

Management/Executive Management Salary Schedule 2024-25

ADOPTED 5-23-2023 / Effective July 1, 2024

Monthly & Annual

	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Board approval
	M-5	\$ 6,073.70	\$ 6,377.93	\$ 6,697.39	\$ 7,032.86	\$ 7,385.13	\$ 7,755.05	
	ANNUAL	\$ 72,884.41	\$ 76,535.13	\$ 80,368.69	\$ 84,394.30	\$ 88,621.57	\$ 93,060.63	
	M-6	\$ 6,377.93	\$ 6,697.39	\$ 7,032.86	\$ 7,385.13	\$ 7,755.05	\$ 8,143.49	
	ANNUAL	\$ 76,535.13	\$ 80,368.69	\$ 84,394.30	\$ 88,621.57	\$ 93,060.63	\$ 97,721.88	
	M-7	\$ 6,697.39	\$ 7,032.86	\$ 7,385.13	\$ 7,755.05	\$ 8,143.49	\$ 8,551.39	
	ANNUAL	\$ 80,368.69	\$ 84,394.30	\$ 88,621.57	\$ 93,060.63	\$ 97,721.88	\$ 102,616.73	
	M-8	\$ 7,032.86	\$ 7,385.13	\$ 7,755.05	\$ 8,143.49	\$ 8,551.39	\$ 8,979.73	
	ANNUAL	\$ 84,394.30	\$ 88,621.57	\$ 93,060.63	\$ 97,721.88	\$ 102,616.73	\$ 107,756.75	
ACADEMIC SUPPORT CENTER COORDINATOR								
ENROLLMENT SERVICES COORDINATOR	M-9	\$ 7,385.13	\$ 7,755.05	\$ 8,143.49	\$ 8,551.39	\$ 8,979.73	\$ 9,429.51	01/23/2024
STUDENT SUPPORT COORDINATOR	ANNUAL	\$ 88,621.57	\$ 93,060.63	\$ 97,721.88	\$ 102,616.73	\$ 107,756.75	\$ 113,154.14	01/23/2024
	M-10	\$ 7,755.05	\$ 8,143.49	\$ 8,551.39	\$ 8,979.73	\$ 9,429.51	\$ 9,901.83	
	ANNUAL	\$ 93,060.63	\$ 97,721.88	\$ 102,616.73	\$ 107,756.75	\$ 113,154.14	\$ 118,822.01	
	M-11	\$ 8,143.49	\$ 8,551.39	\$ 8,979.73	\$ 9,429.51	\$ 9,901.83	\$ 10,397.81	
	ANNUAL	\$ 97,721.88	\$ 102,616.73	\$ 107,756.75	\$ 113,154.14	\$ 118,822.01	\$ 124,773.75	
ACCOUNTING AND PAYROLL MANAGER	M-12	\$ 8,551.39	\$ 8,979.73	\$ 9,429.51	\$ 9,901.83	\$ 10,397.81	\$ 10,918.62	
EXPERIENTIAL LEARNING MANAGER	ANNUAL	\$ 102,616.73	\$ 107,756.75	\$ 113,154.14	\$ 118,822.01	\$ 124,773.75	\$ 131,023.50	03/26/2024
	M-13	\$ 8,979.73	\$ 9,429.51	\$ 9,901.83	\$ 10,397.81	\$ 10,918.62	\$ 11,465.54	
	ANNUAL	\$ 107,756.75	\$ 113,154.14	\$ 118,822.01	\$ 124,773.75	\$ 131,023.50	\$ 137,586.46	

