

*\*NOTE: For Salary Grade - A2 is an Academic Administrator and A3 is a Program Administrator*

| <b>Title</b>                                                                                    | <b>Salary Grade*</b> |
|-------------------------------------------------------------------------------------------------|----------------------|
| <u>Associate Vice Chancellor, California Community Colleges Online Education Initiative</u>     | A2/A3-P              |
| <u>Executive Director, Fiscal Services</u>                                                      | A2/A3-O              |
| <u>Vice President, Finance and Administrative Services - De Anza</u>                            | A2/A3-N              |
| <u>Vice President, Finance and Administrative Services - Foothill</u>                           | A2/A3-N              |
| <u>Vice President, Instruction - De Anza</u>                                                    | A2/A3-N              |
| <u>Vice President, Instruction - Foothill</u>                                                   | A2/A3-N              |
| <u>Vice President, Student Services - De Anza</u>                                               | A2/A3-N              |
| <u>Vice President, Student Services - Foothill</u>                                              | A2/A3-N              |
| <u>Chief Academic Affairs Officer, OEI</u>                                                      | A2/A3-M              |
| <u>Chief Student Services Officer, OEI</u>                                                      | A2/A3-M              |
| <u>Director, Strategic Planning and Operations, OEI</u>                                         | A2/A3-M              |
| <u>Executive Director, Facilities and Operations</u>                                            | A2/A3-M              |
| <u>Senior Advisor to the Chancellor for Reimagining Foothill - De Anza</u>                      | A2/A3-M              |
| <u>Associate Vice Chancellor, Networks and Client Services</u>                                  | A2/A3-L              |
| <u>Associate Vice President, College and Community Relations, Marketing, and Communications</u> | A2/A3-L              |
| <u>Associate Vice President, Communications and External Relations</u>                          | A2/A3-L              |
| <u>Associate Vice President, Finance and Administrative Services</u>                            | A2/A3-L              |
| <u>Associate Vice President, Instruction - De Anza</u>                                          | A2/A3-L              |
| <u>Associate Vice President, Instruction - Foothill</u>                                         | A2/A3-L              |
| <u>Associate Vice President, Student Services - Foothill</u>                                    | A2/A3-L              |
| <u>Associate Vice President, Workforce Development &amp; Career Technical Education (CTE)</u>   | A2/A3-L              |
| <u>Chief Professional Development Officer, OEI</u>                                              | A2/A3-L              |
| <u>Associate Vice Chancellor, Human Resources</u>                                               | A2/A3-K              |
| <u>Associate Vice Chancellor, Information Systems and Operations</u>                            | A2/A3-K              |
| <u>Chief of Police</u>                                                                          | A2/A3-K              |
| <u>Dean, Career Technical Education and Workforce Development</u>                               | A2/A3-K              |
| <u>Dean, Community Education</u>                                                                | A2/A3-K              |
| <u>Dean, EOPS/CARE and Student Development</u>                                                  | A2/A3-K              |
| <u>Dean, Equity and Engagement</u>                                                              | A2/A3-K              |
| <u>Dean, Institutional Equity, Diversity, and Inclusion</u>                                     | A2/A3-K              |
| <u>Dean, Instructional Technology</u>                                                           | A2/A3-K              |
| <u>Dean, Learning Resources</u>                                                                 | A2/A3-K              |
| <u>Director, Krause Center for Innovation</u>                                                   | A2/A3-K              |
| <u>Division Dean, Biological, Health and Environmental Sciences</u>                             | A2/A3-K              |
| <u>Division Dean, Business and Social Sciences</u>                                              | A2/A3-K              |
| <u>Division Dean, Business, Computer Science and Applied Technologies</u>                       | A2/A3-K              |
| <u>Division Dean, Creative Arts</u>                                                             | A2/A3-K              |
| <u>Division Dean, Environmental and Health Sciences</u>                                         | A2/A3-K              |
| <u>Division Dean, Fine Arts &amp; Communications</u>                                            | A2/A3-K              |
| <u>Division Dean, Intercultural and International Studies</u>                                   | A2/A3-K              |

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| <b>Title</b>                                                                           | <b>Salary Grade*</b> |
|----------------------------------------------------------------------------------------|----------------------|
| <u>Division Dean, Kinesiology &amp; Athletics</u>                                      | A2/A3-K              |
| <u>Division Dean, Language Arts - De Anza</u>                                          | A2/A3-K              |
