.00 | $ 67,372.00 |
| 7 | $ 48,958.00 | $ 51,406.00 | $ 53,976.00 | $ 56,675.00 | $ 59,509.00 | $ 62,484.00 | $ 65,608.00 | $ 68,888.00 |
| 8 | $ 50,060.00 | $ 52,563.00 | $ 55,191.00 | $ 57,951.00 | $ 60,849.00 | $ 63,891.00 | $ 67,086.00 | $ 70,440.00 |
| 9 | $ 51,186.00 | $ 53,745.00 | $ 56,432.00 | $ 59,254.00 | $ 62,217.00 | $ 65,328.00 | $ 68,594.00 | $ 72,024.00 |
| 10 | $ 52,338.00 | $ 54,955.00 | $ 57,703.00 | $ 60,588.00 | $ 63,617.00 | $ 66,798.00 | $ 70,138.00 | $ 73,645.00 |
| 11 | $ 53,516.00 | $ 56,192.00 | $ 59,002.00 | $ 61,952.00 | $ 65,050.00 | $ 68,303.00 | $ 71,718.00 | $ 75,304.00 |
| 12 | $ 54,720.00 | $ 57,456.00 | $ 60,329.00 | $ 63,345.00 | $ 66,512.00 | $ 69,838.00 | $ 73,330.00 | $ 76,997.00 |
| 13 | $ 55,951.00 | $ 58,749.00 | $ 61,686.00 | $ 64,770.00 | $ 68,009.00 | $ 71,409.00 | $ 74,979.00 | $ 78,728.00 |
| 14 | $ 57,210.00 | $ 60,071.00 | $ 63,075.00 | $ 66,229.00 | $ 69,540.00 | $ 73,017.00 | $ 76,668.00 | $ 80,501.00 |
| 15 | $ 58,497.00 | $ 61,422.00 | $ 64,493.00 | $ 67,718.00 | $ 71,104.00 | $ 74,659.00 | $ 78,392.00 | $ 82,312.00 |
| 16 | $ 59,813.00 | $ 62,804.00 | $ 65,944.00 | $ 69,241.00 | $ 72,703.00 | $ 76,338.00 | $ 80,155.00 | $ 84,163.00 |
| 17 | $ 61,159.00 | $ 64,217.00 | $ 67,428.00 | $ 70,799.00 | $ 74,339.00 | $ 78,056.00 | $ 81,959.00 | $ 86,057.00 |
| 18 | $ 62,535.00 | $ 65,662.00 | $ 68,945.00 | $ 72,392.00 | $ 76,012.00 | $ 79,813.00 | $ 83,804.00 | $ 87,994.00 |
| 19 | $ 63,942.00 | $ 67,139.00 | $ 70,496.00 | $ 74,021.00 | $ 77,722.00 | $ 81,608.00 | $ 85,688.00 | $ 89,972.00 |
| 20 | $ 65,381.00 | $ 68,650.00 | $ 72,083.00 | $ 75,687.00 | $ 79,471.00 | $ 83,445.00 | $ 87,617.00 | $ 91,998.00 |
| 21 | $ 66,852.00 | $ 70,195.00 | $ 73,705.00 | $ 77,390.00 | $ 81,260.00 | $ 85,323.00 | $ 89,589.00 | $ 94,068.00 |
| 22 | $ 68,356.00 | $ 71,774.00 | $ 75,363.00 | $ 79,131.00 | $ 83,088.00 | $ 87,242.00 | $ 91,604.00 | $ 96,184.00 |
| 23 | $ 69,894.00 | $ 73,389.00 | $ 77,058.00 | $ 80,911.00 | $ 84,957.00 | $ 89,205.00 | $ 93,665.00 | $ 98,348.00 |
| 24 | $ 71,467.00 | $ 75,040.00 | $ 78,792.00 | $ 82,732.00 | $ 86,869.00 | $ 91,212.00 | $ 95,773.00 | $ 100,562.00 |
| 25 | $ 73,075.00 | $ 76,729.00 | $ 80,565.00 | $ 84,593.00 | $ 88,823.00 | $ 93,264.00 | $ 97,927.00 | $ 102,823.00 |
| 26 | $ 74,719.00 | $ 78,455.00 | $ 82,378.00 | $ 86,497.00 | $ 90,822.00 | $ 95,363.00 | $ 100,131.00 | $ 105,138.00 |
| 27 | $ 76,400.00 | $ 80,220.00 | $ 84,231.00 | $ 88,443.00 | $ 92,865.00 | $ 97,508.00 | $ 102,383.00 | $ 107,502.00 |
| 28 | $ 78,119.00 | $ 82,025.00 | $ 86,126.00 | $ 90,432.00 | $ 94,954.00 | $ 99,702.00 | $ 104,687.00 | $ 109,921.00 |
| 29 | $ 79,877.00 | $ 83,871.00 | $ 88,065.00 | $ 92,468.00 | $ 97,091.00 | $ 101,946.00 | $ 107,043.00 | $ 112,395.00 |
| 30 | $ 81,674.00 | $ 85,758.00 | $ 90,046.00 | $ 94,548.00 | $ 99,275.00 | $ 104,239.00 | $ 109,451.00 | $ 114,924.00 |
| 31 | $ 83,512.00 | $ 87,688.00 | $ 92,072.00 | $ 96,676.00 | $ 101,510.00 | $ 106,586.00 | $ 111,915.00 | $ 117,511.00 |
| 32 | $ 85,391.00 | $ 89,661.00 | $ 94,144.00 | $ 98,851.00 | $ 103,794.00 | $ 108,984.00 | $ 114,433.00 | $ 120,155.00 |
| 33 | $ 87,312.00 | $ 91,678.00 | $ 96,262.00 | $ 101,075.00 | $ 106,129.00 | $ 111,435.00 | $ 117,007.00 | $ 122,857.00 |

