Tarrant County College District

2023-2024

Annual Compensation Plan: Salary Schedule and Employment Procedures

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Equal Employment Opportunity

The College prohibits discrimination in any term or condition of employment or in the application for employment on the basis of race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation or veteran's status. Equal Employment Opportunity is provided pursuant to Executive Order 11246, as amended, Title VII of the 1964 Civil Rights Act, as amended, Section 504 of the 1973 Rehabilitation Act, the Age Discrimination Act of 1967, as amended, the Vietnam Era Veteran's Readjustment Act of 1974, and the Americans with Disabilities Act of 1990. Tarrant County College will provide equal opportunity for all qualified and eligible persons, and will promote the full realization of equal opportunity through positive, continuing programs in every department and work unit within the College.

This Annual Compensation Plan is not intended to imply any contract or contractual rights or obligation of employment. No employee or representative of the College has authority to make any agreement to the contrary other than the Chancellor, and then only by separate written agreement. TCC reserves the right to change or modify the contents of this schedule at any time without prior notice to its employees.

Relevant Personnel Policies

All relevant hiring and compensation policies and regulations can be found at
https://pol.tasb.org/PolicyOnline?key=1097

This schedule represents a moment in time with the adoption of the FY2023-2024 budget. The Chancellor retains the authority throughout the year to modify, add, delete, or consolidate job classifications, class codes, and salary ranges are required in the management of the workforces and the College. In conjunction with Compensation and Classification studies, job classifications may be administratively moved between class codes as the underlying structure of pay grades is modernized and improved.

Clerical/Secretarial
Non-Exempt

Position	Class Code		Entry (Step 1)	Entry (Step 2)
Administrative Assistant	35	Annual	$34,424	$36,192
Asset Management Clerk		Hourly	$16.55	$17.40
Enrollment Assistant				
Financial Aid Assistant				
Information Center Assistant				
Administrative Accounting Clerk	33	Annual	$40,976	$43,160
Administrative Specialist I		Hourly	$19.70	$20.75
Aviation Specialist				
Business Services Associate				
Enrollment Associate				
Financial Aid Associate				
Purchasing Card Specialist				
Transcript Processing Analyst				
Administrative Specialist II	32	Annual	$43,992	$46,280
Asset Management Supervisor		Hourly	$21.15	$22.25

Clerical/Secretarial
Non-Exempt

Position	Class Code		Entry (Step 1)	Entry (Step 2)
Academic Support Specialist	31	Annual	$47,528	$50,128
Accounts Payable Specialist		Hourly	$22.85	$24.10
Asset Management Warehouse Manager				
Business Services Specialist				
Buyer				
Employee Engagement Specialist				
Enrollment Specialist				
Enrollment Specialist of Child Care Assistance				
Executive Assistant				
Facilities Project Management Specialist				
Financial Aid Campus Specialist				
Financial Aid Specialist				
Graduation Outreach Specialist				
Human Resources Specialist				
Information Center Specialist				
Learning and Development Specialist				
Payroll Specialist				
Reporting Specialist				
Student Employment Navigator				
Talent Acquisition Specialist				
Veterans Specialist				
Administrative Coordinator	30	Annual	$56,472	$59,592
Executive Legal Assistant		Hourly	$27.15	$28.65
Records Center Specialist				
Records Management Specialist				
Records Management Specialist - IT				

Computer Services
Non-Exempt

Position	Class Code		Entry (Step 1)	Entry (Step 2)
Campus Support Technician I Video Surveillance Technician	46	Annual Hourly	$34,424 $16.55	$36,192 $17.40
Operations Administrator	45	Annual Hourly	$40,768 $19.60	$44,096 $21.20
Campus Support Technician II	44	Annual Hourly	$45,864 $22.05	$48,360 $23.25
Campus Support Technician III Client Support Technician Workflow Technician I	43	Annual Hourly	$48,048 $23.10	$50,752 $24.40
Manager of Communication Services User Services Advisor Video Support Specialist Workflow Technician II	42	Annual Hourly	$54,080 $26.00	$57,096 $27.45
Learning Management Systems Specialist	41	Annual Hourly	$57,928 $27.85	$61,152 $29.40

