

**Rancho Santiago Community College District**  
**CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION**  
**PERMANENT CONTRACT ANNUAL SALARY SCHEDULE**

Effective: July 1, 2022

<b>GRADE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
1	\$ 39,025.19	\$ 41,014.45	\$ 43,068.43	\$ 45,235.59	\$ 47,499.81	\$ 49,893.40
2	\$ 40,141.12	\$ 42,130.39	\$ 44,249.04	\$ 46,480.89	\$ 48,825.98	\$ 51,300.43
3	\$ 41,273.23	\$ 43,278.68	\$ 45,494.36	\$ 47,807.09	\$ 50,216.84	\$ 52,739.81
4	\$ 42,631.74	\$ 44,734.23	\$ 46,966.08	\$ 49,343.49	\$ 51,834.12	\$ 54,421.79
5	\$ 44,022.62	\$ 46,238.29	\$ 48,551.02	\$ 50,976.95	\$ 53,532.28	\$ 56,216.98
6	\$ 45,575.21	\$ 47,887.94	\$ 50,313.90	\$ 52,836.85	\$ 55,505.42	\$ 58,270.95
7	\$ 47,418.92	\$ 49,812.53	\$ 52,303.17	\$ 54,955.49	\$ 57,737.23	\$ 60,599.82
8	\$ 49,343.49	\$ 51,834.12	\$ 54,421.79	\$ 57,203.55	\$ 60,066.15	\$ 63,074.29
9	\$ 51,413.64	\$ 54,017.47	\$ 56,750.68	\$ 59,613.28	\$ 62,589.09	\$ 65,726.65
10	\$ 53,742.50	\$ 56,459.58	\$ 59,289.85	\$ 62,249.47	\$ 65,338.49	\$ 68,605.43
11	\$ 56,136.14	\$ 58,934.03	\$ 61,877.48	\$ 65,015.03	\$ 68,281.95	\$ 71,694.44
12	\$ 59,079.59	\$ 62,087.75	\$ 65,192.94	\$ 68,443.70	\$ 71,920.85	\$ 75,478.92
13	\$ 62,184.79	\$ 65,273.80	\$ 68,540.73	\$ 72,017.93	\$ 75,608.27	\$ 79,425.09
14	\$ 65,532.56	\$ 68,815.68	\$ 72,276.68	\$ 75,883.23	\$ 79,732.38	\$ 83,727.08
15	\$ 69,219.99	\$ 72,664.84	\$ 76,319.89	\$ 80,104.37	\$ 84,163.77	\$ 88,352.51
16	\$ 73,441.12	\$ 77,128.55	\$ 80,945.33	\$ 85,020.90	\$ 89,290.56	\$ 93,738.09
17	\$ 77,791.62	\$ 81,689.29	\$ 85,781.03	\$ 90,083.03	\$ 94,611.43	\$ 99,382.44
18	\$ 82,578.78	\$ 86,735.25	\$ 91,101.94	\$ 95,662.68	\$ 100,466.03	\$ 105,479.62
19	\$ 88,012.91	\$ 92,411.92	\$ 97,069.71	\$ 101,953.94	\$ 107,032.21	\$ 112,417.79
20	\$ 94,013.04	\$ 98,719.34	\$ 103,652.08	\$ 108,811.23	\$ 114,326.17	\$ 120,019.06
21	\$ 100,514.55	\$ 105,544.31	\$ 110,849.01	\$ 116,428.69	\$ 122,202.40	\$ 128,331.92
22	\$ 109,069.99	\$ 114,504.11	\$ 120,245.49	\$ 126,294.15	\$ 132,585.40	\$ 139,232.45

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%

5.00% Cola

Board Approved: June 13, 2022