

Adopted: December 9, 2024
Effective: July 1, 2025

**FOOTHILL - DE ANZA COMMUNITY COLLEGE
CONFIDENTIAL SALARY SCHEDULE BY JOB
2025-2026 (3% COLA)**

JOB TITLE	GRADE	HOURLY	SALARY
Assistant to the Chancellor	C5-20	\$54.79 - \$73.42	\$9,532.55 - \$12,774.51
Benefits Systems Analyst, Lead	C5-16	\$49.78 - \$65.20	\$8,409.07 - \$11,278.83
Board Relations Assistant	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Business Services Systems Analyst	C5-16	\$48.33 - \$64.82	\$8,409.07 - \$11,278.83
District Financial Analyst, Lead	C5-18	\$52.20 - \$70.01	\$9,082.08 - \$12,181.51
Executive Assistant, Business Services	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Executive Assistant, Educational Technology Services	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Executive Assistant, Human Resources and Equal Employment Opportunity	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Executive Assistant, Office of the President	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Human Resources Information Systems Analyst	C5-16	\$48.33 - \$64.82	\$8,409.07 - \$11,278.83
Human Resources Specialist, Classified and Management	C5-15	\$48.62 - \$65.20	\$8,458.34 - \$11,344.91
Human Resources Specialist, Faculty	C5-15	\$48.62 - \$65.20	\$8,458.34 - \$11,344.91
Human Resources Specialist, Recruitment and Classification	C5-15	\$48.62 - \$65.20	\$8,458.34 - \$11,344.91

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Assistant to the Chancellor	C5-20	\$54.79 - \$73.42	\$9,532.55 - \$12,774.51
Benefits Systems Analyst, Lead	C5-16	\$49.78 - \$65.20	\$8,661.34 - \$11,617.19
Board Relations Assistant	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Business Services Systems Analyst	C5-16	\$49.78 - \$65.20	\$8,661.34 - \$11,617.19
District Financial Analyst, Lead	C5-18	\$52.20 - \$70.01	\$9,082.08 - \$12,181.51
Executive Assistant, Business Services	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Executive Assistant, Educational Technology Services	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Executive Assistant, Human Resources and Equal Employment Opportunity	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Executive Assistant, Office of the President	C5-13	\$46.36 - \$61.98	\$8,067.25 - \$10,782.87
Human Resources Information Systems Analyst	C5-16	\$49.78 - \$65.20	\$8,661.34 - \$11,617.19
Human Resources Specialist, Classified and Management	C5-15	\$48.62 - \$65.20	\$8,458.34 - \$11,344.91
Human Resources Specialist, Faculty	C5-15	\$48.62 - \$65.20	\$8,458.34 - \$11,344.91
Human Resources Specialist, Recruitment and Classification	C5-15	\$48.62 - \$65.20	\$8,458.34 - \$11,344.91

