



South Orange County Community College District

C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2017-2018

Range/ Step	1	2	3	4	5	6
111	3,081	3,237	3,401	3,573	3,754	3,944
	18.339	19.267	20.244	21.267	22.345	23.476
112	3,158	3,318	3,486	3,662	3,848	4,043
	18.797	19.750	20.750	21.797	22.904	24.065
113	3,237	3,401	3,573	3,754	3,944	4,144
	19.267	20.244	21.267	22.345	23.476	24.666
114	3,318	3,486	3,662	3,848	4,043	4,248
	19.750	20.750	21.797	22.904	24.065	25.285
115	3,401	3,573	3,754	3,944	4,144	4,354
	20.244	21.267	22.345	23.476	24.666	25.916
116	3,486	3,662	3,848	4,043	4,248	4,463
	20.750	21.797	22.904	24.065	25.285	26.565
117	3,573	3,754	3,944	4,144	4,354	4,575
	21.267	22.345	23.476	24.666	25.916	27.232
118	3,662	3,848	4,043	4,248	4,463	4,689
	21.797	22.904	24.065	25.285	26.565	27.910
119	3,754	3,944	4,144	4,354	4,575	4,806
	22.345	23.476	24.666	25.916	27.232	28.607
120	3,848	4,043	4,248	4,463	4,689	4,926
	22.904	24.065	25.285	26.565	27.910	29.321
121	3,944	4,144	4,354	4,575	4,806	5,049
	23.476	24.666	25.916	27.232	28.607	30.053
122	4,043	4,248	4,463	4,689	4,926	5,175
	24.065	25.285	26.565	27.910	29.321	30.803
123	4,144	4,354	4,575	4,806	5,049	5,304
	24.666	25.916	27.232	28.607	30.053	31.571
124	4,248	4,463	4,689	4,926	5,175	5,437
	25.285	26.565	27.910	29.321	30.803	32.363
125	4,354	4,575	4,806	5,049	5,304	5,573
	25.916	27.232	28.607	30.053	31.571	33.172
126	4,463	4,689	4,926	5,175	5,437	5,712
	26.565	27.910	29.321	30.803	32.363	34.000
127	4,575	4,806	5,049	5,304	5,573	5,855
	27.232	28.607	30.053	31.571	33.172	34.851



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128	4,689	4,926	5,175	5,437	5,712	6,001
	27.910	29.321	30.803	32.363	34.000	35.720
129	4,806	5,049	5,304	5,573	5,855	6,151
	28.607	30.053	31.571	33.172	34.851	36.613
130	4,926	5,175	5,437	5,712	6,001	6,305
	29.321	30.803	32.363	34.000	35.720	37.529
131	5,049	5,304	5,573	5,855	6,151	6,463
	30.053	31.571	33.172	34.851	36.613	38.470
132	5,175	5,437	5,712	6,001	6,305	6,625
	30.803	32.363	34.000	35.720	37.529	39.434
133	5,304	5,573	5,855	6,151	6,463	6,791
	31.571	33.172	34.851	36.613	38.470	40.422
134	5,437	5,712	6,001	6,305	6,625	6,961
	32.363	34.000	35.720	37.529	39.434	41.434
135	5,573	5,855	6,151	6,463	6,791	7,135
	33.172	34.851	36.613	38.470	40.422	42.470
136	5,712	6,001	6,305	6,625	6,961	7,313
	34.000	35.720	37.529	39.434	41.434	43.529
137	5,855	6,151	6,463	6,791	7,135	7,496
	34.851	36.613	38.470	40.422	42.470	44.619
138	6,001	6,305	6,625	6,961	7,313	7,683
	35.720	37.529	39.434	41.434	43.529	45.732
139	6,151	6,463	6,791	7,135	7,496	7,875
	36.613	38.470	40.422	42.470	44.619	46.875
140	6,305	6,625	6,961	7,313	7,683	8,072
	37.529	39.434	41.434	43.529	45.732	48.047
141	6,463	6,791	7,135	7,496	7,875	8,274
	38.470	40.422	42.470	44.619	46.875	49.250
142	6,625	6,961	7,313	7,683	8,072	8,481
	39.434	41.434	43.529	45.732	48.047	50.482
143	6,791	7,135	7,496	7,875	8,274	8,693
	40.422	42.470	44.619	46.875	49.250	51.744
144	6,961	7,313	7,683	8,072	8,481	8,910
	41.434	43.529	45.732	48.047	50.482	53.035



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Range/ Step	1	2	3	4	5	6
145	7,135	7,496	7,875	8,274	8,693	9,133
	42.470	44.619	46.875	49.250	51.744	54.363
146	7,313	7,683	8,072	8,481	8,910	9,361
	43.529	45.732	48.047	50.482	53.035	55.720
147	7,496	7,875	8,274	8,693	9,133	9,595
	44.619	46.875	49.250	51.744	54.363	57.113
148	7,683	8,072	8,481	8,910	9,361	9,835
	45.732	48.047	50.482	53.035	55.720	58.541
149	7,875	8,274	8,693	9,133	9,595	10,081
	46.875	49.250	51.744	54.363	57.113	60.005
150	8,072	8,481	8,910	9,361	9,835	10,333
	48.047	50.482	53.035	55.720	58.541	61.505
151	8,274	8,693	9,133	9,595	10,081	10,591
	49.250	51.744	54.363	57.113	60.005	63.041
152	8,481	8,910	9,361	9,835	10,333	10,856
	50.482	53.035	55.720	58.541	61.505	64.619
153	8,693	9,133	9,595	10,081	10,591	11,127
	51.744	54.363	57.113	60.005	63.041	66.232
154	8,910	9,361	9,835	10,333	10,856	11,405
	53.035	55.720	58.541	61.505	64.619	67.886

