



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2020-2021 (Effective July 1, 2020) 2.25% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,148 18.162	3,308 19.085	3,476 20.054	3,652 21.069	3,837 22.137	4,031 23.256	4,235 24.433
110	3,227 18.617	3,391 19.563	3,563 20.556	3,743 21.594	3,933 22.690	4,132 23.839	4,341 25.044
111	3,308 19.085	3,476 20.054	3,652 21.069	3,837 22.137	4,031 23.256	4,235 24.433	4,450 25.673
112	3,391 19.563	3,563 20.556	3,743 21.594	3,933 22.690	4,132 23.839	4,341 25.044	4,561 26.314
113	3,476 20.054	3,652 21.069	3,837 22.137	4,031 23.256	4,235 24.433	4,450 25.673	4,675 26.971
114	3,563 20.556	3,743 21.594	3,933 22.690	4,132 23.839	4,341 25.044	4,561 26.314	4,792 27.646
115	3,652 21.069	3,837 22.137	4,031 23.256	4,235 24.433	4,450 25.673	4,675 26.971	4,912 28.339
116	3,743 21.594	3,933 22.690	4,132 23.839	4,341 25.044	4,561 26.314	4,792 27.646	5,035 29.048
117	3,837 22.137	4,031 23.256	4,235 24.433	4,450 25.673	4,675 26.971	4,912 28.339	5,161 29.775
118	3,933 22.690	4,132 23.839	4,341 25.044	4,561 26.314	4,792 27.646	5,035 29.048	5,290 30.519
119	4,031 23.256	4,235 24.433	4,450 25.673	4,675 26.971	4,912 28.339	5,161 29.775	5,422 31.281
120	4,132 23.839	4,341 25.044	4,561 26.314	4,792 27.646	5,035 29.048	5,290 30.519	5,558 32.065
121	4,235 24.433	4,450 25.673	4,675 26.971	4,912 28.339	5,161 29.775	5,422 31.281	5,697 32.867
122	4,341 25.044	4,561 26.314	4,792 27.646	5,035 29.048	5,290 30.519	5,558 32.065	5,839 33.687
123	4,450 25.673	4,675 26.971	4,912 28.339	5,161 29.775	5,422 31.281	5,697 32.867	5,985 34.529
124	4,561 26.314	4,792 27.646	5,035 29.048	5,290 30.519	5,558 32.065	5,839 33.687	6,135 35.394



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125	4,675 26.971	4,912 28.339	5,161 29.775	5,422 31.281	5,697 32.867	5,985 34.529	6,288 36.277
126	4,792 27.646	5,035 29.048	5,290 30.519	5,558 32.065	5,839 33.687	6,135 35.394	6,445 37.183
127	4,912 28.339	5,161 29.775	5,422 31.281	5,697 32.867	5,985 34.529	6,288 36.277	6,606 38.112
128	5,035 29.048	5,290 30.519	5,558 32.065	5,839 33.687	6,135 35.394	6,445 37.183	6,771 39.064
129	5,161 29.775	5,422 31.281	5,697 32.867	5,985 34.529	6,288 36.277	6,606 38.112	6,940 40.039
130	5,290 30.519	5,558 32.065	5,839 33.687	6,135 35.394	6,445 37.183	6,771 39.064	7,114 41.042
131	5,422 31.281	5,697 32.867	5,985 34.529	6,288 36.277	6,606 38.112	6,940 40.039	7,292 42.069
132	5,558 32.065	5,839 33.687	6,135 35.394	6,445 37.183	6,771 39.064	7,114 41.042	7,474 43.119
133	5,697 32.867	5,985 34.529	6,288 36.277	6,606 38.112	6,940 40.039	7,292 42.069	7,661 44.198
134	5,839 33.687	6,135 35.394	6,445 37.183	6,771 39.064	7,114 41.042	7,474 43.119	7,853 45.306
135	5,985 34.529	6,288 36.277	6,606 38.112	6,940 40.039	7,292 42.069	7,661 44.198	8,049 46.437
136	6,135 35.394	6,445 37.183	6,771 39.064	7,114 41.042	7,474 43.119	7,853 45.306	8,250 47.596
137	6,288 36.277	6,606 38.112	6,940 40.039	7,292 42.069	7,661 44.198	8,049 46.437	8,456 48.785
138	6,445 37.183	6,771 39.064	7,114 41.042	7,474 43.119	7,853 45.306	8,250 47.596	8,667 50.002
139	6,606 38.112	6,940 40.039	7,292 42.069	7,661 44.198	8,049 46.437	8,456 48.785	8,884 51.254
140	6,771 39.064	7,114 41.042	7,474 43.119	7,853 45.306	8,250 47.596	8,667 50.002	9,106 52.535



