



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2021-2022 (Effective July 1, 2021) 2.72% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,234 18.658	3,398 19.604	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131
110	3,315 19.126	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760
111	3,398 19.604	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406
112	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070
113	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751
114	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449
115	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164
116	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897
117	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647
118	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414
119	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204
120	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012
121	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843
122	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691
123	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562
124	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2021-2022 (Effective July 1, 2021) 2.72% Increase

Range/ Step	1	2	3	4	5	6	7
125	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368
126	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302
127	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260
128	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247
129	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256
130	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289
131	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351
132	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435
133	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549
134	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691
135	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862
136	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062
137	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291
138	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549
139	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841
140	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549	9,388 54.162



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2021-2022 (Effective July 1, 2021) 2.72% Increase

Range/ Step	1	2	3	4	5	6	7
141	7,151	7,514	7,895	8,296	8,717	9,159	9,623
	41.256	43.351	45.549	47.862	50.291	52.841	55.518
142	7,330	7,702	8,093	8,504	8,935	9,388	9,864
	42.289	44.435	46.691	49.062	51.549	54.162	56.908
143	7,514	7,895	8,296	8,717	9,159	9,623	10,111
	43.351	45.549	47.862	50.291	52.841	55.518	58.333
144	7,702	8,093	8,504	8,935	9,388	9,864	10,364
	44.435	46.691	49.062	51.549	54.162	56.908	59.793
145	7,895	8,296	8,717	9,159	9,623	10,111	10,624
	45.549	47.862	50.291	52.841	55.518	58.333	61.293
146	8,093	8,504	8,935	9,388	9,864	10,364	10,890
	46.691	49.062	51.549	54.162	56.908	59.793	62.828
147	8,296	8,717	9,159	9,623	10,111	10,624	11,163
	47.862	50.291	52.841	55.518	58.333	61.293	64.403
148	8,504	8,935	9,388	9,864	10,364	10,890	11,443
	49.062	51.549	54.162	56.908	59.793	62.828	66.018
149	8,717	9,159	9,623	10,111	10,624	11,163	11,730
	50.291	52.841	55.518	58.333	61.293	64.403	67.674
150	8,935	9,388	9,864	10,364	10,890	11,443	12,024
	51.549	54.162	56.908	59.793	62.828	66.018	69.370
151	9,159	9,623	10,111	10,624	11,163	11,730	12,325
	52.841	55.518	58.333	61.293	64.403	67.674	71.106
152	9,388	9,864	10,364	10,890	11,443	12,024	12,634
	54.162	56.908	59.793	62.828	66.018	69.370	72.889
153	9,623	10,111	10,624	11,163	11,730	12,325	12,950
	55.518	58.333	61.293	64.403	67.674	71.106	74.712
154	9,864	10,364	10,890	11,443	12,024	12,634	13,274
	56.908	59.793	62.828	66.018	69.370	72.889	76.581

To determine the hourly rate, the monthly rate is divided by 173.333 and the results carried to three decimal places. (Based on 21.667 Days per Month)



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2022-2023 (Effective July 1, 2022) 2.48% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,315 19.126	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760
110	3,398 19.604	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406
111	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070
112	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751
113	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449
114	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164
115	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897
116	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647
117	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414
118	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204
119	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012
120	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843
121	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691
122	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562
123	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456
124	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2022-2023 (Effective July 1, 2022) 2.48% Increase

Range/ Step	1	2	3	4	5	6	7
125	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302
126	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260
127	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247
128	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256
129	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289
130	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351
131	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435
132	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549
133	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691
134	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862
135	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062
136	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291
137	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549
138	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841
139	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549	9,388 54.162
140	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841	9,623 55.518



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2022-2023 (Effective July 1, 2022) 2.48% Increase

Range/ Step	1	2	3	4	5	6	7
141	7,330	7,702	8,093	8,504	8,935	9,388	9,864
	42.289	44.435	46.691	49.062	51.549	54.162	56.908
142	7,514	7,895	8,296	8,717	9,159	9,623	10,111
	43.351	45.549	47.862	50.291	52.841	55.518	58.333
143	7,702	8,093	8,504	8,935	9,388	9,864	10,364
	44.435	46.691	49.062	51.549	54.162	56.908	59.793
144	7,895	8,296	8,717	9,159	9,623	10,111	10,624
	45.549	47.862	50.291	52.841	55.518	58.333	61.293
145	8,093	8,504	8,935	9,388	9,864	10,364	10,890
	46.691	49.062	51.549	54.162	56.908	59.793	62.828
146	8,296	8,717	9,159	9,623	10,111	10,624	11,163
	47.862	50.291	52.841	55.518	58.333	61.293	64.403
147	8,504	8,935	9,388	9,864	10,364	10,890	11,443
	49.062	51.549	54.162	56.908	59.793	62.828	66.018
148	8,717	9,159	9,623	10,111	10,624	11,163	11,730
	50.291	52.841	55.518	58.333	61.293	64.403	67.674
149	8,935	9,388	9,864	10,364	10,890	11,443	12,024
	51.549	54.162	56.908	59.793	62.828	66.018	69.370
150	9,159	9,623	10,111	10,624	11,163	11,730	12,325
	52.841	55.518	58.333	61.293	64.403	67.674	71.106
151	9,388	9,864	10,364	10,890	11,443	12,024	12,634
	54.162	56.908	59.793	62.828	66.018	69.370	72.889
152	9,623	10,111	10,624	11,163	11,730	12,325	12,950
	55.518	58.333	61.293	64.403	67.674	71.106	74.712
153	9,864	10,364	10,890	11,443	12,024	12,634	13,274
	56.908	59.793	62.828	66.018	69.370	72.889	76.581
154	10,111	10,624	11,163	11,730	12,325	12,950	13,606
	58.333	61.293	64.403	67.674	71.106	74.712	78.497

