

Reflects 3.0% Increase
Over 2025-2026
(Effective 7/1/2026)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department
2026-2027 MANAGEMENT SALARY SCHEDULE
(Effective July 1, 2026)

Salary Schedule Level	Position
90	Director of International Students Director of Marketing Director of Outreach Director of Outreach and Marketing Economic & Workforce Development Project Manager Grant Director – Basic Skills & Student Outcomes Transformation Program (BSSOTP) Program Director I Program Director I – Dual Enrollment
105	Associate Dean Associate Dean of Diversity, Equity, and Inclusion Grant Director – California Career Pathways Trust Grant Grant Director – Career and Technical Education Grant Director – Science, Technology, Engineering, Mathematics (STEM) Grant Director – Title V Grant Program Director II
120	Assistant Director of Facilities, Maintenance, and Operations
140	College Business Manager Director of College Information Technology Services Director of Facilities, Maintenance, and Operations
150	Budget Director
155	Director of Procurement and Contract Services
165	Dean Dean of Institutional Effectiveness Director of Diversity, Equity, and Inclusion (DEI) Director of Economic Workforce Development, Grants, and Contracts Director of Employee Relations and Human Resources Operations Director of Employment Services/Personnel Commission Director of Institutional Advancement and Community Relations Director of Network Infrastructure and Security Director of Public Affairs and Marketing Director of Enterprise Applications Director of Training and Organizational Development Executive Director, South Central Coast Regional Consortium
170	Director of Fiscal Services
180	Vice President of Academic Affairs Vice President of Academic Affairs and Student Learning Vice President, Business and Administrative Services Vice President of Student Development Vice President of Student Support Vice President, South Central Coast Regional Consortium
185	Chief of Police
195	Associate Vice Chancellor, Financial Services Associate Vice Chancellor, Human Resources and Compliance Associate Vice Chancellor, Information Technology Associate Vice Chancellor, Strategic Partnerships, Enrollment, and Advancement Executive Director of Operations

Note: Salary schedule reflects monthly salary amounts. After more than fifteen (15) years of service, monthly salary includes longevity increment.

After 15 years = \$4,502.52
 After 20 years = \$7,070.04
 After 25 years = \$9,637.56
 After 30 years = \$12,205.08

Doctorate: Add \$6,976.80 (\$581.40 per month)

Steps	1	2	3	4	5	6	7
<u>Salary Schedule Level 90</u>							
Years 0-15	8720.83	9156.08	9614.08	10094.75	10599.33	11129.25	11685.83
Years>15	9096.04	9531.29	9989.29	10469.96	10974.54	11504.46	12061.04
Years>20	9310.00	9745.25	10203.25	10683.92	11188.50	11718.42	12275.00
Years>25	9523.97	9959.22	10417.22	10897.88	11402.47	11932.38	12488.97
Years>30	9737.93	10173.18	10631.18	11111.84	11616.43	12146.34	12702.93
<u>Salary Schedule Level 95</u>							
Years 0-15	8937.00	9384.92	9853.83	10346.67	10864.00	11407.25	11977.50
Years>15	9312.21	9760.13	10229.04	10721.88	11239.21	11782.46	12352.71
Years>20	9526.17	9974.09	10443.00	10935.84	11453.17	11996.42	12566.67
Years>25	9740.13	10188.05	10656.97	11149.80	11667.13	12210.38	12780.63
Years>30	9954.09	10402.01	10870.93	11363.76	11881.09	12424.34	12994.59
<u>Salary Schedule Level 100</u>							
Years 0-15	9156.08	9614.08	10094.75	10599.33	11129.25	11685.83	12270.00
Years>15	9531.29	9989.29	10469.96	10974.54	11504.46	12061.04	12645.21
Years>20	9745.25	10203.25	10683.92	11188.50	11718.42	12275.00	12859.17
Years>25	9959.22	10417.22	10897.88	11402.47	11932.38	12488.97	13073.13
Years>30	10173.18	10631.18	11111.84	11616.43	12146.34	12702.93	13287.09
<u>Salary Schedule Level 105</u>							
Years 0-15	9384.92	9853.83	10346.67	10864.00	11407.25	11977.50	12576.00
Years>15	9760.13	10229.04	10721.88	11239.21	11782.46	12352.71	12951.21
Years>20	9974.09	10443.00	10935.84	11453.17	11996.42	12566.67	13165.17
Years>25	10188.05	10656.97	11149.80	11667.13	12210.38	12780.63	13379.13
Years>30	10402.01	10870.93	11363.76	11881.09	12424.34	12994.59	13593.09
<u>Salary Schedule Level 110</u>							
Years 0-15	9614.08	10094.75	10599.33	11129.25	11685.83	12270.00	12883.08
Years>15	9989.29	10469.96	10974.54	11504.46	12061.04	12645.21	13258.29
Years>20	10203.25	10683.92	11188.50	11718.42	12275.00	12859.17	13472.25
Years>25	10417.22	10897.88	11402.47	11932.38	12488.97	13073.13	13686.22
Years>30	10631.18	11111.84	11616.43	12146.34	12702.93	13287.09	13900.18
<u>Salary Schedule Level 115</u>							
Years 0-15	9853.83	10346.67	10864.00	11407.25	11977.50	12576.00	13205.08
Years>15	10229.04	10721.88	11239.21	11782.46	12352.71	12951.21	13580.29
Years>20	10443.00	10935.84	11453.17	11996.42	12566.67	13165.17	13794.25
Years>25	10656.97	11149.80	11667.13	12210.38	12780.63	13379.13	14008.22
Years>30	10870.93	11363.76	11881.09	12424.34	12994.59	13593.09	14222.18
<u>Salary Schedule Level 120</u>							
Years 0-15	10094.75	10599.33	11129.25	11685.83	12270.00	12883.08	13527.58
Years>15	10469.96	10974.54	11504.46	12061.04	12645.21	13258.29	13902.79
Years>20	10683.92	11188.50	11718.42	12275.00	12859.17	13472.25	14116.75
Years>25	10897.88	11402.47	11932.38	12488.97	13073.13	13686.22	14330.72
Years>30	11111.84	11616.43	12146.34	12702.93	13287.09	13900.18	14544.68

