

Rancho Santiago Community College District  
 CALIFORNIA SCHOOL EMPLOYEE'S ASSOCIATION  
 PERMANENT HOURLY SALARY SCHEDULE  
 Effective: July 1, 2023

GRADE	STEP 1	2.50%	5.00%	7.50%	10.00%	12.50%
1	\$19.63	\$20.13	\$20.61	\$21.09	\$21.59	\$22.09
2	\$20.18	\$20.69	\$21.18	\$21.69	\$22.20	\$22.70
3	\$20.76	\$21.28	\$21.79	\$22.32	\$22.84	\$23.36
4	\$21.44	\$21.97	\$22.52	\$23.06	\$23.59	\$24.13
5	\$22.14	\$22.69	\$23.23	\$23.79	\$24.34	\$24.90
6	\$22.93	\$23.50	\$24.07	\$24.65	\$25.22	\$25.79
7	\$23.85	\$24.44	\$25.03	\$25.63	\$26.24	\$26.83
8	\$24.81	\$25.42	\$26.05	\$26.67	\$27.28	\$27.91
9	\$25.86	\$26.51	\$27.14	\$27.79	\$28.44	\$29.08
10	\$27.03	\$27.70	\$28.39	\$29.05	\$29.73	\$30.40
11	\$28.23	\$28.94	\$29.64	\$30.35	\$31.07	\$31.76
12	\$29.70	\$30.46	\$31.19	\$31.92	\$32.67	\$33.41
13	\$31.27	\$32.05	\$32.85	\$33.63	\$34.40	\$35.18
14	\$32.95	\$33.78	\$34.61	\$35.44	\$36.25	\$37.08
15	\$34.81	\$35.69	\$36.56	\$37.44	\$38.29	\$39.17
16	\$36.94	\$37.86	\$38.79	\$39.70	\$40.63	\$41.55
17	\$39.12	\$40.09	\$41.07	\$42.05	\$43.02	\$44.01
18	\$41.52	\$42.56	\$43.60	\$44.63	\$45.66	\$46.71
19	\$44.26	\$45.37	\$46.47	\$47.59	\$48.70	\$49.80
20	\$47.28	\$48.47	\$49.64	\$50.84	\$52.01	\$53.19
21	\$50.54	\$51.80	\$53.08	\$54.34	\$55.60	\$56.86
22	\$54.85	\$56.22	\$57.60	\$58.96	\$60.34	\$61.70

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%

5.00% Cola

Board Approved: September 28, 2022