

**SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**

**C.S.E.A. CLASSIFIED BARGAINING UNIT  
 SALARY SCHEDULE**

**2012-2013**

**(1.2% Negotiated Increase)**

<b><u>CLASSIFICATION</u></b>		<b><u>STEP</u></b> <b><u>1</u></b>	<b><u>STEP</u></b> <b><u>2</u></b>	<b><u>STEP</u></b> <b><u>3</u></b>	<b><u>STEP</u></b> <b><u>4</u></b>	<b><u>STEP</u></b> <b><u>5</u></b>	<b><u>STEP</u></b> <b><u>6</u></b>
<b>RANGE 113</b>	<b>Monthly</b>	<b>2,811</b>	<b>2,951</b>	<b>3,098</b>	<b>3,255</b>	<b>3,413</b>	<b>3,588</b>
Clerical Assistant – Categorical funded							
College Information Operator	<i>Hourly</i>	16.732	17.565	18.440	19.375	20.315	21.357
Custodian							
Office Assistant							
Public Safety Assistant							
Receptionist							
<b>RANGE 114</b>	<b>Monthly</b>	<b>2,880</b>	<b>3,022</b>	<b>3,176</b>	<b>3,335</b>	<b>3,503</b>	<b>3,674</b>
Greenhouse Assistant							
Mailroom Assistant	<i>Hourly</i>	17.142	17.988	18.904	19.851	20.851	21.869
Warehouse Worker/Delivery Driver							
<b>RANGE 115</b>	<b>Monthly</b>	<b>2,951</b>	<b>3,098</b>	<b>3,255</b>	<b>3,413</b>	<b>3,588</b>	<b>3,764</b>
Campus Police Office Assistant							
Counseling Office Assistant	<i>Hourly</i>	17.565	18.440	19.375	20.315	21.357	22.404
Campus Police Office Assistant							
Health Office Assistant							
Library Assistant I							
Veterans Office Assistant							
<b>RANGE 116</b>	<b>Monthly</b>	<b>3,026</b>	<b>3,177</b>	<b>3,337</b>	<b>3,505</b>	<b>3,675</b>	<b>3,863</b>
Admissions & Records Specialist I							
Admissions & Records Specialist I (Bilingual)	<i>Hourly</i>	18.011	18.910	19.863	20.863	21.875	22.994
Admissions & Records Specialist I- (Bilingual Preferred)							
Ticket Office Operations Assistant							
<b>RANGE 117</b>	<b>Monthly</b>	<b>3,102</b>	<b>3,258</b>	<b>3,416</b>	<b>3,590</b>	<b>3,773</b>	<b>3,956</b>
Utility Custodian							
Dispatcher	<i>Hourly</i>	18.464	19.392	20.333	21.369	22.458	23.547
<b>RANGE 118</b>	<b>Monthly</b>	<b>3,178</b>	<b>3,338</b>	<b>3,506</b>	<b>3,679</b>	<b>3,864</b>	<b>4,057</b>
Accounting Assistant							
CD Work-Based LLP Org..Program Assist.	<i>Hourly</i>	18.916	19.869	20.869	21.898	23.000	24.148
Copy Center Technician							
Front of House Assistant							
Groundskeeper							
Program Assistant – Categorical funded							
<b>RANGE 119</b>	<b>Monthly</b>	<b>3,260</b>	<b>3,418</b>	<b>3,591</b>	<b>3,777</b>	<b>3,965</b>	<b>4,159</b>
Lead Custodian							
Library Assistant II	<i>Hourly</i>	19.404	20.345	21.375	22.482	23.601	24.755
Senior Counseling Office Assistant							
Student Success Grants Assistant							
<b>RANGE 120</b>	<b>Monthly</b>	<b>3,339</b>	<b>3,507</b>	<b>3,681</b>	<b>3,868</b>	<b>4,060</b>	<b>4,265</b>
Admissions & Records Specialist II							
Groundskeeper/Swimming Pool Main. Wkr.	<i>Hourly</i>	19.875	20.875	21.910	23.023	24.166	25.386
Warehouse Worker							

