MCCCD Classification and Compensation Structure 2027

			Annual Rates					Hourly Rates				
Job Classification Title	**FLSA Status**	**Grade**	**Min**	**Q1**	**Mid**	**Q3**	**Max**	**Min**	**Q1**	**Mid**	**Q3**	**Max**
HS Classroom Aide	Nonexempt	109	$40,000.00	$45,250.00	$50,500.00	$55,750.00	$61,000.00	$19.23	$21.75	$24.28	$26.80	$29.33
HS Programs Specialist	Nonexempt	110	$40,470.70	$46,541.31	$52,611.91	$58,682.52	$64,753.12	$19.46	$22.38	$25.29	$28.21	$31.13
HS Teacher Assistant	Nonexempt	111	$43,303.75	$49,799.57	$56,295.38	$62,790.69	$69,286.00	$20.82	$23.94	$27.07	$30.19	$33.31
HS Programs Specialist Senior	Nonexempt	112	$46,335.77	$53,286.09	$60,236.40	$67,186.21	$74,136.02	$22.28	$25.62	$28.96	$32.30	$35.64
HS Teacher Assistant Senior	Nonexempt	113	$49,579.89	$57,016.52	$64,453.15	$71,889.78	$79,326.41	$23.84	$27.41	$30.99	$34.56	$38.14
HS Programs Analyst	Exempt	114	$53,050.25	$61,007.54	$68,964.82	$76,922.11	$84,879.39	$25.50	$29.33	$33.16	$36.98	$40.81
HS Teacher	Exempt	114	$53,050.25	$61,007.54	$68,964.82	$76,922.11	$84,879.39	$25.50	$29.33	$33.16	$36.98	$40.81
HS Counselor	Exempt	115	$56,764.02	$65,278.32	$73,792.62	$82,306.92	$90,821.22	$27.29	$31.38	$35.48	$39.57	$43.66
HS Social Worker	Exempt	115	$56,764.02	$65,278.32	$73,792.62	$82,306.92	$90,821.22	$27.29	$31.38	$35.48	$39.57	$43.66
HS Instructional Coach	Exempt	116	$60,737.36	$69,848.07	$78,958.77	$88,068.97	$97,179.17	$29.20	$33.58	$37.96	$42.34	$46.72
HS Programs Manager	Exempt	117	$64,989.46	$74,737.98	$84,486.50	$94,234.52	$103,982.53	$31.24	$35.93	$40.62	$45.31	$49.99
HS Assistant Principal	Exempt	118	$69,538.50	$79,969.28	$90,400.05	$100,830.83	$111,261.60	$33.43	$38.45	$43.46	$48.48	$53.49
HS Principal	Exempt	122	$91,152.50	$104,825.38	$118,498.25	$132,171.13	$145,844.00	$43.82	$50.40	$56.97	$63.54	$70.12