

Appendix A-1 NON-FACULTY SALARY GRADES

2026-2027 Executive, Management, and Administrative Support Staff Salary Grades (Exempt)

GRADE	POSITION TITLE (or other similar position titles)
32	Vice President of Student Learning and Academic Affairs Vice President of Student Affairs
28	Chief Financial Officer Director of Economic Development Council
26	Executive Director of Advancement and TBCC Foundation Executive Director of Facilities and Safety Executive Director of Information Technology
25	Dean (All)
23	Director of Institutional Effectiveness Director Small Business Development Center
22	Director of Library and Learning Services
20	Director of Opportunity Programs Director of Student Success Registrar
18	CDL Coordinator/Instructor Marketing Coordinator
17	Business Office Coordinator College and Career Foundations Coordinator Community/Continuing Education Coordinator Executive Assistant to President and Board Facilities Coordinator Healthcare Program Coordinator Information Technology Coordinator Instructional Design and e-Learning Coordinator Payroll and Benefits Coordinator

2026-2027 Professional Support Staff Salary Grades (Non-Exempt)

GRADE	POSITION TITLE (or other similar position titles)
15	Business Office Generalist AP/AR Engagement Advisor Financial Aid Advisor Instructional Support Specialist IT Support Specialist Resource Navigator Student Success Coach Testing and Tutoring Specialist
13	Business Office Clerk Reception and General Support Specialist SBDC/EDC Office Support Specialist