

Santa Monica College

Academic Administrator Annual Salary Schedule

Effective July 01, 2022¹



	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Project Manager	1	\$ 103,964					
Assistant Director	2	\$ 119,085	\$ 122,658	\$ 126,338	\$ 130,128	\$ 134,032	\$ 138,054
Associate Director	3	\$ 124,452	\$ 128,185	\$ 132,032	\$ 135,991	\$ 140,070	\$ 144,272
	4	\$ 138,607	\$ 142,767	\$ 147,050	\$ 151,462	\$ 156,007	\$ 160,686
Director	5	\$ 140,362	\$ 144,573	\$ 148,909	\$ 153,375	\$ 157,977	\$ 162,716
Executive Director, Performing Arts Center	6	\$ 143,457	\$ 147,764	\$ 152,196	\$ 156,761	\$ 161,465	\$ 166,309
Associate Dean	7	\$ 146,944	\$ 151,352	\$ 155,893	\$ 160,570	\$ 165,386	\$ 170,348
Artistic Director	8	\$ 162,076	\$ 166,939	\$ 171,947	\$ 177,105	\$ 182,418	\$ 187,891
Dean	8	\$ 162,076	\$ 166,939	\$ 171,947	\$ 177,105	\$ 182,418	\$ 187,891
Associate Vice President	9	\$ 176,567	\$ 181,864	\$ 187,320	\$ 192,940	\$ 198,729	\$ 204,689
Senior Administrative Dean	9	\$ 176,567	\$ 181,864	\$ 187,320	\$ 192,940	\$ 198,729	\$ 204,689
	10	\$ 182,075	\$ 187,536	\$ 193,163	\$ 198,956	\$ 204,926	\$ 211,075
Special Assistant to the Superintendent/President	11	\$ 187,585	\$ 193,213	\$ 199,010	\$ 204,980	\$ 211,128	\$ 217,461
	12	\$ 192,017	\$ 197,778	\$ 203,711	\$ 209,822	\$ 216,116	\$ 222,599
Campus Counsel	13	\$ 204,885	\$ 211,031	\$ 217,362	\$ 223,881	\$ 230,600	\$ 237,518
Senior Director, Gov't Relations & Institutional Communications	14	\$ 226,633	\$ 233,434	\$ 240,438	\$ 247,650	\$ 255,081	\$ 262,734
Vice President, Academic Affairs	14	\$ 226,633	\$ 233,434	\$ 240,438	\$ 247,650	\$ 255,081	\$ 262,734
Vice President, Administration/Business	14	\$ 226,633	\$ 233,434	\$ 240,438	\$ 247,650	\$ 255,081	\$ 262,734
Vice President, Enrollment Development	14	\$ 226,633	\$ 233,434	\$ 240,438	\$ 247,650	\$ 255,081	\$ 262,734
Vice President, Human Resources	14	\$ 226,633	\$ 233,434	\$ 240,438	\$ 247,650	\$ 255,081	\$ 262,734
Vice President, Student Affairs	14	\$ 226,633	\$ 233,434	\$ 240,438	\$ 247,650	\$ 255,081	\$ 262,734
Executive Vice President	15						\$ 310,026

¹Board Approved COLA(7%) 05/02/2023
Board Adopted 03/03/2026

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 1%
- ii) 21 years or more District service 2%
- iii) 26 years or more District service 3%

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