Ra	ncho Santia	ago Commu	nity College	District		
CALIF	ORNIA SCH	HOOL EMPL	OYEE'S ASS	OCIATION		
PERMA	NENT CONT	FRACT ANN	UAL SALAR	Y SCHEDUL	E	
Effective: July 1, 2019						

AAAAAAAAAAAAA	ATTT			6775 A			
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
1	\$34,362.85	\$36,114.44	\$37,923.03	\$39,831.28	\$41,824.99	\$43,932.62	
2	\$35,345.45	\$37,097.06	\$38,962.60	\$40,927.80	\$42,992.72	\$45,171.55	
3	\$36,342.31	\$38,108.16	\$40,059.13	\$42,095.56	\$44,217.42	\$46,438.97	
4	\$37,538.52	\$39,389.82	\$41,355.03	\$43,448.41	\$45,641.48	\$47,920.01	
5	\$38,763.22	\$40,714.19	\$42,750.62	\$44,886.72	\$47,136.76	\$49,500.72	
6	\$40,130.33	\$42,166.75	\$44,302.88	\$46,524.41	\$48,874.16	\$51,309.30	
7	\$41,753.77	\$43,861.41	\$46,054.49	\$48,389.94	\$50,839.35	\$53,359.94	
8	\$43,448.41	\$45,641.48	\$47,920.01	\$50,369.42	\$52,890.03	\$55,538.79	
9	\$45,271.24	\$47,563.99	\$49,970.66	\$52,491.26	\$55,111.56	\$57,874.27	
10	\$47,321.87	\$49,714.34	\$52,206.47	\$54,812.51	\$57,532.48	\$60,409.12	
11	\$49,429.54	\$51,893.16	\$54,484.96	\$57,247.67	\$60,124.29	\$63,129.09	
12	\$52,021.34	\$54,670.11	\$57,404.32	\$60,266.71	\$63,328.45	\$66,461.43	
13	\$54,755.56	\$57,475.52	\$60,352.15	\$63,413.92	\$66,575.34	\$69,936.15	
14	\$57,703.37	\$60,594.25	\$63,641.76	\$66,817.43	\$70,206.73	\$73,724.18	
15	\$60,950.26	\$63,983.55	\$67,201.93	\$70,534.28	\$74,108.70	\$77,797.01	
16	\$64,667.09	\$67,913.98	\$71,274.77	\$74,863.43	\$78,622.99	\$82,539.17	
17	\$68,497.84	\$71,929.85	\$75,532.75	\$79,320.79	\$83,308.17	\$87,509.19	
18	\$72,713.08	\$76,372.96	\$80,217.96	\$84,233.83	\$88,463.33	\$92,877.94	
19	\$77,497.98	\$81,371.44	\$85,472.76	\$89,773.47	\$94,245.05	\$98,987.20	
20	\$82,781.28	\$86,925.32	\$91,268.74	\$95,811.52	\$100,667.60		
21	\$88,506.05	\$92,934.90	\$97,605.86	\$102,518.92	\$107,602.85	\$113,000.08	
22	\$96,039.37	\$100,824.27	\$105,879.72	\$111,205.75	\$116,745.38	\$122,598.31	
Based on 1	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% Col	a						
Board App	roved: Decem	ber 9, 2019					

			Community			
			DL EMPLOYE			
	PERM		URLY SALA		DULE	
		Effecti	ve: July 1, 2	2019		
CRADE	OTED 4	2 500/	E 000/	7 500/	10.000/	10 500/
GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
C	\$12.17	\$12.47	\$12.79	\$13.11	\$13.44	\$13.78
B	\$13.90	\$14.24	\$14.59	\$14.94		\$15.64
A	\$15.95	\$16.35	\$16.75	\$17.14		\$17.95
1	\$16.46	\$16.88	\$17.28	\$17.69		\$18.52
2	\$16.92	\$17.35	\$17.76	\$18.19		\$19.04
3	\$17.41	\$17.85	\$18.28	\$18.71	\$19.15	\$19.59
4	\$17.98	\$18.43	\$18.89	\$19.33		\$20.23
5	\$18.57	\$19.02	\$19.48	\$19.95		\$20.88
6	\$19.23	\$19.71	\$20.19	\$20.67	\$21.15	\$21.63
7	\$20.00	\$20.50	\$20.99	\$21.49		\$22.50
8	\$20.81	\$21.32	\$21.84	\$22.37	\$22.88	\$23.40
9	\$21.68	\$22.23	\$22.76	\$23.31	\$23.85	\$24.39
10	\$22.67	\$23.23	\$23.81	\$24.37	\$24.93	\$25.50
11	\$23.67	\$24.27	\$24.86	\$25.45		\$26.63
12	\$24.91	\$25.54	\$26.16	\$26.77	\$27.40	\$28.02
13	\$26.22	\$26.88	\$27.55	\$28.20	\$28.85	\$29.50
14	\$27.63	\$28.33	\$29.02	\$29.72	\$30.40	\$31.09
15	\$29.19	\$29.93	\$30.66	\$31.39		\$32.85
16	\$30.98	\$31.75	\$32.53	\$33.30	\$34.08	\$34.84
17	\$32.80	\$33.62	\$34.44	\$35.26		\$36.91
18	\$34.82	\$35.69	\$36.56	\$37.43		\$39.17
19	\$37.12	\$38.05	\$38.97	\$39.91	\$40.84	\$41.77
20	\$39.65	\$40.64	\$41.63	\$42.63		\$44.61
21	\$42.39	\$43.44	\$44.51	\$45.57	\$46.63	\$47.68
22	\$46.00	\$47.15	\$48.30	\$49.45	\$50.60	\$51.74
Based on :	12 Month/Year					
Service Recognition:			Differential Pay:			
10 Years	e 1		rement	2.5%		
15 Years						
20 Years						
25 Years						
30Years	12.5%					
4.00% Col						
Board App	roved: Decembe	er 9, 2019				