

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	\$40,976.45	\$43,065.17	\$45,221.85	\$47,497.37	\$49,874.80	\$52,388.07
2	\$42,148.18	\$44,236.91	\$46,461.49	\$48,804.93	\$51,267.28	\$53,865.45
3	\$43,336.89	\$45,442.61	\$47,769.08	\$50,197.44	\$52,727.68	\$55,376.80
4	\$44,763.33	\$46,970.94	\$49,314.38	\$51,810.66	\$54,425.83	\$57,142.88
5	\$46,223.75	\$48,550.20	\$50,978.57	\$53,525.80	\$56,208.89	\$59,027.83
6	\$47,853.97	\$50,282.34	\$52,829.60	\$55,478.69	\$58,280.69	\$61,184.50
7	\$49,789.87	\$52,303.16	\$54,918.33	\$57,703.26	\$60,624.09	\$63,629.81
8	\$51,810.66	\$54,425.83	\$57,142.88	\$60,063.73	\$63,069.46	\$66,228.00
9	\$53,984.32	\$56,718.34	\$59,588.21	\$62,593.94	\$65,718.54	\$69,012.98
10	\$56,429.63	\$59,282.56	\$62,254.34	\$65,361.94	\$68,605.41	\$72,035.70
11	\$58,942.95	\$61,880.73	\$64,971.35	\$68,265.78	\$71,696.05	\$75,279.16
12	\$62,033.57	\$65,192.14	\$68,452.59	\$71,865.89	\$75,516.89	\$79,252.87
13	\$65,294.03	\$68,537.49	\$71,967.77	\$75,618.83	\$79,388.68	\$83,396.34
14	\$68,809.19	\$72,256.46	\$75,890.51	\$79,677.39	\$83,719.00	\$87,913.43
15	\$72,680.99	\$76,298.08	\$80,135.88	\$84,109.59	\$88,371.96	\$92,770.14
16	\$77,113.18	\$80,984.98	\$84,992.60	\$89,271.95	\$93,755.09	\$98,424.99
17	\$81,681.20	\$85,773.75	\$90,070.08	\$94,587.18	\$99,342.00	\$104,351.56
18	\$86,707.72	\$91,072.01	\$95,657.04	\$100,445.81	\$105,489.33	\$110,753.60
19	\$92,413.56	\$97,032.52	\$101,923.20	\$107,051.64	\$112,383.82	\$118,038.68
20	\$98,713.69	\$103,655.31	\$108,834.68	\$114,251.79	\$120,042.48	\$126,020.01
21	\$105,540.28	\$110,821.53	\$116,391.46	\$122,250.12	\$128,312.52	\$134,748.52
22	\$114,523.49	\$120,229.32	\$126,257.76	\$132,608.86	\$139,214.67	\$146,194.07
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%					
5.00% 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.

	RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT				
	CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATE				
	CLASSIFIED SALARY GRADE BY POSITION TITLE				
10	Accompanist	17	Executive Secretary	13	Payroll Specialist
13	Accountant	8	Expeditor	13	Human Resources Specialist
4	Account Clerk	12	Facilities Coordinator	8	Phototypesetting Technician I
10	Administrative Clerk	17	Facility Planning Specialist	11	Phototypesetting Technician II
12	Administrative Secretary	17	Facility Systems Engineer	12	Placement Specialist
3	Admissions Assistant	13	Financial Aid Computer Analyst	8	Printing/Reprographics/Bindery Technician
6	Admissions/Records Specialist I	10	Financial Aid Computer Technician	8	Program Specialist
8	Admissions/Records Specialist II	15	Financial Aid Coordinator	10	Property Facilitator
10	Admissions/Records Specialist III	11	Financial Aid Analyst	13	Public Access Television Coordinator
15	Admissions & Records Technology Specialist	11	Financial Aid Senior Account Clerk	5	Publications Assistant
13	Alternate Media Specialist	8	Financial Aid Technician	14	Publications Specialist
13	Applications Specialist I	A	Fine & Performing Arts Technician	11	Purchasing Assistant
15	Applications Specialist II	9	Fine Arts & Theater Facilities Technician	5	Purchasing Clerk
19	Applications Specialist III	3	Food Service Worker	12	Purchasing Services Assistant
22	Applications Specialist IV	8	Gardener/Utility Worker	5	Receptionist/President's Office
11	Art Gallery Coordinator	3	General Office Clerk	9	Reprographics Technician
5	Assessment Assistant	15	Graduation Specialist	17	Research Analyst
14	Assistant Athletic Trainer/Therapist	9	Grants Assistant	12	Research Assistant
9	Athletic Field Grounds Worker	14	Graphic Designer	18	Research Coordinator
3	Athletic/PE Equipment Assistant	13	Help Desk Analyst	13	Research Specialist
12	Athletic Equipment Coordinator	13	High School & Community Outreach Specialist	16	Resource Development Coordinator
15	Athletic Trainer/Therapist	13	HVAC Mechanic	12	Risk Management Specialist
16	Audit Specialist	22	Information Security Specialist	14	Scholarship Coordinator
11	Automotive Mechanic	11	Information Systems Specialist	13	Science Laboratory Coordinator
10	Auxiliary Services Specialist	5	Instructional Assistant	7	Science Storekeeper/Lab Technician
10	Bookstore Buyer	6	Instructional Assistant/DSPS	10	Senior Account Clerk