| <u>Division Dean, Language Arts - Foothill</u>                                         | A2/A3-K              |
| <u>Division Dean, Physical Education and Athletics</u>                                 | A2/A3-K              |
| <u>Division Dean, Physical Sciences, Mathematics and Engineering - De Anza</u>         | A2/A3-K              |
| <u>Division Dean, Science, Technology, Engineering, &amp; Mathematics - Foothill</u>   | A2/A3-K              |
| <u>Division Dean, Social Science and Humanities</u>                                    | A2/A3-K              |
| <u>Executive Director, Foothill - De Anza Community College District Foundation</u>    | A2/A3-K              |
| <u>Executive Director, Institutional Research and Planning</u>                         | A2/A3-K              |
| <u>Executive Director, International Student Programs</u>                              | A2/A3-K              |
| <u>Dean, Apprenticeship Programs</u>                                                   | A2/A3-J              |
| <u>Dean, Counseling</u>                                                                | A2/A3-J              |
| <u>Dean, Disabled Student Services and Veteran's Programs</u>                          | A2/A3-J              |
| <u>Dean, Enrollment Services</u>                                                       | A2/A3-J              |
| <u>Dean, Student Affairs and Activities</u>                                            | A2/A3-J              |
| <u>Director, Benefits</u>                                                              | A2/A3-J              |
| <u>Director, Budget Operations</u>                                                     | A2/A3-J              |
| <u>Director, Capital Construction Program</u>                                          | A2/A3-J              |
| <u>Director, College Operations</u>                                                    | A2/A3-J              |
| <u>Director, Facilities and Maintenance</u>                                            | A2/A3-J              |
| <u>Director, Human Resources, Equity and Compliance</u>                                | A2/A3-J              |
| <u>Director, OEI Communications and Partnership Development</u>                        | A2/A3-J              |
| <u>Director, Professional Development CVC-OEI</u>                                      | A2/A3-J              |
| <u>Director, Purchasing, Contracts and Risk Management</u>                             | A2/A3-J              |
| <u>Director, Community and Government Relations / PIO</u>                              | A2/A3-J              |
| <u>Executive Director, Family Engagement Institute</u>                                 | A2/A3-J              |
| <u>Associate Dean, Disability Support Programs &amp; Services (DSPS)&amp; Title IX</u> | A2/A3-I              |
| <u>Associate Dean, Learning Communities</u>                                            | A2/A3-I              |
| <u>Associate Dean, Student Affairs</u>                                                 | A2/A3-I              |
| <u>Clinic Director, Health Services</u>                                                | A2/A3-I              |
| <u>Dean, OEI - Academic Affairs</u>                                                    | A2/A3-I              |
| <u>Director, Business and Education Partnerships</u>                                   | A2/A3-I              |
| <u>Director, Campus Center</u>                                                         | A2/A3-I              |
| <u>Director, Child Development Center</u>                                              | A2/A3-I              |
| <u>Director, College Fiscal Services</u>                                               | A2/A3-I              |
| <u>Director, Environmental Health and Safety</u>                                       | A2/A3-I              |
| <u>Director, Financial Aid</u>                                                         | A2/A3-I              |
| <u>Director, International Student Recruitment and Marketing</u>                       | A2/A3-I              |
| <u>Director, Nursing</u>                                                               | A2/A3-I              |
| <u>Director, Strategy and Marketing for KCI</u>                                        | A2/A3-I              |
| <u>Assistant Chief of Police</u>                                                       | A2/A3-H              |

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| <b>Title</b>                                                             | <b>Salary Grade*</b> |
|--------------------------------------------------------------------------|----------------------|
| <u>Assistant Director, FHDA Foundation</u>                               | A2/A3-H              |
| <u>Athletic Director</u>                                                 | A2/A3-H              |
| <u>Director, Athletics &amp; Student-Athlete Success</u>                 | A2/A3-H              |
| <u>Director, Development</u>                                             | A2/A3-H              |
| <u>Director, EOPS, CARE, Foster Youth and Homeless Student Programs</u>  | A2/A3-H              |
| <u>Director, International Student Recruitment and Partner Relations</u> | A2/A3-H              |
| <u>Director, K-14 Pathways - Regional Technical Assistance Providers</u> | A2/A3-H              |
| <u>Director, Partnership and Programs for the KCI</u>                    | A2/A3-H              |
| <u>Director, Science Learning Institute</u>                              | A2/A3-H              |
| <u>Director, STEM Success Program</u>                                    | A2/A3-H              |
| <u>Director, Stretch to Kindergarten and Early Learning Programs</u>     | A2/A3-H              |