* **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.**

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**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

2026-2027

Monthly Rates updated with 3% increase.

Base

| STEP → / RANGE ↓ | A | B | C | D | E | F * | G * | H |
|---|---|---|---|---|---|---|---|---|
| 1 | $ 3,569.92 | $ 3,748.42 | $ 3,935.83 | $ 4,132.67 | $ 4,339.33 | $ 4,556.33 | $ 4,784.17 | $ 5,023.42 |
| 2 | $ 3,650.25 | $ 3,832.75 | $ 4,024.42 | $ 4,225.67 | $ 4,436.92 | $ 4,658.75 | $ 4,891.67 | $ 5,136.25 |
| 3 | $ 3,732.42 | $ 3,919.00 | $ 4,114.92 | $ 4,320.67 | $ 4,536.67 | $ 4,763.50 | $ 5,001.67 | $ 5,251.75 |
| 4 | $ 3,816.42 | $ 4,007.25 | $ 4,207.58 | $ 4,418.00 | $ 4,638.92 | $ 4,870.83 | $ 5,114.42 | $ 5,370.17 |
| 5 | $ 3,902.25 | $ 4,097.33 | $ 4,302.17 | $ 4,517.25 | $ 4,743.08 | $ 4,980.25 | $ 5,229.25 | $ 5,490.75 |
| 6 | $ 3,990.08 | $ 4,189.58 | $ 4,399.08 | $ 4,619.00 | $ 4,849.92 | $ 5,092.42 | $ 5,347.00 | $ 5,614.33 |
| 7 | $ 4,079.83 | $ 4,283.83 | $ 4,498.00 | $ 4,722.92 | $ 4,959.08 | $ 5,207.00 | $ 5,467.33 | $ 5,740.67 |
| 8 | $ 4,171.67 | $ 4,380.25 | $ 4,599.25 | $ 4,829.25 | $ 5,070.75 | $ 5,324.25 | $ 5,590.50 | $ 5,870.00 |
| 9 | $ 4,265.50 | $ 4,478.75 | $ 4,702.67 | $ 4,937.83 | $ 5,184.75 | $ 5,444.00 | $ 5,716.17 | $ 6,002.00 |
| 10 | $ 4,361.50 | $ 4,579.58 | $ 4,808.58 | $ 5,049.00 | $ 5,301.42 | $ 5,566.50 | $ 5,844.83 | $ 6,137.08 |
| 11 | $ 4,459.67 | $ 4,682.67 | $ 4,916.83 | $ 5,162.67 | $ 5,420.83 | $ 5,691.92 | $ 5,976.50 | $ 6,275.33 |
| 12 | $ 4,560.00 | $ 4,788.00 | $ 5,027.42 | $ 5,278.75 | $ 5,542.67 | $ 5,819.83 | $ 6,110.83 | $ 6,416.42 |
| 13 | $ 4,662.58 | $ 4,895.75 | $ 5,140.50 | $ 5,397.50 | $ 5,667.42 | $ 5,950.75 | $ 6,248.25 | $ 6,560.67 |
| 14 | $ 4,767.50 | $ 5,005.92 | $ 5,256.25 | $ 5,519.08 | $ 5,795.00 | $ 6,084.75 | $ 6,389.00 | $ 6,708.42 |
| 15 | $ 4,874.75 | $ 5,118.50 | $ 5,374.42 | $ 5,643.17 | $ 5,925.33 | $ 6,221.58 | $ 6,532.67 | $ 6,859.33 |
