

SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

C.S.E.A. CLASSIFIED BARGAINING UNIT
 SALARY SCHEDULE
 2014-2015
 (.85% COLA Increase)

CLASSIFICATION		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
RANGE 113	Monthly	2,879	3,022	3,174	3,334	3,496	3,675
Clerical Assistant -- Categorical funded							
College Information Operator	<i>Hourly</i>	17.136	17.988	18.892	19.845	20.809	21.875
Custodian							
Office Assistant							
Public Safety Assistant							
Receptionist							
RANGE 114	Monthly	2,950	3,095	3,253	3,416	3,588	3,764
Greenhouse Assistant							
Mailroom Assistant	<i>Hourly</i>	17.559	18.422	19.363	20.333	21.357	22.404
Warehouse Worker/Delivery Driver							
RANGE 115	Monthly	3,022	3,174	3,334	3,496	3,675	3,855
Campus Police Office Assistant							
Counseling Office Assistant	<i>Hourly</i>	17.988	18.892	19.845	20.809	21.875	22.946
Health Office Assistant							
Library Assistant I							
Veterans Office Assistant							
RANGE 116	Monthly	3,100	3,254	3,418	3,590	3,765	3,957
Admissions & Records Specialist I							
Admissions & Records Specialist I (Bilingual)	<i>Hourly</i>	18.452	19.369	20.345	21.369	22.41	23.553
Admissions & Records Specialist I (Bilingual Preferred)							
Laboratory Assistant							
Ticket Office Operations Assistant							
RANGE 117	Monthly	3,178	3,337	3,499	3,677	3,865	4,052
Utility Custodian							
Dispatcher	<i>Hourly</i>	18.916	19.863	20.827	21.886	23.005	24.119
Outreach Assistant							
RANGE 118	Monthly	3,255	3,419	3,591	3,769	3,958	4,156
Accounting Assistant							
CD Work-Based LLP Org. Program Assistant	<i>Hourly</i>	19.375	20.351	21.375	22.434	23.559	24.738
Copy Center Technician							
Front of House Assistant							
Groundskeeper							
Program Assistant -- Categorical funded							
RANGE 119	Monthly	3,339	3,502	3,678	3,869	4,061	4,260
Dispatcher/Records							
Lead Custodian	<i>Hourly</i>	19.875	20.845	21.892	23.029	24.172	25.357
Library Assistant II							
Senior Counseling Office Assistant							
Student Success Grants Assistant							
RANGE 120	Monthly	3,420	3,592	3,771	3,962	4,159	4,369
Admissions & Records Specialist II							
Groundskeeper/Swimming Pool Maint. Worker	<i>Hourly</i>	20.357	21.38	22.446	23.583	24.755	26.005
Warehouse Worker							

<u>CLASSIFICATION</u>		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
RANGE 121	Monthly	3,502	3,678	3,869	4,061	4,261	4,478
Administrative Assistant							
Athletic Equipment Specialist/Driver	<i>Hourly</i>	20.845	21.892	23.029	24.172	25.363	26.654
Career Services Technician							
Central Services Specialist							
Curriculum Assistant							
Extended Opportunity Program Specialist							
Extended Opportunity Program Specialist -- Bilingual							
Foster & Kinship Care Education Program Assistant							
Human Resources Assistant							
Library Assistant III							
Student Development Office Assistant							
Testing Center Specialist							
RANGE 122	Monthly	3,594	3,773	3,964	4,160	4,370	4,587
Admissions & Records Specialist III							
Child Development Specialist	<i>Hourly</i>	21.392	22.458	23.595	24.761	26.011	27.303
Front of House Manager							
Grounds Specialist							
Instructional Assistant							
Lab. Technician, Art							
Lab. Technician, Automotive Technology							
Lab. Technician, Chemistry							
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							
RANGE 123	Monthly	3,681	3,871	4,065	4,265	4,481	4,703
Disabled Student Program Specialist							
Dispatcher Lead	<i>Hourly</i>	21.91	23.041	24.196	25.386	26.672	27.994
EMS Program Specialist							
Health Science & Human Svcs Project Specialist							
Matriculation Specialist							
Transfer Center Specialist							
RANGE 124	Monthly	3,778	3,968	4,165	4,372	4,591	4,822
Building Maintenance Worker							
Lead Groundskeeper	<i>Hourly</i>	22.488	23.619	24.791	26.023	27.327	28.702
Senior Copy Center Technician							
Senior Health Office Assistant							
Technology Assistant							
RANGE 125	Monthly	3,873	4,067	4,269	4,484	4,711	4,943
Financial Aid Specialist							
International Student Program Technician	<i>Hourly</i>	23.053	24.208	25.410	26.690	28.041	29.422
Library Technician							
Risk Management Specialist							
Student Services Specialist							

