

MARIN COMMUNITY COLLEGE DISTRICT
CALIFORNIA SCHOOLS EMPLOYEES ASSOCIATION SALARY SCHEDULE (CSEA)

4% Increase Effective 4-1-26
Revised Effective 8-1-26
Board Approved 8-18-26

TITLE	RANGE	1	2	3	4	5
Accompanist	184	\$32.20	\$33.81	\$35.51	\$37.28	\$39.15
Accountant	196	\$57.83	\$60.73	\$63.76	\$66.96	\$70.29
Accounting Specialist	189	\$41.10	\$43.16	\$45.32	\$47.58	\$49.96
Accounting Technician	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Administrative Assistant I	184	\$32.20	\$33.81	\$35.51	\$37.28	\$39.15
Administrative Assistant II	187	\$37.28	\$39.15	\$41.10	\$43.16	\$45.32
Administrative Assistant III	190	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46
Articulation & Curriculum Analyst	195	\$55.08	\$57.83	\$60.73	\$63.76	\$66.96
Assistive Technology Access Specialist	189	\$41.10	\$43.16	\$45.32	\$47.58	\$49.96
Buyer	192	\$47.58	\$49.96	\$52.46	\$55.08	\$57.83
Child Study Center Site Coordinator	193	\$49.96	\$52.46	\$55.08	\$57.83	\$60.73
Child Study Center Specialist I	184	\$32.20	\$33.81	\$35.51	\$37.28	\$39.15
Child Study Center Specialist II	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Child Study Center Specialist III	190	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46
Community Programs Specialist I	189	\$41.10	\$43.16	\$45.32	\$47.58	\$49.96
Community Programs Specialist II	191	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08
Data Systems Research Analyst	194	\$52.46	\$55.08	\$57.83	\$60.73	\$63.76
Designer Stage Technician	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Employment Services Coordinator	195	\$55.08	\$57.83	\$60.73	\$63.76	\$66.96
Enrollment Services Specialist I	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Enrollment Services Specialist II	189	\$41.10	\$43.16	\$45.32	\$47.58	\$49.96
Enrollment Services Specialist III	192	\$47.58	\$49.96	\$52.46	\$55.08	\$57.83
Evaluation Analyst	190	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46
Graphic Designer	189	\$41.10	\$43.16	\$45.32	\$47.58	\$49.96
Health Services Assistant	184	\$32.20	\$33.81	\$35.51	\$37.28	\$39.15
Human Resources Generalist I	189	\$41.10	\$43.16	\$45.32	\$47.58	\$49.96
Human Resources Generalist II	192	\$47.58	\$49.96	\$52.46	\$55.08	\$57.83
Instructional Assistant, Adapted PE	185	\$33.81	\$35.51	\$37.28	\$39.15	\$41.10
Instructional Assistant, Court Reporting*	185	\$33.81	\$35.51	\$37.28	\$39.15	\$41.10
Instructional Assistant, Machine & Metals	185	\$33.81	\$35.51	\$37.28	\$39.15	\$41.10
Instructional Designer	195	\$55.08	\$57.83	\$60.73	\$63.76	\$66.96
Instructional Specialist, Adapted PE	187	\$37.28	\$39.15	\$41.10	\$43.16	\$45.32
*Instructional Specialist, Business and Applied Technology	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Instructional Specialist, Court Reporting	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Instructional Specialist, Dental Assisting	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Instructional Specialist, English	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Instructional Specialist, Math	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Instructional Specialist, Medical Assisting	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Instructional Specialist, Science	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Instructional Support Analyst	193	\$49.96	\$52.46	\$55.08	\$57.83	\$60.73
Instructional Support Specialist	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Kinesiology & Athletics Coordinator	190	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46

Longevity increments are computed at the step and salary range to which an employee is assigned as follows:	
Service Years	% of Current Salary
8	4.50%
10	7.50%
13	12.50%
16	17.50%
20	19.50%

