



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2021-2022 (Effective July 1, 2021) 2.72% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,234 18.658	3,398 19.604	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131
110	3,315 19.126	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760
111	3,398 19.604	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406
112	3,483 20.095	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070
113	3,571 20.602	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751
114	3,661 21.122	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449
115	3,753 21.652	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164
116	3,847 22.195	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897
117	3,944 22.754	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647
118	4,043 23.326	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414
119	4,145 23.914	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204
120	4,249 24.514	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012
121	4,356 25.131	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843
122	4,465 25.760	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691
123	4,577 26.406	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562
124	4,692 27.070	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456



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Range/ Step	1	2	3	4	5	6	7
125	4,810 27.751	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368
126	4,931 28.449	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302
127	5,055 29.164	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260
128	5,182 29.897	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247
129	5,312 30.647	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256
130	5,445 31.414	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289
131	5,582 32.204	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351
132	5,722 33.012	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435
133	5,866 33.843	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549
134	6,013 34.691	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691
135	6,164 35.562	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862
136	6,319 36.456	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062
137	6,477 37.368	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291
138	6,639 38.302	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549
139	6,805 39.260	7,151 41.256	7,514 43.351	7,895 45.549	8,296 47.862	8,717 50.291	9,159 52.841
140	6,976 40.247	7,330 42.289	7,702 44.435	8,093 46.691	8,504 49.062	8,935 51.549	9,388 54.162



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C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2021-2022 (Effective July 1, 2021) 2.72% Increase

Range/ Step	1	2	3	4	5	6	7
141	7,151	7,514	7,895	8,296	8,717	9,159	9,623
	41.256	43.351	45.549	47.862	50.291	52.841	55.518
142	7,330	7,702	8,093	8,504	8,935	9,388	9,864
	42.289	44.435	46.691	49.062	51.549	54.162	56.908
143	7,514	7,895	8,296	8,717	9,159	9,623	10,111
	43.351	45.549	47.862	50.291	52.841	55.518	58.333
144	7,702	8,093	8,504	8,935	9,388	9,864	10,364
	44.435	46.691	49.062	51.549	54.162	56.908	59.793
145	7,895	8,296	8,717	9,159	9,623	10,111	10,624
	45.549	47.862	50.291	52.841	55.518	58.333	61.293
146	8,093	8,504	8,935	9,388	9,864	10,364	10,890
	46.691	49.062	51.549	54.162	56.908	59.793	62.828
147	8,296	8,717	9,159	9,623	10,111	10,624	11,163
	47.862	50.291	52.841	55.518	58.333	61.293	64.403
148	8,504	8,935	9,388	9,864	10,364	10,890	11,443
	49.062	51.549	54.162	56.908	59.793	62.828	66.018
149	8,717	9,159	9,623	10,111	10,624	11,163	11,730
	50.291	52.841	55.518	58.333	61.293	64.403	67.674
150	8,935	9,388	9,864	10,364	10,890	11,443	12,024
	51.549	54.162	56.908	59.793	62.828	66.018	69.370
151	9,159	9,623	10,111	10,624	11,163	11,730	12,325
	52.841	55.518	58.333	61.293	64.403	67.674	71.106
152	9,388	9,864	10,364	10,890	11,443	12,024	12,634
	54.162	56.908	59.793	62.828	66.018	69.370	72.889
153	9,623	10,111	10,624	11,163	11,730	12,325	12,950
	55.518	58.333	61.293	64.403	67.674	71.106	74.712
154	9,864	10,364	10,890	11,443	12,024	12,634	13,274
	56.908	59.793	62.828	66.018	69.370	72.889	76.581

To determine the hourly rate, the monthly rate is divided by 173.333 and the results carried to three decimal places. (Based on 21.667 Days per Month)



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)

<p>7.9 SHIFT DIFFERENTIAL-COMPENSATION</p>						
<p>7.9.1 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.</p>		<p>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.</p>				
<p>Article 8.10 - LONGEVITY: The District agrees to additionally compensate long service employees as specified below:</p>						
<p>19% increase in base salary after 22 years of service 20% increase in base salary after 23 years of service 21% increase in base salary after 24 years of service 22% increase in base salary after 25 years of service</p> <p>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.</p>						