<u>CLASSIFICATION</u>		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
RANGE 126	Monthly	3,970	4,167	4,378	4,594	4,826	5,068
Accompanist							
Admissions & Records Evaluator	<i>Hourly</i>	23.630	24.803	26.059	27.345	28.726	30.166
Admissions & Records Systems Specialist							
Buyer							
Computer/Audiovisual Technician							
Fiscal/Veterans Specialist							
Graphic Designer/Production Technician							
Lead Warehouse Worker							
Operations Planning Specialist							
Senior Admissions & Records Specialist							
Senior Admissions & Records Specialist -- Bilingual							
Veterans Specialist							
RANGE 127	Monthly	4,068	4,270	4,486	4,713	4,946	5,194
Accounting Specialist							
Articulation Specialist	<i>Hourly</i>	24.214	25.416	26.702	28.053	29.440	30.916
Benefits Specialist							
Community Education Program Specialist							
Human Resources Benefits Specialist							
Human Resources Specialist							
Parking Coordinator							
Payroll Specialist							
Senior Administrative Assistant							
Senior Matriculation Specialist							
RANGE 128	Monthly	4,171	4,379	4,597	4,828	5,069	5,325
Automotive Diagnostic Technician							
Development Assistant I	<i>Hourly</i>	24.827	26.065	27.363	28.738	30.172	31.696
Electrician							
Foundation Specialist							
HVAC Technician							
Locksmith							
Painter							
Plumber							
Senior Child Development Specialist							
RANGE 129	Monthly	4,272	4,488	4,715	4,948	5,196	5,455
Career Guidance Officer							
Career Placement Officer	<i>Hourly</i>	25.428	26.714	28.065	29.452	30.928	32.470
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							
RANGE 130	Monthly	4,381	4,602	4,830	5,071	5,327	5,591
Art Gallery Specialist/Curator							
Budget Control/Fiscal Officer	<i>Hourly</i>	26.077	27.392	28.750	30.184	31.708	33.279
Graphic Designer							
Instructional Programmer/Analyst							
Lead Building Maintenance Worker							
Program Senior Lab. Technician -- Categorical funded							
Program Specialist -- Categorical funded							
Research Specialist							
Senior Buyer							
Senior Fiscal/Veterans Specialist							
Senior HVAC Technician							
Senior Operations Planning Specialist							
Senior Veterans Specialist							