MANAGER, DIGITAL & SOCIAL MEDIA									
MANAGER OF COUNSELING AND CAREER SERVICES									Title change and reclassification 01/24/2024 previously Counseling and Career Services Manager
MANAGER OF STUDENT JOURNEY & SUCCESS									Title change and reclassification 01/24/2024 previously Enrollment Services Manager
MANAGER OF STUDENT LIFE AND ALUMNI RELATIONS	M-14	\$ 9,429.51	\$ 9,901.83	\$ 10,397.81	\$ 10,918.62	\$ 11,465.54	\$ 12,039.83		Title change 01/01/2024 previously Manager of Student and Alumni Engagement and Relations
MANAGER, EQUITY SERVICES - ACCESSIBILITY AND VETERAN PROGRAMS	ANNUAL	\$ 113,154.14	\$ 118,822.01	\$ 124,773.75	\$ 131,023.50	\$ 137,586.46	\$ 144,477.95		Title change 01/01/2024 previously Program Coordinator (Accessibility & Veteran Services)
INNOVATION LAB MANAGER, DESIGN RESEARCH	M-15	\$ 9,901.83	\$ 10,397.81	\$ 10,918.62	\$ 11,465.54	\$ 12,039.83	\$ 12,642.90		10/18/2023
RESEARCH DATA MANAGER	ANNUAL	\$ 118,822.01	\$ 124,773.75	\$ 131,023.50	\$ 137,586.46	\$ 144,477.95	\$ 151,714.85		
SENIOR WORKFORCE ENGAGEMENT MANAGER	M-16	\$ 10,397.81	\$ 10,918.62	\$ 11,465.54	\$ 12,039.83	\$ 12,642.90	\$ 13,276.17		
	ANNUAL	\$ 124,773.75	\$ 131,023.50	\$ 137,586.46	\$ 144,477.95	\$ 151,714.85	\$ 159,314.04		
	M-17	\$ 10,918.62	\$ 11,465.54	\$ 12,039.83	\$ 12,642.90	\$ 13,276.17	\$ 13,941.16		
	ANNUAL	\$ 131,023.50	\$ 137,586.46	\$ 144,477.95	\$ 151,714.85	\$ 159,314.04	\$ 167,293.97		
SENIOR BUSINESS STRATEGY MANAGER									10/18/2023
SENIOR ENGINEERING MANAGER									
SENIOR MANAGER, DIGITAL MARKETING									
SENIOR MANAGER OF HUMAN RESOURCES									
SENIOR MANAGER OF OPERATIONS FOR STUDENT SUCCESS	M-18	\$ 11,465.54	\$ 12,039.83	\$ 12,642.90	\$ 13,276.17	\$ 13,941.16	\$ 14,639.47		
SENIOR MANAGER OF PAYROLL AND ACCOUNTING	ANNUAL	\$ 137,586.46	\$ 144,477.95	\$ 151,714.85	\$ 159,314.04	\$ 167,293.97	\$ 175,673.59		
ASSOCIATE DEAN, LEARNING EXPERIENCE	M-19	\$ 12,039.83	\$ 12,642.90	\$ 13,276.17	\$ 13,941.16	\$ 14,639.47	\$ 15,372.75		
	ANNUAL	\$ 144,477.95	\$ 151,714.85	\$ 159,314.04	\$ 167,293.97	\$ 175,673.59	\$ 184,473.03		03/26/2024

DEPUTY/ASSOCIATE GENERAL COUNSEL									11/14/2023
DIRECTOR, DIGITAL STRATEGY									
DIRECTOR OF ACCREDITATION									03/26/2024
DIRECTOR OF ADJUNCT ACADEMY									03/26/2024
DIRECTOR OF COMMUNICATIONS									
DIRECTOR OF ECONOMIC AND BUSINESS DEVELOPMENT									08/23/2023
DIRECTOR OF HEALTH SCIENCE PROGRAMS									Title change 06/01/2024 previously Program Director Licensed Vocational Nurse
DIRECTOR OF PARTNERSHIP DEVELOPMENT									
DIRECTOR OF POLICY AND STRATEGIC INITIATIVES	M-20 (EX-2)	\$ 12,642.90	\$ 13,276.17	\$ 13,941.16	\$ 14,639.47	\$ 15,372.75	\$ 16,142.75		
DIRECTOR OF RESEARCH, DATA STRATEGY & EFFECTIVENESS	ANNUAL	\$ 151,714.85	\$ 159,314.04	\$ 167,293.97	\$ 175,673.59	\$ 184,473.03	\$ 193,713.06		
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)	\$ 13,276.17	\$ 13,941.16	\$ 14,639.47	\$ 15,372.75	\$ 16,142.75	\$ 16,951.34		
DIRECTOR OF OPERATIONS	ANNUAL	\$ 159,314.04	\$ 167,293.97	\$ 175,673.59	\$ 184,473.03	\$ 193,713.06	\$ 203,416.02		12/13/2023
DIRECTOR OF INFORMATION SYSTEMS	M-22 (EX-4)	\$ 13,941.16	\$ 14,639.47	\$ 15,372.75	\$ 16,142.75	\$ 16,951.34	\$ 17,800.42		
DIRECTOR OF PRODUCT MANAGEMENT	ANNUAL	\$ 167,293.97	\$ 175,673.59	\$ 184,473.03	\$ 193,713.06	\$ 203,416.02	\$ 213,605.03		
	M-23 (EX-5)	\$ 14,639.47	\$ 15,372.75	\$ 16,142.75	\$ 16,951.34	\$ 17,800.42	\$ 18,692.03		
	ANNUAL	\$ 175,673.59	\$ 184,473.03	\$ 193,713.06	\$ 203,416.02	\$ 213,605.03	\$ 224,304.36		
	M-24 (EX-6)	\$ 15,372.75	\$ 16,142.75	\$ 16,951.34	\$ 17,800.42	\$ 18,692.03	\$ 19,628.30		
	ANNUAL	\$ 184,473.03	\$ 193,713.06	\$ 203,416.02	\$ 213,605.03	\$ 224,304.36	\$ 235,539.60		

