



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2015-2016 (6% Increase)

Range/ Step	1	2	3	4	5	6
<b>111</b>	2,904	3,051	3,205	3,367	3,537	3,716
	17.285	18.160	19.077	20.041	21.053	22.119
<b>112</b>	2,977	3,127	3,285	3,451	3,625	3,809
	17.720	18.613	19.553	20.541	21.577	22.672
<b>113</b>	3,051	3,205	3,367	3,537	3,716	3,904
	18.160	19.077	20.041	21.053	22.119	23.238
<b>114</b>	3,127	3,285	3,451	3,625	3,809	4,002
	18.613	19.553	20.541	21.577	22.672	23.821
<b>115</b>	3,205	3,367	3,537	3,716	3,904	4,102
	19.077	20.041	21.053	22.119	23.238	24.416
<b>116</b>	3,285	3,451	3,625	3,809	4,002	4,205
	19.553	20.541	21.577	22.672	23.821	25.029
<b>117</b>	3,367	3,537	3,716	3,904	4,102	4,310
	20.041	21.053	22.119	23.238	24.416	25.654
<b>118</b>	3,451	3,625	3,809	4,002	4,205	4,418
	20.541	21.577	22.672	23.821	25.029	26.297
<b>119</b>	3,537	3,716	3,904	4,102	4,310	4,528
	21.053	22.119	23.238	24.416	25.654	26.952
<b>120</b>	3,625	3,809	4,002	4,205	4,418	4,641
	21.577	22.672	23.821	25.029	26.297	27.625
<b>121</b>	3,716	3,904	4,102	4,310	4,528	4,757
	22.119	23.238	24.416	25.654	26.952	28.315
<b>122</b>	3,809	4,002	4,205	4,418	4,641	4,876
	22.672	23.821	25.029	26.297	27.625	29.023
<b>123</b>	3,904	4,102	4,310	4,528	4,757	4,998
	23.238	24.416	25.654	26.952	28.315	29.750
<b>124</b>	4,002	4,205	4,418	4,641	4,876	5,123
	23.821	25.029	26.297	27.625	29.023	30.494
<b>125</b>	4,102	4,310	4,528	4,757	4,998	5,251
	24.416	25.654	26.952	28.315	29.750	31.255
<b>126</b>	4,205	4,418	4,641	4,876	5,123	5,382
	25.029	26.297	27.625	29.023	30.494	32.035



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<b>127</b>	4,310	4,528	4,757	4,998	5,251	5,517
	25.654	26.952	28.315	29.750	31.255	32.839
<b>128</b>	4,418	4,641	4,876	5,123	5,382	5,655
	26.297	27.625	29.023	30.494	32.035	33.660
<b>129</b>	4,528	4,757	4,998	5,251	5,517	5,796
	26.952	28.315	29.750	31.255	32.839	34.500
<b>130</b>	4,641	4,876	5,123	5,382	5,655	5,941
	27.625	29.023	30.494	32.035	33.660	35.363
<b>131</b>	4,757	4,998	5,251	5,517	5,796	6,090
	28.315	29.750	31.255	32.839	34.500	36.250
<b>132</b>	4,876	5,123	5,382	5,655	5,941	6,242
	29.023	30.494	32.035	33.660	35.363	37.154
<b>133</b>	4,998	5,251	5,517	5,796	6,090	6,398
	29.750	31.255	32.839	34.500	36.250	38.083
<b>134</b>	5,123	5,382	5,655	5,941	6,242	6,558
	30.494	32.035	33.660	35.363	37.154	39.035
<b>135</b>	5,251	5,517	5,796	6,090	6,398	6,722
	31.255	32.839	34.500	36.250	38.083	40.011
<b>136</b>	5,382	5,655	5,941	6,242	6,558	6,890
	32.035	33.660	35.363	37.154	39.035	41.011
<b>137</b>	5,517	5,796	6,090	6,398	6,722	7,062
	32.839	34.500	36.250	38.083	40.011	42.035
<b>138</b>	5,655	5,941	6,242	6,558	6,890	7,239
	33.660	35.363	37.154	39.035	41.011	43.089
<b>139</b>	5,796	6,090	6,398	6,722	7,062	7,420
	34.500	36.250	38.083	40.011	42.035	44.166
<b>140</b>	5,941	6,242	6,558	6,890	7,239	7,606
	35.363	37.154	39.035	41.011	43.089	45.273
<b>141</b>	6,090	6,398	6,722	7,062	7,420	7,796
	36.250	38.083	40.011	42.035	44.166	46.404
<b>142</b>	6,242	6,558	6,890	7,239	7,606	7,991
	37.154	39.035	41.011	43.089	45.273	47.565



