

Management/Executive Management Salary Schedule 2024-26

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								01/23/2024
LEARNING COMMUNITIES COORDINATOR								08/21/2024
STUDENT LIFE COORDINATOR	M-9	\$ 7,385.13	\$ 7,755.05	\$ 8,143.49	\$ 8,551.39	\$ 8,979.73	\$ 9,429.51	08/21/2024
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	
	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 WORKFORCE ENGAGEMENT MANAGER	ANNUAL	\$ 137,586.46	\$ 144,477.95	\$ 151,714.85	\$ 159,314.04	\$ 167,293.97	\$ 175,673.59	Reclassified 06/26/2024
ASSOCIATE DEAN, LEARNING EXPERIENCE	M-19	\$ 12,039.83	\$ 12,642.90	\$ 13,276.17	\$ 13,941.16	\$ 14,639.47	\$ 15,372.75	03/26/2024
	ANNUAL	\$ 144,477.95	\$ 151,714.85	\$ 159,314.04	\$ 167,293.97	\$ 175,673.59	\$ 184,473.03	

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 TECHNOLOGY AND SECURITY	M-22 (EX-4)	\$ 13,941.16	\$ 14,639.47	\$ 15,372.75	\$ 16,142.75	\$ 16,951.34	\$ 17,800.42	Title change 05/09/2024 previously Director of Information Systems
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 RESEARCH AND DEVELOPMENT								12/11/2024
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	
CHIEF FINANCIAL OFFICER	EX-11	\$ 19,628.30	\$ 20,611.47	\$ 21,643.87	\$ 22,728.01	\$ 23,866.44	\$ 25,061.89	
CHIEF PRODUCT OFFICER	ANNUAL	\$ 235,539.60	\$ 247,337.63	\$ 259,726.50	\$ 272,736.07	\$ 286,397.25	\$ 300,742.62	
	EX-12	\$ 20,611.47	\$ 21,643.87	\$ 22,728.01	\$ 23,866.44	\$ 25,061.89	\$ 26,317.22	
	ANNUAL	\$ 247,337.63	\$ 259,726.50	\$ 272,736.07	\$ 286,397.25	\$ 300,742.62	\$ 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				\$ 32,457.46	
	ANNUAL	\$ 300,742.62	Placement Based on Board Approved individual Contract				\$ 389,489.46	

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