CHIEF OF STAFF										
CONTROLLER/EXECUTIVE DIRECTOR OF FINANCE										
VP OF ENGINEERING										
VP OF GOVERNMENT RELATIONS										
VP OF HUMAN RESOURCES										
VP OF LEARNING AND INSTRUCTION										
VP OF MARKETING, COMMUNICATIONS AND OUTREACH									Title change 2024 previously VP of External Affairs, Marketing and Communications	
VP OF STUDENT SERVICES AND SUCCESS										
VP OF SUSTAINABLE GROWTH AND DISTRICT DEVELOPMENT									12/13/2023	
VP OF WORKFORCE STRATEGY & INNOVATION	M-25 (EX-7)	\$ 16,142.75	\$ 16,951.34	\$ 17,800.42	\$ 18,692.03	\$ 19,628.30	\$ 20,611.47			
SVP FOR STRATEGIC INITIATIVES	ANNUAL	\$ 193,713.06	\$ 203,416.02	\$ 213,605.03	\$ 224,304.36	\$ 235,539.60	\$ 247,337.63			
	EX-8	\$ 16,951.34	\$ 17,800.42	\$ 18,692.03	\$ 19,628.30	\$ 20,611.47	\$ 21,643.87			
	ANNUAL	\$ 203,416.02	\$ 213,605.03	\$ 224,304.36	\$ 235,539.60	\$ 247,337.63	\$ 259,726.50			
	EX-9	\$ 17,800.42	\$ 18,692.03	\$ 19,628.30	\$ 20,611.47	\$ 21,643.87	\$ 22,728.01			
GENERAL COUNSEL	ANNUAL	\$ 213,605.03	\$ 224,304.36	\$ 235,539.60	\$ 247,337.63	\$ 259,726.50	\$ 272,736.07			
	EX-10	\$ 18,692.03	\$ 19,628.30	\$ 20,611.47	\$ 21,643.87	\$ 22,728.01	\$ 23,866.44			
	ANNUAL	\$ 224,304.36	\$ 235,539.60	\$ 247,337.63	\$ 259,726.50	\$ 272,736.07	\$ 286,397.25			
	EX-11	\$ 19,628.30	\$ 20,611.47	\$ 21,643.87	\$ 22,728.01	\$ 23,866.44	\$ 25,061.89			
	ANNUAL	\$ 235,539.60	\$ 247,337.63	\$ 259,726.50	\$ 272,736.07	\$ 286,397.25	\$ 300,742.62			
		<i>Salary is a negotiated salary within this range</i>								
CHIEF FINANCIAL OFFICER	EX-12	\$ 19,428.29	Placement Based on Board Approved individual Contract				\$ 26,317.22			
CHIEF PRODUCT OFFICER	ANNUAL	\$ 233,139.44	Placement Based on Board Approved individual Contract				\$ 315,806.62			

	EX-13	\$ 21,643.87	\$ 22,728.01	\$ 23,866.44	\$ 25,061.89	\$ 26,317.22	\$ 27,635.42	
	ANNUAL	\$ 259,726.50	\$ 272,736.07	\$ 286,397.25	\$ 300,742.62	\$ 315,806.62	\$ 331,625.06	
	EX-14	\$ 22,728.01	\$ 23,866.44	\$ 25,061.89	\$ 26,317.22	\$ 27,635.42	\$ 29,019.67	
	ANNUAL	\$ 272,736.07	\$ 286,397.25	\$ 300,742.62	\$ 315,806.62	\$ 331,625.06	\$ 348,236.00	
	EX-15	\$ 23,866.44	\$ 25,061.89	\$ 26,317.22	\$ 27,635.42	\$ 29,019.67	\$ 30,473.23	
	ANNUAL	\$ 286,397.25	\$ 300,742.62	\$ 315,806.62	\$ 331,625.06	\$ 348,236.00	\$ 365,678.79	
		<i>Salary is a negotiated salary within this range</i>						
PRESIDENT AND CEO	EX-16	\$ 25,061.89	Placement Based on Board Approved individual Contract				\$ 31,999.61	
	ANNUAL	\$ 300,742.62	Placement Based on Board Approved individual Contract				\$ 383,995.37	

A 2.5% One-Time off-schedule payment will be paid to each employee for earnings between July 1, 2024, and June 30, 2025

3% On-schedule Effective July 1, 2024