

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

Effective: July 1, 2018

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	\$33,041.20	\$34,725.42	\$36,464.45	\$38,299.31	\$40,216.34	\$42,242.90
2	\$33,986.01	\$35,670.25	\$37,464.04	\$39,353.65	\$41,339.15	\$43,434.18
3	\$34,944.53	\$36,642.46	\$38,518.39	\$40,476.50	\$42,516.75	\$44,652.86
4	\$36,094.73	\$37,874.83	\$39,764.45	\$41,777.32	\$43,886.04	\$46,076.93
5	\$37,272.33	\$39,148.26	\$41,106.37	\$43,160.31	\$45,323.81	\$47,596.85
6	\$38,586.86	\$40,544.95	\$42,598.92	\$44,735.01	\$46,994.38	\$49,335.87
7	\$40,147.86	\$42,174.43	\$44,283.16	\$46,528.79	\$48,883.99	\$51,307.63
8	\$41,777.32	\$43,886.04	\$46,076.93	\$48,432.13	\$50,855.80	\$53,402.68
9	\$43,530.04	\$45,734.61	\$48,048.71	\$50,472.37	\$52,991.88	\$55,648.34
10	\$45,501.80	\$47,802.25	\$50,198.53	\$52,704.34	\$55,319.69	\$58,085.69
11	\$47,528.40	\$49,897.27	\$52,389.38	\$55,045.84	\$57,811.82	\$60,701.05
12	\$50,020.52	\$52,567.41	\$55,196.46	\$57,948.76	\$60,892.74	\$63,905.22
13	\$52,649.58	\$55,264.92	\$58,030.91	\$60,974.92	\$64,014.75	\$67,246.30
14	\$55,484.01	\$58,263.70	\$61,194.00	\$64,247.53	\$67,506.47	\$70,888.63
15	\$58,606.02	\$61,522.64	\$64,617.24	\$67,821.42	\$71,258.37	\$74,804.82
16	\$62,179.89	\$65,301.90	\$68,533.43	\$71,984.07	\$75,599.03	\$79,364.59
17	\$65,863.31	\$69,163.32	\$72,627.64	\$76,269.99	\$80,104.01	\$84,143.45
18	\$69,916.42	\$73,435.54	\$77,132.65	\$80,994.07	\$85,060.89	\$89,305.71
19	\$74,517.29	\$78,241.77	\$82,185.35	\$86,320.64	\$90,620.24	\$95,180.00
20	\$79,597.38	\$83,582.04	\$87,758.40	\$92,126.46	\$96,795.77	\$101,615.73
21	\$85,101.97	\$89,360.48	\$93,851.79	\$98,575.88	\$103,464.28	\$108,653.92
22	\$92,345.55	\$96,946.41	\$101,807.42	\$106,928.61	\$112,255.17	\$117,882.99

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%

2.71% Cola

Board Approved: November 26, 2018