Instructional Support
Non-Exempt

Position	Class Code		Entry (Step 1)	Entry (Step 2)
Children's Center Assistant	55	Annual	$34,424	$36,192
Children's Center Kitchen Manager		Hourly	$16.55	$17.40
Instructional Aide				
Inventory Clerk				
Laboratory Assistant				
Learning Commons Associate I				
Learning Commons Associate – Supplemental Instruction				
Lifeguard				
Student Development Assistant				
Student Development Attendant				
Testing Proctor				
Tutor				
Student Development Specialist	54	Annual	$34,424	$36,192
		Hourly	$16.55	$17.40
Children's Center Teacher	53	Annual	$37,752	$39,832
Graphics Specialist		Hourly	$18.15	$19.15
Instructional Technician				
Instructional Television Specialist				
Learning Commons Associate II				
Library Specialist				
Printing Specialist				
Student Development Coordinator				
Technical Processing Specialist				
Instructional Assistant	52	Annual	$39,832	$42,016
Learning Commons Associate Senior		Hourly	$19.15	$20.20
Sr Learning Commons Associate - Supplemental Instruction				
Children's Center Administrator	51	Annual	$43,888	$46,280
Children's Center Master Teacher		Hourly	$21.10	$22.25
Graphics Manager				
Instructional Associate				
Library Manager				
Library Technology Manager				
Outreach Specialist				
Outreach Specialist and Driver				
Student Development Associate				
Success Coach				
Success Coach - CTE				

Plant Operations
Non-Exempt

Position	Class Code		Entry (Step 1)	Entry (Step 2)
Courier Custodian Groundskeeper Machine Operator Sign Shop Operator Stockroom Assistant	66	Annual Hourly	$34,424 $16.55	$36,192 $17.40
District Warehouse Assistant General Maintenance	65	Annual Hourly	$39,832 $19.15	$42,120 $20.25
Lead Custodian Lead Groundskeeper	64	Annual Hourly	$43,472 $20.90	$45,864 $22.05
Building Automation Systems Technician Apprentice Plant Operator Telecommunication Systems Technician	63	Annual Hourly	$45,448 $21.85	$47,944 $23.05
Auto Mechanic Carpenter Controls Specialist Design Services Specialist Electrician Electronic Access Control System Technician Painter Plumber Safety and Risk Support Specialist Warehouse Manager	62	Annual Hourly	$47,424 $22.80	$50,024 $24.05
Chief Plant Operator Custodial Supervisor District Warehouse Manager Fleet Supervisor	61	Annual Hourly	$51,688 $24.85	$54,600 $26.25
Construction Leader General Maintenance Supervisor	60	Annual Hourly	$51,792 $24.90	$54,704 $26.30

Police Operations
Non-Exempt

Position	Class Code		Entry (Step 1)	Entry (Step 2)
Campus Security Guard	76	Annual	$39,832	$42,120
		Hourly	$19.15	$20.25
Dispatcher	75	Annual	$39,936	$42,224
		Hourly	$19.20	$20.30
Lead Dispatcher	74	Annual	$43,576	$46,072
		Hourly	$20.95	$22.15
Patrol Officer Police Police Compliance Program Specialist	73	Annual	$53,768	$56,368
		Hourly	$25.85	$27.10
Sergeant Police Video Center Monitor Specialist	72	Annual	$58,032	$61,152
		Hourly	$27.90	$29.40
Lieutenant Police	71	Annual	$62,920	$66,352
		Hourly	$30.25	$31.90
Captain Police Captain Police - Special Operations Captain Police - Special Projects Police Detective Police Training Coordinator	70	Annual	$69,784	$73,736
		Hourly	$33.55	$35.45

