

**MARIN COMMUNITY COLLEGE DISTRICT
MANAGEMENT, SUPERVISORY CONFIDENTIAL SALARY SCHEDULE**

Rev. Eff. 11/1/25
Board Approved 11/18/25

MONTHLY SALARY RANGES

MANAGEMENT	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
General Counsel	M50	18,012	18,642	19,295	19,970	20,669	21,393	22,141	22,916
Assistant Superintendent/Vice President of Student Learning and Success									
Vice President of Finance and Operations Vice President of Human Resources	M49	16,374	16,948	17,541	18,155	18,790	19,448	20,128	20,833
Associate Vice President of Counseling and Support Services	M48	15,630	16,177	16,743	17,329	17,936	18,564	19,214	19,886
Dean of Instructional Management Y-Rated	M47-Y								19,350
Director of Information Technology Dean of Instruction <i>Dean of Arts and Humanities</i> <i>Dean of Math and Science</i> <i>Dean of Workforce Development and Career Technical Education</i> Dean of Instructional Management Dean of Student Support and Success <i>Dean of Enrollment Services</i> Director of Planning, Research and Institutional Effectiveness	M47	14,497	15,004	15,529	16,073	16,635	17,217	17,820	18,443
Associate Dean of Student Services <i>Associate Dean of Kinesiology and Athletics</i> <i>Associate Dean of Student Activities and Advocacy</i>	M46	13,533	14,007	14,497	15,004	15,529	16,073	16,636	17,218
Chief of Police/Director of Safety Director of Advancement Director of Facilities Planning, Maintenance and Operations Director of Fiscal Services Director of Nursing Director of Student Accessibility Services	M45	12,302	12,733	13,178	13,639	14,117	14,611	15,122	15,652
Assistant Director of Enrollment Services *Director of Child Development Program Director of Community Programs Director of Student Support Programs and Services	M44	11,184	11,575	11,981	12,400	12,834	13,283	13,748	14,229
Assistant Director of Donor Relations and Community Engagement Assistant Director of Facilities Planning, Maintenance and Operations Assistant Director of Fiscal Services *Director of Allied Health Director of Community Education Director of Marketing and Communications Director of MESA Program Director of School and Community Partnerships Human Resources Manager Program Director	M43	10,404	10,768	11,145	11,535	11,939	12,357	12,789	13,237

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SUPERVISORY	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
	S4	8,647	9,079	9,533	10,009	10,510	11,035	11,587	12,166
Instructional Technology Supervisor									
	S3	7,860	8,253	8,666	9,099	9,555	10,032	10,534	11,061
Community Programs Supervisor									
	S2	7,245	7,607	7,987	8,387	8,805	9,247	9,708	10,193
	S1	6,676	7,011	7,361	7,730	8,115	8,522	8,947	9,394
Custodial Supervisor									

MONTHLY SALARY RANGES

CONFIDENTIAL	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
	C10	7,247	7,500	7,763	8,035	8,316	8,607	8,908	9,220
Senior Benefits Analyst									
*Senior Human Resources Analyst									
Student Conduct & Community Standards Coordinator									
	C9	6,741	6,977	7,221	7,474	7,736	8,006	8,287	8,577
Executive Assistant									

DEFINITIONS AND CONDITIONS OF COMPENSATION

Effective July 1, 2018, classified administrators, supervisors and confidential employees will pay the full cost/percentage of the employee portion of their CalPERS retirement plan.

Certificated/educational administrators become members of the State Teachers' Retirement System (STRS). A set percentage of gross income is deducted from the employee's gross amount. The District contributes the normal employer contribution rate for all educational administrators.

Management, Supervisory and Confidential personnel accrue twenty-two (22) days of vacation per year exclusive of holidays and one day of sick leave per month. Management Personnel may use seven (7) days of sick leave in any fiscal year for Personal Necessity Leave.

Management, Supervisory and Confidential Personnel are entitled to other leaves (i.e. FMLA) as provided by law, Board and Administrative policies. Management, Supervisory and Confidential personnel shall observe the holidays specified by the academic calendar.

Any Management, Supervisory and Confidential employee who is promoted or reclassified shall be placed on a step within the new range that is at least but not limited to 5% above the previous step of the lower range, but if the highest step on the range is less than 5%, the employee will receive the highest step.

In the event of layoff, management, supervisory and confidential personnel shall receive a March 15 notice (as per Education Code 88017, 72411 and 72411.5) for release from an classified or administrative position except as otherwise provided by an individual's employment agreement or by law.

Management, Supervisory & Confidential positions are EXEMPT based on duties performed and manner of compensation. Positions designated on this salary schedule are exempt from the Fair Labor Standards Act (FLSA) minimum wage and overtime provisions. Effective January 1, 2022, monthly compensation listed on this salary schedule are informational only and are based on the District's typical operational work week of 40 hours for a 1.0 full-time equivalent ("FTE") position; hours worked in a week may differ from 40 for a 1.0 FTE (or as prorated for a part-time position).

