MT. SAN ANTONIO COLLEGE

SALARY SCHEDULE OF ASSIGNMENTS FOR CSEA, CHAPTER 651 EMPLOYEES

Effective July 1, 2026

Monthly and Annual Rates

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
34	Range 34 Monthly Salary	4,510.75	4,736.73	4,968.26	5,224.91	5,492.71	5,757.70	34
	Range 34 Annual Salary	54,129.00	56,840.76	59,619.12	62,698.92	65,912.52	69,092.40	
	No Job Classification Assigned							
35	Range 35 Monthly Salary	4,558.18	4,792.47	5,021.28	5,280.70	5,540.08	5,813.50	35
	Range 35 Annual Salary	54,698.16	57,509.64	60,255.36	63,368.40	66,480.96	69,762.00	
	No Job Classification Assigned							
36	Range 36 Monthly Salary	4,602.82	4,831.55	5,071.45	5,330.93	5,590.31	5,872.08	36
	Range 36 Annual Salary	55,233.84	57,978.60	60,857.40	63,971.16	67,083.72	70,464.96	
	No Job Classification Assigned							
37	Range 37 Monthly Salary	4,647.46	4,881.78	5,118.88	5,369.96	5,651.72	5,939.02	37
	Range 37 Annual Salary	55,769.52	58,581.36	61,426.56	64,439.52	67,820.64	71,268.24	
	No Job Classification Assigned							
38	Range 38 Monthly Salary	4,686.55	4,934.76	5,180.26	5,428.52	5,707.48	6,000.43	38
	Range 38 Annual Salary	56,238.60	59,217.12	62,163.12	65,142.24	68,489.76	72,005.16	
	No Job Classification Assigned							
39	Range 39 Monthly Salary	4,739.50	4,973.83	5,238.86	5,495.49	5,774.39	6,050.64	39
	Range 39 Annual Salary	56,874.00	59,685.96	62,866.32	65,945.88	69,292.68	72,607.68	
	No Job Classification Assigned							
40	Range 40 Monthly Salary	4,792.47	5,026.84	5,283.44	5,540.08	5,819.07	6,106.38	40
	Range 40 Annual Salary	57,509.64	60,322.08	63,401.28	66,480.96	69,828.84	73,276.56	
	No Job Classification Assigned							
41	Range 41 Monthly Salary	4,834.36	5,082.61	5,336.43	5,593.07	5,874.87	6,173.35	41
	Range 41 Annual Salary	58,012.32	60,991.32	64,037.16	67,116.84	70,498.44	74,080.20	
	No Job Classification Assigned							
42	Range 42 Monthly Salary	4,884.52	5,118.88	5,381.12	5,657.24	5,941.78	6,231.91	42
	Range 42 Annual Salary	58,614.24	61,426.56	64,573.44	67,886.88	71,301.36	74,782.92	
	No Job Classification Assigned							
43	Range 43 Monthly Salary	4,937.59	5,180.26	5,431.32	5,713.08	6,003.17	6,293.29	43
	Range 43 Annual Salary	59,251.08	62,163.12	65,175.84	68,556.96	72,038.04	75,519.48	
	No Job Classification Assigned							
44	Range 44 Monthly Salary	4,984.99	5,238.86	5,498.23	5,777.24	6,061.81	6,354.67	44
	Range 44 Annual Salary	59,819.88	62,866.32	65,978.76	69,326.88	72,741.72	76,256.04	
	Custodian I Grounds and Horticultural Technician I							
45	Range 45 Monthly Salary	5,029.63	5,283.44	5,548.50	5,830.19	6,114.79	6,416.06	45
	Range 45 Annual Salary	60,355.56	63,401.28	66,582.00	69,962.28	73,377.48	76,992.72	
	No Job Classification Assigned							
46	Range 46 Monthly Salary	5,091.00	5,344.82	5,595.91	5,883.22	6,178.92	6,480.17	46
	Range 46 Annual Salary	61,092.00	64,137.84	67,150.92	70,598.64	74,147.04	77,762.04	
	No Job Classification Assigned							
47	Range 47 Monthly Salary	5,124.43	5,397.84	5,660.08	5,944.60	6,237.49	6,558.29	47
	Range 47 Annual Salary	61,493.16	64,774.08	67,920.96	71,335.20	74,849.88	78,699.48	
47B	Range 47B Monthly Salary	5,226.92	5,505.80	5,773.28	6,063.49	6,362.24	6,689.46	47B
	Range 47B Annual Salary	62,723.04	66,069.60	69,279.36	72,761.88	76,346.88	80,273.52	
	Custodian II (Area Lead) Grounds and Horticultural Technician II (Athletics/Heavy Equipment)							
48	Range 48 Monthly Salary	5,183.03	5,436.92	5,721.44	6,005.96	6,304.43	6,616.92	48
	Range 48 Annual Salary	62,196.36	65,243.04	68,657.28	72,071.52	75,653.16	79,403.04	
	No Job Classification Assigned							

