MT. SAN ANTONIO COLLEGE

SALARY SCHEDULE OF ASSIGNMENTS FOR MANAGEMENT EMPLOYEES

Effective July 1, 2025

Monthly and Annual Rates

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
4	**Range 4 Monthly Salary**	**7,404.00**	**7,625.00**	**7,855.00**	**8,091.00**	**8,332.00**	**8,583.00**	4
	Range 4 Annual Salary	**88,848.00**	**91,500.00**	**94,260.00**	**97,092.00**	**99,984.00**	**102,996.00**	
	No Job Classification Assigned							
5	**Range 5 Monthly Salary**	**7,960.00**	**8,199.00**	**8,445.00**	**8,699.00**	**8,959.00**	**9,227.00**	5
	Range 5 Annual Salary	**95,520.00**	**98,388.00**	**101,340.00**	**104,388.00**	**107,508.00**	**110,724.00**	
	No Job Classification Assigned							
6	**Range 6 Monthly Salary**	**8,514.00**	**8,770.00**	**9,033.00**	**9,304.00**	**9,583.00**	**9,871.00**	6
	Range 6 Annual Salary	**102,168.00**	**105,240.00**	**108,396.00**	**111,648.00**	**114,996.00**	**118,452.00**	
	Assistant Director, Center of Excellence Assistant Director, Child Development Center Assistant Director, Writing Center							
7	**Range 7 Monthly Salary**	**9,087.00**	**9,360.00**	**9,641.00**	**9,930.00**	**10,228.00**	**10,535.00**	7
	Range 7 Annual Salary	**109,044.00**	**112,320.00**	**115,692.00**	**119,160.00**	**122,736.00**	**126,420.00**	
	Manager, SCE Testing Center Manager, Tutorial Services							
8	**Range 8 Monthly Salary**	**9,645.00**	**9,934.00**	**10,232.00**	**10,539.00**	**10,855.00**	**11,181.00**	8
	Range 8 Annual Salary	**115,740.00**	**119,208.00**	**122,784.00**	**126,468.00**	**130,260.00**	**134,172.00**	
	Manager, Environmental Safety and Emergency Services Manager, Facilities Projects							
9	**Range 9 Monthly Salary**	**10,195.00**	**10,501.00**	**10,816.00**	**11,140.00**	**11,475.00**	**11,819.00**	9
	Range 9 Annual Salary	**122,340.00**	**126,012.00**	**129,792.00**	**133,680.00**	**137,700.00**	**141,828.00**	
	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, Contracts Manager, Exercise Science/Wellness Center Manager, Financial Aid and Special Programs Manager, Maintenance and Operations Manager, Recruitment and Employment Services Manager, Student Services Manager, Sustainability							
10	**Range 10 Monthly Salary**	**10,761.00**	**11,084.00**	**11,417.00**	**11,759.00**	**12,111.00**	**12,475.00**	10
	Range 10 Annual Salary	**129,132.00**	**133,008.00**	**137,004.00**	**141,108.00**	**145,332.00**	**149,700.00**	
	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**	**11,317.00**	**11,658.00**	**12,007.00**	**12,367.00**	**12,738.00**	**13,121.00**	11
	Range 11 Annual Salary	**135,804.00**	**139,896.00**	**144,084.00**	**148,404.00**	**152,856.00**	**157,452.00**	
	Director, Child Development Center Director, EOPS/CARE, CalWORKs and NextUp/Guardian Scholars							
12	**Range 12 Monthly Salary**	**11,876.00**	**12,233.00**	**12,599.00**	**12,978.00**	**13,367.00**	**13,768.00**	12
	Range 12 Annual Salary	**142,512.00**	**146,796.00**	**151,188.00**	**155,736.00**	**160,404.00**	**165,216.00**	
	Manager, Finance, Bond, and Capital Programs							

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
13	**Range 13 Monthly Salary**	**12,433.00**	**12,805.00**	**13,189.00**	**13,585.00**	**13,993.00**	**14,412.00**	13
	Range 13 Annual Salary	**149,196.00**	**153,660.00**	**158,268.00**	**163,020.00**	**167,916.00**	**172,944.00**	
	Assistant Director, Admissions and Records							
	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 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, Continuing Education Accreditation and Planning							
	Manager, Noncredit Workforce							
14	**Range 14 Monthly Salary**	**12,978.00**	**13,367.00**	**13,768.00**	**14,181.00**	**14,606.00**	**15,045.00**	14
	Range 14 Annual Salary	**155,736.00**	**160,404.00**	**165,216.00**	**170,172.00**	**175,272.00**	**180,540.00**	
	Director, Athletics Special Events							
	Director, Development and Alumni Relations							
	Director, Public Affairs							
	Manager, Broadcast Services							
	Manager, Campus Planning							
	Manager, Construction Projects							
	Manager, Regional Adult Education Consortium							
15	**Range 15 Monthly Salary**	**13,540.00**	**13,947.00**	**14,365.00**	**14,796.00**	**15,241.00**	**15,697.00**	15
	Range 15 Annual Salary	**162,480.00**	**167,364.00**	**172,380.00**	**177,552.00**	**182,892.00**	**188,364.00**	
	Assistant Director, Maintenance and Operations							
	Director, Accessibility Resource Centers for Students (ACCESS)							
	Director, Accounting							
	Director, Adult Basic Education							
	Director, Behavioral Health Services							
	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							
	Director, Fiscal Resources							
	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							
	Lieutenant, Police and Campus Safety							

