

Title	: Classified Professional and Operational Support Staff and Classified Executive/Administrative/Management Pay Grade Table	
Number	:	4300.02
Approved	:	05/07/26
Last Reviewed:		05/07/26
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
(2026-2027)

Attached hereto is the 2026-2027 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.



Title	: Classified Professional and Operational Support Staff and Classified Executive/Administrative/Management Pay Grade Table	
Number	:	4300.02
Approved	:	05/07/26
Last Reviewed:		05/07/26
Reference	: Federal Regulation 29 CFR 553; GCCCD 4010.00	

EASTERN ARIZONA COLLEGE - PAY GRADE TABLE		Minimum	Midpoint	Maximum
Classified Professional and Operational Support Staff, non-exempt positions				
Grade - 1	Hourly	\$16.15	\$18.17	\$20.19
POSITIONS:	Annualized	\$33,593	\$37,792	\$41,991
Campus Store Cashier	Mailroom Clerk			
Department Clerk	MPR Clerk/Ticket Sales			
Grade - 2	Hourly	\$16.96	\$19.08	\$21.20
POSITIONS:	Annualized	\$35,272	\$39,681	\$44,091
Custodian	Pool Cleaner			
Food Service Worker	Summer Camp Assistant			
Grade - 3	Hourly	\$17.81	\$20.03	\$22.26
POSITIONS:	Annualized	\$37,036	\$41,666	\$46,295
Accounts Receivable Clerk	Lead Food Service Worker Assistant			
Costumer	Lead Mail Room Clerk			
Department Assistant	Maintenance Groundskeeper			
Evaluation Assistant	Maintenance Worker			
Helpdesk Support Technician	Van/Field Trip Driver			
Grade - 4	Hourly	\$19.59	\$22.03	\$24.48
POSITIONS:	Annualized	\$40,740	\$45,832	\$50,925
Activities Center Technician	Lead Custodian			
Accounts Payable Clerk	Lead Food Service Worker			
Evaluation Tech	Lead Groundskeeper			
Fine Arts Technician	Library Technician			
Grade - 5	Hourly	\$21.08	\$24.24	\$27.40
POSITIONS:	Annualized	\$43,839	\$50,415	\$56,991
Administrative Assistant	Security Officer			
Financial Aid Advisor	Sports Information Technician			
IT Support Technician	Van/Field Trip Driver (CDL)			
Maintenance Technician	Records Technician			
Grade - 6	Hourly	\$22.69	\$26.66	\$30.63
POSITIONS:	Annualized	\$47,197.33	\$55,456.86	\$63,716.39
Accounting Specialist	Records Specialist			
Department Specialist	Marketing Specialist/Lead Ticket Sales			
IT Support Specialist				
Grade - 7	Hourly	\$24.96	\$29.33	\$33.70
POSITIONS:	Annualized	\$51,917.06	\$61,002.54	\$70,088.03
Custodial Supervisor	Grounds Supervisor			
Employment Specialist/Recruitment	Maintenance Painter			
Grants Specialist	Maintenance Service Technician			
Institutional Research Specialist	Payroll Specialist			
Degree Audit Specialist	System or Network Technician			
Accounts Receivable Specialist	Financial Aid/VA Specialist			
Evaluator/Graduation Specialist	Financial Aid Analyst			



Title : Classified Professional and Operational Support Staff and Classified Executive/Administrative/Management Pay Grade Table

Number :

4300.02

Approved :

05/07/26

Last Reviewed:

05/07/26

Reference : Federal Regulation 29 CFR 553; GCCCD 4010.00

Grade - 8	Hourly	\$27.37	\$32.85	\$38.32
POSITIONS:	Annualized	\$56,935.71	\$68,322.85	\$79,709.99
HVAC/Electrical Technician	Police Officer			
Maintenance Carpenter	SBDC Business Counselor			
Grade - 9	Hourly	\$30.66	\$36.79	\$42.92
POSITIONS:	Annualized	\$63,767.99	\$76,521.59	\$89,275.19
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 Head Coach	\$25,000 per year		
Classified Executive/Administrative/Management, & other exempt positions				
EASTERN ARIZONA COLLEGE - PAY GRADE TABLE/Mgmt & OE		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			
HR Generalist	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	Network or Systems Administrator			
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	Digital Media Manager			
Institutional Research Analyst	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			
Allied Health Clinical Coordinator	TRACC Grant & CSC Program Director			



Title	: Classified Professional and Operational Support Staff and Classified Executive/Administrative/Management Pay Grade Table	
Number	:	4300.02
Approved	:	05/07/26
Last Reviewed:		05/07/26
Reference	: Federal Regulation 29 CFR 553; GCCCD 4010.00	

Grade - 13	Hourly	\$36.76	\$45.03	\$53.30
POSITIONS:	Annualized	\$76,464.38	\$93,668.87	\$110,873.35
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 Prison Educational Programs			
Director of Discovery Park	Director of Residence Life			
Director of EMS Programs	Director of Surgical Technology Program			
Director of Enrollment Management	Senior Information Security Analyst			
Director of Cosmetology	Senior Network or Systems Administrator			
Director of Financial Aid & Veteran Services				
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 Marketing & Public Relations			
Director of Accreditation and Effectiveness	Director of Nursing			
Director of Enterprise Risk Management	Director of Radiologic Technology Program			
Director of Facility Planning & Construction	Director of IT Support Services & Learning Technology			
Director of Fine Arts	Director of Clinical Education			
Director of Center for Teaching & Learning				
EASTERN ARIZONA COLLEGE - PAY GRADE TABLE/Administrative		Minimum	Midpoint	Maximum
Grade - 15	Hourly	\$48.62	\$59.56	\$70.50
POSITIONS:	Annualized	\$101,124.14	\$123,877.08	\$146,630.01
Dean	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			
EASTERN ARIZONA COLLEGE - PAY GRADE TABLE/Executive		Minimum	Midpoint	Maximum
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			