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Range/ Step	1	2	3	4	5	6	7
141	6,940 40.039	7,292 42.069	7,661 44.198	8,049 46.437	8,456 48.785	8,884 51.254	9,334 53.850
142	7,114 41.042	7,474 43.119	7,853 45.306	8,250 47.596	8,667 50.002	9,106 52.535	9,567 55.194
143	7,292 42.069	7,661 44.198	8,049 46.437	8,456 48.785	8,884 51.254	9,334 53.850	9,806 56.573
144	7,474 43.119	7,853 45.306	8,250 47.596	8,667 50.002	9,106 52.535	9,567 55.194	10,051 57.987
145	7,661 44.198	8,049 46.437	8,456 48.785	8,884 51.254	9,334 53.850	9,806 56.573	10,302 59.435
146	7,853 45.306	8,250 47.596	8,667 50.002	9,106 52.535	9,567 55.194	10,051 57.987	10,560 60.923
147	8,049 46.437	8,456 48.785	8,884 51.254	9,334 53.850	9,806 56.573	10,302 59.435	10,824 62.446
148	8,250 47.596	8,667 50.002	9,106 52.535	9,567 55.194	10,051 57.987	10,560 60.923	11,095 64.010
149	8,456 48.785	8,884 51.254	9,334 53.850	9,806 56.573	10,302 59.435	10,824 62.446	11,372 65.608
150	8,667 50.002	9,106 52.535	9,567 55.194	10,051 57.987	10,560 60.923	11,095 64.010	11,656 67.246
151	8,884 51.254	9,334 53.850	9,806 56.573	10,302 59.435	10,824 62.446	11,372 65.608	11,947 68.925
152	9,106 52.535	9,567 55.194	10,051 57.987	10,560 60.923	11,095 64.010	11,656 67.246	12,246 70.650
153	9,334 53.850	9,806 56.573	10,302 59.435	10,824 62.446	11,372 65.608	11,947 68.925	12,552 72.416
154	9,567 55.194	10,051 57.987	10,560 60.923	11,095 64.010	11,656 67.246	12,246 70.650	12,866 74.227

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) 2020-2021 (Effective July 1, 2020) 2.25% 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 Multimedia Technician	128
Contracts Specialist	131
Copy Center Technician	118
Costume Maker	132
Costume/Makeup Designer	132



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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 and Title IX Analyst	132



South Orange County Community College District

**C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)
2020-2021 (Effective July 1, 2020)
2.25% Increase**

Classification Title	Range
Human Resources Compliance Support Specialist	127
Human Resources Specialist	127
HVAC Technician	128
Infant/Toddler Specialist	122
Information Technology Security Analyst	146
Instructional Assistant	122
Instructional Programmer/Analyst	130
Instructional Technologist	142
International Student Program Specialist	129
International Student Program Technician	125
Irrigation Systems Specialist	129
IT Systems Specialist I	132
IT Systems Specialist II	136
IT Systems Specialist III	140
Laboratory Assistant	116
Laboratory Technician	122
Laboratory Technician, Anthropology and Geography	122
Laboratory Technician, Art	122
Laboratory Technician, Astronomy	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



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2020-2021 (Effective July 1, 2020)
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Classification Title	Range
Lead Custodian	119
Lead Electrician	134
Lead Groundskeeper	124
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 Production Specialist	136
Mental Health Provider, Categorical	138
Network and Communications Systems Specialist	140
Network Services Analyst	140
Network Systems Administrator	143
New Media and Marketing Specialist	138
Office Assistant	113
Outreach Assistant	117
Outreach Office Assistant	113
Outreach Specialist	131
Painter	128
Payroll Assistant	121
Payroll Specialist	127
Performing Arts Center Operations Manager	122
Performing Arts Operations Specialist	129
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



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Classification Title	Range
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
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



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Classification Title	Range
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 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
Systems and Storage Administrator	140
Technical Director	132
Technical Director/Scenic Designer	132
Testing Center Assistant	109
Testing Center Specialist	121
Theater Production and Operations Manager	136
Transfer Center Specialist	123
Utility Custodian	117
Veterans Office Assistant	115
Warehouse Worker	120
Warehouse Worker/Delivery Driver	114
Webmaster	144
Web Administrator	144
Web Designer	140



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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>						