Full Time Faculty: Nine-Month Exempt

Classification Code Years of Experience	23 Instructor (Masters*)	22 Assistant Professor (Master's +24*)	21 Associate Professor (Master's +48) Doctorate	20 Professor**
0	$63,364	$64,652	$65,938	$69,801
1	$63,749	$65,037	$66,324	$70,189
2	$64,135	$65,423	$66,712	$70,575
3	$64,522	$65,810	$67,097	$70,961
4	$64,908	$66,196	$67,484	$71,348
5	$65,294	$66,583	$67,870	$71,734
6	$65,681	$66,969	$68,257	$72,120
7	$66,068	$67,353	$68,642	$72,506
8	$66,452	$67,741	$69,029	$72,893
9	$66,839	$68,127	$69,415	$73,280
10	$67,226	$68,514	$69,801	$73,665
11	$67,613	$68,899	$70,189	$74,052
12	$67,998	$69,287	$70,575	$74,439
13	$68,385	$69,673	$70,961	$74,824
14	$68,772	$70,059	$71,348	$75,210
15+	$69,158	$70,444	$71,734	$75,597

* or Equivalent;
- For Technical Faculty, Instructors require an Associate's or Bachelor's degree with demonstrated competencies in the teaching discipline, see DC(Regulation).
- Credit for a degree will be granted only if the degree is relevant to the field of instruction, see DC(Regulation).
- Full Time Temporary Faculty will receive the rank of Instructor but will be paid at appropriate class code.
- Transcripts submitted for credentialing during the hiring process will be considered for initial placement purposes.

** Professor rank is only for Promotion in Rank and not used for initial placement.

Recruitment and Retention Payment
Each year, the College will identify hard-to-fill full-time faculty positions that require a Recruitment and Retention Payment in addition to their normal compensation. For FY2023-2024, select full-time positions will receive a payment upon completion of the Fall semester and a payment upon completion of the Spring semester. The payments will continue until the position is deemed no longer hard-to-fill or until the College no longer includes the payment in the annual payment schedule. The Chancellor has the authority to add eligible positions to the list mid-year if deemed necessary, and the list of eligible positions will be reviewed annually.

Full Time Faculty: Twelve-Month
Exempt

Classification Code Years of Experience	23 Instructor (Masters*)	22 Assistant Professor (Master's +24*)	21 Associate Professor (Master's +48) Doctorate	20 Professor**
0	$79,205	$80,815	$82,423	$87,251
1	$79,686	$81,296	$82,905	$87,736
2	$80,169	$81,779	$83,390	$88,219
3	$80,653	$82,263	$83,871	$88,701
4	$81,135	$82,745	$84,355	$89,185
5	$81,618	$83,229	$84,838	$89,668
6	$82,101	$83,711	$85,321	$90,150
7	$82,585	$84,191	$85,803	$90,633
8	$83,065	$84,676	$86,286	$91,116
9	$83,549	$85,159	$86,769	$91,600
10	$84,033	$85,643	$87,251	$92,081
11	$84,516	$86,124	$87,736	$92,565
12	$84,998	$86,609	$88,219	$93,049
13	$85,481	$87,091	$88,701	$93,530
14	$85,965	$87,574	$89,185	$94,013
15+	$86,448	$88,055	$89,668	$94,496

* or Equivalent;
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Clinical Instructor
(12-Month)
Exempt

Classification Code 18	Years of Experience	Starting Salary
	0	$53,575
	1	$53,960
	2	$54,347
	3	$54,734
	4	$55,145
	5	$55,506
	6	$55,894
	7	$56,281
	8	$56,665
	9	$57,052
	10	$57,439

Adjunct Credit Faculty
Full-Time Faculty Overload and Summer Faculty

Classification Code 28 Degree or equivalent*	Degree Code	Salary Per Contact Hour
Master's degree[1]	30	$51.15
Master's degree[1] plus certification	40	$52.35
Master's degree plus 24 approved semester hours[2]	50	$52.95
Master's degree plus 24 approved semester hours[2] plus certification	60	$53.60
Master's degree plus 48 approved semester hours[3]	70	$54.20
Master's degree plus 48 approved semester hours[3] plus certification	80	$54.80
Doctorate degree[4]	90	$55.45

*For Technical Programs only: equivalent experience as listed below may be considered in lieu of education
[1] 7 ½ years of directly related industry experience
[2] 9 years of directly related industry experience
[3] 12 years of directly related industry experience
[4] 15 years of directly related industry experience

All credit course minimum salaries start at the "master's degree or equivalent" salary for full-time and adjunct faculty. If the degree requirement is not met, but technical/vocational certification is required and met, the faculty member may be approved. If certification is not required, the degree requirement must be met.

