

<b>SALARIES AND DESIGNATION OF MANAGEMENT POSITIONS</b>	<b>2050</b>
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The Board of Trustees shall adopt a salary schedule in order to:

1. Attract and keep highly qualified administrators.
2. Provide comparable salaries for positions requiring comparable preparation and experience.
3. Maintain a reasonable relationship between management and faculty salaries.
4. Maintain a reasonable relationship among salaries paid to managers based on responsibility assigned by the Board.

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Periodic Review of Salaries

The management salary schedules shall be subject to: (1) annual review, and (2) necessary adjustments as they affects all compensation levels.

Management designated positions other than the Superintendent/President shall be:

“Educational Administrative” Education Code 87002 a) and b).  
 Assistant Superintendent/Vice President, Administrative Services  
 Assistant Superintendent/Vice President, Instructional Services  
 Assistant Superintendent/Vice President, Student Services  
 Dean of Instruction--Business, Engineering and Technology and Human Development  
 Dean of Instruction--Community Programs and Economic Development  
 Dean of Instruction--Humanities  
 Dean of Instruction--Sciences, Mathematics, Nursing and Physical Education  
 Dean of Student Services  
 Director of Academic Support/Disabled Student Programs and Services  
 Director of Athletics  
 Director of Counseling Services  
 Director of Extended Opportunity Programs and Services  
 Director of Library/Learning Resources  
 Director of Matriculation and Research Services  
 Director of Nursing/Allied Health  
 Executive Dean, North County Campus

“Classified Administrative” Education Code 87002 a) and c):

Director of Admissions and Records  
 Director of Bookstore  
 Director of Community Programs  
 Director of Computer Services  
 Director of Employment Training/CalWORKs  
 Director of Facilities Planning & Construction  
 Director of Financial Aid  
 Director of Fiscal Services

Director of General Services  
Director of Human Resources  
Director of Institute for Professional Development  
Director of Maintenance, Operations, & Grounds  
Director of Public Information and Marketing  
Director of Public Safety  
Director of Small Business Development Center  
Executive Director of Institutional Advancement  
Grant Writer/Developer  
Office of Employment Training Support Services Manager  
Planned and Major Gifts Officer  
Workforce Development Manager for Career Connections

Salary Level Establishment of Management Designated Positions

Assistant Superintendent/Vice President

1. Remuneration shall be according to the administrative annual salary schedule established by the Board of Trustees for Assistant Superintendent/Vice President positions. The entry level (Column I) of that schedule shall be a minimum of 5% greater than the maximum salary at the Dean level. The top level (Column III) shall be a minimum of 10% less than the Superintendent/President.
2. Placement on the Assistant Superintendent/Vice President Salary Schedule, based on previous experience, to be recommended by the Superintendent/President.

Salary of Superintendent/President

It is intended that the salary of the Superintendent/President be at the median of salaries paid to other California community college single-campus Superintendents/Presidents.

Each academic year, the Superintendent/President and the Board of Trustees will review the salary with the purpose of maintaining the salary at the median salary level of Superintendent/Presidents in single campus community college districts in California, consistent with Board Policy R2050.

Entry level salary for a Superintendent/President shall be a Board of Trustees' decision.

Reference: Education Code 87002

(Revised: 7/3/91, 9/1/93, 5/6/98, 3/6/02)