| <u>Manager, Accounting</u>                                               | A2/A3-H              |
| <u>Manager, Risk and Contract Management</u>                             | A2/A3-H              |
| <u>Associate Director, Facilities and Operations</u>                     | A2/A3-G              |
| <u>Director, Campus Bookstore</u>                                        | A2/A3-G              |
| <u>Manager, Energy and Sustainability</u>                                | A2/A3-G              |
| <u>Manager, International Student Enrollment Systems and Technology</u>  | A2/A3-G              |
| <u>Manager, Operations - De Anza</u>                                     | A2/A3-G              |
| <u>Manager, Operations - Foothill/Central Services</u>                   | A2/A3-G              |
| <u>Project Manager</u>                                                   | A2/A3-G              |

**Foothill-De Anza Community College District**  
 12345 El Monte Road Los Altos Hills, CA 94022  
[District Phone & Contacts Directory](#)

**FOOTHILL-DEANZA COMMUNITY COLLEGE**  
**ADMINISTRATOR SALARY SCHEDULE**  
**2024-2025 (1.07% COLA)**

| 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 |
|-----------|----------------|----------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|---------------|-----------------------|
| 7/1/24    | A2/A3          | P-Tier 1 | 1             | \$ 199,937.97         | 2             | \$ 209,934.87         | 3             | \$ 220,431.60         | 4             | \$ 231,453.19         | 5             | \$ 243,025.84         | 6             | \$ 255,177.14         | 7             | \$ 267,935.99         |
| Range P   | 58             | Min      | 1             | \$ 16,661.50          | 2             | \$ 17,494.57          | 3             | \$ 18,369.30          | 4             | \$ 19,287.77          | 5             | \$ 20,252.15          | 6             | \$ 21,264.76          | 7             | \$ 22,328.00          |
|           |                |          | 1             | \$ 95.76              | 2             | \$ 100.54             | 3             | \$ 105.57             | 4             | \$ 110.85             | 5             | \$ 116.39             | 6             | \$ 122.21             | 7             | \$ 128.32             |
|           |                |          | 1             | \$ 204,249.34         | 2             | \$ 214,246.14         | 3             | \$ 224,742.88         | 4             | \$ 235,764.47         | 5             | \$ 247,337.23         | 6             | \$ 259,488.47         | 7             | \$ 272,247.30         |
|           | Min + 36 Units | 1        | \$ 17,020.78  | 2                     | \$ 17,853.85  | 3                     | \$ 18,728.57  | 4                     | \$ 19,647.04  | 5                     | \$ 20,611.44  | 6                     | \$ 21,624.04  | 7                     | \$ 22,687.28  |                       |
|           |                | 1        | \$ 97.82      | 2                     | \$ 102.61     | 3                     | \$ 107.64     | 4                     | \$ 112.91     | 5                     | \$ 118.46     | 6                     | \$ 124.28     | 7                     | \$ 130.39     |                       |
|           |                | 1        | \$ 208,560.68 | 2                     | \$ 218,557.49 | 3                     | \$ 229,054.22 | 4                     | \$ 240,075.82 | 5                     | \$ 251,648.56 | 6                     | \$ 263,799.81 | 7                     | \$ 276,558.63 |                       |
|           | Min + 72 Units | 1        | \$ 17,380.06  | 2                     | \$ 18,213.12  | 3                     | \$ 19,087.85  | 4                     | \$ 20,006.32  | 5                     | \$ 20,970.71  | 6                     | \$ 21,983.32  | 7                     | \$ 23,064.55  |                       |
|           |                | 1        | \$ 99.89      | 2                     | \$ 104.67     | 3                     | \$ 109.70     | 4                     | \$ 114.98     | 5                     | \$ 120.52     | 6                     | \$ 126.34     | 7                     | \$ 132.45     |                       |
|           |                | 1        | \$ 191,328.24 | 2                     | \$ 200,894.65 | 3                     | \$ 210,939.39 | 4                     | \$ 221,486.36 | 5                     | \$ 232,560.68 | 6                     | \$ 244,188.71 | 7                     | \$ 256,398.14 |                       |
| 7/1/24    | A2/A3          | O-Tier 1 | 1             | \$ 191,328.24         | 2             | \$ 200,894.65         | 3             | \$ 210,939.39         | 4             | \$ 221,486.36         | 5             | \$ 232,560.68         | 6             | \$ 244,188.71         | 7             | \$ 256,398.14         |
| Range O   | 59             | Min      | 1             | \$ 15,944.02          | 2             | \$ 16,741.22          | 3             | \$ 17,578.28          | 4             | \$ 18,457.20          | 5             | \$ 19,380.06          | 6             | \$ 20,349.06          | 7             | \$ 21,366.51          |
|           |                |          | 1             | \$ 91.63              | 2             | \$ 96.21              | 3             | \$ 101.02             | 4             | \$ 106.08             | 5             | \$ 111.38             | 6             | \$ 116.95             | 7             | \$ 122.80             |
|           |                |          | 1             | \$ 195,639.65         | 2             | \$ 205,205.94         | 3             | \$ 215,250.74         | 4             | \$ 225,797.63         | 5             | \$ 236,871.97         | 6             | \$ 248,500.05         | 7             | \$ 260,709.56         |
