BEFORE THE BOARD OF TRUSTEES

OF THE

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
VENTURA COUNTY, CALIFORNIA

In the Matter of	)	
	)	
Complying with	)	RESOLUTION TO ADOPT
	)	
CalPERS CCR Provision	)	Resolution No. 2026-10
	)	
	)	

WHEREAS, contracts with the California Public Employers Retirement System (CalPERS) to provide retirement benefits to employees; and

WHEREAS, CalPERS adopted 2 CCR 570.5 in response to public agencies reporting earnable compensation and gives specific guidelines on how public agencies should document the information into one consolidated document; and

WHEREAS, this Resolution is to comply with the CCR provision by adopting the attached Ventura County Community College District's salary schedule in a format acceptable to CalPERS.

THEREFORE, BE IT RESOLVED THAT the Governing Board of the Ventura County Community College District hereby certifies that the attached Salary Schedules are for our unrepresented employees of the District, effective July 1, 2025.

PASSED AND ADOPTED at a regular meeting of the Board of Trustees of the Ventura County Community College District held on July 14, 2026, by the following vote:

	Yes	No	Abstain
Gabriela Torres, Chair	☒	☐	☐
Joshua Chancer, Vice Chair	☒	☐	☐
Lou Lichtl, Trustee	☒	☐	☐
Joseph Piechowski, Trustee	☒	☐	☐
Stanley Mantooth, Trustee	☒	☐	☐

Dated: July 14, 2026

Gabriela Torres
Chair, Board of Trustees of the
Ventura County Community College District

I, Rick MacLennan, Secretary to the Board of Trustees of the Ventura County Community College District, do certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at its regular meeting held on July 14, 2026.

Secretary, Board of Trustees of the
Ventura County Community College District

CLASSIFIED MANAGEMENT EMPLOYEES' SALARY AND BENEFITS SCHEDULE, PERIOD COVERING JULY 1, 2025 THROUGH JUNE 30, 2028

ARTICLE 1. TITLE AND PURPOSE

1.1 This Resolution describes the employment and compensation plan for management employees that work in a position that is at least 50% full time employment with the Ventura County Community College District (VCCCD). This resolution shall become effective July 1, 2022, unless otherwise specifically provided.

1.2 Appendix A, Management Salary Schedule hereby referenced and made a part of this Resolution.

ARTICLE 2. COMPENSATION PLAN

2.1 **Initial Salary Placement** – Employees in regular and temporary classified management assignments may be placed on any step of the salary range consistent with education and experience.

Scarcity Placement - The Personnel Director may make exceptions to initial salary placements for new, regular classified employees in cases where verifiable difficulty is experienced in attracting well-qualified candidates in spite of extensive, targeted recruitment efforts AND in which one of the following conditions has been met:

A. The recruitment has failed one or more times within the last two years,
B. The selected eligible is ready and willing to accept the assignment but has requested a higher starting salary.

In no instance shall that placement be higher than the maximum salary step of the range for the classification.

2.2 **Doctoral Stipend** – Stipends are available to eligible managers who hold a conferred doctoral or Juris Doctor degree:

Fiscal Year 2025/2026 = $564.47 per month ($6,773.64 per year)

Fiscal Year 2026/2027 = $581.40 per month ($6,976.80 per year)

Fiscal Year 2027/2028 = 598.84 per month ($7,186.08 per year)

2.3 **Salary Advancement** – A new classified management employee with an effective date of employment from July 1 through December 31 shall receive a step advancement on July 1 of the next calendar year. A classified management employee with an effective date of employment from January 1 through June 30 shall have step advancement on July 1 of the following calendar year. Advancement from that point shall occur each July 1 thereafter.

2.4 **Longevity** – Classified managers shall be eligible to receive additional monthly special compensation of base salary at the completion of the designated full-time years of service with VCCCD as set forth in the tables below:

Fiscal Year 2025/2026

Over 15 years of service = $364.28 per month

Over 20 years of service = $572.01 per month

Over 25 years of service = $779.74 per month

Over 30 years of service = $987.47 per month

Fiscal Year 2026/2027

Over 15 years of service = $375.21 per month

Over 20 years of service = $589.17 per month

Over 25 years of service = $803.13 per month

Over 30 years of service = $1017.09 per month

Fiscal Year 2027/2028

Over 15 years of service = $386.47 per month

Over 20 years of service = $606.85 per month

Over 25 years of service = $827.23 per month

Over 30 years of service = $1047.61 per month

Accrual of service increment time credit shall start on the first day of each month. If an employee's service commences on the first through the fifteenth of the month, service is counted from the first of the month. If an employee's service commences on or after the sixteenth of the month, service is counted from the first of the following month.

- Anniversary Date For Service Increments (Longevity) Accrual: The anniversary date for entitlement of service increments shall be computed on an annual basis beginning on the first of the month following the date of probationary status. Nine (9), ten (10), eleven (11), or twelve (12) full months of paid service shall equal one (1) year of service for this purpose.
- Other Service Increment Qualifications: If an employee resigns or separates from the classified service and has worked half or more of the workdays in the month of termination, service increment credit for that month shall be credited to the employee.

2.5 **Promotion** - Whenever possible, an employee who is promoted shall be placed at the salary step on the new range that provides a minimum one-step increase over the employee's current salary in the regular assignment. Adjustments to an employee's compensation due to a temporary change in assignment (e.g., out-of-class compensation) will not be considered in the determination of the employee's current salary. In no instance shall that placement be higher than the maximum salary step of the range for the new classification.

The Personnel Director shall provide eligible employees with advanced step placement on the salary range based on additional related education and comparable experience beyond what was minimally required as prescribed below.

A. **Additional comparable experience beyond that which is required for entry into the classification provided such experience was not counted for salary placement upon entry or internal promotion within the classified service:** Placement above the first step shall be granted in increments of one (1) step for each additional year of full-time-equivalent comparable experience, as determined by the Personnel Director, beyond that which is required. Comparable experience is defined as experience in which the duties performed were equivalently complex and similar to those of the subject classification in which the individual is being hired.

B. **Additional related college-level education beyond that which is required for entry into the classification provided such education was not counted for salary placement upon entry or promotion within the classified service:** Placement above the first step shall be granted in increments of one (1) step for two (2) years of additional qualifying college-level education above that which is minimally required and which is related to successful performance of the essential functions of the classification as determined by the Personnel Director. A year is defined as the completion of 30 semester units of undergraduate coursework or 15 semester units of graduate-level coursework.

Employees approved for advanced step placement upon promoting shall be subject to probationary procedures and policies. In no instance shall that placement be higher than the maximum salary step of the range for the classification.

2.6 **Working Out of Classification** - Supervisors are responsible for ensuring that employees' duties are consistent with their job specifications. In the event an employee is temporarily assigned duties outside of his/her classification for more than five (5) working days in a fifteen (15) calendar day period, the employee shall be paid in accordance with PC Rule Rules. For management employees, Personnel Commission Rule 292.2 states, *"temporary classified management assignments may be placed on any step of the salary range consistent with education and experience."*

The supervisor shall put such out-of-classification assignment in writing and shall indicate the duties and the length of the assignment. Employees must meet the minimum qualifications for the classification in which they are temporarily assigned. It is the supervisor's responsibility, prior to the assigning of duties, to contact the Office of the Personnel Commission to determine the appropriate classification and salary of the assignment.

In no instance shall the employee be assigned out of their classification for more than ninety (90) working days without the position being filled through Merit System procedures.

Note: Working out of classification is reported to CalPERS as temporary upgrade pay.

ARTICLE 3. HEALTH CARE

3.1 **Medical Benefits** – Management employees have a choice of five different health plans offered through SISC which include HMO and PPO plans. Dependent on the plan chosen, and negotiated

terms, the District may pay up to the full medical premium for employees and their eligible dependents.

3.2 **Dental Benefits** – Management employees may choose between two dental plans: a traditional PPO plan which allows the employee to choose a provider from a large network, or an HMO plan offering a separate of dentists from which to choose. Currently, the District pays the full dental premium for employees and their eligible dependents.

3.2 **Vision Benefits** - Employees receive vision coverage that includes an annual eye exam, and glasses or contact lenses (copays may apply). Currently, the District pays the full vision premium for employees and their eligible dependents.

ARTICLE 4. PAID LEAVE

4.1 **Holidays** - The Ventura County Community College District offers the following paid holidays each year:

- New Year's Day
- Martin Luther King's Birthday
- Abraham Lincoln's Birthday
- George Washington's Birthday
- Cesar Chavez' Birthday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday Following Thanksgiving Day
- Christmas Eve
- Christmas Day
- The District is closed from December 26 through December 30
- New Year's Eve
- New Year's Day
- Two (2) Floating Holidays

4.2 **Vacation** – Classified managers accumulate 15 hours of paid vacation for each month they are in paid status.

4.3 **Sick Leave** - Fulltime classified managers accumulate eight hours of paid sick leave for each month they are in paid status at least half of the working days each month. There is no limit to the number of days of sick leave which may be accrued.

4.4 **Sick Leave During Leaves of Absence** - The District provides up to 100 days of half-pay sick leave after exhausting all sick leave.

4.5 **Additional Paid Leaves** – Several additional paid leaves are available to classified management employees:

- Bereavement Leave – up to 5 days
- Compassionate Leave – 3 days
- Jury Services Leave– for the duration of service
- Parental Leave – available under the California Family Rights Act (CFRA)
- Maternity Leave – 15 days
- Personal Necessity Leave – up to 7 working days
- Military Leave 30 days

ARTICLE 5. RETIREMENT PLAN

5.1 **Classified Managers** - CalPERS – The California Public Employees Retirement System (CalPERS) is a defined benefit retirement plan that provides lifetime benefits based on members' years of service, age, and final compensation. Full-time employees working in classified positions for at least six months, or part-time employees working at least 50% for at least one fiscal year, are automatically enrolled in the CalPERS retirement plan.

New Member

Public Employees' Pension Reform Act of 2013 (PEPRA) defines "new member" as any of the following:

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California public retirement system.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS employer after a break in service of greater than six months.

New members under this definition are subject to the CalPERS 2% at 62 benefit formula. The required employee contribution for New Members is 8%.

Classic Member

CalPERS refers to all members that do not fit within the definition of a new member as "classic member." Classic Members receive 2% at 55 benefit formula. The required employee contribution for Classic Members is 7%.

Special Note

Previous CalSTRS members default to CalPERS when going into Classified Manager positions unless they meet the criteria for CalSTRS membership.

For more information about CalPERS visit www.calpers.ca.gov.

ARTICLE 6. OTHER BENEFITS

6.1 **Life Insurance** - Employees are provided with group term life insurance and accidental death and dismemberment insurance, each with up to $50,000 benefit amount through UNUM.

6.2 **Employee Assistance Program (EAP)** - The Employee Assistance Program offered through Health Advocate & UNUM provides for the employee and eligible dependents up to three in-person counseling visits sessions and provides a toll-free "800" hotline available 24/7 for emergencies and crisis intervention. Other services provided include work/life resources and referrals, financial consultation, and legal consultation services. Phone support and online support are available.

6.3 Mileage: Management employees required to use their own vehicle for City business may be reimbursed for mileage at the rate established by the Internal Revenue Service.

6.4 Cell phone stipends: Eligible Classified or Academic Managers may receive cell phone stipends of $75.00.

6.5 **Tickets, Coupons, and Discounts** - The District has partnered with BenefitHub to offer all employees discounts on clothing, cell phones, tax services, pet insurance, textbooks, and more.

ARTICLE 7. <u>VOLUNTARY BENEFITS PLANS</u>

7.1 The District offers voluntary benefits plans in the following areas:

- Accident Only Insurance
- Cancer Insurance
- Disability Income Insurance
- Voluntary Term Life Insurance & Accidental Death Dismemberment
- Section 125 Cafeteria Plan
- 403(b) Tax Sheltered Annuity Plan
- 457(b) Deferred Compensation Plan

NOTE: The provisions of this bulletin do not constitute a contract expressed or implied, and any provisions contained herein may be modified or revoked without notice.

SUPERVISORY AND CONFIDENTIAL CLASSIFIED EMPLOYEES' SALARY AND BENEFITS SCHEDULE PERIOD COVERING JULY 1, 2025 THROUGH JUNE 30, 2028

ARTICLE 1. TITLE AND PURPOSE

1.1 This Resolution describes the employment and compensation plan for classified supervisory and confidential employees that work in a position that is at least 50% full time employment with the Ventura County Community College District (VCCCD). This resolution shall become effective July 1, 2022, unless otherwise specifically provided.

1.2 Appendix A, Classified Supervisory Employees Salary Schedule hereby referenced and made a part of this Resolution.

1.3 Appendix B, Classified Confidential Employees Salary Schedule hereby referenced and made a part of this Resolution.

ARTICLE 2. COMPENSATION PLAN

2.1 **Initial Salary Placement** – New regular classified employees shall be placed on the first step of the appropriate salary range. The Personnel Director shall provide new regular classified employees, when eligible, with advanced step placement on the salary range based on additional related education and comparable experience beyond what was minimally required as prescribed below.

A. **Additional comparable experience beyond that which is required for entry into the classification:** Placement above the first step may be granted in increments of one (1) step for each additional year of full- time-equivalent comparable experience, as determined by the Personnel Director, beyond that which is required. Comparable experience is defined as experience in which the performed duties were equivalently complex and similar to those of the subject classification in which the individual is being hired.

B. **Additional related college-level education beyond that which is required for entry into the classification:** Placement above the first step may be granted in increments of one (1) step for two (2) years of additional qualifying college-level education above that which is minimally required and which is related to successful performance of the essential functions of the classification as determined by the Personnel Director. A year is defined as the completion of 30 semester units of undergraduate coursework or 15 semester units of graduate- level coursework.

Employees approved for advanced step placement upon initial appointment shall be subject to probationary procedures and policies. In no instance shall that placement be higher than the maximum salary step of the range for the classification.

A schedule of job classifications together with salary rate ranges is set forth in Appendix A and B.

Scarcity Placement - The Personnel Director may make exceptions to initial salary placements for new, regular classified employees in cases where verifiable difficulty is experienced in attracting well-qualified candidates in spite of extensive, targeted recruitment efforts AND in which one of the following conditions has been met:

A. The recruitment has failed one or more times within the last two years,

B. The selected eligible is ready and willing to accept the assignment but has requested a higher starting salary.

In no instance shall that placement be higher than the maximum salary step of the range for the classification.

2.2 **Salary Advancement** – For employees who do not receive advanced step placement, advancement from the initial step to the next step shall occur on the first day of the calendar month following completion of the six (6) months in regular assignment in the classification. (Example: If an employee started work on January 3, the individual would have six (6) months completed on July 3, and would advance to the second step on August 1.) Advancement from that point on shall occur twelve (12) months after the date the employee received the initial advancement.

Employees who do receive advanced step placement will advance to the next step of the range following completion of twelve (12) months in regular assignment in the classification.

2.3 **Longevity** - Management employees shall be eligible to receive additional monthly special compensation of base salary at the completion of the designated full-time years of service with VCCCD as set forth in the table below:

<u>Classified Supervisors</u>

Fiscal Year 2025/2026

Over 9 years of service = $145.46 per month

Over 14 years of service = $289.70 per month

Over 19 years of service = $435.15 per month

Over 24 years of service = $580.61 per month

Over 29 years of service = $724.85 per month

Fiscal Year 2026/2027

Over 9 years of service = $149.82 per month

Over 14 years of service = $298.39 per month

Over 19 years of service = $448.20 per month

Over 24 years of service = $598.03 per month

Over 29 years of service = $746.59 per month

Fiscal Year 2027/2028

Over 9 years of service = $154.32 per month

Over 14 years of service = $307.34 per month

Over 19 years of service = $461.65 per month

Over 24 years of service = $615.97 per month

Over 29 years of service = $768.99 per month

Classified Confidential

Fiscal Year 2025/2026

Over 9 years of service = $123.90 per month

Over 14 years of service = $247.81 per month

Over 19 years of service = $371.71 per month

Over 24 years of service = $495.61 per month

Over 29 years of service = $619.52 per month

Fiscal Year 2026/2027

Over 9 years of service = $127.62 per month

Over 14 years of service = $255.24 per month

Over 19 years of service = $382.86 per month

Over 24 years of service = $510.48 per month

Over 29 years of service = $638.10 per month

Fiscal Year 2027/2028

Over 9 years of service = $131.45 per month

Over 14 years of service = $262.90 per month

Over 19 years of service = $394.35 per month

Over 24 years of service = $525.80 per month

Over 29 years of service = $657.25 per month

Accrual of service increment time credit shall start on the first day of each month. If an employee's service commences on the first through the fifteenth of the month, service is counted from the first of the month. If an employee's service commences on or after the sixteenth of the month, service is counted from the first of the following month.

- Anniversary Date For Service Increments (Longevity) Accrual: The anniversary date for entitlement of service increments shall be computed on an annual basis beginning on the

first of the month following the date of probationary status. Nine (9), ten (10), eleven (11), or twelve (12) full months of paid service shall equal one (1) year of service for this purpose.

- Other Service Increment Qualifications: If an employee resigns or separates from the classified service and has worked half or more of the workdays in the month of termination, service increment credit for that month shall be credited to the employee.

2.5 **Promotion** - Whenever possible, an employee who is promoted shall be placed at the salary step on the new range that provides a minimum one-step increase over the employee's current salary in the regular assignment. Adjustments to an employee's compensation due to a temporary change in assignment (e.g., out-of-class compensation) will not be considered in the determination of the employee's current salary. In no instance shall that placement be higher than the maximum salary step of the range for the new classification.

The Personnel Director shall provide eligible employees with advanced step placement on the salary range based on additional related education and comparable experience beyond what was minimally required as prescribed below.

A. **Additional comparable experience beyond that which is required for entry into the classification provided such experience was not counted for salary placement upon entry or internal promotion within the classified service:** Placement above the first step shall be granted in increments of one (1) step for each additional year of full-time-equivalent comparable experience, as determined by the Personnel Director, beyond that which is required. Comparable experience is defined as experience in which the duties performed were equivalently complex and similar to those of the subject classification in which the individual is being hired.

B. **Additional related college-level education beyond that which is required for entry into the classification provided such education was not counted for salary placement upon entry or promotion within the classified service:** Placement above the first step shall be granted in increments of one (1) step for two (2) years of additional qualifying college-level education above that which is minimally required and which is related to successful performance of the essential functions of the classification as determined by the Personnel Director. A year is defined as the completion of 30 semester units of undergraduate coursework or 15 semester units of graduate-level coursework.

Employees approved for advanced step placement upon promoting shall be subject to probationary procedures and policies. In no instance shall that placement be higher than the maximum salary step of the range for the classification.

2.6 **Working Out of Classification** - Supervisors are responsible for ensuring that employees' duties are consistent with their job specifications. In the event an employee is temporarily assigned duties outside of his/her classification for more than five (5) working days in a fifteen (15) calendar day period, the employee may be placed on any step of the salary range consistent with their education and experience.

The supervisor shall put such out-of-classification assignment in writing and shall indicate the duties and the length of the assignment. Employees must meet the minimum qualifications for the classification in which they are temporarily assigned. It is the supervisor's responsibility, prior to the assigning of duties, to

contact the Office of the Personnel Commission to determine the appropriate classification and salary of the assignment.

In no instance shall the employee be assigned out of their classification for more than ninety (90) working days without the position being filled through Merit System procedures.

Note: Working out of classification is reported to CalPERS as temporary upgrade pay.

2.7 Classified confidential and classified supervisory employees whose positions are assigned a bilingual differential by the Governing Board will be paid a 2.9% differential to their base pay.

