

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	\$40,586.20	\$42,655.03	\$44,791.17	\$47,045.01	\$49,399.80	\$51,889.14
2	\$41,746.76	\$43,815.61	\$46,019.00	\$48,340.13	\$50,779.02	\$53,352.45
3	\$42,924.16	\$45,009.83	\$47,314.13	\$49,719.37	\$52,225.51	\$54,849.40
4	\$44,337.01	\$46,523.60	\$48,844.72	\$51,317.23	\$53,907.48	\$56,598.66
5	\$45,783.52	\$48,087.82	\$50,493.06	\$53,016.03	\$55,673.57	\$58,465.66
6	\$47,398.22	\$49,803.46	\$52,326.46	\$54,950.32	\$57,725.64	\$60,601.79
7	\$49,315.68	\$51,805.03	\$54,395.30	\$57,153.71	\$60,046.72	\$63,023.81
8	\$51,317.23	\$53,907.48	\$56,598.66	\$59,491.69	\$62,468.80	\$65,597.26
9	\$53,470.19	\$56,178.17	\$59,020.71	\$61,997.81	\$65,092.65	\$68,355.72
10	\$55,892.20	\$58,717.96	\$61,661.44	\$64,739.45	\$67,952.03	\$71,349.65
11	\$58,381.59	\$61,291.39	\$64,352.58	\$67,615.63	\$71,013.23	\$74,562.22
12	\$61,442.77	\$64,571.26	\$67,800.66	\$71,181.45	\$74,797.68	\$78,498.08
13	\$64,672.18	\$67,884.75	\$71,282.36	\$74,898.65	\$78,632.60	\$82,602.09
14	\$68,153.86	\$71,568.31	\$75,167.75	\$78,918.56	\$82,921.68	\$87,076.16
15	\$71,988.79	\$75,571.43	\$79,372.69	\$83,308.54	\$87,530.32	\$91,886.61
16	\$76,378.76	\$80,213.69	\$84,183.14	\$88,421.74	\$92,862.18	\$97,487.61
17	\$80,903.28	\$84,956.86	\$89,212.27	\$93,686.35	\$98,395.89	\$103,357.74
18	\$85,881.93	\$90,204.66	\$94,746.02	\$99,489.19	\$104,484.67	\$109,698.80
19	\$91,533.43	\$96,108.40	\$100,952.50	\$106,032.10	\$111,313.50	\$116,914.50
20	\$97,773.56	\$102,668.11	\$107,798.16	\$113,163.68	\$118,899.22	\$124,819.82
21	\$104,535.13	\$109,766.08	\$115,282.97	\$121,085.84	\$127,090.50	\$133,465.20
22	\$113,432.79	\$119,084.27	\$125,055.31	\$131,345.92	\$137,888.82	\$144,801.75

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: June 13, 2022