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<b>RANGE 121</b>	<b>Monthly</b>	<b>3,418</b>	<b>3,591</b>	<b>3,777</b>	<b>3,965</b>	<b>4,160</b>	<b>4,371</b>
Administrative Assistant							
Athletic Equipment Specialist/Driver	<i>Hourly</i>	20.345	21.375	22.482	23.601	24.761	26.017
Career Services Technician							
Central Services Specialist							
Curriculum Assistant							
Extended Opportunity Program Specialist							
Extended Opportunity Prog. Spec. – Bilingual							
Foster & Kinship Care Educ. Program Asst.							
Human Resources Assistant							
Library Assistant III							
Student Development Office Asst.							
Testing Center Specialist							
<b>RANGE 122</b>	<b>Monthly</b>	<b>3,509</b>	<b>3,683</b>	<b>3,870</b>	<b>4,061</b>	<b>4,266</b>	<b>4,478</b>
Admissions & Records Specialist III							
Child Development Specialist	<i>Hourly</i>	20.886	21.922	23.035	24.172	25.392	26.654
Front of House Manager							
Grounds Specialist							
Instructional Assistant							
Lab. Technician, Art							
Lab. Technician, Automotive Technology							
Lab. Technician, Communication Arts							
Lab. Technician, Computers							
Lab. Technician, Environmental Studies							
Lab. Technician, Graphics							
Lab. Technician, Horticulture							
Lab. Technician, Language							
Lab. Technician, Lariat							
Lab. Technician, Life/Physical Sciences							
Lab. Technician, PE & Athletics							
Lab. Technician, Photography & Art							
Lab. Technician, Reading							
Lab. Technician, Student Success Center							
Performing Arts Center Operations Manager							
Program Lab. Technician-Categorical funded							
Program Technician-Categorical funded							
Publications Technician							
Swimming Pool Maintenance Worker							
Ticket Office Operations Manager							
<b>RANGE 123</b>	<b>Monthly</b>	<b>3,594</b>	<b>3,779</b>	<b>3,969</b>	<b>4,164</b>	<b>4,374</b>	<b>4,591</b>
Disabled Student Program Specialist							
Health Sci & Human Svc Prog Specialist	<i>Hourly</i>	21.392	22.494	23.625	24.785	26.035	27.327
Matriculation Specialist							
Transfer Center Specialist							
<b>RANGE 124</b>	<b>Monthly</b>	<b>3,688</b>	<b>3,874</b>	<b>4,066</b>	<b>4,268</b>	<b>4,482</b>	<b>4,707</b>
Building Maintenance Worker							
Lead Groundskeeper	<i>Hourly</i>	21.952	23.059	24.202	25.404	26.678	28.017
Senior Copy Center Technician							
Senior Health Office Assistant							
Technology Assistant							
<b>RANGE 125</b>	<b>Monthly</b>	<b>3,781</b>	<b>3,971</b>	<b>4,168</b>	<b>4,377</b>	<b>4,599</b>	<b>4,825</b>
Financial Aid Specialist							
International Student Program Technician	<i>Hourly</i>	22.505	23.636	24.809	26.053	27.375	28.720
Library Technician							
Risk Management Specialist							
Student Services Specialist							

