

MT. SAN ANTONIO COLLEGE

SALARY SCHEDULE OF ASSIGNMENTS FOR MANAGEMENT EMPLOYEES

Effective January 1, 2019 through June 30, 2019

Monthly & Annual Rates

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|--|--------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|
| 4 | Range 4 Monthly Salary | 5,835.00 | 6,062.00 | 6,281.00 | 6,510.00 | 6,727.00 | 6,861.00 | 4 |
| | Range 4 Annual Salary | 70,020.00 | 72,744.00 | 75,372.00 | 78,120.00 | 80,724.00 | 82,332.00 | |
| No Job Classification Assigned | | | | | | | | |
| 5 | Range 5 Monthly Salary | 6,281.00 | 6,510.00 | 6,727.00 | 6,954.00 | 7,187.00 | 7,330.00 | 5 |
| | Range 5 Annual Salary | 75,372.00 | 78,120.00 | 80,724.00 | 83,448.00 | 86,244.00 | 87,960.00 | |
| Supervisor, Custodial Services | | | | | | | | |
| 6 | Range 6 Monthly Salary | 6,727.00 | 6,954.00 | 7,187.00 | 7,405.00 | 7,634.00 | 7,786.00 | 6 |
| | Range 6 Annual Salary | 80,724.00 | 83,448.00 | 86,244.00 | 88,860.00 | 91,608.00 | 93,432.00 | |
| Assistant Director, Child Development Center Assistant Director, Center of Excellence Assistant Director, Dual Enrollment Assistant Director, Writing Center Manager, Bursar's Office Manager, Grounds | | | | | | | | |
| 7 | Range 7 Monthly Salary | 7,187.00 | 7,405.00 | 7,634.00 | 7,859.00 | 8,077.00 | 8,240.00 | 7 |
| | Range 7 Annual Salary | 86,244.00 | 88,860.00 | 91,608.00 | 94,308.00 | 96,924.00 | 98,880.00 | |
| Manager, Tutorial Services Sergeant, Police-Public Safety | | | | | | | | |
| 8 | Range 8 Monthly Salary | 7,634.00 | 7,859.00 | 8,077.00 | 8,310.00 | 8,532.00 | 8,702.00 | 8 |
| | Range 8 Annual Salary | 91,608.00 | 94,308.00 | 96,924.00 | 99,720.00 | 102,384.00 | 104,424.00 | |
| Director, Development and Alumni Relations Manager, Environmental Safety and Emergency Services Manager, Facilities Projects | | | | | | | | |
| 9 | Range 9 Monthly Salary | 8,077.00 | 8,310.00 | 8,532.00 | 8,751.00 | 8,979.00 | 9,159.00 | 9 |
| | Range 9 Annual Salary | 96,924.00 | 99,720.00 | 102,384.00 | 105,012.00 | 107,748.00 | 109,908.00 | |
| Director, AANAPISI Director, Aspire Director, Dual Enrollment Director, Grounds and Transportation Director, High School Outreach Director, Special Program Judicial Affairs Officer Manager, Broadcast and Presentation Services Manager Custodial Services Manager, Financial Aid and Special Programs Manager, Student Services | | | | | | | | |
| 10 | Range 10 Monthly Salary | 8,532.00 | 8,751.00 | 8,979.00 | 9,204.00 | 9,428.00 | 9,616.00 | 10 |
| | Range 10 Annual Salary | 102,384.00 | 105,012.00 | 107,748.00 | 110,448.00 | 113,136.00 | 115,392.00 | |
| Assistant Director, Adult Basic Education Director, Writing Center Manager, Energy Services Manager, English as a Second Language Manager, Facilities Support Services Manager, Farm Manager, Planetarium and Astronomy Observatory Center | | | | | | | | |
| 11 | Range 11 Monthly Salary | 8,979.00 | 9,204.00 | 9,428.00 | 9,657.00 | 9,874.00 | 10,071.00 | 11 |
| | Range 11 Annual Salary | 107,748.00 | 110,448.00 | 113,136.00 | 115,884.00 | 118,488.00 | 120,852.00 | |
| Director, CalWORKs Director, Child Development Center | | | | | | | | |
| 12 | Range 12 Monthly Salary | 9,428.00 | 9,657.00 | 9,874.00 | 10,094.00 | 10,313.00 | 10,519.00 | 12 |
| | Range 12 Annual Salary | 113,136.00 | 115,884.00 | 118,488.00 | 121,128.00 | 123,756.00 | 126,228.00 | |
| No Job Classification Assigned | | | | | | | | |