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Range/ Step	1	2	3	4	5	6
<b>143</b>	6,398	6,722	7,062	7,420	7,796	8,191
	38.083	40.011	42.035	44.166	46.404	48.755
<b>144</b>	6,558	6,890	7,239	7,606	7,991	8,396
	39.035	41.011	43.089	45.273	47.565	49.976
<b>145</b>	6,722	7,062	7,420	7,796	8,191	8,606
	40.011	42.035	44.166	46.404	48.755	51.226
<b>146</b>	6,890	7,239	7,606	7,991	8,396	8,821
	41.011	43.089	45.273	47.565	49.976	52.505
<b>147</b>	7,062	7,420	7,796	8,191	8,606	9,042
	42.035	44.166	46.404	48.755	51.226	53.821
<b>148</b>	7,239	7,606	7,991	8,396	8,821	9,268
	43.089	45.273	47.565	49.976	52.505	55.166
<b>149</b>	7,420	7,796	8,191	8,606	9,042	9,500
	44.166	46.404	48.755	51.226	53.821	56.547
<b>150</b>	7,606	7,991	8,396	8,821	9,268	9,738
	45.273	47.565	49.976	52.505	55.166	57.964
<b>151</b>	7,796	8,191	8,606	9,042	9,500	9,981
	46.404	48.755	51.226	53.821	56.547	59.410
<b>152</b>	7,991	8,396	8,821	9,268	9,738	10,231
	47.565	49.976	52.505	55.166	57.964	60.898
<b>153</b>	8,191	8,606	9,042	9,500	9,981	10,487
	48.755	51.226	53.821	56.547	59.410	62.422
<b>154</b>	8,396	8,821	9,268	9,738	10,231	10,749
	49.976	52.505	55.166	57.964	60.898	63.982

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)



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<b>Job Class Title</b>	<b>Pay Range</b>
Accompanist	126
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 Officer	129
Career Guidance Specialist	136
Career Placement Officer	129
Career Services Officer	129
Career Services Technician	121



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## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2015-2016 (6% Increase)

<b>Job Class Title</b>	<b>Pay Range</b>
CD Work-Based LLP Org. Program Assistant	118
Central Services Specialist	121
Child Development Specialist	122
Clerical Assistant -- Categorical funded	113
College Information Operator	113
College Public Information Officer	133
Community Education Program Specialist	127
Computer/Audiovisual Technician	126
Contract Specialist	131
Coordinated Scheduling Analyst	132
Copy Center Technician	118
Costume/Makeup Designer	132
Counseling Office Assistant	115
Curriculum Assistant	121
Curriculum Publications 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	137
District Payroll Systems Specialist	137
Electrician	128
EMS Program Specialist	123
Equipment Technician	122
Executive Assistant	133
Extended Opportunity Program Specialist	121
Extended Opportunity Program Specialist -- Bilingual	121



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<b>Job Class Title</b>	<b>Pay Range</b>
Financial Aid Specialist	125
Financial Analyst	140
Fine Arts Public Information Officer	129
Fiscal/Veterans Specialist	126
Foster & Kinship Care Education Program Assistant	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 Assistant	121
Human Resources Assistant Recruiter	123
Human Resources Specialist	127
HVAC Technician	128
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, Art	122
Laboratory Technician, Automotive Technology	122
Laboratory Technician, Chemistry	122



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<b>Job Class Title</b>	<b>Pay Range</b>
Laboratory Technician, Communication Arts	122
Laboratory Technician, Computers	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 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 Payroll Process Specialist	137
Lead Warehouse Worker	126
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 and Marketing Specialist	138
Media Production Specialist	136
Network Services Analyst	140



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<b>Job Class Title</b>	<b>Pay Range</b>
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	127
Office Assistant	113
Operations Planning Specialist	126
Outreach Assistant	117
Outreach Specialist	131
Painter	128
Parking Coordinator	127
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
Program Laboratory Technician -- Categorical funded	122
Program Senior Laboratory Technician -- Categorical funded	130
Program Specialist -- Categorical funded	130
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
Re-Entry/Women's Center Services Officer	129
Research and Planning Analyst	138
Research Specialist	130





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<b>Job Class Title</b>	<b>Pay Range</b>
Risk Management Specialist	125
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 Buyer	130
Senior Child Development Specialist	128
Senior Copy Center Technician	124
Senior Counseling Office Assistant	119
Senior Electrician	130
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 Human Resources Specialist	131
Senior HVAC Technician	130
Senior Laboratory Technician, Advanced Tech/Applied Science	130
Senior Laboratory Technician, Art	130
Senior Laboratory Technician, Astronomy	130
Senior Laboratory Technician, Automotive Technician	130
Senior Laboratory Technician, Biology	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



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<b>Job Class Title</b>	<b>Pay Range</b>
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
Sports Public Information Officer	129
Student Development Office Assistant	121
Student Services Specialist	125
Student Success Grants Assistant	119
Swimming Pool Maintenance Worker	122
Technical Director	132
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
Video Production Specialist	132
Warehouse Worker	120
Warehouse Worker/Delivery Driver	114
Webmaster	144



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<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. 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>	