|           | Min + 36 Units | 1        | \$ 16,303.30  | 2                     | \$ 17,100.50  | 3                     | \$ 17,937.56  | 4                     | \$ 18,816.47  | 5                     | \$ 19,739.33  | 6                     | \$ 20,708.34  | 7                     | \$ 21,725.80  |                       |
|           |                | 1        | \$ 93.70      | 2                     | \$ 98.28      | 3                     | \$ 103.09     | 4                     | \$ 108.14     | 5                     | \$ 113.44     | 6                     | \$ 119.01     | 7                     | \$ 124.86     |                       |
|           |                | 1        | \$ 199,950.99 | 2                     | \$ 209,517.27 | 3                     | \$ 219,562.09 | 4                     | \$ 230,108.97 | 5                     | \$ 241,183.31 | 6                     | \$ 252,811.39 | 7                     | \$ 265,020.89 |                       |
|           | Min + 72 Units | 1        | \$ 16,662.58  | 2                     | \$ 17,459.77  | 3                     | \$ 18,296.84  | 4                     | \$ 19,175.75  | 5                     | \$ 20,098.61  | 6                     | \$ 21,067.62  | 7                     | \$ 22,085.07  |                       |
|           |                | 1        | \$ 95.76      | 2                     | \$ 100.34     | 3                     | \$ 105.15     | 4                     | \$ 110.21     | 5                     | \$ 115.51     | 6                     | \$ 121.08     | 7                     | \$ 126.93     |                       |
|           |                | 1        | \$ 183,089.27 | 2                     | \$ 192,243.72 | 3                     | \$ 201,855.90 | 4                     | \$ 211,948.72 | 5                     | \$ 222,546.14 | 6                     | \$ 233,673.45 | 7                     | \$ 245,357.11 |                       |
| 7/1/24    | A2/A3          | N-Tier 1 | 1             | \$ 183,089.27         | 2             | \$ 192,243.72         | 3             | \$ 201,855.90         | 4             | \$ 211,948.72         | 5             | \$ 222,546.14         | 6             | \$ 233,673.45         | 7             | \$ 245,357.11         |
| Range N   | 60             | Min      | 1             | \$ 15,257.44          | 2             | \$ 16,020.31          | 3             | \$ 16,821.33          | 4             | \$ 17,662.39          | 5             | \$ 18,545.51          | 6             | \$ 19,472.79          | 7             | \$ 20,446.43          |
|           |                |          | 1             | \$ 87.69              | 2             | \$ 92.07              | 3             | \$ 96.67              | 4             | \$ 101.51             | 5             | \$ 106.58             | 6             | \$ 111.91             | 7             | \$ 117.51             |
|           |                |          | 1             | \$ 187,400.56         | 2             | \$ 196,555.11         | 3             | \$ 206,167.27         | 4             | \$ 216,260.09         | 5             | \$ 226,857.42         | 6             | \$ 237,984.82         | 7             | \$ 249,668.39         |
|           | Min + 36 Units | 1        | \$ 15,616.71  | 2                     | \$ 16,379.59  | 3                     | \$ 17,180.61  | 4                     | \$ 18,021.67  | 5                     | \$ 18,904.79  | 6                     | \$ 19,832.07  | 7                     | \$ 20,805.70  |                       |
|           |                | 1        | \$ 89.75      | 2                     | \$ 94.14      | 3                     | \$ 98.74      | 4                     | \$ 103.57     | 5                     | \$ 108.65     | 6                     | \$ 113.98     | 7                     | \$ 119.57     |                       |
|           |                | 1        | \$ 191,711.90 | 2                     | \$ 200,866.46 | 3                     | \$ 210,478.61 | 4                     | \$ 220,571.44 | 5                     | \$ 231,168.76 | 6                     | \$ 242,296.15 | 7                     | \$ 253,979.73 |                       |
|           | Min + 72 Units | 1        | \$ 15,975.99  | 2                     | \$ 16,738.87  | 3                     | \$ 17,539.88  | 4                     | \$ 18,380.95  | 5                     | \$ 19,264.06  | 6                     | \$ 20,191.35  | 7                     | \$ 21,164.98  |                       |
|           |                | 1        | \$ 91.82      | 2                     | \$ 96.20      | 3                     | \$ 100.80     | 4                     | \$ 105.64     | 5                     | \$ 110.71     | 6                     | \$ 116.04     | 7                     | \$ 121.64     |                       |
|           |                | 1        | \$ 175,194.53 | 2                     | \$ 183,954.25 | 3                     | \$ 193,151.96 | 4                     | \$ 202,809.56 | 5                     | \$ 212,950.03 | 6                     | \$ 223,597.53 | 7                     | \$ 234,777.41 |                       |
| 7/1/24    | A2/A3          | M-Tier 1 | 1             | \$ 175,194.53         | 2             | \$ 183,954.25         | 3             | \$ 193,151.96         | 4             | \$ 202,809.56         | 5             | \$ 212,950.03         | 6             | \$ 223,597.53         | 7             | \$ 234,777.41         |
| Range M   | 61             | Min      | 1             | \$ 14,599.54          | 2             | \$ 15,329.52          | 3             | \$ 16,096.00          | 4             | \$ 16,900.80          | 5             | \$ 17,745.84          | 6             | \$ 18,633.13          | 7             | \$ 19,564.78          |