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2021-2022

Classification Title	Range
Accompanist	126
Accounting Analyst	138
Accounting Assistant	118
Accounting Specialist	127
Administrative Assistant	121
Admissions and Records Evaluator	127
Admissions and Records Specialist I	116
Admissions and Records Specialist II	120
Admissions and Records Specialist III	122
Admissions and Records System Specialist	126
Adult Education Specialist	122
Alternate Media Specialist	140
Applications Specialist I	134
Applications Specialist II	138
Applications Specialist III	142
Art Gallery Specialist/Curator	130
Articulation Specialist	127
Athletic Equipment Specialist/Driver	121
Athletic Trainer	132
Athletics Specialist	121
Automotive Diagnostic Technician	128
Benefits Specialist	127
Building Maintenance Worker	124
Buyer	126
Career Guidance Specialist	136
Career Placement Officer	131
Career Services Technician	121
Central Services Specialist	121
Child Development Assistant	109
Child Development Specialist	122
Clerical Assistant, Categorical	113
Clinical Placement Specialist	131
College Compliance Support Specialist	127
Communications Specialist	127
Community Education Program Specialist, Categorical	127
Computer Multimedia Technician	128
Contracts Specialist	131
Copy Center Technician	118
Costume Maker	132
Costume/Makeup Designer	132
Counseling Office Assistant	115



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2021-2022

Classification Title	Range
Creative Services Lead	142
Curriculum Specialist	132
Custodian	113
Database Administrator	152
Development Assistant I – Technology and Donor/Alumni Development, Categorical	128
Development Assistant II – Technology and Donor/Alumni Development, Categorical	131
Development Associate – Technology and Donor/Alumni Development	138
Disabled Student Program Specialist	123
Dispatcher/Records	119
District Accounting Systems Specialist	139
District Network Systems Administrator	143
District Payroll Systems Specialist	139
Dreamer Resources Liaison	134
Electrician	128
EMS Program Specialist	123
Executive Assistant	133
Extended Opportunity Program Specialist	121
Financial Aid Assistant	118
Financial Aid Specialist	125
Fiscal/Veterans Specialist	126
Foster and Kinship Care Education (FKCE) Program Assistant, Categorical	121
Front of House Assistant	118
Grants Analyst	138
Graphic Designer	130
Graphic Designer/Production Technician	126
Greenhouse Assistant	114
Grounds Specialist	122
Groundskeeper	118
Groundskeeper/Swimming Pool Maintenance Worker	120
Head Interpreter, Categorical	142
Health Center Nurse	136
Health Office Assistant	115
Health Sciences and Human Services Program Specialist	123
Human Resources Analyst	132
Human Resources Assistant	121
Human Resources Compliance and Title IX Analyst	132
Human Resources Compliance Support Specialist	127
Human Resources Specialist	127
HVAC Technician	128



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2021-2022

Classification Title	Range
Infant/Toddler Specialist	122
Information Technology Security Analyst	146
Instructional Assistant	122
Instructional Programmer/Analyst	130
Instructional Technologist	142
International Student Program Specialist	129
International Student Program Technician	125
Irrigation Systems Specialist	129
IT Systems Specialist I	132
IT Systems Specialist II	136
IT Systems Specialist III	140
Laboratory Assistant	116
Laboratory Technician	122
Laboratory Technician, Anthropology and Geography	122
Laboratory Technician, Art	122
Laboratory Technician, Astronomy	122
Laboratory Technician, Automotive Technology	122
Laboratory Technician, Chemistry	122
Laboratory Technician, Communication Arts	122
Laboratory Technician, Computers	122
Laboratory Technician, Consumer Sciences	122
Laboratory Technician, Graphics	122
Laboratory Technician, Horticulture	122
Laboratory Technician, Journalism and New Media	122
Laboratory Technician, Language	122
Laboratory Technician, Liberal Arts	122
Laboratory Technician, Life/Physical Sciences	122
Laboratory Technician, Physical Education and Athletics	122
Laboratory Technician, Photography and Art	122
Laboratory Technician, Reading	122
Laboratory Technician, Student Success Center	122
Lead Admissions and Records Evaluator	131
Lead Automotive Diagnostic Technician	134
Lead Building Maintenance Worker	130
Lead Charge Nurse	142
Lead Custodian	119
Lead Electrician	134
Lead Groundskeeper	124
Lead Warehouse Worker	126
Learning Assistance Specialist	134
Library Assistant I	115