| 16 | $ 4,984.42 | $ 5,233.67 | $ 5,495.33 | $ 5,770.08 | $ 6,058.58 | $ 6,361.50 | $ 6,679.58 | $ 7,013.58 |
| 17 | $ 5,096.58 | $ 5,351.42 | $ 5,619.00 | $ 5,899.92 | $ 6,194.92 | $ 6,504.67 | $ 6,829.92 | $ 7,171.42 |
| 18 | $ 5,211.25 | $ 5,471.83 | $ 5,745.42 | $ 6,032.67 | $ 6,334.33 | $ 6,651.08 | $ 6,983.67 | $ 7,332.83 |
| 19 | $ 5,328.50 | $ 5,594.92 | $ 5,874.67 | $ 6,168.42 | $ 6,476.83 | $ 6,800.67 | $ 7,140.67 | $ 7,497.67 |
| 20 | $ 5,448.42 | $ 5,720.83 | $ 6,006.92 | $ 6,307.25 | $ 6,622.58 | $ 6,953.75 | $ 7,301.42 | $ 7,666.50 |
| 21 | $ 5,571.00 | $ 5,849.58 | $ 6,142.08 | $ 6,449.17 | $ 6,771.67 | $ 7,110.25 | $ 7,465.75 | $ 7,839.00 |
| 22 | $ 5,696.33 | $ 5,981.17 | $ 6,280.25 | $ 6,594.25 | $ 6,924.00 | $ 7,270.17 | $ 7,633.67 | $ 8,015.33 |
| 23 | $ 5,824.50 | $ 6,115.75 | $ 6,421.50 | $ 6,742.58 | $ 7,079.75 | $ 7,433.75 | $ 7,805.42 | $ 8,195.67 |
| 24 | $ 5,955.58 | $ 6,253.33 | $ 6,566.00 | $ 6,894.33 | $ 7,239.08 | $ 7,601.00 | $ 7,981.08 | $ 8,380.17 |
| 25 | $ 6,089.58 | $ 6,394.08 | $ 6,713.75 | $ 7,049.42 | $ 7,401.92 | $ 7,772.00 | $ 8,160.58 | $ 8,568.58 |
| 26 | $ 6,226.58 | $ 6,537.92 | $ 6,864.83 | $ 7,208.08 | $ 7,568.50 | $ 7,946.92 | $ 8,344.25 | $ 8,761.50 |
| 27 | $ 6,366.67 | $ 6,685.00 | $ 7,019.25 | $ 7,370.25 | $ 7,738.75 | $ 8,125.67 | $ 8,531.92 | $ 8,958.50 |
| 28 | $ 6,509.92 | $ 6,835.42 | $ 7,177.17 | $ 7,536.00 | $ 7,912.83 | $ 8,308.50 | $ 8,723.92 | $ 9,160.08 |
| 29 | $ 6,656.42 | $ 6,989.25 | $ 7,338.75 | $ 7,705.67 | $ 8,090.92 | $ 8,495.50 | $ 8,920.25 | $ 9,366.25 |
| 30 | $ 6,806.17 | $ 7,146.50 | $ 7,503.83 | $ 7,879.00 | $ 8,272.92 | $ 8,686.58 | $ 9,120.92 | $ 9,577.00 |
| 31 | $ 6,959.33 | $ 7,307.33 | $ 7,672.67 | $ 8,056.33 | $ 8,459.17 | $ 8,882.17 | $ 9,326.25 | $ 9,792.58 |
| 32 | $ 7,115.92 | $ 7,471.75 | $ 7,845.33 | $ 8,237.58 | $ 8,649.50 | $ 9,082.00 | $ 9,536.08 | $ 10,012.92 |
| 33 | $ 7,276.00 | $ 7,639.83 | $ 8,021.83 | $ 8,422.92 | $ 8,844.08 | $ 9,286.25 | $ 9,750.58 | $ 10,238.08 |

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