All full-time faculty will be paid at the minimum rate unless their degree and certification are in the same field as they are teaching.

Salary per contact hour is set at initial hire and will not increase due to change in education or experience during tenure.

Transcripts submitted for credentialing during the hiring process will be considered for initial placement purposes.

Adjunct Continuing Education Faculty
(Non-Credit)

Leisure Avocational - Classification Code 29A		
Degree or equivalent*	Degree Code	Salary Per Contact Hour
Associate's degree[1]	5	$20.90
Bachelor's degree[2]	10	$23.55
Master's degree[3]	30	$24.80
Master's degree plus 24 approved semester hours[4]	50	$26.15
Doctorate degree[5]	90	$28.80

Technical/Workforce - Classification Code 29C		
Degree or equivalent*	Degree Code	Salary Per Contact Hour[6]
Associate's degree[1]	5	$29.00
Bachelor's degree[2]	10	$32.65
Master's degree[3]	30	$34.50
Master's degree plus 24 approved semester hours[4]	50	$36.30
Doctorate degree[5]	90	$39.95

Adult Basic Education Classification Code 29C		
Degree or equivalent*	Degree Code	Salary Per Contact Hour
Associate's degree[1]	5	$29.00
Bachelor's degree[2]	10	$32.65
Master's degree[3]	30	$34.50
Master's degree plus 24 approved semester hours[4]	50	$36.30
Doctorate degree[5]	90	$39.95

* For Technical/Workforce Programs only: directly related equivalent experience as listed below may be considered in lieu of education

[1]3 years of directly related industry experience
[2]6 years of directly related industry experience
[3]9 years of directly related industry experience
[4]12 years of directly related industry experience
[5]15 years of directly related industry experience

Payment will be made at the minimum rate per hour unless the degree and/or certification is in the same field as the course being taught. EXAMPLE: An adjunct instructor with a master's in English plus 48 hours in literature will be paid the minimum rate for teaching a non-credit art class.

Other Considerations When Calculating Salary
A. Add $0.50 per hour for state or professional licensure or certification: or state board exam approval or organizational/school certification directly related to course of study (maximum of $1.50)
B. Add $1.00 per hour for state certification as a teacher or three (3) years' experience as a full-time instructor of adults
C. Add $1.00 per hour for teaching a course funded by the Texas Higher Education Coordinating Board
D. In any case, the minimum starting salary for teaching a state-funded course will be $17.50 per hour
E. Add 50% to the Technical/Workforce hourly rate as premium pay for instructors teaching courses in medical fields

Full Time Continuing Education Instructor and Instructor/Counselor
(12-Month)
Exempt

Classification Code 16					
Years of Experience	**No Degree**	**Associate***	**Bachelor***	**Master***	**Doctorate***
0	$45,830	$47,484	$49,038	$54,333	$55,936
1	$46,277	$47,880	$49,485	$54,781	$56,384
2	$46,725	$48,328	$49,931	$55,095	$56,831
3	$47,171	$48,774	$50,379	$55,673	$57,276
4	$47,618	$49,221	$50,825	$56,121	$57,725
5	$48,065	$49,668	$51,274	$56,568	$58,172
6	$48,513	$50,114	$51,721	$57,014	$58,619
7	$48,959	$50,564	$52,168	$57,463	$59,065
8	$49,756	$51,008	$52,613	$57,912	$59,513
9	$49,853	$51,456	$53,060	$58,357	$59,961
10	$50,300	$51,902	$53,509	$58,804	$60,407

*Credit for degrees will be granted only if the degree is relevant to the field of instruction