ARTICLE 3. HEALTH CARE

3.1 **Medical Benefits** – Management employees have a choice of five different health plans offered through SISC which include HMO and PPO plans. Dependent on the plan chosen, and negotiated terms, the District may pay up to the full medical premium for employees and their eligible dependents.

3.2 **Dental Benefits** – Management employees may choose between two dental plans: a traditional PPO plan which allows the employee to choose a provider from a large network, or an HMO plan offering a separate network of dentists from which to choose. Currently, the District pays the full dental premium for employees and their eligible dependents.

3.2 **Vision Benefits** - Employees receive vision coverage that includes an annual eye exam, and glasses or contact lenses (copays may apply). Currently, the District pays the full vision premium for employees and their eligible dependents.

ARTICLE 4. PAID LEAVE

4.1 **Holidays** - The Ventura County Community College District offers the following paid holidays each year:

- New Year's Day
- Martin Luther King's Birthday
- Abraham Lincoln's Birthday
- George Washington's Birthday
- Cesar Chavez' Birthday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday Following Thanksgiving Day
- Christmas Eve
- Christmas Day
- The District is closed from December 26 through December 30
- New Year's Eve
- New Year's Day

- Two (2) Floating Holidays

4.2 **Vacation** – Fulltime classified accrue 15 hours of paid vacation for each month they are in paid status.

4.3 **Sick Leave** - Fulltime classified employees accumulate eight hours of paid sick leave for each month they are in paid status at least half of the working days each month. There is no limit to the number of days of sick leave which may be accrued.

4.4 **Sick Leave During Leaves of Absence** - The District provides up to 100 days of half-pay sick leave after exhausting all sick leave.

4.5 **Additional Paid Leaves** – Several additional paid leaves are available to full time classified employees:

- Bereavement Leave – up to 5 days
- Compassionate Leave – 3 days
- Jury Services Leave – for the duration of service
- Parental Leave – available under the California Family Rights Act (CFRA)
- Maternity Leave – 15 days
- Personal Necessity Leave – up to 7 working days
- Military Leave – 30 days

ARTICLE 5. <u>RETIREMENT PLAN</u>

5.1 CalPERS – The California Public Employees Retirement System (CalPERS) is a defined benefit retirement plan that provides lifetime benefits based on members' years of service, age, and final compensation. Full-time employees working in classified positions for at least six months, or part-time employees working at least 50% for at least one fiscal year, are automatically enrolled in the CalPERS retirement plan.

<u>New Member</u>

Public Employees' Pension Reform Act of 2013 (PEPRA) defines "new member" as any of the following:

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California public retirement system.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS employer after a break in service of greater than six months.

New members under this definition are subject to the CalPERS 2% at 62 benefit formula. The required employee contribution for New Members is 8%.

<u>Classic Member</u>

CalPERS refers to all members that do not fit within the definition of a new member as "classic member." Classic Members receive 2% at 55 benefit formula. The required employee contribution for Classic Members is 7%.

Special Note
Previous CalSTRS members default to CalPERS when going into Classified Manager positions unless they meet the criteria for CalSTRS membership.

For more information about CalPERS visit www.calpers.ca.gov.

ARTICLE 6. OTHER BENEFITS

6.1 **Life Insurance** - Employees are provided with group term life insurance and accidental death and dismemberment insurance, each with up to $50,000 benefit amount through UNUM.

6.2 **Employee Assistance Program (EAP)** - The Employee Assistance Program offered through Health Advocate & UNUM provides for the employee and eligible dependents up to three in-person counseling visits sessions and provides a toll-free "800" hotline available 24/7 for emergencies and crisis intervention. Other services provided include work/life resources and referrals, financial consultation, and legal consultation services. Phone support and online support are available.

6.3 **Mileage** - Management employees required to use their own vehicle for City business may be reimbursed for mileage at the rate established by the Internal Revenue Service.

6.4 **Tickets, Coupons, and Discounts** - The District has partnered with BenefitHub to offer all employees discounts on clothing, cell phones, tax services, pet insurance, textbooks, and more.

ARTICLE 7. VOLUNTARY BENEFITS PLANS

7.1 The District offers voluntary benefits plans in the following areas:

- Accident Only Insurance
- Cancer Insurance
- Disability Income Insurance
- Voluntary Term Life Insurance & Accidental Death Dismemberment
- Section 125 Cafeteria Plan
- 403(b) Tax Sheltered Annuity Plan
- 457(b) Deferred Compensation Plan

NOTE: The provisions of this bulletin do not constitute a contract expressed or implied, and any provisions contained herein may be modified or revoked without notice.

Reflects 3.0% Increase
Over 2024-2025
(Effective 7/1/2025)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2025-2026 MANAGEMENT SALARY SCHEDULE
(Effective July 1, 2025)

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.

Doctorate: **Add $6,773.64** ($564.47 per month)

Steps	1	2	3	4	5	6	7
Salary Schedule Level 90							
Years 0-15	8466.75	8889.33	9334.00	9800.67	10290.58	10805.08	11345.42
Years>15	8831.03	9253.61	9698.28	10164.95	10654.86	11169.36	11709.70
Years>20	9038.76	9461.34	9906.01	10372.68	10862.59	11377.09	11917.43
Years>25	9246.49	9669.07	10113.74	10580.41	11070.32	11584.82	12125.16
Years>30	9454.22	9876.80	10321.47	10788.14	11278.05	11792.55	12332.89
Salary Schedule Level 95							
Years 0-15	8676.67	9111.50	9566.75	10045.25	10547.50	11075.00	11628.58
Years>15	9040.95	9475.78	9931.03	10409.53	10911.78	11439.28	11992.86
Years>20	9248.68	9683.51	10138.76	10617.26	11119.51	11647.01	12200.59
Years>25	9456.41	9891.24	10346.49	10824.99	11327.24	11854.74	12408.32
Years>30	9664.14	10098.97	10554.22	11032.72	11534.97	12062.47	12616.05
Salary Schedule Level 100							
Years 0-15	8889.33	9334.00	9800.67	10290.58	10805.08	11345.42	11912.58
Years>15	9253.61	9698.28	10164.95	10654.86	11169.36	11709.70	12276.86
Years>20	9461.34	9906.01	10372.68	10862.59	11377.09	11917.43	12484.59
Years>25	9669.07	10113.74	10580.41	11070.32	11584.82	12125.16	12692.32
Years>30	9876.80	10321.47	10788.14	11278.05	11792.55	12332.89	12900.05
Salary Schedule Level 105							
Years 0-15	9111.50	9566.75	10045.25	10547.50	11075.00	11628.58	12209.67
Years>15	9475.78	9931.03	10409.53	10911.78	11439.28	11992.86	12573.95
Years>20	9683.51	10138.76	10617.26	11119.51	11647.01	12200.59	12781.68
Years>25	9891.24	10346.49	10824.99	11327.24	11854.74	12408.32	12989.41
Years>30	10098.97	10554.22	11032.72	11534.97	12062.47	12616.05	13197.14
Salary Schedule Level 110							
Years 0-15	9334.00	9800.67	10290.58	10805.08	11345.42	11912.58	12507.83
Years>15	9698.28	10164.95	10654.86	11169.36	11709.70	12276.86	12872.11
Years>20	9906.01	10372.68	10862.59	11377.09	11917.43	12484.59	13079.84
Years>25	10113.74	10580.41	11070.32	11584.82	12125.16	12692.32	13287.57
Years>30	10321.47	10788.14	11278.05	11792.55	12332.89	12900.05	13495.30
Salary Schedule Level 115							
Years 0-15	9566.75	10045.25	10547.50	11075.00	11628.58	12209.67	12820.42
Years>15	9931.03	10409.53	10911.78	11439.28	11992.86	12573.95	13184.70
Years>20	10138.76	10617.26	11119.51	11647.01	12200.59	12781.68	13392.43
Years>25	10346.49	10824.99	11327.24	11854.74	12408.32	12989.41	13600.16
Years>30	10554.22	11032.72	11534.97	12062.47	12616.05	13197.14	13807.89
Salary Schedule Level 120							
Years 0-15	9800.67	10290.58	10805.08	11345.42	11912.58	12507.83	13133.50
Years>15	10164.95	10654.86	11169.36	11709.70	12276.86	12872.11	13497.78
Years>20	10372.68	10862.59	11377.09	11917.43	12484.59	13079.84	13705.51
Years>25	10580.41	11070.32	11584.82	12125.16	12692.32	13287.57	13913.24
Years>30	10788.14	11278.05	11792.55	12332.89	12900.05	13495.30	14120.97

Steps	1	2	3	4	5	6	7
Salary Schedule Level 125							
Years 0-15	10045.25	10547.50	11075.00	11628.58	12209.67	12820.42	13461.33
Years>15	10409.53	10911.78	11439.28	11992.86	12573.95	13184.70	13825.61
Years>20	10617.26	11119.51	11647.01	12200.59	12781.68	13392.43	14033.34
Years>25	10824.99	11327.24	11854.74	12408.32	12989.41	13600.16	14241.07
Years>30	11032.72	11534.97	12062.47	12616.05	13197.14	13807.89	14448.80
Salary Schedule Level 130							
Years 0-15	10290.58	10805.08	11345.42	11912.58	12507.83	13133.50	13789.92
Years>15	10654.86	11169.36	11709.70	12276.86	12872.11	13497.78	14154.20
Years>20	10862.59	11377.09	11917.43	12484.59	13079.84	13705.51	14361.93
Years>25	11070.32	11584.82	12125.16	12692.32	13287.57	13913.24	14569.66
Years>30	11278.05	11792.55	12332.89	12900.05	13495.30	14120.97	14777.39
Salary Schedule Level 135							
Years 0-15	10547.50	11075.00	11628.58	12209.67	12820.42	13461.33	14134.42
Years>15	10911.78	11439.28	11992.86	12573.95	13184.70	13825.61	14498.70
Years>20	11119.51	11647.01	12200.59	12781.68	13392.43	14033.34	14706.43
Years>25	11327.24	11854.74	12408.32	12989.41	13600.16	14241.07	14914.16
Years>30	11534.97	12062.47	12616.05	13197.14	13807.89	14448.80	15121.89
Salary Schedule Level 140							
Years 0-15	10805.08	11345.42	11912.58	12507.83	13133.50	13789.92	14479.17
Years>15	11169.36	11709.70	12276.86	12872.11	13497.78	14154.20	14843.45
Years>20	11377.09	11917.43	12484.59	13079.84	13705.51	14361.93	15051.18
Years>25	11584.82	12125.16	12692.32	13287.57	13913.24	14569.66	15258.91
Years>30	11792.55	12332.89	12900.05	13495.30	14120.97	14777.39	15466.64
Salary Schedule Level 145							
Years 0-15	11075.00	11628.58	12209.67	12820.42	13461.33	14134.42	14840.83
Years>15	11439.28	11992.86	12573.95	13184.70	13825.61	14498.70	15205.11
Years>20	11647.01	12200.59	12781.68	13392.43	14033.34	14706.43	15412.84
Years>25	11854.74	12408.32	12989.41	13600.16	14241.07	14914.16	15620.57
Years>30	12062.47	12616.05	13197.14	13807.89	14448.80	15121.89	15828.30
Salary Schedule Level 150							
Years 0-15	11345.42	11912.58	12507.83	13133.50	13789.92	14479.17	15203.25
Years>15	11709.70	12276.86	12872.11	13497.78	14154.20	14843.45	15567.53
Years>20	11917.43	12484.59	13079.84	13705.51	14361.93	15051.18	15775.26
Years>25	12125.16	12692.32	13287.57	13913.24	14569.66	15258.91	15982.99
Years>30	12332.89	12900.05	13495.30	14120.97	14777.39	15466.64	16190.72
Salary Schedule Level 155							
Years 0-15	11628.58	12209.67	12820.42	13461.33	14134.42	14840.83	15582.92
Years>15	11992.86	12573.95	13184.70	13825.61	14498.70	15205.11	15947.20
Years>20	12200.59	12781.68	13392.43	14033.34	14706.43	15412.84	16154.93
Years>25	12408.32	12989.41	13600.16	14241.07	14914.16	15620.57	16362.66
Years>30	12616.05	13197.14	13807.89	14448.80	15121.89	15828.30	16570.39
Salary Schedule Level 160							
Years 0-15	11912.58	12507.83	13133.50	13789.92	14479.17	15203.25	15963.33
Years>15	12276.86	12872.11	13497.78	14154.20	14843.45	15567.53	16327.61
Years>20	12484.59	13079.84	13705.51	14361.93	15051.18	15775.26	16535.34
Years>25	12692.32	13287.57	13913.24	14569.66	15258.91	15982.99	16743.07
Years>30	12900.05	13495.30	14120.97	14777.39	15466.64	16190.72	16950.80

Steps	1	2	3	4	5	6	7
Salary Schedule Level 165							
Years 0-15	12209.67	12820.42	13461.33	14134.42	14840.83	15582.92	16361.83
Years>15	12573.95	13184.70	13825.61	14498.70	15205.11	15947.20	16726.11
Years>20	12781.68	13392.43	14033.34	14706.43	15412.84	16154.93	16933.84
Years>25	12989.41	13600.16	14241.07	14914.16	15620.57	16362.66	17141.57
Years>30	13197.14	13807.89	14448.80	15121.89	15828.30	16570.39	17349.30
Salary Schedule Level 170							
Years 0-15	12507.83	13133.50	13789.92	14479.17	15203.25	15963.33	16761.75
Years>15	12872.11	13497.78	14154.20	14843.45	15567.53	16327.61	17126.03
Years>20	13079.84	13705.51	14361.93	15051.18	15775.26	16535.34	17333.76
Years>25	13287.57	13913.24	14569.66	15258.91	15982.99	16743.07	17541.49
Years>30	13495.30	14120.97	14777.39	15466.64	16190.72	16950.80	17749.22
Salary Schedule Level 175							
Years 0-15	12820.42	13461.33	14134.42	14840.83	15582.92	16361.83	17180.08
Years>15	13184.70	13825.61	14498.70	15205.11	15947.20	16726.11	17544.36
Years>20	13392.43	14033.34	14706.43	15412.84	16154.93	16933.84	17752.09
Years>25	13600.16	14241.07	14914.16	15620.57	16362.66	17141.57	17959.82
Years>30	13807.89	14448.80	15121.89	15828.30	16570.39	17349.30	18167.55
Salary Schedule Level 180							
Years 0-15	13133.50	13789.92	14479.17	15203.25	15963.33	16761.75	17599.50
Years>15	13497.78	14154.20	14843.45	15567.53	16327.61	17126.03	17963.78
Years>20	13705.51	14361.93	15051.18	15775.26	16535.34	17333.76	18171.51
Years>25	13913.24	14569.66	15258.91	15982.99	16743.07	17541.49	18379.24
Years>30	14120.97	14777.39	15466.64	16190.72	16950.80	17749.22	18586.97
Salary Schedule Level 185							
Years 0-15	13461.33	14134.42	14840.83	15582.92	16361.83	17180.08	18038.58
Years>15	13825.61	14498.70	15205.11	15947.20	16726.11	17544.36	18402.86
Years>20	14033.34	14706.43	15412.84	16154.93	16933.84	17752.09	18610.59
Years>25	14241.07	14914.16	15620.57	16362.66	17141.57	17959.82	18818.32
Years>30	14448.80	15121.89	15828.30	16570.39	17349.30	18167.55	19026.05
Salary Schedule Level 190							
Years 0-15	13789.92	14479.17	15203.25	15963.33	16761.75	17599.50	18479.58
Years>15	14154.20	14843.45	15567.53	16327.61	17126.03	17963.78	18843.86
Years>20	14361.93	15051.18	15775.26	16535.34	17333.76	18171.51	19051.59
Years>25	14569.66	15258.91	15982.99	16743.07	17541.49	18379.24	19259.32
Years>30	14777.39	15466.64	16190.72	16950.80	17749.22	18586.97	19467.05
Salary Schedule Level 195							
Years 0-15	14134.42	14840.83	15582.92	16361.83	17180.08	18038.58	18940.75
Years>15	14498.70	15205.11	15947.20	16726.11	17544.36	18402.86	19305.03
Years>20	14706.43	15412.84	16154.93	16933.84	17752.09	18610.59	19512.76
Years>25	14914.16	15620.57	16362.66	17141.57	17959.82	18818.32	19720.49
Years>30	15121.89	15828.30	16570.39	17349.30	18167.55	19026.05	19928.22

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.

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

Steps	1	2	3	4	5	6	7
Salary Schedule Level 90							
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	9523.96	9959.21	10417.21	10897.88	11402.46	11932.38	12488.96
Years>30	9737.92	10173.17	10631.17	11111.84	11616.42	12146.34	12702.92
Salary Schedule Level 95							
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	10656.96	11149.80	11667.13	12210.38	12780.63
Years>30	9954.09	10402.01	10870.92	11363.76	11881.09	12424.34	12994.59
Salary Schedule Level 100							
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	9959.21	10417.21	10897.88	11402.46	11932.38	12488.96	13073.13
Years>30	10173.17	10631.17	11111.84	11616.42	12146.34	12702.92	13287.09
Salary Schedule Level 105							
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	10656.96	11149.80	11667.13	12210.38	12780.63	13379.13
Years>30	10402.01	10870.92	11363.76	11881.09	12424.34	12994.59	13593.09
Salary Schedule Level 110							
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	10417.21	10897.88	11402.46	11932.38	12488.96	13073.13	13686.21
Years>30	10631.17	11111.84	11616.42	12146.34	12702.92	13287.09	13900.17
Salary Schedule Level 115							
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	10656.96	11149.80	11667.13	12210.38	12780.63	13379.13	14008.21
Years>30	10870.92	11363.76	11881.09	12424.34	12994.59	13593.09	14222.17
Salary Schedule Level 120							
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	11402.46	11932.38	12488.96	13073.13	13686.21	14330.71
Years>30	11111.84	11616.42	12146.34	12702.92	13287.09	13900.17	14544.67

Steps	1	2	3	4	5	6	7
Salary Schedule Level 125							
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	14008.21	14668.38
Years>30	11363.76	11881.09	12424.34	12994.59	13593.09	14222.17	14882.34
Salary Schedule Level 130							
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	11402.46	11932.38	12488.96	13073.13	13686.21	14330.71	15006.80
Years>30	11616.42	12146.34	12702.92	13287.09	13900.17	14544.67	15220.76
Salary Schedule Level 135							
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	14008.21	14668.38	15361.63
Years>30	11881.09	12424.34	12994.59	13593.09	14222.17	14882.34	15575.59
Salary Schedule Level 140							
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	12488.96	13073.13	13686.21	14330.71	15006.80	15716.71
Years>30	12146.34	12702.92	13287.09	13900.17	14544.67	15220.76	15930.67
Salary Schedule Level 145							
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	14008.21	14668.38	15361.63	16089.21
Years>30	12424.34	12994.59	13593.09	14222.17	14882.34	15575.59	16303.17
Salary Schedule Level 150							
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	12488.96	13073.13	13686.21	14330.71	15006.80	15716.71	16462.55
Years>30	12702.92	13287.09	13900.17	14544.67	15220.76	15930.67	16676.51
Salary Schedule Level 155							
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	14008.21	14668.38	15361.63	16089.21	16853.55
Years>30	12994.59	13593.09	14222.17	14882.34	15575.59	16303.17	17067.51
Salary Schedule Level 160							
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	13686.21	14330.71	15006.80	15716.71	16462.55	17245.38
Years>30	13287.09	13900.17	14544.67	15220.76	15930.67	16676.51	17459.34

Steps	1	2	3	4	5	6	7
Salary Schedule Level 165							
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	14008.21	14668.38	15361.63	16089.21	16853.55	17655.88
Years>30	13593.09	14222.17	14882.34	15575.59	16303.17	17067.51	17869.84
Salary Schedule Level 170							
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	13686.21	14330.71	15006.80	15716.71	16462.55	17245.38	18067.80
Years>30	13900.17	14544.67	15220.76	15930.67	16676.51	17459.34	18281.76
Salary Schedule Level 175							
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	14008.21	14668.38	15361.63	16089.21	16853.55	17655.88	18498.63
Years>30	14222.17	14882.34	15575.59	16303.17	17067.51	17869.84	18712.59
Salary Schedule Level 180							
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	14330.71	15006.80	15716.71	16462.55	17245.38	18067.80	18930.63
Years>30	14544.67	15220.76	15930.67	16676.51	17459.34	18281.76	19144.59
Salary Schedule Level 185							
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	16089.21	16853.55	17655.88	18498.63	19382.88
Years>30	14882.34	15575.59	16303.17	17067.51	17869.84	18712.59	19596.84
Salary Schedule Level 190							
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	15716.71	16462.55	17245.38	18067.80	18930.63	19837.13
Years>30	15220.76	15930.67	16676.51	17459.34	18281.76	19144.59	20051.09
Salary Schedule Level 195							
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	16089.21	16853.55	17655.88	18498.63	19382.88	20312.13
Years>30	15575.59	16303.17	17067.51	17869.84	18712.59	19596.84	20526.09

Reflects 3.0% Increase
Over 2026-2027
(Effective 7/1/2027)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2027-2028 MANAGEMENT SALARY SCHEDULE
(Effective July 1, 2027)

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.

