

Rancho Santiago Community College District
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION
 PERMANENT CONTRACT ANNUAL SALARY SCHEDULE
 Effective: July 1, 2020

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	\$35,737.36	\$37,559.02	\$39,439.95	\$41,424.53	\$43,497.99	\$45,689.92
2	\$36,759.27	\$38,580.94	\$40,521.10	\$42,564.91	\$44,712.43	\$46,978.41
3	\$37,796.00	\$39,632.49	\$41,661.50	\$43,779.38	\$45,986.12	\$48,296.53
4	\$39,040.06	\$40,965.41	\$43,009.23	\$45,186.35	\$47,467.14	\$49,836.81
5	\$40,313.75	\$42,342.76	\$44,460.64	\$46,682.19	\$49,022.23	\$51,480.75
6	\$41,735.54	\$43,853.42	\$46,075.00	\$48,385.39	\$50,829.13	\$53,361.67
7	\$43,423.92	\$45,615.87	\$47,896.67	\$50,325.54	\$52,872.92	\$55,494.34
8	\$45,186.35	\$47,467.14	\$49,836.81	\$52,384.20	\$55,005.63	\$57,760.34
9	\$47,082.09	\$49,466.55	\$51,969.49	\$54,590.91	\$57,316.02	\$60,189.24
10	\$49,214.74	\$51,702.91	\$54,294.73	\$57,005.01	\$59,833.78	\$62,825.48
11	\$51,406.72	\$53,968.89	\$56,664.36	\$59,537.58	\$62,529.26	\$65,654.25
12	\$54,102.19	\$56,856.91	\$59,700.49	\$62,677.38	\$65,861.59	\$69,119.89
13	\$56,945.78	\$59,774.54	\$62,766.24	\$65,950.48	\$69,238.35	\$72,733.60
14	\$60,011.50	\$63,018.02	\$66,187.43	\$69,490.13	\$73,015.00	\$76,673.15
15	\$63,388.27	\$66,542.89	\$69,890.01	\$73,355.65	\$77,073.05	\$80,908.89
16	\$67,253.77	\$70,630.54	\$74,125.76	\$77,857.97	\$81,767.91	\$85,840.74
17	\$71,237.75	\$74,807.04	\$78,554.06	\$82,493.62	\$86,640.50	\$91,009.56
18	\$75,621.60	\$79,427.88	\$83,426.68	\$87,603.18	\$92,001.86	\$96,593.06
19	\$80,597.90	\$84,626.30	\$88,891.67	\$93,364.41	\$98,014.85	\$102,946.69
20	\$86,092.53	\$90,402.33	\$94,919.49	\$99,643.98	\$104,694.30	\$109,907.57
21	\$92,046.29	\$96,652.30	\$101,510.09	\$106,619.68	\$111,906.96	\$117,520.08
22	\$99,880.94	\$104,857.24	\$110,114.91	\$115,653.98	\$121,415.20	\$127,502.24

Based on 12 Month/Year

Service Recognition:

10 Years	2.5%
15 Years	5.0%
20 Years	7.5%
25 Years	10 %
30 Years	12.50%

Differential Pay:

Bilingual Requirement	2.5%
Swing Shift	5%
Graveyard Shift	7.5%

4.00% Cola

Board Approved: December 9, 2019

Rancho Santiago Community College District
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION
 PERMANENT HOURLY SALARY SCHEDULE

Effective: July 1, 2020

GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
C	\$12.65	\$12.96	\$13.30	\$13.63	\$13.98	\$14.33
B	\$14.45	\$14.81	\$15.18	\$15.54	\$15.90	\$16.26
A	\$16.59	\$17.01	\$17.42	\$17.83	\$18.24	\$18.66
1	\$17.12	\$17.55	\$17.97	\$18.40	\$18.83	\$19.26
2	\$17.60	\$18.04	\$18.47	\$18.92	\$19.36	\$19.80
3	\$18.11	\$18.56	\$19.01	\$19.46	\$19.92	\$20.37
4	\$18.70	\$19.16	\$19.64	\$20.11	\$20.57	\$21.04
5	\$19.31	\$19.79	\$20.26	\$20.75	\$21.23	\$21.72
6	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
7	\$20.80	\$21.32	\$21.83	\$22.35	\$22.88	\$23.40
8	\$21.64	\$22.17	\$22.72	\$23.26	\$23.80	\$24.34
9	\$22.55	\$23.12	\$23.67	\$24.24	\$24.81	\$25.36
10	\$23.57	\$24.16	\$24.76	\$25.34	\$25.93	\$26.52
11	\$24.62	\$25.24	\$25.85	\$26.47	\$27.10	\$27.70
12	\$25.91	\$26.56	\$27.21	\$27.84	\$28.49	\$29.14
13	\$27.27	\$27.95	\$28.65	\$29.33	\$30.01	\$30.68
14	\$28.74	\$29.46	\$30.18	\$30.91	\$31.62	\$32.34
15	\$30.36	\$31.13	\$31.88	\$32.65	\$33.39	\$34.16
16	\$32.22	\$33.02	\$33.83	\$34.63	\$35.44	\$36.24
17	\$34.12	\$34.96	\$35.82	\$36.67	\$37.52	\$38.38
18	\$36.22	\$37.12	\$38.03	\$38.93	\$39.83	\$40.74
19	\$38.60	\$39.57	\$40.53	\$41.50	\$42.47	\$43.44
20	\$41.24	\$42.27	\$43.29	\$44.34	\$45.36	\$46.39
21	\$44.08	\$45.18	\$46.29	\$47.39	\$48.49	\$49.59
22	\$47.84	\$49.04	\$50.24	\$51.42	\$52.62	\$53.81

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Differential Pay:

Bilingual Requirement 2.5%

4.00% Cola

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