

**BARSTOW COMMUNITY COLLEGE
MANAGEMENT AND CONFIDENTIAL
12-MONTH SALARY SCHEDULE
EFFECTIVE: 07/01/2025**

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/ADMINISTRIVE SERVICES/STUDENT SERVICES)	A1	\$ 143,046	\$ 151,629	\$ 160,727	\$ 170,371	\$ 180,593	\$ 191,428	\$ 202,914	\$ 215,089	\$ 227,994
VICE PRESIDENT (HUMAN RESOURCES)	A2	\$ 134,949	\$ 143,045	\$ 151,628	\$ 160,726	\$ 170,369	\$ 180,592	\$ 191,427	\$ 202,913	\$ 215,087
EXECUTIVE DEAN, STRATEGIC PARTNERSHIPS & WORKFORCE DEVELOPMENT	A2	\$ 134,949	\$ 143,045	\$ 151,628	\$ 160,726	\$ 170,369	\$ 180,592	\$ 191,427	\$ 202,913	\$ 215,087
FUTURE USE	20	\$ 123,310	\$ 129,475	\$ 135,949	\$ 142,746	\$ 149,884	\$ 157,378	\$ 165,247	\$ 173,509	\$ 182,184
DEAN, INSTRUCTION	19	\$ 122,235	\$ 128,347	\$ 134,764	\$ 141,503	\$ 148,578	\$ 156,007	\$ 163,807	\$ 171,997	\$ 180,597
DEAN, INSTRUCTION, CAREER TECHNICAL EDUCATION	19	\$ 122,235	\$ 128,347	\$ 134,764	\$ 141,503	\$ 148,578	\$ 156,007	\$ 163,807	\$ 171,997	\$ 180,597
DEAN, COUNSELING & STUDENT SUCCESS	19	\$ 122,235	\$ 128,347	\$ 134,764	\$ 141,503	\$ 148,578	\$ 156,007	\$ 163,807	\$ 171,997	\$ 180,597
DEAN, ENROLLMENT MANAGEMENT AND SERVICES	19	\$ 122,235	\$ 128,347	\$ 134,764	\$ 141,503	\$ 148,578	\$ 156,007	\$ 163,807	\$ 171,997	\$ 180,597
MANAGEMENT										
EXECUTIVE DIRECTOR, CAMPUS OPERATIONS	19	\$ 122,235	\$ 128,347	\$ 134,764	\$ 141,503	\$ 148,578	\$ 156,007	\$ 163,807	\$ 171,997	\$ 180,597
EXECUTIVE DIRECTOR, INFORMATION TECHNOLOGY	19	\$ 122,235	\$ 128,347	\$ 134,764	\$ 141,503	\$ 148,578	\$ 156,007	\$ 163,807	\$ 171,997	\$ 180,597
EXECUTIVE DIRECTOR, RESEARCH, DEVELOPMENT & PLANNING	19	\$ 122,235	\$ 128,347	\$ 134,764	\$ 141,503	\$ 148,578	\$ 156,007	\$ 163,807	\$ 171,997	\$ 180,597
DIRECTOR, APPLICATION SERVICES	18	\$ 116,300	\$ 122,115	\$ 128,221	\$ 134,632	\$ 141,364	\$ 148,432	\$ 155,854	\$ 163,646	\$ 171,829
DIRECTOR, DISTANCE EDUCATION AND INSTRUCTIONAL TECHNOLOGY	18	\$ 116,300	\$ 122,115	\$ 128,221	\$ 134,632	\$ 141,364	\$ 148,432	\$ 155,854	\$ 163,646	\$ 171,829
DIRECTOR, FISCAL SERVICES	17	\$ 105,182	\$ 110,441	\$ 115,963	\$ 121,761	\$ 127,849	\$ 134,241	\$ 140,953	\$ 148,001	\$ 155,401
DIRECTOR, MAINTENANCE & OPERATIONS	17	\$ 105,182	\$ 110,441	\$ 115,963	\$ 121,761	\$ 127,849	\$ 134,241	\$ 140,953	\$ 148,001	\$ 155,401
ASSOCIATE DEAN, ACADEMIC SUPPORT SERVICES	16	\$ 97,539	\$ 102,416	\$ 107,537	\$ 112,914	\$ 118,559	\$ 124,487	\$ 130,712	\$ 137,247	\$ 144,109
ASSOCIATE DEAN/ATHLETIC DIRECTOR, KINESIOLOGY AND ATHLETICS	16	\$ 97,539	\$ 102,416	\$ 107,537	\$ 112,914	\$ 118,559	\$ 124,487	\$ 130,712	\$ 137,247	\$ 144,109
ASSOCIATE DEAN, CAREER TECHNICAL EDUCATION	16	\$ 97,539	\$ 102,416	\$ 107,537	\$ 112,914	\$ 118,559	\$ 124,487	\$ 130,712	\$ 137,247	\$ 144,109
