

Rancho Santiago Community College District  
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION  
 PERMANENT CONTRACT ANNUAL SALARY SCHEDULE  
 Effective: July 1, 2021

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	\$37,166.85	\$39,061.38	\$41,017.55	\$43,081.51	\$45,237.91	\$47,517.52
2	\$38,229.64	\$40,124.18	\$42,141.94	\$44,267.51	\$46,500.93	\$48,857.55
3	\$39,307.84	\$41,217.79	\$43,327.96	\$45,530.56	\$47,825.56	\$50,228.39
4	\$40,601.66	\$42,604.03	\$44,729.60	\$46,993.80	\$49,365.83	\$51,830.28
5	\$41,926.30	\$44,036.47	\$46,239.07	\$48,549.48	\$50,983.12	\$53,539.98
6	\$43,404.96	\$45,607.56	\$47,918.00	\$50,320.81	\$52,862.30	\$55,496.14
7	\$45,160.88	\$47,440.50	\$49,812.54	\$52,338.56	\$54,987.84	\$57,714.11
8	\$46,993.80	\$49,365.83	\$51,830.28	\$54,479.57	\$57,205.86	\$60,070.75
9	\$48,965.37	\$51,445.21	\$54,048.27	\$56,774.55	\$59,608.66	\$62,596.81
10	\$51,183.33	\$53,771.03	\$56,466.52	\$59,285.21	\$62,227.13	\$65,338.50
11	\$53,462.99	\$56,127.65	\$58,930.93	\$61,919.08	\$65,030.43	\$68,280.42
12	\$56,266.28	\$59,131.19	\$62,088.51	\$65,184.48	\$68,496.05	\$71,884.69
13	\$59,223.61	\$62,165.52	\$65,276.89	\$68,588.50	\$72,007.88	\$75,642.94
14	\$62,411.96	\$65,538.74	\$68,834.93	\$72,269.74	\$75,935.60	\$79,740.08
15	\$65,923.80	\$69,204.61	\$72,685.61	\$76,289.88	\$80,155.97	\$84,145.25
16	\$69,943.92	\$73,455.76	\$77,090.79	\$80,972.29	\$85,038.63	\$89,274.37
17	\$74,087.26	\$77,799.32	\$81,696.22	\$85,793.36	\$90,106.12	\$94,649.94
18	\$78,646.46	\$82,605.00	\$86,763.75	\$91,107.31	\$95,681.93	\$100,456.78
19	\$83,821.82	\$88,011.35	\$92,447.34	\$97,098.99	\$101,935.44	\$107,064.56
20	\$89,536.23	\$94,018.42	\$98,716.27	\$103,629.74	\$108,882.07	\$114,303.87
21	\$95,728.14	\$100,518.39	\$105,570.49	\$110,884.47	\$116,383.24	\$122,220.88
22	\$103,876.18	\$109,051.53	\$114,519.51	\$120,280.14	\$126,271.81	\$132,602.33

Based on 12 Month/Year

Service Recognition:

10 Years	2.5%
15 Years	5.0%
20 Years	7.5%
25 Years	10 %
30 Years	12.50%

Differential Pay:

Bilingual Requirement	2.5%
Swing Shift	5%
Graveyard Shift	7.5%

4.00% Cola

Board Approved: December 9, 2019

Rancho Santiago Community College District  
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION  
 PERMANENT HOURLY SALARY SCHEDULE  
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GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
<b>C</b>	\$13.16	\$13.48	\$13.83	\$14.18	\$14.53	\$14.90
<b>B</b>	\$15.03	\$15.40	\$15.78	\$16.16	\$16.53	\$16.91
<b>A</b>	\$17.25	\$17.69	\$18.12	\$18.54	\$18.97	\$19.41
<b>1</b>	\$17.80	\$18.25	\$18.69	\$19.13	\$19.58	\$20.03
<b>2</b>	\$18.30	\$18.76	\$19.21	\$19.68	\$20.14	\$20.59
<b>3</b>	\$18.83	\$19.31	\$19.77	\$20.24	\$20.72	\$21.19
<b>4</b>	\$19.44	\$19.93	\$20.43	\$20.91	\$21.40	\$21.88
<b>5</b>	\$20.08	\$20.58	\$21.07	\$21.58	\$22.08	\$22.59
<b>6</b>	\$20.80	\$21.32	\$21.84	\$22.36	\$22.88	\$23.40
<b>7</b>	\$21.63	\$22.17	\$22.70	\$23.25	\$23.80	\$24.33
<b>8</b>	\$22.51	\$23.06	\$23.63	\$24.19	\$24.75	\$25.31
<b>9</b>	\$23.45	\$24.04	\$24.62	\$25.21	\$25.80	\$26.38
<b>10</b>	\$24.52	\$25.13	\$25.75	\$26.35	\$26.97	\$27.58
<b>11</b>	\$25.60	\$26.25	\$26.88	\$27.53	\$28.18	\$28.80
<b>12</b>	\$26.94	\$27.62	\$28.29	\$28.95	\$29.63	\$30.30
<b>13</b>	\$28.36	\$29.07	\$29.80	\$30.50	\$31.21	\$31.91
<b>14</b>	\$29.89	\$30.64	\$31.39	\$32.14	\$32.88	\$33.63
<b>15</b>	\$31.58	\$32.37	\$33.16	\$33.96	\$34.73	\$35.53
<b>16</b>	\$33.51	\$34.34	\$35.18	\$36.01	\$36.86	\$37.69
<b>17</b>	\$35.48	\$36.36	\$37.25	\$38.14	\$39.02	\$39.92
<b>18</b>	\$37.66	\$38.60	\$39.55	\$40.48	\$41.42	\$42.37
<b>19</b>	\$40.15	\$41.15	\$42.15	\$43.16	\$44.17	\$45.17
<b>20</b>	\$42.89	\$43.96	\$45.02	\$46.11	\$47.17	\$48.25
<b>21</b>	\$45.84	\$46.99	\$48.14	\$49.29	\$50.43	\$51.57
<b>22</b>	\$49.75	\$51.00	\$52.24	\$53.48	\$54.73	\$55.97

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