

**BARSTOW COMMUNITY COLLEGE
MANAGEMENT AND CONFIDENTIAL
12-MONTH SALARY SCHEDULE
EFFECTIVE: 07/01/2026**

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
ADMINISTRATION										
SUPERINTENDENT/PRESIDENT		SALARY IS NEGOTIABLE								
VICE PRESIDENT (ACADEMIC AFFAIRS/ADMINISTRATIVE SERVICES/STUDENT SERVICES)	A1	\$ 145,907	\$ 154,661	\$ 163,941	\$ 173,777	\$ 184,204	\$ 195,256	\$ 206,972	\$ 219,390	\$ 232,553
VICE PRESIDENT (HUMAN RESOURCES)	A2	\$ 137,648	\$ 145,907	\$ 154,661	\$ 163,941	\$ 173,777	\$ 184,204	\$ 195,256	\$ 206,972	\$ 219,390
EXECUTIVE DEAN, STRATEGIC PARTNERSHIPS & WORKFORCE DEVELOPMENT	A2	\$ 137,648	\$ 145,907	\$ 154,661	\$ 163,941	\$ 173,777	\$ 184,204	\$ 195,256	\$ 206,972	\$ 219,390
FUTURE USE	20	\$ 125,776	\$ 132,065	\$ 138,668	\$ 145,602	\$ 152,882	\$ 160,526	\$ 168,552	\$ 176,980	\$ 185,829
DEAN, INSTRUCTION	19	\$ 124,680	\$ 130,914	\$ 137,459	\$ 144,332	\$ 151,549	\$ 159,126	\$ 167,083	\$ 175,437	\$ 184,209
DEAN, INSTRUCTION, WORKFORCE AND ECONOMIC DEVELOPMENT	19	\$ 124,680	\$ 130,914	\$ 137,459	\$ 144,332	\$ 151,549	\$ 159,126	\$ 167,083	\$ 175,437	\$ 184,209
DEAN, COUNSELING & STUDENT SUCCESS	19	\$ 124,680	\$ 130,914	\$ 137,459	\$ 144,332	\$ 151,549	\$ 159,126	\$ 167,083	\$ 175,437	\$ 184,209
DEAN, ENROLLMENT MANAGEMENT AND SERVICES	19	\$ 124,680	\$ 130,914	\$ 137,459	\$ 144,332	\$ 151,549	\$ 159,126	\$ 167,083	\$ 175,437	\$ 184,209
MANAGEMENT										
EXECUTIVE DIRECTOR, CAMPUS OPERATIONS	19	\$ 124,680	\$ 130,914	\$ 137,459	\$ 144,332	\$ 151,549	\$ 159,126	\$ 167,083	\$ 175,437	\$ 184,209
EXECUTIVE DIRECTOR, INFORMATION TECHNOLOGY	19	\$ 124,680	\$ 130,914	\$ 137,459	\$ 144,332	\$ 151,549	\$ 159,126	\$ 167,083	\$ 175,437	\$ 184,209
EXECUTIVE DIRECTOR, RESEARCH, DEVELOPMENT & PLANNING	19	\$ 124,680	\$ 130,914	\$ 137,459	\$ 144,332	\$ 151,549	\$ 159,126	\$ 167,083	\$ 175,437	\$ 184,209
DIRECTOR, APPLICATION SERVICES	18	\$ 118,626	\$ 124,557	\$ 130,785	\$ 137,324	\$ 144,191	\$ 151,400	\$ 158,970	\$ 166,919	\$ 175,265
DIRECTOR, DISTANCE EDUCATION AND INSTRUCTIONAL TECHNOLOGY	18	\$ 118,626	\$ 124,557	\$ 130,785	\$ 137,324	\$ 144,191	\$ 151,400	\$ 158,970	\$ 166,919	\$ 175,265
DIRECTOR, FISCAL SERVICES	17	\$ 107,286	\$ 112,650	\$ 118,282	\$ 124,197	\$ 130,406	\$ 136,927	\$ 143,773	\$ 150,962	\$ 158,510
DIRECTOR, MAINTENANCE & OPERATIONS	17	\$ 107,286	\$ 112,650	\$ 118,282	\$ 124,197	\$ 130,406	\$ 136,927	\$ 143,773	\$ 150,962	\$ 158,510
ASSOCIATE DEAN, ACADEMIC SUPPORT SERVICES	16	\$ 99,490	\$ 104,464	\$ 109,687	\$ 115,172	\$ 120,930	\$ 126,977	\$ 133,326	\$ 139,992	\$ 146,992
ASSOCIATE DEAN/ATHLETIC DIRECTOR, KINESIOLOGY AND ATHLETICS	16	\$ 99,490	\$ 104,464	\$ 109,687	\$ 115,172	\$ 120,930	\$ 126,977	\$ 133,326	\$ 139,992	\$ 146,992
ASSOCIATE DEAN, CAREER TECHNICAL EDUCATION	16	\$ 99,490	\$ 104,464	\$ 109,687	\$ 115,172	\$ 120,930	\$ 126,977	\$ 133,326	\$ 139,992	\$ 146,992