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
49	**Range 49 Monthly Salary**	**5,241.60**	**5,501.05**	**5,777.24**	**6,064.56**	**6,360.26**	**6,675.48**	49
	Range 49 Annual Salary	**62,899.20**	**66,012.60**	**69,326.88**	**72,774.72**	**76,323.12**	**80,105.76**	
	Refuse and Recyclable Collector							
50	**Range 50 Monthly Salary**	**5,286.24**	**5,551.29**	**5,830.19**	**6,120.34**	**6,418.81**	**6,748.00**	50
	Range 50 Annual Salary	**63,434.88**	**66,615.48**	**69,962.28**	**73,444.08**	**77,025.72**	**80,976.00**	
	No Job Classification Assigned							
51	**Range 51 Monthly Salary**	**5,347.64**	**5,612.61**	**5,885.98**	**6,184.51**	**6,494.16**	**6,817.73**	51
	Range 51 Annual Salary	**64,171.68**	**67,351.32**	**70,631.76**	**74,214.12**	**77,929.92**	**81,812.76**	
	Horticulture Production Assistant							
52	**Range 52 Monthly Salary**	**5,403.44**	**5,671.17**	**5,947.36**	**6,240.29**	**6,563.88**	**6,890.27**	52
	Range 52 Annual Salary	**64,841.28**	**68,054.04**	**71,368.32**	**74,883.48**	**78,766.56**	**82,683.24**	
	No Job Classification Assigned							
53	**Range 53 Monthly Salary**	**5,448.06**	**5,721.44**	**6,008.79**	**6,307.27**	**6,630.86**	**6,965.64**	53
	Range 53 Annual Salary	**65,376.72**	**68,657.28**	**72,105.48**	**75,687.24**	**79,570.32**	**83,587.68**	
	No Job Classification Assigned							
54	**Range 54 Monthly Salary**	**5,506.63**	**5,779.98**	**6,075.72**	**6,365.81**	**6,692.20**	**7,026.97**	54
	Range 54 Annual Salary	**66,079.56**	**69,359.76**	**72,908.64**	**76,389.72**	**80,306.40**	**84,323.64**	
	No Job Classification Assigned							
55	**Range 55 Monthly Salary**	**5,565.25**	**5,835.76**	**6,123.13**	**6,432.78**	**6,756.35**	**7,093.88**	55
	Range 55 Annual Salary	**66,783.00**	**70,029.12**	**73,477.56**	**77,193.36**	**81,076.20**	**85,126.56**	
	No Job Classification Assigned							
56	**Range 56 Monthly Salary**	**5,615.40**	**5,897.18**	**6,187.32**	**6,499.71**	**6,820.55**	**7,166.41**	56
	Range 56 Annual Salary	**67,384.80**	**70,766.16**	**74,247.84**	**77,996.52**	**81,846.60**	**85,996.92**	
	No Job Classification Assigned							
57	**Range 57 Monthly Salary**	**5,674.00**	**5,955.76**	**6,254.23**	**6,569.47**	**6,893.04**	**7,238.96**	57
	Range 57 Annual Salary	**68,088.00**	**71,469.12**	**75,050.76**	**78,833.64**	**82,716.48**	**86,867.52**	