13	Bookstore Operations Specialist	12	Instructional Center Specialist	15	Senior Accountant
8	Bookstore Storekeeper	7	Instructional Center Technician	21	Senior Accounting Analyst
13	Business Services Coordinator	20	Instructional Designer	12	Senior Accounting Technician
15	Business Systems Analyst	13	Instructional Coordinator/Analyst	11	Senior Admissions/Records Specialist
14	Buyer	9	Instructional Equipment Coordinator	16	Senior Buyer
17	Campus Budget Analyst	15	Instructional Media Producer	6	Senior Cashier
11	CARE Program Coordinator	6	Intermediate Account Clerk	8	Senior Clerk
13	Career Guidance Coordinator	5	Intermediate Clerk	8	Senior Clerk/Communications Ctr. Dispatcher
11	Career Guidance Specialist	10	Intermediate District Safety Officer	7	Senior Custodian/Utility Worker
10	Career Technician	16	International Student Coordinator	13	Senior District Safety Officer (Armed)
3	Cashier/Bookstore	11	International Student Program Specialist	10	Senior EOPS Specialist
C	Child Development Aide	14	Interpreter/Beginning	5	Senior Food Service Worker
6	Child Development Center Cook/Nutrition Specialist	16	Interpreter/Intermediate	9	Senior Mailroom Clerk
22	Cloud Computing Specialist	20	Interpreter/Senior	12	Senior Media Systems Electronic Tech
15	Communications Specialist	12	Job Developer	14	Senior Payroll Specialist
12	Community Services Coordinator I	13	Job Placement Coordinator	8	Senior Purchasing Clerk
15	Community Services Coordinator II	14	Lead Central Plant Operator	18	Senior Resource Development Coord.
8	Community Services Field Coordinator	8	Lead Custodian	17	Simulation Technician
9	Community Services Program Developer	10	Lead Gardener	11	Skilled Maintenance Worker
8	Community Services Technician	14	Lead Maintenance Worker	19	Small Business Specialist
10	Computer Lab Technician	6	Lead Publications Assistant	11	Special Projects Specialist
16	Computer Operations Coordinator	10	Learning Assistant	15	Sports Information Coordinator
15	Computer Operations Specialist	8	Learning Center Specialist	13	Stage Manager/Master Carpenter
13	Computer Programmer	8	Learning Facilitator	6	Student Activities Assistant
13	Contract Education Coordinator	14	Learning Resources Specialist	13	Student Activities Coordinator
15	Contracts Specialist	7	Learning Specialist	8	Student Activities Specialist
14	Coordinator of Community Relations	6	Library Clerk	10	Student Program Specialist
4	Costume Technician	13	Library Systems Specialist	10	Student Services Specialist
5	Counseling Assistant	9	Library Technician	15	Student Services Coordinator
15	Curriculum Specialist	12	Library Technician II	13	Student Support Services Program Specialist
4	Custodian	5	Lifeguard	11	Support Services Assistant
5	Data Entry Clerk	11	Locksmith	10	Success Center Specialist
12	Desktop Publishing Technician	4	Mail & Delivery Clerk	20	Technical Specialist IV
15	Development Coordinator	8	Mail/Warehouse Assistant	13	Technical Specialist I
15	Digital Media Specialist	5	Maintenance Assistant	15	Technical Specialist II
7	Disabled Student Center Specialist	8	Maintenance/Utility Worker	17	Technical Specialist III
15	Distance Education Services Specialist	12	Marketing Specialist	15	Technology and Production Coordinator
19	District Accounting Analyst	8	Media Systems Assistant	7	Technology Storekeeper
9	District Safety Officer	13	Media Systems Electronic Technician	B	Television Payout Operator
10	District Scheduling Coordinator	15	Media Systems Electronic Technician, Lead	5	Telephone Operator/Receptionist
13	Division Administrative Assistant	8	Media Systems Technical Assistant	3	Test Proctor
11	DSPS Specialist	15	Network Specialist I	7	Theatre Facilities Technician
11	Electronic & Computer Technician I	17	Network Specialist II	11	Title IX Specialist
13	Electronic & Computer Technician II	19	Network Specialist III	11	Transfer Center Specialist
15	Electronic Media Specialist	22	Network Specialist IV	12	Veterans Affairs Coordinator
8	Electronics Storekeeper/Repair Technician	15	ODEI Program Coordinator	8	Video Technician
11	Electronic Technician	9	Offset Lithographer	5	Warehouse Delivery Driver
6	EOPS Specialist	4	Parking Attendant	8	Warehouse Specialist
				8	Warehouse Storekeeper
	Rev 7.2025			19	Web Designer