

Rancho Santiago Community College District  
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION  
 PERMANENT HOURLY SALARY SCHEDULE

Effective: July 1, 2018

GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
<b>C</b>	\$11.70	\$11.99	\$12.29	\$12.60	\$12.92	\$13.25
<b>B</b>	\$13.36	\$13.69	\$14.03	\$14.37	\$14.70	\$15.04
<b>A</b>	\$15.33	\$15.72	\$16.10	\$16.49	\$16.87	\$17.26
<b>1</b>	\$15.83	\$16.23	\$16.62	\$17.01	\$17.41	\$17.81
<b>2</b>	\$16.27	\$16.68	\$17.08	\$17.49	\$17.90	\$18.30
<b>3</b>	\$16.74	\$17.16	\$17.57	\$17.99	\$18.42	\$18.84
<b>4</b>	\$17.29	\$17.72	\$18.16	\$18.59	\$19.02	\$19.45
<b>5</b>	\$17.85	\$18.29	\$18.73	\$19.19	\$19.63	\$20.08
<b>6</b>	\$18.49	\$18.95	\$19.41	\$19.87	\$20.34	\$20.80
<b>7</b>	\$19.23	\$19.71	\$20.18	\$20.67	\$21.16	\$21.63
<b>8</b>	\$20.01	\$20.50	\$21.00	\$21.51	\$22.00	\$22.50
<b>9</b>	\$20.85	\$21.37	\$21.89	\$22.41	\$22.94	\$23.45
<b>10</b>	\$21.80	\$22.34	\$22.89	\$23.43	\$23.97	\$24.52
<b>11</b>	\$22.76	\$23.34	\$23.90	\$24.48	\$25.05	\$25.61
<b>12</b>	\$23.95	\$24.56	\$25.15	\$25.74	\$26.35	\$26.94
<b>13</b>	\$25.22	\$25.84	\$26.49	\$27.12	\$27.74	\$28.37
<b>14</b>	\$26.57	\$27.24	\$27.91	\$28.57	\$29.23	\$29.90
<b>15</b>	\$28.07	\$28.78	\$29.48	\$30.19	\$30.87	\$31.58
<b>16</b>	\$29.79	\$30.53	\$31.28	\$32.01	\$32.76	\$33.50
<b>17</b>	\$31.54	\$32.32	\$33.11	\$33.90	\$34.69	\$35.49
<b>18</b>	\$33.48	\$34.32	\$35.16	\$35.99	\$36.82	\$37.66
<b>19</b>	\$35.69	\$36.59	\$37.47	\$38.37	\$39.27	\$40.16
<b>20</b>	\$38.13	\$39.08	\$40.03	\$40.99	\$41.94	\$42.89
<b>21</b>	\$40.76	\$41.77	\$42.80	\$43.82	\$44.83	\$45.85
<b>22</b>	\$44.23	\$45.34	\$46.45	\$47.54	\$48.65	\$49.75

Based on 12 Month/Year

Service Recognition:

- 10 Years 2.5%
- 15 Years 5.0%
- 20 Years 7.5%
- 25 Years 10 %
- 30Years 12.5%

Differential Pay:

Bilingual Requirement 2.5%

2.71% Cola

Board Approved: November 26, 2018