

**FOOTHILL - DE ANZA COMMUNITY COLLEGE DISTRICT  
EXECUTIVE ADMINISTRATOR SALARY SCHEDULE  
2019-2020**

| Eff. Date      | Sched          | Grade | Step         | Annual Monthly Hourly | Step         | Annual Monthly Hourly | Step         | Annual Monthly Hourly | Step         | Annual Monthly Hourly | Step         | Annual Monthly Hourly | Step         | Annual Monthly Hourly | Step         | Annual Monthly Hourly | Step         | Annual Monthly Hourly |              |
|----------------|----------------|-------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|
| 7/1/2019       | A1             | 10    | 1            | \$295,950.88          | 2            | \$310,748.36          | 3            | \$326,285.84          | 4            | \$342,600.16          | 5            | \$359,730.13          | 6            | \$377,716.70          | 7            | \$396,602.53          | 8            | \$416,432.66          |              |
|                |                |       | 1            | \$24,662.57           | 2            | \$25,895.70           | 3            | \$27,190.49           | 4            | \$28,550.01           | 5            | \$29,977.51           | 6            | \$31,476.39           | 7            | \$33,050.21           | 8            | \$34,702.72           |              |
|                |                |       | Chancellor   | 1                     | \$141.74     | 2                     | \$148.83     | 3                     | \$156.27     | 4                     | \$164.08     | 5                     | \$172.28     | 6                     | \$180.90     | 7                     | \$189.94     | 8                     | \$199.44     |
|                | Min + 36 Units | 1     | \$299,334.84 | 2                     | \$314,132.40 | 3                     | \$329,669.88 | 4                     | \$345,984.12 | 5                     | \$363,114.12 | 6                     | \$381,100.68 | 7                     | \$400,155.71 | 8                     | \$420,163.50 |                       |              |
|                |                | 1     | \$24,944.57  | 2                     | \$26,177.70  | 3                     | \$27,472.49  | 4                     | \$28,832.01  | 5                     | \$30,259.51  | 6                     | \$31,758.39  | 7                     | \$33,346.31  | 8                     | \$35,013.62  |                       |              |
|                |                | 1     | \$143.36     | 2                     | \$150.45     | 3                     | \$157.89     | 4                     | \$165.70     | 5                     | \$173.91     | 6                     | \$182.52     | 7                     | \$191.65     | 8                     | \$201.23     |                       |              |
|                | Min + 72 Units | 1     | \$302,718.84 | 2                     | \$317,516.40 | 3                     | \$333,053.88 | 4                     | \$349,368.12 | 5                     | \$366,498.12 | 6                     | \$384,484.68 | 7                     | \$403,708.91 | 8                     | \$423,894.36 |                       |              |
|                |                | 1     | \$25,226.57  | 2                     | \$26,459.70  | 3                     | \$27,754.49  | 4                     | \$29,114.01  | 5                     | \$30,541.51  | 6                     | \$32,040.39  | 7                     | \$33,642.41  | 8                     | \$35,324.53  |                       |              |
|                |                | 1     | \$144.98     | 2                     | \$152.07     | 3                     | \$159.51     | 4                     | \$167.32     | 5                     | \$175.53     | 6                     | \$184.14     | 7                     | \$193.35     | 8                     | \$203.01     |                       |              |
|                | 7/1/2019       | A1    | 11           | 1                     | \$195,711.43 | 2                     | \$205,502.14 | 3                     | \$215,777.30 | 4                     | \$226,566.05 | 5                     | \$237,898.04 | 6                     | \$249,792.95 | 7                     | \$262,282.59 | 8                     | \$275,396.72 |
|                |                |       |              | 1                     | \$16,309.29  | 2                     | \$17,125.18  | 3                     | \$17,981.44  | 4                     | \$18,880.50  | 5                     | \$19,824.84  | 6                     | \$20,816.08  | 7                     | \$21,856.88  | 8                     | \$22,949.73  |
|                |                |       |              | President             | 1            | \$93.73               | 2            | \$98.42               | 3            | \$103.34              | 4            | \$108.51              | 5            | \$113.94              | 6            | \$119.63              | 7            | \$125.61              | 8            |
| Min + 36 Units |                | 1     | \$199,095.48 | 2                     | \$208,886.16 | 3                     | \$219,161.28 | 4                     | \$229,950.00 | 5                     | \$241,282.08 | 6                     | \$253,176.96 | 7                     | \$265,835.81 | 8                     | \$279,127.60 |                       |              |
|                |                | 1     | \$16,591.29  | 2                     | \$17,407.18  | 3                     | \$18,263.44  | 4                     | \$19,162.50  | 5                     | \$20,106.84  | 6                     | \$21,098.08  | 7                     | \$22,152.98  | 8                     | \$23,260.63  |                       |              |
|                |                | 1     | \$95.35      | 2                     | \$100.04     | 3                     | \$104.96     | 4                     | \$110.13     | 5                     | \$115.56     | 6                     | \$121.25     | 7                     | \$127.32     | 8                     | \$133.68     |                       |              |
| Min + 72 Units |                | 1     | \$202,479.48 | 2                     | \$212,270.16 | 3                     | \$222,545.28 | 4                     | \$233,334.00 | 5                     | \$244,666.08 | 6                     | \$256,560.96 | 7                     | \$269,389.01 | 8                     | \$282,858.46 |                       |              |
|                |                | 1     | \$16,873.29  | 2                     | \$17,689.18  | 3                     | \$18,545.44  | 4                     | \$19,444.50  | 5                     | \$20,388.84  | 6                     | \$21,380.08  | 7                     | \$22,449.08  | 8                     | \$23,571.54  |                       |              |
|                |                | 1     | \$96.97      | 2                     | \$101.66     | 3                     | \$106.58     | 4                     | \$111.75     | 5                     | \$117.18     | 6                     | \$122.87     | 7                     | \$129.02     | 8                     | \$135.47     |                       |              |
| 7/1/2019       |                | A1    | 12           | 1                     | \$174,309.81 | 2                     | \$183,028.99 | 3                     | \$192,173.94 | 4                     | \$201,788.38 | 5                     | \$211,872.70 | 6                     | \$222,470.87 | 7                     | \$233,594.41 | 8                     | \$245,274.13 |
|                |                |       |              | 1                     | \$14,525.82  | 2                     | \$15,252.42  | 3                     | \$16,014.49  | 4                     | \$16,815.70  | 5                     | \$17,656.06  | 6                     | \$18,539.24  | 7                     | \$19,466.20  | 8                     | \$20,439.51  |
|                |                |       |              | Vice Chancellor       | 1            | \$83.48               | 2            | \$87.66               | 3            | \$92.04               | 4            | \$96.64               | 5            | \$101.47              | 6            | \$106.55              | 7            | \$111.87              | 8            |
|                | Min + 36 Units | 1     | \$177,693.84 | 2                     | \$186,413.04 | 3                     | \$195,557.88 | 4                     | \$205,172.40 | 5                     | \$215,256.72 | 6                     | \$225,854.88 | 7                     | \$237,147.62 | 8                     | \$249,005.01 |                       |              |
|                |                | 1     | \$14,807.82  | 2                     | \$15,534.42  | 3                     | \$16,296.49  | 4                     | \$17,097.70  | 5                     | \$17,938.06  | 6                     | \$18,821.24  | 7                     | \$19,762.30  | 8                     | \$20,750.42  |                       |              |
|                |                | 1     | \$85.10      | 2                     | \$89.28      | 3                     | \$93.66      | 4                     | \$98.26      | 5                     | \$103.09     | 6                     | \$108.17     | 7                     | \$113.58     | 8                     | \$119.26     |                       |              |
|                | Min + 72 Units | 1     | \$181,077.84 | 2                     | \$189,797.04 | 3                     | \$198,941.88 | 4                     | \$208,556.40 | 5                     | \$218,640.72 | 6                     | \$229,238.88 | 7                     | \$240,700.82 | 8                     | \$252,735.87 |                       |              |
|                |                | 1     | \$15,089.82  | 2                     | \$15,816.42  | 3                     | \$16,578.49  | 4                     | \$17,379.70  | 5                     | \$18,220.06  | 6                     | \$19,103.24  | 7                     | \$20,058.40  | 8                     | \$21,061.32  |                       |              |
|                |                | 1     | \$86.72      | 2                     | \$90.90      | 3                     | \$95.28      | 4                     | \$99.88      | 5                     | \$104.71     | 6                     | \$109.79     | 7                     | \$115.28     | 8                     | \$121.04     |                       |              |

