



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2025-2026 (Effective 07/01/2025)
3.74% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
109	3,857 46,284	4,055 48,660	4,262 51,144	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	109
110	3,955 47,460	4,156 49,872	4,367 52,404	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	110
111	4,055 48,660	4,262 51,144	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	111
112	4,156 49,872	4,367 52,404	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	112
113	4,262 51,144	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	113
114	4,367 52,404	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	114
115	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	115
116	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	116
117	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	117
118	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	118
119	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	119
120	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	120
121	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	121
122	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	122
123	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	123
124	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	124
125	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	125
126	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	126
127	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	127

Board Approved: 10/28/2024

Hourly Rate = Annual Rate / 2080



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2025-2026 (Effective 07/01/2025)
3.74% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
128	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	128
129	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	129
130	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	130
131	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	131
132	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	132
133	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	133
134	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	134
135	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	135
136	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	136
137	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	137
138	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	138
139	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	139
140	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	140
141	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	141
142	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	142
143	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	143
144	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	144
145	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	145
146	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	146

Board Approved: 10/28/2024

Hourly Rate = Annual Rate / 2080



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2025-2026 (Effective 07/01/2025)
3.74% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
147	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	147
148	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	148
149	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	149
150	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	150
151	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	151
152	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	152
153	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	16,233 194,796	153
154	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	16,640 199,680	154
155	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	16,233 194,796	17,056 204,672	155
156	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	16,640 199,680	17,483 209,796	156
157	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	16,233 194,796	17,056 204,672	17,921 215,052	157
158	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	16,640 199,680	17,483 209,796	18,369 220,428	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

Hourly Rate = Annual Rate / 2080



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2026-2027 (Effective 07/01/2026)
0.10% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
109	3,861 46,332	4,059 48,708	4,266 51,192	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	109
110	3,959 47,508	4,160 49,920	4,371 52,452	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	110
111	4,059 48,708	4,266 51,192	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	111
112	4,160 49,920	4,371 52,452	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	112
113	4,266 51,192	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	113
114	4,371 52,452	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	114
115	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	115
116	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	116
117	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	117
118	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	118
119	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	119
120	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	120
121	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	121
122	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	122
123	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	123
124	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	124
125	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	125
126	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	126
127	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	127

Board Approved: 10/28/2024

Hourly Rate = Annual Rate / 2080



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2026-2027 (Effective 07/01/2026)
0.10% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
128	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	128
129	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	129
130	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	130
131	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	131
132	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	132
133	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	133
134	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	134
135	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	135
136	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	136
137	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	137
138	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	138
139	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	139
140	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	140
141	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	141
142	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	142
143	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	143
144	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	144
145	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	145
146	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	146

Board Approved: 10/28/2024

Hourly Rate = Annual Rate / 2080



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule
2026-2027 (Effective 07/01/2026)
0.10% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
147	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	147
148	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	148
149	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	149
150	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	150
151	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	151
152	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	152
153	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	16,249 194,988	153
154	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	16,657 199,884	154
155	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	16,249 194,988	17,073 204,876	155
156	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	16,657 199,884	17,500 210,000	156
157	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	16,249 194,988	17,073 204,876	17,939 215,268	157
158	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	16,657 199,884	17,500 210,000	18,387 220,644	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

Hourly Rate = Annual Rate / 2080