

**MT. SAN ANTONIO COLLEGE**

**SALARY SCHEDULE OF ASSIGNMENTS FOR MANAGEMENT EMPLOYEES**

Effective July 1, 2023

**Monthly & Annual Rates**

<b>Range</b>	<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Range</b>
<b>4</b>	<b>Range 4 Monthly Salary</b>	<b>6,878.00</b>	<b>7,084.33</b>	<b>7,296.83</b>	<b>7,515.75</b>	<b>7,741.25</b>	<b>7,973.50</b>	<b>4</b>
	<b>Range 4 Annual Salary</b>	<b>82,536.00</b>	<b>85,012.00</b>	<b>87,562.00</b>	<b>90,189.00</b>	<b>92,895.00</b>	<b>95,682.00</b>	
No Job Classification Assigned								
<b>5</b>	<b>Range 5 Monthly Salary</b>	<b>7,395.00</b>	<b>7,616.83</b>	<b>7,845.33</b>	<b>8,080.67</b>	<b>8,323.08</b>	<b>8,572.75</b>	<b>5</b>
	<b>Range 5 Annual Salary</b>	<b>88,740.00</b>	<b>91,402.00</b>	<b>94,144.00</b>	<b>96,968.00</b>	<b>99,877.00</b>	<b>102,873.00</b>	
No Job Classification Assigned								
<b>6</b>	<b>Range 6 Monthly Salary</b>	<b>7,910.00</b>	<b>8,147.33</b>	<b>8,391.75</b>	<b>8,643.50</b>	<b>8,902.83</b>	<b>9,169.92</b>	<b>6</b>
	<b>Range 6 Annual Salary</b>	<b>94,920.00</b>	<b>97,768.00</b>	<b>100,701.00</b>	<b>103,722.00</b>	<b>106,834.00</b>	<b>110,039.00</b>	
Assistant Director, Center of Excellence Assistant Director, Child Development Center Assistant Director, Writing Center								
<b>7</b>	<b>Range 7 Monthly Salary</b>	<b>8,442.00</b>	<b>8,695.25</b>	<b>8,956.08</b>	<b>9,224.75</b>	<b>9,501.50</b>	<b>9,786.58</b>	<b>7</b>
	<b>Range 7 Annual Salary</b>	<b>101,304.00</b>	<b>104,343.00</b>	<b>107,473.00</b>	<b>110,697.00</b>	<b>114,018.00</b>	<b>117,439.00</b>	
Manager, SCE Testing Center Manager, Tutorial Services								
<b>8</b>	<b>Range 8 Monthly Salary</b>	<b>8,960.00</b>	<b>9,228.83</b>	<b>9,505.67</b>	<b>9,790.83</b>	<b>10,084.58</b>	<b>10,387.08</b>	<b>8</b>
	<b>Range 8 Annual Salary</b>	<b>107,520.00</b>	<b>110,746.00</b>	<b>114,068.00</b>	<b>117,490.00</b>	<b>121,015.00</b>	<b>124,645.00</b>	
Manager, Environmental Safety and Emergency Services Manager, Facilities Projects								
<b>9</b>	<b>Range 9 Monthly Salary</b>	<b>9,471.00</b>	<b>9,755.17</b>	<b>10,047.83</b>	<b>10,349.25</b>	<b>10,659.75</b>	<b>10,979.58</b>	<b>9</b>
	<b>Range 9 Annual Salary</b>	<b>113,652.00</b>	<b>117,062.00</b>	<b>120,574.00</b>	<b>124,191.00</b>	<b>127,917.00</b>	<b>131,755.00</b>	
Assistant Director, Community and Contract Education Assistant Director, Student Life Director, AANAPISI Director, Basic Needs Resources Director, Grounds and Transportation Director, Rising Scholars Director, Special Program Manager, Academic Support Coordination Manager, Exercise Science/Wellness Center Manager, Financial Aid and Special Programs Manager, Maintenance and Operations Manager, Recruitment and Employment Services Manager, Student Services								
<b>10</b>	<b>Range 10 Monthly Salary</b>	<b>9,997.00</b>	<b>10,296.92</b>	<b>10,605.83</b>	<b>10,924.00</b>	<b>11,251.75</b>	<b>11,589.33</b>	<b>10</b>
	<b>Range 10 Annual Salary</b>	<b>119,964.00</b>	<b>123,563.00</b>	<b>127,270.00</b>	<b>131,088.00</b>	<b>135,021.00</b>	<b>139,072.00</b>	
Assistant Director, Adult Basic Education Director, Writing Center Manager, English as a Second Language Instructional Support Manager, Facilities Support Services Manager, Farm Manager, Planetarium and Astronomy Observatory Center Sergeant, Police and Campus Safety								
<b>11</b>	<b>Range 11 Monthly Salary</b>	<b>10,514.00</b>	<b>10,829.42</b>	<b>11,154.33</b>	<b>11,489.00</b>	<b>11,833.67</b>	<b>12,188.67</b>	<b>11</b>
	<b>Range 11 Annual Salary</b>	<b>126,168.00</b>	<b>129,953.00</b>	<b>133,852.00</b>	<b>137,868.00</b>	<b>142,004.00</b>	<b>146,264.00</b>	
Director, CalWORKs Director, Child Development Center								
<b>12</b>	<b>Range 12 Monthly Salary</b>	<b>11,033.00</b>	<b>11,364.00</b>	<b>11,704.92</b>	<b>12,056.08</b>	<b>12,417.75</b>	<b>12,790.25</b>	<b>12</b>
	<b>Range 12 Annual Salary</b>	<b>132,396.00</b>	<b>136,368.00</b>	<b>140,459.00</b>	<b>144,673.00</b>	<b>149,013.00</b>	<b>153,483.00</b>	
No Job Classification Assigned								

