



South Orange County Community College District

ACADEMIC SALARY SCHEDULES

2023-2024



South Orange County Community College District

**Full-time Academic Salary Schedule - Annual
2023-2024
5.65% Increase
Effective Fall Semester 2023**

Range	I	II	III	IV	V
Step					
01	82,522	87,107	91,692	96,277	100,862
02	85,578	90,163	94,748	99,333	103,918
03	88,634	93,219	97,804	102,389	106,974
04	88,634	96,275	100,860	105,445	110,030
05	91,690	99,331	103,916	108,501	113,086
06		102,387	106,972	111,557	116,142
07		105,443	110,028	114,613	119,198
08		108,499	113,084	117,669	122,254
09		108,499	116,140	120,725	125,310
10		111,555	119,196	123,781	128,366
11			122,252	126,837	131,422
12			125,308	129,893	134,478
13			128,364	132,949	137,534
14			128,364	136,005	140,590
15			131,420	139,061	143,646
16				142,117	146,702
17				145,173	149,758
18				148,229	152,814
19				148,229	155,870
20				151,285	158,926
21					161,982
22					165,038
23					168,094
24					168,094
25					171,150

Doctoral Stipend: \$4,621



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE) Effective Fall Semester 2023

14.25% 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	1,940	2,018	2,096	2,174	2,252	2,330
Equivalent Hourly LHE Rate (for STRS)	116.87	121.57	126.27	130.96	135.66	140.36	145.06
1 Includes student consultation time							
14.20% 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	1,665	1,732	1,799	1,866	1,933	2,000
Equivalent Hourly LHE Rate (for STRS)	100.30	104.34	108.37	112.41	116.45	120.48	124.52
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							62.26
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
5.65% 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	2,675	2,782	2,889	2,996	3,103	3,210
Equivalent Hourly LHE Rate (for STRS)	80.57	83.80	87.02	90.24	93.46	96.69	99.91



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty) Effective Fall Semester 2023

Range	I	II	III	IV	V
Step					
01	463.61	489.37	515.12	540.88	566.64
02	480.78	506.53	532.29	558.05	583.81
03	497.94	523.70	549.46	575.22	600.98
04	497.94	540.87	566.63	592.39	618.15
05	515.11	558.04	583.80	609.56	635.31
06		575.21	600.97	626.72	652.48
07		592.38	618.13	643.89	669.65
08		609.54	635.30	661.06	686.82
09		609.54	652.47	678.23	703.99
10		626.71	669.64	695.40	721.16
11			686.81	712.57	738.33
12			703.98	729.74	755.49
13			721.15	746.90	772.66
14			721.15	764.07	789.83
15			738.31	781.24	807.00
16				798.41	824.17
17				815.58	841.34
18				832.75	858.51
19				832.75	875.67
20				849.92	892.84
21					910.01
22					927.18
23					944.35
24					944.35
25					961.52

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

Column	1	2	3	4	5	6	7
Classroom	326.97	340.11	353.26	366.40	379.55	392.70	405.84
Non-Classroom	225.42	234.44	243.46	252.47	261.49	270.51	279.52



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