

**Management/Executive Management Salary Schedule 2023-24**

**ADOPTED 5-23-2023 / Effective July 1, 2023**

**Monthly & Annual**

	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Board approval
	<b>M-5</b>	\$ 5,896.80	\$ 6,192.16	\$ 6,502.32	\$ 6,828.02	\$ 7,170.03	\$ 7,529.18	
	<b>ANNUAL</b>	\$ 70,761.57	\$ 74,305.95	\$ 78,027.85	\$ 81,936.21	\$ 86,040.36	\$ 90,350.13	
	<b>M-6</b>	\$ 6,192.16	\$ 6,502.32	\$ 6,828.02	\$ 7,170.03	\$ 7,529.18	\$ 7,906.30	
	<b>ANNUAL</b>	\$ 74,305.95	\$ 78,027.85	\$ 81,936.21	\$ 86,040.36	\$ 90,350.13	\$ 94,875.61	
<b>GOVERNMENT RELATIONS AND POLICY ANALYST</b>	<b>M-7</b>	\$ 6,502.32	\$ 6,828.02	\$ 7,170.03	\$ 7,529.18	\$ 7,906.30	\$ 8,302.32	
	<b>ANNUAL</b>	\$ 78,027.85	\$ 81,936.21	\$ 86,040.36	\$ 90,350.13	\$ 94,875.61	\$ 99,627.89	
	<b>M-8</b>	\$ 6,828.02	\$ 7,170.03	\$ 7,529.18	\$ 7,906.30	\$ 8,302.32	\$ 8,718.18	
	<b>ANNUAL</b>	\$ 81,936.21	\$ 86,040.36	\$ 90,350.13	\$ 94,875.61	\$ 99,627.89	\$ 104,618.20	
<b>ACADEMIC SUPPORT CENTER COORDINATOR</b>								
<b>ENROLLMENT SERVICES COORDINATOR</b>	<b>M-9</b>	\$ 7,170.03	\$ 7,529.18	\$ 7,906.30	\$ 8,302.32	\$ 8,718.18	\$ 9,154.87	01/23/2024
<b>STUDENT SUPPORT COORDINATOR</b>	<b>ANNUAL</b>	\$ 86,040.36	\$ 90,350.13	\$ 94,875.61	\$ 99,627.89	\$ 104,618.20	\$ 109,858.38	01/23/2024
	<b>M-10</b>	\$ 7,529.18	\$ 7,906.30	\$ 8,302.32	\$ 8,718.18	\$ 9,154.87	\$ 9,613.43	
	<b>ANNUAL</b>	\$ 90,350.13	\$ 94,875.61	\$ 99,627.89	\$ 104,618.20	\$ 109,858.38	\$ 115,361.18	
	<b>M-11</b>	\$ 7,906.30	\$ 8,302.32	\$ 8,718.18	\$ 9,154.87	\$ 9,613.43	\$ 10,094.96	
	<b>ANNUAL</b>	\$ 94,875.61	\$ 99,627.89	\$ 104,618.20	\$ 109,858.38	\$ 115,361.18	\$ 121,139.56	
<b>ACCOUNTING AND PAYROLL MANAGER</b>	<b>M-12</b>	\$ 8,302.32	\$ 8,718.18	\$ 9,154.87	\$ 9,613.43	\$ 10,094.96	\$ 10,600.61	
	<b>ANNUAL</b>	\$ 99,627.89	\$ 104,618.20	\$ 109,858.38	\$ 115,361.18	\$ 121,139.56	\$ 127,207.28	
	<b>M-13</b>	\$ 8,718.18	\$ 9,154.87	\$ 9,613.43	\$ 10,094.96	\$ 10,600.61	\$ 11,131.59	
	<b>ANNUAL</b>	\$ 104,618.20	\$ 109,858.38	\$ 115,361.18	\$ 121,139.56	\$ 127,207.28	\$ 133,579.08	