Doctorate: **Add $7,186.08 per annum** ($598.84 per month)

Steps	1	2	3	4	5	6	7
Salary Schedule Level 90							
Years 0-15	8982.50	9430.83	9902.58	10397.67	10917.33	11463.17	12036.42
Years>15	9368.97	9817.30	10289.05	10784.14	11303.80	11849.64	12422.89
Years>20	9589.35	10037.68	10509.43	11004.52	11524.18	12070.02	12643.27
Years>25	9809.73	10258.06	10729.81	11224.90	11744.56	12290.40	12863.65
Years>30	10030.11	10478.44	10950.19	11445.28	11964.94	12510.78	13084.03
Salary Schedule Level 95							
Years 0-15	9205.17	9666.50	10149.50	10657.08	11190.00	11749.50	12336.83
Years>15	9591.64	10052.97	10535.97	11043.55	11576.47	12135.97	12723.30
Years>20	9812.02	10273.35	10756.35	11263.93	11796.85	12356.35	12943.68
Years>25	10032.40	10493.73	10976.73	11484.31	12017.23	12576.73	13164.06
Years>30	10252.78	10714.11	11197.11	11704.69	12237.61	12797.11	13384.44
Salary Schedule Level 100							
Years 0-15	9430.83	9902.58	10397.67	10917.33	11463.17	12036.42	12638.17
Years>15	9817.30	10289.05	10784.14	11303.80	11849.64	12422.89	13024.64
Years>20	10037.68	10509.43	11004.52	11524.18	12070.02	12643.27	13245.02
Years>25	10258.06	10729.81	11224.90	11744.56	12290.40	12863.65	13465.40
Years>30	10478.44	10950.19	11445.28	11964.94	12510.78	13084.03	13685.78
Salary Schedule Level 105							
Years 0-15	9666.50	10149.50	10657.08	11190.00	11749.50	12336.83	12953.33
Years>15	10052.97	10535.97	11043.55	11576.47	12135.97	12723.30	13339.80
Years>20	10273.35	10756.35	11263.93	11796.85	12356.35	12943.68	13560.18
Years>25	10493.73	10976.73	11484.31	12017.23	12576.73	13164.06	13780.56
Years>30	10714.11	11197.11	11704.69	12237.61	12797.11	13384.44	14000.94
Salary Schedule Level 110							
Years 0-15	9902.58	10397.67	10917.33	11463.17	12036.42	12638.17	13269.58
Years>15	10289.05	10784.14	11303.80	11849.64	12422.89	13024.64	13656.05
Years>20	10509.43	11004.52	11524.18	12070.02	12643.27	13245.02	13876.43
Years>25	10729.81	11224.90	11744.56	12290.40	12863.65	13465.40	14096.81
Years>30	10950.19	11445.28	11964.94	12510.78	13084.03	13685.78	14317.19
Salary Schedule Level 115							
Years 0-15	10149.50	10657.08	11190.00	11749.50	12336.83	12953.33	13601.25
Years>15	10535.97	11043.55	11576.47	12135.97	12723.30	13339.80	13987.72
Years>20	10756.35	11263.93	11796.85	12356.35	12943.68	13560.18	14208.10
Years>25	10976.73	11484.31	12017.23	12576.73	13164.06	13780.56	14428.48
Years>30	11197.11	11704.69	12237.61	12797.11	13384.44	14000.94	14648.86
Salary Schedule Level 120							
Years 0-15	10397.67	10917.33	11463.17	12036.42	12638.17	13269.58	13933.42
Years>15	10784.14	11303.80	11849.64	12422.89	13024.64	13656.05	14319.89
Years>20	11004.52	11524.18	12070.02	12643.27	13245.02	13876.43	14540.27
Years>25	11224.90	11744.56	12290.40	12863.65	13465.40	14096.81	14760.65
Years>30	11445.28	11964.94	12510.78	13084.03	13685.78	14317.19	14981.03

Steps	1	2	3	4	5	6	7
Salary Schedule Level 125							
Years 0-15	10657.08	11190.00	11749.50	12336.83	12953.33	13601.25	14281.25
Years>15	11043.55	11576.47	12135.97	12723.30	13339.80	13987.72	14667.72
Years>20	11263.93	11796.85	12356.35	12943.68	13560.18	14208.10	14888.10
Years>25	11484.31	12017.23	12576.73	13164.06	13780.56	14428.48	15108.48
Years>30	11704.69	12237.61	12797.11	13384.44	14000.94	14648.86	15328.86
Salary Schedule Level 130							
Years 0-15	10917.33	11463.17	12036.42	12638.17	13269.58	13933.42	14629.83
Years>15	11303.80	11849.64	12422.89	13024.64	13656.05	14319.89	15016.30
Years>20	11524.18	12070.02	12643.27	13245.02	13876.43	14540.27	15236.68
Years>25	11744.56	12290.40	12863.65	13465.40	14096.81	14760.65	15457.06
Years>30	11964.94	12510.78	13084.03	13685.78	14317.19	14981.03	15677.44
Salary Schedule Level 135							
Years 0-15	11190.00	11749.50	12336.83	12953.33	13601.25	14281.25	14995.33
Years>15	11576.47	12135.97	12723.30	13339.80	13987.72	14667.72	15381.80
Years>20	11796.85	12356.35	12943.68	13560.18	14208.10	14888.10	15602.18
Years>25	12017.23	12576.73	13164.06	13780.56	14428.48	15108.48	15822.56
Years>30	12237.61	12797.11	13384.44	14000.94	14648.86	15328.86	16042.94
Salary Schedule Level 140							
Years 0-15	11463.17	12036.42	12638.17	13269.58	13933.42	14629.83	15361.00
Years>15	11849.64	12422.89	13024.64	13656.05	14319.89	15016.30	15747.47
Years>20	12070.02	12643.27	13245.02	13876.43	14540.27	15236.68	15967.85
Years>25	12290.40	12863.65	13465.40	14096.81	14760.65	15457.06	16188.23
Years>30	12510.78	13084.03	13685.78	14317.19	14981.03	15677.44	16408.61
Salary Schedule Level 145							
Years 0-15	11749.50	12336.83	12953.33	13601.25	14281.25	14995.33	15744.67
Years>15	12135.97	12723.30	13339.80	13987.72	14667.72	15381.80	16131.14
Years>20	12356.35	12943.68	13560.18	14208.10	14888.10	15602.18	16351.52
Years>25	12576.73	13164.06	13780.56	14428.48	15108.48	15822.56	16571.90
Years>30	12797.11	13384.44	14000.94	14648.86	15328.86	16042.94	16792.28
Salary Schedule Level 150							
Years 0-15	12036.42	12638.17	13269.58	13933.42	14629.83	15361.00	16129.25
Years>15	12422.89	13024.64	13656.05	14319.89	15016.30	15747.47	16515.72
Years>20	12643.27	13245.02	13876.43	14540.27	15236.68	15967.85	16736.10
Years>25	12863.65	13465.40	14096.81	14760.65	15457.06	16188.23	16956.48
Years>30	13084.03	13685.78	14317.19	14981.03	15677.44	16408.61	17176.86
Salary Schedule Level 155							
Years 0-15	12336.83	12953.33	13601.25	14281.25	14995.33	15744.67	16532.00
Years>15	12723.30	13339.80	13987.72	14667.72	15381.80	16131.14	16918.47
Years>20	12943.68	13560.18	14208.10	14888.10	15602.18	16351.52	17138.85
Years>25	13164.06	13780.56	14428.48	15108.48	15822.56	16571.90	17359.23
Years>30	13384.44	14000.94	14648.86	15328.86	16042.94	16792.28	17579.61
Salary Schedule Level 160							
Years 0-15	12638.17	13269.58	13933.42	14629.83	15361.00	16129.25	16935.58
Years>15	13024.64	13656.05	14319.89	15016.30	15747.47	16515.72	17322.05
Years>20	13245.02	13876.43	14540.27	15236.68	15967.85	16736.10	17542.43
Years>25	13465.40	14096.81	14760.65	15457.06	16188.23	16956.48	17762.81
Years>30	13685.78	14317.19	14981.03	15677.44	16408.61	17176.86	17983.19

Steps	1	2	3	4	5	6	7
Salary Schedule Level 165							
Years 0-15	12953.33	13601.25	14281.25	14995.33	15744.67	16532.00	17358.33
Years>15	13339.80	13987.72	14667.72	15381.80	16131.14	16918.47	17744.80
Years>20	13560.18	14208.10	14888.10	15602.18	16351.52	17138.85	17965.18
Years>25	13780.56	14428.48	15108.48	15822.56	16571.90	17359.23	18185.56
Years>30	14000.94	14648.86	15328.86	16042.94	16792.28	17579.61	18405.94
Salary Schedule Level 170							
Years 0-15	13269.58	13933.42	14629.83	15361.00	16129.25	16935.58	17782.67
Years>15	13656.05	14319.89	15016.30	15747.47	16515.72	17322.05	18169.14
Years>20	13876.43	14540.27	15236.68	15967.85	16736.10	17542.43	18389.52
Years>25	14096.81	14760.65	15457.06	16188.23	16956.48	17762.81	18609.90
Years>30	14317.19	14981.03	15677.44	16408.61	17176.86	17983.19	18830.28
Salary Schedule Level 175							
Years 0-15	13601.25	14281.25	14995.33	15744.67	16532.00	17358.33	18226.42
Years>15	13987.72	14667.72	15381.80	16131.14	16918.47	17744.80	18612.89
Years>20	14208.10	14888.10	15602.18	16351.52	17138.85	17965.18	18833.27
Years>25	14428.48	15108.48	15822.56	16571.90	17359.23	18185.56	19053.65
Years>30	14648.86	15328.86	16042.94	16792.28	17579.61	18405.94	19274.03
Salary Schedule Level 180							
Years 0-15	13933.42	14629.83	15361.00	16129.25	16935.58	17782.67	18671.33
Years>15	14319.89	15016.30	15747.47	16515.72	17322.05	18169.14	19057.80
Years>20	14540.27	15236.68	15967.85	16736.10	17542.43	18389.52	19278.18
Years>25	14760.65	15457.06	16188.23	16956.48	17762.81	18609.90	19498.56
Years>30	14981.03	15677.44	16408.61	17176.86	17983.19	18830.28	19718.94
Salary Schedule Level 185							
Years 0-15	14281.25	14995.33	15744.67	16532.00	17358.33	18226.42	19137.17
Years>15	14667.72	15381.80	16131.14	16918.47	17744.80	18612.89	19523.64
Years>20	14888.10	15602.18	16351.52	17138.85	17965.18	18833.27	19744.02
Years>25	15108.48	15822.56	16571.90	17359.23	18185.56	19053.65	19964.40
Years>30	15328.86	16042.94	16792.28	17579.61	18405.94	19274.03	20184.78
Salary Schedule Level 190							
Years 0-15	14629.83	15361.00	16129.25	16935.58	17782.67	18671.33	19605.08
Years>15	15016.30	15747.47	16515.72	17322.05	18169.14	19057.80	19991.55
Years>20	15236.68	15967.85	16736.10	17542.43	18389.52	19278.18	20211.93
Years>25	15457.06	16188.23	16956.48	17762.81	18609.90	19498.56	20432.31
Years>30	15677.44	16408.61	17176.86	17983.19	18830.28	19718.94	20652.69
Salary Schedule Level 195							
Years 0-15	14995.33	15744.67	16532.00	17358.33	18226.42	19137.17	20094.33
Years>15	15381.80	16131.14	16918.47	17744.80	18612.89	19523.64	20480.80
Years>20	15602.18	16351.52	17138.85	17965.18	18833.27	19744.02	20701.18
Years>25	15822.56	16571.90	17359.23	18185.56	19053.65	19964.40	20921.56
Years>30	16042.94	16792.28	17579.61	18405.94	19274.03	20184.78	21141.94

Reflects 3.0% Increase
Over 2024-2025
(Effective 7/1/25)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2025-2026 CLASSIFIED SUPERVISORS SALARY SCHEDULE
(Effective July 1, 2025)

Salary Schedule Level	Classification
255	Custodial Supervisor Grounds Supervisor
270	Bursar College Services Supervisor
280	Accounts Payable Supervisor Learning Resources Supervisor Tutoring and Supplement Support Supervisor
295	Marketing and Communications Supervisor Program Coordinator II Program Coordinator II – Upward Bound
300	College Fiscal Services Supervisor Grounds & Underground Utilities Supervisor Maintenance and Operations Supervisor
310	Payroll Supervisor Teaching Zoo Operations Supervisor
315	Community College Police Lieutenant
320	Child Development Center Supervisor Financial Aid Officer Registrar Student Success and Support Services Supervisor Supervising Financial Analyst Technology Support Services Supervisor
330	Compliance Coordinator – ADA/Accessibility District Budget Officer Senior Data Analyst Senior Human Resources Analyst Senior Research Analyst

NOTE: Salary schedule reflects monthly salary amounts. After more than nine (9) years' service, monthly salary includes longevity increment.

Shift Differential Schedule

Swing Shift - $153.40 per month ($.89 per hour)

Split Shift - $95.33 per month ($.55 per hour)

Graveyard Shift - $308.70 per month ($1.78 per hour)

Steps	1	2	3	4	5	6	7
Salary Schedule Level 210							
Years 0-9	4324.00	4559.00	4810.00	5078.00	5350.00	5649.00	5965.00
Years>9	4469.46	4704.46	4955.46	5223.46	5495.46	5794.46	6110.46
Years>14	4613.70	4848.70	5099.70	5367.70	5639.70	5938.70	6254.70
Years>19	4759.15	4994.15	5245.15	5513.15	5785.15	6084.15	6400.15
Years>24	4904.61	5139.61	5390.61	5658.61	5930.61	6229.61	6545.61
Years>29	5048.85	5283.85	5534.85	5802.85	6074.85	6373.85	6689.85
Salary Schedule Level 215							
Years 0-9	4435.00	4687.00	4939.00	5203.00	5490.00	5798.00	6118.00
Years>9	4580.46	4832.46	5084.46	5348.46	5635.46	5943.46	6263.46
Years>14	4724.70	4976.70	5228.70	5492.70	5779.70	6087.70	6407.70
Years>19	4870.15	5122.15	5374.15	5638.15	5925.15	6233.15	6553.15
Years>24	5015.61	5267.61	5519.61	5783.61	6070.61	6378.61	6698.61
Years>29	5159.85	5411.85	5663.85	5927.85	6214.85	6522.85	6842.85
Salary Schedule Level 220							
Years 0-9	4559.00	4810.00	5078.00	5350.00	5649.00	5965.00	6284.00
Years>9	4704.46	4955.46	5223.46	5495.46	5794.46	6110.46	6429.46
Years>14	4848.70	5099.70	5367.70	5639.70	5938.70	6254.70	6573.70
Years>19	4994.15	5245.15	5513.15	5785.15	6084.15	6400.15	6719.15
Years>24	5139.61	5390.61	5658.61	5930.61	6229.61	6545.61	6864.61
Years>29	5283.85	5534.85	5802.85	6074.85	6373.85	6689.85	7008.85
Salary Schedule Level 225							
Years 0-9	4687.00	4939.00	5203.00	5490.00	5798.00	6118.00	6461.00
Years>9	4832.46	5084.46	5348.46	5635.46	5943.46	6263.46	6606.46
Years>14	4976.70	5228.70	5492.70	5779.70	6087.70	6407.70	6750.70
Years>19	5122.15	5374.15	5638.15	5925.15	6233.15	6553.15	6896.15
Years>24	5267.61	5519.61	5783.61	6070.61	6378.61	6698.61	7041.61
Years>29	5411.85	5663.85	5927.85	6214.85	6522.85	6842.85	7185.85
Salary Schedule Level 230							
Years 0-9	4810.00	5078.00	5350.00	5649.00	5965.00	6284.00	6641.00
Years>9	4955.46	5223.46	5495.46	5794.46	6110.46	6429.46	6786.46
Years>14	5099.70	5367.70	5639.70	5938.70	6254.70	6573.70	6930.70
Years>19	5245.15	5513.15	5785.15	6084.15	6400.15	6719.15	7076.15
Years>24	5390.61	5658.61	5930.61	6229.61	6545.61	6864.61	7221.61
Years>29	5534.85	5802.85	6074.85	6373.85	6689.85	7008.85	7365.85
Salary Schedule Level 235							
Years 0-9	4939.00	5203.00	5490.00	5798.00	6118.00	6461.00	6827.00
Years>9	5084.46	5348.46	5635.46	5943.46	6263.46	6606.46	6972.46
Years>14	5228.70	5492.70	5779.70	6087.70	6407.70	6750.70	7116.70
Years>19	5374.15	5638.15	5925.15	6233.15	6553.15	6896.15	7262.15
Years>24	5519.61	5783.61	6070.61	6378.61	6698.61	7041.61	7407.61
Years>29	5663.85	5927.85	6214.85	6522.85	6842.85	7185.85	7551.85
Salary Schedule Level 240							
Years 0-9	5078.00	5350.00	5649.00	5965.00	6284.00	6641.00	7017.00
Years>9	5223.46	5495.46	5794.46	6110.46	6429.46	6786.46	7162.46
Years>14	5367.70	5639.70	5938.70	6254.70	6573.70	6930.70	7306.70
Years>19	5513.15	5785.15	6084.15	6400.15	6719.15	7076.15	7452.15
Years>24	5658.61	5930.61	6229.61	6545.61	6864.61	7221.61	7597.61
Years>29	5802.85	6074.85	6373.85	6689.85	7008.85	7365.85	7741.85

