

**BARSTOW COMMUNITY COLLEGE  
MANAGEMENT AND CONFIDENTIAL  
12-MONTH SALARY SCHEDULE  
EFFECTIVE: 07/01/2024**

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
<b>ADMINISTRATION</b>										
SUPERINTENDENT/PRESIDENT		SALARY IS NEGOTIABLE								
VICE PRESIDENT (ACADEMIC AFFAIRS/ADMINISTRATIVE SERVICES/STUDENT SERVICES)	A1	\$ 138,880	\$ 147,213	\$ 156,046	\$ 165,409	\$ 175,333	\$ 185,853	\$ 197,005	\$ 208,825	\$ 221,354
VICE PRESIDENT (HUMAN RESOURCES)	A2	\$ 131,018	\$ 138,879	\$ 147,212	\$ 156,045	\$ 165,407	\$ 175,332	\$ 185,852	\$ 197,003	\$ 208,823
EXECUTIVE DEAN, STRATEGIC PARTNERSHIPS & WORKFORCE DEVELOPMENT	A2	\$ 131,018	\$ 138,879	\$ 147,212	\$ 156,045	\$ 165,407	\$ 175,332	\$ 185,852	\$ 197,003	\$ 208,823
FUTURE USE	20	\$ 119,718	\$ 125,704	\$ 131,989	\$ 138,589	\$ 145,518	\$ 152,794	\$ 160,434	\$ 168,455	\$ 176,878
DEAN, INSTRUCTION	19	\$ 118,675	\$ 124,608	\$ 130,839	\$ 137,381	\$ 144,250	\$ 151,462	\$ 159,035	\$ 166,987	\$ 175,337
DEAN, INSTRUCTION, CAREER TECHNICAL EDUCATION	19	\$ 118,675	\$ 124,608	\$ 130,839	\$ 137,381	\$ 144,250	\$ 151,462	\$ 159,035	\$ 166,987	\$ 175,337
DEAN, COUNSELING & STUDENT SUCCESS	19	\$ 118,675	\$ 124,608	\$ 130,839	\$ 137,381	\$ 144,250	\$ 151,462	\$ 159,035	\$ 166,987	\$ 175,337
DEAN, ENROLLMENT MANAGEMENT AND SERVICES	19	\$ 118,675	\$ 124,608	\$ 130,839	\$ 137,381	\$ 144,250	\$ 151,462	\$ 159,035	\$ 166,987	\$ 175,337
<b>MANAGEMENT</b>										
EXECUTIVE DIRECTOR, CAMPUS OPERATIONS	19	\$ 118,675	\$ 124,608	\$ 130,839	\$ 137,381	\$ 144,250	\$ 151,462	\$ 159,035	\$ 166,987	\$ 175,337
EXECUTIVE DIRECTOR, INFORMATION TECHNOLOGY	19	\$ 118,675	\$ 124,608	\$ 130,839	\$ 137,381	\$ 144,250	\$ 151,462	\$ 159,035	\$ 166,987	\$ 175,337
EXECUTIVE DIRECTOR, RESEARCH, DEVELOPMENT & PLANNING	19	\$ 118,675	\$ 124,608	\$ 130,839	\$ 137,381	\$ 144,250	\$ 151,462	\$ 159,035	\$ 166,987	\$ 175,337
DIRECTOR, APPLICATION SERVICES	18	\$ 112,913	\$ 118,559	\$ 124,486	\$ 130,711	\$ 137,246	\$ 144,109	\$ 151,314	\$ 158,880	\$ 166,824
DIRECTOR, DISTANCE EDUCATION AND INSTRUCTIONAL TECHNOLOGY	18	\$ 112,913	\$ 118,559	\$ 124,486	\$ 130,711	\$ 137,246	\$ 144,109	\$ 151,314	\$ 158,880	\$ 166,824
DIRECTOR, FISCAL SERVICES	17	\$ 102,118	\$ 107,224	\$ 112,585	\$ 118,215	\$ 124,125	\$ 130,332	\$ 136,848	\$ 143,691	\$ 150,875
DIRECTOR, MAINTENANCE & OPERATIONS	17	\$ 102,118	\$ 107,224	\$ 112,585	\$ 118,215	\$ 124,125	\$ 130,332	\$ 136,848	\$ 143,691	\$ 150,875
ASSOCIATE DEAN/ATHLETIC DIRECTOR, KINESIOLOGY AND ATHLETICS	16	\$ 94,698	\$ 99,433	\$ 104,404	\$ 109,624	\$ 115,106	\$ 120,861	\$ 126,904	\$ 133,249	\$ 139,912
ASSOCIATE DEAN, CAREER TECHNICAL EDUCATION	16	\$ 94,698	\$ 99,433	\$ 104,404	\$ 109,624	\$ 115,106	\$ 120,861	\$ 126,904	\$ 133,249	\$ 139,912
ASSOCIATE DEAN, INSTRUCTION	16	\$ 94,698	\$ 99,433	\$ 104,404	\$ 109,624	\$ 115,106	\$ 120,861	\$ 126,904	\$ 133,249	\$ 139,912