|           |                |          | 1             | \$ 83.91              | 2             | \$ 88.10              | 3             | \$ 92.51              | 4             | \$ 97.13              | 5             | \$ 101.99             | 6             | \$ 107.09             | 7             | \$ 112.44             |
|           |                |          | 1             | \$ 179,505.90         | 2             | \$ 188,265.57         | 3             | \$ 197,463.25         | 4             | \$ 207,120.97         | 5             | \$ 217,261.33         | 6             | \$ 227,908.82         | 7             | \$ 239,088.79         |
|           | Min + 36 Units | 1        | \$ 14,958.83  | 2                     | \$ 15,688.80  | 3                     | \$ 16,455.27  | 4                     | \$ 17,260.08  | 5                     | \$ 18,105.11  | 6                     | \$ 18,992.40  | 7                     | \$ 19,924.07  |                       |
|           |                | 1        | \$ 85.97      | 2                     | \$ 90.17      | 3                     | \$ 94.57      | 4                     | \$ 99.20      | 5                     | \$ 104.05     | 6                     | \$ 109.15     | 7                     | \$ 114.51     |                       |
|           |                | 1        | \$ 183,817.24 | 2                     | \$ 192,576.91 | 3                     | \$ 201,774.59 | 4                     | \$ 211,432.31 | 5                     | \$ 221,572.67 | 6                     | \$ 232,220.16 | 7                     | \$ 243,400.14 |                       |
|           | Min + 72 Units | 1        | \$ 15,318.10  | 2                     | \$ 16,048.08  | 3                     | \$ 16,814.55  | 4                     | \$ 17,619.36  | 5                     | \$ 18,464.39  | 6                     | \$ 19,351.68  | 7                     | \$ 20,283.35  |                       |
|           |                | 1        | \$ 88.04      | 2                     | \$ 92.23      | 3                     | \$ 96.64      | 4                     | \$ 101.26     | 5                     | \$ 106.12     | 6                     | \$ 111.22     | 7                     | \$ 116.57     |                       |
|           |                | 1        | \$ 168,334.00 | 2                     | \$ 176,750.70 | 3                     | \$ 185,588.22 | 4                     | \$ 194,867.62 | 5                     | \$ 204,611.02 | 6                     | \$ 214,841.56 | 7                     | \$ 225,583.64 |                       |
| 7/1/24    | A2/A3          | L-Tier 1 | 1             | \$ 168,334.00         | 2             | \$ 176,750.70         | 3             | \$ 185,588.22         | 4             | \$ 194,867.62         | 5             | \$ 204,611.02         | 6             | \$ 214,841.56         | 7             | \$ 225,583.64         |
| Range L   | 62             | Min      | 1             | \$ 14,027.83          | 2             | \$ 14,729.23          | 3             | \$ 15,465.69          | 4             | \$ 16,238.97          | 5             | \$ 17,050.92          | 6             | \$ 17,903.46          | 7             | \$ 18,798.64          |
|           |                |          | 1             | \$ 80.62              | 2             | \$ 84.65              | 3             | \$ 88.88              | 4             | \$ 93.33              | 5             | \$ 97.99              | 6             | \$ 102.89             | 7             | \$ 108.04             |
|           |                |          | 1             | \$ 172,645.37         | 2             | \$ 181,061.96         | 3             | \$ 189,899.60         | 4             | \$ 199,178.91         | 5             | \$ 208,922.40         | 6             | \$ 219,152.97         | 7             | \$ 229,894.93         |
|           | Min + 36 Units | 1        | \$ 14,387.11  | 2                     | \$ 15,088.50  | 3                     | \$ 15,824.97  | 4                     | \$ 16,598.24  | 5                     | \$ 17,410.20  | 6                     | \$ 18,262.75  | 7                     | \$ 19,157.91  |                       |
|           |                | 1        | \$ 82.68      | 2                     | \$ 86.72      | 3                     | \$ 90.95      | 4                     | \$ 95.39      | 5                     | \$ 100.06     | 6                     | \$ 104.96     | 7                     | \$ 110.10     |                       |
|           |                | 1        | \$ 176,956.71 | 2                     | \$ 185,373.30 | 3                     | \$ 194,210.94 | 4                     | \$ 203,490.26 | 5                     | \$ 213,233.74 | 6                     | \$ 223,464.30 | 7                     | \$ 234,206.27 |                       |
|           | Min + 72 Units | 1        | \$ 14,746.39  | 2                     | \$ 15,447.78  | 3                     | \$ 16,184.25  | 4                     | \$ 16,957.52  | 5                     | \$ 17,769.48  | 6                     | \$ 18,622.03  | 7                     | \$ 19,517.19  |                       |
|           |                | 1        | \$ 84.75      | 2                     | \$ 88.78      | 3                     | \$ 93.01      | 4                     | \$ 97.46      | 5                     | \$ 102.12     | 6                     | \$ 107.02     | 7                     | \$ 112.17     |                       |
|           |                | 1        | \$ 162,484.61 | 2                     | \$ 170,608.85 | 3                     | \$ 179,139.30 | 4                     | \$ 188,096.26 | 5                     | \$ 197,501.08 | 6                     | \$ 207,376.11 | 7                     | \$ 217,744.93 |                       |