<b>MANAGER, DIGITAL &amp; SOCIAL MEDIA</b>									
<b>MANAGER OF COUNSELING AND CAREER SERVICES</b>									Title change and reclassification 01/24/2024 previously Counseling and Career Services Manager
<b>MANAGER OF STUDENT JOURNEY &amp; SUCCESS</b>									Title change and reclassification 01/24/2024 previously Enrollment Services Manager
<b>MANAGER OF STUDENT LIFE &amp; ALUMNI RELATIONS</b>	<b>M-14</b>	\$ 9,154.87	\$ 9,613.43	\$ 10,094.96	\$ 10,600.61	\$ 11,131.59	\$ 11,689.15		Title change 01/01/2024 previously Manager of Student and Alumni Engagement and Relations
<b>MANAGER, EQUITY SERVICES - ACCESSIBILITY AND VETERAN PROGRAMS</b>	<b>ANNUAL</b>	\$ 109,858.38	\$ 115,361.18	\$ 121,139.56	\$ 127,207.28	\$ 133,579.08	\$ 140,269.85		Title change 01/01/2024 previously Program Coordinator (Accessibility & Veteran Services)
<b>INNOVATION LAB MANAGER, DESIGN RESEARCH</b>	<b>M-15</b>	\$ 9,613.43	\$ 10,094.96	\$ 10,600.61	\$ 11,131.59	\$ 11,689.15	\$ 12,274.66		10/18/2023
<b>RESEARCH DATA MANAGER</b>	<b>ANNUAL</b>	\$ 115,361.18	\$ 121,139.56	\$ 127,207.28	\$ 133,579.08	\$ 140,269.85	\$ 147,295.97		
<b>SENIOR WORKFORCE ENGAGEMENT MANAGER</b>	<b>M-16</b>	\$ 10,094.96	\$ 10,600.61	\$ 11,131.59	\$ 11,689.15	\$ 12,274.66	\$ 12,889.49		
	<b>ANNUAL</b>	\$ 121,139.56	\$ 127,207.28	\$ 133,579.08	\$ 140,269.85	\$ 147,295.97	\$ 154,673.83		
	<b>M-17</b>	\$ 10,600.61	\$ 11,131.59	\$ 11,689.15	\$ 12,274.66	\$ 12,889.49	\$ 13,535.11		
	<b>ANNUAL</b>	\$ 127,207.28	\$ 133,579.08	\$ 140,269.85	\$ 147,295.97	\$ 154,673.83	\$ 162,421.33		
<b>SENIOR BUSINESS STRATEGY MANAGER</b>									10/18/2023
<b>SENIOR ENGINEERING MANAGER</b>									
<b>SENIOR MANAGER, DIGITAL MARKETING</b>									
<b>SENIOR MANAGER OF HUMAN RESOURCES</b>									
<b>SENIOR MANAGER OF OPERATIONS FOR STUDENT SUCCESS</b>	<b>M-18</b>	\$ 11,131.59	\$ 11,689.15	\$ 12,274.66	\$ 12,889.49	\$ 13,535.11	\$ 14,213.07		
<b>SENIOR MANAGER OF PAYROLL AND ACCOUNTING</b>	<b>ANNUAL</b>	\$ 133,579.08	\$ 140,269.85	\$ 147,295.97	\$ 154,673.83	\$ 162,421.33	\$ 170,556.88		
	<b>M-19</b>	\$ 11,689.15	\$ 12,274.66	\$ 12,889.49	\$ 13,535.11	\$ 14,213.07	\$ 14,925.00		
	<b>ANNUAL</b>	\$ 140,269.85	\$ 147,295.97	\$ 154,673.83	\$ 162,421.33	\$ 170,556.88	\$ 179,100.03		

DEPUTY/ASSOCIATE GENERAL COUNSEL									11/14/2023
DIRECTOR, DIGITAL STRATEGY									
DIRECTOR OF COMMUNICATIONS									
DIRECTOR OF ECONOMIC AND BUSINESS DEVELOPMENT									08/23/2023
DIRECTOR OF PARTNERSHIP DEVELOPMENT									
DIRECTOR OF POLICY AND STRATEGIC INITIATIVES									
DIRECTOR OF RESEARCH, DATA STRATEGY & EFFECTIVENESS	M-20 (EX-2)	\$ 12,274.66	\$ 12,889.49	\$ 13,535.11	\$ 14,213.07	\$ 14,925.00	\$ 15,672.58		
PROGRAM DIRECTOR LICENCED VOCATIONAL NURSE	ANNUAL	\$ 147,295.97	\$ 154,673.83	\$ 162,421.33	\$ 170,556.88	\$ 179,100.03	\$ 188,070.93		
DEAN OF ENROLMENT SERVICES									
DEAN OF LEARNING AND INSTRUCTION									
DEAN OF LEARNING INNOVATION									
DEAN OF LEARNING SERVICES									
DEAN OF STUDENT JOURNEY									Title change 01/01/2024 previously Director of Admissions and Student Journey
DEAN OF STUDENT SUCCESS	M-21 (EX-3)	\$ 12,889.49	\$ 13,535.11	\$ 14,213.07	\$ 14,925.00	\$ 15,672.58	\$ 16,457.61		
DIRECTOR OF OPERATIONS	ANNUAL	\$ 154,673.83	\$ 162,421.33	\$ 170,556.88	\$ 179,100.03	\$ 188,070.93	\$ 197,491.28		12/13/2023
DIRECTOR OF INFORMATION SYSTEMS	M-22 (EX-4)	\$ 13,535.11	\$ 14,213.07	\$ 14,925.00	\$ 15,672.58	\$ 16,457.61	\$ 17,281.96		
DIRECTOR OF PRODUCT MANAGEMENT	ANNUAL	\$ 162,421.33	\$ 170,556.88	\$ 179,100.03	\$ 188,070.93	\$ 197,491.28	\$ 207,383.52		
	M-23 (EX-5)	\$ 14,213.07	\$ 14,925.00	\$ 15,672.58	\$ 16,457.61	\$ 17,281.96	\$ 18,147.60		
	ANNUAL	\$ 170,556.88	\$ 179,100.03	\$ 188,070.93	\$ 197,491.28	\$ 207,383.52	\$ 217,771.23		
	M-24 (EX-6)	\$ 14,925.00	\$ 15,672.58	\$ 16,457.61	\$ 17,281.96	\$ 18,147.60	\$ 19,056.60		
	ANNUAL	\$ 179,100.03	\$ 188,070.93	\$ 197,491.28	\$ 207,383.52	\$ 217,771.23	\$ 228,679.23		

