



MONTEREY PENINSULA College

Monterey Peninsula Community College District
Office of Human Resources

Salary Schedules
2021-2022

Administrators
Confidential
Management/Supervisory

Monterey Peninsula Community College District

Administrative Salary Schedule
2021-2022

Title	Step I	Step II	Step III	Step IV*	Step V*	ROW
Director	\$ 7,896	\$ 8,211	\$ 8,540	\$ 8,883	\$ 9,237	0
Assistant Dean	\$ 9,051	\$ 9,433	\$ 9,805	\$ 10,207	\$ 10,605	1
Associate Dean	\$ 10,653	\$ 11,041	\$ 11,423	\$ 11,823	\$ 12,222	2
Dean	\$ 11,253	\$ 11,635	\$ 12,017	\$ 12,420	\$ 12,819	3
Administrative Dean	\$ 11,857	\$ 12,279	\$ 12,708	\$ 13,113	\$ 13,513	4
Vice President	\$ 12,542	\$ 12,965	\$ 13,394	\$ 13,795	\$ 14,200	5

*Advancement to Steps 4 and 5 requires three years full time service at the previous step.

Notes:

1. The above are twelve month contracts.
2. Twenty-two working days of vacation are authorized each year, with an accrual maximum of 44 days.
3. An additional ten working days are authorized beyond the normal vacation for study, travel and general professional improvement for Vice Presidents.
4. A monthly stipend of \$273 will be awarded for an earned doctorate from an accredited institution.
5. An additional 5% stipend may be earned by an administrator for each District negotiating team in which they have been assigned to serve.
6. The Superintendent/President, the Vice Presidents, and the Chief Human Resources & Labor Relations Officer are on individual contracts.

Effective Date: 7/01/2021
Board Approval: 6/3/2021

Monterey Peninsula Community College District

Confidential Salary Schedule

2021-2022

Title	A	B	C	D	E	F
Administrative Assistant IV to the Vice President for Academic	\$ 4,160	\$ 4,372	\$ 4,593	\$ 4,826	\$ 5,071	\$ 5,326
	\$ 24.01	\$ 25.22	\$ 26.50	\$ 27.85	\$ 29.27	\$ 30.75
Administrative Assistant IV to the Vice President for Administrative	\$ 4,160	\$ 4,372	\$ 4,593	\$ 4,826	\$ 5,071	\$ 5,326
	\$ 24.01	\$ 25.22	\$ 26.50	\$ 27.85	\$ 29.27	\$ 30.75
Administrative Assistant IV to the Vice President for Student	\$ 4,160	\$ 4,372	\$ 4,593	\$ 4,826	\$ 5,071	\$ 5,326
	\$ 24.01	\$ 25.22	\$ 26.50	\$ 27.85	\$ 29.27	\$ 30.75
Executive Assistant to the President	\$ 4,709	\$ 4,947	\$ 5,197	\$ 5,462	\$ 5,737	\$ 6,029
	\$ 27.19	\$ 28.56	\$ 30.00	\$ 31.52	\$ 33.11	\$ 34.77
Human Resources Technician	\$ 3,589	\$ 3,770	\$ 3,961	\$ 4,160	\$ 4,372	\$ 4,593
	\$ 20.72	\$ 21.77	\$ 22.86	\$ 24.01	\$ 25.22	\$ 26.50
Human Resources Analyst	\$ 5,071	\$ 5,326	\$ 5,597	\$ 5,880	\$ 6,178	\$ 6,490
	\$ 29.27	\$ 30.75	\$ 32.28	\$ 33.94	\$ 35.65	\$ 37.44
Human Resources Benefits and Retirement Coordinator	\$ 3,961	\$ 4,160	\$ 4,372	\$ 4,593	\$ 4,826	\$ 5,071
	\$ 22.86	\$ 24.01	\$ 25.22	\$ 26.50	\$ 27.85	\$ 29.27
Human Resources Specialist	\$ 3,866	\$ 4,062	\$ 4,265	\$ 4,482	\$ 4,709	\$ 4,947
	\$ 22.30	\$ 23.43	\$ 24.61	\$ 25.86	\$ 27.19	\$ 28.56

Confidential Stipend of 5% is paid to all confidential employees in addition to the above salary amounts.

Notes:

1. **Retroactive Pay.** Retroactive pay is not paid to hourly, temporary staff.

2. Each employee shall be granted a non-cumulative longevity stipend per month as described below beginning in the first month of the employee's eighth (8th) year of continuous employment, and at the beginning of each subsequent fifth (5th) year thereafter up to the maximum. Stipends are pro-rated for part-time employees. A maximum of four (4) longevity stipends will be granted at the beginning of years 8, 13, 18 and 23 of continuous employment. The amounts listed below are the total amounts paid at the designated service period; they are not added together. The maximum longevity stipend, at the beginning of 23 years of service, will be \$360.00 per month.

