

Santa Monica College

Academic Administrator Annual Salary Schedule

Effective July 01, 2023¹



| | 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 |

¹Board Approved COLA (6.165%) 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 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.