



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2024-2025 (Effective 07/01/2024)*
2.67% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
109	3,718 44,616	3,909 46,908	4,108 49,296	4,316 51,792	4,537 54,444	4,766 57,192	5,010 60,120	5,265 63,180	109
110	3,812 45,744	4,006 48,072	4,210 50,520	4,424 53,088	4,651 55,812	4,887 58,644	5,137 61,644	5,398 64,776	110
111	3,909 46,908	4,108 49,296	4,316 51,792	4,537 54,444	4,766 57,192	5,010 60,120	5,265 63,180	5,533 66,396	111
112	4,006 48,072	4,210 50,520	4,424 53,088	4,651 55,812	4,887 58,644	5,137 61,644	5,398 64,776	5,674 68,088	112
113	4,108 49,296	4,316 51,792	4,537 54,444	4,766 57,192	5,010 60,120	5,265 63,180	5,533 66,396	5,814 69,768	113
114	4,210 50,520	4,424 53,088	4,651 55,812	4,887 58,644	5,137 61,644	5,398 64,776	5,674 68,088	5,960 71,520	114
115	4,316 51,792	4,537 54,444	4,766 57,192	5,010 60,120	5,265 63,180	5,533 66,396	5,814 69,768	6,112 73,344	115
116	4,424 53,088	4,651 55,812	4,887 58,644	5,137 61,644	5,398 64,776	5,674 68,088	5,960 71,520	6,265 75,180	116
117	4,537 54,444	4,766 57,192	5,010 60,120	5,265 63,180	5,533 66,396	5,814 69,768	6,112 73,344	6,421 77,052	117
118	4,651 55,812	4,887 58,644	5,137 61,644	5,398 64,776	5,674 68,088	5,960 71,520	6,265 75,180	6,581 78,972	118
119	4,766 57,192	5,010 60,120	5,265 63,180	5,533 66,396	5,814 69,768	6,112 73,344	6,421 77,052	6,746 80,952	119
120	4,887 58,644	5,137 61,644	5,398 64,776	5,674 68,088	5,960 71,520	6,265 75,180	6,581 78,972	6,916 82,992	120
121	5,010 60,120	5,265 63,180	5,533 66,396	5,814 69,768	6,112 73,344	6,421 77,052	6,746 80,952	7,090 85,080	121
122	5,137 61,644	5,398 64,776	5,674 68,088	5,960 71,520	6,265 75,180	6,581 78,972	6,916 82,992	7,268 87,216	122
123	5,265 63,180	5,533 66,396	5,814 69,768	6,112 73,344	6,421 77,052	6,746 80,952	7,090 85,080	7,450 89,400	123
124	5,398 64,776	5,674 68,088	5,960 71,520	6,265 75,180	6,581 78,972	6,916 82,992	7,268 87,216	7,637 91,644	124
125	5,533 66,396	5,814 69,768	6,112 73,344	6,421 77,052	6,746 80,952	7,090 85,080	7,450 89,400	7,828 93,936	125
126	5,674 68,088	5,960 71,520	6,265 75,180	6,581 78,972	6,916 82,992	7,268 87,216	7,637 91,644	8,025 96,300	126
127	5,814 69,768	6,112 73,344	6,421 77,052	6,746 80,952	7,090 85,080	7,450 89,400	7,828 93,936	8,224 98,688	127