<b>Range</b>	<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Range</b>
	<b>Range 13 Monthly Salary</b>	<b>11,549.00</b>	<b>11,895.50</b>	<b>12,252.33</b>	<b>12,619.92</b>	<b>12,998.50</b>	<b>13,388.42</b>	
<b>13</b>	<b>Range 13 Annual Salary</b>	<b>138,588.00</b>	<b>142,746.00</b>	<b>147,028.00</b>	<b>151,439.00</b>	<b>155,982.00</b>	<b>160,661.00</b>	<b>13</b>
	Assistant Director, Admissions and Records Assistant Director, Behavioral Health Services Assistant Director, Capital Construction Programs Assistant Director, EOPS/CARE and CalWORKs Assistant Director, Facilities Planning and Management Assistant Director, Financial Aid Assistant Director, Grant Development and Administration Assistant Director, NextUp/Guardian Scholars Assistant Director, Professional and Organizational Development Assistant Director, Public Safety Programs Director, Career Center Director, Center for Black Culture and Student Success Director, Center of Excellence Director, Deaf and Hard of Hearing Services Director, El Centro Director, International Students Director, Mathematics, Engineering, Science Achievement (MESA) Director, Outreach and Entry Services Director, Promise+Plus Director, Title V Grant Director, Transfer Center Director, TRiO Programs Manager, Noncredit Workforce							
	<b>Range 14 Monthly Salary</b>	<b>12,056.00</b>	<b>12,417.67</b>	<b>12,790.17</b>	<b>13,173.83</b>	<b>13,569.08</b>	<b>13,976.17</b>	
<b>14</b>	<b>Range 14 Annual Salary</b>	<b>144,672.00</b>	<b>149,012.00</b>	<b>153,482.00</b>	<b>158,086.00</b>	<b>162,829.00</b>	<b>167,714.00</b>	<b>14</b>
	Director, Athletics Special Events Director, Development and Alumni Relations Director, Public Affairs Manager, Broadcast Services Manager, Construction Projects Manager, Regional Adult Education Consortium							
	<b>Range 15 Monthly Salary</b>	<b>12,579.00</b>	<b>12,956.33</b>	<b>13,345.00</b>	<b>13,745.33</b>	<b>14,157.67</b>	<b>14,582.42</b>	
<b>15</b>	<b>Range 15 Annual Salary</b>	<b>150,948.00</b>	<b>155,476.00</b>	<b>160,140.00</b>	<b>164,944.00</b>	<b>169,892.00</b>	<b>174,989.00</b>	<b>15</b>
	Assistant Director, Maintenance and Operations Director, Accessibility Resource Centers for Students (ACCESS) Director, Accounting Director, Adult Basic Education Director, Budget and Financial Programs Director, Community and Contract Education Director, Distance Learning and Instructional Technology Director, Dual Enrollment Director, Education for Older Adults and Adults with Disabilities Programs Director, English as a Second Language and Intercultural Programs Director, Fiscal Resources Director, Grants Director, Honors Program Director, Learning Assistance Center Director, Off Campus High School Program Director, Payroll Director, Professional and Organizational Development Director, Short-Term Vocational Programs Director, Student Health Services Director, Student Life Director, Systems and Operations, School of Continuing Education Executive Director, Development Lieutenant, Police and Campus Safety Senior Facilities Planner							

