

Rancho Santiago Community College District						
CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION						
PERMANENT HOURLY SALARY SCHEDULE						
Effective: July 1, 2024						
GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
1	\$20.41	\$20.93	\$21.43	\$21.94	\$22.45	\$22.97
2	\$20.98	\$21.51	\$22.03	\$22.56	\$23.09	\$23.61
3	\$21.59	\$22.14	\$22.67	\$23.21	\$23.75	\$24.30
4	\$22.30	\$22.85	\$23.42	\$23.98	\$24.53	\$25.09
5	\$23.02	\$23.59	\$24.16	\$24.75	\$25.32	\$25.90
6	\$23.85	\$24.44	\$25.04	\$25.63	\$26.23	\$26.83
7	\$24.80	\$25.42	\$26.03	\$26.65	\$27.29	\$27.90
8	\$25.81	\$26.44	\$27.09	\$27.74	\$28.38	\$29.02
9	\$26.89	\$27.57	\$28.23	\$28.91	\$29.58	\$30.24
10	\$28.11	\$28.81	\$29.53	\$30.22	\$30.92	\$31.62
11	\$29.36	\$30.10	\$30.83	\$31.57	\$32.31	\$33.03
12	\$30.89	\$31.67	\$32.44	\$33.20	\$33.98	\$34.75
13	\$32.52	\$33.33	\$34.16	\$34.97	\$35.78	\$36.59
14	\$34.27	\$35.13	\$35.99	\$36.85	\$37.70	\$38.56
15	\$36.20	\$37.12	\$38.02	\$38.93	\$39.82	\$40.74
16	\$38.42	\$39.37	\$40.34	\$41.29	\$42.26	\$43.21
17	\$40.68	\$41.69	\$42.71	\$43.73	\$44.74	\$45.77
18	\$43.19	\$44.26	\$45.35	\$46.42	\$47.49	\$48.58
19	\$46.03	\$47.19	\$48.33	\$49.49	\$50.64	\$51.80
20	\$49.17	\$50.41	\$51.62	\$52.87	\$54.09	\$55.32
21	\$52.56	\$53.88	\$55.20	\$56.51	\$57.82	\$59.14
22	\$57.04	\$58.47	\$59.90	\$61.32	\$62.75	\$64.17
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%					
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.