MARIN COMMUNITY COLLEGE DISTRICT
MANAGEMENT, SUPERVISORY, CONFIDENTIAL SALARY SCHEDULE

Rev. Eff. 9/1/26
Board Approved 9/15/26

MONTHLY SALARY RANGES

MANAGEMENT	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
	M50	*18,733*	*19,386*	*20,066*	*20,768*	*21,496*	*22,248*	*23,026*	*23,832*
General Counsel Assistant Superintendent/Vice President of Student Learning and Success									
	M49	*17,029*	*17,625*	*18,242*	*18,880*	*19,542*	*20,225*	*20,934*	*21,666*
Vice President of Finance and Operations Vice President of Human Resources									
	M48	*16,254*	*16,823*	*17,412*	*18,022*	*18,653*	*19,305*	*19,981*	*20,681*
Associate Vice President of Counseling and Support Services									
	M47-Y								*19,350*
Dean of Instructional Management Y-Rated									
	M47	*15,077*	*15,603*	*16,149*	*16,715*	*17,300*	*17,904*	*18,532*	*19,180*
Director of Information Technology Dean of Instruction *Dean of Arts and Humanities* *Dean of Math and Science* *Dean of Workforce Development and Career Technical Education* Dean of Instructional Management Dean of Student Support and Success *Dean of Enrollment Services* Director of Planning, Research and Institutional Effectiveness									
	M46	*14,074*	*14,566*	*15,077*	*15,603*	*16,149*	*16,715*	*17,301*	*17,906*
Associate Dean of Student Services *Associate Dean of Kinesiology and Athletics* *Associate Dean of Student Activities and Advocacy*									
	M45	*12,793*	*13,242*	*13,705*	*14,185*	*14,682*	*15,195*	*15,726*	*16,277*
Chief of Police/Director of Safety Director of Advancement *Director of Athletics and Kinesiology Director of Facilities Planning, Maintenance and Operations Director of Fiscal Services Director of Nursing Director of Student Accessibility Services									
	M44	*11,630*	*12,037*	*12,458*	*12,895*	*13,346*	*13,814*	*14,297*	*14,797*
Assistant Director of Enrollment Services Director of Child Development Program Director of Community Programs Director of EOPS and Student Support Programs Director of Student Health and Wellness Services									
	M43	*10,819*	*11,197*	*11,590*	*11,996*	*12,417*	*12,850*	*13,299*	*13,765*
Assistant Director of Donor Relations and Community Engagement Assistant Director of Facilities Planning, Maintenance and Operations Assistant Director of Fiscal Services Assistant Director of Environmental Responsibility Director of Allied Health Director of Community Education Director of Marketing and Communications Director of MESA Program Director of Outreach and Dual Enrollment Human Resources Manager Program Director									

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SUPERVISORY	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Instructional Technology Supervisor	**S4**	*8,994*	*9,443*	*9,914*	*10,410*	*10,931*	*11,477*	*12,049*	*12,653*
Community Programs Supervisor	**S3**	*8,174*	*8,583*	*9,013*	*9,463*	*9,938*	*10,434*	*10,956*	*11,503*
	S2	*7,534*	*7,912*	*8,305*	*8,723*	*9,157*	*9,616*	*10,096*	*10,600*
Custodial Supervisor	**S1**	*6,943*	*7,291*	*7,655*	*8,039*	*8,439*	*8,864*	*9,304*	*9,770*

MONTHLY SALARY RANGES

CONFIDENTIAL	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Senior Benefits Analyst Senior Human Resources Analyst	**C11**	*8,290*	*8,579*	*8,881*	*9,193*	*9,514*	*9,848*	*10,190*	*10,547*
Student Conduct & Community Standards Coordinator	**C10**	*7,536*	*7,799*	*8,073*	*8,356*	*8,649*	*8,952*	*9,264*	*9,588*
Executive Assistant	**C9**	*7,011*	*7,255*	*7,510*	*7,772*	*8,045*	*8,326*	*8,617*	*8,919*

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
4% increase across all ranges effective 1/1/2026
Added Director of Student Health and Wellness Services Range M44 effective 5/1/2026
Added Confidential Range C11 effective 7/1/26
Reclassified Senior Benefits Analyst and Senior Human Resources Analyst from Range C10 to Range C11 effective 7/1/26
Job title change Director of Student Support Programs and Services to Director of EOPS and Student Support Programs effective 7/1/2026
Added Assistant Director of Environmental Responsibility Range M43 effective 7/1/2026
Job title change Director of School and Community Partnerships to Director of Outreach and Dual Enrollment effective 9/1/2026
*Added Director of Athletics and Kinesiology Range M45 effective 9/1/2026

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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 polices. 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).

The District will provide employees with medical (maximum District contribution is $2,900.00/month), dental, vision, short-term disability, long-term disability, business travel accident insurance and basic life & AD&D insurance for all management, supervisory and confidential employees.

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 administrating 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 shall be evaluated annually or more frequently at the discretion of the District. Effective July 1, 2020, the annual evaluation cycle and step advancement for management employees shall be based on the fiscal year, July 1 through June 30. Management employees who have completed at least six (6) months of service as of April 1 shall be evaluated during the annual evaluation cycle. Step advancements shall be granted effective July 1, provided the employee has received a satisfactory performance evaluation. Performance evaluations may be conducted more than once during a fiscal year at the discretion of the District. Step advancement may be postponed or temporarily suspended at the discretion of the Superintendent/President.

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 shall be evaluated annually upon successful completion of a six (6) month probationary period or more frequently at the discretion of the District. Effective July 1, 2020, the annual evaluation cycle and step advancement for Supervisory and Confidential employees shall be based on the fiscal year, July 1 through June 30. Step advancements shall be granted effective July 1, provided the employee has received a satisfactory performance evaluation. Performance evaluations may be conducted more than once during a fiscal year at the discretion of the District. Step advancement may be postponed or temporarily suspended at the discretion of the Superintendent/President.