



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

Range/ Step	1	2	3	4	5	6	7
111	3,127	3,285	3,451	3,625	3,809	4,002	4,205
	18.613	19.553	20.541	21.577	22.672	23.821	25.029
112	3,205	3,367	3,537	3,716	3,904	4,102	4,310
	19.077	20.041	21.053	22.119	23.238	24.416	25.654
113	3,285	3,451	3,625	3,809	4,002	4,205	4,418
	19.553	20.541	21.577	22.672	23.821	25.029	26.297
114	3,367	3,537	3,716	3,904	4,102	4,310	4,528
	20.041	21.053	22.119	23.238	24.416	25.654	26.952
115	3,451	3,625	3,809	4,002	4,205	4,418	4,641
	20.541	21.577	22.672	23.821	25.029	26.297	27.625
116	3,537	3,716	3,904	4,102	4,310	4,528	4,757
	21.053	22.119	23.238	24.416	25.654	26.952	28.315
117	3,625	3,809	4,002	4,205	4,418	4,641	4,876
	21.577	22.672	23.821	25.029	26.297	27.625	29.023
118	3,716	3,904	4,102	4,310	4,528	4,757	4,998
	22.119	23.238	24.416	25.654	26.952	28.315	29.750
119	3,809	4,002	4,205	4,418	4,641	4,876	5,123
	22.672	23.821	25.029	26.297	27.625	29.023	30.494
120	3,904	4,102	4,310	4,528	4,757	4,998	5,251
	23.238	24.416	25.654	26.952	28.315	29.750	31.255
121	4,002	4,205	4,418	4,641	4,876	5,123	5,382
	23.821	25.029	26.297	27.625	29.023	30.494	32.035
122	4,102	4,310	4,528	4,757	4,998	5,251	5,517
	24.416	25.654	26.952	28.315	29.750	31.255	32.839
123	4,205	4,418	4,641	4,876	5,123	5,382	5,655
	25.029	26.297	27.625	29.023	30.494	32.035	33.660
124	4,310	4,528	4,757	4,998	5,251	5,517	5,796
	25.654	26.952	28.315	29.750	31.255	32.839	34.500
125	4,418	4,641	4,876	5,123	5,382	5,655	5,941
	26.297	27.625	29.023	30.494	32.035	33.660	35.363
126	4,528	4,757	4,998	5,251	5,517	5,796	6,090
	26.952	28.315	29.750	31.255	32.839	34.500	36.250



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

Range/ Step	1	2	3	4	5	6	7
127	4,641 27.625	4,876 29.023	5,123 30.494	5,382 32.035	5,655 33.660	5,941 35.363	6,242 37.154
128	4,757 28.315	4,998 29.750	5,251 31.255	5,517 32.839	5,796 34.500	6,090 36.250	6,398 38.083
129	4,876 29.023	5,123 30.494	5,382 32.035	5,655 33.660	5,941 35.363	6,242 37.154	6,558 39.035
130	4,998 29.750	5,251 31.255	5,517 32.839	5,796 34.500	6,090 36.250	6,398 38.083	6,722 40.011
131	5,123 30.494	5,382 32.035	5,655 33.660	5,941 35.363	6,242 37.154	6,558 39.035	6,890 41.011
132	5,251 31.255	5,517 32.839	5,796 34.500	6,090 36.250	6,398 38.083	6,722 40.011	7,062 42.035
133	5,382 32.035	5,655 33.660	5,941 35.363	6,242 37.154	6,558 39.035	6,890 41.011	7,239 43.089
134	5,517 32.839	5,796 34.500	6,090 36.250	6,398 38.083	6,722 40.011	7,062 42.035	7,420 44.166
135	5,655 33.660	5,941 35.363	6,242 37.154	6,558 39.035	6,890 41.011	7,239 43.089	7,606 45.273
136	5,796 34.500	6,090 36.250	6,398 38.083	6,722 40.011	7,062 42.035	7,420 44.166	7,796 46.404
137	5,941 35.363	6,242 37.154	6,558 39.035	6,890 41.011	7,239 43.089	7,606 45.273	7,991 47.565
138	6,090 36.250	6,398 38.083	6,722 40.011	7,062 42.035	7,420 44.166	7,796 46.404	8,191 48.755
139	6,242 37.154	6,558 39.035	6,890 41.011	7,239 43.089	7,606 45.273	7,991 47.565	8,396 49.976
140	6,398 38.083	6,722 40.011	7,062 42.035	7,420 44.166	7,796 46.404	8,191 48.755	8,606 51.226
141	6,558 39.035	6,890 41.011	7,239 43.089	7,606 45.273	7,991 47.565	8,396 49.976	8,821 52.505
142	6,722 40.011	7,062 42.035	7,420 44.166	7,796 46.404	8,191 48.755	8,606 51.226	9,042 53.821