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)



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Job Class Title	Pay Range
Accompanist	126
Accounting Analyst	138
Accounting Assistant	118
Accounting Officer	135
Accounting Specialist	127
Accounting Systems Specialist	135
Administrative Assistant	121
Admissions & Records Evaluator	127
Admissions & Records Specialist I	116
Admissions & Records Specialist I (Bilingual Preferred)	116
Admissions & Records Specialist I (Bilingual)	116
Admissions & Records Specialist II	120
Admissions & Records Specialist III	122
Admissions & Records Systems Specialist	126
Alternate Media Specialist	140
Applications Specialist I	134
Applications Specialist II	138
Applications Specialist III	142
Art Gallery Specialist/Curator	130
Articulation Specialist	127
Assistive Technology Assistant	134
Athletic Equipment Specialist/Driver	121
Athletic Trainer	132
Automotive Diagnostic Technician	128
Benefits Specialist	127
Budget Control/Fiscal Officer	130
Building Maintenance Worker	124
Buyer	126
Campus Police Office Assistant	115
Career Guidance Specialist	136
Career Placement Officer	129
Career Services Officer	129
Career Services Technician	121



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C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2017-2018

Job Class Title	Pay Range
Central Services Specialist	121
Child Development Specialist	122
Clerical Assistant -- Categorical funded	113
College Information Operator	113
College Public Information Officer	133
Community Education Program Specialist, Categorical funded	127
Computer/Audiovisual Technician	126
Contract Specialist	131
Coordinated Scheduling Analyst	132
Copy Center Technician	118
Costume Maker	132
Costume/Makeup Designer	132
Counseling Office Assistant	115
Creative Services Lead	142
Curriculum Assistant	121
Curriculum Publications Specialist	132
Curriculum Scheduling Specialist	130
Curriculum Specialist	132
Custodian	113
Custodian Assistant	111
Database Administrator	152
Development Assistant I	128
Development Assistant II	131
Development Associate-Tech/Donor/Alumni Develop.	138
Disabled Student Program Specialist	123
Dispatcher	117
Dispatcher Lead	123
Dispatcher/Records	119
District Accounting Systems Specialist	137
District Accounting Systems Specialist	139



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C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2017-2018

Job Class Title	Pay Range
District Payroll Systems Specialist	137
District Payroll Systems Specialist	139
Electrician	128
EMS Program Specialist	123
Equipment Technician	122
Executive Assistant	133
Extended Opportunity Program Specialist	121
Extended Opportunity Program Specialist -- Bilingual	121
Financial Aid Specialist, Categorical funded	125
Fine Arts Public Information Officer	129
Fiscal/Veterans Specialist	126
Foster & Kinship Care Education Program Assistant, Categorical funded	121
Foundation Specialist	128
Front of House Assistant	118
Front of House Manager	122
Grants Analyst	138
Graphic Designer	130
Graphic Designer/Production Technician	126
Greenhouse Assistant	114
Grounds Specialist	122
Groundskeeper	118
Groundskeeper/Swimming Pool Maintenance Worker	120
Head Interpreter, Categorical funded	142
Health Center Nurse	136
Health Office Assistant	115
Health Science & Human Services Project Specialist	123
Human Resources Analyst	132
Human Resources Assistant	121
Human Resources Assistant Recruiter, Temporary	123
Human Resources Compliance Support Specialist	127
Human Resources Specialist	127



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C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2017-2018

Job Class Title	Pay Range
HVAC Technician	128
Infant/Toddler Specialist	122
Instructional Assistant	122
Instructional Programmer/Analyst	130
Instructional Technologist	142
International Student Program Specialist	129
International Student Program Technician	125
Irrigation Systems Specialist	129
Laboratory Assistant	116
Laboratory Technician, Anthropology and Geography	122
Laboratory Technician, Art	122
Laboratory Technician, Automotive Technology	122
Laboratory Technician, Chemistry	122
Laboratory Technician, Communication Arts	122
Laboratory Technician, Computers	122
Laboratory Technician, Consumer Sciences	122
Laboratory Technician, Environmental Studies	122
Laboratory Technician, Graphics	122
Laboratory Technician, Horticulture	122
Laboratory Technician, Language	122
Laboratory Technician, Lariat	122
Laboratory Technician, Life/Physical Sciences	122
Laboratory Technician, PE & Athletics	122
Laboratory Technician, Photography & Art	122
Laboratory Technician, Reading	122
Laboratory Technician, Student Success Center	122
Lead Automotive Diagnostic Technician	134
Lead Building Maintenance Worker	130
Lead Charge Nurse	142
Lead Custodian	119
Lead Electrician	134
Lead Groundskeeper	124
Lead Human Resources Specialist	131



