

Rancho Santiago Community College District						
CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION						
PERMANENT CONTRACT ANNUAL SALARY SCHEDULE						
Effective: July 1, 2024						
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	\$42,615.51	\$44,787.78	\$47,030.73	\$49,397.26	\$51,869.79	\$54,483.59
2	\$43,834.10	\$46,006.39	\$48,319.95	\$50,757.13	\$53,317.97	\$56,020.07
3	\$45,070.37	\$47,260.32	\$49,679.84	\$52,205.34	\$54,836.79	\$57,591.87
4	\$46,553.86	\$48,849.78	\$51,286.96	\$53,883.09	\$56,602.86	\$59,428.59
5	\$48,072.70	\$50,492.21	\$53,017.71	\$55,666.83	\$58,457.25	\$61,388.94
6	\$49,768.13	\$52,293.63	\$54,942.78	\$57,697.84	\$60,611.92	\$63,631.88
7	\$51,781.46	\$54,395.28	\$57,115.06	\$60,011.40	\$63,049.06	\$66,175.00
8	\$53,883.09	\$56,602.86	\$59,428.59	\$62,466.28	\$65,592.24	\$68,877.12
9	\$56,143.69	\$58,987.08	\$61,971.74	\$65,097.70	\$68,347.29	\$71,773.50
10	\$58,686.81	\$61,653.86	\$64,744.52	\$67,976.42	\$71,349.63	\$74,917.13
11	\$61,300.66	\$64,355.96	\$67,570.21	\$70,996.41	\$74,563.89	\$78,290.33
12	\$64,514.91	\$67,799.82	\$71,190.69	\$74,740.52	\$78,537.57	\$82,422.98
13	\$67,905.79	\$71,278.99	\$74,846.48	\$78,643.58	\$82,564.23	\$86,732.20
14	\$71,561.56	\$75,146.72	\$78,926.13	\$82,864.49	\$87,067.76	\$91,429.97
15	\$75,588.23	\$79,350.01	\$83,341.32	\$87,473.97	\$91,906.84	\$96,480.94
16	\$80,197.70	\$84,224.38	\$88,392.30	\$92,842.82	\$97,505.29	\$102,361.99
17	\$84,948.45	\$89,204.70	\$93,672.88	\$98,370.67	\$103,315.68	\$108,525.62
18	\$90,176.03	\$94,714.89	\$99,483.32	\$104,463.65	\$109,708.90	\$115,183.75
19	\$96,110.10	\$100,913.82	\$106,000.12	\$111,333.70	\$116,879.17	\$122,760.23
20	\$102,662.24	\$107,801.52	\$113,188.07	\$118,821.86	\$124,844.18	\$131,060.81
21	\$109,761.89	\$115,254.39	\$121,047.12	\$127,140.13	\$133,445.02	\$140,138.46
22	\$119,104.43	\$125,038.49	\$131,308.08	\$137,913.21	\$144,783.26	\$152,041.84
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%					
4.00% 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.