CLASSIFICATION

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
RANGE 130	Monthly	4,381	4,602	4,830	5,071	5,327	5,591
Sr. Lab. Technician, Advanced Tech/Applied Science							
Sr. Lab. Technician, Art	<i>Hourly</i>	26.077	27.392	28.750	30.184	31.708	33.279
Sr. Lab. Technician, Astronomy							
Sr. Lab. Technician, Automotive Technician							
Sr. Lab. Technician, Biology							
Sr. Lab. Technician, Chemistry							
Sr. Lab. Technician, Computers							
Sr. Lab. Technician, Consumer Sciences							
Sr. Lab. Technician, Environmental Studies							
Sr. Lab. Technician, Language							
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, Student Success Center							
Sr. Lab. Technician, Theater Arts/Carpentry							
Senior Multimedia Technician							
RANGE 131	Monthly	4,489	4,716	4,949	5,197	5,458	5,732
Development Assistant II							
Lead Human Resources Specialist	<i>Hourly</i>	26.720	28.071	29.458	30.934	32.488	34.119
Outreach Specialist							
Senior Accounting Specialist							
Senior Human Resources Specialist							
Senior Payroll Specialist							
RANGE 132	Monthly	4,604	4,833	5,074	5,330	5,593	5,872
Athletic Trainer	<i>Hourly</i>	27.404	28.767	30.202	31.726	33.291	34.952
Coordinated Scheduling Analyst							
Costume/Makeup Designer							
Curriculum Publications Specialist							
Lighting and Sound Designer							
Network Systems Technician I							
Police Services Specialist							
Police Technical Services Specialist							
Radio News Director							
Technical Director							
Technical Director/Scenic Designer							
Theatre Production Manager							
Video Production Specialist							
RANGE 133	Monthly	4,717	4,952	5,199	5,462	5,736	6,025
Executive Assistant							
College Public Information Officer	<i>Hourly</i>	28.077	29.476	30.946	32.511	34.142	35.863
RANGE 134	Monthly	4,837	5,080	5,334	5,598	5,882	6,174
Applications Specialist I							
Assistive Technology Assistant	<i>Hourly</i>	28.791	30.238	31.750	33.321	35.011	36.750
Lead Automotive Diagnostic Technician							
Lead Electrician							
Plant Engineer							
Program Coordinator -- Categorical funded							
Senior Graphic Designer							
RANGE 135	Monthly	4,957	5,207	5,467	5,740	6,031	6,328
Accounting Officer							
Accounting systems Specialist	<i>Hourly</i>	29.505	30.994	32.541	34.166	35.898	37.666
Maintenance Coordinator							

<u>CLASSIFICATION</u>		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
RANGE 136	Monthly	5,082	5,338	5,602	5,887	6,184	6,489
Career Guidance Specialist							
Health Center Nurse	<i>Hourly</i>	30.250	31.773	33.345	35.041	36.809	38.625
Media Production Specialist							
Network Systems Technician II							
Re-Entry Center Specialist							
Senior Graphic Designer/Publications Editor							
Theater Production/Operations Manager							
RANGE 137	Monthly	5,210	5,470	5,749	6,037	6,337	6,651
District Accounting Systems Specialist							
Lead Payroll Process Specialist	<i>Hourly</i>	31.011	32.559	34.220	35.934	37.720	39.589
RANGE 138	Monthly	5,341	5,611	5,893	6,188	6,493	6,819
Applications Specialist II							
Development Associate-Tech/Donor/Alumni Develop.	<i>Hourly</i>	31.791	33.398	35.077	36.833	38.648	40.589
Grants Analyst							
Media and Marketing Specialist							
New Media and Marketing Specialist							
Research and Planning Analyst							
Scheduling and Enrollment Planning Analyst							
RANGE 139	Monthly	5,474	5,751	6,039	6,343	6,658	6,991
	<i>Hourly</i>	32.583	34.232	35.946	37.755	39.630	41.613
RANGE 140	Monthly	5,612	5,896	6,190	6,497	6,824	7,163
Alternate Media Specialist							
Financial Analyst	<i>Hourly</i>	33.404	35.095	36.845	38.672	40.619	42.636
Network Services Analyst							
Network Systems Technician III							
RANGE 141	Monthly	5,752	6,041	6,344	6,659	6,996	7,344
	<i>Hourly</i>	34.238	35.958	37.761	39.636	41.642	43.714
RANGE 142	Monthly	5,898	6,193	6,500	6,828	7,166	7,526
Application Specialist III							
Head Interpreter -- Categorical funded	<i>Hourly</i>	35.107	36.863	38.690	40.642	42.654	44.797
Instructional Technologist							
Programmer Analyst							
RANGE 143	Monthly	6,045	6,351	6,665	6,999	7,350	7,717
Network Systems Administrator	<i>Hourly</i>	35.982	37.803	39.672	41.660	43.750	45.934
RANGE 144	Monthly	6,193	6,501	6,832	7,170	7,530	7,910
Senior Research and Planning Analyst	<i>Hourly</i>	36.863	38.696	40.666	42.678	44.821	47.083
Webmaster							
RANGE 145	Monthly	6,346	6,663	7,002	7,351	7,718	8,106
	<i>Hourly</i>	37.773	39.660	41.678	43.755	45.940	48.250
RANGE 146	Monthly	6,507	6,831	7,177	7,533	7,913	8,309
Senior Programmer Analyst	<i>Hourly</i>	38.732	40.660	42.720	44.839	47.101	49.458
RANGE 147	Monthly	6,668	7,001	7,357	7,721	8,109	8,519
	<i>Hourly</i>	39.690	41.672	43.791	45.958	48.267	50.708
RANGE 148	Monthly	6,836	7,176	7,541	7,916	8,312	8,731
	<i>Hourly</i>	40.690	42.714	44.886	47.119	49.476	51.970

