CHABOT – LAS POSITAS COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
Effective July 1, 2026

RANGE	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
10	$89,241.00	$93,706.00	$98,397.00	$103,328.00	$108,498.00
11	$95,992.00	$100,804.00	$105,853.00	$111,156.00	$116,723.00
12	$103,169.00	$108,338.00	$113,761.00	$119,449.00	$125,429.00
13	$110,917.00	$116,472.00	$122,305.00	$128,432.00	$134,864.00
14	$119,223.00	$125,189.00	$131,448.00	$138,027.00	$144,938.00
15	$128,206.00	$134,625.00	$141,362.00	$148,433.00	$155,862.00
16	$137,801.00	$144,699.00	$151,941.00	$159,543.00	$167,530.00
17	$148,140.00	$155,557.00	$163,344.00	$171,517.00	$180,102.00
18	$159,264.00	$167,238.00	$175,610.00	$184,394.00	$193,617.00
19	$171,198.00	$179,769.00	$188,766.00	$198,215.00	$208,129.00
20	$184,036.00	$193,245.00	$202,920.00	$213,073.00	$223,732.00
21	$197,830.00	$207,731.00	$218,124.00	$229,034.00	$240,491.00

STEP PLACEMENT ON THE MANAGEMENT SALARY SCHEDULE

The rules for placement on the Management Salary Schedule (original effective date July 3, 1991) are as follows:

1. Credit for full-time management work experience related to the equivalent level of management position assigned may be allowed at the rate of one (1) step for each complete year of full-time work experience up to a maximum of four (4) years (four steps - to Step 6). Salary step placement will be determined by the Chancellor or designee only when all written supporting documents are received by the District. Pending receipt of documentation, successful applicant will be placed initially at Step 2. Documents should be submitted to Human Resources no later than ten (10) days after initial hire date.

2. Credit for previous work experience for placement purposes shall not be granted for the following:
   (a) Part-time work experience or partial years;
   (b) Work experience as a substitute, internships, etc., in the related management position to be assigned.

3. A manager who is promoted to a higher management position will be placed at the highest step possible in accordance with paragraph 1 and 2 above, or will be placed on the lowest step which provides a minimum five percent (5%) upward adjustment where such is possible within the designated pay range.

4. A person from within the District who first enters a management position will be placed at the highest step possible in accordance with paragraph 1, and 2, above, unless that step is less than the person's current annual salary. If so, the individual shall start at the lowest step that avoids a loss in annual salary.

5. A manager who changes to a management position with a lower salary range shall be placed in the same step in the new range.

6. Salary Range/Step of a Manager who changes to a non-management position shall be determined by the Chancellor.

7. Initial placement on management salary schedule must be adjusted, if necessary, within ninety (90) days of initial date of hire. No further adjustment will be authorized after the ninety (90) day period.

8. District agrees to pay monthly as special compensation a longevity increment for long service employees. Each longevity increment shall be compounded upon the prior longevity amount.

Longevity Steps

Step A: 1% at the beginning of the 10th year, compounded at 1.00%
Step B: .5% at the beginning of the 15th year, compounded at 1.51%
Step C: .5% at the beginning of the 20th year, compounded at 2.01%
Step D: .5% at the beginning of the 25th year, compounded at 2.52%

The following classification titles are currently in use or are expected to be used in the near future.

CHABOT – LAS POSITAS COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
Effective July 1, 2026

