

BARSTOW COMMUNITY COLLEGE  
MANAGEMENT AND CONFIDENTIAL  
12-MONTH SALARY SCHEDULE  
EFFECTIVE: 07/01/2023

| CLASSIFICATION  | RANGE | STEP 1               | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    |
|---|-------|----------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| ADMINISTRATION  |       |                      |           |           |           |           |           |           |
| SUPERINTENDENT/PRESIDENT  |       | SALARY IS NEGOTIABLE |           |           |           |           |           |           |
| VICE PRESIDENT (ACADEMIC AFFAIRS/ADMINISTRATIVE SERVICES/STUDENT SERVICES)    | A1    | \$128,593            | \$136,309 | \$144,488 | \$153,157 | \$162,346 | \$172,087 | \$182,412 |
| VICE PRESIDENT A2 (HUMAN RESOURCES)   | A2    | \$121,313            | \$128,591 | \$136,307 | \$144,485 | \$153,155 | \$162,344 | \$172,085 |
| EXECUTIVE DEAN, STRATEGIC PARTNERSHIPS & WORKFORCE DEVELOPMENT                | A2    | \$121,313            | \$128,591 | \$136,307 | \$144,485 | \$153,155 | \$162,344 | \$172,085 |
| FUTURE USE  | 20    | \$110,850            | \$116,393 | \$122,213 | \$128,324 | \$134,741 | \$141,477 | \$148,552 |
| DEAN, INSTRUCTION   | 19    | \$109,884            | \$115,378 | \$121,147 | \$127,204 | \$133,564 | \$140,242 | \$147,254 |
| DEAN, COUNSELING & STUDENT SUCCESS  | 19    | \$109,884            | \$115,378 | \$121,147 | \$127,204 | \$133,564 | \$140,242 | \$147,254 |
| DEAN, ENROLLMENT MANAGEMENT AND SERVICES                                      | 19    | \$109,884            | \$115,378 | \$121,147 | \$127,204 | \$133,564 | \$140,242 | \$147,254 |
| MANAGEMENT  |       |                      |           |           |           |           |           |           |
| EXECUTIVE DIRECTOR, CAMPUS OPERATIONS   | 19    | \$109,884            | \$115,378 | \$121,147 | \$127,204 | \$133,564 | \$140,242 | \$147,254 |
| EXECUTIVE DIRECTOR, INFORMATION TECHNOLOGY                                    | 19    | \$109,884            | \$115,378 | \$121,147 | \$127,204 | \$133,564 | \$140,242 | \$147,254 |
| EXECUTIVE DIRECTOR, RESEARCH, DEVELOPMENT & PLANNING                          | 19    | \$109,884            | \$115,378 | \$121,147 | \$127,204 | \$133,564 | \$140,242 | \$147,254 |
| DIRECTOR, DISTANCE EDUCATION AND INSTRUCTIONAL TECHNOLOGY                     | 18    | \$104,549            | \$109,652 | \$115,007 | \$120,632 | \$126,537 | \$132,739 | \$139,251 |
| DIRECTOR, FISCAL SERVICES   | 17    | \$94,554             | \$99,427  | \$104,549 | \$109,652 | \$115,007 | \$120,632 | \$126,537 |
| DIRECTOR, MAINTENANCE & OPERATIONS  | 17    | \$94,554             | \$99,427  | \$104,549 | \$109,652 | \$115,007 | \$120,632 | \$126,537 |
| ASSOCIATE DEAN, ACADEMIC SUPPORT SERVICES                                     | 16    | \$87,683             | \$92,066  | \$96,671  | \$101,502 | \$106,579 | \$111,907 | \$117,502 |
| ASSOCIATE DEAN/ATHLETIC DIRECTOR, KINESIOLOGY AND ATHLETICS                   | 16    | \$87,683             | \$92,066  | \$96,671  | \$101,502 | \$106,579 | \$111,907 | \$117,502 |
| ASSOCIATE DEAN, CAREER TECHNICAL EDUCATION                                    | 16    | \$87,683             | \$92,066  | \$96,671  | \$101,502 | \$106,579 | \$111,907 | \$117,502 |
| DIRECTOR, BCC ADULT EDUCATION AND BARSTOW AREA CONSORTIUM FOR ADULT EDUCATION | 16    | \$87,683             | \$92,066  | \$96,671  | \$101,502 | \$106,579 | \$111,907 | \$117,502 |
| DIRECTOR, ENROLLMENT SERVICES   | 16    | \$87,683             | \$92,066  | \$96,671  | \$101,502 | \$106,579 | \$111,907 | \$117,502 |
| DIRECTOR, GUIDED PATHWAYS, EQUITY AND ACHIEVEMENT                             | 16    | \$87,683             | \$92,066  | \$96,671  | \$101,502 | \$106,579 | \$111,907 | \$117,502 |
| DIRECTOR, HUMAN RESOURCES ORGANIZATIONAL DEVELOPMENT & PROCESS IMPROVEMENT    | 15    | \$76,523             | \$80,349  | \$84,368  | \$88,586  | \$93,015  | \$97,665  | \$102,548 |
| DIRECTOR, MILITARY AND VETERANS PROGRAMS                                      | 15    | \$76,523             | \$80,349  | \$84,368  | \$88,586  | \$93,015  | \$97,665  | \$102,548 |
| DIRECTOR, SPECIAL PROGRAMS & SERVICES   | 15    | \$76,523             | \$80,349  | \$84,368  | \$88,586  | \$93,015  | \$97,665  | \$102,548 |
| DIRECTOR, STUDENT LIFE & CONDUCT  | 15    | \$76,523             | \$80,349  | \$84,368  | \$88,586  | \$93,015  | \$97,665  | \$102,548 |
| CIVIC CENTER & COLLEGE EVENT MANAGER  | 14    | \$71,739             | \$75,326  | \$79,092  | \$83,047  | \$87,200  | \$91,559  | \$96,137  |
| DIRECTOR, LEARNING SUPPORT SERVICES   | 14    | \$71,739             | \$75,326  | \$79,092  | \$83,047  | \$87,200  | \$91,559  | \$96,137  |
| DIRECTOR, PUBLIC RELATIONS, COMMUNICATIONS, & MARKETING                       | 14    | \$71,739             | \$75,326  | \$79,092  | \$83,047  | \$87,200  | \$91,559  | \$96,137  |
| BUDGET ANALYST  | 13    | \$64,567             | \$67,795  | \$71,185  | \$74,744  | \$78,481  | \$82,405  | \$86,525  |
| PROGRAM MANAGER - (COF)   | 13    | \$64,567             | \$67,795  | \$71,185  | \$74,744  | \$78,481  | \$82,405  | \$86,525  |
| CONFIDENTIAL  |       |                      |           |           |           |           |           |           |
| EXECUTIVE ASSISTANT   | 13    | \$64,567             | \$67,795  | \$71,185  | \$74,744  | \$78,481  | \$82,405  | \$86,525  |
| SENIOR HUMAN RESOURCES SERVICE PARTNER  | 12    | \$57,500             | \$60,376  | \$63,394  | \$66,565  | \$69,894  | \$73,387  | \$77,056  |
| HUMAN RESOURCES ADMINISTRATIVE SERVICE PARTNER                                | 11    | \$53,737             | \$56,424  | \$59,247  | \$62,209  | \$65,319  | \$68,585  | \$72,014  |
| HUMAN RESOURCES SERVICE PARTNER   | 11    | \$53,737             | \$56,424  | \$59,247  | \$62,209  | \$65,319  | \$68,585  | \$72,014  |

Board Approved: 09/20/2023