



South Orange County
Community College District

ACADEMIC SALARY SCHEDULES

Academic Year 2024-2025



South Orange County Community College District

Full-time Academic Salary Schedule - Annual 2024-2025 1.57% Increase Effective Fall Semester 2024

Range	I	II	III	IV	V
Step					
01	83,818	88,475	93,132	97,789	102,446
02	86,922	91,579	96,236	100,893	105,550
03	90,026	94,683	99,340	103,997	108,654
04	90,026	97,787	102,444	107,101	111,758
05	93,130	100,891	105,548	110,205	114,862
06		103,995	108,652	113,309	117,966
07		107,099	111,756	116,413	121,070
08		110,203	114,860	119,517	124,174
09		110,203	117,964	122,621	127,278
10		113,307	121,068	125,725	130,382
11			124,172	128,829	133,486
12			127,276	131,933	136,590
13			130,380	135,037	139,694
14			130,380	138,141	142,798
15			133,484	141,245	145,902
16				144,349	149,006
17				147,453	152,110
18				150,557	155,214
19				150,557	158,318
20				153,661	161,422
21					164,526
22					167,630
23					170,734
24					170,734
25					173,838

Doctoral Stipend: \$4,694



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE) Effective Fall Semester 2024

2.32% 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	1,985	2,064	2,143	2,222	2,301	2,380	2,459
Equivalent Hourly LHE Rate (for STRS)	119.58	124.34	129.10	133.86	138.61	143.37	148.13
1 Includes student consultation time							
2.34% 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	1,704	1,772	1,840	1,908	1,976	2,044	2,112
Equivalent Hourly LHE Rate (for STRS)	102.65	106.75	110.84	114.94	119.04	123.13	127.23
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							63.61
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
0% Increase							
Non-Classroom:	Part-time Faculty						
	Full-time / Part-time Faculty Intersession/Summer						
	Full-time / Part-time Faculty Substitute						
Library	Full-time Faculty Overload						
Counseling							
Learning Disability							
Tutorial Coordinator							
	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	3,317
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 2024

Range	I	II	III	IV	V
Step					
01	470.89	497.05	523.21	549.38	575.54
02	488.33	514.49	540.65	566.81	592.98
03	505.76	531.93	558.09	584.25	610.42
04	505.76	549.37	575.53	601.69	627.85
05	523.20	566.80	592.97	619.13	645.29
06	-	584.24	610.40	636.57	662.73
07		601.68	627.84	654.01	680.17
08		619.12	645.28	671.44	697.61
09		619.12	662.72	688.88	715.04
10		636.56	680.16	706.32	732.48
11		-	697.60	723.76	749.92
12			715.03	741.20	767.36
13			732.47	758.63	784.80
14			732.47	776.07	802.24
15			749.91	793.51	819.67
16			-	810.95	837.11
17				828.39	854.55
18				845.83	871.99
19				845.83	889.43
20				863.26	906.87
21				-	924.30
22					941.74
23					959.18
24					959.18
25					976.62

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

Column	1	2	3	4	5	6	7
Classroom	334.55	347.87	361.18	374.49	387.81	401.12	414.44
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