Steps	1	2	3	4	5	6	7
Salary Schedule Level 250							
Years 0-9	5350.00	5649.00	5965.00	6284.00	6641.00	7017.00	7415.00
Years>9	5495.46	5794.46	6110.46	6429.46	6786.46	7162.46	7560.46
Years>14	5639.70	5938.70	6254.70	6573.70	6930.70	7306.70	7704.70
Years>19	5785.15	6084.15	6400.15	6719.15	7076.15	7452.15	7850.15
Years>24	5930.61	6229.61	6545.61	6864.61	7221.61	7597.61	7995.61
Years>29	6074.85	6373.85	6689.85	7008.85	7365.85	7741.85	8139.85
Salary Schedule Level 255							
Years 0-9	5490.00	5798.00	6118.00	6461.00	6827.00	7205.00	7611.00
Years>9	5635.46	5943.46	6263.46	6606.46	6972.46	7350.46	7756.46
Years>14	5779.70	6087.70	6407.70	6750.70	7116.70	7494.70	7900.70
Years>19	5925.15	6233.15	6553.15	6896.15	7262.15	7640.15	8046.15
Years>24	6070.61	6378.61	6698.61	7041.61	7407.61	7785.61	8191.61
Years>29	6214.85	6522.85	6842.85	7185.85	7551.85	7929.85	8335.85
Salary Schedule Level 260							
Years 0-9	5649.00	5965.00	6284.00	6641.00	7017.00	7415.00	7823.00
Years>9	5794.46	6110.46	6429.46	6786.46	7162.46	7560.46	7968.46
Years>14	5938.70	6254.70	6573.70	6930.70	7306.70	7704.70	8112.70
Years>19	6084.15	6400.15	6719.15	7076.15	7452.15	7850.15	8258.15
Years>24	6229.61	6545.61	6864.61	7221.61	7597.61	7995.61	8403.61
Years>29	6373.85	6689.85	7008.85	7365.85	7741.85	8139.85	8547.85
Salary Schedule Level 265							
Years 0-9	5798.00	6118.00	6461.00	6827.00	7205.00	7611.00	8030.00
Years>9	5943.46	6263.46	6606.46	6972.46	7350.46	7756.46	8175.46
Years>14	6087.70	6407.70	6750.70	7116.70	7494.70	7900.70	8319.70
Years>19	6233.15	6553.15	6896.15	7262.15	7640.15	8046.15	8465.15
Years>24	6378.61	6698.61	7041.61	7407.61	7785.61	8191.61	8610.61
Years>29	6522.85	6842.85	7185.85	7551.85	7929.85	8335.85	8754.85
Salary Schedule Level 270							
Years 0-9	5965.00	6284.00	6641.00	7017.00	7415.00	7823.00	8265.00
Years>9	6110.46	6429.46	6786.46	7162.46	7560.46	7968.46	8410.46
Years>14	6254.70	6573.70	6930.70	7306.70	7704.70	8112.70	8554.70
Years>19	6400.15	6719.15	7076.15	7452.15	7850.15	8258.15	8700.15
Years>24	6545.61	6864.61	7221.61	7597.61	7995.61	8403.61	8845.61
Years>29	6689.85	7008.85	7365.85	7741.85	8139.85	8547.85	8989.85
Salary Schedule Level 275							
Years 0-9	6118.00	6461.00	6827.00	7205.00	7611.00	8030.00	8493.00
Years>9	6263.46	6606.46	6972.46	7350.46	7756.46	8175.46	8638.46
Years>14	6407.70	6750.70	7116.70	7494.70	7900.70	8319.70	8782.70
Years>19	6553.15	6896.15	7262.15	7640.15	8046.15	8465.15	8928.15
Years>24	6698.61	7041.61	7407.61	7785.61	8191.61	8610.61	9073.61
Years>29	6842.85	7185.85	7551.85	7929.85	8335.85	8754.85	9217.85
Salary Schedule Level 280							
Years 0-9	6284.00	6641.00	7017.00	7415.00	7823.00	8265.00	8728.00
Years>9	6429.46	6786.46	7162.46	7560.46	7968.46	8410.46	8873.46
Years>14	6573.70	6930.70	7306.70	7704.70	8112.70	8554.70	9017.70
Years>19	6719.15	7076.15	7452.15	7850.15	8258.15	8700.15	9163.15
Years>24	6864.61	7221.61	7597.61	7995.61	8403.61	8845.61	9308.61
Years>29	7008.85	7365.85	7741.85	8139.85	8547.85	8989.85	9452.85

Steps	1	2	3	4	5	6	7
Salary Schedule Level 285							
Years 0-9	6461.00	6827.00	7205.00	7611.00	8030.00	8493.00	8972.00
Years>9	6606.46	6972.46	7350.46	7756.46	8175.46	8638.46	9117.46
Years>14	6750.70	7116.70	7494.70	7900.70	8319.70	8782.70	9261.70
Years>19	6896.15	7262.15	7640.15	8046.15	8465.15	8928.15	9407.15
Years>24	7041.61	7407.61	7785.61	8191.61	8610.61	9073.61	9552.61
Years>29	7185.85	7551.85	7929.85	8335.85	8754.85	9217.85	9696.85
Salary Schedule Level 290							
Years 0-9	6641.00	7017.00	7415.00	7823.00	8265.00	8728.00	9230.00
Years>9	6786.46	7162.46	7560.46	7968.46	8410.46	8873.46	9375.46
Years>14	6930.70	7306.70	7704.70	8112.70	8554.70	9017.70	9519.70
Years>19	7076.15	7452.15	7850.15	8258.15	8700.15	9163.15	9665.15
Years>24	7221.61	7597.61	7995.61	8403.61	8845.61	9308.61	9810.61
Years>29	7365.85	7741.85	8139.85	8547.85	8989.85	9452.85	9954.85
Salary Schedule Level 295							
Years 0-9	6827.00	7205.00	7611.00	8030.00	8493.00	8972.00	9483.00
Years>9	6972.46	7350.46	7756.46	8175.46	8638.46	9117.46	9628.46
Years>14	7116.70	7494.70	7900.70	8319.70	8782.70	9261.70	9772.70
Years>19	7262.15	7640.15	8046.15	8465.15	8928.15	9407.15	9918.15
Years>24	7407.61	7785.61	8191.61	8610.61	9073.61	9552.61	10063.61
Years>29	7551.85	7929.85	8335.85	8754.85	9217.85	9696.85	10207.85
Salary Schedule Level 300							
Years 0-9	7017.00	7415.00	7823.00	8265.00	8728.00	9230.00	9749.00
Years>9	7162.46	7560.46	7968.46	8410.46	8873.46	9375.46	9894.46
Years>14	7306.70	7704.70	8112.70	8554.70	9017.70	9519.70	10038.70
Years>19	7452.15	7850.15	8258.15	8700.15	9163.15	9665.15	10184.15
Years>24	7597.61	7995.61	8403.61	8845.61	9308.61	9810.61	10329.61
Years>29	7741.85	8139.85	8547.85	8989.85	9452.85	9954.85	10473.85
Salary Schedule Level 305							
Years 0-9	7205.00	7611.00	8030.00	8493.00	8972.00	9483.00	10001.00
Years>9	7350.46	7756.46	8175.46	8638.46	9117.46	9628.46	10146.46
Years>14	7494.70	7900.70	8319.70	8782.70	9261.70	9772.70	10290.70
Years>19	7640.15	8046.15	8465.15	8928.15	9407.15	9918.15	10436.15
Years>24	7785.61	8191.61	8610.61	9073.61	9552.61	10063.61	10581.61
Years>29	7929.85	8335.85	8754.85	9217.85	9696.85	10207.85	10725.85
Salary Schedule Level 310							
Years 0-9	7415.00	7823.00	8265.00	8728.00	9230.00	9749.00	10286.00
Years>9	7560.46	7968.46	8410.46	8873.46	9375.46	9894.46	10431.46
Years>14	7704.70	8112.70	8554.70	9017.70	9519.70	10038.70	10575.70
Years>19	7850.15	8258.15	8700.15	9163.15	9665.15	10184.15	10721.15
Years>24	7995.61	8403.61	8845.61	9308.61	9810.61	10329.61	10866.61
Years>29	8139.85	8547.85	8989.85	9452.85	9954.85	10473.85	11010.85
Salary Schedule Level 315							
Years 0-9	7611.00	8030.00	8493.00	8972.00	9483.00	10001.00	10550.00
Years>9	7756.46	8175.46	8638.46	9117.46	9628.46	10146.46	10695.46
Years>14	7900.70	8319.70	8782.70	9261.70	9772.70	10290.70	10839.70
Years>19	8046.15	8465.15	8928.15	9407.15	9918.15	10436.15	10985.15
Years>24	8191.61	8610.61	9073.61	9552.61	10063.61	10581.61	11130.61
Years>29	8335.85	8754.85	9217.85	9696.85	10207.85	10725.85	11274.85

Steps	1	2	3	4	5	6	7
Salary Schedule Level 320							
Years 0-9	7823.00	8265.00	8728.00	9230.00	9749.00	10286.00	10854.00
Years>9	7968.46	8410.46	8873.46	9375.46	9894.46	10431.46	10999.46
Years>14	8112.70	8554.70	9017.70	9519.70	10038.70	10575.70	11143.70
Years>19	8258.15	8700.15	9163.15	9665.15	10184.15	10721.15	11289.15
Years>24	8403.61	8845.61	9308.61	9810.61	10329.61	10866.61	11434.61
Years>29	8547.85	8989.85	9452.85	9954.85	10473.85	11010.85	11578.85
Salary Schedule Level 325							
Years 0-9	8030.00	8493.00	8972.00	9483.00	10001.00	10550.00	11137.00
Years>9	8175.46	8638.46	9117.46	9628.46	10146.46	10695.46	11282.46
Years>14	8319.70	8782.70	9261.70	9772.70	10290.70	10839.70	11426.70
Years>19	8465.15	8928.15	9407.15	9918.15	10436.15	10985.15	11572.15
Years>24	8610.61	9073.61	9552.61	10063.61	10581.61	11130.61	11717.61
Years>29	8754.85	9217.85	9696.85	10207.85	10725.85	11274.85	11861.85
Salary Schedule Level 330							
Years 0-9	8265.00	8728.00	9230.00	9749.00	10286.00	10854.00	11452.00
Years>9	8410.46	8873.46	9375.46	9894.46	10431.46	10999.46	11597.46
Years>14	8554.70	9017.70	9519.70	10038.70	10575.70	11143.70	11741.70
Years>19	8700.15	9163.15	9665.15	10184.15	10721.15	11289.15	11887.15
Years>24	8845.61	9308.61	9810.61	10329.61	10866.61	11434.61	12032.61
Years>29	8989.85	9452.85	9954.85	10473.85	11010.85	11578.85	12176.85
Salary Schedule Level 335							
Years 0-9	8493.00	8972.00	9483.00	10001.00	10550.00	11137.00	11745.00
Years>9	8638.46	9117.46	9628.46	10146.46	10695.46	11282.46	11890.46
Years>14	8782.70	9261.70	9772.70	10290.70	10839.70	11426.70	12034.70
Years>19	8928.15	9407.15	9918.15	10436.15	10985.15	11572.15	12180.15
Years>24	9073.61	9552.61	10063.61	10581.61	11130.61	11717.61	12325.61
Years>29	9217.85	9696.85	10207.85	10725.85	11274.85	11861.85	12469.85
Salary Schedule Level 340							
Years 0-9	8728.00	9230.00	9749.00	10286.00	10854.00	11452.00	12079.00
Years>9	8873.46	9375.46	9894.46	10431.46	10999.46	11597.46	12224.46
Years>14	9017.70	9519.70	10038.70	10575.70	11143.70	11741.70	12368.70
Years>19	9163.15	9665.15	10184.15	10721.15	11289.15	11887.15	12514.15
Years>24	9308.61	9810.61	10329.61	10866.61	11434.61	12032.61	12659.61
Years>29	9452.85	9954.85	10473.85	11010.85	11578.85	12176.85	12803.85
Salary Schedule Level 345							
Years 0-9	8972.00	9483.00	10001.00	10550.00	11137.00	11745.00	12385.00
Years>9	9117.46	9628.46	10146.46	10695.46	11282.46	11890.46	12530.46
Years>14	9261.70	9772.70	10290.70	10839.70	11426.70	12034.70	12674.70
Years>19	9407.15	9918.15	10436.15	10985.15	11572.15	12180.15	12820.15
Years>24	9552.61	10063.61	10581.61	11130.61	11717.61	12325.61	12965.61
Years>29	9696.85	10207.85	10725.85	11274.85	11861.85	12469.85	13109.85
Salary Schedule Level 350							
Years 0-9	9230.00	9749.00	10286.00	10854.00	11452.00	12079.00	12739.00
Years>9	9375.46	9894.46	10431.46	10999.46	11597.46	12224.46	12884.46
Years>14	9519.70	10038.70	10575.70	11143.70	11741.70	12368.70	13028.70
Years>19	9665.15	10184.15	10721.15	11289.15	11887.15	12514.15	13174.15
Years>24	9810.61	10329.61	10866.61	11434.61	12032.61	12659.61	13319.61
Years>29	9954.85	10473.85	11010.85	11578.85	12176.85	12803.85	13463.85

Steps	1	2	3	4	5	6	7
Salary Schedule Level 355							
Years 0-9	9483.00	10001.00	10550.00	11137.00	11745.00	12385.00	13069.00
Years>9	9628.46	10146.46	10695.46	11282.46	11890.46	12530.46	13214.46
Years>14	9772.70	10290.70	10839.70	11426.70	12034.70	12674.70	13358.70
Years>19	9918.15	10436.15	10985.15	11572.15	12180.15	12820.15	13504.15
Years>24	10063.61	10581.61	11130.61	11717.61	12325.61	12965.61	13649.61
Years>29	10207.85	10725.85	11274.85	11861.85	12469.85	13109.85	13793.85
Salary Schedule Level 360							
Years 0-9	9749.00	10286.00	10854.00	11452.00	12079.00	12739.00	13439.00
Years>9	9894.46	10431.46	10999.46	11597.46	12224.46	12884.46	13584.46
Years>14	10038.70	10575.70	11143.70	11741.70	12368.70	13028.70	13728.70
Years>19	10184.15	10721.15	11289.15	11887.15	12514.15	13174.15	13874.15
Years>24	10329.61	10866.61	11434.61	12032.61	12659.61	13319.61	14019.61
Years>29	10473.85	11010.85	11578.85	12176.85	12803.85	13463.85	14163.85
Salary Schedule Level 365							
Years 0-9	10001.00	10550.00	11137.00	11745.00	12385.00	13069.00	13788.00
Years>9	10146.46	10695.46	11282.46	11890.46	12530.46	13214.46	13933.46
Years>14	10290.70	10839.70	11426.70	12034.70	12674.70	13358.70	14077.70
Years>19	10436.15	10985.15	11572.15	12180.15	12820.15	13504.15	14223.15
Years>24	10581.61	11130.61	11717.61	12325.61	12965.61	13649.61	14368.61
Years>29	10725.85	11274.85	11861.85	12469.85	13109.85	13793.85	14512.85

Reflects 3.0% Increase
Over 2025-2026
(Effective 7/1/26)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2026-2027 CLASSIFIED SUPERVISORS SALARY SCHEDULE
(Effective July 1, 2026)

Salary Schedule Level	Classification
255	Custodial Supervisor Grounds Supervisor
270	Bursar College Services Supervisor
280	Accounts Payable Supervisor Learning Resources Supervisor Tutoring and Supplement Support Supervisor
295	Marketing and Communications Supervisor Program Coordinator II Program Coordinator II – Upward Bound
300	College Fiscal Services Supervisor Grounds & Underground Utilities Supervisor Maintenance and Operations Supervisor
310	Payroll Supervisor Teaching Zoo Operations Supervisor
315	Community College Police Lieutenant
320	Child Development Center Supervisor Financial Aid Officer Registrar Student Success and Support Services Supervisor Supervising Financial Analyst Technology Support Services Supervisor
330	Compliance Coordinator – ADA/Accessibility District Budget Officer Senior Data Analyst Senior Human Resources Analyst Senior Research Analyst

NOTE: Salary schedule reflects monthly salary amounts. After more than nine (9) years' service, monthly salary includes longevity increment.

Shift Differential Schedule

Swing Shift - $158.00 per month ($.91 per hour)

Split Shift - $95.33 per month ($.55 per hour)

Graveyard Shift - $317.96 per month ($1.83 per hour)

Steps	1	2	3	4	5	6	7
Salary Schedule Level 210							
Years 0-9	4454.00	4696.00	4954.00	5230.00	5511.00	5818.00	6144.00
Years>9	4603.82	4845.82	5103.82	5379.82	5660.82	5967.82	6293.82
Years>14	4752.39	4994.39	5252.39	5528.39	5809.39	6116.39	6442.39
Years>19	4902.20	5144.20	5402.20	5678.20	5959.20	6266.20	6592.20
Years>24	5052.03	5294.03	5552.03	5828.03	6109.03	6416.03	6742.03
Years>29	5200.59	5442.59	5700.59	5976.59	6257.59	6564.59	6890.59
Salary Schedule Level 215							
Years 0-9	4568.00	4828.00	5087.00	5359.00	5655.00	5972.00	6302.00
Years>9	4717.82	4977.82	5236.82	5508.82	5804.82	6121.82	6451.82
Years>14	4866.39	5126.39	5385.39	5657.39	5953.39	6270.39	6600.39
Years>19	5016.20	5276.20	5535.20	5807.20	6103.20	6420.20	6750.20
Years>24	5166.03	5426.03	5685.03	5957.03	6253.03	6570.03	6900.03
Years>29	5314.59	5574.59	5833.59	6105.59	6401.59	6718.59	7048.59
Salary Schedule Level 220							
Years 0-9	4696.00	4954.00	5230.00	5511.00	5818.00	6144.00	6473.00
Years>9	4845.82	5103.82	5379.82	5660.82	5967.82	6293.82	6622.82
Years>14	4994.39	5252.39	5528.39	5809.39	6116.39	6442.39	6771.39
Years>19	5144.20	5402.20	5678.20	5959.20	6266.20	6592.20	6921.20
Years>24	5294.03	5552.03	5828.03	6109.03	6416.03	6742.03	7071.03
Years>29	5442.59	5700.59	5976.59	6257.59	6564.59	6890.59	7219.59
Salary Schedule Level 225							
Years 0-9	4828.00	5087.00	5359.00	5655.00	5972.00	6302.00	6655.00
Years>9	4977.82	5236.82	5508.82	5804.82	6121.82	6451.82	6804.82
Years>14	5126.39	5385.39	5657.39	5953.39	6270.39	6600.39	6953.39
Years>19	5276.20	5535.20	5807.20	6103.20	6420.20	6750.20	7103.20
Years>24	5426.03	5685.03	5957.03	6253.03	6570.03	6900.03	7253.03
Years>29	5574.59	5833.59	6105.59	6401.59	6718.59	7048.59	7401.59
Salary Schedule Level 230							
Years 0-9	4954.00	5230.00	5511.00	5818.00	6144.00	6473.00	6840.00
Years>9	5103.82	5379.82	5660.82	5967.82	6293.82	6622.82	6989.82
Years>14	5252.39	5528.39	5809.39	6116.39	6442.39	6771.39	7138.39
Years>19	5402.20	5678.20	5959.20	6266.20	6592.20	6921.20	7288.20
Years>24	5552.03	5828.03	6109.03	6416.03	6742.03	7071.03	7438.03
Years>29	5700.59	5976.59	6257.59	6564.59	6890.59	7219.59	7586.59
Salary Schedule Level 235							
Years 0-9	5087.00	5359.00	5655.00	5972.00	6302.00	6655.00	7032.00
Years>9	5236.82	5508.82	5804.82	6121.82	6451.82	6804.82	7181.82
Years>14	5385.39	5657.39	5953.39	6270.39	6600.39	6953.39	7330.39
Years>19	5535.20	5807.20	6103.20	6420.20	6750.20	7103.20	7480.20
Years>24	5685.03	5957.03	6253.03	6570.03	6900.03	7253.03	7630.03
Years>29	5833.59	6105.59	6401.59	6718.59	7048.59	7401.59	7778.59
Salary Schedule Level 240							
Years 0-9	5230.00	5511.00	5818.00	6144.00	6473.00	6840.00	7228.00
Years>9	5379.82	5660.82	5967.82	6293.82	6622.82	6989.82	7377.82
Years>14	5528.39	5809.39	6116.39	6442.39	6771.39	7138.39	7526.39
Years>19	5678.20	5959.20	6266.20	6592.20	6921.20	7288.20	7676.20
Years>24	5828.03	6109.03	6416.03	6742.03	7071.03	7438.03	7826.03
Years>29	5976.59	6257.59	6564.59	6890.59	7219.59	7586.59	7974.59

