

Santa Monica College

Academic Administrator Annual Salary Schedule

Effective July 01, 2024¹



	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Project Manager	1	\$ 111,259					
Assistant Director	2	\$ 127,442	\$ 131,265	\$ 135,203	\$ 139,259	\$ 143,437	\$ 147,741
Associate Director	3	\$ 133,184	\$ 137,180	\$ 141,297	\$ 145,534	\$ 149,898	\$ 154,395
	4	\$ 148,333	\$ 152,785	\$ 157,369	\$ 162,090	\$ 166,954	\$ 171,961
Director	5	\$ 150,211	\$ 154,718	\$ 159,358	\$ 164,138	\$ 169,062	\$ 174,133
Executive Director, Performing Arts Center	6	\$ 153,523	\$ 158,133	\$ 162,876	\$ 167,761	\$ 172,795	\$ 177,979
Associate Dean	7	\$ 157,255	\$ 161,972	\$ 166,832	\$ 171,837	\$ 176,991	\$ 182,301
Artistic Director	8	\$ 173,449	\$ 178,653	\$ 184,013	\$ 189,533	\$ 195,218	\$ 201,075
Dean	8	\$ 173,449	\$ 178,653	\$ 184,013	\$ 189,533	\$ 195,218	\$ 201,075
Associate Vice President	9	\$ 188,956	\$ 194,625	\$ 200,464	\$ 206,479	\$ 212,674	\$ 219,052
Senior Administrative Dean	9	\$ 188,956	\$ 194,625	\$ 200,464	\$ 206,479	\$ 212,674	\$ 219,052
	10	\$ 194,851	\$ 200,696	\$ 206,717	\$ 212,917	\$ 219,306	\$ 225,886
Special Assistant to the Superintendent/President	11	\$ 200,748	\$ 206,771	\$ 212,975	\$ 219,363	\$ 225,943	\$ 232,720
	12	\$ 205,491	\$ 211,656	\$ 218,006	\$ 224,546	\$ 231,281	\$ 238,218
Campus Counsel	13	\$ 219,262	\$ 225,839	\$ 232,614	\$ 239,590	\$ 246,781	\$ 254,185
Senior Director, Gov't Relations & Institutional Communications	14	\$ 242,536	\$ 249,814	\$ 257,309	\$ 265,028	\$ 272,980	\$ 281,170
Vice President, Academic Affairs	14	\$ 242,536	\$ 249,814	\$ 257,309	\$ 265,028	\$ 272,980	\$ 281,170
Vice President, Administration/Business	14	\$ 242,536	\$ 249,814	\$ 257,309	\$ 265,028	\$ 272,980	\$ 281,170
Vice President, Enrollment Development	14	\$ 242,536	\$ 249,814	\$ 257,309	\$ 265,028	\$ 272,980	\$ 281,170
Vice President, Human Resources	14	\$ 242,536	\$ 249,814	\$ 257,309	\$ 265,028	\$ 272,980	\$ 281,170
Vice President, Student Affairs	14	\$ 242,536	\$ 249,814	\$ 257,309	\$ 265,028	\$ 272,980	\$ 281,170
Executive Vice President	15						\$ 331,780

¹Board Approved COLA (0.8025%) 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 Increase¹

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 5.00%
- ii) 21 years or more District service 10.00%
- iii) 26 years or more District service 15.00%

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