

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT  
**2019/2020 CEFA PERMANENT HOURLY SALARY SCHEDULE**  
 EFFECTIVE AUGUST 12, 2019

<b>INSTRUCTION</b>	Column I LESS THAN MASTER'S	Column II MASTER'S	Column III MASTER'S + 30
<b>STEP</b>			
1			
2			
3	\$51.89	\$53.19	\$54.53
4	\$53.19	\$54.53	\$55.89
5	\$54.53	\$55.89	\$57.29
6	\$55.89	\$57.29	\$58.72

Non-credit counselor's salary paid by the district during 2008-2009 shall continue at that 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 is was as of 2008-2009, or the schedule below, whichever is greater.

<b>COUNSELING</b>	Column I LESS THAN MASTER'S	Column II MASTER'S	Column III MASTER'S + 30
<b>STEP</b>			
1			
2			
3	\$44.10	\$45.21	\$46.34
4	\$45.21	\$46.34	\$47.50
5	\$46.34	\$47.50	\$48.70
6	\$47.50	\$48.70	\$49.91

<b>NON-INSTRUCTION</b>	Column I LESS THAN MASTER'S	Column II MASTER'S	Column III MASTER'S + 30
<b>STEP</b>			
1			
2			
3	\$25.95	\$26.60	\$27.26
4	\$26.60	\$27.26	\$27.95
5	\$27.26	\$27.95	\$28.65
6	\$27.95	\$28.65	\$29.36

<b>COORDINATION OR CURRICULUM DEVELOPMENT</b>	Column I LESS THAN MASTER'S	Column II MASTER'S OR GREATER
<b>STEP</b>		
1	\$42.20	\$43.26

Placement on Salary Schedules

New unit members shall be placed on Step 3 of the appropriate class. Advancement to the next step shall occur upon