

| 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.

|    | 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                                |