



MONTEREY PENINSULA College

Monterey Peninsula Community College
Office of Human Resources

Salary Schedules
2022-2023

Confidential
Management (Schedule A and B)

**Confidential Salary Schedule
2022-2023
Effective 7/1/2022**

Title	A	B	C	D	E	F
Administrative Assistant IV to the Vice President for Academic	\$ 4,506	\$ 4,735	\$ 4,975	\$ 5,227	\$ 5,492	\$ 5,769
Administrative Assistant IV to the Vice President for Administrative	\$ 4,506	\$ 4,735	\$ 4,975	\$ 5,227	\$ 5,492	\$ 5,769
Administrative Assistant IV to the Vice President for Student	\$ 4,506	\$ 4,735	\$ 4,975	\$ 5,227	\$ 5,492	\$ 5,769
Benefits Analyst	\$ 5,492	\$ 5,769	\$ 6,062	\$ 6,369	\$ 6,691	\$ 7,029
Executive Assistant to the President	\$ 5,100	\$ 5,358	\$ 5,629	\$ 5,916	\$ 6,214	\$ 6,530
Human Resources Technician	\$ 3,887	\$ 4,083	\$ 4,290	\$ 4,506	\$ 4,735	\$ 4,975
Human Resources Analyst	\$ 5,492	\$ 5,769	\$ 6,062	\$ 6,369	\$ 6,691	\$ 7,029
Human Resources Specialist	\$ 4,187	\$ 4,400	\$ 4,619	\$ 4,854	\$ 5,100	\$ 5,358

board approved 7/27/2022; 8.31% increase

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

**Management Schedule A
2022-2023
Effective 7/1/2022**

Title	Step I	Step II	Step III	Step IV	Step V	ROW
(Academic) Director	\$ 8,552	\$ 8,893	\$ 9,250	\$ 9,621	\$ 10,005	0
Assistant Dean	\$ 9,803	\$ 10,217	\$ 10,620	\$ 11,055	\$ 11,486	1
Associate Dean	\$ 11,538	\$ 11,959	\$ 12,372	\$ 12,805	\$ 13,238	2
Dean	\$ 12,188	\$ 12,602	\$ 13,016	\$ 13,452	\$ 13,884	3
Administrative Dean	\$ 12,842	\$ 13,299	\$ 13,764	\$ 14,203	\$ 14,636	4
Vice President/CHRO	\$ 13,584	\$ 14,042	\$ 14,507	\$ 14,941	\$ 15,380	5

board approved 7/27/2022; 8.31% increase

Notes:

The above are twelve month contracts.

22 working days of vacation are authorized each year, with an accrual maximum of 44 days.

An additional 10 working days are authorized beyond the normal vacation for study, travel and general professional improvement for Vice Presidents/CHRO.

A monthly stipend of \$273 will be awarded for an earned doctorate from an accredited institution.

An additional 5% stipend may be earned by an administrator for each District negotiating team in which they have been assigned to serve.

The Superintendent/President, the Vice Presidents, Chief Human Resources and Labor Relations Officer, and all educational administrators are on individual contracts.

Management Schedule B

2022-2023

Effective 7/1/2022

Range	Step A	Step B	Step C	Step D	Step E
30	\$ 3,883	\$ 4,076	\$ 4,279	\$ 4,493	\$ 4,721
31	\$ 3,985	\$ 4,183	\$ 4,394	\$ 4,613	\$ 4,845
32	\$ 4,082	\$ 4,285	\$ 4,499	\$ 4,726	\$ 4,961
33	\$ 4,178	\$ 4,384	\$ 4,609	\$ 4,837	\$ 5,078
34	\$ 4,286	\$ 4,500	\$ 4,727	\$ 4,964	\$ 5,211
35	\$ 4,396	\$ 4,617	\$ 4,848	\$ 5,089	\$ 5,343
36	\$ 4,493	\$ 4,721	\$ 4,956	\$ 5,201	\$ 5,462
37	\$ 4,610	\$ 4,841	\$ 5,083	\$ 5,336	\$ 5,602
38	\$ 4,708	\$ 4,943	\$ 5,261	\$ 5,450	\$ 5,722
39	\$ 4,837	\$ 5,078	\$ 5,334	\$ 5,601	\$ 5,881
40	\$ 4,955	\$ 5,201	\$ 5,462	\$ 5,733	\$ 6,021
41	\$ 5,078	\$ 5,334	\$ 5,600	\$ 5,880	\$ 6,175
42	\$ 5,201	\$ 5,462	\$ 5,733	\$ 6,024	\$ 6,323
43	\$ 5,340	\$ 5,604	\$ 5,887	\$ 6,180	\$ 6,486
44	\$ 5,462	\$ 5,733	\$ 6,021	\$ 6,323	\$ 6,640
45	\$ 5,600	\$ 5,877	\$ 6,174	\$ 6,479	\$ 6,803
46	\$ 5,742	\$ 6,032	\$ 6,327	\$ 6,647	\$ 6,978
47	\$ 5,866	\$ 6,157	\$ 6,466	\$ 6,790	\$ 7,128
48	\$ 6,014	\$ 6,316	\$ 6,633	\$ 6,961	\$ 7,310
49	\$ 6,172	\$ 6,478	\$ 6,802	\$ 7,143	\$ 7,499
50	\$ 6,327	\$ 6,647	\$ 6,978	\$ 7,325	\$ 7,697
51	\$ 6,478	\$ 6,801	\$ 7,142	\$ 7,497	\$ 7,874
52	\$ 6,637	\$ 6,963	\$ 7,312	\$ 7,682	\$ 8,066
53	\$ 6,803	\$ 7,144	\$ 7,503	\$ 7,876	\$ 8,269
54	\$ 6,970	\$ 7,317	\$ 7,684	\$ 8,069	\$ 8,470
55	\$ 7,143	\$ 7,499	\$ 7,875	\$ 8,268	\$ 8,683
56	\$ 7,319	\$ 7,687	\$ 8,070	\$ 8,473	\$ 8,897
57	\$ 7,497	\$ 7,874	\$ 8,265	\$ 8,682	\$ 9,111
58	\$ 7,689	\$ 8,073	\$ 8,476	\$ 8,900	\$ 9,346
59	\$ 7,881	\$ 8,276	\$ 8,691	\$ 9,125	\$ 9,581
60	\$ 8,073	\$ 8,476	\$ 8,900	\$ 9,346	\$ 9,810
61	\$ 8,281	\$ 8,698	\$ 9,131	\$ 9,588	\$ 10,067
62	\$ 8,486	\$ 8,910	\$ 9,355	\$ 9,823	\$ 10,318
63	\$ 8,695	\$ 9,128	\$ 9,585	\$ 10,064	\$ 10,567
64	\$ 8,910	\$ 9,355	\$ 9,824	\$ 10,318	\$ 10,833
65	\$ 9,136	\$ 9,592	\$ 10,072	\$ 10,575	\$ 11,105
66	\$ 9,353	\$ 9,824	\$ 10,313	\$ 10,828	\$ 11,371
67	\$ 9,574	\$ 10,054	\$ 10,556	\$ 11,083	\$ 11,639

board approved 7/27/2022; 8.31% increase

Management Schedule B
2022-2023
Effective 7/1/2022

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.