

Santa Monica College

Academic Administrator Annual Salary Schedule

Effective July 01, 2020¹



	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Project Manager	1	\$ 97,163					
Assistant Director	2	\$ 111,294	\$ 114,634	\$ 118,073	\$ 121,615	\$ 125,264	\$ 129,022
Associate Director	3	\$ 116,310	\$ 119,799	\$ 123,394	\$ 127,094	\$ 130,907	\$ 134,834
	4	\$ 129,539	\$ 133,427	\$ 137,430	\$ 141,553	\$ 145,801	\$ 150,174
Director	5	\$ 131,179	\$ 135,115	\$ 139,167	\$ 143,341	\$ 147,642	\$ 152,071
Executive Director, Performing Arts Center	6	\$ 134,072	\$ 138,097	\$ 142,239	\$ 146,506	\$ 150,902	\$ 155,429
Associate Dean	7	\$ 137,331	\$ 141,450	\$ 145,694	\$ 150,065	\$ 154,566	\$ 159,204
Artistic Director	8	\$ 151,473	\$ 156,018	\$ 160,698	\$ 165,519	\$ 170,484	\$ 175,599
Dean	8	\$ 151,473	\$ 156,018	\$ 160,698	\$ 165,519	\$ 170,484	\$ 175,599
Associate Vice President	9	\$ 165,016	\$ 169,966	\$ 175,065	\$ 180,318	\$ 185,728	\$ 191,298
Senior Administrative Dean	9	\$ 165,016	\$ 169,966	\$ 175,065	\$ 180,318	\$ 185,728	\$ 191,298
	10	\$ 170,164	\$ 175,267	\$ 180,526	\$ 185,940	\$ 191,520	\$ 197,266
Special Assistant to the Superintendent/President	11	\$ 175,313	\$ 180,573	\$ 185,991	\$ 191,570	\$ 197,316	\$ 203,235
	12	\$ 179,455	\$ 184,839	\$ 190,384	\$ 196,095	\$ 201,978	\$ 208,036
Campus Counsel	13	\$ 191,481	\$ 197,225	\$ 203,142	\$ 209,235	\$ 215,514	\$ 221,979
Senior Director, Gov't Relations & Institutional Communications	14	\$ 211,807	\$ 218,163	\$ 224,708	\$ 231,449	\$ 238,393	\$ 245,546
Vice President, Academic Affairs	14	\$ 211,807	\$ 218,163	\$ 224,708	\$ 231,449	\$ 238,393	\$ 245,546
Vice President, Administration/Business	14	\$ 211,807	\$ 218,163	\$ 224,708	\$ 231,449	\$ 238,393	\$ 245,546
Vice President, Enrollment Development	14	\$ 211,807	\$ 218,163	\$ 224,708	\$ 231,449	\$ 238,393	\$ 245,546
Vice President, Human Resources	14	\$ 211,807	\$ 218,163	\$ 224,708	\$ 231,449	\$ 238,393	\$ 245,546
Vice President, Student Affairs	14	\$ 211,807	\$ 218,163	\$ 224,708	\$ 231,449	\$ 238,393	\$ 245,546
Executive Vice President	15						\$ 289,744

¹ Board Approved COLA (1.5%) 10/05/2021
Board Adopted 03/03/2026

System Definitions:

Terminology differs between the ISIS system and the HR system

ISIS	HR
Group	Step
Step	Range

Initial Placement Policy

1. These salary rates are annual salaries for a full-time 12-calendar month per year assignment.
2. 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.
3. Employees may advance from one step to the next step on the salary schedule effective July 1st of each fiscal year subject to:
 - a) employee having served at least six full months at the current step
 - b) successful performance review; and
 - c) approval by the President/Superintendent.
4. Adjustments to this salary schedule will be made only upon approval by the Board of Trustees.