



South Orange County
Community College District

ACADEMIC SALARY SCHEDULES

Academic Years 2025-2026 through 2026-2027



South Orange County Community College District

10 Month Full-time Academic Salary Schedule - Annual 2025-2026

3.43% Increase

Effective Fall Semester 2025

Range	I	II	III	IV	V
Step					
01	86,693	91,509	96,325	101,141	105,957
02	89,904	94,720	99,536	104,352	109,168
03	93,115	97,931	102,747	107,563	112,379
04	93,115	101,142	105,958	110,774	115,590
05	96,326	104,353	109,169	113,985	118,801
06		107,564	112,380	117,196	122,012
07		110,775	115,591	120,407	125,223
08		113,986	118,802	123,618	128,434
09		113,986	122,013	126,829	131,645
10		117,197	125,224	130,040	134,856
11			128,435	133,251	138,067
12			131,646	136,462	141,278
13			134,857	139,673	144,489
14			134,857	142,884	147,700
15			138,068	146,095	150,911
16				149,306	154,122
17				152,517	157,333
18				155,728	160,544
19				155,728	163,755
20				158,939	166,966
21					170,177
22					173,388
23					176,599
24					176,599
25					179,810

Doctoral Stipend: \$4,855

Hourly Off-Schedule Additional Compensation Rate for Nursing Faculty: \$16



South Orange County Community College District

11 Month Full-time Academic Salary Schedule – Annual 2025-2026 3.43% Increase Effective Fall Semester 2025

Range	I	II	III	IV	V
Step					
01	94,973	100,249	105,525	110,801	116,077
02	98,490	103,766	109,042	114,318	119,594
03	102,007	107,283	112,559	117,835	123,111
04	102,007	110,800	116,076	121,352	126,628
05	105,524	114,317	119,593	124,869	130,145
06		117,834	123,110	128,386	133,662
07		121,351	126,627	131,903	137,179
08		124,868	130,144	135,420	140,696
09		124,868	133,661	138,937	144,213
10		128,385	137,178	142,454	147,730
11			140,695	145,971	151,247
12			144,212	149,488	154,764
13			147,729	153,005	158,281
14			147,729	156,522	161,798
15			151,246	160,039	165,315
16				163,556	168,832
17				167,073	172,349
18				170,590	175,866
19				170,590	179,383
20				174,107	182,900
21					186,417
22					189,934
23					193,451
24					193,451
25					196,968

Doctoral Stipend: \$5,318

Hourly Off-Schedule Additional Compensation Rate for Nursing Faculty: \$16

Board Approved: 10.20.2025

Revised: 10.10.2025



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE) Effective Fall Semester 2025

4.13% 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	2,067	2,150	2,233	2,316	2,399	2,482
	Equivalent Hourly LHE Rate (for STRS)	124.52	129.52	134.52	139.52	144.52	149.52
1 Includes student consultation time							
4.11% 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	1,774	1,845	1,916	1,987	2,058	2,129
	Equivalent Hourly LHE Rate (for STRS)	106.87	111.14	115.42	119.70	123.98	128.25
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							66.27
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
0% 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



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty) Effective Fall Semester 2025

Range	I	II	III	IV	V
Step					
01	487.04	514.10	541.15	568.21	595.26
02	505.08	532.13	559.19	586.25	613.30
03	523.12	550.17	577.23	604.29	631.34
04	523.12	568.21	595.27	622.33	649.38
05	541.16	586.25	613.31	640.37	667.42
06		604.29	631.35	658.40	685.46
07		622.33	649.39	676.44	703.50
08		640.37	667.43	694.48	721.54
09		640.37	685.47	712.52	739.58
10		658.41	703.51	730.56	757.62
11			721.54	748.60	775.66
12			739.58	766.64	793.70
13			757.62	784.68	811.74
14			757.62	802.72	829.78
15			775.66	820.76	847.81
16				838.80	865.85
17				856.84	883.89
18				874.88	901.93
19				874.88	919.97
20				892.92	938.01
21					956.05
22					974.09
23					992.13
24					992.13
25					1,010.17

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

Column	1	2	3	4	5	6	7
Classroom	348.37	362.36	376.35	390.34	404.33	418.31	432.30
Non-Classroom	225.42	234.44	243.46	252.47	261.49	270.51	279.52

