

**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/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, INSTRUCTION | 16 | \$ 97,539 | \$ 102,416 | \$ 107,537 | \$ 112,914 | \$ 118,559 | \$ 124,487 | \$ 130,712 | \$ 137,247 | \$ 144,109 |
| ASSOCIATE DEAN, WORKFORCE AND EMPLOYER RELATIONS | 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, DISABLED STUDENT PROGRAMS AND SERVICES | 15 | \$ 85,124 | \$ 89,381 | \$ 93,850 | \$ 98,542 | \$ 103,469 | \$ 108,643 | \$ 114,075 | \$ 119,779 | \$ 125,767 |
| DIRECTOR, HUMAN RESOURCES | 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