

Rancho Santiago Community College District						
CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION						
PERMANENT CONTRACT ANNUAL SALARY SCHEDULE						
Effective: July 1, 2023						
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	\$40,976.45	\$43,065.17	\$45,221.85	\$47,497.37	\$49,874.80	\$52,388.07
2	\$42,148.18	\$44,236.91	\$46,461.49	\$48,804.93	\$51,267.28	\$53,865.45
3	\$43,336.89	\$45,442.61	\$47,769.08	\$50,197.44	\$52,727.68	\$55,376.80
4	\$44,763.33	\$46,970.94	\$49,314.38	\$51,810.66	\$54,425.83	\$57,142.88
5	\$46,223.75	\$48,550.20	\$50,978.57	\$53,525.80	\$56,208.89	\$59,027.83
6	\$47,853.97	\$50,282.34	\$52,829.60	\$55,478.69	\$58,280.69	\$61,184.50
7	\$49,789.87	\$52,303.16	\$54,918.33	\$57,703.26	\$60,624.09	\$63,629.81
8	\$51,810.66	\$54,425.83	\$57,142.88	\$60,063.73	\$63,069.46	\$66,228.00
9	\$53,984.32	\$56,718.34	\$59,588.21	\$62,593.94	\$65,718.54	\$69,012.98
10	\$56,429.63	\$59,282.56	\$62,254.34	\$65,361.94	\$68,605.41	\$72,035.70
11	\$58,942.95	\$61,880.73	\$64,971.35	\$68,265.78	\$71,696.05	\$75,279.16
12	\$62,033.57	\$65,192.14	\$68,452.59	\$71,865.89	\$75,516.89	\$79,252.87
13	\$65,294.03	\$68,537.49	\$71,967.77	\$75,618.83	\$79,388.68	\$83,396.34
14	\$68,809.19	\$72,256.46	\$75,890.51	\$79,677.39	\$83,719.00	\$87,913.43
15	\$72,680.99	\$76,298.08	\$80,135.88	\$84,109.59	\$88,371.96	\$92,770.14
16	\$77,113.18	\$80,984.98	\$84,992.60	\$89,271.95	\$93,755.09	\$98,424.99
17	\$81,681.20	\$85,773.75	\$90,070.08	\$94,587.18	\$99,342.00	\$104,351.56
18	\$86,707.72	\$91,072.01	\$95,657.04	\$100,445.81	\$105,489.33	\$110,753.60
19	\$92,413.56	\$97,032.52	\$101,923.20	\$107,051.64	\$112,383.82	\$118,038.68
20	\$98,713.69	\$103,655.31	\$108,834.68	\$114,251.79	\$120,042.48	\$126,020.01
21	\$105,540.28	\$110,821.53	\$116,391.46	\$122,250.12	\$128,312.52	\$134,748.52
22	\$114,523.49	\$120,229.32	\$126,257.76	\$132,608.86	\$139,214.67	\$146,194.07
Based on 12 Month/Year						
Service Recognition:			Differential Pay:			
10 Years	2.5%		Bilingual Requirement		2.5%	
15 Years	5.0%		Swing Shift		5%	
20 Years	7.5%		Graveyard Shift		7.5%	
25 Years	10 %					
30 Years	12.50%					
5.00% Cola						
Board Approved: September 28, 2022						

Annual Salaries are based on a Classified Member's work year, which will be 260 days comprised of work days, holidays, and vacation.