

Los Rios Community College District
Salary Schedule for Employment Service Agreement - Academic (ESA)
2025-2026

Step	Class I	Class II	Class III	Class IV	Class V
1	42.92	47.49	52.05	56.62	61.18
2	45.75	50.32	54.88	59.45	64.01
3	48.58	53.15	57.71	62.29	66.84
4	51.41	55.98	60.54	65.11	69.67
5	54.24	58.81	63.37	67.94	72.50
6	57.06	61.64	66.21	70.77	75.34
7	59.90	64.47	69.04	73.60	78.17
8	62.73	67.30	71.86	76.43	81.00
9	65.56	70.14	74.69	79.27	83.82
10	68.39	72.97	77.52	82.10	86.65
11	71.22	75.80	80.35	84.93	89.49
12	74.05	78.62	83.20	87.76	92.33
13	76.90	81.45	86.03	90.58	95.16
14	79.73	84.28	88.86	93.41	97.99
15	82.56	87.11	91.69	96.25	100.82
16	83.35	87.91	92.48	97.04	101.61
17	84.14	88.71	93.27	97.84	102.40
18	84.94	89.49	94.07	98.62	103.20
19	85.73	90.29	94.87	99.42	104.00
20	86.52	91.09	95.65	100.22	104.78
21	87.32	91.87	96.45	101.00	105.58
22	88.12	92.67	97.25	101.81	106.38
23	88.90	93.48	98.03	102.61	107.16
24	89.70	94.27	98.83	103.40	107.96
25	90.50	95.06	99.63	104.19	108.76

For ESA-Academic assignments, class and step placement will be determined by schedule B placement from preceding Spring semester or initial hire paperwork submitted to Human Resources per instructions on form P-132-A. ESA-Academic assignments are not subject to retroactive salary improvement.

Salary for employees hired as Interim Educational Administrators on an ESA will be paid between Range 10, Step 1 (minimum) and Range C, Step 5 with longevity and doctoral stipend (maximum) from the Management Salary Schedule. The rate will depend on the interim assignment level and years of service with the District. Salary will be determined by the Human Resources Department.

Effective: July 1, 2025

Board approved: May 14, 2025