DIRECTOR, BCC ADULT EDUCATION AND BARSTOW AREA CONSORTIUM FOR ADULT EDUCATION	16	\$ 97,539	\$ 102,416	\$ 107,537	\$ 112,914	\$ 118,559	\$ 124,487	\$ 130,712	\$ 137,247	\$ 144,109
DIRECTOR, ENROLLMENT SERVICES	16	\$ 97,539	\$ 102,416	\$ 107,537	\$ 112,914	\$ 118,559	\$ 124,487	\$ 130,712	\$ 137,247	\$ 144,109
DIRECTOR, FINANCIAL AID	16	\$ 97,539	\$ 102,416	\$ 107,537	\$ 112,914	\$ 118,559	\$ 124,487	\$ 130,712	\$ 137,247	\$ 144,109
DIRECTOR, GUIDED PATHWAYS, EQUITY AND ACHIEVEMENT	16	\$ 97,539	\$ 102,416	\$ 107,537	\$ 112,914	\$ 118,559	\$ 124,487	\$ 130,712	\$ 137,247	\$ 144,109
DIRECTOR, BASIC NEEDS CENTER	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
DIRECTOR, CAREER AND COLLEGE ACCESS PATHWAYS	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
DIRECTOR, HUMAN RESOURCES ORGANIZATIONAL DEVELOPMENT & PROCESS IMPROVEMENT	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
DIRECTOR, MATHEMATICS, ENGINEERING, SCIENCE, ACHIEVEMENT PROGRAM	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
DIRECTOR, MILITARY AND VETERANS PROGRAMS	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
DIRECTOR, SPECIAL PROGRAMS & SERVICES	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
DIRECTOR, STUDENT LIFE & CONDUCT	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
BUDGET ANALYST	14	\$ 79,802	\$ 83,792	\$ 87,982	\$ 92,381	\$ 97,000	\$ 101,850	\$ 106,943	\$ 112,290	\$ 117,904
CIVIC CENTER & COLLEGE EVENT MANAGER	14	\$ 79,802	\$ 83,792	\$ 87,982	\$ 92,381	\$ 97,000	\$ 101,850	\$ 106,943	\$ 112,290	\$ 117,904
DIRECTOR, LEARNING SUPPORT SERVICES	14	\$ 79,802	\$ 83,792	\$ 87,982	\$ 92,381	\$ 97,000	\$ 101,850	\$ 106,943	\$ 112,290	\$ 117,904
DIRECTOR, PUBLIC RELATIONS, COMMUNICATIONS & MARKETING	14	\$ 79,802	\$ 83,792	\$ 87,982	\$ 92,381	\$ 97,000	\$ 101,850	\$ 106,943	\$ 112,290	\$ 117,904
PROGRAM MANAGER - (COF)	13	\$ 71,824	\$ 75,415	\$ 79,186	\$ 83,145	\$ 87,302	\$ 91,668	\$ 96,251	\$ 101,064	\$ 106,117
CONFIDENTIAL										
EXECUTIVE ASSISTANT, SUPERINTENDENT-PRESIDENT AND BOARD OF TRUSTEES	15	\$ 85,124	\$ 89,381	\$ 93,850	\$ 98,542	\$ 103,469	\$ 108,643	\$ 114,075	\$ 119,779	\$ 125,767
HUMAN RESOURCES SPECIALIST - CERTIFICATED EMPLOYEES	13	\$ 71,824	\$ 75,415	\$ 79,186	\$ 83,145	\$ 87,302	\$ 91,668	\$ 96,251	\$ 101,064	\$ 106,117
HUMAN RESOURCES SPECIALIST - CLASSIFIED EMPLOYEES	13	\$ 71,824	\$ 75,415	\$ 79,186	\$ 83,145	\$ 87,302	\$ 91,668	\$ 96,251	\$ 101,064	\$ 106,117
HUMAN RESOURCES SPECIALIST - LEAVES AND BENEFITS	13	\$ 71,824	\$ 75,415	\$ 79,186	\$ 83,145	\$ 87,302	\$ 91,668	\$ 96,251	\$ 101,064	\$ 106,117
FUTURE USE	12	\$ 63,963	\$ 67,161	\$ 70,519	\$ 74,045	\$ 77,747	\$ 81,635	\$ 85,717	\$ 90,002	\$ 94,502
FUTURE USE	11	\$ 59,777	\$ 62,766	\$ 65,904	\$ 69,199	\$ 72,659	\$ 76,292	\$ 80,107	\$ 84,112	\$ 88,318

3% effective 07/01/2025

Board Approved: 10/16/2024