



Rancho Santiago Community College District  
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION  
 PERMANENT HOURLY SALARY SCHEDULE  
 Effective: July 1, 2019

GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
<b>C</b>	\$12.17	\$12.47	\$12.79	\$13.11	\$13.44	\$13.78
<b>B</b>	\$13.90	\$14.24	\$14.59	\$14.94	\$15.29	\$15.64
<b>A</b>	\$15.95	\$16.35	\$16.75	\$17.14	\$17.54	\$17.95
<b>1</b>	\$16.46	\$16.88	\$17.28	\$17.69	\$18.11	\$18.52
<b>2</b>	\$16.92	\$17.35	\$17.76	\$18.19	\$18.62	\$19.04
<b>3</b>	\$17.41	\$17.85	\$18.28	\$18.71	\$19.15	\$19.59
<b>4</b>	\$17.98	\$18.43	\$18.89	\$19.33	\$19.78	\$20.23
<b>5</b>	\$18.57	\$19.02	\$19.48	\$19.95	\$20.41	\$20.88
<b>6</b>	\$19.23	\$19.71	\$20.19	\$20.67	\$21.15	\$21.63
<b>7</b>	\$20.00	\$20.50	\$20.99	\$21.49	\$22.00	\$22.50
<b>8</b>	\$20.81	\$21.32	\$21.84	\$22.37	\$22.88	\$23.40
<b>9</b>	\$21.68	\$22.23	\$22.76	\$23.31	\$23.85	\$24.39
<b>10</b>	\$22.67	\$23.23	\$23.81	\$24.37	\$24.93	\$25.50
<b>11</b>	\$23.67	\$24.27	\$24.86	\$25.45	\$26.05	\$26.63
<b>12</b>	\$24.91	\$25.54	\$26.16	\$26.77	\$27.40	\$28.02
<b>13</b>	\$26.22	\$26.88	\$27.55	\$28.20	\$28.85	\$29.50
<b>14</b>	\$27.63	\$28.33	\$29.02	\$29.72	\$30.40	\$31.09
<b>15</b>	\$29.19	\$29.93	\$30.66	\$31.39	\$32.11	\$32.85
<b>16</b>	\$30.98	\$31.75	\$32.53	\$33.30	\$34.08	\$34.84
<b>17</b>	\$32.80	\$33.62	\$34.44	\$35.26	\$36.07	\$36.91
<b>18</b>	\$34.82	\$35.69	\$36.56	\$37.43	\$38.29	\$39.17
<b>19</b>	\$37.12	\$38.05	\$38.97	\$39.91	\$40.84	\$41.77
<b>20</b>	\$39.65	\$40.64	\$41.63	\$42.63	\$43.61	\$44.61
<b>21</b>	\$42.39	\$43.44	\$44.51	\$45.57	\$46.63	\$47.68
<b>22</b>	\$46.00	\$47.15	\$48.30	\$49.45	\$50.60	\$51.74

Based on 12 Month/Year

Service Recognition:

10 Years	2.5%
15 Years	5.0%
20 Years	7.5%
25 Years	10 %
30Years	12.5%

Differential Pay:

Bilingual Requirement 2.5%

4.00% Cola

Board Approved: December 9, 2019