

**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>
4	Range 4 Monthly Salary	6,878.00	7,084.33	7,296.83	7,515.75	7,741.25	7,973.50	4
	Range 4 Annual Salary	82,536.00	85,012.00	87,562.00	90,189.00	92,895.00	95,682.00	
No Job Classification Assigned								
5	Range 5 Monthly Salary	7,395.00	7,616.83	7,845.33	8,080.67	8,323.08	8,572.75	5
	Range 5 Annual Salary	88,740.00	91,402.00	94,144.00	96,968.00	99,877.00	102,873.00	
No Job Classification Assigned								
6	Range 6 Monthly Salary	7,910.00	8,147.33	8,391.75	8,643.50	8,902.83	9,169.92	6
	Range 6 Annual Salary	94,920.00	97,768.00	100,701.00	103,722.00	106,834.00	110,039.00	
Assistant Director, Center of Excellence Assistant Director, Child Development Center Assistant Director, Writing Center								
7	Range 7 Monthly Salary	8,442.00	8,695.25	8,956.08	9,224.75	9,501.50	9,786.58	7
	Range 7 Annual Salary	101,304.00	104,343.00	107,473.00	110,697.00	114,018.00	117,439.00	
Manager, SCE Testing Center Manager, Tutorial Services								
8	Range 8 Monthly Salary	8,960.00	9,228.83	9,505.67	9,790.83	10,084.58	10,387.08	8
	Range 8 Annual Salary	107,520.00	110,746.00	114,068.00	117,490.00	121,015.00	124,645.00	
Manager, Environmental Safety and Emergency Services Manager, Facilities Projects								
9	Range 9 Monthly Salary	9,471.00	9,755.17	10,047.83	10,349.25	10,659.75	10,979.58	9
	Range 9 Annual Salary	113,652.00	117,062.00	120,574.00	124,191.00	127,917.00	131,755.00	
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								
10	Range 10 Monthly Salary	9,997.00	10,296.92	10,605.83	10,924.00	11,251.75	11,589.33	10
	Range 10 Annual Salary	119,964.00	123,563.00	127,270.00	131,088.00	135,021.00	139,072.00	
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								
11	Range 11 Monthly Salary	10,514.00	10,829.42	11,154.33	11,489.00	11,833.67	12,188.67	11
	Range 11 Annual Salary	126,168.00	129,953.00	133,852.00	137,868.00	142,004.00	146,264.00	
Director, CalWORKs Director, Child Development Center								
12	Range 12 Monthly Salary	11,033.00	11,364.00	11,704.92	12,056.08	12,417.75	12,790.25	12
	Range 12 Annual Salary	132,396.00	136,368.00	140,459.00	144,673.00	149,013.00	153,483.00	
No Job Classification Assigned								

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<b>13</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>	
	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, 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>14</b>	<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>	
	Director, Athletics Special Events							
	Director, Development and Alumni Relations							
	Director, Public Affairs							
	Manager, Broadcast Services							
	Manager, Construction Projects							
	Manager, Regional Adult Education Consortium							
<b>15</b>	<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>	
	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							

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	<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
16	<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
17	<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, 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
18	<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
19	<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
20	<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							

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
21	Range 21 Monthly Salary	15,699.00	16,170.00	16,655.08	17,154.75	17,669.42	18,022.83	21
	Range 21 Annual Salary	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							
22	Range 22 Monthly Salary	16,218.00	16,704.50	17,205.67	17,721.83	18,253.50	18,618.58	22
	Range 22 Annual Salary	194,616.00	200,454.00	206,468.00	212,662.00	219,042.00	223,423.00	
	Executive Director, Facilities Planning and Management							
23	Range 23 Monthly Salary	16,733.00	17,235.00	17,752.08	18,284.67	18,833.17	19,209.83	23
	Range 23 Annual Salary	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							
24	Range 24 Monthly Salary	17,966.25	18,231.75	18,505.58	18,778.33	19,044.83	19,423.83	24
	Range 24 Annual Salary	215,595.00	218,781.00	222,067.00	225,340.00	228,538.00	233,086.00	
	No Job Classification Assigned							
25	Range 25 Monthly Salary	18,505.58	18,778.33	19,044.83	19,323.83	19,593.50	19,979.75	25
	Range 25 Annual Salary	222,067.00	225,340.00	228,538.00	231,886.00	235,122.00	239,757.00	
	No Job Classification Assigned							
26	Range 26 Monthly Salary	19,044.83	19,323.83	19,593.50	19,852.75	20,124.50	20,524.25	26
	Range 26 Annual Salary	228,538.00	231,886.00	235,122.00	238,233.00	241,494.00	246,291.00	
	No Job Classification Assigned							
27	Range 27 Monthly Salary	19,593.50	19,852.75	20,124.50	20,398.25	20,665.83	21,075.00	27
	Range 27 Annual Salary	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							
28	Range 28 Monthly Salary	20,124.50	20,398.25	20,665.83	20,941.75	21,205.08	21,627.83	28
	Range 28 Annual Salary	241,494.00	244,779.00	247,990.00	251,301.00	254,461.00	259,534.00	
	No Job Classification Assigned							
29	Range 29 Monthly Salary	20,665.83	20,941.75	21,205.08	21,477.92	21,743.33	22,174.42	29
	Range 29 Annual Salary	247,990.00	251,301.00	254,461.00	257,735.00	260,920.00	266,093.00	
	No Job Classification Assigned							
30	Range 30 Monthly Salary	21,205.08	21,607.00	22,021.33	22,419.08	22,826.08	23,277.92	30
	Range 30 Annual Salary	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 03.13.2024