

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
2014/2015 CEFA PERMANENT SALARY SCHEDULE
EFFECTIVE JULY 1, 2014**

INSTRUCTION

	I	II
STEP	LESS THAN MASTER'S	MASTER'S OR GREATER
1		
2	\$42.83	\$43.90
3	\$43.90	\$45.00
4	\$45.00	\$46.13

Non-credit counselors salary paid by the district during 2008-2009 shall continue at the same rate until the schedule below increases to the 2008-2009 rate of pay. If any of the non-credit counselors leave the unit and return at a later date, their rate of pay will continue at what it was as of 2008-2009, or the schedule below, whichever is greater.

COUNSELING

	I	II
STEP	LESS THAN MASTER'S	MASTER'S OR GREATER
1		
2	\$36.40	\$37.31
3	\$37.31	\$38.25
4	\$38.25	\$39.20

NON-INSTRUCTION

	I	II
STEP	LESS THAN MASTER'S	MASTER'S OR GREATER
1		
2	\$21.42	\$21.96
3	\$21.96	\$22.51
4	\$22.51	\$23.07

COORDINATION

	I	II
STEP	LESS THAN MASTER'S	MASTER'S OR GREATER
1	\$35.70	\$36.60

New employees shall be placed on Step 1 or 2 of the appropriate class. Advancement to the next step shall occur upon completion of three (3) semesters of service. A semester of service means that an instructor teaches at least 75% of the semester length. Continuing employees shall receive a step advancement upon completion of three (3) semesters of service subsequent to their last step advancement.

Time worked as a substitute, summer school employee, site administrator or in the credit program shall not count toward step placement.