



South Orange County Community College District

ACADEMIC SALARY SCHEDULES 2015-2018

Revision History

Board Approved 12/14/2015

Revised 4/6/2016 – Added years 2016-2017 and 2017-2018; Minor formatting changes



South Orange County Community College District

Academic Salary Schedule - Annual 2015-2016 (Effective 7/1/2015)

Range	I	II	III	IV	V
Step					
01	64,088	67,648	71,209	74,769	78,330
02	66,462	70,022	73,582	77,143	80,703
03	68,835	72,396	75,956	79,516	83,077
04	68,835	74,769	78,330	81,890	85,450
05	68,835	77,143	80,703	84,264	87,824
06	71,209	79,516	83,077	86,637	90,198
07		81,890	85,450	89,011	92,571
08		84,264	87,824	91,384	94,945
09		84,264	90,198	93,758	97,318
10		84,264	92,571	96,132	99,692
11		86,637	94,945	98,505	102,066
12			97,318	100,879	104,439
13			99,692	103,252	106,813
14			99,692	105,626	109,186
15			99,692	108,000	111,560
16			102,066	110,373	113,934
17				112,747	116,307
18				115,120	118,681
19				115,120	121,054
20				115,120	123,428
21				117,494	125,802
22					128,175
23					130,549
24					130,549
25					130,549
26					132,922

Doctoral Stipend: \$3,589



South Orange County Community College District

Academic Salary Schedule – Hourly Rate per LHE 2015-2016

Classroom: Part-time Faculty and PTF Sub; FTF/PTF Intersession/Summer							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1187	1235	1282	1330	1377	1425	1472
Hourly Rate	30.69	31.92	33.15	34.38	35.61	36.83	38.06
Hourly Rate = Semester Rate ÷ 16.6 weeks ÷ 2.33 hours (see below for explanation of hours)							
Non-Classroom*: Part-time Faculty and PTF Sub; FTF/PTF Intersession/Summer							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1039	1080	1122	1163	1205	1246	1288
Hourly Rate	62.57	65.08	67.58	70.08	72.59	75.09	77.59
Hourly Rate = Semester Rate ÷ 16.6 weeks							
*Library, Counseling, Learning Disability Specialists, CWE							
Full-time Faculty Overload and Sub; Part-time Faculty Tutorial							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1039	1080	1122	1163	1205	1246	1288
Hourly Rate	31.29	32.54	33.79	35.04	36.29	37.54	38.80
Hourly Rate = Semester Rate ÷ 16.6 weeks ÷ 2 hours (see below for explanation of hours)							

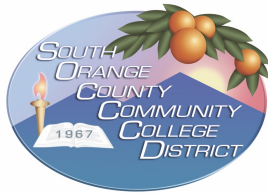
Use **\$38.80 (\$1,288)** for calculating Stipends for Fall 2015, Spring 2016 and Summer 2016.

16.6 weeks = Number of weeks per semester

2.33 hours = 1 hour classroom (or equivalent) + 1 hour grading, record keeping, prep + 20 minutes student consultation

2 hours = 1 hour classroom (or equivalent) + 1 hour grading, record keeping, prep

Note: Columns 6 and 7 are not available for placement for the 2015-2016 Academic year.



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty) 2015-2016

Range	I	II	III	IV	V
Step					
1	360.04	380.04	400.05	420.05	440.06
2	373.38	393.38	413.38	433.39	453.39
3	386.71	406.72	426.72	446.72	466.72
4	386.71	420.05	440.06	460.06	480.06
5	386.71	433.39	453.39	473.39	493.39
6	400.05	446.72	466.72	486.72	506.73
7		460.06	480.06	500.06	520.06
8		473.39	493.39	513.39	533.40
9		473.39	506.73	526.73	546.73
10		473.39	520.06	540.07	560.07
11		486.72	533.40	553.40	573.40
12			546.73	566.74	586.74
13			560.07	580.07	600.07
14			560.07	593.40	613.40
15			560.07	606.74	626.74
16			573.40	620.07	640.08
17				633.41	653.41
18				646.74	666.75
19				646.74	680.08
20				646.74	693.42
21				660.08	706.75
22					720.08
23					733.42
24					733.42
25					733.42
26					746.75