To determine the hourly rate, the monthly rate is divided by 173.333 and the results carried to three decimal places. (Based on 21.667 Days per Month)



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2023-2024 (Effective July 1, 2023) 3.11% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,419 19.726	3,593 20.729	3,776 21.785	3,968 22.893	4,170 24.058	4,382 25.281	4,605 26.568
110	3,505 20.222	3,683 21.249	3,871 22.333	4,068 23.470	4,275 24.664	4,492 25.916	4,721 27.237
111	3,593 20.729	3,776 21.785	3,968 22.893	4,170 24.058	4,382 25.281	4,605 26.568	4,840 27.924
112	3,683 21.249	3,871 22.333	4,068 23.470	4,275 24.664	4,492 25.916	4,721 27.237	4,961 28.622
113	3,776 21.785	3,968 22.893	4,170 24.058	4,382 25.281	4,605 26.568	4,840 27.924	5,086 29.343
114	3,871 22.333	4,068 23.470	4,275 24.664	4,492 25.916	4,721 27.237	4,961 28.622	5,214 30.081
115	3,968 22.893	4,170 24.058	4,382 25.281	4,605 26.568	4,840 27.924	5,086 29.343	5,345 30.837
116	4,068 23.470	4,275 24.664	4,492 25.916	4,721 27.237	4,961 28.622	5,214 30.081	5,479 31.610
117	4,170 24.058	4,382 25.281	4,605 26.568	4,840 27.924	5,086 29.343	5,345 30.837	5,616 32.401
118	4,275 24.664	4,492 25.916	4,721 27.237	4,961 28.622	5,214 30.081	5,479 31.610	5,757 33.214
119	4,382 25.281	4,605 26.568	4,840 27.924	5,086 29.343	5,345 30.837	5,616 32.401	5,901 34.045
120	4,492 25.916	4,721 27.237	4,961 28.622	5,214 30.081	5,479 31.610	5,757 33.214	6,049 34.899
121	4,605 26.568	4,840 27.924	5,086 29.343	5,345 30.837	5,616 32.401	5,901 34.045	6,201 35.776
122	4,721 27.237	4,961 28.622	5,214 30.081	5,479 31.610	5,757 33.214	6,049 34.899	6,357 36.676
123	4,840 27.924	5,086 29.343	5,345 30.837	5,616 32.401	5,901 34.045	6,201 35.776	6,516 37.593
124	4,961 28.622	5,214 30.081	5,479 31.610	5,757 33.214	6,049 34.899	6,357 36.676	6,679 38.533



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2023-2024 (Effective July 1, 2023) 3.11% Increase

Range/ Step	1	2	3	4	5	6	7
125	5,086 29.343	5,345 30.837	5,616 32.401	5,901 34.045	6,201 35.776	6,516 37.593	6,846 39.497
126	5,214 30.081	5,479 31.610	5,757 33.214	6,049 34.899	6,357 36.676	6,679 38.533	7,018 40.489
127	5,345 30.837	5,616 32.401	5,901 34.045	6,201 35.776	6,516 37.593	6,846 39.497	7,194 41.504
128	5,479 31.610	5,757 33.214	6,049 34.899	6,357 36.676	6,679 38.533	7,018 40.489	7,374 42.543
129	5,616 32.401	5,901 34.045	6,201 35.776	6,516 37.593	6,846 39.497	7,194 41.504	7,559 43.610
130	5,757 33.214	6,049 34.899	6,357 36.676	6,679 38.533	7,018 40.489	7,374 42.543	7,748 44.701
131	5,901 34.045	6,201 35.776	6,516 37.593	6,846 39.497	7,194 41.504	7,559 43.610	7,942 45.820
132	6,049 34.899	6,357 36.676	6,679 38.533	7,018 40.489	7,374 42.543	7,748 44.701	8,141 46.968
133	6,201 35.776	6,516 37.593	6,846 39.497	7,194 41.504	7,559 43.610	7,942 45.820	8,345 48.145
134	6,357 36.676	6,679 38.533	7,018 40.489	7,374 42.543	7,748 44.701	8,141 46.968	8,554 49.351
135	6,516 37.593	6,846 39.497	7,194 41.504	7,559 43.610	7,942 45.820	8,345 48.145	8,768 50.585
136	6,679 38.533	7,018 40.489	7,374 42.543	7,748 44.701	8,141 46.968	8,554 49.351	8,988 51.854
137	6,846 39.497	7,194 41.504	7,559 43.610	7,942 45.820	8,345 48.145	8,768 50.585	9,213 53.153
138	7,018 40.489	7,374 42.543	7,748 44.701	8,141 46.968	8,554 49.351	8,988 51.854	9,444 54.485
139	7,194 41.504	7,559 43.610	7,942 45.820	8,345 48.145	8,768 50.585	9,213 53.153	9,681 55.853
140	7,374 42.543	7,748 44.701	8,141 46.968	8,554 49.351	8,988 51.854	9,444 54.485	9,924 57.254