<b>CHIEF OF STAFF</b>										
<b>CONTROLLER/EXECUTIVE DIRECTOR OF FINANCE</b>										
<b>VP OF ENGINEERING</b>										
<b>VP OF GOVERNMENT RELATIONS</b>										
<b>VP OF HUMAN RESOURCES</b>										
<b>VP OF LEARNING AND INSTRUCTION</b>										
<b>VP OF MARKETING, COMMUNICATIONS AND OUTREACH</b>									Title change 2024 previously VP of External Affairs, Marketing and Communications	
<b>VP OF STUDENT SERVICES AND SUCCESS</b>										
<b>VP OF SUSTAINABLE GROWTH AND DISTRICT DEVELOPMENT</b>									12/13/2023	
<b>VP OF WORKFORCE STRATEGY &amp; INNOVATION</b>	<b>M-25 (EX-7)</b>	\$ 15,672.58	\$ 16,457.61	\$ 17,281.96	\$ 18,147.60	\$ 19,056.60	\$ 20,011.14			
<b>SVP FOR STRATEGIC INITIATIVES</b>	<b>ANNUAL</b>	\$ 188,070.93	\$ 197,491.28	\$ 207,383.52	\$ 217,771.23	\$ 228,679.23	\$ 240,133.62			
	<b>EX-8</b>	\$ 16,457.61	\$ 17,281.96	\$ 18,147.60	\$ 19,056.60	\$ 20,011.14	\$ 21,013.47			
	<b>ANNUAL</b>	\$ 197,491.28	\$ 207,383.52	\$ 217,771.23	\$ 228,679.23	\$ 240,133.62	\$ 252,161.65			
	<b>EX-9</b>	\$ 17,281.96	\$ 18,147.60	\$ 19,056.60	\$ 20,011.14	\$ 21,013.47	\$ 22,066.02			
<b>GENERAL COUNSEL</b>	<b>ANNUAL</b>	\$ 207,383.52	\$ 217,771.23	\$ 228,679.23	\$ 240,133.62	\$ 252,161.65	\$ 264,792.30			
	<b>EX-10</b>	\$ 18,147.60	\$ 19,056.60	\$ 20,011.14	\$ 21,013.47	\$ 22,066.02	\$ 23,171.30			
	<b>ANNUAL</b>	\$ 217,771.23	\$ 228,679.23	\$ 240,133.62	\$ 252,161.65	\$ 264,792.30	\$ 278,055.58			
	<b>EX-11</b>	\$ 19,056.60	\$ 20,011.14	\$ 21,013.47	\$ 22,066.02	\$ 23,171.30	\$ 24,331.93			
	<b>ANNUAL</b>	\$ 228,679.23	\$ 240,133.62	\$ 252,161.65	\$ 264,792.30	\$ 278,055.58	\$ 291,983.13			
									<i>Salary is a negotiated salary within this range</i>	
<b>CHIEF FINANCIAL OFFICER</b>	<b>EX-12</b>	\$ 19,428.29		Placement Based on Board Approved individual Contract				\$ 25,550.70		
<b>CHIEF PRODUCT OFFICER</b>	<b>ANNUAL</b>	\$ 233,139.44		Placement Based on Board Approved individual Contract				\$ 306,608.36		

	<b>EX-13</b>	\$ 21,013.47	\$ 22,066.02	\$ 23,171.30	\$ 24,331.93	\$ 25,550.70	\$ 26,830.51	
	<b>ANNUAL</b>	\$ 252,161.65	\$ 264,792.30	\$ 278,055.58	\$ 291,983.13	\$ 306,608.36	\$ 321,966.08	
	<b>EX-14</b>	\$ 22,066.02	\$ 23,171.30	\$ 24,331.93	\$ 25,550.70	\$ 26,830.51	\$ 28,174.43	
	<b>ANNUAL</b>	\$ 264,792.30	\$ 278,055.58	\$ 291,983.13	\$ 306,608.36	\$ 321,966.08	\$ 338,093.21	
	<b>EX-15</b>	\$ 23,171.30	\$ 24,331.93	\$ 25,550.70	\$ 26,830.51	\$ 28,174.43	\$ 29,585.66	
	<b>ANNUAL</b>	\$ 278,055.58	\$ 291,983.13	\$ 306,608.36	\$ 321,966.08	\$ 338,093.21	\$ 355,027.96	
		<i>Salary is a negotiated salary within this range</i>						
<b>PRESIDENT AND CEO</b>	<b>EX-16</b>	\$ 24,331.93	Placement Based on Board Approved individual Contract				\$ 31,067.59	
	<b>ANNUAL</b>	\$ 291,983.13	Placement Based on Board Approved individual Contract				\$ 372,811.04	

A 2.5% One-Time off-schedule payment will be paid to each bargaining unit member for earnings between July 1, 2023, and June 30, 2024

3% On-schedule Effective July 1, 2023