



South Orange County Community College District

ACADEMIC SALARY SCHEDULES 2021-2024

[Revision History](#)

Board Approved: 09/27/2021



South Orange County Community College District

**Full-time Academic Salary Schedule - Annual
2021-2022
0.75% Increase
(Effective 8/1/2021)**

Range	I	II	III	IV	V
Step					
01	74,475	78,612	82,749	86,886	91,023
02	77,233	81,370	85,507	89,644	93,781
03	79,991	84,128	88,265	92,402	96,539
04	79,991	86,886	91,023	95,160	99,297
05	82,749	89,644	93,781	97,918	102,055
6		92,402	96,539	100,676	104,813
07		95,160	99,297	103,434	107,571
08		97,918	102,055	106,192	110,329
09		97,918	104,813	108,950	113,087
10		100,676	107,571	111,708	115,845
11			110,329	114,466	118,603
12			113,087	117,224	121,361
13			115,845	119,982	124,119
14			115,845	122,740	126,877
15			118,603	125,498	129,635
16				128,256	132,393
17				131,014	135,151
18				133,772	137,909
19				133,772	140,667
20				136,530	143,425
21					146,183
22					148,941
23					151,699
24					151,699
25					154,457

Doctoral Stipend: \$4,171



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE)

2021-22

6.174% Increase							
Classroom¹:	Part-time Faculty Full-time / Part-time Faculty Intersession/Summer						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate Equivalent Hourly LHE Rate (for STRS)	1533	1594	1655	1716	1777	1838
	92.35	96.02	99.70	103.37	107.05	110.72	114.40
1 Includes student consultation time							
5.3% Increase							
Classroom:	Full-time Faculty Overload Part-time Non-Classroom Tutorial Other²						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate Equivalent Hourly LHE Rate (for STRS)	1316	1369	1422	1475	1528	1581
	79.28	82.47	85.66	88.86	92.05	95.24	98.43
	Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)						49.215
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
4.86% Increase							
Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator	Part-time Faculty Full-time / Part-time Faculty Intersession/Summer Full-time / Part-time Faculty Substitute Full-time Faculty Overload						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate Equivalent Hourly LHE Rate (for STRS)	2414	2511	2608	2705	2802	2899
	72.71	75.63	78.55	81.48	84.40	87.32	90.24



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty)

2021-22

Range	I	II	III	IV	V
Step					
1	418.40	441.64	464.88	488.12	511.37
2	433.89	457.13	480.38	503.62	526.86
3	449.39	472.63	495.87	519.11	542.35
4	449.39	488.12	511.37	534.61	557.85
5	464.88	503.62	526.86	550.10	573.34
6		519.11	542.35	565.60	588.84
7		534.61	557.85	581.09	604.33
8		550.10	573.34	596.58	619.83
9		550.10	588.84	612.08	635.32
10		565.60	604.33	627.57	650.81
11			619.83	643.07	666.31
12			635.32	658.56	681.80
13			650.81	674.06	697.30
14			650.81	689.55	712.79
15			666.31	705.04	728.29
16				720.54	743.78
17				736.03	759.28
18				751.53	774.77
19				751.53	790.26
20				767.02	805.76
21					821.25
22					836.75
23					852.24
24					852.24
25					867.74

Academic Salary Schedule – Daily Rate for Extra Duty Days (Part-time Faculty)

Column	1	2	3	4	5	6	7
Classroom	258.37	268.65	278.93	289.21	299.49	309.78	320.06
Non- Classroom	203.43	211.60	219.78	227.95	236.12	244.30	252.47



South Orange County Community College District

**Full-time Academic Salary Schedule - Annual
2022-2023
0.76% Increase
(Effective 8/1/2022)**

Range	I	II	III	IV	V
Step					
01	75,041	79,210	83,379	87,548	91,717
02	77,820	81,989	86,158	90,327	94,496
03	80,599	84,768	88,937	93,106	97,275
04	80,599	87,547	91,716	95,885	100,054
05	83,378	90,326	94,495	98,664	102,833
06		93,105	97,274	101,443	105,612
07		95,884	100,053	104,222	108,391
08		98,663	102,832	107,001	111,170
09		98,663	105,611	109,780	113,949
10		101,442	108,390	112,559	116,728
11			111,169	115,338	119,507
12			113,948	118,117	122,286
13			116,727	120,896	125,065
14			116,727	123,675	127,844
15			119,506	126,454	130,623
16				129,233	133,402
17				132,012	136,181
18				134,791	138,960
19				134,791	141,739
20				137,570	144,518
21					147,297
22					150,076
23					152,855
24					152,855
25					155,634

Doctoral Stipend: \$4,202



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE)

2022-23

6.52% Increase							
Classroom¹:	Part-time Faculty Full-time / Part-time Faculty Intersession/Summer						
	Column						
	1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1632	1697	1762	1827	1892	1957	2022
Equivalent Hourly LHE Rate (for STRS)	98.31	102.23	106.14	110.06	113.98	117.89	121.81
1 Includes student consultation time							
5.596% Increase							
Classroom:	Full-time Faculty Overload Part-time Non-Classroom Tutorial Other²						
	Column						
	1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1400	1456	1512	1568	1624	1680	1736
Equivalent Hourly LHE Rate (for STRS)	84.34	87.71	91.08	94.46	97.83	101.20	104.58
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							52.29
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
4.86% Increase							
Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator	Part-time Faculty Full-time / Part-time Faculty Intersession/Summer Full-time / Part-time Faculty Substitute Full-time Faculty Overload						
	Column						
	1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	2433	2530	2627	2724	2821	2918	3015
Equivalent Hourly LHE Rate (for STRS)	73.28	76.20	79.13	82.05	84.97	87.89	90.81