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|---|--------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------|
| 13 | Range 13 Monthly Salary | 9,874.00 | 10,094.00 | 10,313.00 | 10,555.00 | 10,765.00 | 10,980.00 | 13 |
| | Range 13 Annual Salary | 118,488.00 | 121,128.00 | 123,756.00 | 126,660.00 | 129,180.00 | 131,760.00 | |
| Assistant Director, Admissions and Records Assistant Director, Facilities Planning and Management Assistant Director, Financial Aid Assistant Director, Professional & Organizational Development Assistant Director, Public Safety Programs Assistant Director, Student Health Services Course Identification (C-ID) Grant Operations Director Deputy Chief, Police and Campus Safety Director, Accounting Director, Career and Transfer Services Director, Center of Excellence Director, Deaf and Hard of Hearing Services Director, EOPS and CARE Director, International Students Director, Title V Grant Director, TRiO Programs Manager, Professional Development and Employee Services Manager, Title IX/Equal Employment Opportunity (EEO) Investigations | | | | | | | | |
| 14 | Range 14 Monthly Salary | 10,313.00 | 10,555.00 | 10,765.00 | 10,993.00 | 11,226.00 | 11,450.00 | 14 |
| | Range 14 Annual Salary | 123,756.00 | 126,660.00 | 129,180.00 | 131,916.00 | 134,712.00 | 137,400.00 | |
| Director, Athletics Special Events Director, Public Affairs Executive Director, Development Manager, Construction Projects Manager, Technical Services Engineering | | | | | | | | |
| 15 | Range 15 Monthly Salary | 10,765.00 | 10,993.00 | 11,226.00 | 11,442.00 | 11,669.00 | 11,901.00 | 15 |
| | Range 15 Annual Salary | 129,180.00 | 131,916.00 | 134,712.00 | 137,304.00 | 140,028.00 | 142,812.00 | |
| Director, Adult Basic Education Director, Assessment and Matriculation Director, Budget and Financial Programs Director, Community and Contract Education 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 & Organizational Development Director, Purchasing Director, Strong Workforce Initiatives Director, Student Health Services Director, Student Life Senior Facilities Planner | | | | | | | | |
| 16 | Range 16 Monthly Salary | 11,226.00 | 11,442.00 | 11,669.00 | 11,899.00 | 12,117.00 | 12,358.00 | 16 |
| | Range 16 Annual Salary | 134,712.00 | 137,304.00 | 140,028.00 | 142,788.00 | 145,404.00 | 148,296.00 | |
| Assistant Director, Academic Technology Manager, Application Support and Development Manager, Technical Support Manager, Web & Portal Services | | | | | | | | |

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|---|--------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|
| 17 | Range 17 Monthly Salary | 11,669.00 | 11,899.00 | 12,117.00 | 12,344.00 | 12,575.00 | 12,827.00 | 17 |
| | Range 17 Annual Salary | 140,028.00 | 142,788.00 | 145,404.00 | 148,128.00 | 150,900.00 | 153,924.00 | |
| Assistant Director, Enterprise Application Systems Assistant Director, Technical Services Assistant Director, Web and Portal Services Director, Equal Employment Opportunity (EEO) Programs Director, Human Resources Operations and Employee Services Director, Information Technology Project Implementation/Fiscal Integration Director, Public Safety Program Director, Safety and Risk Management Senior Manager, Construction Projects | | | | | | | | |
| 18 | Range 18 Monthly Salary | 12,117.00 | 12,344.00 | 12,575.00 | 12,797.00 | 13,009.00 | 13,270.00 | 18 |
| | Range 18 Annual Salary | 145,404.00 | 148,128.00 | 150,900.00 | 153,564.00 | 156,108.00 | 159,240.00 | |
| No Job Classification Assigned | | | | | | | | |
| 19 | Range 19 Monthly Salary | 12,575.00 | 12,797.00 | 13,009.00 | 13,244.00 | 13,464.00 | 13,732.00 | 19 |
| | Range 19 Annual Salary | 150,900.00 | 153,564.00 | 156,108.00 | 158,928.00 | 161,568.00 | 164,784.00 | |
| Associate Dean, Arts Associate Dean, Business Associate Dean, Continuing Education Programs and Services Associate Dean, Counseling 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 Success & Equity Associate Dean, Technology and Health Chief, Police and Campus Safety Director, Financial Aid Director, Marketing and Communication Director, Research and Institutional Effectiveness | | | | | | | | |
| 20 | Range 20 Monthly Salary | 13,009.00 | 13,244.00 | 13,464.00 | 13,702.00 | 13,913.00 | 14,191.00 | 20 |
| | Range 20 Annual Salary | 156,108.00 | 158,928.00 | 161,568.00 | 164,424.00 | 166,956.00 | 170,292.00 | |
| Director, Academic Computing and Infrastructure Director, Academic Technology Director, Enterprise Application Systems Director, Infrastructure and Data Security | | | | | | | | |
| 21 | Range 21 Monthly Salary | 13,464.00 | 13,702.00 | 13,913.00 | 14,141.00 | 14,358.00 | 14,644.00 | 21 |
| | Range 21 Annual Salary | 161,568.00 | 164,424.00 | 166,956.00 | 169,692.00 | 172,296.00 | 175,728.00 | |
| Dean, Arts Dean, Business Dean, Continuing Education and Workforce Development Dean, Counseling Dean, Disabled Student Programs and Services Dean, Enrollment Management Dean, Humanities and Social Sciences Dean, Instructional Services Dean, Kinesiology, Athletics, and Dance Dean, Library and Learning Resources Dean, Natural Sciences Dean, Student Services Dean, Technology and Health Director, Facilities Planning and Management Director, Technical Services | | | | | | | | |
| 22 | Range 22 Monthly Salary | 13,913.00 | 14,141.00 | 14,358.00 | 14,586.00 | 14,812.00 | 15,108.00 | 22 |
| | Range 22 Annual Salary | 166,956.00 | 169,692.00 | 172,296.00 | 175,032.00 | 177,744.00 | 181,296.00 | |
| No Job Classification Assigned | | | | | | | | |
| 23 | Range 23 Monthly Salary | 14,358.00 | 14,586.00 | 14,812.00 | 15,032.00 | 15,260.00 | 15,564.00 | 23 |
| | Range 23 Annual Salary | 172,296.00 | 175,032.00 | 177,744.00 | 180,384.00 | 183,120.00 | 186,768.00 | |
| Associate Vice President, Instruction Associate Vice President, Administrative Services Associate Vice President, School of Continuing Education Associate Vice President, Student Services Chief Compliance and Budget Officer Deputy Chief, Technology Officer | | | | | | | | |