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<b>RANGE 126</b>	<b>Monthly</b>	<b>3,876</b>	<b>4,068</b>	<b>4,274</b>	<b>4,485</b>	<b>4,711</b>	<b>4,947</b>
Accompanist							
Admissions & Records Evaluator	<i>Hourly</i>	23.071	24.214	25.440	26.696	28.041	29.446
Admissions & Records Systems Specialist							
Buyer							
Computer/Audiovisual Technician							
Fiscal/Veterans Specialist							
Graphic Designer/Production Technician							
Lead Warehouse Worker							
Senior Admissions & Records Specialist							
Senior Admissions & Records Spec. – Bilingual							
Veterans Specialist							
<b>RANGE 127</b>	<b>Monthly</b>	<b>3,972</b>	<b>4,169</b>	<b>4,379</b>	<b>4,601</b>	<b>4,828</b>	<b>5,070</b>
Accounting Specialist							
Articulation Specialist	<i>Hourly</i>	23.642	24.815	26.065	27.386	28.738	30.178
Community Education Prog. Specialist							
Human Resources Benefits Specialist							
Human Resources Specialist							
Parking Coordinator							
Payroll Specialist							
Senior Administrative Assistant							
Senior Matriculation Specialist							
<b>RANGE 128</b>	<b>Monthly</b>	<b>4,072</b>	<b>4,275</b>	<b>4,488</b>	<b>4,713</b>	<b>4,948</b>	<b>5,198</b>
Automotive Diagnostic Technician							
Electrician	<i>Hourly</i>	24.238	25.446	26.714	28.053	29.452	30.940
Foundation Specialist							
HVAC Technician							
Locksmith							
Painter							
Plumber							
Senior Child Development Specialist							
<b>RANGE 129</b>	<b>Monthly</b>	<b>4,171</b>	<b>4,381</b>	<b>4,603</b>	<b>4,830</b>	<b>5,072</b>	<b>5,325</b>
Career Guidance Officer							
Career Placement Officer	<i>Hourly</i>	24.827	26.077	27.398	28.750	30.190	31.696
Career Services Officer							
Fine Arts Public Information Officer							
International Student Program Specialist							
Irrigation Systems Specialist							
Re-Entry/Women's Center Services Officer							
Senior Financial Aid Specialist							
Senior Transfer Center Specialist							
Sports Public Information Officer							
<b>RANGE 130</b>	<b>Monthly</b>	<b>4,277</b>	<b>4,492</b>	<b>4,715</b>	<b>4,950</b>	<b>5,200</b>	<b>5,458</b>
Art Gallery Specialist/Curator							
Budget Control/Fiscal Officer	<i>Hourly</i>	25.458	26.738	28.065	29.464	30.952	32.488
Curriculum/Scheduling Specialist							
Graphic Designer							
Instructional Programmer/Analyst							
Lead Building Maintenance Worker							
Program Sr. Lab Technician-Categorical funded							
Program Specialist-Categorical funded							
Research Specialist							
Senior Buyer							
Senior Fiscal/Veterans Specialist							
Senior HVAC Technician							
Senior Veterans Specialist							

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<b>RANGE 130</b>	<b>Monthly</b>	<b>4,277</b>	<b>4,492</b>	<b>4,715</b>	<b>4,950</b>	<b>5,200</b>	<b>5,458</b>
Sr. Lab. Technician, Advanced Tech/App Sci							
Sr. Lab. Technician, Art	<i>Hourly</i>	25.458	26.738	28.065	29.464	30.952	32.488
Sr. Lab. Technician, Astronomy							
Sr. Lab. Technician, Automotive Technician							
Sr. Lab. Technician, Biology							
Sr. Lab. Technician, Computers							
Sr. Lab. Technician, Consumer Sciences							
Sr. Lab. Technician, Life/Physical Sciences							
Sr. Lab. Technician, Math/Science/Engineering							
Sr. Lab. Technician, Music							
Sr. Lab. Technician, Performing Arts							
Sr. Lab. Technician, Photography							
Sr. Lab. Technician, Theater Arts/Carpentry							
Senior Multimedia Technician							
<b>RANGE 131</b>	<b>Monthly</b>	<b>4,382</b>	<b>4,604</b>	<b>4,831</b>	<b>5,073</b>	<b>5,328</b>	<b>5,596</b>
Outreach Specialist							
Senior Accounting Specialist	<i>Hourly</i>	26.083	27.404	28.755	30.196	31.714	33.309
Senior Human Resources Specialist							
Senior Payroll Specialist							
<b>RANGE 132</b>	<b>Monthly</b>	<b>4,494</b>	<b>4,718</b>	<b>4,953</b>	<b>5,203</b>	<b>5,460</b>	<b>5,733</b>
Athletic Trainer							
Costume/Makeup Designer	<i>Hourly</i>	26.750	28.083	29.482	30.970	32.500	34.125
Curriculum Publications Specialist							
Lighting and Sound Designer							
Network Systems Technician I							
Radio News Director							
Technical Director/Scenic Designer							
Theatre Production Manager							
Video Production Specialist							
<b>RANGE 133</b>	<b>Monthly</b>	<b>4,605</b>	<b>4,834</b>	<b>5,075</b>	<b>5,332</b>	<b>5,600</b>	<b>5,882</b>
Executive Assistant							
College Public Information Officer	<i>Hourly</i>	27.410	28.773	30.208	31.738	33.333	35.011
<b>RANGE 134</b>	<b>Monthly</b>	<b>4,722</b>	<b>4,959</b>	<b>5,207</b>	<b>5,465</b>	<b>5,742</b>	<b>6,027</b>
Applications Specialist I							
Lead Automotive Diagnostic Technician	<i>Hourly</i>	28.107	29.517	30.994	32.529	34.178	35.875
Lead Electrician							
Plant Engineer							
Program Coordinator-Categorical funded							
Senior Graphic Designer							
<b>RANGE 135</b>	<b>Monthly</b>	<b>4,839</b>	<b>5,083</b>	<b>5,337</b>	<b>5,604</b>	<b>5,888</b>	<b>6,178</b>
Accounting Officer							
Accounting Systems Specialist	<i>Hourly</i>	28.803	30.255	31.767	33.357	35.047	36.773
Payroll Process Specialist							
Maintenance Coordinator							
<b>RANGE 136</b>	<b>Monthly</b>	<b>4,961</b>	<b>5,211</b>	<b>5,469</b>	<b>5,747</b>	<b>6,037</b>	<b>6,335</b>
Health Center Nurse							
Network Systems Technician II	<i>Hourly</i>	29.529	31.017	32.553	34.208	35.934	37.708
Senior Graphic Designer/Pub. Editor							

