**San Diego Community College District**

**ACE - Confidential Unit Effective January 1, 2021**

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| **RANGE** | **Step A** **(1)** | **Step B** **(2)** | **Step C** **(3)** | **Step D (4)** | **Step E (5)** | **Step F (6)** | **Step G (7)** | **Step H (8)** | **Step I (9)** | **Step J (10)** | **Step K (11)** | **Step L (12)** | **Step M (13)** | **Step N (14)** | **Step O (15)** |
| 18 | N/A | N/A | N/A | $3,515.46 | $3,691.24 | $3,875.79 | $4,069.59 | $4,273.06 | $4,486.71 | $4,711.05 | $4,946.61 | $5,193.94 | $5,453.64 | $5,726.32 | $6,089.17 |
| 19 | N/A | N/A | N/A | $3,604.73 | $3,784.97 | $3,974.22 | $4,172.92 | $4,381.58 | $4,600.65 | $4,830.68 | $5,072.22 | $5,325.84 | $5,592.11 | $5,871.72 | $6,243.80 |
| 20 | N/A | N/A | N/A | $3,700.29 | $3,885.29 | $4,079.57 | $4,283.54 | $4,497.72 | $4,722.61 | $4,958.73 | $5,206.67 | $5,467.01 | $5,740.36 | $6,027.38 | $6,409.31 |
| 21 | N/A | N/A | N/A | $3,891.40 | $4,085.97 | $4,290.26 | $4,504.77 | $4,730.02 | $4,966.51 | $5,214.84 | $5,475.59 | $5,749.37 | $6,036.83 | $6,338.68 | $6,740.34 |
| 22 | N/A | N/A | N/A | $4,092.57 | $4,297.20 | $4,512.06 | $4,737.66 | $4,974.54 | $5,223.28 | $5,484.44 | $5,758.66 | $6,046.60 | $6,348.91 | $6,666.36 | $7,088.79 |
| 23 | N/A | N/A | N/A | $4,303.80 | $4,518.99 | $4,744.94 | $4,982.19 | $5,231.30 | $5,492.85 | $5,767.50 | $6,055.87 | $6,358.67 | $6,676.60 | $7,010.44 | $7,454.66 |
| 24 | N/A | N/A | N/A | $4,526.35 | $4,752.66 | $4,990.29 | $5,239.81 | $5,501.80 | $5,776.89 | $6,065.73 | $6,369.01 | $6,687.47 | $7,021.84 | $7,372.94 | $7,829.55 |
| 25 | N/A | N/A | N/A | $4,761.46 | $4,999.54 | $5,249.51 | $5,511.99 | $5,787.58 | $6,076.96 | $6,380.82 | $6,699.86 | $7,034.85 | $7,386.59 | $7,755.92 | $8,247.39 |
| 26 | N/A | N/A | N/A | $5,009.15 | $5,259.61 | $5,522.59 | $5,798.72 | $6,088.65 | $6,393.09 | $6,712.75 | $7,048.39 | $7,400.80 | $7,770.84 | $8,159.38 | $8,676.42 |
| 27 | N/A | N/A | N/A | $5,269.42 | $5,532.89 | $5,809.54 | $6,100.01 | $6,405.01 | $6,725.27 | $7,061.52 | $7,414.60 | $7,785.34 | $8,174.60 | $8,583.33 | $9,127.23 |
| 28 | N/A | N/A | N/A | $5,544.78 | $5,822.01 | $6,113.11 | $6,418.77 | $6,739.70 | $7,076.68 | $7,430.52 | $7,802.05 | $8,192.15 | $8,601.76 | $9,031.85 | $9,604.17 |
| 29 | N/A | N/A | N/A | $5,945.85 | $6,243.15 | $6,555.31 | $6,883.07 | $7,227.22 | $7,588.59 | $7,968.02 | $8,366.42 | $8,784.74 | $9,223.98 | $9,685.17 | $10,298.89 |
| 30 | N/A | N/A | N/A | $6,218.70 | $6,529.63 | $6,856.11 | $7,198.91 | $7,558.86 | $7,936.80 | $8,333.65 | $8,750.33 | $9,187.84 | $9,647.24 | $10,129.60 | $10,771.48 |
| 31 | N/A | N/A | N/A | $6,421.12 | $6,742.17 | $7,079.29 | $7,433.25 | $7,804.91 | $8,195.15 | $8,604.92 | $9,035.16 | $9,486.92 | $9,961.27 | $10,459.33 | $11,122.10 |
| 32 | N/A | N/A | N/A | $6,629.83 | $6,961.33 | $7,309.40 | $7,674.86 | $8,058.61 | $8,461.54 | $8,884.62 | $9,328.84 | $9,795.29 | $10,285.06 | $10,799.31 | $11,483.63 |
| 33 | N/A | N/A | N/A | $6,846.10 | $7,188.41 | $7,547.82 | $7,925.22 | $8,321.46 | $8,737.55 | $9,174.43 | $9,633.14 | $10,114.80 | $10,620.54 | $11,151.57 | $11,858.20 |
| 34 | N/A | N/A | N/A | $7,069.90 | $7,423.40 | $7,794.57 | $8,184.29 | $8,593.51 | $9,023.18 | $9,474.34 | $9,948.06 | $10,445.46 | $10,967.74 | $11,516.12 | $12,245.86 |

*Notes:*

*Effective 1/1/2018 Shade Steps A through C*

*Effective 1/1/2018 Initial Step Placement will be Step D for new employees*

*Effective 1/1/2019 1.48% Across the Schedule Effective 1/1/2020 2.5% across the schedule – no change for 2021*