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty)

2022-2023

Range	I	II	III	IV	V
Step					
01	421.58	445.00	468.42	491.84	515.26
02	437.19	460.61	484.03	507.46	530.88
03	452.80	476.22	499.65	523.07	546.49
04	452.80	491.84	515.26	538.68	562.10
05	468.42	507.45	530.87	554.29	577.71
06		523.06	546.48	569.90	593.33
07		538.67	562.10	585.52	608.94
08		554.29	577.71	601.13	624.55
09		554.29	593.32	616.74	640.16
10		569.90	608.93	632.35	655.78
11			624.54	647.97	671.39
12			640.16	663.58	687.00
13			655.77	679.19	702.61
14			655.77	694.80	718.22
15			671.38	710.42	733.84
16				726.03	749.45
17				741.64	765.06
18				757.25	780.67
19				757.25	796.29
20				772.87	811.90
21					827.51
22					843.12
23					858.74
24					858.74
25					874.35

Academic Salary Schedule – Daily Rate for Extra Duty Days (Part-time Faculty)

Column	1	2	3	4	5	6	7
Classroom	275.06	286.01	296.97	307.92	318.88	329.83	340.79
Non-Classroom	205.03	213.20	221.38	229.55	237.72	245.90	254.07



South Orange County Community College District

**Academic Salary Schedule - Annual
2023-2024
0.742% Increase
(Effective 8/1/2023)**

Range	I	II	III	IV	V
Step					
01	75,598	79,798	83,998	88,198	92,398
02	78,398	82,598	86,798	90,998	95,198
03	81,198	85,398	89,598	93,798	97,998
04	81,198	88,198	92,398	96,598	100,798
05	83,998	90,998	95,198	99,398	103,598
06		93,798	97,998	102,198	106,398
07		96,598	100,798	104,998	109,198
08		99,398	103,598	107,798	111,998
09		99,398	106,398	110,598	114,798
10		102,198	109,198	113,398	117,598
11			111,998	116,198	120,398
12			114,798	118,998	123,198
13			117,598	121,798	125,998
14			117,598	124,598	128,798
15			120,398	127,398	131,598
16				130,198	134,398
17				132,998	137,198
18				135,798	139,998
19				135,798	142,798
20				138,598	145,598
21					148,398
22					151,198
23					153,998
24					153,998
25					156,798

Doctoral Stipend: \$4,233



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE)

2023-2024

7.05% Increase							
Classroom¹:	Part-time Faculty Full-time / Part-time Faculty Intersession/Summer						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1777	1848	1919	1990	2061	2132
Equivalent Hourly LHE Rate (for STRS)	107.05	111.33	115.60	119.88	124.16	128.43	132.71
1 Includes student consultation time							
6.051% Increase							
Classroom:	Full-time Faculty Overload Part-time Non-Classroom Tutorial Other²						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1526	1587	1648	1709	1770	1831
Equivalent Hourly LHE Rate (for STRS)	91.93	95.60	99.28	102.95	106.63	110.30	113.98
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							56.99
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
4.86% Increase							
Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator	Part-time Faculty Full-time / Part-time Faculty Intersession/Summer Full-time / Part-time Faculty Substitute Full-time Faculty Overload						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	2451	2549	2647	2745	2843	2941
Equivalent Hourly LHE Rate (for STRS)	73.83	76.78	79.73	82.68	85.63	88.58	91.54



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty)

2023-2024

Range	I	II	III	IV	V
Step					
01	424.71	448.30	471.90	495.49	519.09
02	440.44	464.03	487.63	511.22	534.82
03	456.17	479.76	503.36	526.96	550.55
04	456.17	495.49	519.09	542.69	566.28
05	471.90	511.22	534.82	558.42	582.01
06		526.96	550.55	574.15	597.74
07		542.69	566.28	589.88	613.47
08		558.42	582.01	605.61	629.20
09		558.42	597.74	621.34	644.93
10		574.15	613.47	637.07	660.66
11			629.20	652.80	676.39
12			644.93	668.53	692.12
13			660.66	684.26	707.85
14			660.66	699.99	723.58
15			676.39	715.72	739.31
16				731.45	755.04
17				747.18	770.78
18				762.91	786.51
19				762.91	802.24
20				778.64	817.97
21					833.70
22					849.43
23					865.16
24					865.16
25					880.89

Academic Salary Schedule – Daily Rate for Extra Duty Days (Part-time Faculty)

Column	1	2	3	4	5	6	7
Classroom	299.49	311.46	323.43	335.39	347.36	359.33	371.29
Non-Classroom	206.54	214.80	223.06	231.32	239.58	247.84	256.10



South Orange County Community College District

Column Placement Criteria:

Column I/1*

- Bachelor's Degree.

Column II/2*

- Master's Degree, or
- Bachelor's Degree plus 40 semester units, including Master's Degree.

Column III/3*

- Master's Degree plus 20 semester units, or
- Bachelor's Degree plus 50 semester units, including Master's Degree.

Column IV/4*

- Master's Degree plus 40 semester units, or
- Bachelor's Degree plus 70 semester units, including Master's Degree, or
- Permanent Vocational Credential received prior to establishment of the Community College Credential and Bachelor's Degree.

Column V/5*

- Earned Doctorate, or
- Master's Degree plus 60 semester units, or
- Bachelor's Degree plus 90 semester units, including Master's Degree, or
- Permanent Vocational Credential received prior to establishment of the Community College Credential and Master's Degree.

*Full-time Faculty use column designators I-V, Part-time Faculty use column designators 1-5