Steps	1	2	3	4	5	6	7
<u>Salary Schedule Level 125</u>							
Years 0-15	10346.67	10864.00	11407.25	11977.50	12576.00	13205.08	13865.25
Years>15	10721.88	11239.21	11782.46	12352.71	12951.21	13580.29	14240.46
Years>20	10935.84	11453.17	11996.42	12566.67	13165.17	13794.25	14454.42
Years>25	11149.80	11667.13	12210.38	12780.63	13379.13	14008.22	14668.38
Years>30	11363.76	11881.09	12424.34	12994.59	13593.09	14222.18	14882.34
<u>Salary Schedule Level 130</u>							
Years 0-15	10599.33	11129.25	11685.83	12270.00	12883.08	13527.58	14203.67
Years>15	10974.54	11504.46	12061.04	12645.21	13258.29	13902.79	14578.88
Years>20	11188.50	11718.42	12275.00	12859.17	13472.25	14116.75	14792.84
Years>25	11402.47	11932.38	12488.97	13073.13	13686.22	14330.72	15006.80
Years>30	11616.43	12146.34	12702.93	13287.09	13900.18	14544.68	15220.76
<u>Salary Schedule Level 135</u>							
Years 0-15	10864.00	11407.25	11977.50	12576.00	13205.08	13865.25	14558.50
Years>15	11239.21	11782.46	12352.71	12951.21	13580.29	14240.46	14933.71
Years>20	11453.17	11996.42	12566.67	13165.17	13794.25	14454.42	15147.67
Years>25	11667.13	12210.38	12780.63	13379.13	14008.22	14668.38	15361.63
Years>30	11881.09	12424.34	12994.59	13593.09	14222.18	14882.34	15575.59
<u>Salary Schedule Level 140</u>							
Years 0-15	11129.25	11685.83	12270.00	12883.08	13527.58	14203.67	14913.58
Years>15	11504.46	12061.04	12645.21	13258.29	13902.79	14578.88	15288.79
Years>20	11718.42	12275.00	12859.17	13472.25	14116.75	14792.84	15502.75
Years>25	11932.38	12488.97	13073.13	13686.22	14330.72	15006.80	15716.72
Years>30	12146.34	12702.93	13287.09	13900.18	14544.68	15220.76	15930.68
<u>Salary Schedule Level 145</u>							
Years 0-15	11407.25	11977.50	12576.00	13205.08	13865.25	14558.50	15286.08
Years>15	11782.46	12352.71	12951.21	13580.29	14240.46	14933.71	15661.29
Years>20	11996.42	12566.67	13165.17	13794.25	14454.42	15147.67	15875.25
Years>25	12210.38	12780.63	13379.13	14008.22	14668.38	15361.63	16089.22
Years>30	12424.34	12994.59	13593.09	14222.18	14882.34	15575.59	16303.18
<u>Salary Schedule Level 150</u>							
Years 0-15	11685.83	12270.00	12883.08	13527.58	14203.67	14913.58	15659.42
Years>15	12061.04	12645.21	13258.29	13902.79	14578.88	15288.79	16034.63
Years>20	12275.00	12859.17	13472.25	14116.75	14792.84	15502.75	16248.59
Years>25	12488.97	13073.13	13686.22	14330.72	15006.80	15716.72	16462.55
Years>30	12702.93	13287.09	13900.18	14544.68	15220.76	15930.68	16676.51
<u>Salary Schedule Level 155</u>							
Years 0-15	11977.50	12576.00	13205.08	13865.25	14558.50	15286.08	16050.42
Years>15	12352.71	12951.21	13580.29	14240.46	14933.71	15661.29	16425.63
Years>20	12566.67	13165.17	13794.25	14454.42	15147.67	15875.25	16639.59
Years>25	12780.63	13379.13	14008.22	14668.38	15361.63	16089.22	16853.55
Years>30	12994.59	13593.09	14222.18	14882.34	15575.59	16303.18	17067.51
<u>Salary Schedule Level 160</u>							
Years 0-15	12270.00	12883.08	13527.58	14203.67	14913.58	15659.42	16442.25
Years>15	12645.21	13258.29	13902.79	14578.88	15288.79	16034.63	16817.46
Years>20	12859.17	13472.25	14116.75	14792.84	15502.75	16248.59	17031.42
Years>25	13073.13	13686.22	14330.72	15006.80	15716.72	16462.55	17245.38
Years>30	13287.09	13900.18	14544.68	15220.76	15930.68	16676.51	17459.34