Eff. Date	Sched	Grade	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly
7/1/25	C5	9	1	\$ 84,826.06	2	\$ 89,020.92	3	\$ 93,536.35	4	\$ 98,158.13	5	\$ 103,028.46	6	\$ 108,179.99	7	\$ 113,632.30
			1	\$ 7,068.84	2	\$ 7,418.41	3	\$ 7,794.70	4	\$ 8,179.85	5	\$ 8,585.71	6	\$ 9,015.00	7	\$ 9,469.36
			1	\$ 40.62	2	\$ 42.63	3	\$ 44.79	4	\$ 47.01	5	\$ 49.35	6	\$ 51.81	7	\$ 54.43
7/1/25	C5	10	1	\$ 88,416.26	2	\$ 92,860.34	3	\$ 97,518.00	4	\$ 102,459.18	5	\$ 107,579.10	6	\$ 112,957.79	7	\$ 118,650.87
			1	\$ 7,368.02	2	\$ 7,738.36	3	\$ 8,126.50	4	\$ 8,538.27	5	\$ 8,964.92	6	\$ 9,413.15	7	\$ 9,887.58
			1	\$ 42.34	2	\$ 44.48	3	\$ 46.70	4	\$ 49.07	5	\$ 51.52	6	\$ 54.10	7	\$ 56.83
7/1/25	C5	11	1	\$ 92,150.02	2	\$ 96,806.97	3	\$ 101,500.12	4	\$ 106,654.49	5	\$ 112,023.16	6	\$ 117,624.33	7	\$ 123,552.58
			1	\$ 7,679.17	2	\$ 8,067.25	3	\$ 8,458.34	4	\$ 8,887.87	5	\$ 9,335.26	6	\$ 9,802.03	7	\$ 10,296.04
			1	\$ 44.14	2	\$ 46.36	3	\$ 48.62	4	\$ 51.08	5	\$ 53.65	6	\$ 56.33	7	\$ 59.17
7/1/25	C5	12	1	\$ 94,496.43	2	\$ 99,046.36	3	\$ 104,023.72	4	\$ 109,285.51	5	\$ 114,583.11	6	\$ 120,311.96	7	\$ 126,375.71
			1	\$ 7,874.70	2	\$ 8,253.86	3	\$ 8,668.64	4	\$ 9,107.13	5	\$ 9,548.59	6	\$ 10,026.00	7	\$ 10,531.31
			1	\$ 45.26	2	\$ 47.43	3	\$ 49.82	4	\$ 52.34	5	\$ 54.88	6	\$ 57.62	7	\$ 60.52
7/1/25	C5	13	1	\$ 96,806.97	2	\$ 101,500.12	3	\$ 106,654.49	4	\$ 112,023.16	5	\$ 117,319.76	6	\$ 123,186.03	7	\$ 129,394.54
			1	\$ 8,067.25	2	\$ 8,458.34	3	\$ 8,887.87	4	\$ 9,335.26	5	\$ 9,776.65	6	\$ 10,265.51	7	\$ 10,782.87
			1	\$ 46.36	2	\$ 48.62	3	\$ 51.08	4	\$ 53.65	5	\$ 56.19	6	\$ 59.00	7	\$ 61.98
7/1/25	C5	14	1	\$ 99,046.36	2	\$ 104,023.72	3	\$ 109,285.51	4	\$ 114,583.11	5	\$ 120,413.04	6	\$ 126,433.61	7	\$ 132,805.82
			1	\$ 8,253.86	2	\$ 8,668.64	3	\$ 9,107.13	4	\$ 9,548.59	5	\$ 10,034.42	6	\$ 10,536.14	7	\$ 11,067.15
			1	\$ 47.43	2	\$ 49.82	3	\$ 52.34	4	\$ 54.88	5	\$ 57.67	6	\$ 60.55	7	\$ 63.60
7/1/25	C5	15	1	\$ 101,500.12	2	\$ 106,654.49	3	\$ 112,023.16	4	\$ 117,319.76	5	\$ 123,435.27	6	\$ 129,606.74	7	\$ 136,138.94
			1	\$ 8,458.34	2	\$ 8,887.87	3	\$ 9,335.26	4	\$ 9,776.65	5	\$ 10,286.27	6	\$ 10,800.56	7	\$ 11,344.91
			1	\$ 48.62	2	\$ 51.08	3	\$ 53.65	4	\$ 56.19	5	\$ 59.11	6	\$ 62.07	7	\$ 65.20
7/1/25	C5	16	1	\$ 103,936.12	2	\$ 109,214.14	3	\$ 114,711.67	4	\$ 120,135.63	5	\$ 126,397.77	6	\$ 132,717.43	7	\$ 139,406.36
			1	\$ 8,661.34	2	\$ 9,101.18	3	\$ 9,559.31	4	\$ 10,011.30	5	\$ 10,533.15	6	\$ 11,059.79	7	\$ 11,617.19
			1	\$ 49.78	2	\$ 52.30	3	\$ 54.94	4	\$ 57.54	5	\$ 60.53	6	\$ 63.56	7	\$ 66.76
7/1/25	C5	17	1	\$ 106,430.38	2	\$ 111,835.39	3	\$ 117,464.89	4	\$ 123,018.90	5	\$ 129,431.27	6	\$ 135,902.69	7	\$ 142,752.13
			1	\$ 8,869.20	2	\$ 9,319.62	3	\$ 9,788.74	4	\$ 10,251.58	5	\$ 10,785.94	6	\$ 11,325.22	7	\$ 11,896.02
			1	\$ 50.97	2	\$ 53.56	3	\$ 56.26	4	\$ 58.92	5	\$ 61.99	6	\$ 65.09	7	\$ 68.37
7/1/25	C5	18	1	\$ 108,984.89	2	\$ 114,519.45	3	\$ 120,283.97	4	\$ 125,971.32	5	\$ 132,537.64	6	\$ 139,164.27	7	\$ 146,178.18
			1	\$ 9,082.08	2	\$ 9,543.29	3	\$ 10,023.66	4	\$ 10,497.61	5	\$ 11,044.80	6	\$ 11,597.03	7	\$ 12,181.51
			1	\$ 52.20	2	\$ 54.85	3	\$ 57.61	4	\$ 60.33	5	\$ 63.48	6	\$ 66.65	7	\$ 70.01
7/1/25	C5	19	1	\$ 111,600.48	2	\$ 117,267.85	3	\$ 123,170.48	4	\$ 128,994.57	5	\$ 135,718.68	6	\$ 142,504.37	7	\$ 149,686.60
			1	\$ 9,300.05	2	\$ 9,772.32	3	\$ 10,264.21	4	\$ 10,749.54	5	\$ 11,309.89	6	\$ 11,875.36	7	\$ 12,473.89
			1	\$ 53.45	2	\$ 56.17	3	\$ 58.99	4	\$ 61.78	5	\$ 65.00	6	\$ 68.25	7	\$ 71.69
7/1/25	C5	20	1	\$ 114,390.53	2	\$ 120,110.05	3	\$ 126,115.51	4	\$ 132,421.29	5	\$ 139,042.31	6	\$ 145,994.50	7	\$ 153,294.21
			1	\$ 9,532.55	2	\$ 10,009.17	3	\$ 10,509.63	4	\$ 11,035.11	5	\$ 11,586.86	6	\$ 12,166.21	7	\$ 12,774.51
			1	\$ 54.79	2	\$ 57.53	3	\$ 60.40	4	\$ 63.42	5	\$ 66.59	6	\$ 69.92	7	\$ 73.42

"Longevity Award: Longevity increments are awarded to acknowledge continued service with the District. The monthly increments are cumulative (and subject to proration) and will be paid at the completion of the year as follows:"

Full-time Employees:	
Eighth Year	\$150 per month
Thirteenth Year	\$160 per month
Eighteenth Year	\$170 per month
Twenty-Third Year	\$190 per month
Max	\$8,040 per year

"Professional Growth Award: \$1,080 per year for employees who meet the requirements of the award. Maximum of \$12,960."