

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

Effective: July 1, 2024

GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
1	\$20.22	\$20.73	\$21.23	\$21.73	\$22.24	\$22.75
2	\$20.78	\$21.31	\$21.82	\$22.35	\$22.87	\$23.38
3	\$21.39	\$21.93	\$22.45	\$22.99	\$23.53	\$24.06
4	\$22.08	\$22.63	\$23.20	\$23.75	\$24.30	\$24.85
5	\$22.80	\$23.37	\$23.93	\$24.51	\$25.07	\$25.65
6	\$23.62	\$24.21	\$24.80	\$25.39	\$25.98	\$26.57
7	\$24.56	\$25.18	\$25.78	\$26.40	\$27.03	\$27.63
8	\$25.56	\$26.19	\$26.83	\$27.48	\$28.11	\$28.75
9	\$26.64	\$27.30	\$27.96	\$28.63	\$29.30	\$29.96
10	\$27.84	\$28.54	\$29.25	\$29.93	\$30.62	\$31.32
11	\$29.08	\$29.81	\$30.53	\$31.27	\$32.00	\$32.71
12	\$30.60	\$31.37	\$32.13	\$32.88	\$33.66	\$34.42
13	\$32.21	\$33.01	\$33.84	\$34.64	\$35.44	\$36.24
14	\$33.94	\$34.80	\$35.65	\$36.50	\$37.34	\$38.20
15	\$35.86	\$36.77	\$37.66	\$38.56	\$39.44	\$40.35
16	\$38.05	\$39.00	\$39.95	\$40.90	\$41.86	\$42.80
17	\$40.29	\$41.29	\$42.30	\$43.31	\$44.31	\$45.33
18	\$42.77	\$43.84	\$44.91	\$45.98	\$47.04	\$48.11
19	\$45.60	\$46.74	\$47.87	\$49.02	\$50.16	\$51.30
20	\$48.71	\$49.93	\$51.13	\$52.37	\$53.57	\$54.79
21	\$52.06	\$53.36	\$54.68	\$55.97	\$57.27	\$58.57
22	\$56.50	\$57.92	\$59.33	\$60.74	\$62.15	\$63.56

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%

4.00% Cola

Board Approved: June 13, 2022