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Management Positions:

- A. The term "management" shall include all certificated/educational administrators and classified administrators in a supervisory management position who are employed by the MCCD Board of Trustees as defined in Government Code 3540 et seq. and California Education Code 72411 et seq., Board and Administrative Policies.
- B. Certificated/educational administrators are managers with direct responsibility for formulating and supervising instructional and student services policies, programs and operations. Classified administrators are managers with responsibility for formulating and/or administering non-academic policy, programs and operations.
- C. Management employees are employed subject to the terms and conditions set forth in the individual's employment agreement with the District.
- D. Management employees shall be compensated as provided by the appointment or employment agreement.
- E. New administrative appointments will be placed at step 1 on the Management Salary Schedule and will be eligible for step advancement on July 1st of the following year if they have rendered at least 6 months of satisfactory service, with subsequent steps annually thereafter to a maximum eighth step contingent on a satisfactory evaluation. Initial salary placement would only be negotiable if the candidate held a similar position with another organization. Comparable experience will be determined on a year-for-year basis only if it was equivalent to the job/work assignment, not to exceed step 3. In special circumstances, such as for hard-to-fill positions, the Superintendent/President has the authority to place a management employee on the salary schedule above Step 3 commensurate with experience.
- F. Effective July 1, 2021, the District will pay a one-time stipend of \$2,500 upon completion of a masters' degree and \$5,000 upon completion of a doctoral degree. Degrees required as the minimum qualifications in a position and those which employees earned before joining the District, will not qualify for payment. For current employees as of July 1, 2021, the District will offer this payment retroactively for degrees earned since July 1, 2015.
- G. Management employees will be evaluated annually or more frequently at the discretion of the District. Effective July 1, 2020, the management annual evaluation cycle and step advancement shall be based on the fiscal year, July 1 through June 30. Step advancements shall be granted on July 1 on the condition that the employee receives a satisfactory performance evaluation. A performance evaluation may be conducted more than once during a fiscal year at the discretion of the District, and step advancement may be postponed or temporarily suspended at the Superintendent/President's discretion.
- H. Certificated/educational administrators and classified administrators shall be entitled to health and welfare benefits made available to other employees by action of the Board of Trustees, and as provided by law, Board and administrative policy.

Supervisory and Confidential Positions:

- A. Supervisory and Confidential employees will be evaluated annually after successfully completing a six month probationary period or more frequently at the discretion of the District. Effective July 1, 2020, the supervisory and confidential employee's annual evaluation cycle and step advancement shall be based on the fiscal year, July 1 through June 30. Step advancements shall be granted on July 1 on the condition that the employee receives a satisfactory performance evaluation. A performance evaluation may be conducted more than once during a fiscal year at the discretion of the District, and step advancement may be postponed or temporarily suspended at the Superintendent/President's discretion.
- B. The District will provide employees with medical (maximum District contribution is \$2,050.00/month), dental, vision, short-term disability, long-term disability, business travel accident insurance and basic life & AD&D insurance for all supervisory and confidential employees.
- C. Retirement Benefit Program for employees hired prior to 10/14/1986:
 - I. Eligibility - A supervisory and confidential employee who is fifty (50) years of age or older and who desires to apply for the Retirement Benefit Program must be eligible and apply for service retirement under PERS.
 - II. Benefits - For employees hired prior to 10/14/86 and who have at least ten (10) years of full-time service, the District will provide paid medical and dental coverage with benefits equal to those in effect at the time of retirement to the retiree and one dependent until the retiree attains age seventy (70) or the retiree's death, whichever is sooner. The District will provide the retiree and one dependent medical and dental coverage in each fiscal year following retirement as provided to current supervisory and confidential employees; if the District no longer provides a specific type of health or dental plan as provided at the time of retirement (i.e., Non-Kaiser, Kaiser, Delta Dental), the retiree may select a plan as made available each fiscal year to current supervisory and confidential employees of this group. The retiree may change carriers during the annual open period. The rates paid by the District for the retiree and one dependent shall be the rates paid for current supervisory and confidential employees; the retiree and dependent shall be responsible for paying any future increases that are charged to supervisory and confidential employees of this group. The employee shall be required to file for any other State or Federal government-sponsored programs for which he/she may be eligible as an offset to the District obligation for the health benefit. For employees hired after 10/14/86, the District does not provide post-retirement benefits.
 - III. Employment of Retirees - The District may offer employment to retirees' subject to the restrictions of PERS regarding time to be worked or maximum salary. District and retiree will mutually agree on need/time/salary.
 - IV. Program Participation - A supervisory and confidential employee who is interested in participating in the program shall notify the District thirty (30) days prior to such participation.

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REVISION NOTES:

Added Assistant Director of Donor Relations and Community Engagement Range M43 effective 9/1/2025

Added Director of Community Education Range M43 effective 9/1/2025

Removed Senior Benefits Analyst Y-Rated effective 10/1/2025

*Job title change Human Resources Analyst to Senior Human Resources Analyst Range C10 effective 11/1/2025

*Reclassified Manager of Allied Health to Director of Allied Health Range M43 effective 11/1/2025

*Job title correction from Director of Child Development to Director of Child Development Program effective 9/1/2025