Steps	1	2	3	4	5	6	7
Salary Schedule Level 250							
Years 0-9	5511.00	5818.00	6144.00	6473.00	6840.00	7228.00	7637.00
Years>9	5660.82	5967.82	6293.82	6622.82	6989.82	7377.82	7786.82
Years>14	5809.39	6116.39	6442.39	6771.39	7138.39	7526.39	7935.39
Years>19	5959.20	6266.20	6592.20	6921.20	7288.20	7676.20	8085.20
Years>24	6109.03	6416.03	6742.03	7071.03	7438.03	7826.03	8235.03
Years>29	6257.59	6564.59	6890.59	7219.59	7586.59	7974.59	8383.59
Salary Schedule Level 255							
Years 0-9	5655.00	5972.00	6302.00	6655.00	7032.00	7421.00	7839.00
Years>9	5804.82	6121.82	6451.82	6804.82	7181.82	7570.82	7988.82
Years>14	5953.39	6270.39	6600.39	6953.39	7330.39	7719.39	8137.39
Years>19	6103.20	6420.20	6750.20	7103.20	7480.20	7869.20	8287.20
Years>24	6253.03	6570.03	6900.03	7253.03	7630.03	8019.03	8437.03
Years>29	6401.59	6718.59	7048.59	7401.59	7778.59	8167.59	8585.59
Salary Schedule Level 260							
Years 0-9	5818.00	6144.00	6473.00	6840.00	7228.00	7637.00	8058.00
Years>9	5967.82	6293.82	6622.82	6989.82	7377.82	7786.82	8207.82
Years>14	6116.39	6442.39	6771.39	7138.39	7526.39	7935.39	8356.39
Years>19	6266.20	6592.20	6921.20	7288.20	7676.20	8085.20	8506.20
Years>24	6416.03	6742.03	7071.03	7438.03	7826.03	8235.03	8656.03
Years>29	6564.59	6890.59	7219.59	7586.59	7974.59	8383.59	8804.59
Salary Schedule Level 265							
Years 0-9	5972.00	6302.00	6655.00	7032.00	7421.00	7839.00	8271.00
Years>9	6121.82	6451.82	6804.82	7181.82	7570.82	7988.82	8420.82
Years>14	6270.39	6600.39	6953.39	7330.39	7719.39	8137.39	8569.39
Years>19	6420.20	6750.20	7103.20	7480.20	7869.20	8287.20	8719.20
Years>24	6570.03	6900.03	7253.03	7630.03	8019.03	8437.03	8869.03
Years>29	6718.59	7048.59	7401.59	7778.59	8167.59	8585.59	9017.59
Salary Schedule Level 270							
Years 0-9	6144.00	6473.00	6840.00	7228.00	7637.00	8058.00	8513.00
Years>9	6293.82	6622.82	6989.82	7377.82	7786.82	8207.82	8662.82
Years>14	6442.39	6771.39	7138.39	7526.39	7935.39	8356.39	8811.39
Years>19	6592.20	6921.20	7288.20	7676.20	8085.20	8506.20	8961.20
Years>24	6742.03	7071.03	7438.03	7826.03	8235.03	8656.03	9111.03
Years>29	6890.59	7219.59	7586.59	7974.59	8383.59	8804.59	9259.59
Salary Schedule Level 275							
Years 0-9	6302.00	6655.00	7032.00	7421.00	7839.00	8271.00	8748.00
Years>9	6451.82	6804.82	7181.82	7570.82	7988.82	8420.82	8897.82
Years>14	6600.39	6953.39	7330.39	7719.39	8137.39	8569.39	9046.39
Years>19	6750.20	7103.20	7480.20	7869.20	8287.20	8719.20	9196.20
Years>24	6900.03	7253.03	7630.03	8019.03	8437.03	8869.03	9346.03
Years>29	7048.59	7401.59	7778.59	8167.59	8585.59	9017.59	9494.59
Salary Schedule Level 280							
Years 0-9	6473.00	6840.00	7228.00	7637.00	8058.00	8513.00	8990.00
Years>9	6622.82	6989.82	7377.82	7786.82	8207.82	8662.82	9139.82
Years>14	6771.39	7138.39	7526.39	7935.39	8356.39	8811.39	9288.39
Years>19	6921.20	7288.20	7676.20	8085.20	8506.20	8961.20	9438.20
Years>24	7071.03	7438.03	7826.03	8235.03	8656.03	9111.03	9588.03
Years>29	7219.59	7586.59	7974.59	8383.59	8804.59	9259.59	9736.59

Steps	1	2	3	4	5	6	7
Salary Schedule Level 285							
Years 0-9	6655.00	7032.00	7421.00	7839.00	8271.00	8748.00	9241.00
Years>9	6804.82	7181.82	7570.82	7988.82	8420.82	8897.82	9390.82
Years>14	6953.39	7330.39	7719.39	8137.39	8569.39	9046.39	9539.39
Years>19	7103.20	7480.20	7869.20	8287.20	8719.20	9196.20	9689.20
Years>24	7253.03	7630.03	8019.03	8437.03	8869.03	9346.03	9839.03
Years>29	7401.59	7778.59	8167.59	8585.59	9017.59	9494.59	9987.59
Salary Schedule Level 290							
Years 0-9	6840.00	7228.00	7637.00	8058.00	8513.00	8990.00	9507.00
Years>9	6989.82	7377.82	7786.82	8207.82	8662.82	9139.82	9656.82
Years>14	7138.39	7526.39	7935.39	8356.39	8811.39	9288.39	9805.39
Years>19	7288.20	7676.20	8085.20	8506.20	8961.20	9438.20	9955.20
Years>24	7438.03	7826.03	8235.03	8656.03	9111.03	9588.03	10105.03
Years>29	7586.59	7974.59	8383.59	8804.59	9259.59	9736.59	10253.59
Salary Schedule Level 295							
Years 0-9	7032.00	7421.00	7839.00	8271.00	8748.00	9241.00	9767.00
Years>9	7181.82	7570.82	7988.82	8420.82	8897.82	9390.82	9916.82
Years>14	7330.39	7719.39	8137.39	8569.39	9046.39	9539.39	10065.39
Years>19	7480.20	7869.20	8287.20	8719.20	9196.20	9689.20	10215.20
Years>24	7630.03	8019.03	8437.03	8869.03	9346.03	9839.03	10365.03
Years>29	7778.59	8167.59	8585.59	9017.59	9494.59	9987.59	10513.59
Salary Schedule Level 300							
Years 0-9	7228.00	7637.00	8058.00	8513.00	8990.00	9507.00	10041.00
Years>9	7377.82	7786.82	8207.82	8662.82	9139.82	9656.82	10190.82
Years>14	7526.39	7935.39	8356.39	8811.39	9288.39	9805.39	10339.39
Years>19	7676.20	8085.20	8506.20	8961.20	9438.20	9955.20	10489.20
Years>24	7826.03	8235.03	8656.03	9111.03	9588.03	10105.03	10639.03
Years>29	7974.59	8383.59	8804.59	9259.59	9736.59	10253.59	10787.59
Salary Schedule Level 305							
Years 0-9	7421.00	7839.00	8271.00	8748.00	9241.00	9767.00	10301.00
Years>9	7570.82	7988.82	8420.82	8897.82	9390.82	9916.82	10450.82
Years>14	7719.39	8137.39	8569.39	9046.39	9539.39	10065.39	10599.39
Years>19	7869.20	8287.20	8719.20	9196.20	9689.20	10215.20	10749.20
Years>24	8019.03	8437.03	8869.03	9346.03	9839.03	10365.03	10899.03
Years>29	8167.59	8585.59	9017.59	9494.59	9987.59	10513.59	11047.59
Salary Schedule Level 310							
Years 0-9	7637.00	8058.00	8513.00	8990.00	9507.00	10041.00	10595.00
Years>9	7786.82	8207.82	8662.82	9139.82	9656.82	10190.82	10744.82
Years>14	7935.39	8356.39	8811.39	9288.39	9805.39	10339.39	10893.39
Years>19	8085.20	8506.20	8961.20	9438.20	9955.20	10489.20	11043.20
Years>24	8235.03	8656.03	9111.03	9588.03	10105.03	10639.03	11193.03
Years>29	8383.59	8804.59	9259.59	9736.59	10253.59	10787.59	11341.59
Salary Schedule Level 315							
Years 0-9	7839.00	8271.00	8748.00	9241.00	9767.00	10301.00	10867.00
Years>9	7988.82	8420.82	8897.82	9390.82	9916.82	10450.82	11016.82
Years>14	8137.39	8569.39	9046.39	9539.39	10065.39	10599.39	11165.39
Years>19	8287.20	8719.20	9196.20	9689.20	10215.20	10749.20	11315.20
Years>24	8437.03	8869.03	9346.03	9839.03	10365.03	10899.03	11465.03
Years>29	8585.59	9017.59	9494.59	9987.59	10513.59	11047.59	11613.59

Steps	1	2	3	4	5	6	7
Salary Schedule Level 320							
Years 0-9	8058.00	8513.00	8990.00	9507.00	10041.00	10595.00	11180.00
Years>9	8207.82	8662.82	9139.82	9656.82	10190.82	10744.82	11329.82
Years>14	8356.39	8811.39	9288.39	9805.39	10339.39	10893.39	11478.39
Years>19	8506.20	8961.20	9438.20	9955.20	10489.20	11043.20	11628.20
Years>24	8656.03	9111.03	9588.03	10105.03	10639.03	11193.03	11778.03
Years>29	8804.59	9259.59	9736.59	10253.59	10787.59	11341.59	11926.59
Salary Schedule Level 325							
Years 0-9	8271.00	8748.00	9241.00	9767.00	10301.00	10867.00	11471.00
Years>9	8420.82	8897.82	9390.82	9916.82	10450.82	11016.82	11620.82
Years>14	8569.39	9046.39	9539.39	10065.39	10599.39	11165.39	11769.39
Years>19	8719.20	9196.20	9689.20	10215.20	10749.20	11315.20	11919.20
Years>24	8869.03	9346.03	9839.03	10365.03	10899.03	11465.03	12069.03
Years>29	9017.59	9494.59	9987.59	10513.59	11047.59	11613.59	12217.59
Salary Schedule Level 330							
Years 0-9	8513.00	8990.00	9507.00	10041.00	10595.00	11180.00	11796.00
Years>9	8662.82	9139.82	9656.82	10190.82	10744.82	11329.82	11945.82
Years>14	8811.39	9288.39	9805.39	10339.39	10893.39	11478.39	12094.39
Years>19	8961.20	9438.20	9955.20	10489.20	11043.20	11628.20	12244.20
Years>24	9111.03	9588.03	10105.03	10639.03	11193.03	11778.03	12394.03
Years>29	9259.59	9736.59	10253.59	10787.59	11341.59	11926.59	12542.59
Salary Schedule Level 335							
Years 0-9	8748.00	9241.00	9767.00	10301.00	10867.00	11471.00	12097.00
Years>9	8897.82	9390.82	9916.82	10450.82	11016.82	11620.82	12246.82
Years>14	9046.39	9539.39	10065.39	10599.39	11165.39	11769.39	12395.39
Years>19	9196.20	9689.20	10215.20	10749.20	11315.20	11919.20	12545.20
Years>24	9346.03	9839.03	10365.03	10899.03	11465.03	12069.03	12695.03
Years>29	9494.59	9987.59	10513.59	11047.59	11613.59	12217.59	12843.59
Salary Schedule Level 340							
Years 0-9	8990.00	9507.00	10041.00	10595.00	11180.00	11796.00	12441.00
Years>9	9139.82	9656.82	10190.82	10744.82	11329.82	11945.82	12590.82
Years>14	9288.39	9805.39	10339.39	10893.39	11478.39	12094.39	12739.39
Years>19	9438.20	9955.20	10489.20	11043.20	11628.20	12244.20	12889.20
Years>24	9588.03	10105.03	10639.03	11193.03	11778.03	12394.03	13039.03
Years>29	9736.59	10253.59	10787.59	11341.59	11926.59	12542.59	13187.59
Salary Schedule Level 345							
Years 0-9	9241.00	9767.00	10301.00	10867.00	11471.00	12097.00	12757.00
Years>9	9390.82	9916.82	10450.82	11016.82	11620.82	12246.82	12906.82
Years>14	9539.39	10065.39	10599.39	11165.39	11769.39	12395.39	13055.39
Years>19	9689.20	10215.20	10749.20	11315.20	11919.20	12545.20	13205.20
Years>24	9839.03	10365.03	10899.03	11465.03	12069.03	12695.03	13355.03
Years>29	9987.59	10513.59	11047.59	11613.59	12217.59	12843.59	13503.59
Salary Schedule Level 350							
Years 0-9	9507.00	10041.00	10595.00	11180.00	11796.00	12441.00	13121.00
Years>9	9656.82	10190.82	10744.82	11329.82	11945.82	12590.82	13270.82
Years>14	9805.39	10339.39	10893.39	11478.39	12094.39	12739.39	13419.39
Years>19	9955.20	10489.20	11043.20	11628.20	12244.20	12889.20	13569.20
Years>24	10105.03	10639.03	11193.03	11778.03	12394.03	13039.03	13719.03
Years>29	10253.59	10787.59	11341.59	11926.59	12542.59	13187.59	13867.59

Steps	1	2	3	4	5	6	7
Salary Schedule Level 355							
Years 0-9	9767.00	10301.00	10867.00	11471.00	12097.00	12757.00	13461.00
Years>9	9916.82	10450.82	11016.82	11620.82	12246.82	12906.82	13610.82
Years>14	10065.39	10599.39	11165.39	11769.39	12395.39	13055.39	13759.39
Years>19	10215.20	10749.20	11315.20	11919.20	12545.20	13205.20	13909.20
Years>24	10365.03	10899.03	11465.03	12069.03	12695.03	13355.03	14059.03
Years>29	10513.59	11047.59	11613.59	12217.59	12843.59	13503.59	14207.59
Salary Schedule Level 360							
Years 0-9	10041.00	10595.00	11180.00	11796.00	12441.00	13121.00	13842.00
Years>9	10190.82	10744.82	11329.82	11945.82	12590.82	13270.82	13991.82
Years>14	10339.39	10893.39	11478.39	12094.39	12739.39	13419.39	14140.39
Years>19	10489.20	11043.20	11628.20	12244.20	12889.20	13569.20	14290.20
Years>24	10639.03	11193.03	11778.03	12394.03	13039.03	13719.03	14440.03
Years>29	10787.59	11341.59	11926.59	12542.59	13187.59	13867.59	14588.59
Salary Schedule Level 365							
Years 0-9	10301.00	10867.00	11471.00	12097.00	12757.00	13461.00	14202.00
Years>9	10450.82	11016.82	11620.82	12246.82	12906.82	13610.82	14351.82
Years>14	10599.39	11165.39	11769.39	12395.39	13055.39	13759.39	14500.39
Years>19	10749.20	11315.20	11919.20	12545.20	13205.20	13909.20	14650.20
Years>24	10899.03	11465.03	12069.03	12695.03	13355.03	14059.03	14800.03
Years>29	11047.59	11613.59	12217.59	12843.59	13503.59	14207.59	14948.59

Reflects 3.0% Increase
Over 2026-2027
(Effective 7/1/27)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2027-2028 CLASSIFIED SUPERVISORS SALARY SCHEDULE
(Effective July 1, 2027)

Salary Schedule Level	Classification
255	Custodial Supervisor Grounds Supervisor
270	Bursar College Services Supervisor
280	Accounts Payable Supervisor Learning Resources Supervisor Tutoring and Supplement Support Supervisor
295	Marketing and Communications Supervisor Program Coordinator II Program Coordinator II – Upward Bound
300	College Fiscal Services Supervisor Grounds & Underground Utilities Supervisor Maintenance and Operations Supervisor
310	Payroll Supervisor Teaching Zoo Operations Supervisor
315	Community College Police Lieutenant
320	Child Development Center Supervisor Financial Aid Officer Registrar Student Success and Support Services Supervisor Supervising Financial Analyst Technology Support Services Supervisor
330	Compliance Coordinator – ADA/Accessibility District Budget Officer Senior Data Analyst Senior Human Resources Analyst Senior Research Analyst

NOTE: Salary schedule reflects monthly salary amounts. After more than nine (9) years' service, monthly salary includes longevity increment.

Shift Differential Schedule

Swing Shift - $162.74 per month ($.94 per hour)

Split Shift - $95.33 per month ($.55 per hour)

Graveyard Shift - $327.50 per month ($1.89 per hour)

Steps	1	2	3	4	5	6	7
Salary Schedule Level 210							
Years 0-9	4588.00	4837.00	5103.00	5387.00	5676.00	5993.00	6328.00
Years>9	4742.32	4991.32	5257.32	5541.32	5830.32	6147.32	6482.32
Years>14	4895.34	5144.34	5410.34	5694.34	5983.34	6300.34	6635.34
Years>19	5049.65	5298.65	5564.65	5848.65	6137.65	6454.65	6789.65
Years>24	5203.97	5452.97	5718.97	6002.97	6291.97	6608.97	6943.97
Years>29	5356.99	5605.99	5871.99	6155.99	6444.99	6761.99	7096.99
Salary Schedule Level 215							
Years 0-9	4705.00	4973.00	5240.00	5520.00	5825.00	6151.00	6491.00
Years>9	4859.32	5127.32	5394.32	5674.32	5979.32	6305.32	6645.32
Years>14	5012.34	5280.34	5547.34	5827.34	6132.34	6458.34	6798.34
Years>19	5166.65	5434.65	5701.65	5981.65	6286.65	6612.65	6952.65
Years>24	5320.97	5588.97	5855.97	6135.97	6440.97	6766.97	7106.97
Years>29	5473.99	5741.99	6008.99	6288.99	6593.99	6919.99	7259.99
Salary Schedule Level 220							
Years 0-9	4837.00	5103.00	5387.00	5676.00	5993.00	6328.00	6667.00
Years>9	4991.32	5257.32	5541.32	5830.32	6147.32	6482.32	6821.32
Years>14	5144.34	5410.34	5694.34	5983.34	6300.34	6635.34	6974.34
Years>19	5298.65	5564.65	5848.65	6137.65	6454.65	6789.65	7128.65
Years>24	5452.97	5718.97	6002.97	6291.97	6608.97	6943.97	7282.97
Years>29	5605.99	5871.99	6155.99	6444.99	6761.99	7096.99	7435.99
Salary Schedule Level 225							
Years 0-9	4973.00	5240.00	5520.00	5825.00	6151.00	6491.00	6855.00
Years>9	5127.32	5394.32	5674.32	5979.32	6305.32	6645.32	7009.32
Years>14	5280.34	5547.34	5827.34	6132.34	6458.34	6798.34	7162.34
Years>19	5434.65	5701.65	5981.65	6286.65	6612.65	6952.65	7316.65
Years>24	5588.97	5855.97	6135.97	6440.97	6766.97	7106.97	7470.97
Years>29	5741.99	6008.99	6288.99	6593.99	6919.99	7259.99	7623.99
Salary Schedule Level 230							
Years 0-9	5103.00	5387.00	5676.00	5993.00	6328.00	6667.00	7045.00
Years>9	5257.32	5541.32	5830.32	6147.32	6482.32	6821.32	7199.32
Years>14	5410.34	5694.34	5983.34	6300.34	6635.34	6974.34	7352.34
Years>19	5564.65	5848.65	6137.65	6454.65	6789.65	7128.65	7506.65
Years>24	5718.97	6002.97	6291.97	6608.97	6943.97	7282.97	7660.97
Years>29	5871.99	6155.99	6444.99	6761.99	7096.99	7435.99	7813.99
Salary Schedule Level 235							
Years 0-9	5240.00	5520.00	5825.00	6151.00	6491.00	6855.00	7243.00
Years>9	5394.32	5674.32	5979.32	6305.32	6645.32	7009.32	7397.32
Years>14	5547.34	5827.34	6132.34	6458.34	6798.34	7162.34	7550.34
Years>19	5701.65	5981.65	6286.65	6612.65	6952.65	7316.65	7704.65
Years>24	5855.97	6135.97	6440.97	6766.97	7106.97	7470.97	7858.97
Years>29	6008.99	6288.99	6593.99	6919.99	7259.99	7623.99	8011.99
Salary Schedule Level 240							
Years 0-9	5387.00	5676.00	5993.00	6328.00	6667.00	7045.00	7445.00
Years>9	5541.32	5830.32	6147.32	6482.32	6821.32	7199.32	7599.32
Years>14	5694.34	5983.34	6300.34	6635.34	6974.34	7352.34	7752.34
Years>19	5848.65	6137.65	6454.65	6789.65	7128.65	7506.65	7906.65
Years>24	6002.97	6291.97	6608.97	6943.97	7282.97	7660.97	8060.97
Years>29	6155.99	6444.99	6761.99	7096.99	7435.99	7813.99	8213.99

