

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

Effective 1-1-21 2% Increase  
 Revised effective 7-1-21  
 Board Approved 7-13-21

TITLE	RANGE	1	2	3	4	5
Accompanist	109	\$24.77	\$26.00	\$27.29	\$28.67	\$30.11
Accounting Technician	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Accounting Specialist	119	\$31.70	\$33.29	\$34.96	\$36.70	\$38.53
Administrative Assistant I	111	\$26.02	\$27.32	\$28.70	\$30.13	\$31.63
Administrative Assistant II	116	\$29.45	\$30.92	\$32.49	\$34.11	\$35.81
Administrative Assistant III	120	\$32.52	\$34.13	\$35.83	\$37.63	\$39.50
Assistive Technology Specialist	122	\$34.14	\$35.84	\$37.64	\$39.51	\$41.49
Articulation & Curriculum Analyst	129	\$40.60	\$42.64	\$44.76	\$46.99	\$49.35
Box Office Cashier	104	\$21.89	\$23.00	\$24.12	\$25.34	\$26.62
Buyer	123	\$35.00	\$36.75	\$38.57	\$40.51	\$42.54
Community Ed. & Svcs. Program Spec.	121	\$33.30	\$34.99	\$36.74	\$38.55	\$40.50
Designer/Stage Technician	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
DSPS E-Text Assistant	109	\$24.77	\$26.00	\$27.29	\$28.67	\$30.11
DSPS Program Technician	109	\$24.77	\$26.00	\$27.29	\$28.67	\$30.11
DSPS Specialist	116	\$29.45	\$30.92	\$32.49	\$34.11	\$35.81
Employment Services Coordinator	128	\$39.59	\$41.58	\$43.65	\$45.84	\$48.13
Enrollment Services Associate I	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Enrollment Services Associate II	119	\$31.70	\$33.29	\$34.96	\$36.70	\$38.53
Enrollment Services Associate III	123	\$35.00	\$36.75	\$38.57	\$40.51	\$42.54
Enrollment Services Associate II - CES	119	\$31.70	\$33.29	\$34.96	\$36.70	\$38.53
EOPS/CALWORKS Specialist	112	\$26.67	\$28.02	\$29.43	\$30.89	\$32.45
Evaluations Analyst	121	\$33.30	\$34.99	\$36.74	\$38.55	\$40.50
Graphics Design Specialist	118	\$30.93	\$32.50	\$34.12	\$35.82	\$37.62
Health Services and Safety Crdr.	112	\$26.67	\$28.02	\$29.43	\$30.89	\$32.45
Health Services Assistant	107	\$23.58	\$24.76	\$25.99	\$27.27	\$28.66
Human Resources Technician I	121	\$33.30	\$34.99	\$36.74	\$38.55	\$40.50
Human Resources Technician II	124	\$35.86	\$37.66	\$39.54	\$41.51	\$43.59
Instructional Assistant - Class Series	107	\$23.58	\$24.76	\$25.99	\$27.27	\$28.66
Instructional Designer	127	\$38.62	\$40.57	\$42.60	\$44.71	\$46.95
Instructional Specialist - BIS	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Instructional Specialist - Court Reporting	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Instructional Specialist - Dental Assisting	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Instructional Specialist - DSPS	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Instructional Specialist - English	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Instructional Specialist - Mathematics	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Instructional Specialist - Medical Assisting	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Instructional Specialist - Modern Languages	110	\$25.39	\$26.66	\$28.00	\$29.42	\$30.88
Instructional Support Analyst	129	\$40.60	\$42.64	\$44.76	\$46.99	\$49.35
Instructional Support Specialist	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
International Student Advisor	120	\$32.52	\$34.13	\$35.83	\$37.63	\$39.50
Kinesiology & Athletics Operations Specialist	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Laboratory Technician Class Series	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Laboratory Technician - Communication and Media Srv	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92

