



South Orange County Community College District

ACADEMIC SALARY SCHEDULES 2021-2022

[Revision History](#)

Board Approved: 09/27/2021



South Orange County Community College District

**Full-time Academic Salary Schedule - Annual
2021-2022
0.75% Increase
(Effective 8/1/2021)**

Range	I	II	III	IV	V
Step					
01	74,475	78,612	82,749	86,886	91,023
02	77,233	81,370	85,507	89,644	93,781
03	79,991	84,128	88,265	92,402	96,539
04	79,991	86,886	91,023	95,160	99,297
05	82,749	89,644	93,781	97,918	102,055
6		92,402	96,539	100,676	104,813
07		95,160	99,297	103,434	107,571
08		97,918	102,055	106,192	110,329
09		97,918	104,813	108,950	113,087
10		100,676	107,571	111,708	115,845
11			110,329	114,466	118,603
12			113,087	117,224	121,361
13			115,845	119,982	124,119
14			115,845	122,740	126,877
15			118,603	125,498	129,635
16				128,256	132,393
17				131,014	135,151
18				133,772	137,909
19				133,772	140,667
20				136,530	143,425
21					146,183
22					148,941
23					151,699
24					151,699
25					154,457

Doctoral Stipend: \$4,171



South Orange County Community College District

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

2021-22

7.5% Increase							
Classroom¹:	Part-time Faculty Full-time / Part-time Faculty Intersession/Summer						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1533	1594	1655	1716	1777	1838
Equivalent Hourly LHE Rate (for STRS)	92.35	96.02	99.70	103.37	107.05	110.72	114.40
1 Includes student consultation time							
7.52% Increase							
Classroom:	Full-time Faculty Overload Part-time Non-Classroom Tutorial Other²						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1316	1369	1422	1475	1528	1581
Equivalent Hourly LHE Rate (for STRS)	79.28	82.47	85.66	88.86	92.05	95.24	98.43
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							49.215
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
.75% Increase							
Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator	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
	Semester LHE Rate	2414	2511	2608	2705	2802	2899
Equivalent Hourly LHE Rate (for STRS)	72.71	75.63	78.55	81.48	84.40	87.32	90.24



South Orange County Community College District

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

2021-22

Range	I	II	III	IV	V
Step					
1	418.40	441.64	464.88	488.12	511.37
2	433.89	457.13	480.38	503.62	526.86
3	449.39	472.63	495.87	519.11	542.35
4	449.39	488.12	511.37	534.61	557.85
5	464.88	503.62	526.86	550.10	573.34
6		519.11	542.35	565.60	588.84
7		534.61	557.85	581.09	604.33
8		550.10	573.34	596.58	619.83
9		550.10	588.84	612.08	635.32
10		565.60	604.33	627.57	650.81
11			619.83	643.07	666.31
12			635.32	658.56	681.80
13			650.81	674.06	697.30
14			650.81	689.55	712.79
15			666.31	705.04	728.29
16				720.54	743.78
17				736.03	759.28
18				751.53	774.77
19				751.53	790.26
20				767.02	805.76
21					821.25
22					836.75
23					852.24
24					852.24
25					867.74

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

Column	1	2	3	4	5	6	7
Classroom	258.37	268.65	278.93	289.21	299.49	309.78	320.06
Non- Classroom	203.43	211.60	219.78	227.95	236.12	244.30	252.47



South Orange County Community College District

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