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
16	**Range 16 Monthly Salary**	**14,114.00**	**14,537.00**	**14,974.00**	**15,424.00**	**15,885.00**	**16,362.00**	16
	Range 16 Annual Salary	**169,368.00**	**174,444.00**	**179,688.00**	**185,088.00**	**190,620.00**	**196,344.00**	
	Assistant Director, Academic Technology Assistant Director, Audio Visual Services Assistant Director, Technical Support							
17	**Range 17 Monthly Salary**	**14,666.00**	**15,105.00**	**15,559.00**	**16,025.00**	**16,506.00**	**17,001.00**	17
	Range 17 Annual Salary	**175,992.00**	**181,260.00**	**186,708.00**	**192,300.00**	**198,072.00**	**204,012.00**	
	Assistant Director, Enterprise Application Systems Assistant Director, Information Security Assistant Director, Technical Services 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, Grants and Sponsored Programs 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							
18	**Range 18 Monthly Salary**	**15,223.00**	**15,680.00**	**16,150.00**	**16,634.00**	**17,133.00**	**17,477.00**	18
	Range 18 Annual Salary	**182,676.00**	**188,160.00**	**193,800.00**	**199,608.00**	**205,596.00**	**209,724.00**	
	No Job Classification Assigned							
19	**Range 19 Monthly Salary**	**15,792.00**	**16,266.00**	**16,754.00**	**17,257.00**	**17,775.00**	**18,131.00**	19
	Range 19 Annual Salary	**189,504.00**	**195,192.00**	**201,048.00**	**207,084.00**	**213,300.00**	**217,572.00**	
	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, Educational Partnerships 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, Facilities Planning and Construction Senior Director, Maintenance and Operations							
20	**Range 20 Monthly Salary**	**16,333.00**	**16,822.00**	**17,328.00**	**17,847.00**	**18,382.00**	**18,751.00**	20
	Range 20 Annual Salary	**195,996.00**	**201,864.00**	**207,936.00**	**214,164.00**	**220,584.00**	**225,012.00**	
	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**	**16,899.00**	**17,406.00**	**17,929.00**	**18,466.00**	**19,021.00**	**19,401.00**	21
	Range 21 Annual Salary	**202,788.00**	**208,872.00**	**215,148.00**	**221,592.00**	**228,252.00**	**232,812.00**	
	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 Executive Director, Fiscal Services							
22	**Range 22 Monthly Salary**	**17,459.00**	**17,981.00**	**18,521.00**	**19,076.00**	**19,649.00**	**20,042.00**	22
	Range 22 Annual Salary	**209,508.00**	**215,772.00**	**222,252.00**	**228,912.00**	**235,788.00**	**240,504.00**	
	No Job Classification Assigned							
23	**Range 23 Monthly Salary**	**18,012.00**	**18,552.00**	**19,110.00**	**19,683.00**	**20,273.00**	**20,678.00**	23
	Range 23 Annual Salary	**216,144.00**	**222,624.00**	**229,320.00**	**236,196.00**	**243,276.00**	**248,136.00**	
	Chief Compliance and Budget Officer							
24	**Range 24 Monthly Salary**	**19,340.00**	**19,625.00**	**19,920.00**	**20,213.00**	**20,501.00**	**20,908.00**	24
	Range 24 Annual Salary	**232,080.00**	**235,500.00**	**239,040.00**	**242,556.00**	**246,012.00**	**250,896.00**	
	No Job Classification Assigned							
25	**Range 25 Monthly Salary**	**19,920.00**	**20,213.00**	**20,501.00**	**20,801.00**	**21,091.00**	**21,508.00**	25
	Range 25 Annual Salary	**239,040.00**	**242,556.00**	**246,012.00**	**249,612.00**	**253,092.00**	**258,096.00**	
	No Job Classification Assigned							
26	**Range 26 Monthly Salary**	**20,501.00**	**20,801.00**	**21,091.00**	**21,370.00**	**21,663.00**	**22,094.00**	26
	Range 26 Annual Salary	**246,012.00**	**249,612.00**	**253,092.00**	**256,440.00**	**259,956.00**	**265,128.00**	
	No Job Classification Assigned							
27	**Range 27 Monthly Salary**	**21,091.00**	**21,370.00**	**21,663.00**	**21,958.00**	**22,245.00**	**22,686.00**	27
	Range 27 Annual Salary	**253,092.00**	**256,440.00**	**259,956.00**	**263,496.00**	**266,940.00**	**272,232.00**	
	No Job Classification Assigned							
28	**Range 28 Monthly Salary**	**21,663.00**	**21,958.00**	**22,245.00**	**22,542.00**	**22,826.00**	**23,281.00**	28
	Range 28 Annual Salary	**259,956.00**	**263,496.00**	**266,940.00**	**270,504.00**	**273,912.00**	**279,372.00**	
	No Job Classification Assigned							
29	**Range 29 Monthly Salary**	**22,245.00**	**22,542.00**	**22,826.00**	**23,120.00**	**23,405.00**	**23,870.00**	29
	Range 29 Annual Salary	**266,940.00**	**270,504.00**	**273,912.00**	**277,440.00**	**280,860.00**	**286,440.00**	
	No Job Classification Assigned							
30	**Range 30 Monthly Salary**	**22,826.00**	**23,259.00**	**23,704.00**	**24,134.00**	**24,570.00**	**25,057.00**	30
	Range 30 Annual Salary	**273,912.00**	**279,108.00**	**284,448.00**	**289,608.00**	**294,840.00**	**300,684.00**	
	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 February 18, 2026
Updated July 27, 2026