



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2019-2020 (Effective July 1, 2019) 3.4% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,078 17.758	3,234 18.658	3,398 19.604	3,570 20.596	3,750 21.635	3,940 22.731	4,140 23.885
110	3,155 18.202	3,315 19.125	3,483 20.094	3,659 21.110	3,844 22.177	4,039 23.302	4,244 24.485
111	3,234 18.658	3,398 19.604	3,570 20.596	3,750 21.635	3,940 22.731	4,140 23.885	4,350 25.096
112	3,315 19.125	3,483 20.094	3,659 21.110	3,844 22.177	4,039 23.302	4,244 24.485	4,459 25.725
113	3,398 19.604	3,570 20.596	3,750 21.635	3,940 22.731	4,140 23.885	4,350 25.096	4,570 26.365
114	3,483 20.094	3,659 21.110	3,844 22.177	4,039 23.302	4,244 24.485	4,459 25.725	4,684 27.023
115	3,570 20.596	3,750 21.635	3,940 22.731	4,140 23.885	4,350 25.096	4,570 26.365	4,801 27.698
116	3,659 21.110	3,844 22.177	4,039 23.302	4,244 24.485	4,459 25.725	4,684 27.023	4,921 28.390
117	3,750 21.635	3,940 22.731	4,140 23.885	4,350 25.096	4,570 26.365	4,801 27.698	5,044 29.100
118	3,844 22.177	4,039 23.302	4,244 24.485	4,459 25.725	4,684 27.023	4,921 28.390	5,170 29.827
119	3,940 22.731	4,140 23.885	4,350 25.096	4,570 26.365	4,801 27.698	5,044 29.100	5,299 30.571
120	4,039 23.302	4,244 24.485	4,459 25.725	4,684 27.023	4,921 28.390	5,170 29.827	5,431 31.333
121	4,140 23.885	4,350 25.096	4,570 26.365	4,801 27.698	5,044 29.100	5,299 30.571	5,567 32.117
122	4,244 24.485	4,459 25.725	4,684 27.023	4,921 28.390	5,170 29.827	5,431 31.333	5,706 32.919
123	4,350 25.096	4,570 26.365	4,801 27.698	5,044 29.100	5,299 30.571	5,567 32.117	5,849 33.744
124	4,459 25.725	4,684 27.023	4,921 28.390	5,170 29.827	5,431 31.333	5,706 32.919	5,995 34.587



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125	4,570 26.365	4,801 27.698	5,044 29.100	5,299 30.571	5,567 32.117	5,849 33.744	6,145 35.452
126	4,684 27.023	4,921 28.390	5,170 29.827	5,431 31.333	5,706 32.919	5,995 34.587	6,299 36.340
127	4,801 27.698	5,044 29.100	5,299 30.571	5,567 32.117	5,849 33.744	6,145 35.452	6,456 37.246
128	4,921 28.390	5,170 29.827	5,431 31.333	5,706 32.919	5,995 34.587	6,299 36.340	6,617 38.175
129	5,044 29.100	5,299 30.571	5,567 32.117	5,849 33.744	6,145 35.452	6,456 37.246	6,782 39.127
130	5,170 29.827	5,431 31.333	5,706 32.919	5,995 34.587	6,299 36.340	6,617 38.175	6,952 40.108
131	5,299 30.571	5,567 32.117	5,849 33.744	6,145 35.452	6,456 37.246	6,782 39.127	7,126 41.112
132	5,431 31.333	5,706 32.919	5,995 34.587	6,299 36.340	6,617 38.175	6,952 40.108	7,304 42.139
133	5,567 32.117	5,849 33.744	6,145 35.452	6,456 37.246	6,782 39.127	7,126 41.112	7,487 43.194
134	5,706 32.919	5,995 34.587	6,299 36.340	6,617 38.175	6,952 40.108	7,304 42.139	7,674 44.273
135	5,849 33.744	6,145 35.452	6,456 37.246	6,782 39.127	7,126 41.112	7,487 43.194	7,866 45.381
136	5,995 34.587	6,299 36.340	6,617 38.175	6,952 40.108	7,304 42.139	7,674 44.273	8,063 46.517
137	6,145 35.452	6,456 37.246	6,782 39.127	7,126 41.112	7,487 43.194	7,866 45.381	8,265 47.683
138	6,299 36.340	6,617 38.175	6,952 40.108	7,304 42.139	7,674 44.273	8,063 46.517	8,472 48.877
139	6,456 37.246	6,782 39.127	7,126 41.112	7,487 43.194	7,866 45.381	8,265 47.683	8,684 50.100
140	6,617 38.175	6,952 40.108	7,304 42.139	7,674 44.273	8,063 46.517	8,472 48.877	8,901 51.352



