

Rancho Santiago Community College District  
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION  
 PERMANENT CONTRACT ANNUAL SALARY SCHEDULE  
 Effective: July 1, 2017

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	\$31,689.11	\$33,304.40	\$34,972.27	\$36,732.04	\$38,570.62	\$40,514.25
2	\$32,595.25	\$34,210.57	\$35,930.95	\$37,743.24	\$39,647.49	\$41,656.78
3	\$33,514.55	\$35,142.99	\$36,942.16	\$38,820.14	\$40,776.90	\$42,825.60
4	\$34,617.68	\$36,324.92	\$38,137.23	\$40,067.73	\$42,090.16	\$44,191.39
5	\$35,747.08	\$37,546.25	\$39,424.23	\$41,394.13	\$43,469.09	\$45,649.11
6	\$37,007.82	\$38,885.79	\$40,855.70	\$42,904.38	\$45,071.29	\$47,316.96
7	\$38,504.95	\$40,448.59	\$42,471.03	\$44,624.76	\$46,883.59	\$49,208.04
8	\$40,067.73	\$42,090.16	\$44,191.39	\$46,450.21	\$48,774.70	\$51,217.35
9	\$41,748.72	\$43,863.07	\$46,082.49	\$48,406.97	\$50,823.37	\$53,371.12
10	\$43,639.80	\$45,846.10	\$48,144.33	\$50,547.60	\$53,055.92	\$55,708.73
11	\$45,583.45	\$47,855.39	\$50,245.53	\$52,793.28	\$55,446.07	\$58,217.06
12	\$47,973.60	\$50,416.26	\$52,937.73	\$55,577.40	\$58,400.92	\$61,290.12
13	\$50,495.07	\$53,003.39	\$55,656.20	\$58,479.73	\$61,395.17	\$64,494.48
14	\$53,213.52	\$55,879.46	\$58,689.84	\$61,618.41	\$64,743.99	\$67,987.76
15	\$56,207.76	\$59,005.04	\$61,973.01	\$65,046.05	\$68,342.37	\$71,743.69
16	\$59,635.39	\$62,629.64	\$65,728.93	\$69,038.36	\$72,505.39	\$76,116.87
17	\$63,168.08	\$66,333.05	\$69,655.60	\$73,148.90	\$76,826.03	\$80,700.17
18	\$67,055.33	\$70,430.45	\$73,976.27	\$77,679.66	\$81,580.06	\$85,651.17
19	\$71,467.92	\$75,039.99	\$78,822.19	\$82,788.26	\$86,911.92	\$91,285.08
20	\$76,340.14	\$80,161.73	\$84,167.19	\$88,356.50	\$92,834.74	\$97,457.45
21	\$81,619.46	\$85,703.72	\$90,011.23	\$94,542.00	\$99,230.36	\$104,207.63
22	\$88,566.63	\$92,979.21	\$97,641.30	\$102,552.92	\$107,661.51	\$113,059.03

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%

2.0% Cola

Board Approved: February 5, 2018