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<b>RANGE 137</b> District Accounting Systems Specialist	<b>Monthly</b>	<b>5,086</b>	<b>5,340</b>	<b>5,613</b>	<b>5,893</b>	<b>6,187</b>	<b>6,493</b>
	<i>Hourly</i>	<i>30.273</i>	<i>31.785</i>	<i>33.410</i>	<i>35.077</i>	<i>36.827</i>	<i>38.648</i>
<b>RANGE 138</b> Applications Specialist II Grants Analyst Media and Marketing Specialist New Media and Marketing Specialist Research & Planning Analyst	<b>Monthly</b>	<b>5,214</b>	<b>5,478</b>	<b>5,753</b>	<b>6,041</b>	<b>6,338</b>	<b>6,657</b>
	<i>Hourly</i>	<i>31.035</i>	<i>32.607</i>	<i>34.244</i>	<i>35.958</i>	<i>37.726</i>	<i>39.625</i>
<b>RANGE 139</b>	<b>Monthly</b>	<b>5,344</b>	<b>5,615</b>	<b>5,895</b>	<b>6,193</b>	<b>6,500</b>	<b>6,825</b>
	<i>Hourly</i>	<i>31.809</i>	<i>33.422</i>	<i>35.089</i>	<i>36.863</i>	<i>38.690</i>	<i>40.625</i>
<b>RANGE 140</b> Alternate Media Specialist Financial Analyst Network Services Analyst Network Systems Technician III	<b>Monthly</b>	<b>5,479</b>	<b>5,756</b>	<b>6,043</b>	<b>6,342</b>	<b>6,661</b>	<b>6,993</b>
	<i>Hourly</i>	<i>32.613</i>	<i>34.261</i>	<i>35.970</i>	<i>37.750</i>	<i>39.648</i>	<i>41.625</i>
<b>RANGE 141</b>	<b>Monthly</b>	<b>5,616</b>	<b>5,897</b>	<b>6,194</b>	<b>6,501</b>	<b>6,830</b>	<b>7,169</b>
	<i>Hourly</i>	<i>33.428</i>	<i>35.101</i>	<i>36.869</i>	<i>38.696</i>	<i>40.654</i>	<i>42.672</i>
<b>RANGE 142</b> Application Specialist III Instructional Designer Programmer Analyst	<b>Monthly</b>	<b>5,758</b>	<b>6,046</b>	<b>6,345</b>	<b>6,665</b>	<b>6,996</b>	<b>7,348</b>
	<i>Hourly</i>	<i>34.273</i>	<i>35.988</i>	<i>37.767</i>	<i>39.672</i>	<i>41.642</i>	<i>43.738</i>
<b>RANGE 143</b> Network Systems Administrator	<b>Monthly</b>	<b>5,901</b>	<b>6,200</b>	<b>6,507</b>	<b>6,833</b>	<b>7,175</b>	<b>7,534</b>
	<i>Hourly</i>	<i>35.125</i>	<i>36.904</i>	<i>38.732</i>	<i>40.672</i>	<i>42.708</i>	<i>44.845</i>
<b>RANGE 144</b> Webmaster	<b>Monthly</b>	<b>6,046</b>	<b>6,346</b>	<b>6,669</b>	<b>7,000</b>	<b>7,352</b>	<b>7,722</b>
	<i>Hourly</i>	<i>35.988</i>	<i>37.773</i>	<i>39.696</i>	<i>41.666</i>	<i>43.761</i>	<i>45.964</i>
<b>RANGE 145</b>	<b>Monthly</b>	<b>6,196</b>	<b>6,505</b>	<b>6,836</b>	<b>7,176</b>	<b>7,535</b>	<b>7,914</b>
	<i>Hourly</i>	<i>36.880</i>	<i>38.720</i>	<i>40.690</i>	<i>42.714</i>	<i>44.851</i>	<i>47.107</i>
<b>RANGE 146</b> Senior Programmer Analyst	<b>Monthly</b>	<b>6,352</b>	<b>6,668</b>	<b>7,007</b>	<b>7,355</b>	<b>7,725</b>	<b>8,112</b>
	<i>Hourly</i>	<i>37.809</i>	<i>39.690</i>	<i>41.708</i>	<i>43.779</i>	<i>45.982</i>	<i>48.285</i>
<b>RANGE 147</b>	<b>Monthly</b>	<b>6,510</b>	<b>6,835</b>	<b>7,182</b>	<b>7,538</b>	<b>7,917</b>	<b>8,316</b>
	<i>Hourly</i>	<i>38.750</i>	<i>40.684</i>	<i>42.750</i>	<i>44.869</i>	<i>47.125</i>	<i>49.500</i>
<b>RANGE 148</b>	<b>Monthly</b>	<b>6,673</b>	<b>7,006</b>	<b>7,361</b>	<b>7,728</b>	<b>8,115</b>	<b>8,523</b>
	<i>Hourly</i>	<i>39.720</i>	<i>41.702</i>	<i>43.815</i>	<i>46.000</i>	<i>48.303</i>	<i>50.732</i>