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

Range/ Step	1	2	3	4	5	6	7
143	6,890	7,239	7,606	7,991	8,396	8,821	9,268
	41.011	43.089	45.273	47.565	49.976	52.505	55.166
144	7,062	7,420	7,796	8,191	8,606	9,042	9,500
	42.035	44.166	46.404	48.755	51.226	53.821	56.547
145	7,239	7,606	7,991	8,396	8,821	9,268	9,738
	43.089	45.273	47.565	49.976	52.505	55.166	57.964
146	7,420	7,796	8,191	8,606	9,042	9,500	9,981
	44.166	46.404	48.755	51.226	53.821	56.547	59.410
147	7,606	7,991	8,396	8,821	9,268	9,738	10,231
	45.273	47.565	49.976	52.505	55.166	57.964	60.898
148	7,796	8,191	8,606	9,042	9,500	9,981	10,487
	46.404	48.755	51.226	53.821	56.547	59.410	62.422
149	7,991	8,396	8,821	9,268	9,738	10,231	10,749
	47.565	49.976	52.505	55.166	57.964	60.898	63.982
150	8,191	8,606	9,042	9,500	9,981	10,487	11,018
	48.755	51.226	53.821	56.547	59.410	62.422	65.583
151	8,396	8,821	9,268	9,738	10,231	10,749	11,293
	49.976	52.505	55.166	57.964	60.898	63.982	67.220
152	8,606	9,042	9,500	9,981	10,487	11,018	11,575
	51.226	53.821	56.547	59.410	62.422	65.583	68.898
153	8,821	9,268	9,738	10,231	10,749	11,293	11,864
	52.505	55.166	57.964	60.898	63.982	67.220	70.619
154	9,042	9,500	9,981	10,487	11,018	11,575	12,161
	53.821	56.547	59.410	62.422	65.583	68.898	72.386

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)



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
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 Placement Officer	131
Career Services Officer	129



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
Career Services Technician	121
Central Services Specialist	121
Child Development Specialist	122
Clerical Assistant -- Categorical funded	113
College Information Operator	113
College Public Information Officer	133
Communications Specialist	127
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	139
District Payroll Systems Specialist	139
Electrician	128



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
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
HVAC Technician	128
Infant/Toddler Specialist	122
Instructional Assistant	122
Instructional Programmer/Analyst	130
Instructional Technologist	142



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
International Student Program Specialist	129
International Student Program Technician	125
Irrigation Systems Specialist	129
Laboratory Assistant	116
Laboratory Technician	122
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 Admissions and Records Evaluator	131
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
Lead Warehouse Worker	126
Learning Assistance Specialist	134
Library Assistant I	115



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
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
Mental Health Provider, Categorical	138
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 Assistant	121
Payroll Specialist	127
Performing Arts Center Operations Manager	122
Plant Engineer	134
Plumber	128
Police Services Specialist	132
Police Technical Services Specialist	132
Program Assistant -- Categorical funded	118
Program Coordinator -- Categorical funded	134





# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
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 Student Support Specialist, Categorical	131
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
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 Dispatcher/Records	123
Senior Electrician	130
Senior Financial Aid Specialist	129
Senior Fiscal/Veterans Specialist	130
Senior Graphic Designer	134



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
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



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<b>Job Class Title</b>	<b>Pay Range</b>
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



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2018-2019

<p><b>7.9 SHIFT DIFFERENTIAL COMPENSATION:</b></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.</p> <p>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><b>8.1.1 BILINGUAL STIPEND:</b> 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><b>Article 8.10 - LONGEVITY:</b> 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>						