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2021-2022

Classification Title	Range
Library Assistant II	119
Library Assistant III	121
Library Technician	125
Lighting and Sound Designer	132
Locksmith	128
Mailroom Assistant	114
Maintenance Coordinator	135
Matriculation Specialist	123
Media Production Specialist	136
Medical Assistant	119
Mental Health Provider, Categorical	138
Network and Communications Systems Specialist	140
Network Services Analyst	140
Network Systems Administrator	143
New Media and Marketing Specialist	138
Office Assistant	113
Outreach Assistant	117
Outreach Office Assistant	113
Outreach Specialist	131
Painter	128
Payroll Assistant	121
Payroll Specialist	127
Performing Arts Center Operations Manager	122
Performing Arts Operations Specialist	129
Plant Engineer	134
Plumber	128
Police Services Specialist	132
Police Technical Services Specialist	132
Program Assistant, Categorical	118
Program Coordinator, Categorical	134
Program Outreach Specialist, Categorical	131
Program Research Analyst, Categorical	138
Program Senior Accounting Specialist, Categorical	131
Program Senior Laboratory Technician (Simulation), Categorical	130
Program Specialist, Categorical	130
Program Student Support Specialist, Categorical	131
Program Technician, Categorical	122
Programmer Analyst	142
Public Relations and Marketing Specialist	129
Public Safety Assistant	113
Publications Technician	122



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2021-2022

Classification Title	Range
Radio News Director	132
Re-Entry Center Specialist	136
Research and Planning Analyst	138
Scheduling and Enrollment Planning Analyst	138
Senior Accounting Specialist	131
Senior Administrative Assistant	127
Senior Admissions and Records Specialist	126
Senior Benefits Specialist	131
Senior Buyer	130
Senior Child Development Specialist	128
Senior Copy Center Technician	124
Senior Counseling Office Assistant	119
Senior Dispatcher/Records	123
Senior Financial Aid Specialist	129
Senior Fiscal/Veterans Specialist	130
Senior Graphic Designer	134
Senior Graphic Designer/Publications Editor	136
Senior Health Office Assistant	124
Senior HVAC Technician	130
Senior Laboratory Technician, Advanced Technology and Applied Sciences	130
Senior Laboratory Technician, Art	130
Senior Laboratory Technician, Automotive Technology	130
Senior Laboratory Technician, Chemistry	130
Senior Laboratory Technician, Consumer Sciences	130
Senior Laboratory Technician, Environmental Studies	130
Senior Laboratory Technician, Language	130
Senior Laboratory Technician, Life/Physical Sciences	130
Senior Laboratory Technician, Mathematics/Science/Engineering	130
Senior Laboratory Technician, Music	130
Senior Laboratory Technician, Performing Arts	130
Senior Laboratory Technician, Photography	130
Senior Laboratory Technician, Student Success Center	130
Senior Laboratory Technician, Theater Arts/Carpentry	130
Senior Matriculation Specialist	127
Senior Medical Assistant	124
Senior Operations Planning Specialist	130
Senior Plumber	130
Senior Programmer Analyst	146
Senior Public Safety Assistant	117
Senior Research and Planning Analyst	144
Senior Transfer Center Specialist	129



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2021-2022

Classification Title	Range
Senior Veterans Specialist	130
Sports Public Information Officer	129
Student Development Office Assistant	121
Student Life Specialist	127
Student Services Specialist	125
Student Technical Support Assistant	124
Swimming Pool Maintenance Worker	122
Systems and Storage Administrator	140
Technical Director	132
Technical Director/Scenic Designer	132
Testing Center Assistant	109
Testing Center Specialist	121
Theater Production and Operations Manager	136
Transfer Center Specialist	123
Utility Custodian	117
Veterans Office Assistant	115
Warehouse Worker	120
Warehouse Worker/Delivery Driver	114
Webmaster	144
Web Administrator	144
Web Designer	140