

**VCU Market-Based Salary Ranges - April, 2026**  
**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	137,600	172,000	206,300	240,800	OPEN
14422Y	Exec Director CE 2	131,000	163,800	196,500	229,300	262,000
14421Y	Exec Director CE 1	124,500	155,600	186,700	217,800	248,900
14416Y	Sr Director CE 3	86,500	108,200	129,800	151,400	173,000
14415Y	Sr Director CE 2	82,400	103,000	123,600	144,200	164,800
14414Y	Sr Director CE 1	78,300	97,900	117,400	137,000	156,600
14413Y	Director CE 3	74,700	93,300	112,000	130,600	149,300
14412Y	Director CE 2	71,100	88,900	106,700	124,400	142,200
14411Y	Director CE 1	67,500	84,500	101,400	118,200	135,100
14326Y	Assoc Director CE 3	64,200	80,200	96,300	112,200	128,300
14325Y	Assoc Director CE 2	61,100	76,400	91,700	106,900	122,200
14324Y	Assoc Director CE 1	58,000	72,600	87,100	101,600	116,100
14916Y	Sr Administrator CE 3	86,500	108,200	129,800	151,400	173,000
14915Y	Sr Administrator CE 2	77,100	96,400	115,600	134,900	154,200
14914Y	Sr Administrator CE 1	67,500	84,500	101,400	118,200	135,100
14913Y	Administrator CE 3	64,200	80,200	96,300	112,200	128,300
14912Y	Administrator CE 2	61,100	76,400	91,700	106,900	122,200
14911Y	Administrator CE 1	58,000	72,600	87,100	101,600	116,100
14246Y	Sr Program Manager CE 3	60,200	75,200	90,300	105,300	120,300
14245Y	Sr Program Manager CE 2	57,300	71,600	86,000	100,300	114,600
14244Y	Sr Program Manager CE 1	54,400	68,000	81,700	95,300	108,900
14243Y	Program Manager CE 3	51,300	64,200	77,100	89,900	102,700
14242Y	Program Manager CE 2	48,900	61,100	73,400	85,600	97,800
14241Y	Program Manager CE 1	46,500	58,000	69,700	81,300	92,900

**Last Updated: 4/16/2026**

Job Code	Job Title	Minimum \$	25th \$	Midpoint \$	75th \$	Maximum \$
14236N	Sr Education Specialist CE 3	59,200	74,000	88,800	103,600	118,400
14235N	Sr Education Specialist CE 2	56,400	70,500	84,600	98,700	112,800
14234N	Sr Education Specialist CE 1	53,600	67,000	80,400	93,800	107,200
14233N	Education Specialist CE 3	50,900	63,600	76,300	89,100	101,900
14232N	Education Specialist CE 2	48,500	60,600	72,700	84,900	97,000
14231N	Education Specialist CE 1	46,100	57,600	69,100	80,700	92,200
14216Y	Sr Licensed Preschool Educator CE 3	41,300	51,600	61,800	72,200	82,500
14215Y	Sr Licensed Preschool Educator CE 2	39,300	49,100	58,900	68,800	78,600
14214Y	Sr Licensed Preschool Educator CE 1	37,300	46,600	56,000	65,400	74,700
14213Y	Preschool Educator CE 3	35,800	44,700	53,800	62,700	71,600
14212Y	Preschool Educator CE 2	34,100	42,600	51,200	59,700	68,200
14211Y	Preschool Educator CE 1	32,400	40,500	48,600	56,700	64,800
14116N	Sr Coordinator CE 3	45,200	56,500	67,700	79,100	90,300
14115N	Sr Coordinator CE 2	43,000	53,800	64,500	75,300	86,000
14114N	Sr Coordinator CE 1	40,900	51,100	61,300	71,500	81,700
14113N	Coordinator CE 3	39,100	48,800	58,600	68,400	78,100
14112N	Coordinator CE 2	37,200	46,500	55,800	65,100	74,400
14111N	Coordinator CE 1	35,300	44,200	53,000	61,800	70,700

NOTE: The salary threshold for exemptions to the federal overtime pay requirements under the Fair Labor Standards Act (FLSA) is \$35,568. 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, 2026**

**Last Updated: 4/16/2026**