| 7/1/24    | A2/A3          | K-Tier 1 | 1             | \$ 162,484.61         | 2             | \$ 170,608.85         | 3             | \$ 179,139.30         | 4             | \$ 188,096.26         | 5             | \$ 197,501.08         | 6             | \$ 207,376.11         | 7             | \$ 217,744.93         |
| Range K   | 63             | Min      | 1             | \$ 13,540.38          | 2             | \$ 14,217.40          | 3             | \$ 14,928.28          | 4             | \$ 15,674.69          | 5             | \$ 16,458.42          | 6             | \$ 17,281.34          | 7             | \$ 18,145.41          |
|           |                |          | 1             | \$ 77.82              | 2             | \$ 81.71              | 3             | \$ 85.79              | 4             | \$ 90.08              | 5             | \$ 94.59              | 6             | \$ 99.32              | 7             | \$ 104.28             |
|           |                |          | 1             | \$ 166,796.00         | 2             | \$ 174,920.14         | 3             | \$ 183,450.63         | 4             | \$ 192,407.68         | 5             | \$ 201,812.36         | 6             | \$ 211,687.47         | 7             | \$ 222,056.24         |
|           | Min + 36 Units | 1        | \$ 13,899.67  | 2                     | \$ 14,576.68  | 3                     | \$ 15,287.55  | 4                     | \$ 16,033.97  | 5                     | \$ 16,817.70  | 6                     | \$ 17,640.62  | 7                     | \$ 18,504.69  |                       |
|           |                | 1        | \$ 79.88      | 2                     | \$ 83.77      | 3                     | \$ 87.86      | 4                     | \$ 92.15      | 5                     | \$ 96.65      | 6                     | \$ 101.38     | 7                     | \$ 106.35     |                       |
|           |                | 1        | \$ 171,107.36 | 2                     | \$ 179,231.47 | 3                     | \$ 187,762.04 | 4                     | \$ 196,719.01 | 5                     | \$ 206,123.69 | 6                     | \$ 215,998.80 | 7                     | \$ 226,367.58 |                       |
|           | Min + 72 Units | 1        | \$ 14,258.95  | 2                     | \$ 14,935.96  | 3                     | \$ 15,646.84  | 4                     | \$ 16,393.25  | 5                     | \$ 17,176.97  | 6                     | \$ 17,999.90  | 7                     | \$ 18,863.97  |                       |
|           |                | 1        | \$ 81.95      | 2                     | \$ 85.84      | 3                     | \$ 89.92      | 4                     | \$ 94.21      | 5                     | \$ 98.72      | 6                     | \$ 103.45     | 7                     | \$ 108.41     |                       |
|           |                | 1        | \$ 155,161.51 | 2                     | \$ 162,919.59 | 3                     | \$ 171,065.56 | 4                     | \$ 179,618.84 | 5                     | \$ 188,599.79 | 6                     | \$ 198,029.78 | 7                     | \$ 207,931.28 |                       |
| 7/1/24    | A2/A3          | J-Tier 1 | 1             | \$ 155,161.51         | 2             | \$ 162,919.59         | 3             | \$ 171,065.56         | 4             | \$ 179,618.84         | 5             | \$ 188,599.79         | 6             | \$ 198,029.78         | 7             | \$ 207,931.28         |
| Range J   | 64             | Min      | 1             | \$ 12,930.13          | 2             | \$ 13,576.63          | 3             | \$ 14,255.46          | 4             | \$ 14,968.24          | 5             | \$ 15,716.65          | 6             | \$ 16,502.48          | 7             | \$ 17,327.61          |
|           |                |          | 1             | \$ 74.31              | 2             | \$ 78.03              | 3             | \$ 81.93              | 4             | \$ 86.02              | 5             | \$ 90.33              | 6             | \$ 94.84              | 7             | \$ 99.58              |
|           |                |          | 1             | \$ 159,472.85         | 2             | \$ 167,230.96         | 3             | \$ 175,376.96         | 4             | \$ 183,930.22         | 5             | \$ 192,911.12         | 6             | \$ 202,341.19         | 7             | \$ 212,242.60         |
|           | Min + 36 Units | 1        | \$ 13,289.40  | 2                     | \$ 13,935.91  | 3                     | \$ 14,614.75  | 4                     | \$ 15,327.52  | 5                     | \$ 16,075.93  | 6                     | \$ 16,861.77  | 7                     | \$ 17,686.88  |                       |
|           |                | 1        | \$ 76.38      | 2                     | \$ 80.09      | 3                     | \$ 83.99      | 4                     | \$ 88.09      | 5                     | \$ 92.39      | 6                     | \$ 96.91      | 7                     | \$ 101.65     |                       |
|           |                | 1        | \$ 163,784.19 | 2                     | \$ 171,542.30 | 3                     | \$ 179,688.30 | 4                     | \$ 188,241.57 | 5                     | \$ 197,222.46 | 6                     | \$ 206,652.53 | 7                     | \$ 216,553.95 |                       |
|           | Min + 72 Units | 1        | \$ 13,648.68  | 2                     | \$ 14,295.19  | 3                     | \$ 14,974.03  | 4                     | \$ 15,686.80  | 5                     | \$ 16,435.21  | 6                     | \$ 17,221.04  | 7                     | \$ 18,046.16  |                       |