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Job Class Title	Pay Range
Lead Payroll Process Specialist	137
Lead Warehouse Worker	126
Learning Assistance Specialist	134
Library Assistant I	115
Library Assistant II	119
Library Assistant III	121
Library Technician	125
Lighting and Sound Designer	132
Locksmith	128
Mailroom Assistant	114
Maintenance Coordinator	135
Matriculation Specialist	123
Media and Marketing Specialist	138
Media Production Specialist	136
Network Services Analyst	140
Network Systems Administrator	143
Network Systems Technician I	132
Network Systems Technician II	136
Network Systems Technician III	140
New Media and Marketing Specialist	138
Nursing Program Admissions & Records Evaluator, Specially funded	127
Office Assistant	113
Operations Planning Specialist	126
Outreach Assistant	117
Outreach Specialist	131
Painter	128
Parking Coordinator	127
Payroll Specialist	127
Performing Arts Center Operations Manager	122
Plant Engineer	134
Plumber	128
Police Services Specialist	132
Police Technical Services Specialist	132

Board Approved: May 16, 2016, Effective: July 1, 2017 – 3% Increase, Updated August 1, 2019

SCHEDULE CL18



South Orange County Community College District

C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2017-2018

Job Class Title	Pay Range
Program Assistant -- Categorical funded	118
Program Coordinator -- Categorical funded	134
Program Laboratory Technician -- Categorical funded	122
Program Outreach Specialist – Categorical funded	131
Program Research Analyst – Categorical funded	138
Program Senior Accounting Specialist – Categorical funded – Student Success	131
Program Senior Laboratory Technician -- Categorical funded	130
Program Senior Laboratory Technician (Simulation) – Categorical funded	130
Program Specialist -- Categorical funded	130
Program Student Services Specialist – Categorical funded	125
Program Technician -- Categorical funded	122
Programmer Analyst	142
Public Safety Assistant	113
Publications Technician	122
Radio News Director	132
Receptionist	113
Re-Entry Center Specialist	136
Research and Planning Analyst	138
Research Specialist	130
Scheduling and Enrollment Planning Analyst	138
Senior Accounting Specialist	131
Senior Administrative Assistant	127
Senior Admissions & Records Specialist	126
Senior Admissions & Records Specialist -- Bilingual	126
Senior Benefits Specialist	131
Senior Buyer	130
Senior Child Development Specialist	128
Senior Copy Center Technician	124
Senior Counseling Office Assistant	119
Senior Electrician	130
Senior Financial Aid Specialist	129
Senior Fiscal/Veterans Specialist	130
Senior Graphic Designer	134



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Job Class Title	Pay Range
Senior Graphic Designer/Publications Editor	136
Senior Health Office Assistant	124
Senior Human Resources Specialist	131
Senior HVAC Technician	130
Senior Laboratory Technician, Advanced Tech/Applied Science	130
Senior Laboratory Technician, Art	130
Senior Laboratory Technician, Automotive Technician	130
Senior Laboratory Technician, Chemistry	130
Senior Laboratory Technician, Computers	130
Senior Laboratory Technician, Consumer Sciences	130
Senior Laboratory Technician, Environmental Studies	130
Senior Laboratory Technician, Language	130
Senior Laboratory Technician, Life/Physical Sciences	130
Senior Laboratory Technician, Math/Science/Engineering	130
Senior Laboratory Technician, Music	130
Senior Laboratory Technician, Performing Arts	130
Senior Laboratory Technician, Photography	130
Senior Laboratory Technician, Student Success Center	130
Senior Laboratory Technician, Theater Arts/Carpentry	130
Senior Matriculation Specialist	127
Senior Multimedia Technician	130
Senior Operations Planning Specialist	130
Senior Payroll Specialist	131
Senior Plumber	130
Senior Programmer Analyst	146
Senior Research and Planning Analyst	144
Senior Transfer Center Specialist	129
Senior Veterans Specialist	130
Sports Public Information Officer	129
Student Development Office Assistant	121
Student Services Specialist	125
Swimming Pool Maintenance Worker	122
Technical Director	132



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Job Class Title	Pay Range
Technical Director/Scenic Designer	132
Technology Assistant	124
Testing Center Specialist	121
Theater Production/Operations Manager	136
Theatre Production Manager	132
Ticket Office Operations Assistant	116
Ticket Office Operations Manager	122
Transfer Center Specialist	123
Utility Custodian	117
Veterans Office Assistant	115
Veterans Specialist	126
Warehouse Worker	120
Warehouse Worker/Delivery Driver	114
Webmaster	144



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<p>7.9 SHIFT DIFFERENTIAL COMPENSATION:</p>	
<p>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.</p> <p>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.</p> <p>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.</p>	<p>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.</p>
<p>Article 8.10 - LONGEVITY: The District agrees to additionally compensate long service employees as specified below:</p>	
<p>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</p>	
<p><i>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.</i></p>	