

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

Effective: July 1, 2024

<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	\$42,209.65	\$44,361.23	\$46,582.81	\$48,926.81	\$51,375.79	\$53,964.70
2	\$43,416.64	\$45,568.23	\$47,859.76	\$50,273.73	\$52,810.18	\$55,486.55
3	\$44,641.13	\$46,810.22	\$49,206.70	\$51,708.15	\$54,314.53	\$57,043.38
4	\$46,110.49	\$48,384.54	\$50,798.51	\$53,369.92	\$56,063.78	\$58,862.61
5	\$47,614.87	\$50,011.33	\$52,512.78	\$55,136.67	\$57,900.51	\$60,804.29
6	\$49,294.15	\$51,795.60	\$54,419.51	\$57,148.34	\$60,034.66	\$63,025.86
7	\$51,288.30	\$53,877.23	\$56,571.11	\$59,439.86	\$62,448.59	\$65,544.77
8	\$53,369.92	\$56,063.78	\$58,862.61	\$61,871.36	\$64,967.55	\$68,221.15
9	\$55,608.99	\$58,425.30	\$61,381.54	\$64,477.72	\$67,696.36	\$71,089.94
10	\$58,127.89	\$61,066.68	\$64,127.90	\$67,329.03	\$70,670.11	\$74,203.63
11	\$60,716.85	\$63,743.05	\$66,926.68	\$70,320.26	\$73,853.76	\$77,544.71
12	\$63,900.48	\$67,154.11	\$70,512.68	\$74,028.71	\$77,789.59	\$81,638.00
13	\$67,259.07	\$70,600.14	\$74,133.65	\$77,894.59	\$81,777.90	\$85,906.18
14	\$70,880.02	\$74,431.04	\$78,174.46	\$82,075.30	\$86,238.54	\$90,559.21
15	\$74,868.34	\$78,594.29	\$82,547.59	\$86,640.89	\$91,031.53	\$95,562.07
16	\$79,433.92	\$83,422.24	\$87,550.47	\$91,958.61	\$96,576.67	\$101,387.12
17	\$84,139.42	\$88,355.14	\$92,780.76	\$97,433.81	\$102,331.72	\$107,492.05
18	\$89,317.21	\$93,812.85	\$98,535.86	\$103,468.75	\$108,664.06	\$114,086.76
19	\$95,194.76	\$99,952.73	\$104,990.60	\$110,273.38	\$115,766.04	\$121,591.08
20	\$101,684.50	\$106,774.84	\$112,110.09	\$117,690.23	\$123,655.19	\$129,812.62
21	\$108,716.54	\$114,156.73	\$119,894.29	\$125,929.27	\$132,174.12	\$138,803.80
22	\$117,970.10	\$123,847.65	\$130,057.52	\$136,599.75	\$143,404.37	\$150,593.82

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: June 13, 2022