|           |                | 1        | \$ 78.44      | 2                     | \$ 82.16      | 3                     | \$ 86.06      | 4                     | \$ 90.15      | 5                     | \$ 94.46      | 6                     | \$ 98.97      | 7                     | \$ 103.71     |                       |
|           |                | 1        | \$ 140,846.11 | 2                     | \$ 147,888.43 | 3                     | \$ 155,282.84 | 4                     | \$ 163,046.98 | 5                     | \$ 171,199.34 | 6                     | \$ 179,759.31 | 7                     | \$ 188,747.25 |                       |
| 7/1/24    | A2/A3          | I-Tier 1 | 1             | \$ 140,846.11         | 2             | \$ 147,888.43         | 3             | \$ 155,282.84         | 4             | \$ 163,046.98         | 5             | \$ 171,199.34         | 6             | \$ 179,759.31         | 7             | \$ 188,747.25         |
| Range I   | 65             | Min      | 1             | \$ 11,737.18          | 2             | \$ 12,324.04          | 3             | \$ 12,940.24          | 4             | \$ 13,587.25          | 5             | \$ 14,266.61          | 6             | \$ 14,979.94          | 7             | \$ 15,728.94          |
|           |                |          | 1             | \$ 67.46              | 2             | \$ 70.83              | 3             | \$ 74.37              | 4             | \$ 78.09              | 5             | \$ 81.99              | 6             | \$ 86.09              | 7             | \$ 90.40              |
|           |                |          | 1             | \$ 145,157.50         | 2             | \$ 152,199.83         | 3             | \$ 159,594.23         | 4             | \$ 167,358.32         | 5             | \$ 175,510.72         | 6             | \$ 184,070.58         | 7             | \$ 193,058.66         |
|           | Min + 36 Units | 1        | \$ 12,096.46  | 2                     | \$ 12,683.32  | 3                     | \$ 13,299.52  | 4                     | \$ 13,946.53  | 5                     | \$ 14,625.89  | 6                     | \$ 15,339.22  | 7                     | \$ 16,088.22  |                       |
|           |                | 1        | \$ 69.52      | 2                     | \$ 72.89      | 3                     | \$ 76.43      | 4                     | \$ 80.15      | 5                     | \$ 84.06      | 6                     | \$ 88.16      | 7                     | \$ 92.46      |                       |
|           |                | 1        | \$ 149,468.85 | 2                     | \$ 156,511.16 | 3                     | \$ 163,905.57 | 4                     | \$ 171,669.66 | 5                     | \$ 179,822.07 | 6                     | \$ 188,381.92 | 7                     | \$ 197,369.99 |                       |
|           | Min + 72 Units | 1        | \$ 12,455.74  | 2                     | \$ 13,042.60  | 3                     | \$ 13,658.80  | 4                     | \$ 14,305.81  | 5                     | \$ 14,985.17  | 6                     | \$ 15,698.49  | 7                     | \$ 16,447.50  |                       |
|           |                | 1        | \$ 71.58      | 2                     | \$ 74.96      |                       |               |                       |               |                       |               |                       |               |                       |               |                       |

**FOOTHILL-DE ANZA COMMUNITY COLLEGE  
EXECUTIVE ADMINISTRATOR SALARY SCHEDULE  
2024-2025 (1.07% COLA)**

|                           |                                   |                 |   |               |   |               |   |               |   |               |   |               |   |               |   |               |   |               |
|---------------------------|-----------------------------------|-----------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|---|---------------|
| <b>7/1/24<br/>Range G</b> | <b>A2/A3<br/>67 Min</b>           | <b>G-Tier 1</b> | 1 | \$ 117,317.03 | 2 | \$ 123,182.89 | 3 | \$ 129,342.03 | 4 | \$ 135,809.13 | 5 | \$ 142,599.60 | 6 | \$ 149,729.59 | 7 | \$ 157,216.05 | 8 | \$ 165,076.85 |
|                           |                                   |                 | 1 | \$ 9,776.42   | 2 | \$ 10,265.24  | 3 | \$ 10,778.50  | 4 | \$ 11,317.43  | 5 | \$ 11,883.30  | 6 | \$ 12,477.47  | 7 | \$ 13,101.34  | 8 | \$ 13,756.40  |
|                           |                                   |                 | 1 | \$ 56.19      | 2 | \$ 59.00      | 3 | \$ 61.95      | 4 | \$ 65.04      | 5 | \$ 68.29      | 6 | \$ 71.71      | 7 | \$ 75.30      | 8 | \$ 79.06      |
|                           | <b>G-Tier 2</b><br>Min + 36 Units |                 | 1 | \$ 121,628.45 | 2 | \$ 127,494.17 | 3 | \$ 133,653.42 | 4 | \$ 140,120.43 | 5 | \$ 146,910.94 | 6 | \$ 154,040.86 | 7 | \$ 161,527.46 | 8 | \$ 169,388.17 |
|                           |                                   |                 | 1 | \$ 10,135.70  | 2 | \$ 10,624.51  | 3 | \$ 11,137.79  | 4 | \$ 11,676.70  | 5 | \$ 12,242.58  | 6 | \$ 12,836.74  | 7 | \$ 13,460.62  | 8 | \$ 14,115.68  |
|                           |                                   |                 | 1 | \$ 58.25      | 2 | \$ 61.06      | 3 | \$ 64.01      | 4 | \$ 67.11      | 5 | \$ 70.36      | 6 | \$ 73.77      | 7 | \$ 77.36      | 8 | \$ 81.12      |
|                           | <b>G-Tier 3</b><br>Min + 72 Units |                 | 1 | \$ 125,939.78 | 2 | \$ 131,805.50 | 3 | \$ 137,964.75 | 4 | \$ 144,431.78 | 5 | \$ 151,222.29 | 6 | \$ 158,352.19 | 7 | \$ 165,838.81 | 8 | \$ 173,699.50 |
