South Orange County Community College District

ACADEMIC SALARY SCHEDULES
2018-2021

South Orange County Community College District

Full-time Academic Salary Schedule - Annual
2018-2019
2.71% Increase
(Effective 8/1/2018)

Range Step	I	II	III	IV	V
01	69,834	73,714	77,593	81,473	85,353
02	72,420	76,300	80,180	84,059	87,939
03	75,007	78,886	82,766	86,646	90,525
04	75,007	81,473	85,352	89,232	93,112
05	75,007	84,059	87,939	91,819	95,698
06	77,593	86,646	90,525	94,405	98,285
07		89,232	93,112	96,991	100,871
08		91,818	95,698	99,578	103,457
09		91,818	98,285	102,164	106,044
10		91,818	100,871	104,751	108,630
11		94,405	103,457	107,337	111,217
12			106,044	109,923	113,803
13			108,630	112,510	116,389
14			108,630	115,096	118,976
15			108,630	117,683	121,562
16			111,217	120,269	124,149
17				122,855	126,735
18				125,442	129,321
19				125,442	131,908
20				125,442	134,494
21				128,028	137,081
22					139,667
23					142,253
24					142,253
25					142,253
26					144,840

Doctoral Stipend: $3,911

Board Approved: April 22, 2019
Revised: November 18, 2019

South Orange County Community College District

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

2018-2019

Part-time Classroom Academic Salary Schedule[1]

5.40% Increase

Classroom: Part-time Faculty
Full-time / Part-time Faculty Intersession/Summer

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	1,328	1,381	1,434	1,487	1,540	1,593	1,646
STRS Rate	**80.00**	**83.19**	**86.39**	**89.58**	**92.77**	**95.96**	**99.16**

[1]Includes student consultation time

Full-time Classroom Overload Academic Salary Schedule

3.45% Increase

Classroom: Full-time Faculty Overload

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	1,140	1,186	1,232	1,278	1,324	1,370	1,416
STRS Rate	**68.67**	**71.45**	**74.22**	**76.99**	**79.76**	**82.53**	**85.30**

Stipend Rate ⟶
  Stipends will be calculated using one half (1/2) the "STRS Rate" shown in column 7.

Part-time Non-Classroom and Full-time Non-Classroom Overload for Library, Counseling, & Learning Disabilities Academic Salary Schedule

2.71% Increase

Non-Classroom:
Library — Part-time Faculty
Counseling — Full-time / Part-time Faculty Intersession/Summer
Learning Disability — Full-time / Part-time Faculty Substitute
Tutorial Coordinator — Full-time Faculty Overload

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	2,264	2,355	2,446	2,537	2,628	2,719	2,810
STRS Rate	**68.19**	**70.93**	**73.67**	**76.42**	**79.16**	**81.90**	**84.64**

Part-time Non-classroom Tutorial Academic Salary Schedule

2.71% Increase

Non-Classroom:
Tutorial (All) — Part-time Faculty
Other[2] — 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
LHE Rate	1,132	1,177	1,222	1,267	1,312	1,357	1,402
STRS Rate	**68.19**	**70.90**	**73.61**	**76.33**	**79.04**	**81.75**	**84.46**

[2]CWE (see Article XV) and Directed (independent) Study (see Article XV of the Academic Agreement for calculating LHE);

South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty)
2018-2019

Range Step	I	II	III	IV	V
1	392.33	414.12	435.92	457.71	479.51
2	406.86	428.65	450.45	472.24	494.04
3	421.39	443.18	464.98	486.77	508.57
4	421.39	457.71	479.51	501.30	523.10
5	421.39	472.24	494.04	515.83	537.63
6	435.92	486.77	508.57	530.36	552.16
7		501.30	523.10	544.90	566.69
8		515.83	537.63	559.43	581.22
9		515.83	552.16	573.96	595.75
10		515.83	566.69	588.49	610.28
11		530.36	581.22	603.02	624.81
12			595.75	617.55	639.34
13			610.28	632.08	653.87
14			610.28	646.61	668.40
15			610.28	661.14	682.93
16			624.81	675.67	697.46
17				690.20	711.99
18				704.73	726.52
19				704.73	741.06
20				704.73	755.59
21				719.26	770.12
22					784.65
23					799.18
24					799.18
25					799.18
26					813.71