Steps	1	2	3	4	5	6	7
<u>Salary Schedule Level 165</u>							
Years 0-15	12576.00	13205.08	13865.25	14558.50	15286.08	16050.42	16852.75
Years>15	12951.21	13580.29	14240.46	14933.71	15661.29	16425.63	17227.96
Years>20	13165.17	13794.25	14454.42	15147.67	15875.25	16639.59	17441.92
Years>25	13379.13	14008.22	14668.38	15361.63	16089.22	16853.55	17655.88
Years>30	13593.09	14222.18	14882.34	15575.59	16303.18	17067.51	17869.84
<u>Salary Schedule Level 170</u>							
Years 0-15	12883.08	13527.58	14203.67	14913.58	15659.42	16442.25	17264.67
Years>15	13258.29	13902.79	14578.88	15288.79	16034.63	16817.46	17639.88
Years>20	13472.25	14116.75	14792.84	15502.75	16248.59	17031.42	17853.84
Years>25	13686.22	14330.72	15006.80	15716.72	16462.55	17245.38	18067.80
Years>30	13900.18	14544.68	15220.76	15930.68	16676.51	17459.34	18281.76
<u>Salary Schedule Level 175</u>							
Years 0-15	13205.08	13865.25	14558.50	15286.08	16050.42	16852.75	17695.50
Years>15	13580.29	14240.46	14933.71	15661.29	16425.63	17227.96	18070.71
Years>20	13794.25	14454.42	15147.67	15875.25	16639.59	17441.92	18284.67
Years>25	14008.22	14668.38	15361.63	16089.22	16853.55	17655.88	18498.63
Years>30	14222.18	14882.34	15575.59	16303.18	17067.51	17869.84	18712.59
<u>Salary Schedule Level 180</u>							
Years 0-15	13527.58	14203.67	14913.58	15659.42	16442.25	17264.67	18127.50
Years>15	13902.79	14578.88	15288.79	16034.63	16817.46	17639.88	18502.71
Years>20	14116.75	14792.84	15502.75	16248.59	17031.42	17853.84	18716.67
Years>25	14330.72	15006.80	15716.72	16462.55	17245.38	18067.80	18930.63
Years>30	14544.68	15220.76	15930.68	16676.51	17459.34	18281.76	19144.59
<u>Salary Schedule Level 185</u>							
Years 0-15	13865.25	14558.50	15286.08	16050.42	16852.75	17695.50	18579.75
Years>15	14240.46	14933.71	15661.29	16425.63	17227.96	18070.71	18954.96
Years>20	14454.42	15147.67	15875.25	16639.59	17441.92	18284.67	19168.92
Years>25	14668.38	15361.63	16089.22	16853.55	17655.88	18498.63	19382.88
Years>30	14882.34	15575.59	16303.18	17067.51	17869.84	18712.59	19596.84
<u>Salary Schedule Level 190</u>							
Years 0-15	14203.67	14913.58	15659.42	16442.25	17264.67	18127.50	19034.00
Years>15	14578.88	15288.79	16034.63	16817.46	17639.88	18502.71	19409.21
Years>20	14792.84	15502.75	16248.59	17031.42	17853.84	18716.67	19623.17
Years>25	15006.80	15716.72	16462.55	17245.38	18067.80	18930.63	19837.13
Years>30	15220.76	15930.68	16676.51	17459.34	18281.76	19144.59	20051.09
<u>Salary Schedule Level 195</u>							
Years 0-15	14558.50	15286.08	16050.42	16852.75	17695.50	18579.75	19509.00
Years>15	14933.71	15661.29	16425.63	17227.96	18070.71	18954.96	19884.21
Years>20	15147.67	15875.25	16639.59	17441.92	18284.67	19168.92	20098.17
Years>25	15361.63	16089.22	16853.55	17655.88	18498.63	19382.88	20312.13
Years>30	15575.59	16303.18	17067.51	17869.84	18712.59	19596.84	20526.09