<u>CLASSIFICATION</u>		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
RANGE 149	Monthly	7,006	7,356	7,727	8,112	8,522	8,948
	<i>Hourly</i>	41.702	43.785	45.994	48.285	50.726	53.261
RANGE 150	Monthly	7,182	7,540	7,922	8,315	8,734	9,172
	<i>Hourly</i>	42.750	44.880	47.154	49.494	51.988	54.595
RANGE 151	Monthly	7,361	7,726	8,119	8,525	8,952	9,401
	<i>Hourly</i>	43.815	45.988	48.327	50.744	53.285	55.958
RANGE 152 Database Administrator	Monthly	7,545	7,921	8,322	8,738	9,176	9,636
	<i>Hourly</i>	44.910	47.148	49.535	52.011	54.619	57.357
RANGE 153	Monthly	7,734	8,118	8,531	8,957	9,405	9,875
	<i>Hourly</i>	46.035	48.321	50.779	53.315	55.982	58.779
RANGE 154	Monthly	7,928	8,321	8,745	9,181	9,640	10,124
	<i>Hourly</i>	47.190	49.529	52.053	54.648	57.380	60.261

7.9 SHIFT DIFFERENTIAL COMPENSATION:

7.9.1 Any full-time employee in the bargaining unit whose assigned work shift commences between 11 a.m. and 9 p.m. inclusive shall be paid a shift differential premium of five (5) percent above the regular rate of pay for all hours worked.

Any full-time employee in the bargaining unit whose assigned work shift commences between 9 p.m. and 4 a.m. inclusive shall be paid a shift differential premium of seven and one-half (7.5) percent above the regular rate of pay for all hours worked.

Any part-time unit member who has forty (40) percent or more of his/her regular assigned work shift between 5:00 p.m. and midnight shall be paid a shift differential premium of five (5) percent above the regular rate of pay. This is effective July 1, 2009.

Any part-time unit member who has forty (40) percent or more of his/her regular assigned work shift between midnight and 8:00 a.m. shall be paid a shift differential premium of seven and one half (7.5) percent above the regular rate of pay. This is effective July 1, 2009.

8.1.1 BILINGUAL STIPEND: Unit members who are directed by the manager or supervisor, with the approval of the President, to use a verified bilingual ability as a regular and routine component of their assignment shall be provided a stipend of 2.0% of base salary. The District shall require testing of bilingual ability prior to authorization of the initial additional compensation.

Article 8.10 - LONGEVITY: The District agrees to additionally compensate long service employees as specified below:

- 2% increase in salary after 5 years of service
- 3% increase in salary after 6 years of service
- 4% increase in salary after 7 years of service
- 5% increase in salary after 8 years of service
- 6% increase in salary after 9 years of service
- 7% increase in salary after 10 years of service
- 8% increase in salary after 11 years of service
- 9% increase in salary after 12 years of service
- 10% increase in salary after 13 years of service
- 11% increase in salary after 14 years of service
- 12% increase in salary after 15 years of service
- 13% increase in salary after 16 years of service
- 14% increase in salary after 17 years of service
- 15% increase in salary after 18 years of service
- 16% increase in salary after 19 years of service
- 17% increase in salary after 20 years of service
- 18% increase in salary after 21 years of service
- 19% increase in salary after 22 years of service
- 20% increase in salary after 23 years of service
- 21% increase in salary after 24 years of service
- 22% increase in salary after 25 years of service

The provisions of Article 8.10 will be discontinued for all classified bargaining unit members hired after October 1, 1998. An employee working for the District, but not included in a classified bargaining unit position, will not be eligible for the provisions of Article 8.10.

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, 2014; Updated: 2/5/2015

SCHEDULE CL14