NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

EXECUTIVE OFFICER ANNUAL SALARY SCHEDULE

Effective July 1, 2026

VICE CHANCELLOR / PRESIDENT

Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
267,922	277,709	287,888	298,474	309,487	320,930	332,842	345,225

Initial salary placement for executive officers new to the District shall be Step A, provided that an exception to placement on Step A may be considered, if recommended by the Chancellor, subject to the following:

(1) The employee has recent experience (within one year of hire date) in a full-time position that is directly related or equivalent to the executive officer position. This full-time experience must equal the number of years represented by the recommended step;

AND

(2) The employee's most recent base salary (within one year of hire date) is greater than the Step A salary amount.

Where the employee qualifies under (1) and (2) above, the employee may be recommended for the first step wherein there is no decrease in base pay.

A current employee who is promoted to an executive officer position from a non-management position or from a lower level management position shall be placed on the first step which results in an increase in base pay of at least four percent, except the employee may not be placed on a step higher than the employee's current step.

An executive officer employee who holds an earned doctorate or LLB/JD from an accredited institution listed in the directory of Accredited Institutions of Postsecondary Education, published for the Council of Postsecondary Accreditation by the American Council on Education, shall receive an additional doctoral stipend of $3,500. The LLB/JD degree must have been received on the basis of a four-year baccalaureate degree and three years of advanced legal training in an accredited law school. Where a qualifying degree is obtained during any contract year, the stipend will become effective July 1 of the subsequent fiscal year.

Board Approved: July 28, 2026