<b>Range</b>	<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Range</b>
	<b>Range 16 Monthly Salary</b>	13,112.00	13,505.33	13,910.50	14,327.83	14,757.67	15,200.42	16
<b>16</b>	<b>Range 16 Annual Salary</b>	157,344.00	162,064.00	166,926.00	171,934.00	177,092.00	182,405.00	
	Assistant Director, Academic Technology Assistant Director, Audio Visual Services Assistant Director, Technical Support							
	<b>Range 17 Monthly Salary</b>	13,624.00	14,032.75	14,453.75	14,887.33	15,333.92	15,793.92	17
<b>17</b>	<b>Range 17 Annual Salary</b>	163,488.00	168,393.00	173,445.00	178,648.00	184,007.00	189,527.00	
	Assistant Director, Enterprise Application Systems Assistant Director, Technical Services Assistant Director, Information Security Assistant Director, Web and Portal Services Director, Admissions and Records Director, Civil Infrastructure and Energy Management Director, EOPS/CARE CalWORKs and NextUp/Guardian Scholars Director, Equal Employment Opportunity (EEO), Title IX, and Leaves Administration Director, Information Technology Project Implementation/Fiscal Integration Director, Public Safety Programs Director, Purchasing, Printing, and Mail Services Director, Safety and Risk Management Senior Manager, Construction Projects							
	<b>Range 18 Monthly Salary</b>	14,142.00	14,566.25	15,003.25	15,453.33	15,916.92	16,235.25	18
<b>18</b>	<b>Range 18 Annual Salary</b>	169,704.00	174,795.00	180,039.00	185,440.00	191,003.00	194,823.00	
	No Job Classification Assigned							
	<b>Range 19 Monthly Salary</b>	14,671.00	15,111.17	15,564.50	16,031.42	16,512.33	16,842.58	19
<b>19</b>	<b>Range 19 Annual Salary</b>	176,052.00	181,334.00	186,774.00	192,377.00	198,148.00	202,111.00	
	Associate Dean, Arts Associate Dean, Business Associate Dean, Career Education and Strong Workforce Associate Dean, Continuing Education Programs and Services Associate Dean, Counseling Associate Dean, Dual Enrollment Associate Dean, Humanities and Social Sciences Associate Dean, Instruction Associate Dean, Kinesiology, Athletics and Dance Associate Dean, Library and Learning Resources Associate Dean, Natural Sciences Associate Dean, Student Engagement Associate Dean, Student Success and Equity Associate Dean, Technology and Health Chief, Police and Campus Safety Director, Financial Aid Director, Library Director, Marketing and Communication Director, Office of the President/CEO and Board of Trustees Director, Research and Institutional Effectiveness Senior Director, Labor Relations and Employee Services Senior Director, Maintenance and Operations							
	<b>Range 20 Monthly Salary</b>	15,173.00	15,628.17	16,097.00	16,579.92	17,077.33	17,418.92	20
<b>20</b>	<b>Range 20 Annual Salary</b>	182,076.00	187,538.00	193,164.00	198,959.00	204,928.00	209,027.00	
	Director, Academic Computing and Infrastructure Director, Academic Technology Director, Enterprise Application Systems Director, Infrastructure and Data Security							