DIRECTOR, BCC ADULT EDUCATION AND BARSTOW AREA CONSORTIUM FOR ADULT EDUCATION	16	\$ 99,490	\$ 104,464	\$ 109,687	\$ 115,172	\$ 120,930	\$ 126,977	\$ 133,326	\$ 139,992	\$ 146,992
DIRECTOR, ENROLLMENT SERVICES	16	\$ 99,490	\$ 104,464	\$ 109,687	\$ 115,172	\$ 120,930	\$ 126,977	\$ 133,326	\$ 139,992	\$ 146,992
DIRECTOR, FINANCIAL AID	16	\$ 99,490	\$ 104,464	\$ 109,687	\$ 115,172	\$ 120,930	\$ 126,977	\$ 133,326	\$ 139,992	\$ 146,992
DIRECTOR, GUIDED PATHWAYS, EQUITY AND ACHIEVEMENT	16	\$ 99,490	\$ 104,464	\$ 109,687	\$ 115,172	\$ 120,930	\$ 126,977	\$ 133,326	\$ 139,992	\$ 146,992
DIRECTOR, BASIC NEEDS CENTER	15	\$ 86,826	\$ 91,168	\$ 95,726	\$ 100,513	\$ 105,538	\$ 110,815	\$ 116,356	\$ 122,174	\$ 128,282
DIRECTOR, CAREER AND COLLEGE ACCESS PATHWAYS	15	\$ 86,826	\$ 91,168	\$ 95,726	\$ 100,513	\$ 105,538	\$ 110,815	\$ 116,356	\$ 122,174	\$ 128,282
DIRECTOR, HUMAN RESOURCES ORGANIZATIONAL DEVELOPMENT & PROCESS IMPROVEMENT	15	\$ 86,826	\$ 91,168	\$ 95,726	\$ 100,513	\$ 105,538	\$ 110,815	\$ 116,356	\$ 122,174	\$ 128,282
DIRECTOR, MILITARY AND VETERANS PROGRAMS	15	\$ 86,826	\$ 91,168	\$ 95,726	\$ 100,513	\$ 105,538	\$ 110,815	\$ 116,356	\$ 122,174	\$ 128,282
DIRECTOR, SPECIAL PROGRAMS & SERVICES	15	\$ 86,826	\$ 91,168	\$ 95,726	\$ 100,513	\$ 105,538	\$ 110,815	\$ 116,356	\$ 122,174	\$ 128,282
DIRECTOR, STUDENT LIFE & CONDUCT	15	\$ 86,826	\$ 91,168	\$ 95,726	\$ 100,513	\$ 105,538	\$ 110,815	\$ 116,356	\$ 122,174	\$ 128,282
BUDGET ANALYST	14	\$ 81,398	\$ 85,468	\$ 89,741	\$ 94,228	\$ 98,940	\$ 103,887	\$ 109,081	\$ 114,535	\$ 120,262
CIVIC CENTER & COLLEGE EVENT MANAGER	14	\$ 81,398	\$ 85,468	\$ 89,741	\$ 94,228	\$ 98,940	\$ 103,887	\$ 109,081	\$ 114,535	\$ 120,262
DIRECTOR, LEARNING SUPPORT SERVICES	14	\$ 81,398	\$ 85,468	\$ 89,741	\$ 94,228	\$ 98,940	\$ 103,887	\$ 109,081	\$ 114,535	\$ 120,262
DIRECTOR, PUBLIC RELATIONS, COMMUNICATIONS & MARKETING	14	\$ 81,398	\$ 85,468	\$ 89,741	\$ 94,228	\$ 98,940	\$ 103,887	\$ 109,081	\$ 114,535	\$ 120,262
PROGRAM MANAGER - (COF)	13	\$ 73,260	\$ 76,924	\$ 80,770	\$ 84,808	\$ 89,049	\$ 93,501	\$ 98,176	\$ 103,085	\$ 108,239
CONFIDENTIAL										
EXECUTIVE ASSISTANT, SUPERINTENDENT-PRESIDENT AND BOARD OF TRUSTEES	15	\$ 86,826	\$ 91,168	\$ 95,726	\$ 100,513	\$ 105,538	\$ 110,815	\$ 116,356	\$ 122,174	\$ 128,282
HUMAN RESOURCES SPECIALIST - CERTIFICATED EMPLOYEES	13	\$ 73,260	\$ 76,924	\$ 80,770	\$ 84,808	\$ 89,049	\$ 93,501	\$ 98,176	\$ 103,085	\$ 108,239
HUMAN RESOURCES SPECIALIST - CLASSIFIED EMPLOYEES	13	\$ 73,260	\$ 76,924	\$ 80,770	\$ 84,808	\$ 89,049	\$ 93,501	\$ 98,176	\$ 103,085	\$ 108,239
HUMAN RESOURCES SPECIALIST - LEAVES AND BENEFITS	13	\$ 73,260	\$ 76,924	\$ 80,770	\$ 84,808	\$ 89,049	\$ 93,501	\$ 98,176	\$ 103,085	\$ 108,239
FUTURE USE	12	\$ 65,242	\$ 68,504	\$ 71,930	\$ 75,526	\$ 79,302	\$ 83,267	\$ 87,431	\$ 91,802	\$ 96,393
FUTURE USE	11	\$ 60,973	\$ 64,021	\$ 67,222	\$ 70,583	\$ 74,113	\$ 77,818	\$ 81,709	\$ 85,794	\$ 90,084

2% effective 07/01/2026

Board Approved: 10/16/2024