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TITLE	RANGE	1	2	3	4	5
Laboratory Specialist, Automotive	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Laboratory Specialist, Fine Arts	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Laboratory Specialist, Nursing	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Library Technician	186	\$35.51	\$37.28	\$39.15	\$41.10	\$43.16
Marketing and Communications Coordinator	193	\$49.96	\$52.46	\$55.08	\$57.83	\$60.73
Matriculation Specialist	187	\$37.28	\$39.15	\$41.10	\$43.16	\$45.32
Media Technology Support Specialist II	194	\$52.46	\$55.08	\$57.83	\$60.73	\$63.76
Payroll Specialist	191	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08
Print and Mail Production Specialist I	185	\$33.81	\$35.51	\$37.28	\$39.15	\$41.10
Print and Mail Production Specialist I Y-Rated	185-Y					\$40.26
Print and Mail Production Specialist II	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Program Coordinator	193	\$49.96	\$52.46	\$55.08	\$57.83	\$60.73
Research and Planning Analyst	194	\$52.46	\$55.08	\$57.83	\$60.73	\$63.76
SAS Support Services Coordinator	190	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46
SAS Support Services Specialist	187	\$37.28	\$39.15	\$41.10	\$43.16	\$45.32
Science Laboratory Specialist	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Science Museum Laboratory Specialist	188	\$39.15	\$41.10	\$43.16	\$45.32	\$47.58
Senior Creative Designer	193	\$49.96	\$52.46	\$55.08	\$57.83	\$60.73
Senior Database Administrator	201	\$73.81	\$77.50	\$81.39	\$85.45	\$89.72
Senior Institutional Research Analyst	197	\$60.73	\$63.76	\$66.96	\$70.29	\$73.81
Senior Library Technician	189	\$41.10	\$43.16	\$45.32	\$47.58	\$49.96
Senior Payroll Specialist	194	\$52.46	\$55.08	\$57.83	\$60.73	\$63.76
Senior Systems Analyst	201	\$73.81	\$77.50	\$81.39	\$85.45	\$89.72
Staff Accountant	192	\$47.58	\$49.96	\$52.46	\$55.08	\$57.83
Systems Administrator	200	\$70.29	\$73.81	\$77.51	\$81.38	\$85.45
Systems Analyst	199	\$66.96	\$70.29	\$73.81	\$77.51	\$81.38
Systems Engineer	201	\$73.81	\$77.50	\$81.39	\$85.45	\$89.72
Technology Support Specialist I	192	\$47.58	\$49.96	\$52.46	\$55.08	\$57.83
Technology Support Specialist II	194	\$52.46	\$55.08	\$57.83	\$60.73	\$63.76
User Experience Designer*	191	\$45.32	\$47.58	\$49.96	\$52.46	\$55.08

Longevity increments are computed at the step and salary range to which an employee is assigned as follows:	
Service Years	% of Current Salary
8	4.50%
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20	19.50%

The District's typical operational workweek for a 1.0 full-time equivalent (FTE) position is 37.5 hours per week.

1. On recommendation of the supervisor, an employee shall advance one (1) step within his/her salary range effective as follows:
 - a) Employees shall be eligible for a step increase on their anniversary date for Steps 1-5. Their anniversary date is on the first day of the month following twelve (12) months of service in the position and this day and month, yearly thereafter.
Employees who have breaks in service have reconstructed anniversary dates.
2. Longevity pay shall be granted monthly to all eligible employees, on the following basis:
 - a) Those employees who achieve eligibility for an increment, as designated below, are given their increment on their original anniversary date based on the date of hire in the first CSEA position held at the college. In case of promotion, if the employee is on a longevity step, employee retains the longevity increment and eligibility for their next longevity increments based on the years of creditable services listed below.
 - 1) A first increment for eight (8) years of creditable service.
 - 2) A second increment for ten (10) years of creditable service.
 - 3) A third increment for thirteen (13) years for creditable service.
 - 4) A fourth increment for sixteen (16) years for creditable service.
 - 5) A fifth increment for twenty (20) years for creditable service, effective July 1, 1998.

Revision Notes

Added 4% increase on schedule effective 4-1-26

*Added Instructional Assistant, Court Reporting effective 8-1-26

*Added User Experience Designer effective 8-1-26

*Job title change from Instructional Specialist, Computer Information Systems to Instructional Specialist, Business and Applied Technology effective 8-1-26

*Removed Senior Payroll Specialist Y-Rated effective 8-1-26