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 Technician - Museum	112	\$26.67	\$28.02	\$29.43	\$30.89	\$32.45
Laboratory Technician - Music	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Library Technician I	112	\$26.67	\$28.02	\$29.43	\$30.89	\$32.45
Library Technician II	115	\$28.74	\$30.17	\$31.68	\$33.27	\$34.92
Library Technician III	117	\$30.18	\$31.69	\$33.28	\$34.95	\$36.69
Payroll Specialist	123	\$35.00	\$36.75	\$38.57	\$40.51	\$42.54
Print Production Specialist	114	\$28.03	\$29.44	\$30.90	\$32.48	\$34.10
Program Coordinator	127	\$38.62	\$40.57	\$42.60	\$44.71	\$46.95
Reprographics Mail/Clerk	105	\$22.45	\$23.57	\$24.75	\$25.98	\$27.26
Research Analyst	124	\$35.86	\$37.66	\$39.54	\$41.51	\$43.59
SAS Support Services Specialist	118	\$30.93	\$32.50	\$34.12	\$35.82	\$37.62
Senior Creative/Lead Web Designer	129	\$40.60	\$42.64	\$44.76	\$46.99	\$49.35
Senior Database Administrator	143	\$57.17	\$60.02	\$62.93	\$66.14	\$69.48
Senior Institutional Research Analyst	135	\$47.05	\$49.42	\$51.88	\$54.50	\$57.22
Senior Payroll Specialist	132	\$43.71	\$45.90	\$48.21	\$50.60	\$53.13
Senior Systems Analyst	143	\$57.17	\$60.02	\$62.93	\$66.14	\$69.48
Staff Accountant	125	\$36.77	\$38.61	\$40.56	\$42.59	\$44.70
Student Success Specialist*	112	\$26.67	\$28.02	\$29.43	\$30.89	\$32.45
Systems Administrator	141	\$54.58	\$57.29	\$60.13	\$63.14	\$66.33
Systems Analyst	139	\$51.98	\$54.58	\$57.30	\$60.16	\$63.16
Systems Engineer	143	\$57.17	\$60.02	\$62.93	\$66.14	\$69.48
Technology Support Specialist I	127	\$38.62	\$40.57	\$42.60	\$44.71	\$46.95
Technology Support Specialist II	131	\$42.66	\$44.79	\$47.01	\$49.37	\$51.84
Theatre Events Manager	123	\$35.00	\$36.75	\$38.57	\$40.51	\$42.54
Transfer and Career Center Coordinator	121	\$33.30	\$34.99	\$36.74	\$38.55	\$40.50
Tutoring/Learning Center Coordinator	124	\$35.86	\$37.66	\$39.54	\$41.51	\$43.59
Veterans Resources Specialist	117	\$30.18	\$31.69	\$33.28	\$34.95	\$36.69
Work Force Program Specialist	112	\$26.67	\$28.02	\$29.43	\$30.89	\$32.45

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%

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.

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Revised effective 7-1-21  
Board Approved 7-13-21

**Revision Notes**

Effective 7-1-16 0.5% on Schedule Increase per Agreement signed 5-31-16  
Added ESA - I & II CES  
Reclassified Accounts Payable Specialist to Accounting Specialist moved from range 111 to 119 eff. 10-1-16  
Reclassified Administrative Systems Analyst to System Analyst eff. 12-1-16  
Databased Administrator moved from range 137 to 139 eff. 12-1-16  
System Administrator moved from range 133 to 141 eff. 12-1-16  
Added Technology Support Specialist I & II eff. 12-1-16  
Added Senior Systems Analyst and Systems Engineer eff. 12-1-16  
Reclassified Curriculum & Articulation Specialist to Instructional Support Analyst eff. 1-1-17  
Reclassified Theatre Manager to Theatre Events Manager moved from range 109 to 123 eff. 1-1-17  
Added Administrative Assistant I to replace Office Technician I & II eff. 10-1-16  
Reclassified Administrative Assistant to Administrative Assistant II eff. 10-1-16  
Reclassified Admin. Asst to the Dean/Dir. (Cabinet level) to Administrative Assistant III eff. 10-1-16  
Added 5% increase on Schedule eff. 7/1/2017  
Reclassified Instructional Technologist - Online Education to Instructional Designer eff. 7/1/17  
Added Institutional Research & Data Systems Analyst eff 10-18-17  
Added 5% increase on Schedule eff. 1/1/2018  
Added 5% increase on Schedule eff. 1/1/2019  
Reclassified Instructional Support Coordinator to Articulation and Curriculum Analyst eff. 1/1/19  
Removed Instructional Support Coordinator eff. 5/1/19  
Added Kinesiology & Athletics Operations Specialist eff. 11-1-19  
Effective 4-1-20 2% on Schedule Increase per Agreement signed 2-19-20  
Reclassified Database Administrator to Senior Database Administrator eff 6-1-20  
Reclassified Institutional Research & Data Systems Analyst to Senior Institutional Research Analyst 10-1-20.  
Added 2% increase on Schedule eff. 1/1/2021  
\*Reclassified Testing Center Technician to Student Success Specialist eff. 7-1-21  
\*Reclassified Testing Center Coordinator to Program Coordinator eff. 7-1-21  
\*Removed Enrollment Services Associate I - Community Education-Lifelong Learning and International Education, Articulations Specialist, Bookstore Clerk, Bookstore Operations Assistant, Computer Access Specialist, EOPS Specialist, Facilities Analyst, Graphic Artist/Instr. Material Specialist, HSPS Assistant, Instructional Specialist – Testing/Dist. Ed, Instructional Technology Analyst, Job Placement Technician, Media Center Assistant, Media Production Technician, Microcomputer Coordinator, Staff Development Program Administrator, Systems Support Administrator, Systems Support Technician, Telecommunications & Electronics Specialist, Video Communications Specialist, Visual Communications Designer/Publisher eff. 7-1-21