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Range/ Step	1	2	3	4	5	6	7
141	6,782 39.127	7,126 41.112	7,487 43.194	7,866 45.381	8,265 47.683	8,684 50.100	9,124 52.639
142	6,952 40.108	7,304 42.139	7,674 44.273	8,063 46.517	8,472 48.877	8,901 51.352	9,352 53.954
143	7,126 41.112	7,487 43.194	7,866 45.381	8,265 47.683	8,684 50.100	9,124 52.639	9,586 55.304
144	7,304 42.139	7,674 44.273	8,063 46.517	8,472 48.877	8,901 51.352	9,352 53.954	9,826 56.689
145	7,487 43.194	7,866 45.381	8,265 47.683	8,684 50.100	9,124 52.639	9,586 55.304	10,072 58.108
146	7,674 44.273	8,063 46.517	8,472 48.877	8,901 51.352	9,352 53.954	9,826 56.689	10,324 59.562
147	7,866 45.381	8,265 47.683	8,684 50.100	9,124 52.639	9,586 55.304	10,072 58.108	10,582 61.050
148	8,063 46.517	8,472 48.877	8,901 51.352	9,352 53.954	9,826 56.689	10,324 59.562	10,847 62.579
149	8,265 47.683	8,684 50.100	9,124 52.639	9,586 55.304	10,072 58.108	10,582 61.050	11,118 64.142
150	8,472 48.877	8,901 51.352	9,352 53.954	9,826 56.689	10,324 59.562	10,847 62.579	11,396 65.746
151	8,684 50.100	9,124 52.639	9,586 55.304	10,072 58.108	10,582 61.050	11,118 64.142	11,681 67.391
152	8,901 51.352	9,352 53.954	9,826 56.689	10,324 59.562	10,847 62.579	11,396 65.746	11,973 69.075
153	9,124 52.639	9,586 55.304	10,072 58.108	10,582 61.050	11,118 64.142	11,681 67.391	12,272 70.800
154	9,352 53.954	9,826 56.689	10,324 59.562	10,847 62.579	11,396 65.746	11,973 69.075	12,579 72.571

To determine the hourly rate, the monthly rate is divided by 173.333 and the results carried to three decimal places. (Based on 21.667 Days per Month)



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**C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)
2019-2020 (Effective July 1, 2019)
3.4% Increase**

Classification Title	Range
Accompanist	126
Accounting Analyst	138
Accounting Assistant	118
Accounting Specialist	127
Administrative Assistant	121
Admissions and Records Evaluator	127
Admissions and Records Specialist I	116
Admissions and Records Specialist II	120
Admissions and Records Specialist III	122
Admissions and Records System 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
Athletic Equipment Specialist/Driver	121
Athletic Trainer	132
Automotive Diagnostic Technician	128
Benefits Specialist	127
Building Maintenance Worker	124
Buyer	126
Career Guidance Specialist	136
Career Placement Officer	131
Career Services Technician	121
Central Services Specialist	121
Child Development Assistant	109
Child Development Specialist	122
Clerical Assistant, Categorical	113
College Compliance Support Specialist	127
Communications Specialist	127
Community Education Program Specialist, Categorical	127
Computer/Audiovisual Technician	126
Contracts Specialist	131
Copy Center Technician	118
Costume Maker	132
Costume/Makeup Designer	132



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**C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)
2019-2020 (Effective July 1, 2019)
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Classification Title	Range
Counseling Office Assistant	115
Creative Services Lead	142
Curriculum Specialist	132
Custodian	113
Database Administrator	152
Development Assistant I – Technology and Donor/Alumni Development, Categorical	128
Development Assistant II – Technology and Donor/Alumni Development, Categorical	131
Development Associate – Technology and Donor/Alumni Development	138
Disabled Student Program Specialist	123
Dispatcher/Records	119
District Accounting Systems Specialist	139
District Network Systems Administrator	143
District Payroll Systems Specialist	139
Electrician	128
EMS Program Specialist	123
Executive Assistant	133
Extended Opportunity Program Specialist	121
Financial Aid Specialist	125
Fiscal/Veterans Specialist	126
Foster and Kinship Care Education (FKCE) Program Assistant, Categorical	121
Front of House Assistant	118
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	142
Health Center Nurse	136
Health Office Assistant	115
Health Sciences and Human Services Program Specialist	123
Human Resources Analyst	132
Human Resources Assistant	121
Human Resources Compliance Support Specialist	127



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Classification Title	Range
Human Resources Specialist	127
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	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, Graphics	122
Laboratory Technician, Horticulture	122
Laboratory Technician, Journalism and New Media	122
Laboratory Technician, Language	122
Laboratory Technician, Life/Physical Sciences	122
Laboratory Technician, Physical Education and Athletics	122
Laboratory Technician, Photography and 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 Warehouse Worker	126
Learning Assistance Specialist	134
Library Assistant I	115



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Classification Title	Range
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 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
Office Assistant	113
Outreach Assistant	117
Outreach Specialist	131
Painter	128
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	118
Program Coordinator, Categorical	134
Program Outreach Specialist, Categorical	131
Program Research Analyst, Categorical	138
Program Senior Accounting Specialist, Categorical	131
Program Senior Laboratory Technician (Simulation), Categorical	130
Program Specialist, Categorical	130
Program Student Support Specialist, Categorical	131
Program Technician, Categorical	122
Programmer Analyst	142



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Classification Title	Range
Public Relations and Marketing Specialist	129
Public Safety Assistant	113
Publications Technician	122
Radio News Director	132
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 and Records Specialist	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 Financial Aid Specialist	129
Senior Fiscal/Veterans Specialist	130
Senior Graphic Designer	134
Senior Graphic Designer/Publications Editor	136
Senior Health Office Assistant	124
Senior HVAC Technician	130
Senior Laboratory Technician, Advanced Technology and Applied Sciences	130
Senior Laboratory Technician, Art	130
Senior Laboratory Technician, Automotive Technology	130
Senior Laboratory Technician, Chemistry	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, Mathematics/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



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Classification Title	Range
Senior Multimedia Technician	130
Senior Operations Planning Specialist	130
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, Categorical	121
Student Services Specialist	125
Swimming Pool Maintenance Worker	122
Technical Director	132
Technical Director/Scenic Designer	132
Testing Center Assistant	109
Testing Center Specialist	121
Theater Production and Operations Manager	136
Ticket Office Operations Manager	122
Transfer Center Specialist	123
Utility Custodian	117
Veterans Office Assistant	115
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.</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>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>						