Other Considerations When Calculating Salary:
Add to Entry Level if Applicable

A. Add $1,040 for state or professional licensure, certification or state board exam, approval or organizational/school certification directly related to course of study

B. Add $2,080 for certification as a teacher or three (3) years of experience as a full-time instructor of adults

Administrative, Professional, and Technical, Class Code: Cabinet Exempt

Position	Class Code	Minimum	Midpoint
Campus President	CAB	Set by the Chancellor	
Chief Financial Officer			
Chief Human Resources Officer			
Chief Information Officer			
Executive Director of the Foundation			
Executive VP of Corporate Solutions and Economic Development			
General Counsel			
Vice Chancellor and Provost			
Vice Chancellor for Communications and External Affairs			
Vice Chancellor of Analytics and Planning			

Administrative, Professional, and Technical, Class Code: 10
Exempt

Position	Class Code	Minimum	Midpoint
Assistant to the Chancellor	10	$122,741	$190,663
Associate General Counsel			
Associate Vice Chancellor for Enrollment and Academic Support Services			
Associate Vice Chancellor for Finance			
Associate Vice Chancellor for IT Infrastructure			
Executive Director Grants Development and Compliance			
Executive Director of Employee Engagement			
Executive Director of Finance and Administrative Services			
Executive Director of IT Business Administration and User Support			
Executive Director of IT Systems			
Executive Director of Procurement			
Executive Director of Real Estate and Facilities			
Vice President for Academic Affairs			

Administrative, Professional, and Technical, Class Code: 11
Exempt

Position	Class Code	Minimum	Midpoint
Chief of Police	11	$114,514	$173,980
Chief Transformation Officer			
Director of Administrative Systems			
Director of Application Development			
Director of Business Services			
Director of Emergency Management			
Director of Facilities Engineering			
Director of Facilities Operations			
Director of Finance			
Director of Information Management			
Director of Information Security			
Director of Information Services			
Director of Internal Audit			
Director of Network Communication Services			
Director of Personnel Policies, Research and Data			
Director of Strategic Support			
District Director of Academic Operations			
District Director of Admissions and Records			
District Director of Capital Improvements			
District Director of Creative Strategy			
District Director of Curriculum and Education Planning			
District Director of Educational Partnerships			
District Director of Facilities Engineering			
District Director of Faculty Affairs			
District Director of Financial Aid			
District Director of Human Resources Operations			
District Director of Institutional Effectiveness and Accreditation			
District Director of IT Infrastructure			
District Director of Student Affairs			
District Director of Web Communications			
District Registrar and Director of Academic Support Services			
District Title IX Coordinator			
Executive Director of Communications, Public Relations and Marketing			
Executive Director of Institutional Research			
Executive Director of Institutional Strategic Development			
Executive Director of IT Project and Portfolio Management			
Executive Director of Organizational Excellence and Development			
Vice President of Student Affairs			

Administrative, Professional, and Technical, Class Code: 12
Exempt

Position	Class Code	Minimum	Midpoint
Assistant Director of Asset Management	12	$84,321	$128,108
Assistant Director of Facilities Engineering			
Assistant Police Chief			
Assistant to the Vice Chancellor/Provost			
Contract Administrator			
Dean of Learning Commons			
Director of Analytics			
Director of Campus Support Services			
Director of Compensation Administration			
Director of Development			
Director of Digital Accessibility			
Director of Educational Outreach			
Director of Facilities Administration			
Director of Financial Aid			
Director of Grants Management			
Director of Learning and Development			
Director of Research			
Director of Student Communications			
Director of Student Development			
Director of Student Development Services			
Director of Student Recruitment and Outreach			
Director of Student Success and Advising			
Divisional Dean			
Divisional Dean – Lifestyle and Community Learning			
IT Project Manager II - III			
IT Security Compliance Officer			
IT Systems Architect			
Lead IT Project Manager III			
Manager of Facilities Planning			
Manager of Sustainability			
Manager of Utilities and Energy			
Privacy Officer			
Project Planning Director			
Registrar			
Senior Accounting Manager			
Senior Manager of Architectural Design			
Senior Manager of Building Automation Systems			
Senior Manager of Facilities Project Management			
Senior Manager of Facilities Project Management - Construction Services			
Senior Manager of Facilities Project Management - Interior Design			
Senior Manager of Smart Buildings			