	Coordinator, Custodial Services Coordinator, Grounds and Horticultural Horse Barn Technician Horse Training Technician							
58	**Range 58 Monthly Salary**	**5,724.23**	**6,017.11**	**6,312.80**	**6,633.60**	**6,971.16**	**7,311.49**	58
	Range 58 Annual Salary	**68,690.76**	**72,205.32**	**75,753.60**	**79,603.20**	**83,653.92**	**87,737.88**	
	No Job Classification Assigned							
59	**Range 59 Monthly Salary**	**5,782.87**	**6,081.27**	**6,377.03**	**6,703.40**	**7,032.52**	**7,389.54**	59
	Range 59 Annual Salary	**69,394.44**	**72,975.24**	**76,524.36**	**80,440.80**	**84,390.24**	**88,674.48**	
	No Job Classification Assigned							
60	**Range 60 Monthly Salary**	**5,844.17**	**6,137.09**	**6,446.71**	**6,759.17**	**7,096.71**	**7,464.95**	60
	Range 60 Annual Salary	**70,130.04**	**73,645.08**	**77,360.52**	**81,110.04**	**85,160.52**	**89,579.40**	
	No Job Classification Assigned							
61	**Range 61 Monthly Salary**	**5,899.95**	**6,190.06**	**6,502.51**	**6,828.91**	**7,169.26**	**7,531.90**	61
	Range 61 Annual Salary	**70,799.40**	**74,280.72**	**78,030.12**	**81,946.92**	**86,031.12**	**90,382.80**	
	No Job Classification Assigned							
62	**Range 62 Monthly Salary**	**5,958.58**	**6,262.57**	**6,575.03**	**6,901.48**	**7,241.74**	**7,610.00**	62
	Range 62 Annual Salary	**71,502.96**	**75,150.84**	**78,900.36**	**82,817.76**	**86,900.88**	**91,320.00**	
	No Job Classification Assigned							
63	**Range 63 Monthly Salary**	**6,019.91**	**6,321.20**	**6,639.22**	**6,973.95**	**7,317.08**	**7,682.49**	63
	Range 63 Annual Salary	**72,238.92**	**75,854.40**	**79,670.64**	**83,687.40**	**87,804.96**	**92,189.88**	
	No Job Classification Assigned							
64	**Range 64 Monthly Salary**	**6,086.86**	**6,390.90**	**6,708.94**	**7,040.91**	**7,392.36**	**7,755.03**	64
	Range 64 Annual Salary	**73,042.32**	**76,690.80**	**80,507.28**	**84,490.92**	**88,708.32**	**93,060.36**	
	Lead Landscape/Chemical Specialist (Campus Grounds and Sports Fields) Warehouse Specialist							
65	**Range 65 Monthly Salary**	**6,142.74**	**6,449.57**	**6,761.95**	**7,102.32**	**7,467.73**	**7,838.70**	65
	Range 65 Annual Salary	**73,712.88**	**77,394.84**	**81,143.40**	**85,227.84**	**89,612.76**	**94,064.40**	
	No Job Classification Assigned							