DIRECTOR, BCC ADULT EDUCATION AND BARSTOW AREA CONSORTIUM FOR ADULT EDUCATION	16	\$ 94,698	\$ 99,433	\$ 104,404	\$ 109,624	\$ 115,106	\$ 120,861	\$ 126,904	\$ 133,249	\$ 139,912
DIRECTOR, ENROLLMENT SERVICES	16	\$ 94,698	\$ 99,433	\$ 104,404	\$ 109,624	\$ 115,106	\$ 120,861	\$ 126,904	\$ 133,249	\$ 139,912
DIRECTOR, FINANCIAL AID	16	\$ 94,698	\$ 99,433	\$ 104,404	\$ 109,624	\$ 115,106	\$ 120,861	\$ 126,904	\$ 133,249	\$ 139,912
DIRECTOR, GUIDED PATHWAYS, EQUITY AND ACHIEVEMENT	16	\$ 94,698	\$ 99,433	\$ 104,404	\$ 109,624	\$ 115,106	\$ 120,861	\$ 126,904	\$ 133,249	\$ 139,912
DIRECTOR, BASIC NEEDS CENTER	15	\$ 82,645	\$ 86,777	\$ 91,116	\$ 95,672	\$ 100,455	\$ 105,478	\$ 110,752	\$ 116,290	\$ 122,104
DIRECTOR, CAREER AND COLLEGE ACCESS PATHWAYS	15	\$ 82,645	\$ 86,777	\$ 91,116	\$ 95,672	\$ 100,455	\$ 105,478	\$ 110,752	\$ 116,290	\$ 122,104
DIRECTOR, HUMAN RESOURCES ORGANIZATIONAL DEVELOPMENT & PROCESS IMPROVEMENT	15	\$ 82,645	\$ 86,777	\$ 91,116	\$ 95,672	\$ 100,455	\$ 105,478	\$ 110,752	\$ 116,290	\$ 122,104
DIRECTOR, MILITARY AND VETERANS PROGRAMS	15	\$ 82,645	\$ 86,777	\$ 91,116	\$ 95,672	\$ 100,455	\$ 105,478	\$ 110,752	\$ 116,290	\$ 122,104
DIRECTOR, SPECIAL PROGRAMS & SERVICES	15	\$ 82,645	\$ 86,777	\$ 91,116	\$ 95,672	\$ 100,455	\$ 105,478	\$ 110,752	\$ 116,290	\$ 122,104
DIRECTOR, STUDENT LIFE & CONDUCT	15	\$ 82,645	\$ 86,777	\$ 91,116	\$ 95,672	\$ 100,455	\$ 105,478	\$ 110,752	\$ 116,290	\$ 122,104
BUDGET ANALYST	14	\$ 77,478	\$ 81,352	\$ 85,420	\$ 89,691	\$ 94,175	\$ 98,884	\$ 103,828	\$ 109,019	\$ 114,470
CIVIC CENTER & COLLEGE EVENT MANAGER	14	\$ 77,478	\$ 81,352	\$ 85,420	\$ 89,691	\$ 94,175	\$ 98,884	\$ 103,828	\$ 109,019	\$ 114,470
DIRECTOR, LEARNING SUPPORT SERVICES	14	\$ 77,478	\$ 81,352	\$ 85,420	\$ 89,691	\$ 94,175	\$ 98,884	\$ 103,828	\$ 109,019	\$ 114,470
DIRECTOR, PUBLIC RELATIONS, COMMUNICATIONS & MARKETING	14	\$ 77,478	\$ 81,352	\$ 85,420	\$ 89,691	\$ 94,175	\$ 98,884	\$ 103,828	\$ 109,019	\$ 114,470
PROGRAM MANAGER - (COF)	13	\$ 69,732	\$ 73,219	\$ 76,880	\$ 80,724	\$ 84,760	\$ 88,998	\$ 93,448	\$ 98,120	\$ 103,026
<b>CONFIDENTIAL</b>										
EXECUTIVE ASSISTANT, SUPERINTENDENT-PRESIDENT AND BOARD OF TRUSTEES	15	\$ 82,645	\$ 86,777	\$ 91,116	\$ 95,672	\$ 100,455	\$ 105,478	\$ 110,752	\$ 116,290	\$ 122,104
HUMAN RESOURCES SPECIALIST - CERTIFICATED EMPLOYEES	13	\$ 69,732	\$ 73,219	\$ 76,880	\$ 80,724	\$ 84,760	\$ 88,998	\$ 93,448	\$ 98,120	\$ 103,026
HUMAN RESOURCES SPECIALIST - CLASSIFIED EMPLOYEES	13	\$ 69,732	\$ 73,219	\$ 76,880	\$ 80,724	\$ 84,760	\$ 88,998	\$ 93,448	\$ 98,120	\$ 103,026
HUMAN RESOURCES SPECIALIST - LEAVES AND BENEFITS	13	\$ 69,732	\$ 73,219	\$ 76,880	\$ 80,724	\$ 84,760	\$ 88,998	\$ 93,448	\$ 98,120	\$ 103,026
FUTURE USE	12	\$ 62,100	\$ 65,205	\$ 68,465	\$ 71,889	\$ 75,483	\$ 79,257	\$ 83,220	\$ 87,381	\$ 91,750
FUTURE USE	11	\$ 58,036	\$ 60,938	\$ 63,985	\$ 67,184	\$ 70,543	\$ 74,070	\$ 77,774	\$ 81,662	\$ 85,746

8% effective 07/01/2024

Board Approved: XX/XX/2024