

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

December 13, 2022

Agenda Item: 3.5

Subject: Approval of the Creation of a Salary Schedule for Senior Leadership Positions Effective July 1, 2022

Background:

Unlike many California community college districts, our district has not established a board approved salary schedule for members of the Senior Leadership Team (SLT). SLT includes college presidents, vice chancellors, and the chief technology officer. Rather than having a formal salary schedule, our practice has been that compensation is negotiated between the chancellor and the president, vice chancellor or CTO, subject to Board of Trustees approval. Thereafter, senior leadership receive raises in alignment with the Faculty Association (once every three or four years).

The absence of a formal Board approved salary schedule:

- Does not provide as much transparency as having a salary schedule posted on the District's website.
- Has caused our District to not remain competitive when compared to statewide averages and most of the Bay Area CCDs.
- Has created disparate practices and compensation amongst the Senior Leadership Team members.
- Does not serve the District as well when recruiting for talented when vacancies arise.

Based upon statewide and regional comparisons, as well as internal data, the following SLT Salary Schedule is recommended:

Step	Amount
1	\$ 217,500
2	\$ 228,375
3	\$ 239,794
4	\$ 251,784
5	\$ 264,373
6	\$ 277,592

Fiscal Implication: This action alone will not create an increase or decrease in District liabilities. Upon approval of the salary schedule, the placement of employees (current and future) will determine the fiscal impacts.

Recommended Action:

That the Board of Trustees approve the Salary Schedule for Senior Leadership Positions (Presidents, Vice Chancellors, and Chief Technology Officer) Effective July 1, 2022.

Approved: Ronald P. Gerhard/Date

_____ APPROVED

_____ DISAPPROVED

_____ TABLED