

# Santa Monica College



## Academic Administrator Salary Schedule

Effective July 01, 2023<sup>1</sup>

	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Project Manager	1	\$ 110,373					
Assistant Director	2	\$ 126,427	\$ 130,220	\$ 134,127	\$ 138,150	\$ 142,295	\$ 146,565
Associate Director	3	\$ 132,124	\$ 136,088	\$ 140,172	\$ 144,375	\$ 148,705	\$ 153,166
	4	\$ 147,152	\$ 151,569	\$ 156,116	\$ 160,800	\$ 165,625	\$ 170,592
Director	5	\$ 149,015	\$ 153,486	\$ 158,089	\$ 162,831	\$ 167,716	\$ 172,747
Executive Director, Performing Arts Center	6	\$ 152,301	\$ 156,874	\$ 161,579	\$ 166,425	\$ 171,419	\$ 176,562
Associate Dean	7	\$ 156,003	\$ 160,683	\$ 165,504	\$ 170,469	\$ 175,582	\$ 180,850
Artistic Director	8	\$ 172,068	\$ 177,231	\$ 182,548	\$ 188,024	\$ 193,664	\$ 199,474
Dean	8	\$ 172,068	\$ 177,231	\$ 182,548	\$ 188,024	\$ 193,664	\$ 199,474
Associate Vice President	9	\$ 187,452	\$ 193,076	\$ 198,868	\$ 204,835	\$ 210,981	\$ 217,308
Senior Administrative Dean	9	\$ 187,452	\$ 193,076	\$ 198,868	\$ 204,835	\$ 210,981	\$ 217,308
	10	\$ 193,300	\$ 199,098	\$ 205,071	\$ 211,222	\$ 217,560	\$ 224,088
Special Assistant to the Superintendent/President	11	\$ 199,150	\$ 205,125	\$ 211,279	\$ 217,617	\$ 224,144	\$ 230,867
	12	\$ 203,855	\$ 209,971	\$ 216,270	\$ 222,758	\$ 229,440	\$ 236,322
Campus Counsel	13	\$ 217,516	\$ 224,041	\$ 230,762	\$ 237,683	\$ 244,816	\$ 252,161
Senior Director, Gov't Relations & Institutional Communications	14	\$ 240,605	\$ 247,825	\$ 255,261	\$ 262,918	\$ 270,807	\$ 278,932
Vice President, Academic Affairs	14	\$ 240,605	\$ 247,825	\$ 255,261	\$ 262,918	\$ 270,807	\$ 278,932
Vice President, Administration/Business	14	\$ 240,605	\$ 247,825	\$ 255,261	\$ 262,918	\$ 270,807	\$ 278,932
Vice President, Enrollment Development	14	\$ 240,605	\$ 247,825	\$ 255,261	\$ 262,918	\$ 270,807	\$ 278,932
Vice President, Human Resources	14	\$ 240,605	\$ 247,825	\$ 255,261	\$ 262,918	\$ 270,807	\$ 278,932
Vice President, Student Affairs	14	\$ 240,605	\$ 247,825	\$ 255,261	\$ 262,918	\$ 270,807	\$ 278,932
Executive Vice President	15						\$ 329,139

<sup>1</sup> Board of Trustees Approved 05/02/2023

**1. Initial Placement Policy**

- a. These salary rates are annual salaries for a full-time 12-calendar month per year assignment.
- b. The President/Superintendent may initially place employees on the salary scheduled up to and including Step 2 upon appointment to the position. Initial placement beyond Step 2 will require approval by the Board of Trustees.
- c. Employees may advance from one step to the next step on the salary schedule effective July 1st of each fiscal year subject to:
  - i) employee having served at least six full months at the current step
  - ii) successful performance review; and
  - iii) approval by the President/Superintendent.

**2. Longevity Increase**

Eff. 07/01/2022, Academic Administrators attainment of longevity compensation (additional salary) shall occur at the beginning of the fiscal year following attaining 16, 21 and 26 years of District service.

- i) 16 years or more District service                      2.50%
- ii) 21 years or more District service                      5%
- iii) 26 years or more District service                      7.50%

**Adjustments to this salary schedule will be made only upon approval by the Board of Trustees.**