

Title	: Classified Professional and Operational Support Staff and Classified Executive/Administrative/Management Pay Grade Table	
Number	:	4300.02
Approved	:	05/08/25
Last Reviewed:		05/08/25
Reference	: Federal Regulation 29 CFR 553; GCCCD 4010.00	

GRAHAM COUNTY COMMUNITY COLLEGE DISTRICT
CLASSIFIED PROFESSIONAL AND OPERATIONAL SUPPORT STAFF AND
CLASSIFIED EXECUTIVE/ADMINISTRATIVE/MANAGEMENT
PAY GRADE TABLE
(2025-2026)

Attached hereto is the 2025-2026 Classified Professional and Operational Support Staff and Executive/Administrative/Management Pay Grade Table.

The Classified Professional and Operational Support Staff positions are normally classified as non-exempt for purposes of application of the Fair Labor Standards Act regarding overtime and compensatory time.

The Classified Executive/Administrative/Management positions are classified as exempt for purposes of application of the Fair Labor Standards Act regarding overtime and compensatory time.



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EASTERN ARIZONA COLLEGE - PAY GRADE TABLE		Minimum	Midpoint	Maximum
Classified Professional and Operational Support Staff, non-exempt positions				
Grade - 1	Hourly	\$15.85	\$17.83	\$19.81
POSITIONS:	Annualized	\$32,970	\$37,091	\$41,212
Campus Store Cashier Department Clerk	Mailroom Clerk MPR Clerk/Ticket Sales			
Grade - 2	Hourly	\$16.64	\$18.72	\$20.80
POSITIONS:	Annualized	\$34,618	\$38,945	\$43,273
Custodian Food Service Worker	Pool Cleaner Summer Camp Assistant			
Grade - 3	Hourly	\$17.48	\$19.66	\$21.84
POSITIONS:	Annualized	\$36,349	\$40,893	\$45,436
Accounts Receivable Clerk Costumer Department Assistant Evaluation Assistant Helpdesk Support Technician	Lead Mail Room Clerk Maintenance Groundskeeper Maintenance Worker SBDC Program Assistant Van/Field Trip Driver			
Grade - 4	Hourly	\$19.22	\$21.63	\$24.03
POSITIONS:	Annualized	\$39,984	\$44,982	\$49,980
Activities Center Technician Accounts Payable Clerk Evaluation Tech Evaluator/Graduation Tech Financial Aid Advisor	Fine Arts Technician Lead Custodian Lead Food Service Worker Lead Groundskeeper Library Technician Records Technician			
Grade - 5	Hourly	\$20.69	\$23.79	\$26.89
POSITIONS:	Annualized	\$43,026	\$49,480	\$55,934
Administrative Assistant Allied Health Clinical Administrative Assistant IT Support Technician Maintenance Technician	Security Officer Sports Information Technician Van/Field Trip Driver (CDL)			
Grade - 6	Hourly	\$22.27	\$26.17	\$30.06
POSITIONS:	Annualized	\$46,321.84	\$54,428.17	\$62,534.49
Accounting Specialist Accounts Receivable Specialist Degree Audit Specialist Department Specialist Evaluation Specialist	Financial Aid Analyst Financial Aid/VA Specialist IT Support Specialist Records Technician Specialist Marketing Specialist/Lead Ticket Sales			
Grade - 7	Hourly	\$24.50	\$28.78	\$33.07
POSITIONS:	Annualized	\$50,954.03	\$59,870.98	\$68,787.94
Custodial Supervisor Department Specialist Employment Specialist/Benefits Employment Specialist/Recruitment Institutional Research Specialist	Grants Specialist Grounds Supervisor Maintenance Painter Maintenance Service Technician Payroll Specialist System or Network Technician			
Grade - 8	Hourly	\$26.87	\$32.24	\$37.61
POSITIONS:	Annualized	\$55,879.58	\$67,055.50	\$78,231.42
HVAC/Electrical Technician Maintenance Carpenter	Police Officer SBDC Business Counselor			



