

MCCCD Classification and Compensation Structure

			ANNUAL RATES					HOURLY RATES				
Job Classification Title	FLSA Status	Grade	Minimum	1ST Quartile	Midpoint	3RD Quartile	Maximum	Minimum	1ST Quartile	Midpoint	3RD Quartile	Maximum
High School Classroom Aide	Nonexempt	109	\$39,883.00	\$44,891.50	\$49,900.00	\$54,908.50	\$59,917.00	\$19.17	\$21.58	\$23.99	\$26.40	\$28.81
High School Programs Specialist	Nonexempt	110	\$40,070.00	\$46,080.50	\$52,091.00	\$58,101.50	\$64,112.00	\$19.26	\$22.15	\$25.04	\$27.93	\$30.82
High School Teacher Assistant	Nonexempt	111	\$42,875.00	\$49,306.50	\$55,738.00	\$62,169.00	\$68,600.00	\$20.61	\$23.71	\$26.80	\$29.89	\$32.98
High School Programs Specialist Senior	Nonexempt	112	\$45,877.00	\$52,758.50	\$59,640.00	\$66,521.00	\$73,402.00	\$22.06	\$25.36	\$28.67	\$31.98	\$35.29
High School Teacher Assistant Senior	Nonexempt	113	\$49,089.00	\$56,452.00	\$63,815.00	\$71,178.00	\$78,541.00	\$23.60	\$27.14	\$30.68	\$34.22	\$37.76
High School Programs Analyst	Exempt	114	\$52,525.00	\$60,403.50	\$68,282.00	\$76,160.50	\$84,039.00	\$25.25	\$29.04	\$32.83	\$36.62	\$40.40
High School Teacher	Exempt	114	\$52,525.00	\$60,403.50	\$68,282.00	\$76,160.50	\$84,039.00	\$25.25	\$29.04	\$32.83	\$36.62	\$40.40
High School Counselor	Exempt	115	\$56,202.00	\$64,632.00	\$73,062.00	\$81,492.00	\$89,922.00	\$27.02	\$31.07	\$35.13	\$39.18	\$43.23
High School Social Worker	Exempt	115	\$56,202.00	\$64,632.00	\$73,062.00	\$81,492.00	\$89,922.00	\$27.02	\$31.07	\$35.13	\$39.18	\$43.23
High School Instructional Coach	Exempt	116	\$60,136.00	\$69,156.50	\$78,177.00	\$87,197.00	\$96,217.00	\$28.91	\$33.25	\$37.59	\$41.92	\$46.26
High School Programs Manager	Exempt	117	\$64,346.00	\$73,998.00	\$83,650.00	\$93,301.50	\$102,953.00	\$30.94	\$35.58	\$40.22	\$44.86	\$49.50
High School Assistant Principal	Exempt	118	\$68,850.00	\$79,177.50	\$89,505.00	\$99,832.50	\$110,160.00	\$33.10	\$38.07	\$43.03	\$48.00	\$52.96
High School Principal	Exempt	122	\$90,250.00	\$103,787.50	\$117,325.00	\$130,862.50	\$144,400.00	\$43.39	\$49.90	\$56.41	\$62.91	\$69.42