Position	Class Code	Minimum	Midpoint
Student Lifecycle Systems Lead	12	$84,321	$128,108
TBD – Communications Leadership			

Administrative, Professional, and Technical, Class Code: 13
Exempt

Position	Class Code	Minimum	Midpoint
Assistant Dean of Nursing Operations	13	$78,664	$119,514
Assistant Director of Academic Operations			
Assistant Director of Accreditation			
Assistant Director of Catalog Management and Pathways			
Assistant Director of Clinical Relations			
Assistant Director of Curriculum Development and Educational Planning			
Assistant Director of Development			
Assistant Director of Information Management			
Assistant Director of Institutional Effectiveness			
Assistant Director of Instructional Assessment			
Assistant Director of Student Affairs			
Assistant Director of Student Development			
Assistant Director of Student Learning Materials			
Assistant Director of Student Success and Advising			
Assistant Divisional Dean			
Assistant to the Executive Director of Institutional Research			
Assistant to the President			
Computerized Maintenance Management System Manager			
Construction Purchasing Manager			
Counselor			
Data and Project Control Administrator			
Database Administrator III			
Director of Academic Affairs			
Director of Academic Affairs – Educational Partnerships			
Director of Administrative Initiatives			
Director of Benefits and Payroll			
Director of Business Development			
Director of Career and Technical Education			
Director of College Access and Readiness			
Director of Development – Corporate & Industry Partnerships			
Director of Digital Resources			
Director of Educational Partnerships			
Director of Employee Engagement			
Director of Employee Relations			
Director of Executive Communications			
Director of Grants Development			
Director of Learning Support Services			
Director of Library Services			
Director of Professional Development			
Director of Public Safety Training Center			
Director of Records Management/Archives			

Position	Class Code	Minimum	Midpoint
Director of Small Business Development Center	13	$78,664	$119,514
Director of Student Conduct and Prevention Education			
Director of Student Success Initiatives			
Director of T3			
Director of Talent Acquisition			
Director of Video Services			
Director of Weekend College and Accelerated Initiatives			
Director of Workforce Programs			
Division Financial Manager			
Facilities Planning Specialist			
Finance Project Manager			
Identity and Access Manager			
Information Security Analyst II			
IT Contracts and Compliance Manager			
IT District Technology Liaison			
IT Program Manager			
IT Project Manager I			
IT Systems Integration Lead			
Learning Diagnostician			
Manager of Accounting Services			
Manager of Application Development			
Manager of Building Automation Systems			
Manager of Campus Support Services			
Manager of CATE Center			
Manager of Emergency Management			
Manager of Environmental Health and Safety			
Manager of Finance Services			
Manager of HR Administrative Services – Compensation and Classification			
Manager of Human Resources Information Systems			
Manager of Information Security Operations			
Manager of Logistics and Operations			
Manager of Marketing Communication			
Manager of Organizational Excellence and Development			
Manager of Public Relations			
Manager of Resource Scheduling			
Manager of Systems Administration			
Manager of Technical Quality Assurance Testing			
Manager of User Services			
Network Administrator V			
Police Commander			
Project Manager I			
Project Manager for Personnel Policies, Research and Data			
Purchasing Manager			
Recruiter			

Position	Class Code	Minimum	Midpoint
Risk and Insurance Manager	13	$78,664	$119,514
Senior Accountant			
Senior Accountant – Grants and Foundation			
Senior Administrator of Facilities			
Senior Career Advisor			
Senior Compensation Analyst			
Senior Finance Analyst			
Senior Instructional Designer			
Senior Real Estate and Facilities Accountant			
Senior Research Analyst			
Strategic Marketing Manager			
Subject Matter Expert – Leadership and OE			
System Administrator V			
Systems Analyst III			
Third-Party Vendor Risk Specialist			
Title IX Compliance Officer			
Title IX Deputy Coordinator			
Veterans Counselor			