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|--------------------------------|-------------------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|
| 24 | Range 24 Monthly Salary | 14,812.00 | 15,032.00 | 15,260.00 | 15,486.00 | 15,708.00 | 16,022.00 | 24 |
| | Range 24 Annual Salary | 177,744.00 | 180,384.00 | 183,120.00 | 185,832.00 | 188,496.00 | 192,264.00 | |
| No Job Classification Assigned | | | | | | | | |
| 25 | Range 25 Monthly Salary | 15,260.00 | 15,486.00 | 15,708.00 | 15,939.00 | 16,163.00 | 16,485.00 | 25 |
| | Range 25 Annual Salary | 183,120.00 | 185,832.00 | 188,496.00 | 191,268.00 | 193,956.00 | 197,820.00 | |
| No Job Classification Assigned | | | | | | | | |
| 26 | Range 26 Monthly Salary | 15,708.00 | 15,939.00 | 16,163.00 | 16,379.00 | 16,605.00 | 16,936.00 | 26 |
| | Range 26 Annual Salary | 188,496.00 | 191,268.00 | 193,956.00 | 196,548.00 | 199,260.00 | 203,232.00 | |
| No Job Classification Assigned | | | | | | | | |
| 27 | Range 27 Monthly Salary | 16,163.00 | 16,379.00 | 16,605.00 | 16,832.00 | 17,054.00 | 17,394.00 | 27 |
| | Range 27 Annual Salary | 193,956.00 | 196,548.00 | 199,260.00 | 201,984.00 | 204,648.00 | 208,728.00 | |
| Chief Technology Officer | | | | | | | | |
| 28 | Range 28 Monthly Salary | 16,605.00 | 16,832.00 | 17,054.00 | 17,284.00 | 17,502.00 | 17,853.00 | 28 |
| | Range 28 Annual Salary | 199,260.00 | 201,984.00 | 204,648.00 | 207,408.00 | 210,024.00 | 214,236.00 | |
| No Job Classification Assigned | | | | | | | | |
| 29 | Range 29 Monthly Salary | 17,054.00 | 17,284.00 | 17,502.00 | 17,729.00 | 17,949.00 | 18,308.00 | 29 |
| | Range 29 Annual Salary | 204,648.00 | 207,408.00 | 210,024.00 | 212,748.00 | 215,388.00 | 219,696.00 | |
| No Job Classification Assigned | | | | | | | | |
| 30 | Range 30 Monthly Salary | 17,502.00 | 17,836.00 | 18,180.00 | 18,511.00 | 18,849.00 | 19,225.00 | 30 |
| | Range 30 Annual Salary | 210,024.00 | 214,032.00 | 218,160.00 | 222,132.00 | 226,188.00 | 230,700.00 | |
| No Job Classification Assigned | | | | | | | | |

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 April 10, 2019