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
66	**Range 66 Monthly Salary**	**6,192.90**	**6,516.43**	**6,840.05**	**7,174.82**	**7,537.41**	**7,914.09**	66
	Range 66 Annual Salary	**74,314.80**	**78,197.16**	**82,080.60**	**86,097.84**	**90,448.92**	**94,969.08**	
	No Job Classification Assigned							
67	**Range 67 Monthly Salary**	**6,270.99**	**6,577.82**	**6,907.03**	**7,247.31**	**7,618.33**	**7,992.18**	67
	Range 67 Annual Salary	**75,251.88**	**78,933.84**	**82,884.36**	**86,967.72**	**91,419.96**	**95,906.16**	
	Irrigation Specialist							
68	**Range 68 Monthly Salary**	**6,326.73**	**6,641.97**	**6,976.73**	**7,325.40**	**7,688.12**	**8,078.66**	68
	Range 68 Annual Salary	**75,920.76**	**79,703.64**	**83,720.76**	**87,904.80**	**92,257.44**	**96,943.92**	
	No Job Classification Assigned							
69	**Range 69 Monthly Salary**	**6,396.51**	**6,717.30**	**7,043.70**	**7,395.17**	**7,763.42**	**8,156.72**	69
	Range 69 Annual Salary	**76,758.12**	**80,607.60**	**84,524.40**	**88,742.04**	**93,161.04**	**97,880.64**	
	No Job Classification Assigned							
70	**Range 70 Monthly Salary**	**6,460.69**	**6,781.50**	**7,107.88**	**7,470.50**	**7,844.28**	**8,234.86**	70
	Range 70 Annual Salary	**77,528.28**	**81,378.00**	**85,294.56**	**89,646.00**	**94,131.36**	**98,818.32**	
	No Job Classification Assigned							
71	**Range 71 Monthly Salary**	**6,524.83**	**6,848.44**	**7,177.59**	**7,548.61**	**7,925.23**	**8,315.76**	71
	Range 71 Annual Salary	**78,297.96**	**82,181.28**	**86,131.08**	**90,583.32**	**95,102.76**	**99,789.12**	
	Painter							
72	**Range 72 Monthly Salary**	**6,580.62**	**6,912.59**	**7,255.71**	**7,621.14**	**8,003.34**	**8,402.21**	72
	Range 72 Annual Salary	**78,967.44**	**82,951.08**	**87,068.52**	**91,453.68**	**96,040.08**	**100,826.52**	
	No Job Classification Assigned							
73	**Range 73 Monthly Salary**	**6,650.40**	**6,979.54**	**7,331.04**	**7,696.40**	**8,081.47**	**8,483.10**	73
	Range 73 Annual Salary	**79,804.80**	**83,754.48**	**87,972.48**	**92,356.80**	**96,977.64**	**101,797.20**	
	No Job Classification Assigned							
74	**Range 74 Monthly Salary**	**6,720.11**	**7,046.48**	**7,403.51**	**7,782.90**	**8,159.56**	**8,566.79**	74
	Range 74 Annual Salary	**80,641.32**	**84,557.76**	**88,842.12**	**93,394.80**	**97,914.72**	**102,801.48**	
	No Job Classification Assigned							
75	**Range 75 Monthly Salary**	**6,784.29**	**7,127.33**	**7,473.32**	**7,849.88**	**8,248.81**	**8,653.29**	75
	Range 75 Annual Salary	**81,411.48**	**85,527.96**	**89,679.84**	**94,198.56**	**98,985.72**	**103,839.48**	
	No Job Classification Assigned							
76	**Range 76 Monthly Salary**	**6,851.21**	**7,194.38**	**7,556.95**	**7,927.99**	**8,326.90**	**8,742.57**	76
	Range 76 Annual Salary	**82,214.52**	**86,332.56**	**90,683.40**	**95,135.88**	**99,922.80**	**104,910.84**	
76C	**Range 76C Monthly Salary**	**7,056.75**	**7,410.21**	**7,783.66**	**8,165.83**	**8,576.71**	**9,004.85**	76C
	Range 76C Annual Salary	**84,681.00**	**88,922.52**	**93,403.92**	**97,989.96**	**102,920.52**	**108,058.20**	
	Carpenter Coordinator, Irrigation Services Horticulture Operations Specialist Livestock Operations Specialist Locksmith Skilled Trades Technician							
77	**Range 77 Monthly Salary**	**6,918.17**	**7,261.28**	**7,635.12**	**8,011.65**	**8,405.01**	**8,823.43**	77
	Range 77 Annual Salary	**83,018.04**	**87,135.36**	**91,621.44**	**96,139.80**	**100,860.12**	**105,881.16**	
	No Job Classification Assigned							
78	**Range 78 Monthly Salary**	**6,987.92**	**7,339.37**	**7,704.78**	**8,095.41**	**8,494.28**	**8,921.05**	78
	Range 78 Annual Salary	**83,855.04**	**88,072.44**	**92,457.36**	**97,144.92**	**101,931.36**	**107,052.60**	
	Mechanic							
79	**Range 79 Monthly Salary**	**7,068.79**	**7,406.30**	**7,785.70**	**8,173.49**	**8,572.39**	**9,007.57**	79
	Range 79 Annual Salary	**84,825.48**	**88,875.60**	**93,428.40**	**98,081.88**	**102,868.68**	**108,090.84**	
	Building Automation Technician Electrician HVAC/R Mechanic Plumber							
80	**Range 80 Monthly Salary**	**7,132.97**	**7,492.80**	**7,869.44**	**8,251.55**	**8,675.59**	**9,105.21**	80
	Range 80 Annual Salary	**85,595.64**	**89,913.60**	**94,433.28**	**99,018.60**	**104,107.08**	**109,262.52**	
	No Job Classification Assigned							

