



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 (178 Duty Days)

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

Shift Differential Additional Compensation Rate for Nursing Faculty: \$16



South Orange County Community College District

**11 Month Full-time Academic Salary Schedule – Annual (195 Duty Days)
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

Shift Differential 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 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 | 154.52 |
| 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 | 132.53 |
| 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 | 99.91 |



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 |



South Orange County Community College District

**10 Month Full-time Academic Salary Schedule – Annual (178 Duty Days)
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

Shift Differential Additional Compensation Rate for Nursing Faculty: \$16



South Orange County Community College District

11 Month Full-time Academic Salary Schedule – Annual (195 Duty Days)

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

Shift Differential 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 | 167.83 |

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 | 143.98 |
| 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 | 99.91 |



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 |



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