|                           |                                   |                 | 1 | \$ 10,494.98  | 2 | \$ 10,983.79  | 3 | \$ 11,497.06  | 4 | \$ 12,035.98  | 5 | \$ 12,601.86  | 6 | \$ 13,196.02  | 7 | \$ 13,819.90  | 8 | \$ 14,474.96  |
|                           |                                   |                 | 1 | \$ 60.32      | 2 | \$ 63.13      | 3 | \$ 66.08      | 4 | \$ 69.17      | 5 | \$ 72.42      | 6 | \$ 75.84      | 7 | \$ 79.42      | 8 | \$ 83.19      |
| <b>7/1/24<br/>Range F</b> | <b>A2/A3<br/>68 Min</b>           | <b>F-Tier 1</b> | 1 | \$ 107,773.39 | 2 | \$ 113,162.07 | 3 | \$ 118,820.16 | 4 | \$ 124,761.17 | 5 | \$ 130,999.22 | 6 | \$ 137,549.20 | 7 | \$ 144,426.65 | 8 | \$ 151,647.97 |
|                           |                                   |                 | 1 | \$ 8,981.12   | 2 | \$ 9,430.17   | 3 | \$ 9,901.68   | 4 | \$ 10,396.76  | 5 | \$ 10,916.60  | 6 | \$ 11,462.43  | 7 | \$ 12,035.55  | 8 | \$ 12,637.33  |
|                           |                                   |                 | 1 | \$ 51.62      | 2 | \$ 54.20      | 3 | \$ 56.91      | 4 | \$ 59.75      | 5 | \$ 62.74      | 6 | \$ 65.88      | 7 | \$ 69.17      | 8 | \$ 72.63      |
|                           | <b>F-Tier 2</b><br>Min + 36 Units |                 | 1 | \$ 112,084.78 | 2 | \$ 117,473.35 | 3 | \$ 123,131.45 | 4 | \$ 129,072.55 | 5 | \$ 135,310.52 | 6 | \$ 141,860.57 | 7 | \$ 148,737.92 | 8 | \$ 155,959.26 |
|                           |                                   |                 | 1 | \$ 9,340.40   | 2 | \$ 9,789.45   | 3 | \$ 10,260.95  | 4 | \$ 10,756.05  | 5 | \$ 11,275.88  | 6 | \$ 11,821.71  | 7 | \$ 12,394.83  | 8 | \$ 12,996.61  |
|                           |                                   |                 | 1 | \$ 53.68      | 2 | \$ 56.26      | 3 | \$ 58.97      | 4 | \$ 61.82      | 5 | \$ 64.80      | 6 | \$ 67.94      | 7 | \$ 71.23      | 8 | \$ 74.69      |
|                           | <b>F-Tier 3</b><br>Min + 72 Units |                 | 1 | \$ 116,396.12 | 2 | \$ 121,784.70 | 3 | \$ 127,442.79 | 4 | \$ 133,383.88 | 5 | \$ 139,621.87 | 6 | \$ 146,171.91 | 7 | \$ 153,049.25 | 8 | \$ 160,270.61 |
|                           |                                   |                 | 1 | \$ 9,699.68   | 2 | \$ 10,148.73  | 3 | \$ 10,620.23  | 4 | \$ 11,115.32  | 5 | \$ 11,635.16  | 6 | \$ 12,180.99  | 7 | \$ 12,754.10  | 8 | \$ 13,355.88  |
|                           |                                   |                 | 1 | \$ 55.75      | 2 | \$ 58.33      | 3 | \$ 61.04      | 4 | \$ 63.88      | 5 | \$ 66.87      | 6 | \$ 70.01      | 7 | \$ 73.30      | 8 | \$ 76.76      |
| <b>7/1/24<br/>Range E</b> | <b>A2/A3<br/>69 Min</b>           | <b>E-Tier 1</b> | 1 | \$ 99,724.69  | 2 | \$ 104,710.92 | 3 | \$ 109,946.45 | 4 | \$ 115,443.78 | 5 | \$ 121,215.97 | 6 | \$ 127,276.77 | 7 | \$ 133,640.61 | 8 | \$ 140,322.65 |
|                           |                                   |                 | 1 | \$ 8,310.39   | 2 | \$ 8,725.91   | 3 | \$ 9,162.20   | 4 | \$ 9,620.32   | 5 | \$ 10,101.33  | 6 | \$ 10,606.40  | 7 | \$ 11,136.72  | 8 | \$ 11,693.55  |
|                           |                                   |                 | 1 | \$ 47.76      | 2 | \$ 50.15      | 3 | \$ 52.66      | 4 | \$ 55.29      | 5 | \$ 58.05      | 6 | \$ 60.96      | 7 | \$ 64.00      | 8 | \$ 67.20      |
|                           | <b>E-Tier 2</b><br>Min + 36 Units |                 | 1 | \$ 104,036.02 | 2 | \$ 109,022.20 | 3 | \$ 114,257.72 | 4 | \$ 119,755.15 | 5 | \$ 125,527.29 | 6 | \$ 131,588.11 | 7 | \$ 137,951.92 | 8 | \$ 144,634.03 |
|                           |                                   |                 | 1 | \$ 8,669.67   | 2 | \$ 9,085.18   | 3 | \$ 9,521.48   | 4 | \$ 9,979.60   | 5 | \$ 10,460.61  | 6 | \$ 10,965.68  | 7 | \$ 11,495.99  | 8 | \$ 12,052.84  |
|                           |                                   |                 | 1 | \$ 49.83      | 2 | \$ 52.21      | 3 | \$ 54.72      | 4 | \$ 57.35      | 5 | \$ 60.12      | 6 | \$ 63.02      | 7 | \$ 66.07      | 8 | \$ 69.27      |
|                           | <b>E-Tier 3</b><br>Min + 72 Units |                 | 1 | \$ 108,347.37 | 2 | \$ 113,333.54 | 3 | \$ 118,569.07 | 4 | \$ 124,066.50 | 5 | \$ 129,838.64 | 6 | \$ 135,899.44 | 7 | \$ 142,263.25 | 8 | \$ 148,945.37 |
|                           |                                   |                 | 1 | \$ 9,028.95   | 2 | \$ 9,444.46   | 3 | \$ 9,880.76   | 4 | \$ 10,338.88  | 5 | \$ 10,819.89  | 6 | \$ 11,324.95  | 7 | \$ 11,855.27  | 8 | \$ 12,412.11  |
|                           |                                   |                 | 1 | \$ 51.89      | 2 | \$ 54.28      | 3 | \$ 56.79      | 4 | \$ 59.42      | 5 | \$ 62.18      | 6 | \$ 65.09      | 7 | \$ 68.13      | 8 | \$ 71.33      |

**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:

| <b>AAA/AAA</b>    |                   |
|-------------------|-------------------|
| <b>AAA/AAA #1</b> | \$3,000 per year  |
| <b>AAA/AAA #2</b> | \$3,750 per year  |
| <b>AAA/AAA #3</b> | \$4,250 per year  |
| <b>AAA/AAA #4</b> | \$4,500 per year  |
| <b>Max</b>        | \$15,500 per year |

| <b>PAA</b>    |                   |
|---------------|-------------------|
| <b>PAA #1</b> | \$3,000 per year  |
| <b>PAA #2</b> | \$3,750 per year  |
| <b>PAA #3</b> | \$4,250 per year  |
| <b>PAA #4</b> | \$4,500 per year  |
| <b>Max</b>    | \$15,500 per year |

After the fourth award, the administrator shall continue to receive the awards earned in the AAA/PAA program as long as they remain 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.