



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2022-2023 (Effective July 1, 2022) 6.56% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,447 19.887	3,623 20.902	3,807 21.964	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793
110	3,534 20.389	3,714 21.427	3,903 22.518	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468
111	3,623 20.902	3,807 21.964	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160
112	3,714 21.427	3,903 22.518	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870
113	3,807 21.964	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597
114	3,903 22.518	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341
115	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102
116	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881
117	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683
118	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502
119	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345
120	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204
121	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087
122	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993
123	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922
124	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874



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125	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849
126	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847
127	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868
128	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918
129	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991
130	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093
131	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224
132	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383
133	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572
134	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789
135	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572	8,846 51.035
136	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789	9,068 52.316
137	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572	8,846 51.035	9,295 53.626
138	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789	9,068 52.316	9,528 54.970
139	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572	8,846 51.035	9,295 53.626	9,767 56.349
140	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789	9,068 52.316	9,528 54.970	10,012 57.762



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Range/ Step	1	2	3	4	5	6	7
141	7,625	8,012	8,419	8,846	9,295	9,767	10,263
	43.991	46.224	48.572	51.035	53.626	56.349	59.210
142	7,816	8,213	8,630	9,068	9,528	10,012	10,520
	45.093	47.383	49.789	52.316	54.970	57.762	60.693
143	8,012	8,419	8,846	9,295	9,767	10,263	10,783
	46.224	48.572	51.035	53.626	56.349	59.210	62.210
144	8,213	8,630	9,068	9,528	10,012	10,520	11,053
	47.383	49.789	52.316	54.970	57.762	60.693	63.768
145	8,419	8,846	9,295	9,767	10,263	10,783	11,330
	48.572	51.035	53.626	56.349	59.210	62.210	65.366
146	8,630	9,068	9,528	10,012	10,520	11,053	11,614
	49.789	52.316	54.970	57.762	60.693	63.768	67.004
147	8,846	9,295	9,767	10,263	10,783	11,330	11,905
	51.035	53.626	56.349	59.210	62.210	65.366	68.683
148	9,068	9,528	10,012	10,520	11,053	11,614	12,203
	52.316	54.970	57.762	60.693	63.768	67.004	70.403
149	9,295	9,767	10,263	10,783	11,330	11,905	12,509
	53.626	56.349	59.210	62.210	65.366	68.683	72.168
150	9,528	10,012	10,520	11,053	11,614	12,203	12,822
	54.970	57.762	60.693	63.768	67.004	70.403	73.974
151	9,767	10,263	10,783	11,330	11,905	12,509	13,143
	56.349	59.210	62.210	65.366	68.683	72.168	75.826
152	10,012	10,520	11,053	11,614	12,203	12,822	13,472
	57.762	60.693	63.768	67.004	70.403	73.974	77.724
153	10,263	10,783	11,330	11,905	12,509	13,143	13,809
	59.210	62.210	65.366	68.683	72.168	75.826	79.668
154	10,520	11,053	11,614	12,203	12,822	13,472	14,155
	60.693	63.768	67.004	70.403	73.974	77.724	81.664
155	10,783	11,330	11,905	12,509	13,143	13,809	14,509
	62.210	65.366	68.683	72.168	75.826	79.668	83.706
156	11,053	11,614	12,203	12,822	13,472	14,155	14,872
	63.768	67.004	70.403	73.974	77.724	81.664	85.801



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)

2022-2023 (Effective July 1, 2022)

6.56% Increase

Range/ Step	1	2	3	4	5	6	7
157	11,330	11,905	12,509	13,143	13,809	14,509	15,244
	65.366	68.683	72.168	75.826	79.668	83.706	87.947
158	11,614	12,203	12,822	13,472	14,155	14,872	15,626
	67.004	70.403	73.974	77.724	81.664	85.801	90.151

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)



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)

<p><u>7.9 SHIFT DIFFERENTIAL-COMPENSATION</u></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><u>8.1.1 BILINGUAL STIPEND:</u> 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><u>Article 8.10 - LONGEVITY:</u> The District agrees to additionally compensate long service employees as specified below:</p> <ul style="list-style-type: none"> 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 						