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

Column	1	2	3	4	5	6	7
Classroom	223.82	232.75	241.69	250.62	259.55	268.65	277.58
Non- Classroom	190.79	198.37	205.96	213.54	221.12	228.71	236.29

South Orange County Community College District

Full-time Academic Salary Schedule - Annual
2019-2020
2.85% Increase

Range	I	II	III	IV	V
Step					
01	71,824	75,814	79,804	83,795	87,785
02	74,484	78,474	82,464	86,455	90,445
03	77,144	81,134	85,125	89,115	93,105
04	77,144	83,795	87,785	91,775	95,765
05	77,144	86,455	90,445	94,435	98,425
06	79,804	89,115	93,105	97,095	101,085
07		91,775	95,765	99,755	103,745
08		94,435	98,425	102,415	106,405
09		94,435	101,085	105,075	109,066
10		94,435	103,745	107,736	111,726
11		97,095	106,405	110,396	114,386
12			109,066	113,056	117,046
13			111,726	115,716	119,706
14			111,726	118,376	122,366
15			111,726	121,036	125,026
16			114,386	123,696	127,686
17				126,356	130,346
18				129,016	133,007
19				129,016	135,667
20				129,016	138,327
21				131,677	140,987
22					143,647
23					146,307
24					146,307
25					146,307
26					148,967

Doctoral Stipend: $4,022

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

2019-2020

Part-time Classroom Academic Salary Schedule[1]

3.56% Increase

Classroom: Part-time Faculty
Full-time / Part-time Faculty Intersession/Summer

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	1,380	1,435	1,490	1,545	1,600	1,655	1,710
STRS Rate	**83.13**	**86.45**	**89.76**	**93.07**	**96.39**	**99.70**	**103.01**

[1]Includes student consultation time

Full-time Classroom Overload Academic Salary Schedule

3.58% Increase

Classroom: Full-time Faculty Overload

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	1,184	1,231	1,278	1,325	1,372	1,419	1,466
STRS Rate	**71.33**	**74.16**	**76.99**	**79.82**	**82.65**	**85.48**	**88.31**

Stipend Rate
Stipends will be calculated using one half (1/2) the "STRS Rate" shown in column 7.

Part-time Non-Classroom and Full-time Non-Classroom Overload for Library, Counseling, & Learning Disabilities Academic Salary Schedule

2.84% Increase

Non-Classroom:
Library — Part-time Faculty
Counseling — Full-time / Part-time Faculty Intersession/Summer
Learning Disability — Full-time / Part-time Faculty Substitute
Tutorial Coordinator — Full-time Faculty Overload

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	2,328	2,421	2,514	2,607	2,700	2,793	2,886
STRS Rate	**70.12**	**72.92**	**75.72**	**78.52**	**81.33**	**84.13**	**86.93**

Part-time Non-classroom Tutorial Academic Salary Schedule

2.84% Increase

Non-Classroom:
Tutorial (All)
Other[2]

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
LHE Rate	1,164	1,211	1,258	1,305	1,352	1,399	1,446
STRS Rate	**70.12**	**72.95**	**75.78**	**78.61**	**81.45**	**84.28**	**87.11**

[2]CWE (see Article XV) and Directed (independent) Study (see Article XV) of the Academic Agreement for calculating LHE;

South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty)
2019-2020

Range Step	I	II	III	IV	V
01	403.51	425.92	448.34	470.76	493.17
02	418.45	440.87	463.28	485.70	508.12
03	433.39	455.81	478.23	500.64	523.06
04	433.39	470.76	493.17	515.59	538.01
05	433.39	485.70	508.12	530.53	552.95
06	448.34	500.64	523.06	545.48	567.89
07		515.59	538.01	560.42	582.84
08		530.53	552.95	575.37	597.78
09		530.53	567.89	590.31	612.73
10		530.53	582.84	605.26	627.67
11		545.48	597.78	620.20	642.62
12			612.73	635.14	657.56
13			627.67	650.09	672.51
14			627.67	665.03	687.45
15			627.67	679.98	702.39
16			642.62	694.92	717.34
17				709.87	732.28
18				724.81	747.23
19				724.81	762.17
20				724.81	777.12
21				739.76	792.06
22					807.01
23					821.95
24					821.95
25					821.95
26					836.89