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<b>RANGE 149</b>	<b>Monthly</b>	<b>6,840</b>	<b>7,181</b>	<b>7,544</b>	<b>7,920</b>	<b>8,319</b>	<b>8,736</b>
	<i>Hourly</i>	<i>40.714</i>	<i>42.744</i>	<i>44.904</i>	<i>47.142</i>	<i>49.517</i>	<i>52.000</i>
<b>RANGE 150</b>	<b>Monthly</b>	<b>7,011</b>	<b>7,360</b>	<b>7,734</b>	<b>8,118</b>	<b>8,526</b>	<b>8,954</b>
	<i>Hourly</i>	<i>41.732</i>	<i>43.809</i>	<i>46.035</i>	<i>48.321</i>	<i>50.750</i>	<i>53.297</i>
<b>RANGE 151</b>	<b>Monthly</b>	<b>7,186</b>	<b>7,543</b>	<b>7,927</b>	<b>8,322</b>	<b>8,740</b>	<b>9,178</b>
	<i>Hourly</i>	<i>42.773</i>	<i>44.898</i>	<i>47.184</i>	<i>49.535</i>	<i>52.023</i>	<i>54.630</i>
<b>RANGE 152</b> Database Administrator	<b>Monthly</b>	<b>7,365</b>	<b>7,733</b>	<b>8,124</b>	<b>8,530</b>	<b>8,958</b>	<b>9,407</b>
	<i>Hourly</i>	<i>43.839</i>	<i>46.029</i>	<i>48.357</i>	<i>50.773</i>	<i>53.321</i>	<i>55.994</i>
<b>RANGE 153</b>	<b>Monthly</b>	<b>7,550</b>	<b>7,926</b>	<b>8,328</b>	<b>8,745</b>	<b>9,182</b>	<b>9,641</b>
	<i>Hourly</i>	<i>44.940</i>	<i>47.178</i>	<i>49.571</i>	<i>52.053</i>	<i>54.654</i>	<i>57.386</i>
<b>RANGE 154</b>	<b>Monthly</b>	<b>7,739</b>	<b>8,123</b>	<b>8,537</b>	<b>8,963</b>	<b>9,411</b>	<b>9,884</b>
	<i>Hourly</i>	<i>46.065</i>	<i>48.351</i>	<i>50.815</i>	<i>53.351</i>	<i>56.017</i>	<i>58.833</i>

To determine the hourly rate, the monthly rate is divided by 168 and the results carried to three decimal places.  
 (Based on 21 Days per Month)

Board Approved: June 25, 2012, Effective: July 1, 2012

**SCHEDULE CL12**