Administrative, Professional, and Technical, Class Code: 14
Exempt

Position	Class Code	Minimum	Midpoint
Accountant	14	$66,951	$101,717
Architectural Intern			
Assistant Director of Academic Support Services			
Assistant Director of Admissions			
Assistant Director of Community Outreach			
Assistant Director of Financial Aid			
Assistant Director of Financial Aid – Student Employment			
Assistant Director of Financial Aid – Systems and Operations			
Assistant Director of Library Services			
Assistant Director of Records and Reports			
Assistant Director of Records Management Archives			
Assistant Director of Video Services			
Budget Analyst II			
Business Advisor			
Career Advisor			
Children's Center Director			
Communications Lead for Organizational Transformation			
Communications Manager			
Compensation Analyst II			
Computer Application Specialist			
Coordinator of ADA and Leave Programs			
Coordinator of Administrative Events			
Coordinator of Audio-Video Communication			
Coordinator of Audio Visual Production			
Coordinator of Campus Support Services			
Coordinator of Child Care Assistance			
Coordinator of Dual Enrollment Partnerships			
Coordinator of Employee Relations			
Coordinator of Facilities Planning			
Coordinator of Recruitment			
Coordinator of Simulation and Learning Support			
Coordinator of Special Projects			
Coordinator of Special Services			
Coordinator of Student Affairs			
Coordinator of Talent Acquisition			
Coordinator of Transfer and Articulation			
Coordinator of Violence Against Women Program			
Coordinator II			
Coordinator II of Academic Affairs			
Coordinator II of Academic Support Services			
Coordinator II of Apprenticeships			

Position	Class Code	Minimum	Midpoint
Coordinator II of Aviation	14	$66,951	$101,717
Coordinator II of Benefits			
Coordinator II of Business and Technology			
Coordinator II of Camp Fire			
Coordinator II of Educational Partnerships			
Coordinator II of eLearning Systems			
Coordinator II of Employee Engagement			
Coordinator II of Fire and Rescue			
Coordinator II of Flight Operations			
Coordinator II of Health Professionals Workforce Education			
Coordinator II of Health Science			
Coordinator II of Humanities			
Coordinator II of Law Enforcement			
Coordinator II of Lifestyle and Community Learning			
Coordinator II of Math and Science			
Coordinator II of Mental Health			
Coordinator II of Nursing			
Coordinator II of Nursing Aide Program			
Coordinator II of Professional Pilot			
Coordinator II of Public Safety			
Coordinator II of Public Service			
Coordinator II of Range Master			
Coordinator II of Science and Technology			
Coordinator II of Strategic Initiatives			
Coordinator II of Student Onboarding and Clinical Placement			
Coordinator II of Tech Health Business			
Coordinator II of Water and Waste Water			
CTE Career Advisor			
Data Programmer Analyst			
Database Administrator II			
Director of Academic Technology			
Director of Environmental Management			
Director of State Reporting			
Director of TRIO Programs			
Director of TRIO Student Support Services			
Director of TRIO Talent Search			
eFaculty Coach			
eLearning Graphic Designer			
eLearning Instructional Designer			
eLearning Instructional Designer - Accessibility			
Electronic Resources Coordinator			
Enterprise Resource Planning Administrator			
ERP Analyst			
ERP Project Coordinator			
Facilities Manager			

Position	Class Code	Minimum	Midpoint
Foundation Scholarship Manager	14	$66,951	$101,717
Information Management Specialist			
Information Security Analyst I - II			
Information Security Engineer			
Instructional Design Specialist			
Instructional Media Designer			
Learning and Development Coordinator			
Manager of Business Services			
Manager of Communications			
Manager of Data and Information			
Manager of District Fire and Safety Systems			
Manager of District Irrigation			
Manager of Electronic Access Control System			
Manager of Employee Relations			
Manager of Safety			
Manager of Web Content			
Manager of Web Development			
Manager of Web Technology			
Manager of Workflow Development			
Network Administrator III - IV			
Paralegal			
Payroll Manager			
Police Systems Administrator			
Programmer Analyst I - IV			
Project Manager			
Research Analyst			
Senior Clinical Data Analyst			
Senior Internal Auditor			
Supplier Diversity Manager			
System Administrator III - IV			
Telecom Technician III			
Title IX Case Manager			
Training Lead for Organizational Transformation			

