

Rancho Santiago Community College District
2025-2026 CEFA PERMANENT HOURLY SALARY SCHEDULE
Effective Fall 2025

| INSTRUCTION | Column I | Column II | Column III | Column IV | Column V |
|--------------------|--------------------|-----------|---------------|---------------|----------|
| STEP | LESS THAN MASTER'S | MASTER'S | MASTER'S + 15 | MASTER'S + 30 | PHD |
| 1 | | | | | |
| 2 | | | | | |
| 3 | \$67.33 | \$69.01 | \$70.75 | \$72.51 | \$74.33 |
| 4 | \$69.00 | \$70.75 | \$72.52 | \$74.33 | \$76.19 |
| 5 | \$70.75 | \$72.52 | \$74.32 | \$76.18 | \$78.09 |
| 6 | \$72.52 | \$74.32 | \$76.18 | \$78.09 | \$80.04 |
| 7 | \$74.33 | \$76.18 | \$78.09 | \$80.04 | \$82.04 |
| 8 | \$76.19 | \$78.09 | \$80.04 | \$82.04 | \$84.09 |

Non-credit counselor's salary paid by the district during 2008-2009 shall continue at that same rate until the schedule below increases to the 2008-2009 rate of pay. If any of the non-credit counselors leave the unit and return at a later date, their rate of pay will continue at what is was as of 2008-2009, or the schedule below, whichever is greater.

| COUNSELING | Column I | Column II | Column III | Column IV | Column V |
|-------------------|--------------------|-----------|---------------|---------------|----------|
| STEP | LESS THAN MASTER'S | MASTER'S | MASTER'S + 15 | MASTER'S + 30 | PHD |
| 1 | | | | | |
| 2 | | | | | |
| 3 | \$57.22 | \$58.65 | \$60.12 | \$61.62 | \$63.16 |
| 4 | \$58.65 | \$60.12 | \$61.63 | \$63.17 | \$64.75 |
| 5 | \$60.12 | \$61.63 | \$63.18 | \$64.76 | \$66.38 |
| 6 | \$61.63 | \$63.18 | \$64.75 | \$66.37 | \$68.03 |
| 7 | \$63.17 | \$64.76 | \$66.37 | \$68.03 | \$69.73 |
| 8 | \$64.75 | \$66.38 | \$68.03 | \$69.73 | \$71.47 |

| NON-INSTRUCTION | Column I | Column II | Column III | Column IV | Column V |
|------------------------|--------------------|-----------|---------------|---------------|----------|
| STEP | LESS THAN MASTER'S | MASTER'S | MASTER'S + 15 | MASTER'S + 30 | PHD |
| 1 | | | | | |
| 2 | | | | | |
| 3 | \$33.66 | \$34.50 | \$35.37 | \$36.25 | \$37.16 |
| 4 | \$34.51 | \$35.37 | \$36.26 | \$37.16 | \$38.09 |
| 5 | \$35.37 | \$36.26 | \$37.16 | \$38.09 | \$39.04 |
| 6 | \$36.26 | \$37.16 | \$38.10 | \$39.06 | \$40.03 |
| 7 | \$37.16 | \$38.09 | \$39.06 | \$40.03 | \$41.03 |
| 8 | \$38.09 | \$39.04 | \$40.03 | \$41.03 | \$42.06 |

| COORDINATION OR CURRICULUM DEVELOPMENT | Column I | Column II |
|---|--------------------|---------------------|
| STEP | LESS THAN MASTER'S | MASTER's or GREATER |
| 1 | \$54.75 | \$56.12 |

Placement on Salary Schedules

New unit members shall be placed on the first step of the appropriate class. Advancement to the next step shall occur upon completion of three (3) semesters of service. A semester of service means that a unit member teaches at least 75% of the semester length. Time worked as a substitute, summer school unit member, site administrator or in the credit program shall not count toward step placement. Unit members who possess at least 15 or 30 semester units beyond the Master's Degree or who have obtained a PhD degree, will be placed on MA+15, MA+30, or the PhD column effective on the first day of the semester following the submission of official transcripts to the District documenting the coursework.