



South Orange County Community College District

**Full-time Academic Salary Schedule - Annual
2022-2023
4.88% Increase
(Effective 8/1/2022)**

Range	I	II	III	IV	V
Step					
01	78,109	82,448	86,787	91,126	95,465
02	81,002	85,341	89,680	94,019	98,358
03	83,895	88,234	92,573	96,912	101,251
04	83,895	91,127	95,466	99,805	104,144
05	86,788	94,020	98,359	102,698	107,037
6		96,913	101,252	105,591	109,930
07		99,806	104,145	108,484	112,823
08		102,699	107,038	111,377	115,716
09		102,699	109,931	114,270	118,609
10		105,592	112,824	117,163	121,502
11			115,717	120,056	124,395
12			118,610	122,949	127,288
13			121,503	125,842	130,181
14			121,503	128,735	133,074
15			124,396	131,628	135,967
16				134,521	138,860
17				137,414	141,753
18				140,307	144,646
19				140,307	147,539
20				143,200	150,432
21					153,325
22					156,218
23					159,111
24					159,111
25					162,004

Doctoral Stipend: \$4,374



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE) 2022-23

10.76% 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	1698	1766	1834	1902	1970	2038	2106
	Equivalent Hourly LHE Rate (for STRS)	102.29	106.39	110.48	114.58	118.67	122.77	126.87
1 Includes student consultation time								
10.79% 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	1458	1516	1574	1632	1690	1748	1806
	Equivalent Hourly LHE Rate (for STRS)	87.83	91.33	94.82	98.31	101.81	105.30	108.80
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							54.40	
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE								
4.89% 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	2532	2633	2734	2835	2936	3037	3138
	Equivalent Hourly LHE Rate (for STRS)	76.27	79.31	82.35	85.39	88.43	91.48	94.52



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	438.81	463.19	487.57	511.94	536.32
02	455.07	479.44	503.82	528.20	552.57
03	471.32	495.70	520.07	544.45	568.83
04	471.32	511.95	536.33	560.70	585.08
05	487.57	528.20	552.58	576.96	601.33
06	-	544.46	568.83	593.21	617.58
07		560.71	585.08	609.46	633.84
08		576.96	601.34	625.71	650.09
09		576.96	617.59	641.97	666.34
10		593.21	633.84	658.22	682.60
11		-	650.10	674.47	698.85
12			666.35	690.72	715.10
13			682.60	706.98	731.35
14			682.60	723.23	747.61
15			698.85	739.48	763.86
16			-	755.74	780.11
17				771.99	796.37
18				788.24	812.62
19				788.24	828.87
20				804.49	845.12
21				-	861.38
22					877.63
23					893.88
24					893.88
25					910.13

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

Column	1	2	3	4	5	6	7
Classroom	286.18	297.64	309.1	320.56	332.02	343.48	354.94
Non-Classroom	213.37	221.88	230.39	238.9	247.42	255.93	264.44



South Orange County Community College District

Full-time Academic Salary Schedule - Annual

2023-2024

.742% Increase

(Effective 8/1/2023)

Range	I	II	III	IV	V
Step					
01	78,689	83,061	87,433	91,805	96,177
02	81,603	85,975	90,347	94,719	99,091
03	84,517	88,889	93,261	97,633	102,005
04	84,517	91,803	96,175	100,547	104,919
05	87,431	94,717	99,089	103,461	107,833
6		97,631	102,003	106,375	110,747
07		100,545	104,917	109,289	113,661
08		103,459	107,831	112,203	116,575
09		103,459	110,745	115,117	119,489
10		106,373	113,659	118,031	122,403
11			116,573	120,945	125,317
12			119,487	123,859	128,231
13			122,401	126,773	131,145
14			122,401	129,687	134,059
15			125,315	132,601	136,973
16				135,515	139,887
17				138,429	142,801
18				141,343	145,715
19				141,343	148,629
20				144,257	151,543
21					154,457
22					157,371
23					160,285
24					160,285
25					163,199

Doctoral Stipend: \$4,407

Board Approved: September 19, 2022



South Orange County Community College District

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

2023-2024

8.88% 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	1,850	1,924	1,998	2,072	2,146	2,220	2,294
	Equivalent Hourly LHE Rate (for STRS)	111.45	115.90	120.36	124.82	129.28	133.73	138.19
1 Includes student consultation time								
9% 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	1,588	1,652	1,716	1,780	1,844	1,908	1,972
	Equivalent Hourly LHE Rate (for STRS)	95.66	99.52	103.37	107.23	111.08	114.94	118.80
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							59.40	
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE								
.74% 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	2,551	2,653	2,755	2,857	2,959	3,061	3,163
	Equivalent Hourly LHE Rate (for STRS)	76.84	79.91	82.98	86.05	89.13	92.20	95.27



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	442.07	466.63	491.20	515.76	540.32
02	458.44	483.01	507.57	532.13	556.69
03	474.81	499.38	523.94	548.50	573.06
04	474.81	515.75	540.31	564.87	589.43
05	491.19	532.12	556.68	581.24	605.80
06	-	548.49	573.05	597.61	622.17
07		564.86	589.42	613.98	638.54
08		581.23	605.79	630.35	654.92
09		581.23	622.16	646.72	671.29
10		597.60	638.53	663.10	687.66
11		-	654.90	679.47	704.03
12			671.28	695.84	720.40
13			687.65	712.21	736.77
14			687.65	728.58	753.14
15			704.02	744.95	769.51
16			-	761.32	785.88
17				777.69	802.25
18				794.06	818.62
19				794.06	834.99
20				810.43	851.37
21				-	867.74
22					884.11
23					900.48
24					900.48
25					916.85

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

Column	1	2	3	4	5	6	7
Classroom	311.80	324.27	336.74	349.21	361.69	374.16	386.63
Non-Classroom	214.97	223.57	232.16	240.76	249.35	257.95	266.54