



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2021-2022 (Effective July 1, 2021) 2.72% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,234 18.658	3,398 19.604	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131
110	3,315 19.126	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760
111	3,398 19.604	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406
112	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070
113	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751
114	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449
115	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164
116	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897
117	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647
118	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414
119	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204
120	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012
121	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843
122	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691
123	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562
124	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456



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125	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368
126	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302
127	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260
128	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247
129	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256
130	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289
131	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351
132	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435
133	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549
134	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691
135	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862
136	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062
137	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291
138	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549
139	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841
140	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549	9,388 54.162



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Range/ Step	1	2	3	4	5	6	7
141	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841	9,623 55.518
142	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549	9,388 54.162	9,864 56.908
143	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841	9,623 55.518	10,111 58.333
144	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549	9,388 54.162	9,864 56.908	10,364 59.793
145	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841	9,623 55.518	10,111 58.333	10,624 61.293
146	8,093 46.691	8,504 49.062	8,935 51.549	9,388 54.162	9,864 56.908	10,364 59.793	10,890 62.828
147	8,296 47.862	8,717 50.291	9,159 52.841	9,623 55.518	10,111 58.333	10,624 61.293	11,163 64.403
148	8,504 49.062	8,935 51.549	9,388 54.162	9,864 56.908	10,364 59.793	10,890 62.828	11,443 66.018
149	8,717 50.291	9,159 52.841	9,623 55.518	10,111 58.333	10,624 61.293	11,163 64.403	11,730 67.674
150	8,935 51.549	9,388 54.162	9,864 56.908	10,364 59.793	10,890 62.828	11,443 66.018	12,024 69.370
151	9,159 52.841	9,623 55.518	10,111 58.333	10,624 61.293	11,163 64.403	11,730 67.674	12,325 71.106
152	9,388 54.162	9,864 56.908	10,364 59.793	10,890 62.828	11,443 66.018	12,024 69.370	12,634 72.889
153	9,623 55.518	10,111 58.333	10,624 61.293	11,163 64.403	11,730 67.674	12,325 71.106	12,950 74.712
154	9,864 56.908	10,364 59.793	10,890 62.828	11,443 66.018	12,024 69.370	12,634 72.889	13,274 76.581

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)

<p>7.9 SHIFT DIFFERENTIAL-COMPENSATION</p>						
<p>7.9.1 Any full-time unit member 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. Any full-time unit member 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. Any part-time unit member who has forty (40) percent or more of their 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. Any part-time unit member who has forty (40) percent or more of their 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.</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>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>						