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

Column	1	2	3	4	5	6	7
Classroom	232.58	241.85	251.12	260.39	269.66	278.93	288.2
Non-Classroom	196.18	204.1	212.02	219.94	227.87	235.79	243.71

South Orange County Community College District

Full-time Academic Salary Schedule - Annual
2020-2021
2.92% Increase

Range	I	II	III	IV	V
Step					
01	73,921	78,028	82,134	86,241	90,348
02	76,659	80,765	84,872	88,979	93,085
03	79,397	83,503	87,610	91,717	95,823
04	79,397	86,241	90,348	94,454	98,561
05	79,397	88,979	93,085	97,192	101,299
06	82,134	91,717	95,823	99,930	104,037
07		94,454	98,561	102,668	106,774
08		97,192	101,299	105,405	109,512
09		97,192	104,037	108,143	112,250
10		97,192	106,774	110,881	114,988
11		99,930	109,512	113,619	117,725
12			112,250	116,357	120,463
13			114,988	119,094	123,201
14			114,988	121,832	125,939
15			114,988	124,570	128,677
16			117,725	127,308	131,414
17				130,045	134,152
18				132,783	136,890
19				132,783	139,628
20				132,783	142,365
21				135,521	145,103
22					147,841
23					150,579
24					150,579
25					150,579
26					153,317

Doctoral Stipend: $4,140

South Orange County Community College District

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

2020-2021

Part-time Classroom Academic Salary Schedule[1]

3.07% Increase

Classroom: Part-time Faculty
Full-time / Part-time Faculty Intersession/Summer

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	1,426	1,483	1,540	1,597	1,654	1,711	1,768
STRS Rate	85.90	89.34	92.77	96.20	99.64	103.07	106.51

[1]Includes student consultation time

Full-time Classroom Overload Academic Salary Schedule

3.08% Increase

Classroom: Full-time Faculty Overload

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	1,224	1,273	1,322	1,371	1,420	1,469	1,518
STRS Rate	73.73	76.69	79.64	82.59	85.54	88.49	91.45

Stipend Rate ⟵
Stipends will be calculated using one half (1/2) the "STRS Rate" shown in column 7.

Part-time Non-Classroom and Full-time Non-Classroom Overload for Library, Counseling, & Learning Disabilities Academic Salary Schedule

2.92% Increase

Non-Classroom:
Library — Part-time Faculty
Counseling — Full-time / Part-time Faculty Intersession/Summer
Learning Disability — Full-time / Part-time Faculty Substitute
Tutorial Coordinator — Full-time Faculty Overload

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
LHE Rate	2,396	2,492	2,588	2,684	2,780	2,876	2,972
STRS Rate	72.17	75.06	77.95	80.84	83.73	86.63	89.52

Part-time Non-classroom Tutorial Academic Salary Schedule

2.92% Increase

Non-Classroom:
Tutorial (All) — Part-time Faculty
Other[2] — 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
LHE Rate	1,198	1,246	1,294	1,342	1,390	1,438	1,486
STRS Rate	72.17	75.06	77.95	80.84	83.73	86.63	89.52

[2]CWE (see Article XV) and Directed (independent) Study (see Article XV) of the Academic Agreement for calculating LHE);

South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty)
2020-2021

Range	I	II	III	IV	V
Step					
01	415.29	438.36	461.43	484.50	507.57
02	430.67	453.74	476.81	499.88	522.95
03	446.05	469.12	492.19	515.26	538.33
04	446.05	484.50	507.57	530.64	553.71
05	446.05	499.88	522.95	546.02	569.09
06	461.43	515.26	538.33	561.40	584.48
07		530.64	553.71	576.78	599.86
08		546.02	569.09	592.17	615.24
09		546.02	584.48	607.55	630.62
10		546.02	599.86	622.93	646.00
11		561.40	615.24	638.31	661.38
12			630.62	653.69	676.76
13			646.00	669.07	692.14
14			646.00	684.45	707.52
15			646.00	699.83	722.90
16			661.38	715.21	738.28
17				730.59	753.66
18				745.97	769.04
19				745.97	784.43
20				745.97	799.81
21				761.35	815.19
22					830.57
23					845.95
24					845.95
25					845.95
26					861.33

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

Column	1	2	3	4	5	6	7
Classroom	240.34	249.94	259.55	269.16	278.76	288.37	297.98
Non-Classroom	201.91	210	218.09	226.18	234.27	242.36	250.45

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