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2023-2024 (Effective July 1, 2023) 3.11% Increase

Range/ Step	1	2	3	4	5	6	7
141	7,559 43.610	7,942 45.820	8,345 48.145	8,768 50.585	9,213 53.153	9,681 55.853	10,173 58.691
142	7,748 44.701	8,141 46.968	8,554 49.351	8,988 51.854	9,444 54.485	9,924 57.254	10,428 60.162
143	7,942 45.820	8,345 48.145	8,768 50.585	9,213 53.153	9,681 55.853	10,173 58.691	10,689 61.668
144	8,141 46.968	8,554 49.351	8,988 51.854	9,444 54.485	9,924 57.254	10,428 60.162	10,957 63.214
145	8,345 48.145	8,768 50.585	9,213 53.153	9,681 55.853	10,173 58.691	10,689 61.668	11,231 64.795
146	8,554 49.351	8,988 51.854	9,444 54.485	9,924 57.254	10,428 60.162	10,957 63.214	11,512 66.416
147	8,768 50.585	9,213 53.153	9,681 55.853	10,173 58.691	10,689 61.668	11,231 64.795	11,800 68.078
148	8,988 51.854	9,444 54.485	9,924 57.254	10,428 60.162	10,957 63.214	11,512 66.416	12,095 69.779
149	9,213 53.153	9,681 55.853	10,173 58.691	10,689 61.668	11,231 64.795	11,800 68.078	12,398 71.528
150	9,444 54.485	9,924 57.254	10,428 60.162	10,957 63.214	11,512 66.416	12,095 69.779	12,708 73.316
151	9,681 55.853	10,173 58.691	10,689 61.668	11,231 64.795	11,800 68.078	12,398 71.528	13,026 75.151
152	9,924 57.254	10,428 60.162	10,957 63.214	11,512 66.416	12,095 69.779	12,708 73.316	13,352 77.031
153	10,173 58.691	10,689 61.668	11,231 64.795	11,800 68.078	12,398 71.528	13,026 75.151	13,686 78.958
154	10,428 60.162	10,957 63.214	11,512 66.416	12,095 69.779	12,708 73.316	13,352 77.031	14,029 80.937

To determine the hourly rate, the monthly rate is divided by 173.333 and the results carried to three decimal places. (Based on 21.667 Days per Month)



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)

<p><u>7.9 SHIFT DIFFERENTIAL-COMPENSATION</u></p>						
<p>7.9.1 Any full-time unit member in the bargaining unit whose assigned work shift commences between 11 a.m. and 9 p.m. inclusive shall be paid a shift differential premium of five (5) percent above the regular rate of pay for all hours worked. Any full-time unit member in the bargaining unit whose assigned work shift commences between 9 p.m. and 4 a.m. inclusive shall be paid a shift differential premium of seven and one-half (7.5) percent above the regular rate of pay for all hours worked. Any part-time unit member who has forty (40) percent or more of their regular assigned work shift between 5:00 p.m. and midnight shall be paid a shift differential premium of five (5) percent above the regular rate of pay. Any part-time unit member who has forty (40) percent or more of their regular assigned work shift between midnight and 8:00 a.m. shall be paid a shift differential premium of seven and one half (7.5) percent above the regular rate of pay.</p>		<p><u>8.1.1 BILINGUAL STIPEND:</u> Unit members who are directed by the manager or supervisor, with the approval of the President, to use a verified bilingual ability as a regular and routine component of their assignment shall be provided a stipend of 2.0% of base salary. The District shall require testing of bilingual ability prior to authorization of the initial additional compensation.</p>				
<p><u>Article 8.10 - LONGEVITY:</u> The District agrees to additionally compensate long service employees as specified below:</p>						
<p>19% increase in salary after 22 years of service 20% increase in salary after 23 years of service 21% increase in salary after 24 years of service 22% increase in salary after 25 years of service</p>						