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

Column	1	2	3	4	5	6	7
Classroom	201.79	209.95	217.94	226.1	234.09	242.25	250.24
Non- Classroom	176.63	183.6	190.74	197.71	204.85	211.82	218.96



South Orange County Community College District

Academic Salary Schedule - Annual 2016-2017 3.00% Increase

Range	I	II	III	IV	V
Step					
01	66,011	69,678	73,345	77,012	80,680
02	68,455	72,123	75,790	79,457	83,124
03	70,900	74,567	78,235	81,902	85,569
04	70,900	77,012	80,679	84,347	88,014
05	70,900	79,457	83,124	86,792	90,459
06	73,345	81,902	85,569	89,236	92,904
07		84,347	88,014	91,681	95,348
08		86,791	90,459	94,126	97,793
09		86,791	92,904	96,571	100,238
10		86,791	95,348	99,016	102,683
11		89,236	97,793	101,460	105,128
12			100,238	103,905	107,572
13			102,683	106,350	110,017
14			102,683	108,795	112,462
15			102,683	111,240	114,907
16			105,128	113,684	117,352
17				116,129	119,796
18				118,574	122,241
19				118,574	124,686
20				118,574	127,131
21				121,019	129,576
22					132,020
23					134,465
24					134,465
25					134,465
26					136,910

Doctoral Stipend: \$3,697



South Orange County Community College District

Academic Salary Schedule – Hourly Rate per LHE 2016-2017

Classroom: Part-time Faculty and PTF Sub; FTF/PTF Intersession/Summer							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1223	1272	1321	1370	1419	1467	1516
Hourly Rate	31.62	32.88	34.15	35.41	36.67	37.94	39.20
Hourly Rate = Semester Rate ÷ 16.6 weeks ÷ 2.33 hours (see below for explanation of hours)							
Non-Classroom*: Part-time Faculty and PTF Sub; FTF/PTF Intersession/Summer							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1070	1113	1155	1198	1241	1284	1327
Hourly Rate	64.45	67.03	69.61	72.19	74.76	77.34	79.92
Hourly Rate = Semester Rate ÷ 16.6 weeks							
*Library, Counseling, Learning Disability Specialists, CWE							
Full-time Faculty Overload and Sub; Part-time Faculty Tutorial							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1070	1113	1155	1198	1241	1284	1327
Hourly Rate	32.23	33.51	34.80	36.09	37.38	38.67	39.96
Hourly Rate = Semester Rate ÷ 16.6 weeks ÷ 2 hours (see below for explanation of hours)							

Use **\$39.96 (\$1,327)** for calculating Stipends for Fall 2016, Spring 2017 and Summer 2017.

16.6 weeks = Number of weeks per semester

2.33 hours = 1 hour classroom (or equivalent) + 1 hour grading, record keeping, prep + 20 minutes student consultation

2 hours = 1 hour classroom (or equivalent) + 1 hour grading, record keeping, prep



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty) 2016-2017

Range	I	II	III	IV	V
Step					
01	370.85	391.45	412.05	432.65	453.26
02	384.58	405.18	425.79	446.39	466.99
03	398.32	418.92	439.52	460.12	480.73
04	398.32	432.65	453.26	473.86	494.46
05	398.32	446.39	466.99	487.59	508.20
06	412.05	460.12	480.73	501.33	521.93
07		473.86	494.46	515.06	535.66
08		487.59	508.19	528.80	549.40
09		487.59	521.93	542.53	563.13
10		487.59	535.66	556.27	576.87
11		501.33	549.40	570.00	590.60
12			563.13	583.74	604.34
13			576.87	597.47	618.07
14			576.87	611.21	631.81
15			576.87	624.94	645.54
16			590.60	638.68	659.28
17				652.41	673.01
18				666.15	686.75
19				666.15	700.48
20				666.15	714.22
21				679.88	727.95
22					741.69
23					755.42
24					755.42
25					755.42
26					769.16

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

Column	1	2	3	4	5	6	7
Classroom	207.84	218.25	217.94	232.88	241.11	249.52	257.75
Non- Classroom	181.93	189.11	196.46	203.64	211.00	218.17	225.53

