

**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT  
2025/2026 FARSCCD PERMANENT ANNUAL  
192 DAY SALARY SCHEDULE**

| STEP | CLASS I       | CLASS II      | CLASS III     | CLASS IV      | CLASS V       | CLASS VI      | CLASS VII     |
|------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 1    |               |               |               |               |               |               |               |
| 2    |               |               |               |               |               |               |               |
| 3    | \$ 89,384.09  | \$ 96,035.20  | \$ 100,440.66 | \$ 104,844.56 | \$ 109,248.47 | \$ 113,652.32 | \$ 118,243.50 |
| 4    | \$ 93,507.10  | \$ 100,158.21 | \$ 104,566.77 | \$ 108,964.42 | \$ 113,371.43 | \$ 117,756.62 | \$ 122,352.49 |
| 5    | \$ 97,614.47  | \$ 104,278.07 | \$ 108,678.82 | \$ 113,087.41 | \$ 117,467.89 | \$ 121,879.61 | \$ 126,473.88 |
| 6    | \$ 101,731.23 | \$ 108,393.25 | \$ 112,795.61 | \$ 117,193.24 | \$ 121,594.01 | \$ 125,999.45 | \$ 130,590.65 |
| 7    | \$ 105,844.86 | \$ 112,511.56 | \$ 116,920.16 | \$ 121,333.38 | \$ 125,718.60 | \$ 130,125.59 | \$ 134,705.82 |
| 8    | \$ 109,967.86 | \$ 116,622.08 | \$ 121,030.66 | \$ 125,426.76 | \$ 129,833.76 | \$ 134,240.79 | \$ 138,822.60 |
| 9    | \$ 114,086.16 | \$ 120,746.63 | \$ 125,161.44 | \$ 129,546.64 | \$ 133,956.78 | \$ 138,349.73 | \$ 142,936.20 |
| 10   | \$ 118,204.49 | \$ 124,869.63 | \$ 129,271.96 | \$ 133,661.83 | \$ 138,067.28 | \$ 142,468.06 | \$ 147,056.08 |
| 11   | \$ 122,322.78 | \$ 128,986.37 | \$ 133,377.78 | \$ 137,787.93 | \$ 142,188.68 | \$ 146,586.36 | \$ 151,177.53 |
| 12   | \$ 126,441.13 | \$ 133,104.71 | \$ 137,502.34 | \$ 141,901.59 | \$ 146,296.08 | \$ 150,703.11 | \$ 155,291.17 |
| 13   |               | \$ 137,219.89 | \$ 141,615.99 | \$ 146,023.02 | \$ 150,423.79 | \$ 154,824.55 | \$ 159,409.49 |
| 14   |               | \$ 141,338.20 | \$ 145,735.85 | \$ 150,141.33 | \$ 154,543.64 | \$ 158,947.52 | \$ 163,529.34 |
| 15   |               | \$ 145,454.96 | \$ 149,855.72 | \$ 154,262.77 | \$ 158,657.28 | \$ 163,061.19 | \$ 167,644.54 |
| 16   |               |               |               | \$ 158,382.60 | \$ 162,770.90 | \$ 167,177.91 | \$ 171,762.83 |
| A    |               |               |               |               |               | \$ 173,346.04 | \$ 177,935.65 |
| B    |               |               |               |               |               | \$ 179,530.54 | \$ 184,110.78 |
| C    |               |               |               |               |               | \$ 185,710.34 | \$ 190,285.90 |

**CLASS PLACEMENT REQUIREMENTS FOR INITIAL PLACEMENT AND/OR CLASS CHANGES**

**CLASS I**      a) Bachelor's degree  
                  b) CTE placement - appropriate minimum qualifications

**CLASS II**     a) Master's degree  
                  b) Bachelor's degree plus 45 approved semester units earned after award of the degree  
                  c) CTE placement - appropriate minimum qualifications plus one of the following:  
                      1. Associate degree or 65 approved semester units plus six years approved work experience credit  
                      2. Bachelor's degree plus three years approved work experience credit

**CLASS III**    a) Master's degree plus 15 approved semester units earned after award of the degree  
                  b) Bachelor's degree plus 49 approved semester units including a master's degree  
                  c) CTE placement - appropriate minimum qualifications plus one of the following:  
                      1. Associate degree plus 30 approved semester units, or 95 approved semester units plus nine years approved work experience credit  
                      2. Bachelor's degree plus six years approved work experience credit  
                      3. Completion of 15 approved semester units after initial placement on Class II

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- CLASS IV**
- a) Master's degree plus 30 approved semester units earned after award of the degree
  - b) Bachelor's degree plus 64 approved semester units including a master's degree
  - c) CTE placement - appropriate minimum qualifications plus one of the following:
    - 1. Bachelor's degree plus nine years approved work experience credit
    - 2. Completion of 15 approved semester units after initial placement on Class III
- CLASS V**
- a) Master's degree plus 45 approved semester units earned after award of the degree
  - b) Bachelor's degree plus 79 approved semester units including a master's degree
  - c) CTE placement - appropriate minimum qualifications plus one of the following:
    - 1. Bachelor's degree plus 45 approved semester units plus nine years approved work experience credit
    - 2. Master's degree plus nine years approved work experience credit
    - 3. Completion of 15 approved semester units after initial placement on Class IV
- CLASS VI**
- a) Master's degree plus 60 approved semester units earned after award of the degree
  - b) Bachelor's degree plus 94 approved semester units including a master's degree
  - c) CTE placement - appropriate minimum qualifications plus one of the following:
    - 1. Master's degree plus 15 approved semester units plus nine years
    - 2. Completion of 15 approved semester units or nine years approved work experience credit after placement on Class V
- CLASS VII**
- a) Doctorate degree