Steps	1	2	3	4	5	6	7
Salary Schedule Level 250							
Years 0-9	5676.00	5993.00	6328.00	6667.00	7045.00	7445.00	7866.00
Years>9	5830.32	6147.32	6482.32	6821.32	7199.32	7599.32	8020.32
Years>14	5983.34	6300.34	6635.34	6974.34	7352.34	7752.34	8173.34
Years>19	6137.65	6454.65	6789.65	7128.65	7506.65	7906.65	8327.65
Years>24	6291.97	6608.97	6943.97	7282.97	7660.97	8060.97	8481.97
Years>29	6444.99	6761.99	7096.99	7435.99	7813.99	8213.99	8634.99
Salary Schedule Level 255							
Years 0-9	5825.00	6151.00	6491.00	6855.00	7243.00	7644.00	8074.00
Years>9	5979.32	6305.32	6645.32	7009.32	7397.32	7798.32	8228.32
Years>14	6132.34	6458.34	6798.34	7162.34	7550.34	7951.34	8381.34
Years>19	6286.65	6612.65	6952.65	7316.65	7704.65	8105.65	8535.65
Years>24	6440.97	6766.97	7106.97	7470.97	7858.97	8259.97	8689.97
Years>29	6593.99	6919.99	7259.99	7623.99	8011.99	8412.99	8842.99
Salary Schedule Level 260							
Years 0-9	5993.00	6328.00	6667.00	7045.00	7445.00	7866.00	8300.00
Years>9	6147.32	6482.32	6821.32	7199.32	7599.32	8020.32	8454.32
Years>14	6300.34	6635.34	6974.34	7352.34	7752.34	8173.34	8607.34
Years>19	6454.65	6789.65	7128.65	7506.65	7906.65	8327.65	8761.65
Years>24	6608.97	6943.97	7282.97	7660.97	8060.97	8481.97	8915.97
Years>29	6761.99	7096.99	7435.99	7813.99	8213.99	8634.99	9068.99
Salary Schedule Level 265							
Years 0-9	6151.00	6491.00	6855.00	7243.00	7644.00	8074.00	8519.00
Years>9	6305.32	6645.32	7009.32	7397.32	7798.32	8228.32	8673.32
Years>14	6458.34	6798.34	7162.34	7550.34	7951.34	8381.34	8826.34
Years>19	6612.65	6952.65	7316.65	7704.65	8105.65	8535.65	8980.65
Years>24	6766.97	7106.97	7470.97	7858.97	8259.97	8689.97	9134.97
Years>29	6919.99	7259.99	7623.99	8011.99	8412.99	8842.99	9287.99
Salary Schedule Level 270							
Years 0-9	6328.00	6667.00	7045.00	7445.00	7866.00	8300.00	8768.00
Years>9	6482.32	6821.32	7199.32	7599.32	8020.32	8454.32	8922.32
Years>14	6635.34	6974.34	7352.34	7752.34	8173.34	8607.34	9075.34
Years>19	6789.65	7128.65	7506.65	7906.65	8327.65	8761.65	9229.65
Years>24	6943.97	7282.97	7660.97	8060.97	8481.97	8915.97	9383.97
Years>29	7096.99	7435.99	7813.99	8213.99	8634.99	9068.99	9536.99
Salary Schedule Level 275							
Years 0-9	6491.00	6855.00	7243.00	7644.00	8074.00	8519.00	9010.00
Years>9	6645.32	7009.32	7397.32	7798.32	8228.32	8673.32	9164.32
Years>14	6798.34	7162.34	7550.34	7951.34	8381.34	8826.34	9317.34
Years>19	6952.65	7316.65	7704.65	8105.65	8535.65	8980.65	9471.65
Years>24	7106.97	7470.97	7858.97	8259.97	8689.97	9134.97	9625.97
Years>29	7259.99	7623.99	8011.99	8412.99	8842.99	9287.99	9778.99
Salary Schedule Level 280							
Years 0-9	6667.00	7045.00	7445.00	7866.00	8300.00	8768.00	9260.00
Years>9	6821.32	7199.32	7599.32	8020.32	8454.32	8922.32	9414.32
Years>14	6974.34	7352.34	7752.34	8173.34	8607.34	9075.34	9567.34
Years>19	7128.65	7506.65	7906.65	8327.65	8761.65	9229.65	9721.65
Years>24	7282.97	7660.97	8060.97	8481.97	8915.97	9383.97	9875.97
Years>29	7435.99	7813.99	8213.99	8634.99	9068.99	9536.99	10028.99

Steps	1	2	3	4	5	6	7
Salary Schedule Level 285							
Years 0-9	6855.00	7243.00	7644.00	8074.00	8519.00	9010.00	9518.00
Years>9	7009.32	7397.32	7798.32	8228.32	8673.32	9164.32	9672.32
Years>14	7162.34	7550.34	7951.34	8381.34	8826.34	9317.34	9825.34
Years>19	7316.65	7704.65	8105.65	8535.65	8980.65	9471.65	9979.65
Years>24	7470.97	7858.97	8259.97	8689.97	9134.97	9625.97	10133.97
Years>29	7623.99	8011.99	8412.99	8842.99	9287.99	9778.99	10286.99
Salary Schedule Level 290							
Years 0-9	7045.00	7445.00	7866.00	8300.00	8768.00	9260.00	9792.00
Years>9	7199.32	7599.32	8020.32	8454.32	8922.32	9414.32	9946.32
Years>14	7352.34	7752.34	8173.34	8607.34	9075.34	9567.34	10099.34
Years>19	7506.65	7906.65	8327.65	8761.65	9229.65	9721.65	10253.65
Years>24	7660.97	8060.97	8481.97	8915.97	9383.97	9875.97	10407.97
Years>29	7813.99	8213.99	8634.99	9068.99	9536.99	10028.99	10560.99
Salary Schedule Level 295							
Years 0-9	7243.00	7644.00	8074.00	8519.00	9010.00	9518.00	10060.00
Years>9	7397.32	7798.32	8228.32	8673.32	9164.32	9672.32	10214.32
Years>14	7550.34	7951.34	8381.34	8826.34	9317.34	9825.34	10367.34
Years>19	7704.65	8105.65	8535.65	8980.65	9471.65	9979.65	10521.65
Years>24	7858.97	8259.97	8689.97	9134.97	9625.97	10133.97	10675.97
Years>29	8011.99	8412.99	8842.99	9287.99	9778.99	10286.99	10828.99
Salary Schedule Level 300							
Years 0-9	7445.00	7866.00	8300.00	8768.00	9260.00	9792.00	10342.00
Years>9	7599.32	8020.32	8454.32	8922.32	9414.32	9946.32	10496.32
Years>14	7752.34	8173.34	8607.34	9075.34	9567.34	10099.34	10649.34
Years>19	7906.65	8327.65	8761.65	9229.65	9721.65	10253.65	10803.65
Years>24	8060.97	8481.97	8915.97	9383.97	9875.97	10407.97	10957.97
Years>29	8213.99	8634.99	9068.99	9536.99	10028.99	10560.99	11110.99
Salary Schedule Level 305							
Years 0-9	7644.00	8074.00	8519.00	9010.00	9518.00	10060.00	10610.00
Years>9	7798.32	8228.32	8673.32	9164.32	9672.32	10214.32	10764.32
Years>14	7951.34	8381.34	8826.34	9317.34	9825.34	10367.34	10917.34
Years>19	8105.65	8535.65	8980.65	9471.65	9979.65	10521.65	11071.65
Years>24	8259.97	8689.97	9134.97	9625.97	10133.97	10675.97	11225.97
Years>29	8412.99	8842.99	9287.99	9778.99	10286.99	10828.99	11378.99
Salary Schedule Level 310							
Years 0-9	7866.00	8300.00	8768.00	9260.00	9792.00	10342.00	10913.00
Years>9	8020.32	8454.32	8922.32	9414.32	9946.32	10496.32	11067.32
Years>14	8173.34	8607.34	9075.34	9567.34	10099.34	10649.34	11220.34
Years>19	8327.65	8761.65	9229.65	9721.65	10253.65	10803.65	11374.65
Years>24	8481.97	8915.97	9383.97	9875.97	10407.97	10957.97	11528.97
Years>29	8634.99	9068.99	9536.99	10028.99	10560.99	11110.99	11681.99
Salary Schedule Level 315							
Years 0-9	8074.00	8519.00	9010.00	9518.00	10060.00	10610.00	11193.00
Years>9	8228.32	8673.32	9164.32	9672.32	10214.32	10764.32	11347.32
Years>14	8381.34	8826.34	9317.34	9825.34	10367.34	10917.34	11500.34
Years>19	8535.65	8980.65	9471.65	9979.65	10521.65	11071.65	11654.65
Years>24	8689.97	9134.97	9625.97	10133.97	10675.97	11225.97	11808.97
Years>29	8842.99	9287.99	9778.99	10286.99	10828.99	11378.99	11961.99

Steps	1	2	3	4	5	6	7
Salary Schedule Level 320							
Years 0-9	8300.00	8768.00	9260.00	9792.00	10342.00	10913.00	11515.00
Years>9	8454.32	8922.32	9414.32	9946.32	10496.32	11067.32	11669.32
Years>14	8607.34	9075.34	9567.34	10099.34	10649.34	11220.34	11822.34
Years>19	8761.65	9229.65	9721.65	10253.65	10803.65	11374.65	11976.65
Years>24	8915.97	9383.97	9875.97	10407.97	10957.97	11528.97	12130.97
Years>29	9068.99	9536.99	10028.99	10560.99	11110.99	11681.99	12283.99
Salary Schedule Level 325							
Years 0-9	8519.00	9010.00	9518.00	10060.00	10610.00	11193.00	11815.00
Years>9	8673.32	9164.32	9672.32	10214.32	10764.32	11347.32	11969.32
Years>14	8826.34	9317.34	9825.34	10367.34	10917.34	11500.34	12122.34
Years>19	8980.65	9471.65	9979.65	10521.65	11071.65	11654.65	12276.65
Years>24	9134.97	9625.97	10133.97	10675.97	11225.97	11808.97	12430.97
Years>29	9287.99	9778.99	10286.99	10828.99	11378.99	11961.99	12583.99
Salary Schedule Level 330							
Years 0-9	8768.00	9260.00	9792.00	10342.00	10913.00	11515.00	12150.00
Years>9	8922.32	9414.32	9946.32	10496.32	11067.32	11669.32	12304.32
Years>14	9075.34	9567.34	10099.34	10649.34	11220.34	11822.34	12457.34
Years>19	9229.65	9721.65	10253.65	10803.65	11374.65	11976.65	12611.65
Years>24	9383.97	9875.97	10407.97	10957.97	11528.97	12130.97	12765.97
Years>29	9536.99	10028.99	10560.99	11110.99	11681.99	12283.99	12918.99
Salary Schedule Level 335							
Years 0-9	9010.00	9518.00	10060.00	10610.00	11193.00	11815.00	12460.00
Years>9	9164.32	9672.32	10214.32	10764.32	11347.32	11969.32	12614.32
Years>14	9317.34	9825.34	10367.34	10917.34	11500.34	12122.34	12767.34
Years>19	9471.65	9979.65	10521.65	11071.65	11654.65	12276.65	12921.65
Years>24	9625.97	10133.97	10675.97	11225.97	11808.97	12430.97	13075.97
Years>29	9778.99	10286.99	10828.99	11378.99	11961.99	12583.99	13228.99
Salary Schedule Level 340							
Years 0-9	9260.00	9792.00	10342.00	10913.00	11515.00	12150.00	12814.00
Years>9	9414.32	9946.32	10496.32	11067.32	11669.32	12304.32	12968.32
Years>14	9567.34	10099.34	10649.34	11220.34	11822.34	12457.34	13121.34
Years>19	9721.65	10253.65	10803.65	11374.65	11976.65	12611.65	13275.65
Years>24	9875.97	10407.97	10957.97	11528.97	12130.97	12765.97	13429.97
Years>29	10028.99	10560.99	11110.99	11681.99	12283.99	12918.99	13582.99
Salary Schedule Level 345							
Years 0-9	9518.00	10060.00	10610.00	11193.00	11815.00	12460.00	13140.00
Years>9	9672.32	10214.32	10764.32	11347.32	11969.32	12614.32	13294.32
Years>14	9825.34	10367.34	10917.34	11500.34	12122.34	12767.34	13447.34
Years>19	9979.65	10521.65	11071.65	11654.65	12276.65	12921.65	13601.65
Years>24	10133.97	10675.97	11225.97	11808.97	12430.97	13075.97	13755.97
Years>29	10286.99	10828.99	11378.99	11961.99	12583.99	13228.99	13908.99
Salary Schedule Level 350							
Years 0-9	9792.00	10342.00	10913.00	11515.00	12150.00	12814.00	13515.00
Years>9	9946.32	10496.32	11067.32	11669.32	12304.32	12968.32	13669.32
Years>14	10099.34	10649.34	11220.34	11822.34	12457.34	13121.34	13822.34
Years>19	10253.65	10803.65	11374.65	11976.65	12611.65	13275.65	13976.65
Years>24	10407.97	10957.97	11528.97	12130.97	12765.97	13429.97	14130.97
Years>29	10560.99	11110.99	11681.99	12283.99	12918.99	13582.99	14283.99

Steps	1	2	3	4	5	6	7
Salary Schedule Level 355							
Years 0-9	10060.00	10610.00	11193.00	11815.00	12460.00	13140.00	13865.00
Years>9	10214.32	10764.32	11347.32	11969.32	12614.32	13294.32	14019.32
Years>14	10367.34	10917.34	11500.34	12122.34	12767.34	13447.34	14172.34
Years>19	10521.65	11071.65	11654.65	12276.65	12921.65	13601.65	14326.65
Years>24	10675.97	11225.97	11808.97	12430.97	13075.97	13755.97	14480.97
Years>29	10828.99	11378.99	11961.99	12583.99	13228.99	13908.99	14633.99
Salary Schedule Level 360							
Years 0-9	10342.00	10913.00	11515.00	12150.00	12814.00	13515.00	14257.00
Years>9	10496.32	11067.32	11669.32	12304.32	12968.32	13669.32	14411.32
Years>14	10649.34	11220.34	11822.34	12457.34	13121.34	13822.34	14564.34
Years>19	10803.65	11374.65	11976.65	12611.65	13275.65	13976.65	14718.65
Years>24	10957.97	11528.97	12130.97	12765.97	13429.97	14130.97	14872.97
Years>29	11110.99	11681.99	12283.99	12918.99	13582.99	14283.99	15025.99
Salary Schedule Level 365							
Years 0-9	10610.00	11193.00	11815.00	12460.00	13140.00	13865.00	14628.00
Years>9	10764.32	11347.32	11969.32	12614.32	13294.32	14019.32	14782.32
Years>14	10917.34	11500.34	12122.34	12767.34	13447.34	14172.34	14935.34
Years>19	11071.65	11654.65	12276.65	12921.65	13601.65	14326.65	15089.65
Years>24	11225.97	11808.97	12430.97	13075.97	13755.97	14480.97	15243.97
Years>29	11378.99	11961.99	12583.99	13228.99	13908.99	14633.99	15396.99

Reflects 3.0% Increase
Over 2024-2025
(Effective 7/1/25)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2025-2026 CLASSIFIED CONFIDENTIAL EMPLOYEES SALARY SCHEDULE
(Effective July 1, 2025)

Salary Schedule Level	Position
230	Administrative Assistant (Confidential) Benefits Technician (Confidential)
250	Executive Assistant, Office of the Personnel Commission (Confidential)
260	Administrative, Assistant, Chancellor's Office (Confidential) Human Resources Technician II (Confidential)
275	Executive Assistant to the President/Confidential Executive Assistant to the Vice Chancellor (Confidential) Executive Assistant to the Vice Chancellor, Human Resources /Confidential
295	Executive Assistant to the Chancellor/Confidential
300	Benefits Analyst (Confidential)
310	Human Resources Specialist (Confidential)

Note: Salary schedule reflects monthly salary amounts. After more than nine (9) years of service, monthly salary includes longevity increment.