Board Approved: 10/28/2024

*Applies to employees active on or after October 28, 2024

Hourly Rate = Annual Rate / 2080



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2024-2025 (Effective 07/01/2024)*
2.67% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
128	5,960 71,520	6,265 75,180	6,581 78,972	6,916 82,992	7,268 87,216	7,637 91,644	8,025 96,300	8,430 101,160	128
129	6,112 73,344	6,421 77,052	6,746 80,952	7,090 85,080	7,450 89,400	7,828 93,936	8,224 98,688	8,642 103,704	129
130	6,265 75,180	6,581 78,972	6,916 82,992	7,268 87,216	7,637 91,644	8,025 96,300	8,430 101,160	8,859 106,308	130
131	6,421 77,052	6,746 80,952	7,090 85,080	7,450 89,400	7,828 93,936	8,224 98,688	8,642 103,704	9,082 108,984	131
132	6,581 78,972	6,916 82,992	7,268 87,216	7,637 91,644	8,025 96,300	8,430 101,160	8,859 106,308	9,308 111,696	132
133	6,746 80,952	7,090 85,080	7,450 89,400	7,828 93,936	8,224 98,688	8,642 103,704	9,082 108,984	9,541 114,492	133
134	6,916 82,992	7,268 87,216	7,637 91,644	8,025 96,300	8,430 101,160	8,859 106,308	9,308 111,696	9,781 117,372	134
135	7,090 85,080	7,450 89,400	7,828 93,936	8,224 98,688	8,642 103,704	9,082 108,984	9,541 114,492	10,025 120,300	135
136	7,268 87,216	7,637 91,644	8,025 96,300	8,430 101,160	8,859 106,308	9,308 111,696	9,781 117,372	10,277 123,324	136
137	7,450 89,400	7,828 93,936	8,224 98,688	8,642 103,704	9,082 108,984	9,541 114,492	10,025 120,300	10,534 126,408	137
138	7,637 91,644	8,025 96,300	8,430 101,160	8,859 106,308	9,308 111,696	9,781 117,372	10,277 123,324	10,799 129,588	138
139	7,828 93,936	8,224 98,688	8,642 103,704	9,082 108,984	9,541 114,492	10,025 120,300	10,534 126,408	11,070 132,840	139
140	8,025 96,300	8,430 101,160	8,859 106,308	9,308 111,696	9,781 117,372	10,277 123,324	10,799 129,588	11,347 136,164	140
141	8,224 98,688	8,642 103,704	9,082 108,984	9,541 114,492	10,025 120,300	10,534 126,408	11,070 132,840	11,630 139,560	141
142	8,430 101,160	8,859 106,308	9,308 111,696	9,781 117,372	10,277 123,324	10,799 129,588	11,347 136,164	11,922 143,064	142
143	8,642 103,704	9,082 108,984	9,541 114,492	10,025 120,300	10,534 126,408	11,070 132,840	11,630 139,560	12,221 146,652	143
144	8,859 106,308	9,308 111,696	9,781 117,372	10,277 123,324	10,799 129,588	11,347 136,164	11,922 143,064	12,527 150,324	144
145	9,082 108,984	9,541 114,492	10,025 120,300	10,534 126,408	11,070 132,840	11,630 139,560	12,221 146,652	12,840 154,080	145
146	9,308 111,696	9,781 117,372	10,277 123,324	10,799 129,588	11,347 136,164	11,922 143,064	12,527 150,324	13,162 157,944	146

Board Approved: 10/28/2024

*Applies to employees active on or after October 28, 2024

Hourly Rate = Annual Rate / 2080



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2024-2025 (Effective 07/01/2024)*
2.67% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
147	9,541 114,492	10,025 120,300	10,534 126,408	11,070 132,840	11,630 139,560	12,221 146,652	12,840 154,080	13,492 161,904	147
148	9,781 117,372	10,277 123,324	10,799 129,588	11,347 136,164	11,922 143,064	12,527 150,324	13,162 157,944	13,830 165,960	148
149	10,025 120,300	10,534 126,408	11,070 132,840	11,630 139,560	12,221 146,652	12,840 154,080	13,492 161,904	14,175 170,100	149
150	10,277 123,324	10,799 129,588	11,347 136,164	11,922 143,064	12,527 150,324	13,162 157,944	13,830 165,960	14,531 174,372	150
151	10,534 126,408	11,070 132,840	11,630 139,560	12,221 146,652	12,840 154,080	13,492 161,904	14,175 170,100	14,893 178,716	151
152	10,799 129,588	11,347 136,164	11,922 143,064	12,527 150,324	13,162 157,944	13,830 165,960	14,531 174,372	15,266 183,192	152
153	11,070 132,840	11,630 139,560	12,221 146,652	12,840 154,080	13,492 161,904	14,175 170,100	14,893 178,716	15,648 187,776	153
154	11,347 136,164	11,922 143,064	12,527 150,324	13,162 157,944	13,830 165,960	14,531 174,372	15,266 183,192	16,040 192,480	154
155	11,630 139,560	12,221 146,652	12,840 154,080	13,492 161,904	14,175 170,100	14,893 178,716	15,648 187,776	16,441 197,292	155
156	11,922 143,064	12,527 150,324	13,162 157,944	13,830 165,960	14,531 174,372	15,266 183,192	16,040 192,480	16,853 202,236	156
157	12,221 146,652	12,840 154,080	13,492 161,904	14,175 170,100	14,893 178,716	15,648 187,776	16,441 197,292	17,275 207,300	157
158	12,527 150,324	13,162 157,944	13,830 165,960	14,531 174,372	15,266 183,192	16,040 192,480	16,853 202,236	17,707 212,484	158

7.9.1 SHIFT DIFFERENTIAL COMPENSATION: 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.

Article 8.10 - LONGEVITY: The District agrees to additionally compensate long service employees with 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.

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.

Board Approved: 10/28/2024

*Applies to employees active on or after October 28, 2024

Hourly Rate = Annual Rate / 2080