	<i>Total Monthly Increment</i>
<i>Beginning Year:</i>	
<i>Eight (8)</i>	\$60
<i>Thirteen (13)</i>	\$140
<i>Eighteen (18)</i>	\$240
<i>Twenty-three (23)</i>	\$360

Effective Date: 7/01/2021

Board Approval: 6/3/2021

Monterey Peninsula Community College District

Management-Supervisory Salary Schedule

2021-2022

Range	Step A	Step B	Step C	Step D	Step E	Range
30	\$ 3,585	\$ 3,763	\$ 3,951	\$ 4,148	\$ 4,359	30
31	\$ 3,679	\$ 3,862	\$ 4,057	\$ 4,259	\$ 4,473	31
32	\$ 3,769	\$ 3,956	\$ 4,154	\$ 4,363	\$ 4,580	32
33	\$ 3,857	\$ 4,048	\$ 4,255	\$ 4,466	\$ 4,688	33
34	\$ 3,957	\$ 4,155	\$ 4,364	\$ 4,583	\$ 4,811	34
35	\$ 4,059	\$ 4,263	\$ 4,476	\$ 4,699	\$ 4,933	35
36	\$ 4,148	\$ 4,359	\$ 4,576	\$ 4,802	\$ 5,043	36
37	\$ 4,256	\$ 4,470	\$ 4,693	\$ 4,927	\$ 5,172	37
38	\$ 4,347	\$ 4,564	\$ 4,857	\$ 5,032	\$ 5,283	38
39	\$ 4,466	\$ 4,688	\$ 4,925	\$ 5,171	\$ 5,430	39
40	\$ 4,575	\$ 4,802	\$ 5,043	\$ 5,293	\$ 5,559	40
41	\$ 4,688	\$ 4,925	\$ 5,170	\$ 5,429	\$ 5,701	41
42	\$ 4,802	\$ 5,043	\$ 5,293	\$ 5,562	\$ 5,838	42
43	\$ 4,930	\$ 5,174	\$ 5,435	\$ 5,706	\$ 5,988	43
44	\$ 5,043	\$ 5,293	\$ 5,559	\$ 5,838	\$ 6,131	44
45	\$ 5,170	\$ 5,426	\$ 5,700	\$ 5,982	\$ 6,281	45
46	\$ 5,301	\$ 5,569	\$ 5,842	\$ 6,137	\$ 6,443	46
47	\$ 5,416	\$ 5,685	\$ 5,970	\$ 6,269	\$ 6,581	47
48	\$ 5,553	\$ 5,831	\$ 6,124	\$ 6,427	\$ 6,749	48
49	\$ 5,698	\$ 5,981	\$ 6,280	\$ 6,595	\$ 6,924	49
50	\$ 5,842	\$ 6,137	\$ 6,443	\$ 6,763	\$ 7,106	50
51	\$ 5,981	\$ 6,279	\$ 6,594	\$ 6,922	\$ 7,270	51
52	\$ 6,128	\$ 6,429	\$ 6,751	\$ 7,093	\$ 7,447	52
53	\$ 6,281	\$ 6,596	\$ 6,927	\$ 7,272	\$ 7,635	53
54	\$ 6,435	\$ 6,756	\$ 7,094	\$ 7,450	\$ 7,820	54
55	\$ 6,595	\$ 6,924	\$ 7,271	\$ 7,634	\$ 8,017	55
56	\$ 6,757	\$ 7,097	\$ 7,451	\$ 7,823	\$ 8,214	56
57	\$ 6,922	\$ 7,270	\$ 7,631	\$ 8,016	\$ 8,412	57
58	\$ 7,099	\$ 7,454	\$ 7,826	\$ 8,217	\$ 8,629	58
59	\$ 7,276	\$ 7,641	\$ 8,024	\$ 8,425	\$ 8,846	59
60	\$ 7,454	\$ 7,826	\$ 8,217	\$ 8,629	\$ 9,057	60
61	\$ 7,646	\$ 8,031	\$ 8,430	\$ 8,852	\$ 9,295	61
62	\$ 7,835	\$ 8,226	\$ 8,637	\$ 9,069	\$ 9,526	62
63	\$ 8,028	\$ 8,428	\$ 8,850	\$ 9,292	\$ 9,756	63
64	\$ 8,226	\$ 8,637	\$ 9,070	\$ 9,526	\$ 10,002	64
65	\$ 8,435	\$ 8,856	\$ 9,299	\$ 9,764	\$ 10,253	65
66	\$ 8,635	\$ 9,070	\$ 9,522	\$ 9,997	\$ 10,499	66
67	\$ 8,839	\$ 9,283	\$ 9,746	\$ 10,233	\$ 10,746	67

Effective Date: 7/01/2021

Board Approval: 6/3/2021

Classification	Range
Director, Tutoring & Academic Success Center (TASC)	48
Assistant to the Superintendent/President	57
Associate Researcher	50
Custodial/ Evening Site Supervisor	40
Director of Security and Emergency Operations	57
Director, Academic Pathways and Partnerships	45
Director of Facilities	60
Director of Fiscal Services	67
Director, Admissions and Records	60
Director, Early Childhood Education Lab School	44
Director, Hispanic Serving Institution Initiatives and Grants	55
Director, Information Systems	67
Director, Institutional Research	57
Director, Marketing and Communications	60
Director, Student Financial Services	52
Director, Workforce Development	45
Facilities Operations Supervisor	45
Systems and Programming Manager	57

All positions are overtime exempt.

1. Effective April 1, 2000, the career longevity increment will be changed from a percentage rate to a non-cumulative flat rate of \$55.00 per month in pay beginning the first month of the employee's eighth (8th) year of full-time employment in the District, and at the beginning of each subsequent fifth (5th) year thereafter. A maximum of four (4) longevity steps will be granted at the beginning of year 8, 13, 18 and 22 beyond the date of hire for continuous employment. The maximum longevity increment, at 22 years of service, will be \$220.00 per month. Board Approved 3/28/00.

Those employees who have earned Longevity Increments under a previous longevity program, will have the actual dollar amount frozen and will continue to receive the actual dollar value of the increment(s). The dollar amount will remain constant until that amount is equal to or less than the longevity increment program amount described above. The employee will then receive the longevity amount available under the new program.

2. Employees who earned Professional Growth increments (5% of base salary for each increment, up to a maximum of 5 increments), prior to March 30, 2006, will continue to receive these increments. Awards of new or additional Professional Growth increments are not available after March 30, 2006.