Steps	1	2	3	4	5	6	7
Salary Schedule Level 200							
Years 0-9	4332.00	4573.00	4829.00	5097.00	5375.00	5679.00	5993.00
Years>9	4455.90	4696.90	4952.90	5220.90	5498.90	5802.90	6116.90
Years>14	4579.81	4820.81	5076.81	5344.81	5622.81	5926.81	6240.81
Years>19	4703.71	4944.71	5200.71	5468.71	5746.71	6050.71	6364.71
Years>24	4827.61	5068.61	5324.61	5592.61	5870.61	6174.61	6488.61
Years>29	4951.52	5192.52	5448.52	5716.52	5994.52	6298.52	6612.52
Salary Schedule Level 230							
Years 0-9	5097.00	5375.00	5679.00	5993.00	6322.00	6668.00	7041.00
Years>9	5220.90	5498.90	5802.90	6116.90	6445.90	6791.90	7164.90
Years>14	5344.81	5622.81	5926.81	6240.81	6569.81	6915.81	7288.81
Years>19	5468.71	5746.71	6050.71	6364.71	6693.71	7039.71	7412.71
Years>24	5592.61	5870.61	6174.61	6488.61	6817.61	7163.61	7536.61
Years>29	5716.52	5994.52	6298.52	6612.52	6941.52	7287.52	7660.52
Salary Schedule Level 235							
Years 0-9	5232.00	5528.00	5835.00	6156.00	6495.00	6854.00	7233.00
Years>9	5355.90	5651.90	5958.90	6279.90	6618.90	6977.90	7356.90
Years>14	5479.81	5775.81	6082.81	6403.81	6742.81	7101.81	7480.81
Years>19	5603.71	5899.71	6206.71	6527.71	6866.71	7225.71	7604.71
Years>24	5727.61	6023.61	6330.61	6651.61	6990.61	7349.61	7728.61
Years>29	5851.52	6147.52	6454.52	6775.52	7114.52	7473.52	7852.52
Salary Schedule Level 240							
Years 0-9	5375.00	5679.00	5993.00	6322.00	6668.00	7041.00	7427.00
Years>9	5498.90	5802.90	6116.90	6445.90	6791.90	7164.90	7550.90
Years>14	5622.81	5926.81	6240.81	6569.81	6915.81	7288.81	7674.81
Years>19	5746.71	6050.71	6364.71	6693.71	7039.71	7412.71	7798.71
Years>24	5870.61	6174.61	6488.61	6817.61	7163.61	7536.61	7922.61
Years>29	5994.52	6298.52	6612.52	6941.52	7287.52	7660.52	8046.52
Salary Schedule Level 245							
Years 0-9	5528.00	5835.00	6156.00	6495.00	6854.00	7233.00	7629.00
Years>9	5651.90	5958.90	6279.90	6618.90	6977.90	7356.90	7752.90
Years>14	5775.81	6082.81	6403.81	6742.81	7101.81	7480.81	7876.81
Years>19	5899.71	6206.71	6527.71	6866.71	7225.71	7604.71	8000.71
Years>24	6023.61	6330.61	6651.61	6990.61	7349.61	7728.61	8124.61
Years>29	6147.52	6454.52	6775.52	7114.52	7473.52	7852.52	8248.52
Salary Schedule Level 250							
Years 0-9	5679.00	5993.00	6322.00	6668.00	7041.00	7427.00	7838.00
Years>9	5802.90	6116.90	6445.90	6791.90	7164.90	7550.90	7961.90
Years>14	5926.81	6240.81	6569.81	6915.81	7288.81	7674.81	8085.81
Years>19	6050.71	6364.71	6693.71	7039.71	7412.71	7798.71	8209.71
Years>24	6174.61	6488.61	6817.61	7163.61	7536.61	7922.61	8333.61
Years>29	6298.52	6612.52	6941.52	7287.52	7660.52	8046.52	8457.52
Salary Schedule Level 255							
Years 0-9	5835.00	6156.00	6495.00	6854.00	7233.00	7629.00	8052.00
Years>9	5958.90	6279.90	6618.90	6977.90	7356.90	7752.90	8175.90
Years>14	6082.81	6403.81	6742.81	7101.81	7480.81	7876.81	8299.81
Years>19	6206.71	6527.71	6866.71	7225.71	7604.71	8000.71	8423.71
Years>24	6330.61	6651.61	6990.61	7349.61	7728.61	8124.61	8547.61
Years>29	6454.52	6775.52	7114.52	7473.52	7852.52	8248.52	8671.52

Steps	1	2	3	4	5	6	7
Salary Schedule Level 260							
Years 0-9	5993.00	6322.00	6668.00	7041.00	7427.00	7838.00	8270.00
Years>9	6116.90	6445.90	6791.90	7164.90	7550.90	7961.90	8393.90
Years>14	6240.81	6569.81	6915.81	7288.81	7674.81	8085.81	8517.81
Years>19	6364.71	6693.71	7039.71	7412.71	7798.71	8209.71	8641.71
Years>24	6488.61	6817.61	7163.61	7536.61	7922.61	8333.61	8765.61
Years>29	6612.52	6941.52	7287.52	7660.52	8046.52	8457.52	8889.52
Salary Schedule Level 265							
Years 0-9	6156.00	6495.00	6854.00	7233.00	7629.00	8052.00	8492.00
Years>9	6279.90	6618.90	6977.90	7356.90	7752.90	8175.90	8615.90
Years>14	6403.81	6742.81	7101.81	7480.81	7876.81	8299.81	8739.81
Years>19	6527.71	6866.71	7225.71	7604.71	8000.71	8423.71	8863.71
Years>24	6651.61	6990.61	7349.61	7728.61	8124.61	8547.61	8987.61
Years>29	6775.52	7114.52	7473.52	7852.52	8248.52	8671.52	9111.52
Salary Schedule Level 270							
Years 0-9	6322.00	6668.00	7041.00	7427.00	7838.00	8270.00	8719.00
Years>9	6445.90	6791.90	7164.90	7550.90	7961.90	8393.90	8842.90
Years>14	6569.81	6915.81	7288.81	7674.81	8085.81	8517.81	8966.81
Years>19	6693.71	7039.71	7412.71	7798.71	8209.71	8641.71	9090.71
Years>24	6817.61	7163.61	7536.61	7922.61	8333.61	8765.61	9214.61
Years>29	6941.52	7287.52	7660.52	8046.52	8457.52	8889.52	9338.52
Salary Schedule Level 275							
Years 0-9	6495.00	6854.00	7233.00	7629.00	8052.00	8492.00	8964.00
Years>9	6618.90	6977.90	7356.90	7752.90	8175.90	8615.90	9087.90
Years>14	6742.81	7101.81	7480.81	7876.81	8299.81	8739.81	9211.81
Years>19	6866.71	7225.71	7604.71	8000.71	8423.71	8863.71	9335.71
Years>24	6990.61	7349.61	7728.61	8124.61	8547.61	8987.61	9459.61
Years>29	7114.52	7473.52	7852.52	8248.52	8671.52	9111.52	9583.52
Salary Schedule Level 280							
Years 0-9	6668.00	7041.00	7427.00	7838.00	8270.00	8719.00	9194.00
Years>9	6791.90	7164.90	7550.90	7961.90	8393.90	8842.90	9317.90
Years>14	6915.81	7288.81	7674.81	8085.81	8517.81	8966.81	9441.81
Years>19	7039.71	7412.71	7798.71	8209.71	8641.71	9090.71	9565.71
Years>24	7163.61	7536.61	7922.61	8333.61	8765.61	9214.61	9689.61
Years>29	7287.52	7660.52	8046.52	8457.52	8889.52	9338.52	9813.52
Salary Schedule Level 285							
Years 0-9	6854.00	7233.00	7629.00	8052.00	8492.00	8964.00	9455.00
Years>9	6977.90	7356.90	7752.90	8175.90	8615.90	9087.90	9578.90
Years>14	7101.81	7480.81	7876.81	8299.81	8739.81	9211.81	9702.81
Years>19	7225.71	7604.71	8000.71	8423.71	8863.71	9335.71	9826.71
Years>24	7349.61	7728.61	8124.61	8547.61	8987.61	9459.61	9950.61
Years>29	7473.52	7852.52	8248.52	8671.52	9111.52	9583.52	10074.52
Salary Schedule Level 290							
Years 0-9	7041.00	7427.00	7838.00	8270.00	8719.00	9194.00	9701.00
Years>9	7164.90	7550.90	7961.90	8393.90	8842.90	9317.90	9824.90
Years>14	7288.81	7674.81	8085.81	8517.81	8966.81	9441.81	9948.81
Years>19	7412.71	7798.71	8209.71	8641.71	9090.71	9565.71	10072.71
Years>24	7536.61	7922.61	8333.61	8765.61	9214.61	9689.61	10196.61
Years>29	7660.52	8046.52	8457.52	8889.52	9338.52	9813.52	10320.52

Steps	1	2	3	4	5	6	7
Salary Schedule Level 295							
Years 0-9	7233.00	7629.00	8052.00	8492.00	8964.00	9455.00	9975.00
Years>9	7356.90	7752.90	8175.90	8615.90	9087.90	9578.90	10098.90
Years>14	7480.81	7876.81	8299.81	8739.81	9211.81	9702.81	10222.81
Years>19	7604.71	8000.71	8423.71	8863.71	9335.71	9826.71	10346.71
Years>24	7728.61	8124.61	8547.61	8987.61	9459.61	9950.61	10470.61
Years>29	7852.52	8248.52	8671.52	9111.52	9583.52	10074.52	10594.52
Salary Schedule Level 300							
Years 0-9	7427.00	7838.00	8270.00	8719.00	9194.00	9701.00	10241.00
Years>9	7550.90	7961.90	8393.90	8842.90	9317.90	9824.90	10364.90
Years>14	7674.81	8085.81	8517.81	8966.81	9441.81	9948.81	10488.81
Years>19	7798.71	8209.71	8641.71	9090.71	9565.71	10072.71	10612.71
Years>24	7922.61	8333.61	8765.61	9214.61	9689.61	10196.61	10736.61
Years>29	8046.52	8457.52	8889.52	9338.52	9813.52	10320.52	10860.52
Salary Schedule Level 305							
Years 0-9	7629.00	8052.00	8492.00	8964.00	9455.00	9975.00	10519.00
Years>9	7752.90	8175.90	8615.90	9087.90	9578.90	10098.90	10642.90
Years>14	7876.81	8299.81	8739.81	9211.81	9702.81	10222.81	10766.81
Years>19	8000.71	8423.71	8863.71	9335.71	9826.71	10346.71	10890.71
Years>24	8124.61	8547.61	8987.61	9459.61	9950.61	10470.61	11014.61
Years>29	8248.52	8671.52	9111.52	9583.52	10074.52	10594.52	11138.52
Salary Schedule Level 310							
Years 0-9	7838.00	8270.00	8719.00	9194.00	9701.00	10241.00	10811.00
Years>9	7961.90	8393.90	8842.90	9317.90	9824.90	10364.90	10934.90
Years>14	8085.81	8517.81	8966.81	9441.81	9948.81	10488.81	11058.81
Years>19	8209.71	8641.71	9090.71	9565.71	10072.71	10612.71	11182.71
Years>24	8333.61	8765.61	9214.61	9689.61	10196.61	10736.61	11306.61
Years>29	8457.52	8889.52	9338.52	9813.52	10320.52	10860.52	11430.52
Salary Schedule Level 315							
Years 0-9	8052.00	8492.00	8964.00	9455.00	9975.00	10519.00	11100.00
Years>9	8175.90	8615.90	9087.90	9578.90	10098.90	10642.90	11223.90
Years>14	8299.81	8739.81	9211.81	9702.81	10222.81	10766.81	11347.81
Years>19	8423.71	8863.71	9335.71	9826.71	10346.71	10890.71	11471.71
Years>24	8547.61	8987.61	9459.61	9950.61	10470.61	11014.61	11595.61
Years>29	8671.52	9111.52	9583.52	10074.52	10594.52	11138.52	11719.52
Salary Schedule Level 320							
Years 0-9	8270.00	8719.00	9194.00	9701.00	10241.00	10811.00	11401.00
Years>9	8393.90	8842.90	9317.90	9824.90	10364.90	10934.90	11524.90
Years>14	8517.81	8966.81	9441.81	9948.81	10488.81	11058.81	11648.81
Years>19	8641.71	9090.71	9565.71	10072.71	10612.71	11182.71	11772.71
Years>24	8765.61	9214.61	9689.61	10196.61	10736.61	11306.61	11896.61
Years>29	8889.52	9338.52	9813.52	10320.52	10860.52	11430.52	12020.52
Salary Schedule Level 325							
Years 0-9	8492.00	8964.00	9455.00	9975.00	10519.00	11100.00	11712.00
Years>9	8615.90	9087.90	9578.90	10098.90	10642.90	11223.90	11835.90
Years>14	8739.81	9211.81	9702.81	10222.81	10766.81	11347.81	11959.81
Years>19	8863.71	9335.71	9826.71	10346.71	10890.71	11471.71	12083.71
Years>24	8987.61	9459.61	9950.61	10470.61	11014.61	11595.61	12207.61
Years>29	9111.52	9583.52	10074.52	10594.52	11138.52	11719.52	12331.52

Reflects 3.0% Increase
Over 2025-2026
(Effective 7/1/26)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2026-2027 CLASSIFIED CONFIDENTIAL EMPLOYEES SALARY SCHEDULE
(Effective July 1, 2026)

Salary Schedule Level	Position
230	Administrative Assistant (Confidential) Benefits Technician (Confidential)
250	Executive Assistant, Office of the Personnel Commission (Confidential)
260	Administrative, Assistant, Chancellor's Office (Confidential) Human Resources Technician II (Confidential)
275	Executive Assistant to the President/Confidential Executive Assistant to the Vice Chancellor (Confidential) Executive Assistant to the Vice Chancellor, Human Resources /Confidential
295	Executive Assistant to the Chancellor/Confidential
300	Benefits Analyst (Confidential)
310	Human Resources Specialist (Confidential)

Note: Salary schedule reflects monthly salary amounts. After more than nine (9) years of service, monthly salary includes longevity increment.

Steps	1	2	3	4	5	6	7
Salary Schedule Level 200							
Years 0-9	4462.00	4710.00	4974.00	5250.00	5536.00	5849.00	6173.00
Years>9	4589.62	4837.62	5101.62	5377.62	5663.62	5976.62	6300.62
Years>14	4717.24	4965.24	5229.24	5505.24	5791.24	6104.24	6428.24
Years>19	4844.86	5092.86	5356.86	5632.86	5918.86	6231.86	6555.86
Years>24	4972.48	5220.48	5484.48	5760.48	6046.48	6359.48	6683.48
Years>29	5100.10	5348.10	5612.10	5888.10	6174.10	6487.10	6811.10
Salary Schedule Level 230							
Years 0-9	5250.00	5536.00	5849.00	6173.00	6512.00	6868.00	7252.00
Years>9	5377.62	5663.62	5976.62	6300.62	6639.62	6995.62	7379.62
Years>14	5505.24	5791.24	6104.24	6428.24	6767.24	7123.24	7507.24
Years>19	5632.86	5918.86	6231.86	6555.86	6894.86	7250.86	7634.86
Years>24	5760.48	6046.48	6359.48	6683.48	7022.48	7378.48	7762.48
Years>29	5888.10	6174.10	6487.10	6811.10	7150.10	7506.10	7890.10
Salary Schedule Level 235							
Years 0-9	5389.00	5694.00	6010.00	6341.00	6690.00	7060.00	7450.00
Years>9	5516.62	5821.62	6137.62	6468.62	6817.62	7187.62	7577.62
Years>14	5644.24	5949.24	6265.24	6596.24	6945.24	7315.24	7705.24
Years>19	5771.86	6076.86	6392.86	6723.86	7072.86	7442.86	7832.86
Years>24	5899.48	6204.48	6520.48	6851.48	7200.48	7570.48	7960.48
Years>29	6027.10	6332.10	6648.10	6979.10	7328.10	7698.10	8088.10
Salary Schedule Level 240							
Years 0-9	5536.00	5849.00	6173.00	6512.00	6868.00	7252.00	7650.00
Years>9	5663.62	5976.62	6300.62	6639.62	6995.62	7379.62	7777.62
Years>14	5791.24	6104.24	6428.24	6767.24	7123.24	7507.24	7905.24
Years>19	5918.86	6231.86	6555.86	6894.86	7250.86	7634.86	8032.86
Years>24	6046.48	6359.48	6683.48	7022.48	7378.48	7762.48	8160.48
Years>29	6174.10	6487.10	6811.10	7150.10	7506.10	7890.10	8288.10
Salary Schedule Level 245							
Years 0-9	5694.00	6010.00	6341.00	6690.00	7060.00	7450.00	7858.00
Years>9	5821.62	6137.62	6468.62	6817.62	7187.62	7577.62	7985.62
Years>14	5949.24	6265.24	6596.24	6945.24	7315.24	7705.24	8113.24
Years>19	6076.86	6392.86	6723.86	7072.86	7442.86	7832.86	8240.86
Years>24	6204.48	6520.48	6851.48	7200.48	7570.48	7960.48	8368.48
Years>29	6332.10	6648.10	6979.10	7328.10	7698.10	8088.10	8496.10
Salary Schedule Level 250							
Years 0-9	5849.00	6173.00	6512.00	6868.00	7252.00	7650.00	8073.00
Years>9	5976.62	6300.62	6639.62	6995.62	7379.62	7777.62	8200.62
Years>14	6104.24	6428.24	6767.24	7123.24	7507.24	7905.24	8328.24
Years>19	6231.86	6555.86	6894.86	7250.86	7634.86	8032.86	8455.86
Years>24	6359.48	6683.48	7022.48	7378.48	7762.48	8160.48	8583.48
Years>29	6487.10	6811.10	7150.10	7506.10	7890.10	8288.10	8711.10
Salary Schedule Level 255							
Years 0-9	6010.00	6341.00	6690.00	7060.00	7450.00	7858.00	8294.00
Years>9	6137.62	6468.62	6817.62	7187.62	7577.62	7985.62	8421.62
Years>14	6265.24	6596.24	6945.24	7315.24	7705.24	8113.24	8549.24
Years>19	6392.86	6723.86	7072.86	7442.86	7832.86	8240.86	8676.86
Years>24	6520.48	6851.48	7200.48	7570.48	7960.48	8368.48	8804.48
Years>29	6648.10	6979.10	7328.10	7698.10	8088.10	8496.10	8932.10

Steps	1	2	3	4	5	6	7
Salary Schedule Level 260							
Years 0-9	6173.00	6512.00	6868.00	7252.00	7650.00	8073.00	8518.00
Years>9	6300.62	6639.62	6995.62	7379.62	7777.62	8200.62	8645.62
Years>14	6428.24	6767.24	7123.24	7507.24	7905.24	8328.24	8773.24
Years>19	6555.86	6894.86	7250.86	7634.86	8032.86	8455.86	8900.86
Years>24	6683.48	7022.48	7378.48	7762.48	8160.48	8583.48	9028.48
Years>29	6811.10	7150.10	7506.10	7890.10	8288.10	8711.10	9156.10
Salary Schedule Level 265							
Years 0-9	6341.00	6690.00	7060.00	7450.00	7858.00	8294.00	8747.00
Years>9	6468.62	6817.62	7187.62	7577.62	7985.62	8421.62	8874.62
Years>14	6596.24	6945.24	7315.24	7705.24	8113.24	8549.24	9002.24
Years>19	6723.86	7072.86	7442.86	7832.86	8240.86	8676.86	9129.86
Years>24	6851.48	7200.48	7570.48	7960.48	8368.48	8804.48	9257.48
Years>29	6979.10	7328.10	7698.10	8088.10	8496.10	8932.10	9385.10
Salary Schedule Level 270							
Years 0-9	6512.00	6868.00	7252.00	7650.00	8073.00	8518.00	8981.00
Years>9	6639.62	6995.62	7379.62	7777.62	8200.62	8645.62	9108.62
Years>14	6767.24	7123.24	7507.24	7905.24	8328.24	8773.24	9236.24
Years>19	6894.86	7250.86	7634.86	8032.86	8455.86	8900.86	9363.86
Years>24	7022.48	7378.48	7762.48	8160.48	8583.48	9028.48	9491.48
Years>29	7150.10	7506.10	7890.10	8288.10	8711.10	9156.10	9619.10
Salary Schedule Level 275							
Years 0-9	6690.00	7060.00	7450.00	7858.00	8294.00	8747.00	9233.00
Years>9	6817.62	7187.62	7577.62	7985.62	8421.62	8874.62	9360.62
Years>14	6945.24	7315.24	7705.24	8113.24	8549.24	9002.24	9488.24
Years>19	7072.86	7442.86	7832.86	8240.86	8676.86	9129.86	9615.86
Years>24	7200.48	7570.48	7960.48	8368.48	8804.48	9257.48	9743.48
Years>29	7328.10	7698.10	8088.10	8496.10	8932.10	9385.10	9871.10
Salary Schedule Level 280							
Years 0-9	6868.00	7252.00	7650.00	8073.00	8518.00	8981.00	9470.00
Years>9	6995.62	7379.62	7777.62	8200.62	8645.62	9108.62	9597.62
Years>14	7123.24	7507.24	7905.24	8328.24	8773.24	9236.24	9725.24
Years>19	7250.86	7634.86	8032.86	8455.86	8900.86	9363.86	9852.86
Years>24	7378.48	7762.48	8160.48	8583.48	9028.48	9491.48	9980.48
Years>29	7506.10	7890.10	8288.10	8711.10	9156.10	9619.10	10108.10
Salary Schedule Level 285							
Years 0-9	7060.00	7450.00	7858.00	8294.00	8747.00	9233.00	9739.00
Years>9	7187.62	7577.62	7985.62	8421.62	8874.62	9360.62	9866.62
Years>14	7315.24	7705.24	8113.24	8549.24	9002.24	9488.24	9994.24
Years>19	7442.86	7832.86	8240.86	8676.86	9129.86	9615.86	10121.86
Years>24	7570.48	7960.48	8368.48	8804.48	9257.48	9743.48	10249.48
Years>29	7698.10	8088.10	8496.10	8932.10	9385.10	9871.10	10377.10
Salary Schedule Level 290							
Years 0-9	7252.00	7650.00	8073.00	8518.00	8981.00	9470.00	9992.00
Years>9	7379.62	7777.62	8200.62	8645.62	9108.62	9597.62	10119.62
Years>14	7507.24	7905.24	8328.24	8773.24	9236.24	9725.24	10247.24
Years>19	7634.86	8032.86	8455.86	8900.86	9363.86	9852.86	10374.86
Years>24	7762.48	8160.48	8583.48	9028.48	9491.48	9980.48	10502.48
Years>29	7890.10	8288.10	8711.10	9156.10	9619.10	10108.10	10630.10

