



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2023-2024 (Effective July 1, 2023) * 3.11% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,555	3,736	3,926	4,126	4,336	4,557	4,788
	20.510	21.554	22.651	23.804	25.016	26.291	27.624
110	3,644	3,830	4,025	4,230	4,445	4,671	4,908
	21.024	22.097	23.222	24.404	25.645	26.949	28.316
111	3,736	3,926	4,126	4,336	4,557	4,788	5,031
	21.554	22.651	23.804	25.016	26.291	27.624	29.026
112	3,830	4,025	4,230	4,445	4,671	4,908	5,157
	22.097	23.222	24.404	25.645	26.949	28.316	29.752
113	3,926	4,126	4,336	4,557	4,788	5,031	5,286
	22.651	23.804	25.016	26.291	27.624	29.026	30.497
114	4,025	4,230	4,445	4,671	4,908	5,157	5,419
	23.222	24.404	25.645	26.949	28.316	29.752	31.264
115	4,126	4,336	4,557	4,788	5,031	5,286	5,555
	23.804	25.016	26.291	27.624	29.026	30.497	32.049
116	4,230	4,445	4,671	4,908	5,157	5,419	5,694
	24.404	25.645	26.949	28.316	29.752	31.264	32.851
117	4,336	4,557	4,788	5,031	5,286	5,555	5,837
	25.016	26.291	27.624	29.026	30.497	32.049	33.676
118	4,445	4,671	4,908	5,157	5,419	5,694	5,983
	25.645	26.949	28.316	29.752	31.264	32.851	34.518
119	4,557	4,788	5,031	5,286	5,555	5,837	6,133
	26.291	27.624	29.026	30.497	32.049	33.676	35.383
120	4,671	4,908	5,157	5,419	5,694	5,983	6,287
	26.949	28.316	29.752	31.264	32.851	34.518	36.272
121	4,788	5,031	5,286	5,555	5,837	6,133	6,445
	27.624	29.026	30.497	32.049	33.676	35.383	37.183
122	4,908	5,157	5,419	5,694	5,983	6,287	6,607
	28.316	29.752	31.264	32.851	34.518	36.272	38.118
123	5,031	5,286	5,555	5,837	6,133	6,445	6,773
	29.026	30.497	32.049	33.676	35.383	37.183	39.076
124	5,157	5,419	5,694	5,983	6,287	6,607	6,943
	29.752	31.264	32.851	34.518	36.272	38.118	40.056

Board Approved: 09/19/2022

*Applicable to employees with termination dates between 7/1/23 – 7/31/23



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125	5,286 30.497	5,555 32.049	5,837 33.676	6,133 35.383	6,445 37.183	6,773 39.076	7,117 41.060
126	5,419 31.264	5,694 32.851	5,983 34.518	6,287 36.272	6,607 38.118	6,943 40.056	7,295 42.087
127	5,555 32.049	5,837 33.676	6,133 35.383	6,445 37.183	6,773 39.076	7,117 41.060	7,478 43.143
128	5,694 32.851	5,983 34.518	6,287 36.272	6,607 38.118	6,943 40.056	7,295 42.087	7,665 44.222
129	5,837 33.676	6,133 35.383	6,445 37.183	6,773 39.076	7,117 41.060	7,478 43.143	7,857 45.329
130	5,983 34.518	6,287 36.272	6,607 38.118	6,943 40.056	7,295 42.087	7,665 44.222	8,054 46.466
131	6,133 35.383	6,445 37.183	6,773 39.076	7,117 41.060	7,478 43.143	7,857 45.329	8,256 47.631
132	6,287 36.272	6,607 38.118	6,943 40.056	7,295 42.087	7,665 44.222	8,054 46.466	8,463 48.826
133	6,445 37.183	6,773 39.076	7,117 41.060	7,478 43.143	7,857 45.329	8,256 47.631	8,675 50.049
134	6,607 38.118	6,943 40.056	7,295 42.087	7,665 44.222	8,054 46.466	8,463 48.826	8,892 51.301
135	6,773 39.076	7,117 41.060	7,478 43.143	7,857 45.329	8,256 47.631	8,675 50.049	9,115 52.587
136	6,943 40.056	7,295 42.087	7,665 44.222	8,054 46.466	8,463 48.826	8,892 51.301	9,343 53.903
137	7,117 41.060	7,478 43.143	7,857 45.329	8,256 47.631	8,675 50.049	9,115 52.587	9,577 55.253
138	7,295 42.087	7,665 44.222	8,054 46.466	8,463 48.826	8,892 51.301	9,343 53.903	9,817 56.637
139	7,478 43.143	7,857 45.329	8,256 47.631	8,675 50.049	9,115 52.587	9,577 55.253	10,063 58.056
140	7,665 44.222	8,054 46.466	8,463 48.826	8,892 51.301	9,343 53.903	9,817 56.637	10,315 59.510

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141	7,857 45.329	8,256 47.631	8,675 50.049	9,115 52.587	9,577 55.253	10,063 58.056	10,573 60.999
142	8,054 46.466	8,463 48.826	8,892 51.301	9,343 53.903	9,817 56.637	10,315 59.510	10,838 62.528
143	8,256 47.631	8,675 50.049	9,115 52.587	9,577 55.253	10,063 58.056	10,573 60.999	11,109 64.091
144	8,463 48.826	8,892 51.301	9,343 53.903	9,817 56.637	10,315 59.510	10,838 62.528	11,387 65.695
145	8,675 50.049	9,115 52.587	9,577 55.253	10,063 58.056	10,573 60.999	11,109 64.091	11,672 67.339
146	8,892 51.301	9,343 53.903	9,817 56.637	10,315 59.510	10,838 62.528	11,387 65.695	11,964 69.024
147	9,115 52.587	9,577 55.253	10,063 58.056	10,573 60.999	11,109 64.091	11,672 67.339	12,264 70.754
148	9,343 53.903	9,817 56.637	10,315 59.510	10,838 62.528	11,387 65.695	11,964 69.024	12,571 72.526
149	9,577 55.253	10,063 58.056	10,573 60.999	11,109 64.091	11,672 67.339	12,264 70.754	12,886 74.343
150	9,817 56.637	10,315 59.510	10,838 62.528	11,387 65.695	11,964 69.024	12,571 72.526	13,209 76.206
151	10,063 58.056	10,573 60.999	11,109 64.091	11,672 67.339	12,264 70.754	12,886 74.343	13,540 78.116
152	10,315 59.510	10,838 62.528	11,387 65.695	11,964 69.024	12,571 72.526	13,209 76.206	13,879 80.072
153	10,573 60.999	11,109 64.091	11,672 67.339	12,264 70.754	12,886 74.343	13,540 78.116	14,226 82.074
154	10,838 62.528	11,387 65.695	11,964 69.024	12,571 72.526	13,209 76.206	13,879 80.072	14,582 84.128
155	11,109 64.091	11,672 67.339	12,264 70.754	12,886 74.343	13,540 78.116	14,226 82.074	14,947 86.233
156	11,387 65.695	11,964 69.024	12,571 72.526	13,209 76.206	13,879 80.072	14,582 84.128	15,321 88.391

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

2023-2024 (Effective July 1, 2023) *

3.11% Increase

Range/ Step	1	2	3	4	5	6	7
157	11,672	12,264	12,886	13,540	14,226	14,947	15,705
	67.339	70.754	74.343	78.116	82.074	86.233	90.606
158	11,964	12,571	13,209	13,879	14,582	15,321	16,098
	69.024	72.526	76.206	80.072	84.128	88.391	92.874

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><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> <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>						
<p>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.</p>						

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