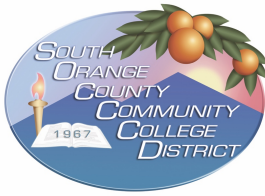


South Orange County Community College District

Academic Salary Schedule - Annual 2017-2018 3.00% Increase

Range	I	II	III	IV	V
Step					
01	67,991	71,768	75,545	79,323	83,100
02	70,509	74,286	78,064	81,841	85,618
03	73,027	76,804	80,582	84,359	88,136
04	73,027	79,323	83,100	86,877	90,654
05	73,027	81,841	85,618	89,395	93,172
06	75,545	84,359	88,136	91,913	95,691
07		86,877	90,654	94,432	98,209
08		89,395	93,172	96,950	100,727
09		89,395	95,691	99,468	103,245
10		89,395	98,209	101,986	105,763
11		91,913	100,727	104,504	108,281
12			103,245	107,022	110,800
13			105,763	109,540	113,318
14			105,763	112,059	115,836
15			105,763	114,577	118,354
16			108,281	117,095	120,872
17				119,613	123,390
18				122,131	125,908
19				122,131	128,427
20				122,131	130,945
21				124,649	133,463
22					135,981
23					138,499
24					138,499
25					138,499
26					141,017

Doctoral Stipend: \$3,807



South Orange County Community College District

Academic Salary Schedule – Hourly Rate per LHE 2017-2018

Classroom: Part-time Faculty and PTF Sub; FTF/PTF Intersession/Summer							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1260	1310	1360	1411	1461	1512	1562
Hourly Rate	32.56	33.87	35.17	36.47	37.77	39.08	40.38
Hourly Rate = Semester Rate ÷ 16.6 weeks ÷ 2.33 hours (see below for explanation of hours)							
Non-Classroom*: Part-time Faculty and PTF Sub; FTF/PTF Intersession/Summer							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1102	146	1190	1234	1278	1322	1366
Hourly Rate	66.39	69.04	71.70	74.35	77.01	79.66	82.32
Hourly Rate = Semester Rate ÷ 16.6 weeks							
*Library, Counseling, Learning Disability Specialists, CWE							
Full-time Faculty Overload and Sub; Part-time Faculty Tutorial							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester Rate	1102	146	1190	1234	1278	1322	1366
Hourly Rate	33.20	34.52	35.85	37.18	38.51	39.83	41.16
Hourly Rate = Semester Rate ÷ 16.6 weeks ÷ 2 hours (see below for explanation of hours)							

Use **\$41.16 (\$1,366)** for calculating Stipends for Fall 2017, Spring 2018 and Summer 2018.

16.6 weeks = Number of weeks per semester

2.33 hours = 1 hour classroom (or equivalent) + 1 hour grading, record keeping, prep + 20 minutes student consultation

2 hours = 1 hour classroom (or equivalent) + 1 hour grading, record keeping, prep



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty) 2017-2018

Range	I	II	III	IV	V
Step					
01	381.97	403.19	424.41	445.63	466.85
02	396.12	417.34	438.56	459.78	481.00
03	410.27	431.49	452.71	473.93	495.15
04	410.27	445.63	466.85	488.07	509.29
05	410.27	459.78	481.00	502.22	523.44
06	424.41	473.93	495.15	516.37	537.59
07		488.07	509.29	530.51	551.73
08		502.22	523.44	544.66	565.88
09		502.22	537.59	558.81	580.03
10		502.22	551.73	572.96	594.18
11		516.37	565.88	587.10	608.32
12			580.03	601.25	622.47
13			594.18	615.40	636.62
14			594.18	629.54	650.76
15			594.18	643.69	664.91
16			608.32	657.84	679.06
17				671.98	693.20
18				686.13	707.35
19				686.13	721.50
20				686.13	735.64
21				700.28	749.79
22					763.94
23					778.09
24					778.09
25					778.09
26					792.23

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

Column	1	2	3	4	5	6	7
Classroom	214.08	222.74	231.21	239.87	248.35	257.00	265.48
Non- Classroom	187.39	194.78	202.36	209.75	217.33	224.72	232.29



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