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|-----------|-------|-------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|
|-----------|-------|-------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|------|-----------------------|

The 2019-20 compensation agreement includes a 6% Off Salary Schedule Payment (OSSP). Where compensation is paid as OSSP and in accordance with the Public Employee Pension Reform Act effective January 1, 2013, the full 6% may be reported as creditable compensation to CalPERS for Classic Members (members prior to January 1, 2013) and 0% shall be reported for New Members (members on or after January 1, 2013).

**NOTES REGARDING TYPES OF EARNINGS:**

**Executive Achievement Award (EAA)/Administrative Achievement Award (AAA)/Professional Achievement Award (PAA):** An administrator must meet the requirements of the award. After the award has been received for four years, the administrator shall be eligible to apply for the next award. The increments are cumulative and will be paid as follows:

| <u>EAA/AAA</u> |                   |
|----------------|-------------------|
| EAA/AAA #1     | \$3000 per year   |
| EAA/AAA #2     | \$3750 per year   |
| EAA/AAA #3     | \$4250 per year   |
| EAA/AAA #4     | \$4500 per year   |
| Maximum        | \$15,500 per year |

  

| <u>PAA</u> |                   |
|------------|-------------------|
| PAA #1     | \$3000 per year   |
| PAA #2     | \$3750 per year   |
| PAA #3     | \$4250 per year   |
| PAA #4     | \$4500 per year   |
| Maximum    | \$15,500 per year |

Salary Placement and Educational Achievement Recognition: Administrators who successfully complete additional units of education from an accredited institution subsequent to the attainment of the minimum degree required for their position shall be eligible to be placed on the salary step reflecting such educational attainment. Administrators who have been granted equivalency shall be deemed to have met the minimum degree required for the position. Please refer to Administrator Handbook, Chapter 8.21 Educational Achievement Recognition for more information.

| Tier   | Requirements  | Additional Pay    |
|--------|---|-------------------|
| Tier 1 | Meets Min Quals for the position                                    | None              |
| Tier 2 | Meets Min Quals and has attained an additional 36-71 semester units | \$282 over Tier 1 |
| Tier 3 | Meets Min Quals and has attained an additional 72 semester units    | \$564 over Tier 1 |

\* Administrators who earn a doctorate degree from an accredited institution, irrespective of the degree required for the position, shall be placed at not less than Tier 2 of the

After the fourth award, the administrator shall continue to receive the awards earned in the AAA/PAA program as long as he or she remains an eligible employee of the District but shall not be eligible for additional awards. An administrator may receive no more than a total of four awards (PAA and AAA) as faculty member or administrator.

Refer to Administrative Handbook for additional eligibility requirements.