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Grade - 9	Hourly	\$30.09	\$36.11	\$42.12
POSITIONS:	Annualized	\$62,585.13	\$75,102.16	\$87,619.19
General Maintenance Supervisor	HVAC/Electrical Supervisor			
NON CLASSIFIED POSITIONS - Paid at minimum wage unless otherwise specified				
Advance Team Assistant (Academic Advising)	Residence Hall Staff Substitutes (school breaks)			
Tutor \$17.00 per hour	Student Life-Seasonal/Special Event/Assistant			
MGIO Tour Driver	(Life guards, Intramural, Monster Pit, etc.)			
Fine Arts (various positions)	Head Lifeguard \$16.70			
Accompanist - \$18.15-\$22.75 per hour	Intramural Coordinator \$17.22			
Athletics - NC Minimum wage positions		Athletics - Other NC positions		
Wellness Center Aide	Game Help (Live Stream)	\$35-\$45 per hour		
Sports Camp Assistant	Game Help (Lines, Stats, Announcer, Clock, VB, BB)	\$22.50 per hour (2 hour minimum guaranteed)		
Game Help (Concessions/Ball Retrievers)	PT Assistant Coach \$500-\$5000 per sport			
PT Assistant Coach	PT Head Coach	\$25,000 per year		
Classified Executive/Administrative/Management, exempt positions				
EASTERN ARIZONA COLLEGE - PAY GRADE TABLE				
		Minimum	Midpoint	Maximum
Grade - 10	Hourly	\$28.20	\$32.43	\$36.66
POSITIONS:	Annualized	\$58,656.00	\$67,454.40	\$76,252.80
Assistant Coach	Lee Little Theatre Technician			
Athletic Trainer	Manager of Food Services			
Facilitator of Dual Enrollment	Recruitment Manager			
Facilitator of Student Learning Center	Residence Life Administrator			
	Student Life Administrator			
Grade - 11	Hourly	\$29.61	\$34.05	\$38.49
POSITIONS:	Annualized	\$61,588.80	\$70,827.12	\$80,065.44
Academic Advisor	Institutional Research Analyst			
Assistant Director - Admissions & Registration	Manager of Campus Store			
Assistant Director - Financial Aid	Manager of Purchasing			
Associate Director of Food Services	TRACC Career Pathways Coordinator			
Executive Assistant; Vice President	TRACC Student Success Advisor			
FAA Technical Supervisor	Web Content Facilitator			
	Wellness Center/Game Help Supervisor			
Grade - 12	Hourly	\$33.33	\$39.16	\$44.99
POSITIONS:	Annualized	\$69,320.16	\$81,451.19	\$93,582.22
Associate Director of Enrollment Management	Head Coach			
Associate Director of Maintenance	President & District Governing Board Assistant			
Associate Director of MPR	Prison Program Coordinator			
Campus Police Supervisor	Program Director of SBDC			
CDL Coordinator	Project Director of GEAR UP			
Clinical Nursing Coordinator	Senior IT Support Technician			
	TRACC Grant & CSC Program Director			
Grade - 13	Hourly	\$36.76	\$45.03	\$53.30
POSITIONS:	Annualized	\$76,464.38	\$93,668.87	\$110,873.35
Allied Health Clinical Coordinator	Director of Financial Aid & Veteran Services			
Associate Director of Auxiliary Enterprises & Bursar	Director of Food Services			
Associate Director of Institutional Research	Director of Grants			
Director of Academic Advising	Director of Library Services			
Director of Admissions & Registration	Director of Maintenance			
Director of Athletics	Director of Residence Life			
Director of Center for Teaching & Learning	Senior Information Security Analyst			
Director of Discovery Park	Senior Network or Systems Administrator			
Director of EMS Programs	Software Engineer			
Director of Enrollment Management				



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		Minimum	Midpoint	Maximum
Grade - 14	Hourly	\$42.28	\$51.79	\$61.30
POSITIONS:	Annualized	\$87,934.04	\$107,719.20	\$127,504.35
Associate Director/Assistant Controller	Director of Fine Arts			
Director of Accreditation and Effectiveness	Director of Marketing & Public Relations			
Director of Enterprise Risk Management	Director of Radiologic Technology Program			
Director of Facility Planning & Construction	Director of Support Services & Learning Technology			
Grade - 15	Hourly	\$48.62	\$59.56	\$70.50
POSITIONS:	Annualized	\$101,124.14	\$123,877.08	\$146,630.01
Dean	Director of Nursing			
Director of Budgets & Purchasing				
Grade - 16	Hourly	\$54.79	\$68.49	\$82.19
POSITIONS:	Annualized	\$113,966.91	\$142,458.64	\$170,950.36
Director of Fiscal Control/Controller	Director of Human Resources			
Director of Enterprise/Application Services				
Grade - 17	Hourly	\$63.01	\$78.76	\$94.52
POSITIONS:	Annualized	\$131,061.95	\$163,827.43	\$196,592.92
Chief Information Officer	Chief Government Relations Officer			
Grade - 18	Hourly	\$72.46	\$90.58	\$108.69
POSITIONS:	Annualized	\$150,721.24	\$188,401.55	\$226,081.86
Vice President of Academic and Student Affairs	Vice President of Administration/Chief Business Officer			

