

Rancho Santiago Community College District  
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION  
 PERMANENT HOURLY SALARY SCHEDULE  
 Effective: July 1, 2016

GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
C	\$10.50	\$10.76	\$11.03	\$11.29	\$11.55	\$11.81
B	\$12.56	\$12.88	\$13.20	\$13.51	\$13.82	\$14.13
A	\$14.42	\$14.79	\$15.14	\$15.50	\$15.86	\$16.22
1	\$14.88	\$15.26	\$15.62	\$16.00	\$16.37	\$16.74
2	\$15.30	\$15.69	\$16.06	\$16.45	\$16.83	\$17.21
3	\$15.74	\$16.14	\$16.52	\$16.92	\$17.32	\$17.71
4	\$16.25	\$16.66	\$17.07	\$17.48	\$17.89	\$18.29
5	\$16.78	\$17.20	\$17.62	\$18.04	\$18.45	\$18.88
6	\$17.38	\$17.82	\$18.25	\$18.69	\$19.12	\$19.55
7	\$18.08	\$18.53	\$18.98	\$19.43	\$19.89	\$20.34
8	\$18.81	\$19.28	\$19.75	\$20.22	\$20.69	\$21.16
9	\$19.60	\$20.10	\$20.58	\$21.07	\$21.57	\$22.05
10	\$20.49	\$21.01	\$21.52	\$22.03	\$22.54	\$23.05
11	\$21.41	\$21.94	\$22.48	\$23.01	\$23.55	\$24.08
12	\$22.52	\$23.09	\$23.65	\$24.21	\$24.77	\$25.34
13	\$23.71	\$24.30	\$24.90	\$25.49	\$26.08	\$26.68
14	\$24.99	\$25.61	\$26.24	\$26.87	\$27.49	\$28.11
15	\$26.39	\$27.06	\$27.71	\$28.38	\$29.03	\$29.69
16	\$28.00	\$28.70	\$29.41	\$30.11	\$30.80	\$31.50
17	\$29.66	\$30.40	\$31.14	\$31.88	\$32.62	\$33.36
18	\$31.48	\$32.26	\$33.06	\$33.84	\$34.62	\$35.41
19	\$33.56	\$34.40	\$35.24	\$36.08	\$36.92	\$37.76
20	\$35.85	\$36.75	\$37.64	\$38.54	\$39.43	\$40.33
21	\$38.33	\$39.28	\$40.25	\$41.20	\$42.16	\$43.12
22	\$41.59	\$42.63	\$43.67	\$44.71	\$45.75	\$46.79

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%

1.06% Cola

Board Approved: February 27, 2017