



South Orange County Community College District

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

2023-2024 (Effective July 1, 2023)*

5.04% Increase and Addition of Step 8 - Total increase = 8.22%

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
109	3,621 20.89	3,807 21.96	4,001 23.08	4,204 24.25	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	109
110	3,713 21.42	3,902 22.51	4,101 23.66	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	110
111	3,807 21.96	4,001 23.08	4,204 24.25	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	111
112	3,902 22.51	4,101 23.66	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	112
113	4,001 23.08	4,204 24.25	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	113
114	4,101 23.66	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	114
115	4,204 24.25	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	115
116	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	116
117	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	117
118	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	118
119	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	119
120	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	120
121	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	121
122	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	122
123	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	123
124	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	124
125	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	125
126	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	126
127	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	127



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Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
128	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	128
129	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	129
130	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	130
131	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	131
132	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	132
133	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	133
134	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	134
135	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	135
136	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	136
137	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	137
138	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	138
139	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	139
140	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	140
141	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	141
142	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	142
143	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	143
144	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	144
145	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	145
146	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	146



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Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
147	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	147
148	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	148
149	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	149
150	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	150
151	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	151
152	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	152
153	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	15,241 87.93	153
154	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	15,623 90.13	154
155	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	15,241 87.93	16,013 92.38	155
156	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	15,623 90.13	16,415 94.70	156
157	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	15,241 87.93	16,013 92.38	16,826 97.07	157
158	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	15,623 90.13	16,415 94.70	17,247 99.50	158

7.9 SHIFT DIFFERENTIAL COMPENSATION

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.

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.

Article 8.10 - LONGEVITY: The District agrees to additionally compensate long service employees as specified below:

- 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

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.

Board Approved: 07/24/2023

*Applies to employees active on or after 8/1/23