

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT  
**2021/2022 CEFA PERMANENT HOURLY SALARY SCHEDULE**  
 EFFECTIVE AUGUST 16, 2021

<b>INSTRUCTION</b>	Column I	Column II	Column III
STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S + 30
1			
2			
3	\$54.37	\$55.72	\$57.13
4	\$55.72	\$57.13	\$58.56
5	\$57.13	\$58.56	\$60.02
6	\$58.56	\$60.02	\$61.52

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	Column II	Column III
STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S + 30
1			
2			
3	\$46.21	\$47.36	\$48.55
4	\$47.36	\$48.55	\$49.77
5	\$48.55	\$49.77	\$51.02
6	\$49.77	\$51.02	\$52.29

<b>NON-INSTRUCTION</b>	Column I	Column II	Column III
STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S + 30
1			
2			
3	\$27.18	\$27.87	\$28.56
4	\$27.87	\$28.56	\$29.28
5	\$28.56	\$29.28	\$30.01
6	\$29.28	\$30.01	\$30.77

<b>COORDINATION OR CURRICULUM DEVELOPMENT</b>	Column I	Column II
STEP	LESS THAN MASTER'S	MASTER'S OR GREATER
1	\$44.21	\$45.32

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 completion of three (3) semesters of service. A semester of service means that a unit member teaches at least 75% of the semester length. Continuing unit members 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 unit member, site administrator or in the credit program shall not count toward step placement.