

Rancho Santiago Community College District							
CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION							
PERMANENT HOURLY SALARY SCHEDULE							
Effective: July 1, 2023							
GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%	
1	\$19.63	\$20.13	\$20.61	\$21.09	\$21.59	\$22.09	
2	\$20.18	\$20.69	\$21.18	\$21.69	\$22.20	\$22.70	
3	\$20.76	\$21.28	\$21.79	\$22.32	\$22.84	\$23.36	
4	\$21.44	\$21.97	\$22.52	\$23.06	\$23.59	\$24.13	
5	\$22.14	\$22.69	\$23.23	\$23.79	\$24.34	\$24.90	
6	\$22.93	\$23.50	\$24.07	\$24.65	\$25.22	\$25.79	
7	\$23.85	\$24.44	\$25.03	\$25.63	\$26.24	\$26.83	
8	\$24.81	\$25.42	\$26.05	\$26.67	\$27.28	\$27.91	
9	\$25.86	\$26.51	\$27.14	\$27.79	\$28.44	\$29.08	
10	\$27.03	\$27.70	\$28.39	\$29.05	\$29.73	\$30.40	
11	\$28.23	\$28.94	\$29.64	\$30.35	\$31.07	\$31.76	
12	\$29.70	\$30.46	\$31.19	\$31.92	\$32.67	\$33.41	
13	\$31.27	\$32.05	\$32.85	\$33.63	\$34.40	\$35.18	
14	\$32.95	\$33.78	\$34.61	\$35.44	\$36.25	\$37.08	
15	\$34.81	\$35.69	\$36.56	\$37.44	\$38.29	\$39.17	
16	\$36.94	\$37.86	\$38.79	\$39.70	\$40.63	\$41.55	
17	\$39.12	\$40.09	\$41.07	\$42.05	\$43.02	\$44.01	
18	\$41.52	\$42.56	\$43.60	\$44.63	\$45.66	\$46.71	
19	\$44.26	\$45.37	\$46.47	\$47.59	\$48.70	\$49.80	
20	\$47.28	\$48.47	\$49.64	\$50.84	\$52.01	\$53.19	
21	\$50.54	\$51.80	\$53.08	\$54.34	\$55.60	\$56.86	
22	\$54.85	\$56.22	\$57.60	\$58.96	\$60.34	\$61.70	
Based on 12 Month/Year							
Service Recognition:		Differential Pay:					
10 Years	2.5%	Bilingual Requirement:			2.5%		
15 Years	5.0%						
20 Years	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.