Board Approved: 10.20.2025

Revised: 10.10.2025



South Orange County Community College District

10 Month Full-time Academic Salary Schedule - Annual 2026-2027

3.58% Increase

Effective Fall Semester 2026

Range	I	II	III	IV	V
Step					
01	89,797	94,786	99,775	104,764	109,753
02	93,123	98,112	103,101	108,090	113,079
03	96,449	101,438	106,427	111,416	116,405
04	96,449	104,764	109,753	114,742	119,731
05	99,775	108,090	113,079	118,068	123,057
06		111,416	116,405	121,394	126,383
07		114,742	119,731	124,720	129,709
08		118,068	123,057	128,046	133,035
09		118,068	126,383	131,372	136,361
10		121,394	129,709	134,698	139,687
11			133,035	138,024	143,013
12			136,361	141,350	146,339
13			139,687	144,676	149,665
14			139,687	148,002	152,991
15			143,013	151,328	156,317
16				154,654	159,643
17				157,980	162,969
18				161,306	166,295
19				161,306	169,621
20				164,632	172,947
21					176,273
22					179,599
23					182,925
24					182,925
25					186,251

Doctoral Stipend: \$5,029

Hourly Off-Schedule Additional Compensation Rate for Nursing Faculty: \$16



South Orange County Community College District

11 Month Full-time Academic Salary Schedule - Annual 2026-2027

3.58% Increase

Effective Fall Semester 2026

Range	I	II	III	IV	V
Step					
01	98,373	103,838	109,303	114,768	120,233
02	102,016	107,481	112,946	118,411	123,876
03	105,659	111,124	116,589	122,054	127,519
04	105,659	114,767	120,232	125,697	131,162
05	109,302	118,410	123,875	129,340	134,805
06		122,053	127,518	132,983	138,448
07		125,696	131,161	136,626	142,091
08		129,339	134,804	140,269	145,734
09		129,339	138,447	143,912	149,377
10		132,982	142,090	147,555	153,020
11			145,733	151,198	156,663
12			149,376	154,841	160,306
13			153,019	158,484	163,949
14			153,019	162,127	167,592
15			156,662	165,770	171,235
16				169,413	174,878
17				173,056	178,521
18				176,699	182,164
19				176,699	185,807
20				180,342	189,450
21					193,093
22					196,736
23					200,379
24					200,379
25					204,022

Doctoral Stipend: \$5,509

Hourly Off-Schedule Additional Compensation Rate for Nursing Faculty: \$16



South Orange County Community College District

Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE) Effective Fall Semester 2026

8.66% 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	2,246	2,336	2,426	2,516	2,606	2,696
	Equivalent Hourly LHE Rate (for STRS)	135.30	140.72	146.14	151.57	156.99	162.41
1 Includes student consultation time							
8.68% 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	1,928	2,005	2,082	2,159	2,236	2,313
	Equivalent Hourly LHE Rate (for STRS)	116.14	120.78	125.42	130.06	134.70	139.34
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							71.99
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
0% 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



South Orange County Community College District

Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty) Effective Fall Semester 2026

Range	I	II	III	IV	V
Step					
01	504.48	532.51	560.53	588.56	616.59
02	523.16	551.19	579.22	607.25	635.28
03	541.85	569.88	597.90	625.93	653.96
04	541.85	588.56	616.59	644.62	672.65
05	560.53	607.25	635.28	663.30	691.33
06		625.93	653.96	681.99	710.02
07		644.62	672.65	700.67	728.70
08		663.30	691.33	719.36	747.39
09		663.30	710.02	738.04	766.07
10		681.99	728.70	756.73	784.76
11			747.39	775.42	803.44
12			766.07	794.10	822.13
13			784.76	812.79	840.81
14			784.76	831.47	859.50
15			803.44	850.16	878.19
16				868.84	896.87
17				887.53	915.56
18				906.21	934.24
19				906.21	952.93
20				924.90	971.61
21					990.30
22					1,008.98
23					1,027.67
24					1,027.67
25					1,046.35

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

Column	1	2	3	4	5	6	7
Classroom	378.54	393.71	408.88	424.04	439.21	454.38	469.55
Non-Classroom	225.42	234.44	243.46	252.47	261.49	270.51	279.52

Board Approved: 10.20.2025

Revised: 10.10.2025



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