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
81	**Range 81 Monthly Salary**	**7,205.51**	**7,568.15**	**7,933.60**	**8,335.29**	**8,748.16**	**9,191.65**	81
	Range 81 Annual Salary	**86,466.12**	**90,817.80**	**95,203.20**	**100,023.48**	**104,977.92**	**110,299.80**	
	Theater Arts Technical Specialist							
82	**Range 82 Monthly Salary**	**7,266.88**	**7,643.42**	**8,020.05**	**8,424.53**	**8,842.97**	**9,294.91**	82
	Range 82 Annual Salary	**87,202.56**	**91,721.04**	**96,240.60**	**101,094.36**	**106,115.64**	**111,538.92**	
	No Job Classification Assigned							
83	**Range 83 Monthly Salary**	**7,342.16**	**7,707.64**	**8,098.14**	**8,502.66**	**8,932.29**	**9,378.59**	83
	Range 83 Annual Salary	**88,105.92**	**92,491.68**	**97,177.68**	**102,031.92**	**107,187.48**	**112,543.08**	
	Lead Carpenter Lead Locksmith Lead Mechanic Lead Painter Lead Skilled Trades							
84	**Range 84 Monthly Salary**	**7,420.25**	**7,791.29**	**8,176.26**	**8,591.94**	**9,018.71**	**9,470.64**	84
	Range 84 Annual Salary	**89,043.00**	**93,495.48**	**98,115.12**	**103,103.28**	**108,224.52**	**113,647.68**	
	No Job Classification Assigned							
85	**Range 85 Monthly Salary**	**7,498.39**	**7,872.22**	**8,257.16**	**8,678.39**	**9,108.00**	**9,559.91**	85
	Range 85 Annual Salary	**89,980.68**	**94,466.64**	**99,085.92**	**104,140.68**	**109,296.00**	**114,718.92**	
	Coordinator, Warehouse							
86	**Range 86 Monthly Salary**	**7,573.74**	**7,955.88**	**8,340.90**	**8,756.48**	**9,197.28**	**9,651.93**	86
	Range 86 Annual Salary	**90,884.88**	**95,470.56**	**100,090.80**	**105,077.76**	**110,367.36**	**115,823.16**	
	No Job Classification Assigned							
87	**Range 87 Monthly Salary**	**7,646.26**	**8,025.66**	**8,427.33**	**8,859.70**	**9,303.29**	**9,760.77**	87
	Range 87 Annual Salary	**91,755.12**	**96,307.92**	**101,127.96**	**106,316.40**	**111,639.48**	**117,129.24**	
	No Job Classification Assigned							
88	**Range 88 Monthly Salary**	**7,724.40**	**8,100.97**	**8,508.22**	**8,946.21**	**9,381.38**	**9,858.37**	88
	Range 88 Annual Salary	**92,692.80**	**97,211.64**	**102,098.64**	**107,354.52**	**112,576.56**	**118,300.44**	
	No Job Classification Assigned							
89	**Range 89 Monthly Salary**	**7,796.89**	**8,181.90**	**8,605.83**	**9,027.13**	**9,479.00**	**9,950.43**	89
	Range 89 Annual Salary	**93,562.68**	**98,182.80**	**103,269.96**	**108,325.56**	**113,748.00**	**119,405.16**	
	No Job Classification Assigned							
90	**Range 90 Monthly Salary**	**7,875.04**	**8,271.08**	**8,681.19**	**9,121.90**	**9,571.07**	**10,053.63**	90
	Range 90 Annual Salary	**94,500.48**	**99,252.96**	**104,174.28**	**109,462.80**	**114,852.84**	**120,643.56**	
	Lead HVAC/R Mechanic Lead Plumber							
91	**Range 91 Monthly Salary**	**7,958.68**	**8,351.99**	**8,781.62**	**9,208.43**	**9,677.08**	**10,148.46**	91
	Range 91 Annual Salary	**95,504.16**	**100,223.88**	**105,379.44**	**110,501.16**	**116,124.96**	**121,781.52**	
	Lead Electrician							

LONGEVITY:

After 10 years = 5% above base
After 15 years = An additional 5% (compounded as 10.25% above base salary)
After 20 years = An additional 5% (compounded as 15.77% above base salary)
After 25 years = An additional 5% (compounded as 21.56% above base salary)
After 30 years = An additional 5% (compounded as 27.63% above base salary)

Board Approved - December 17, 2025
Updated November 3, 2026