

NAPA VALLEY COMMUNITY COLLEGE DISTRICT
ADMINISTRATIVE/CONFIDENTIAL CLASSIFICATIONS AND RANGES
FISCAL YEAR 2026 - 2027
Includes 3% increase

DEAN I
None
DEAN II
20 Dean, Counseling Services and Student Success
20 Dean, Enrollment Services
20 Dean, Kinesiology, Administration of Justice, and Social Sciences
20 Dean, Science, Engineering, Mathematics and Learning Support
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

DIRECTOR I
17 Director, Institutional Research
DIRECTOR II
19 Director, Disability Support Programs and Services (DSPS)*
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, 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

Administrative and Confidential Salary Schedule

2026-2027

Annual Rates updated with 3% increase.

Step Description	A	B	C	D	E	F*	G*	H
5	\$ 58,011.00	\$ 60,912.00	\$ 63,958.00	\$ 67,156.00	\$ 70,514.00	\$ 74,040.00	\$ 77,742.00	\$ 81,629.00
6	\$ 60,912.00	\$ 63,958.00	\$ 67,156.00	\$ 70,514.00	\$ 74,040.00	\$ 77,742.00	\$ 81,629.00	\$ 85,710.00
7	\$ 63,958.00	\$ 67,156.00	\$ 70,514.00	\$ 74,040.00	\$ 77,742.00	\$ 81,629.00	\$ 85,710.00	\$ 89,996.00
8	\$ 67,156.00	\$ 70,514.00	\$ 74,040.00	\$ 77,742.00	\$ 81,629.00	\$ 85,710.00	\$ 89,996.00	\$ 94,496.00
9	\$ 70,514.00	\$ 74,040.00	\$ 77,742.00	\$ 81,629.00	\$ 85,710.00	\$ 89,996.00	\$ 94,496.00	\$ 99,221.00
10	\$ 74,040.00	\$ 77,742.00	\$ 81,629.00	\$ 85,710.00	\$ 89,996.00	\$ 94,496.00	\$ 99,221.00	\$ 104,182.00
11	\$ 77,742.00	\$ 81,629.00	\$ 85,710.00	\$ 89,996.00	\$ 94,496.00	\$ 99,221.00	\$ 104,182.00	\$ 109,391.00
12	\$ 81,629.00	\$ 85,710.00	\$ 89,996.00	\$ 94,496.00	\$ 99,221.00	\$ 104,182.00	\$ 109,391.00	\$ 114,861.00
13	\$ 85,710.00	\$ 89,996.00	\$ 94,496.00	\$ 99,221.00	\$ 104,182.00	\$ 109,391.00	\$ 114,861.00	\$ 120,604.00
14	\$ 89,996.00	\$ 94,496.00	\$ 99,221.00	\$ 104,182.00	\$ 109,391.00	\$ 114,861.00	\$ 120,604.00	\$ 126,634.00
15	\$ 94,496.00	\$ 99,221.00	\$ 104,182.00	\$ 109,391.00	\$ 114,861.00	\$ 120,604.00	\$ 126,634.00	\$ 132,966.00
16	\$ 99,221.00	\$ 104,182.00	\$ 109,391.00	\$ 114,861.00	\$ 120,604.00	\$ 126,634.00	\$ 132,966.00	\$ 139,614.00
17	\$ 104,182.00	\$ 109,391.00	\$ 114,861.00	\$ 120,604.00	\$ 126,634.00	\$ 132,966.00	\$ 139,614.00	\$ 146,595.00
18	\$ 109,391.00	\$ 114,861.00	\$ 120,604.00	\$ 126,634.00	\$ 132,966.00	\$ 139,614.00	\$ 146,595.00	\$ 153,925.00
19	\$ 114,861.00	\$ 120,604.00	\$ 126,634.00	\$ 132,966.00	\$ 139,614.00	\$ 146,595.00	\$ 153,925.00	\$ 161,621.00
20	\$ 120,604.00	\$ 126,634.00	\$ 132,966.00	\$ 139,614.00	\$ 146,595.00	\$ 153,925.00	\$ 161,621.00	\$ 169,702.00
21	\$ 126,634.00	\$ 132,966.00	\$ 139,614.00	\$ 146,595.00	\$ 153,925.00	\$ 161,621.00	\$ 169,702.00	\$ 178,187.00
22	\$ 132,966.00	\$ 139,614.00	\$ 146,595.00	\$ 153,925.00	\$ 161,621.00	\$ 169,702.00	\$ 178,187.00	\$ 187,096.00
23	\$ 139,614.00	\$ 146,595.00	\$ 153,925.00	\$ 161,621.00	\$ 169,702.00	\$ 178,187.00	\$ 187,096.00	\$ 196,451.00
24	\$ 146,595.00	\$ 153,925.00	\$ 161,621.00	\$ 169,702.00	\$ 178,187.00	\$ 187,096.00	\$ 196,451.00	\$ 206,274.00
25	\$ 153,925.00	\$ 161,621.00	\$ 169,702.00	\$ 178,187.00	\$ 187,096.00	\$ 196,451.00	\$ 206,274.00	\$ 216,588.00

* 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
 Monthly Rates updated with 3% increase.