Administrative, Professional, and Technical, Class Code: 15
Exempt

Position	Class Code	Minimum	Midpoint
Archivist	15	$61,484	$93,412
Biotechnology Grant Coordinator			
Business Analyst			
Business Development Representative			
Cataloger of District Technical Processing			
Compensation Analyst I			
Computerized Maintenance Management System Database Analyst			
Computerized Maintenance Management System Project Specialist			
Continuing Education Grants Administrator			
Continuing Education Student Advisor			
Coordinator of Administrative Projects			
Coordinator of Admissions and Registrar			
Coordinator of Articulation			
Coordinator of Assessment Technology			
Coordinator of Asset Management			
Coordinator of Board Records Management			
Coordinator of Compliance Training			
Coordinator of Curriculum and Education Planning			
Coordinator of Educational Partnerships			
Coordinator of Emergency Management			
Coordinator of Employee Career Development			
Coordinator of Faculty Affairs			
Coordinator of Faculty Assignment Contracting			
Coordinator of Faculty Credentialing			
Coordinator of Graphic Services			
Coordinator of Payroll			
Coordinator of Payroll Reporting			
Coordinator of Position Management			
Coordinator of Scheduling			
Coordinator of Security Maintenance and Curriculum Support			
Coordinator of State Reporting			
Coordinator of Student Accessibility Resources			
Coordinator of Student Financial Aid Services			
Coordinator of Student Learning Materials			
Coordinator of Student Recruitment & Outreach - Sys & Coms			
Coordinator of TRIO, Student Support			
Coordinator of TRIO, Upward Bound			
Coordinator of TRUE Grant			
Coordinator of Web Design			

Position	Class Code	Minimum	Midpoint
Coordinator of Talent Acquisition	15	$61,484	$93,412
Coordinator I of Assistant Range Master			
Coordinator I of Career Services			
Coordinator I of Center for Academic Success			
Coordinator I of Counseling			
Coordinator I of Employee Engagement			
Coordinator I of Family Empowerment Center			
Coordinator I of Health Services			
Coordinator I of HR Administrative Services			
Coordinator I of Intercultural Student Engagement			
Coordinator I of Professional Certification Testing Center			
Coordinator I of Special Services			
Coordinator I of Student Activities			
Coordinator I of Student Development			
Coordinator I of Testing			
Coordinator I of Transfer Center			
Database Analyst of Computerized Maintenance Management Systems			
District Photographer			
Editorial Coordinator			
Educational Technologist			
eLearning Instructional Analyst			
Enrollment Coach			
Grants and Resources Specialist			
Grants Compliance Specialist			
IT Business Analyst			
IT Learning Management System Administrator			
IT Software Compliance Senior Specialist			
Learning and Development Analyst			
Learning Commons Associate - Manager			
Learning Commons Managing Associate – Supplemental Instruction			
Learning Lab Manager			
Learning Lab Manager Dietetics			
Librarian			
Manager of Internal Communications			
Manager of Operations			
Network Administrator I-II			
Persistence Coach – T3			
Printing Services Manager			
Program Administrator			
Project Specialist			
Project Specialist Public Relations and Marketing			
Records Center Manager			
Registered Nurse			

Position	Class Code	Minimum	Midpoint
Senior Buyer	15	$61,484	$93,412
Senior Campus Support			
Senior Campus Support Audio Visual			
Senior Campus Support Desktop			
Specialist of Computerized Maintenance Management Systems			
System Administrator I – II			
Technology Buyer			
Telecommunications Technician I			
Title IX Prevention Coordinator			
User Services Specialist			
Web and Digital Collections Developer			
Web Communications Strategist			
Web Content Editor			
Web Developer			