<b>Range</b>	<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Range</b>
	<b>Range 21 Monthly Salary</b>	15,699.00	16,170.00	16,655.08	17,154.75	17,669.42	18,022.83	21
<b>21</b>	<b>Range 21 Annual Salary</b>	188,388.00	194,040.00	199,861.00	205,857.00	212,033.00	216,274.00	
	Dean, ACCESS and Wellness Dean, Arts Dean, Business Dean, Continuing Education and Workforce Development Dean, Continuing Education Programs and Services Dean, Counseling Dean, Enrollment Management Dean, Humanities and Social Sciences Dean, Instruction Dean, Kinesiology, Athletics, and Dance Dean, Library, Learning Resources, and Distance Learning Dean, Natural Sciences Dean, Student Services Dean, Technology and Health Director, Technical Services							
	<b>Range 22 Monthly Salary</b>	16,218.00	16,704.50	17,205.67	17,721.83	18,253.50	18,618.58	22
<b>22</b>	<b>Range 22 Annual Salary</b>	194,616.00	200,454.00	206,468.00	212,662.00	219,042.00	223,423.00	
	Executive Director, Facilities Planning and Management							
	<b>Range 23 Monthly Salary</b>	16,733.00	17,235.00	17,752.08	18,284.67	18,833.17	19,209.83	23
<b>23</b>	<b>Range 23 Annual Salary</b>	200,796.00	206,820.00	213,025.00	219,416.00	225,998.00	230,518.00	
	Chief Compliance and Budget Officer Chief Fiscal Services Officer Deputy Chief, Technology Officer							
	<b>Range 24 Monthly Salary</b>	17,966.25	18,231.75	18,505.58	18,778.33	19,044.83	19,423.83	24
<b>24</b>	<b>Range 24 Annual Salary</b>	215,595.00	218,781.00	222,067.00	225,340.00	228,538.00	233,086.00	
	No Job Classification Assigned							
	<b>Range 25 Monthly Salary</b>	18,505.58	18,778.33	19,044.83	19,323.83	19,593.50	19,979.75	25
<b>25</b>	<b>Range 25 Annual Salary</b>	222,067.00	225,340.00	228,538.00	231,886.00	235,122.00	239,757.00	
	No Job Classification Assigned							
	<b>Range 26 Monthly Salary</b>	19,044.83	19,323.83	19,593.50	19,852.75	20,124.50	20,524.25	26
<b>26</b>	<b>Range 26 Annual Salary</b>	228,538.00	231,886.00	235,122.00	238,233.00	241,494.00	246,291.00	
	No Job Classification Assigned							
	<b>Range 27 Monthly Salary</b>	19,593.50	19,852.75	20,124.50	20,398.25	20,665.83	21,075.00	27
<b>27</b>	<b>Range 27 Annual Salary</b>	235,122.00	238,233.00	241,494.00	244,779.00	247,990.00	252,900.00	
	Associate Vice President, Administrative Services Associate Vice President, Human Resources Associate Vice President, Instruction Associate Vice President, School of Continuing Education Associate Vice President, Student Services Chief Technology Officer							
	<b>Range 28 Monthly Salary</b>	20,124.50	20,398.25	20,665.83	20,941.75	21,205.08	21,627.83	28
<b>28</b>	<b>Range 28 Annual Salary</b>	241,494.00	244,779.00	247,990.00	251,301.00	254,461.00	259,534.00	
	No Job Classification Assigned							
	<b>Range 29 Monthly Salary</b>	20,665.83	20,941.75	21,205.08	21,477.92	21,743.33	22,174.42	29
<b>29</b>	<b>Range 29 Annual Salary</b>	247,990.00	251,301.00	254,461.00	257,735.00	260,920.00	266,093.00	
	No Job Classification Assigned							
	<b>Range 30 Monthly Salary</b>	21,205.08	21,607.00	22,021.33	22,419.08	22,826.08	23,277.92	30
<b>30</b>	<b>Range 30 Annual Salary</b>	254,461.00	259,284.00	264,256.00	269,029.00	273,913.00	279,335.00	
	No Job Classification Assigned							

**DOCTORAL STIPEND:**  
\$3,998.00 annually

**LONGEVITY:**  
After 10 years = 3.5% above base  
After 15 years = An additional 5% (compounded as 8.68% above base salary)  
After 20 years = An additional 3.5% (compounded as 12.48% above base salary)  
After 25 years = An additional 3.5% (compounded as 16.42% above base salary)  
After 30 years = An additional 3.5% (compounded as 20.49% above base salary)  
After 35 years = An additional 3.5% (compounded as 24.71% above base salary)

**Board Approved March 13, 2024**  
Updated 07.17.2024