Steps	1	2	3	4	5	6	7
Salary Schedule Level 295							
Years 0-9	7450.00	7858.00	8294.00	8747.00	9233.00	9739.00	10274.00
Years>9	7577.62	7985.62	8421.62	8874.62	9360.62	9866.62	10401.62
Years>14	7705.24	8113.24	8549.24	9002.24	9488.24	9994.24	10529.24
Years>19	7832.86	8240.86	8676.86	9129.86	9615.86	10121.86	10656.86
Years>24	7960.48	8368.48	8804.48	9257.48	9743.48	10249.48	10784.48
Years>29	8088.10	8496.10	8932.10	9385.10	9871.10	10377.10	10912.10
Salary Schedule Level 300							
Years 0-9	7650.00	8073.00	8518.00	8981.00	9470.00	9992.00	10548.00
Years>9	7777.62	8200.62	8645.62	9108.62	9597.62	10119.62	10675.62
Years>14	7905.24	8328.24	8773.24	9236.24	9725.24	10247.24	10803.24
Years>19	8032.86	8455.86	8900.86	9363.86	9852.86	10374.86	10930.86
Years>24	8160.48	8583.48	9028.48	9491.48	9980.48	10502.48	11058.48
Years>29	8288.10	8711.10	9156.10	9619.10	10108.10	10630.10	11186.10
Salary Schedule Level 305							
Years 0-9	7858.00	8294.00	8747.00	9233.00	9739.00	10274.00	10835.00
Years>9	7985.62	8421.62	8874.62	9360.62	9866.62	10401.62	10962.62
Years>14	8113.24	8549.24	9002.24	9488.24	9994.24	10529.24	11090.24
Years>19	8240.86	8676.86	9129.86	9615.86	10121.86	10656.86	11217.86
Years>24	8368.48	8804.48	9257.48	9743.48	10249.48	10784.48	11345.48
Years>29	8496.10	8932.10	9385.10	9871.10	10377.10	10912.10	11473.10
Salary Schedule Level 310							
Years 0-9	8073.00	8518.00	8981.00	9470.00	9992.00	10548.00	11135.00
Years>9	8200.62	8645.62	9108.62	9597.62	10119.62	10675.62	11262.62
Years>14	8328.24	8773.24	9236.24	9725.24	10247.24	10803.24	11390.24
Years>19	8455.86	8900.86	9363.86	9852.86	10374.86	10930.86	11517.86
Years>24	8583.48	9028.48	9491.48	9980.48	10502.48	11058.48	11645.48
Years>29	8711.10	9156.10	9619.10	10108.10	10630.10	11186.10	11773.10
Salary Schedule Level 315							
Years 0-9	8294.00	8747.00	9233.00	9739.00	10274.00	10835.00	11433.00
Years>9	8421.62	8874.62	9360.62	9866.62	10401.62	10962.62	11560.62
Years>14	8549.24	9002.24	9488.24	9994.24	10529.24	11090.24	11688.24
Years>19	8676.86	9129.86	9615.86	10121.86	10656.86	11217.86	11815.86
Years>24	8804.48	9257.48	9743.48	10249.48	10784.48	11345.48	11943.48
Years>29	8932.10	9385.10	9871.10	10377.10	10912.10	11473.10	12071.10
Salary Schedule Level 320							
Years 0-9	8518.00	8981.00	9470.00	9992.00	10548.00	11135.00	11743.00
Years>9	8645.62	9108.62	9597.62	10119.62	10675.62	11262.62	11870.62
Years>14	8773.24	9236.24	9725.24	10247.24	10803.24	11390.24	11998.24
Years>19	8900.86	9363.86	9852.86	10374.86	10930.86	11517.86	12125.86
Years>24	9028.48	9491.48	9980.48	10502.48	11058.48	11645.48	12253.48
Years>29	9156.10	9619.10	10108.10	10630.10	11186.10	11773.10	12381.10
Salary Schedule Level 325							
Years 0-9	8747.00	9233.00	9739.00	10274.00	10835.00	11433.00	12063.00
Years>9	8874.62	9360.62	9866.62	10401.62	10962.62	11560.62	12190.62
Years>14	9002.24	9488.24	9994.24	10529.24	11090.24	11688.24	12318.24
Years>19	9129.86	9615.86	10121.86	10656.86	11217.86	11815.86	12445.86
Years>24	9257.48	9743.48	10249.48	10784.48	11345.48	11943.48	12573.48
Years>29	9385.10	9871.10	10377.10	10912.10	11473.10	12071.10	12701.10

Reflects 3.0% Increase
Over 2026-2027
(Effective 7/1/27)

VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
Human Resources Department

2027-2028 CLASSIFIED CONFIDENTIAL EMPLOYEES SALARY SCHEDULE
(Effective July 1, 2027)

Salary Schedule Level	Position
230	Administrative Assistant (Confidential) Benefits Technician (Confidential)
250	Executive Assistant, Office of the Personnel Commission (Confidential)
260	Administrative, Assistant, Chancellor's Office (Confidential) Human Resources Technician II (Confidential)
275	Executive Assistant to the President/Confidential Executive Assistant to the Vice Chancellor (Confidential) Executive Assistant to the Vice Chancellor, Human Resources /Confidential
295	Executive Assistant to the Chancellor/Confidential
300	Benefits Analyst (Confidential)
310	Human Resources Specialist (Confidential)

Note: Salary schedule reflects monthly salary amounts. After more than nine (9) years of service, monthly salary includes longevity increment.

Steps	1	2	3	4	5	6	7
Salary Schedule Level 200							
Years 0-9	4596.00	4851.00	5123.00	5408.00	5702.00	6024.00	6358.00
Years>9	4727.45	4982.45	5254.45	5539.45	5833.45	6155.45	6489.45
Years>14	4858.90	5113.90	5385.90	5670.90	5964.90	6286.90	6620.90
Years>19	4990.35	5245.35	5517.35	5802.35	6096.35	6418.35	6752.35
Years>24	5121.80	5376.80	5648.80	5933.80	6227.80	6549.80	6883.80
Years>29	5253.25	5508.25	5780.25	6065.25	6359.25	6681.25	7015.25
Salary Schedule Level 230							
Years 0-9	5408.00	5702.00	6024.00	6358.00	6707.00	7074.00	7470.00
Years>9	5539.45	5833.45	6155.45	6489.45	6838.45	7205.45	7601.45
Years>14	5670.90	5964.90	6286.90	6620.90	6969.90	7336.90	7732.90
Years>19	5802.35	6096.35	6418.35	6752.35	7101.35	7468.35	7864.35
Years>24	5933.80	6227.80	6549.80	6883.80	7232.80	7599.80	7995.80
Years>29	6065.25	6359.25	6681.25	7015.25	7364.25	7731.25	8127.25
Salary Schedule Level 235							
Years 0-9	5551.00	5865.00	6190.00	6531.00	6891.00	7272.00	7674.00
Years>9	5682.45	5996.45	6321.45	6662.45	7022.45	7403.45	7805.45
Years>14	5813.90	6127.90	6452.90	6793.90	7153.90	7534.90	7936.90
Years>19	5945.35	6259.35	6584.35	6925.35	7285.35	7666.35	8068.35
Years>24	6076.80	6390.80	6715.80	7056.80	7416.80	7797.80	8199.80
Years>29	6208.25	6522.25	6847.25	7188.25	7548.25	7929.25	8331.25
Salary Schedule Level 240							
Years 0-9	5702.00	6024.00	6358.00	6707.00	7074.00	7470.00	7880.00
Years>9	5833.45	6155.45	6489.45	6838.45	7205.45	7601.45	8011.45
Years>14	5964.90	6286.90	6620.90	6969.90	7336.90	7732.90	8142.90
Years>19	6096.35	6418.35	6752.35	7101.35	7468.35	7864.35	8274.35
Years>24	6227.80	6549.80	6883.80	7232.80	7599.80	7995.80	8405.80
Years>29	6359.25	6681.25	7015.25	7364.25	7731.25	8127.25	8537.25
Salary Schedule Level 245							
Years 0-9	5865.00	6190.00	6531.00	6891.00	7272.00	7674.00	8094.00
Years>9	5996.45	6321.45	6662.45	7022.45	7403.45	7805.45	8225.45
Years>14	6127.90	6452.90	6793.90	7153.90	7534.90	7936.90	8356.90
Years>19	6259.35	6584.35	6925.35	7285.35	7666.35	8068.35	8488.35
Years>24	6390.80	6715.80	7056.80	7416.80	7797.80	8199.80	8619.80
Years>29	6522.25	6847.25	7188.25	7548.25	7929.25	8331.25	8751.25
Salary Schedule Level 250							
Years 0-9	6024.00	6358.00	6707.00	7074.00	7470.00	7880.00	8315.00
Years>9	6155.45	6489.45	6838.45	7205.45	7601.45	8011.45	8446.45
Years>14	6286.90	6620.90	6969.90	7336.90	7732.90	8142.90	8577.90
Years>19	6418.35	6752.35	7101.35	7468.35	7864.35	8274.35	8709.35
Years>24	6549.80	6883.80	7232.80	7599.80	7995.80	8405.80	8840.80
Years>29	6681.25	7015.25	7364.25	7731.25	8127.25	8537.25	8972.25
Salary Schedule Level 255							
Years 0-9	6190.00	6531.00	6891.00	7272.00	7674.00	8094.00	8543.00
Years>9	6321.45	6662.45	7022.45	7403.45	7805.45	8225.45	8674.45
Years>14	6452.90	6793.90	7153.90	7534.90	7936.90	8356.90	8805.90
Years>19	6584.35	6925.35	7285.35	7666.35	8068.35	8488.35	8937.35
Years>24	6715.80	7056.80	7416.80	7797.80	8199.80	8619.80	9068.80
Years>29	6847.25	7188.25	7548.25	7929.25	8331.25	8751.25	9200.25

Steps	1	2	3	4	5	6	7
Salary Schedule Level 260							
Years 0-9	6358.00	6707.00	7074.00	7470.00	7880.00	8315.00	8774.00
Years>9	6489.45	6838.45	7205.45	7601.45	8011.45	8446.45	8905.45
Years>14	6620.90	6969.90	7336.90	7732.90	8142.90	8577.90	9036.90
Years>19	6752.35	7101.35	7468.35	7864.35	8274.35	8709.35	9168.35
Years>24	6883.80	7232.80	7599.80	7995.80	8405.80	8840.80	9299.80
Years>29	7015.25	7364.25	7731.25	8127.25	8537.25	8972.25	9431.25
Salary Schedule Level 265							
Years 0-9	6531.00	6891.00	7272.00	7674.00	8094.00	8543.00	9009.00
Years>9	6662.45	7022.45	7403.45	7805.45	8225.45	8674.45	9140.45
Years>14	6793.90	7153.90	7534.90	7936.90	8356.90	8805.90	9271.90
Years>19	6925.35	7285.35	7666.35	8068.35	8488.35	8937.35	9403.35
Years>24	7056.80	7416.80	7797.80	8199.80	8619.80	9068.80	9534.80
Years>29	7188.25	7548.25	7929.25	8331.25	8751.25	9200.25	9666.25
Salary Schedule Level 270							
Years 0-9	6707.00	7074.00	7470.00	7880.00	8315.00	8774.00	9250.00
Years>9	6838.45	7205.45	7601.45	8011.45	8446.45	8905.45	9381.45
Years>14	6969.90	7336.90	7732.90	8142.90	8577.90	9036.90	9512.90
Years>19	7101.35	7468.35	7864.35	8274.35	8709.35	9168.35	9644.35
Years>24	7232.80	7599.80	7995.80	8405.80	8840.80	9299.80	9775.80
Years>29	7364.25	7731.25	8127.25	8537.25	8972.25	9431.25	9907.25
Salary Schedule Level 275							
Years 0-9	6891.00	7272.00	7674.00	8094.00	8543.00	9009.00	9510.00
Years>9	7022.45	7403.45	7805.45	8225.45	8674.45	9140.45	9641.45
Years>14	7153.90	7534.90	7936.90	8356.90	8805.90	9271.90	9772.90
Years>19	7285.35	7666.35	8068.35	8488.35	8937.35	9403.35	9904.35
Years>24	7416.80	7797.80	8199.80	8619.80	9068.80	9534.80	10035.80
Years>29	7548.25	7929.25	8331.25	8751.25	9200.25	9666.25	10167.25
Salary Schedule Level 280							
Years 0-9	7074.00	7470.00	7880.00	8315.00	8774.00	9250.00	9754.00
Years>9	7205.45	7601.45	8011.45	8446.45	8905.45	9381.45	9885.45
Years>14	7336.90	7732.90	8142.90	8577.90	9036.90	9512.90	10016.90
Years>19	7468.35	7864.35	8274.35	8709.35	9168.35	9644.35	10148.35
Years>24	7599.80	7995.80	8405.80	8840.80	9299.80	9775.80	10279.80
Years>29	7731.25	8127.25	8537.25	8972.25	9431.25	9907.25	10411.25
Salary Schedule Level 285							
Years 0-9	7272.00	7674.00	8094.00	8543.00	9009.00	9510.00	10031.00
Years>9	7403.45	7805.45	8225.45	8674.45	9140.45	9641.45	10162.45
Years>14	7534.90	7936.90	8356.90	8805.90	9271.90	9772.90	10293.90
Years>19	7666.35	8068.35	8488.35	8937.35	9403.35	9904.35	10425.35
Years>24	7797.80	8199.80	8619.80	9068.80	9534.80	10035.80	10556.80
Years>29	7929.25	8331.25	8751.25	9200.25	9666.25	10167.25	10688.25
Salary Schedule Level 290							
Years 0-9	7470.00	7880.00	8315.00	8774.00	9250.00	9754.00	10292.00
Years>9	7601.45	8011.45	8446.45	8905.45	9381.45	9885.45	10423.45
Years>14	7732.90	8142.90	8577.90	9036.90	9512.90	10016.90	10554.90
Years>19	7864.35	8274.35	8709.35	9168.35	9644.35	10148.35	10686.35
Years>24	7995.80	8405.80	8840.80	9299.80	9775.80	10279.80	10817.80
Years>29	8127.25	8537.25	8972.25	9431.25	9907.25	10411.25	10949.25

Steps	1	2	3	4	5	6	7
Salary Schedule Level 295							
Years 0-9	7674.00	8094.00	8543.00	9009.00	9510.00	10031.00	10582.00
Years>9	7805.45	8225.45	8674.45	9140.45	9641.45	10162.45	10713.45
Years>14	7936.90	8356.90	8805.90	9271.90	9772.90	10293.90	10844.90
Years>19	8068.35	8488.35	8937.35	9403.35	9904.35	10425.35	10976.35
Years>24	8199.80	8619.80	9068.80	9534.80	10035.80	10556.80	11107.80
Years>29	8331.25	8751.25	9200.25	9666.25	10167.25	10688.25	11239.25
Salary Schedule Level 300							
Years 0-9	7880.00	8315.00	8774.00	9250.00	9754.00	10292.00	10864.00
Years>9	8011.45	8446.45	8905.45	9381.45	9885.45	10423.45	10995.45
Years>14	8142.90	8577.90	9036.90	9512.90	10016.90	10554.90	11126.90
Years>19	8274.35	8709.35	9168.35	9644.35	10148.35	10686.35	11258.35
Years>24	8405.80	8840.80	9299.80	9775.80	10279.80	10817.80	11389.80
Years>29	8537.25	8972.25	9431.25	9907.25	10411.25	10949.25	11521.25
Salary Schedule Level 305							
Years 0-9	8094.00	8543.00	9009.00	9510.00	10031.00	10582.00	11160.00
Years>9	8225.45	8674.45	9140.45	9641.45	10162.45	10713.45	11291.45
Years>14	8356.90	8805.90	9271.90	9772.90	10293.90	10844.90	11422.90
Years>19	8488.35	8937.35	9403.35	9904.35	10425.35	10976.35	11554.35
Years>24	8619.80	9068.80	9534.80	10035.80	10556.80	11107.80	11685.80
Years>29	8751.25	9200.25	9666.25	10167.25	10688.25	11239.25	11817.25
Salary Schedule Level 310							
Years 0-9	8315.00	8774.00	9250.00	9754.00	10292.00	10864.00	11469.00
Years>9	8446.45	8905.45	9381.45	9885.45	10423.45	10995.45	11600.45
Years>14	8577.90	9036.90	9512.90	10016.90	10554.90	11126.90	11731.90
Years>19	8709.35	9168.35	9644.35	10148.35	10686.35	11258.35	11863.35
Years>24	8840.80	9299.80	9775.80	10279.80	10817.80	11389.80	11994.80
Years>29	8972.25	9431.25	9907.25	10411.25	10949.25	11521.25	12126.25
Salary Schedule Level 315							
Years 0-9	8543.00	9009.00	9510.00	10031.00	10582.00	11160.00	11776.00
Years>9	8674.45	9140.45	9641.45	10162.45	10713.45	11291.45	11907.45
Years>14	8805.90	9271.90	9772.90	10293.90	10844.90	11422.90	12038.90
Years>19	8937.35	9403.35	9904.35	10425.35	10976.35	11554.35	12170.35
Years>24	9068.80	9534.80	10035.80	10556.80	11107.80	11685.80	12301.80
Years>29	9200.25	9666.25	10167.25	10688.25	11239.25	11817.25	12433.25
Salary Schedule Level 320							
Years 0-9	8774.00	9250.00	9754.00	10292.00	10864.00	11469.00	12095.00
Years>9	8905.45	9381.45	9885.45	10423.45	10995.45	11600.45	12226.45
Years>14	9036.90	9512.90	10016.90	10554.90	11126.90	11731.90	12357.90
Years>19	9168.35	9644.35	10148.35	10686.35	11258.35	11863.35	12489.35
Years>24	9299.80	9775.80	10279.80	10817.80	11389.80	11994.80	12620.80
Years>29	9431.25	9907.25	10411.25	10949.25	11521.25	12126.25	12752.25
Salary Schedule Level 325							
Years 0-9	9009.00	9510.00	10031.00	10582.00	11160.00	11776.00	12425.00
Years>9	9140.45	9641.45	10162.45	10713.45	11291.45	11907.45	12556.45
Years>14	9271.90	9772.90	10293.90	10844.90	11422.90	12038.90	12687.90
Years>19	9403.35	9904.35	10425.35	10976.35	11554.35	12170.35	12819.35
Years>24	9534.80	10035.80	10556.80	11107.80	11685.80	12301.80	12950.80
Years>29	9666.25	10167.25	10688.25	11239.25	11817.25	12433.25	13082.25