

**VCU Market-Based Salary Ranges - March, 2024**  
**Job Family: Community Engagement & Outreach**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
14613Y	Sr Assoc Vice Provost CE 3	152,500	190,600	228,700	266,800	OPEN
14612Y	Sr Assoc Vice Provost CE 2	145,200	181,500	217,800	254,100	290,400
14611Y	Sr Assoc Vice Provost CE 1	137,900	172,400	206,900	241,400	275,900
14516Y	Assoc Vice Provost CE 3	131,800	164,700	197,700	230,600	OPEN
14515Y	Assoc Vice Provost CE 2	125,500	156,900	188,300	219,600	251,000
14514Y	Assoc Vice Provost CE 1	119,200	149,100	178,900	208,600	238,500
14423Y	Exec Director CE 3	130,800	163,600	196,200	229,000	OPEN
14422Y	Exec Director CE 2	124,600	155,800	186,900	218,100	249,200
14421Y	Exec Director CE 1	118,400	148,000	177,600	207,200	236,700
14416Y	Sr Director CE 3	80,400	100,600	120,600	140,800	160,900
14415Y	Sr Director CE 2	76,600	95,800	114,900	134,100	153,200
14414Y	Sr Director CE 1	72,800	91,000	109,200	127,400	145,500
14413Y	Director CE 3	69,400	86,700	104,100	121,500	138,800
14412Y	Director CE 2	66,100	82,600	99,100	115,700	132,200
14411Y	Director CE 1	62,800	78,500	94,100	109,900	125,600
14326Y	Assoc Director CE 3	58,100	72,600	87,200	101,600	116,100
14325Y	Assoc Director CE 2	55,300	69,100	83,000	96,800	110,600
14324Y	Assoc Director CE 1	52,500	65,600	78,900	92,000	105,100
14916Y	Sr Administrator CE 3	80,400	100,600	120,600	140,800	160,900
14915Y	Sr Administrator CE 2	71,600	89,500	107,400	125,300	143,200
14914Y	Sr Administrator CE 1	62,800	78,500	94,100	109,900	125,600
14913Y	Administrator CE 3	58,100	72,600	87,200	101,600	116,100
14912Y	Administrator CE 2	55,300	69,100	83,000	96,800	110,600
14911Y	Administrator CE 1	52,500	65,600	78,900	92,000	105,100
14246Y	Sr Program Manager CE 3	58,100	72,600	87,000	101,600	116,100
14245Y	Sr Program Manager CE 2	55,300	69,100	82,900	96,800	110,600
14244Y	Sr Program Manager CE 1	52,500	65,600	78,800	92,000	105,100
14243Y	Program Manager CE 3	49,400	61,700	74,000	86,400	98,700
14242Y	Program Manager CE 2	47,000	58,800	70,500	82,300	94,000
14241Y	Program Manager CE 1	44,700	55,900	67,000	78,200	89,300

Last Updated: 07/03/2024

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
14236N	Sr Education Specialist CE 3	57,400	71,800	86,100	100,500	114,900
14235N	Sr Education Specialist CE 2	54,700	68,400	82,000	95,700	109,400
14234N	Sr Education Specialist CE 1	52,000	65,000	77,900	90,900	103,900
14233N	Education Specialist CE 3	48,800	61,000	73,200	85,500	97,700
14232N	Education Specialist CE 2	46,500	58,100	69,700	81,400	93,000
14231N	Education Specialist CE 1	44,200	55,200	66,200	77,300	88,400
14216Y	Sr Preschool Educator (Licensed) CE 3	34,800	43,500	52,100	60,800	69,500
14215Y	Sr Preschool Educator (Licensed) CE 2	33,100	41,400	49,600	57,900	66,200
14214Y	Sr Preschool Educator (Licensed) CE 1	31,400	39,300	47,100	55,000	62,900
14213Y	Preschool Educator CE 3	30,100	37,700	45,300	52,700	60,300
14212Y	Preschool Educator CE 2	28,700	35,900	43,100	50,200	57,400
14211Y	Preschool Educator CE 1	27,300	34,100	40,900	47,700	54,500
14116N	Sr Coordinator CE 3	42,500	53,100	63,700	74,400	85,100
14115N	Sr Coordinator CE 2	40,500	50,600	60,700	70,900	81,000
14114N	Sr Coordinator CE 1	38,500	48,100	57,700	67,400	77,000
14113N	Coordinator CE 3	36,000	45,000	54,000	63,000	72,000
14112N	Coordinator CE 2	34,300	42,900	51,400	60,000	68,600
14111N	Coordinator CE 1	32,600	40,800	48,800	57,000	65,200

NOTE: As of July 1, 2024, the salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) increased from \$35,568 to \$43,888. If there are questions or concerns about employee salary compliance, please contact your assigned HRP.

**Market-based salary ranges and jobs shown here based on data effective January 1, 2024**

**Last Updated: 07/03/2024**