

Rancho Santiago Community College District
CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION
PERMANENT CONTRACT ANNUAL SALARY SCHEDULE
Effective: July 1, 2023

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|------------------------------------|---------------|-----------------------|---------------|---------------|---------------|---------------|
| 1 | \$40,976.45 | \$43,065.17 | \$45,221.85 | \$47,497.37 | \$49,874.80 | \$52,388.07 |
| 2 | \$42,148.18 | \$44,236.91 | \$46,461.49 | \$48,804.93 | \$51,267.28 | \$53,865.45 |
| 3 | \$43,336.89 | \$45,442.61 | \$47,769.08 | \$50,197.44 | \$52,727.68 | \$55,376.80 |
| 4 | \$44,763.33 | \$46,970.94 | \$49,314.38 | \$51,810.66 | \$54,425.83 | \$57,142.88 |
| 5 | \$46,223.75 | \$48,550.20 | \$50,978.57 | \$53,525.80 | \$56,208.89 | \$59,027.83 |
| 6 | \$47,853.97 | \$50,282.34 | \$52,829.60 | \$55,478.69 | \$58,280.69 | \$61,184.50 |
| 7 | \$49,789.87 | \$52,303.16 | \$54,918.33 | \$57,703.26 | \$60,624.09 | \$63,629.81 |
| 8 | \$51,810.66 | \$54,425.83 | \$57,142.88 | \$60,063.73 | \$63,069.46 | \$66,228.00 |
| 9 | \$53,984.32 | \$56,718.34 | \$59,588.21 | \$62,593.94 | \$65,718.54 | \$69,012.98 |
| 10 | \$56,429.63 | \$59,282.56 | \$62,254.34 | \$65,361.94 | \$68,605.41 | \$72,035.70 |
| 11 | \$58,942.95 | \$61,880.73 | \$64,971.35 | \$68,265.78 | \$71,696.05 | \$75,279.16 |
| 12 | \$62,033.57 | \$65,192.14 | \$68,452.59 | \$71,865.89 | \$75,516.89 | \$79,252.87 |
| 13 | \$65,294.03 | \$68,537.49 | \$71,967.77 | \$75,618.83 | \$79,388.68 | \$83,396.34 |
| 14 | \$68,809.19 | \$72,256.46 | \$75,890.51 | \$79,677.39 | \$83,719.00 | \$87,913.43 |
| 15 | \$72,680.99 | \$76,298.08 | \$80,135.88 | \$84,109.59 | \$88,371.96 | \$92,770.14 |
| 16 | \$77,113.18 | \$80,984.98 | \$84,992.60 | \$89,271.95 | \$93,755.09 | \$98,424.99 |
| 17 | \$81,681.20 | \$85,773.75 | \$90,070.08 | \$94,587.18 | \$99,342.00 | \$104,351.56 |
| 18 | \$86,707.72 | \$91,072.01 | \$95,657.04 | \$100,445.81 | \$105,489.33 | \$110,753.60 |
| 19 | \$92,413.56 | \$97,032.52 | \$101,923.20 | \$107,051.64 | \$112,383.82 | \$118,038.68 |
| 20 | \$98,713.69 | \$103,655.31 | \$108,834.68 | \$114,251.79 | \$120,042.48 | \$126,020.01 |
| 21 | \$105,540.28 | \$110,821.53 | \$116,391.46 | \$122,250.12 | \$128,312.52 | \$134,748.52 |
| 22 | \$114,523.49 | \$120,229.32 | \$126,257.76 | \$132,608.86 | \$139,214.67 | \$146,194.07 |
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| Based on 12 Month/Year | | | | | | |
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| Service Recognition: | | Differential Pay: | | | | |
| 10 Years | 2.5% | Bilingual Requirement | | | 2.5% | |
| 15 Years | 5.0% | Swing Shift | | | 5% | |
| 20 Years | 7.5% | Graveyard Shift | | | 7.5% | |
| 25 Years | 10% | | | | | |
| 30 Years | 12.50% | | | | | |
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| 5.00% Cola | | | | | | |
| Board Approved: September 28, 2022 | | | | | | |