



# 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

Revised 4/19/2017 – Minor correction on Page 9

Revised 5/11/2017 – Changes to LHE rate structure for all three years

Revised 6/20/2017 – Minor correction to LHE notes section for all three years



# South Orange County Community College District

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

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

Doctoral Stipend: \$3,589



# South Orange County Community College District

## Academic Salary Schedule – Rate for One (1) Lecture Hour Equivalent (LHE) 2015-2016

<b>Classroom:</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	1187	1235	1282	1330	1377	1425	1472
Semester LHE Rate/16.6	<b>71.51</b>	<b>74.40</b>	<b>77.23</b>	<b>80.12</b>	<b>82.95</b>	<b>85.84</b>	<b>88.67</b>
<b>Non-Classroom*:</b>	<b>Part-time Faculty Full-time / Part-time Faculty Substitute Full-time / Part-time Faculty Intersession/Summer  Full-time Faculty Overload</b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1039	1080	1122	1163	1205	1246	1288
Semester LHE Rate/16.6	<b>62.57</b>	<b>65.08</b>	<b>67.58</b>	<b>70.08</b>	<b>72.59</b>	<b>75.09</b>	<b>77.59</b>
<p>*Library; Counseling; Learning Disability Specialists;            CWE (see Article XV IX.A (pg. 39) of the Academic Agreement for calculating LHE);            Directed (independent) Study (see Article XV III.D.7 (pg. 29) of the Academic Agreement for calculating LHE);            Tutorial (see Article XV V.B-C (pg. 32-33) of the Academic Agreement for calculating LHE);</p>							

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

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

Column	1	2	3	4	5	6	7
<b>Classroom</b>	201.79	209.95	217.94	226.1	234.09	242.25	250.24
<b>Non- Classroom</b>	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
<b>Step</b>					
<b>01</b>	66,011	69,678	73,345	77,012	80,680
<b>02</b>	68,455	72,123	75,790	79,457	83,124
<b>03</b>	70,900	74,567	78,235	81,902	85,569
<b>04</b>	70,900	77,012	80,679	84,347	88,014
<b>05</b>	70,900	79,457	83,124	86,792	90,459
<b>06</b>	73,345	81,902	85,569	89,236	92,904
<b>07</b>		84,347	88,014	91,681	95,348
<b>08</b>		86,791	90,459	94,126	97,793
<b>09</b>		86,791	92,904	96,571	100,238
<b>10</b>		86,791	95,348	99,016	102,683
<b>11</b>		89,236	97,793	101,460	105,128
<b>12</b>			100,238	103,905	107,572
<b>13</b>			102,683	106,350	110,017
<b>14</b>			102,683	108,795	112,462
<b>15</b>			102,683	111,240	114,907
<b>16</b>			105,128	113,684	117,352
<b>17</b>				116,129	119,796
<b>18</b>				118,574	122,241
<b>19</b>				118,574	124,686
<b>20</b>				118,574	127,131
<b>21</b>				121,019	129,576
<b>22</b>					132,020
<b>23</b>					134,465
<b>24</b>					134,465
<b>25</b>					134,465
<b>26</b>					136,910

Doctoral Stipend: \$3,697



# South Orange County Community College District

## Academic Salary Schedule – Rate for One (1) Lecture Hour Equivalent (LHE) 2016-2017

<b>Classroom:</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	1223	1272	1321	1370	1419	1467	1516
Semester LHE Rate/16.6	<b>73.67</b>	<b>76.63</b>	<b>79.58</b>	<b>82.53</b>	<b>85.48</b>	<b>88.37</b>	<b>91.33</b>
<b>Non-Classroom*:</b>	<b>Part-time Faculty Full-time / Part-time Faculty Substitute Full-time / Part-time Faculty Intersession/Summer  Full-time Faculty Overload</b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1070	1113	1155	1198	1241	1284	1327
Semester LHE Rate/16.6	<b>64.45</b>	<b>67.03</b>	<b>69.61</b>	<b>72.19</b>	<b>74.76</b>	<b>77.34</b>	<b>79.92</b>
<p>*Library; Counseling; Learning Disability Specialists;            CWE (see Article XV IX.A (pg. 39) of the Academic Agreement for calculating LHE);            Directed (independent) Study (see Article XV III.D.7 (pg. 29) of the Academic Agreement for calculating LHE);            Tutorial (see Article XV V.B-C (pg. 32-33) of the Academic Agreement for calculating LHE);</p>							



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

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

Column	1	2	3	4	5	6	7
<b>Classroom</b>	207.84	218.25	217.94	232.88	241.11	249.52	257.75
<b>Non- Classroom</b>	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
<b>Step</b>					
<b>01</b>	67,991	71,768	75,545	79,323	83,100
<b>02</b>	70,509	74,286	78,064	81,841	85,618
<b>03</b>	73,027	76,804	80,582	84,359	88,136
<b>04</b>	73,027	79,323	83,100	86,877	90,654
<b>05</b>	73,027	81,841	85,618	89,395	93,172
<b>06</b>	75,545	84,359	88,136	91,913	95,691
<b>07</b>		86,877	90,654	94,432	98,209
<b>08</b>		89,395	93,172	96,950	100,727
<b>09</b>		89,395	95,691	99,468	103,245
<b>10</b>		89,395	98,209	101,986	105,763
<b>11</b>		91,913	100,727	104,504	108,281
<b>12</b>			103,245	107,022	110,800
<b>13</b>			105,763	109,540	113,318
<b>14</b>			105,763	112,059	115,836
<b>15</b>			105,763	114,577	118,354
<b>16</b>			108,281	117,095	120,872
<b>17</b>				119,613	123,390
<b>18</b>				122,131	125,908
<b>19</b>				122,131	128,427
<b>20</b>				122,131	130,945
<b>21</b>				124,649	133,463
<b>22</b>					135,981
<b>23</b>					138,499
<b>24</b>					138,499
<b>25</b>					138,499
<b>26</b>					141,017

Doctoral Stipend: \$3,807





# South Orange County Community College District

## Academic Salary Schedule – Rate for One (1) Lecture Hour Equivalent (LHE) 2017-2018

<b>Classroom:</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	1260	1310	1360	1411	1461	1512	1562
Semester LHE Rate/16.6	<b>75.90</b>	<b>78.92</b>	<b>81.93</b>	<b>85.00</b>	<b>88.01</b>	<b>91.08</b>	<b>94.10</b>
<b>Non-Classroom*:</b>	<b>Part-time Faculty Full-time / Part-time Faculty Substitute Full-time / Part-time Faculty Intersession/Summer  Full-time Faculty Overload</b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1102	1146	1190	1234	1278	1322	1366
Semester LHE Rate/16.6	<b>66.39</b>	<b>69.04</b>	<b>71.70</b>	<b>74.35</b>	<b>77.01</b>	<b>79.66</b>	<b>82.32</b>
<p>*Library; Counseling; Learning Disability Specialists;            CWE (see Article XV IX.A (pg. 39) of the Academic Agreement for calculating LHE);            Directed (independent) Study (see Article XV III.D.7 (pg. 29) of the Academic Agreement for calculating LHE);            Tutorial (see Article XV V.B-C (pg. 32-33) of the Academic Agreement for calculating LHE);</p>							



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

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

Column	1	2	3	4	5	6	7
<b>Classroom</b>	214.08	222.74	231.21	239.87	248.35	257.00	265.48
<b>Non- Classroom</b>	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