



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

<b>7.5% Increase</b>								
<b>Classroom<sup>1</sup>:</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer</b>							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	
	Semester LHE Rate	1533	1594	1655	1716	1777	1838	1899
	<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>92.35</b>	<b>96.02</b>	<b>99.70</b>	<b>103.37</b>	<b>107.05</b>	<b>110.72</b>	<b>114.40</b>
1 Includes student consultation time								
<b>7.52% Increase</b>								
<b>Classroom:</b>	<b>Full-time Faculty Overload Part-time Non-Classroom Tutorial Other<sup>2</sup></b>							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	
	Semester LHE Rate	1316	1369	1422	1475	1528	1581	1634
	<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>79.28</b>	<b>82.47</b>	<b>85.66</b>	<b>88.86</b>	<b>92.05</b>	<b>95.24</b>	<b>98.43</b>
		Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)						<b>49.215</b>
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE								
<b>.75% Increase</b>								
<b>Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer Full-time / Part-time Faculty Substitute Full-time Faculty Overload</b>							
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	
	Semester LHE Rate	2414	2511	2608	2705	2802	2899	2996
	<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>72.71</b>	<b>75.63</b>	<b>78.55</b>	<b>81.48</b>	<b>84.40</b>	<b>87.32</b>	<b>90.24</b>



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

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

Column	1	2	3	4	5	6	7
<b>Classroom</b>	258.37	268.65	278.93	289.21	299.49	309.78	320.06
<b>Non- Classroom</b>	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)**

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

<b>6.46% Increase</b>							
<b>Classroom<sup>1</sup>:</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer</b>						
	Column						
	1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1632	1697	1762	1827	1892	1957	2022
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>98.31</b>	<b>102.23</b>	<b>106.14</b>	<b>110.06</b>	<b>113.98</b>	<b>117.89</b>	<b>121.81</b>
1 Includes student consultation time							
<b>6.38% Increase</b>							
<b>Classroom:</b>	<b>Full-time Faculty Overload Part-time Non-Classroom Tutorial Other<sup>2</sup></b>						
	Column						
	1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1400	1456	1512	1568	1624	1680	1736
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>84.34</b>	<b>87.71</b>	<b>91.08</b>	<b>94.46</b>	<b>97.83</b>	<b>101.20</b>	<b>104.58</b>
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							<b>52.29</b>
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
<b>.75% Increase</b>							
<b>Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer Full-time / Part-time Faculty Substitute Full-time Faculty Overload</b>						
	Column						
	1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	2433	2530	2627	2724	2821	2918	3015
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>73.28</b>	<b>76.20</b>	<b>79.13</b>	<b>82.05</b>	<b>84.97</b>	<b>87.89</b>	<b>90.81</b>



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

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

Column	1	2	3	4	5	6	7
<b>Classroom</b>	275.06	286.01	296.97	307.92	318.88	329.83	340.79
<b>Non-Classroom</b>	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
<b>Step</b>					
<b>01</b>	75,598	79,798	83,998	88,198	92,398
<b>02</b>	78,398	82,598	86,798	90,998	95,198
<b>03</b>	81,198	85,398	89,598	93,798	97,998
<b>04</b>	81,198	88,198	92,398	96,598	100,798
<b>05</b>	83,998	90,998	95,198	99,398	103,598
<b>06</b>		93,798	97,998	102,198	106,398
<b>07</b>		96,598	100,798	104,998	109,198
<b>08</b>		99,398	103,598	107,798	111,998
<b>09</b>		99,398	106,398	110,598	114,798
<b>10</b>		102,198	109,198	113,398	117,598
<b>11</b>			111,998	116,198	120,398
<b>12</b>			114,798	118,998	123,198
<b>13</b>			117,598	121,798	125,998
<b>14</b>			117,598	124,598	128,798
<b>15</b>			120,398	127,398	131,598
<b>16</b>				130,198	134,398
<b>17</b>				132,998	137,198
<b>18</b>				135,798	139,998
<b>19</b>				135,798	142,798
<b>20</b>				138,598	145,598
<b>21</b>					148,398
<b>22</b>					151,198
<b>23</b>					153,998
<b>24</b>					153,998
<b>25</b>					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

<b>8.88% Increase</b>							
<b>Classroom<sup>1</sup>:</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer</b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1777	1848	1919	1990	2061	2132
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>107.05</b>	<b>111.33</b>	<b>115.60</b>	<b>119.88</b>	<b>124.16</b>	<b>128.43</b>	<b>132.71</b>
1 Includes student consultation time							
<b>9% Increase</b>							
<b>Classroom:</b>	<b>Full-time Faculty Overload Part-time Non-Classroom Tutorial Other<sup>2</sup></b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1526	1587	1648	1709	1770	1831
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>91.93</b>	<b>95.60</b>	<b>99.28</b>	<b>102.95</b>	<b>106.63</b>	<b>110.30</b>	<b>113.98</b>
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							<b>56.99</b>
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
<b>.74% Increase</b>							
<b>Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer Full-time / Part-time Faculty Substitute Full-time Faculty Overload</b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	2451	2549	2647	2745	2843	2941
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>73.83</b>	<b>76.78</b>	<b>79.73</b>	<b>82.68</b>	<b>85.63</b>	<b>88.58</b>	<b>91.54</b>



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

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

Column	1	2	3	4	5	6	7
<b>Classroom</b>	299.49	311.46	323.43	335.39	347.36	359.33	371.29
<b>Non-Classroom</b>	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