

# CITRUS COMMUNITY COLLEGE DISTRICT HUMAN RESOURCES

## **AP 7407 Compensation Guide: Academic Administrators**

Reference: Education Code Section 87801

Each academic administrator position shall be assigned to a specific range on the management salary schedule. The salary schedule shall include at least eight (8) steps at each range.

A newly hired academic administrator will normally be placed on step 1 of the appropriate salary range; however, the Superintendent/President may recommend to the Board of Trustees an initial salary placement at a higher step.

Effective July 1 of each fiscal year, an academic administrator shall move up one step on the designated range of the salary schedule provided the academic administrator served in his/her current position for at least six (6) months prior to July. If the academic administrator has not served six (6) months in his/her assignment prior to July 1, then he/she will advance on the salary schedule the following July 1.

A two and one-half percent (2.5%) increase will be provided to those academic administrators who have a verified earned doctorate, from an accredited institution. Such salary increase will be effective the first of the month following receipt of the verification of the earned doctorate by the Office of Human Resources.

Academic administrators shall receive health and welfare benefits at the same level and conditions as offered to full-time faculty. In order to be eligible for retiree benefits, academic administrators must actually retire from STRS or PERS and meet all other requirements as specified for full-time faculty.

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