CLASSIFICATION TITLE	RANGE
ASSISTANT DIRECTOR, BUSINESS SERVICES	16
ASSISTANT DIRECTOR, ECONOMIC DEVELOPMENT AND CONTRACT ED	19
ASSISTANT DIRECTOR, MENTOR PROGRAM	15
CONTRACT EDUCATION PROGRAM DEVELOPMENT MANAGER	17
CONTRACTS MANAGER – FACILITY PLANNING	13
CUSTODIAL MANAGER	14
DEAN	19
DEAN, ECONOMIC AND WORKFORCE DEVELOPMENT	19
DIRECTOR, ADMISSIONS & RECORDS	18
DIRECTOR, APPRENTICESHIP PROGRAMS	17
DIRECTOR, BUSINESS SERVICES	21
DIRECTOR, DISABLED STUDENT PROGRAMS & SERVICES	15
DIRECTOR, ECONOMIC DEVELOPMENT/CONTRACT ED	18
DIRECTOR, EDUCATIONAL SUPPORT SYSTEMS	17
DIRECTOR, EMPLOYEE AND LABOR RELATIONS	19
DIRECTOR, FINANCIAL AID	17
DIRECTOR, FOOTBALL OPERATIONS	15
DIRECTOR, HISPANIC-SERVING INSTITUTION	13
DIRECTOR, HUMAN RESOURCES	19
DIRECTOR, INSTITUTIONAL EFFECTIVENESS	17
DIRECTOR, MAINTENANCE & OPERATIONS	19
DIRECTOR, MARKETING AND COMMUNICATIONS	15
DIRECTOR, MENTOR PROGRAM	19
DIRECTOR, PUBLIC RELATIONS, MARKETING & GOVT RELATIONS	21
DIRECTOR, SAFETY AND SECURITY	17
DIRECTOR, SOCIAL SERVICES WORKFORCE DEVELOPMENT	17
DIRECTOR, STEM CENTER EQUITY	13
DIRECTOR, STUDENT EQUITY AND SUCCESS	15
DIRECTOR, STUDENT LIFE	12
DIRECTOR, TECHNOLOGY SERVICES	20
DISTRICT EXECUTIVE DIRECTOR, ECONOMIC DEVELOPMENT AND CONTRACT EDUCATION (EDCE)	21*
EXECUTIVE DIRECTOR, BAY AREA K-16 COLLABORATIVE	19
EXECUTIVE DIRECTOR, FOUNDATION	19
EXECUTIVE DIRECTOR, DEVELOPMENT AND THE FOUNDATION	19
EXECUTIVE DIRECTOR, INSTITUTIONAL ADVANCEMENT	19
INTERNAL INVESTIGATOR	16
LEARNING CONNECTION EQUITY DIRECTOR	13
MANAGER, APPLICATION SERVICES	18
MANAGER, DISTRICT BUDGET AND GRANTS	16
MANAGER, EMERGENCY PREPAREDNESS & WORKPLACE SAFETY	16
MANAGER, HUMAN RESOURCES	16
MANAGER, NETWORK SYSTEMS & SERVICES	18
MANAGER, OPERATIONS – ECONOMIC DEVELOPMENT AND CONTRACT EDUCATION	14
MANAGER, PAYROLL	16
MANAGER, PUBLIC SAFETY PROGRAMS	15
MANAGER, PURCHASING & WAREHOUSE SERVICES	16
PROGRAM DIRECTOR, CHILDREN DEVELOPMENT CENTER	13
PROGRAM DIRECTOR, EARLY CHILDHOOD DEVELOPMENT LAB SCHOOL	13
PROGRAM MANAGER, OSHA TRAINING INSTITUTE EDUCATION CENTER	14
PROGRAM MANAGER, RISE	10
PROGRAM MANAGER, STUDENT RESOURCES	10
PROGRAM MANAGER, TRI-VALLEY CAREER CENTER (TVCC)	14
PROJECT DIRECTOR, FOSTER CARE KINSHIP EDUCATION	14
PROJECT MANAGER, CAREER AND TECHNICAL EDUCATION PRGMS	15
PROJECT MANAGER, EDUCATIONAL PARTNERSHIPS	14
PROJECT MANAGER, ITS (BOND TECHNOLOGY & INFRASTRUCTURE)	18
PROJECT PLANNER / MANAGER, FACILITIES	20
VICE PRESIDENT	21
WINERY AND VINEYARD OPERATIONS MANAGER	15

*For appointments made on or after July 22, 2026

Updated 11/18/2026