2026-2027

Step Description	A	B	C	D	E	F*	G*	H
5	\$ 4,834.25	\$ 5,076.00	\$ 5,329.83	\$ 5,596.33	\$ 5,876.17	\$ 6,170.00	\$ 6,478.50	\$ 6,802.42
6	\$ 5,076.00	\$ 5,329.83	\$ 5,596.33	\$ 5,876.17	\$ 6,170.00	\$ 6,478.50	\$ 6,802.42	\$ 7,142.50
7	\$ 5,329.83	\$ 5,596.33	\$ 5,876.17	\$ 6,170.00	\$ 6,478.50	\$ 6,802.42	\$ 7,142.50	\$ 7,499.67
8	\$ 5,596.33	\$ 5,876.17	\$ 6,170.00	\$ 6,478.50	\$ 6,802.42	\$ 7,142.50	\$ 7,499.67	\$ 7,874.67
9	\$ 5,876.17	\$ 6,170.00	\$ 6,478.50	\$ 6,802.42	\$ 7,142.50	\$ 7,499.67	\$ 7,874.67	\$ 8,268.42
10	\$ 6,170.00	\$ 6,478.50	\$ 6,802.42	\$ 7,142.50	\$ 7,499.67	\$ 7,874.67	\$ 8,268.42	\$ 8,681.83
11	\$ 6,478.50	\$ 6,802.42	\$ 7,142.50	\$ 7,499.67	\$ 7,874.67	\$ 8,268.42	\$ 8,681.83	\$ 9,115.92
12	\$ 6,802.42	\$ 7,142.50	\$ 7,499.67	\$ 7,874.67	\$ 8,268.42	\$ 8,681.83	\$ 9,115.92	\$ 9,571.75
13	\$ 7,142.50	\$ 7,499.67	\$ 7,874.67	\$ 8,268.42	\$ 8,681.83	\$ 9,115.92	\$ 9,571.75	\$ 10,050.33
14	\$ 7,499.67	\$ 7,874.67	\$ 8,268.42	\$ 8,681.83	\$ 9,115.92	\$ 9,571.75	\$ 10,050.33	\$ 10,552.83
15	\$ 7,874.67	\$ 8,268.42	\$ 8,681.83	\$ 9,115.92	\$ 9,571.75	\$ 10,050.33	\$ 10,552.83	\$ 11,080.50
16	\$ 8,268.42	\$ 8,681.83	\$ 9,115.92	\$ 9,571.75	\$ 10,050.33	\$ 10,552.83	\$ 11,080.50	\$ 11,634.50
17	\$ 8,681.83	\$ 9,115.92	\$ 9,571.75	\$ 10,050.33	\$ 10,552.83	\$ 11,080.50	\$ 11,634.50	\$ 12,216.25
18	\$ 9,115.92	\$ 9,571.75	\$ 10,050.33	\$ 10,552.83	\$ 11,080.50	\$ 11,634.50	\$ 12,216.25	\$ 12,827.08
19	\$ 9,571.75	\$ 10,050.33	\$ 10,552.83	\$ 11,080.50	\$ 11,634.50	\$ 12,216.25	\$ 12,827.08	\$ 13,468.42
20	\$ 10,050.33	\$ 10,552.83	\$ 11,080.50	\$ 11,634.50	\$ 12,216.25	\$ 12,827.08	\$ 13,468.42	\$ 14,141.83
21	\$ 10,552.83	\$ 11,080.50	\$ 11,634.50	\$ 12,216.25	\$ 12,827.08	\$ 13,468.42	\$ 14,141.83	\$ 14,848.92
22	\$ 11,080.50	\$ 11,634.50	\$ 12,216.25	\$ 12,827.08	\$ 13,468.42	\$ 14,141.83	\$ 14,848.92	\$ 15,591.33
23	\$ 11,634.50	\$ 12,216.25	\$ 12,827.08	\$ 13,468.42	\$ 14,141.83	\$ 14,848.92	\$ 15,591.33	\$ 16,370.92
24	\$ 12,216.25	\$ 12,827.08	\$ 13,468.42	\$ 14,141.83	\$ 14,848.92	\$ 15,591.33	\$ 16,370.92	\$ 17,189.50
25	\$ 12,827.08	\$ 13,468.42	\$ 14,141.83	\$ 14,848.92	\$ 15,591.33	\$ 16,370.92	\$ 17,189.50	\$ 18,049.00

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