



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2022-2023 (Effective July 1, 2022) 6.56% Increase

Range/ Step	1	2	3	4	5	6	7
109	3,447 19.887	3,623 20.902	3,807 21.964	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793
110	3,534 20.389	3,714 21.427	3,903 22.518	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468
111	3,623 20.902	3,807 21.964	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160
112	3,714 21.427	3,903 22.518	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870
113	3,807 21.964	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597
114	3,903 22.518	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341
115	4,001 23.083	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102
116	4,102 23.666	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881
117	4,205 24.260	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683
118	4,311 24.872	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502
119	4,419 25.495	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345
120	4,530 26.135	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204
121	4,644 26.793	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087
122	4,761 27.468	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993
123	4,881 28.160	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922
124	5,004 28.870	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874



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Range/ Step	1	2	3	4	5	6	7
125	5,130 29.597	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849
126	5,259 30.341	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847
127	5,391 31.102	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868
128	5,526 31.881	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918
129	5,665 32.683	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991
130	5,807 33.502	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093
131	5,953 34.345	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224
132	6,102 35.204	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383
133	6,255 36.087	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572
134	6,412 36.993	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789
135	6,573 37.922	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572	8,846 51.035
136	6,738 38.874	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789	9,068 52.316
137	6,907 39.849	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572	8,846 51.035	9,295 53.626
138	7,080 40.847	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789	9,068 52.316	9,528 54.970
139	7,257 41.868	7,625 43.991	8,012 46.224	8,419 48.572	8,846 51.035	9,295 53.626	9,767 56.349
140	7,439 42.918	7,816 45.093	8,213 47.383	8,630 49.789	9,068 52.316	9,528 54.970	10,012 57.762



South Orange County Community College District

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Range/ Step	1	2	3	4	5	6	7
141	7,625 43.991	8,012 46.224	8,419 48.572	8,846 51.035	9,295 53.626	9,767 56.349	10,263 59.210
142	7,816 45.093	8,213 47.383	8,630 49.789	9,068 52.316	9,528 54.970	10,012 57.762	10,520 60.693
143	8,012 46.224	8,419 48.572	8,846 51.035	9,295 53.626	9,767 56.349	10,263 59.210	10,783 62.210
144	8,213 47.383	8,630 49.789	9,068 52.316	9,528 54.970	10,012 57.762	10,520 60.693	11,053 63.768
145	8,419 48.572	8,846 51.035	9,295 53.626	9,767 56.349	10,263 59.210	10,783 62.210	11,330 65.366
146	8,630 49.789	9,068 52.316	9,528 54.970	10,012 57.762	10,520 60.693	11,053 63.768	11,614 67.004
147	8,846 51.035	9,295 53.626	9,767 56.349	10,263 59.210	10,783 62.210	11,330 65.366	11,905 68.683
148	9,068 52.316	9,528 54.970	10,012 57.762	10,520 60.693	11,053 63.768	11,614 67.004	12,203 70.403
149	9,295 53.626	9,767 56.349	10,263 59.210	10,783 62.210	11,330 65.366	11,905 68.683	12,509 72.168
150	9,528 54.970	10,012 57.762	10,520 60.693	11,053 63.768	11,614 67.004	12,203 70.403	12,822 73.974
151	9,767 56.349	10,263 59.210	10,783 62.210	11,330 65.366	11,905 68.683	12,509 72.168	13,143 75.826
152	10,012 57.762	10,520 60.693	11,053 63.768	11,614 67.004	12,203 70.403	12,822 73.974	13,472 77.724
153	10,263 59.210	10,783 62.210	11,330 65.366	11,905 68.683	12,509 72.168	13,143 75.826	13,809 79.668
154	10,520 60.693	11,053 63.768	11,614 67.004	12,203 70.403	12,822 73.974	13,472 77.724	14,155 81.664
155	10,783 62.210	11,330 65.366	11,905 68.683	12,509 72.168	13,143 75.826	13,809 79.668	14,509 83.706
156	11,053 63.768	11,614 67.004	12,203 70.403	12,822 73.974	13,472 77.724	14,155 81.664	14,872 85.801



South Orange County Community College District

**C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly)
2022-2023 (Effective July 1, 2022)
6.56% Increase**

Range/ Step	1	2	3	4	5	6	7
157	11,330	11,905	12,509	13,143	13,809	14,509	15,244
	65.366	68.683	72.168	75.826	79.668	83.706	87.947
158	11,614	12,203	12,822	13,472	14,155	14,872	15,626
	67.004	70.403	73.974	77.724	81.664	85.801	90.151

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><u>7.9 SHIFT DIFFERENTIAL-COMPENSATION</u></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><u>8.1.1 BILINGUAL STIPEND:</u> 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><u>Article 8.10- LONGEVITY:</u> The District agrees to additionally compensate long service employees as specified below:</p> <ul style="list-style-type: none"> 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>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 2022-2023

Classification Title	Range
Accessibility and Compliance Instructional Support Specialist	140
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
Business Analyst	144
Buyer	126
Career Guidance Specialist	136
Career Placement Officer	131
Career Services Technician	121
Central Services Specialist	121
Child Development Assistant	109
Child Development Operations Specialist	123
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



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2022-2023

Classification Title	Range
Costume/Makeup Designer	132
Counseling Office Assistant	115
Creative Services Lead	142
Curriculum Specialist	132
Custodian	113
Database Administrator	152
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
DSPS Assistant	118
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
Foundation Development Assistant	128
Foundation Development Specialist	131
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 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
Infant/Toddler Specialist	122



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2022-2023

Classification Title	Range
Information Technology Security Analyst	146
Instructional Assistant	122
Instructional Programmer/Analyst	130
Instructional Systems Specialist	132
Instructional Technologist	142
International Student Program Specialist	129
International Student Program Technician	125
Irrigation Systems Specialist	129
IT Services Lead	146
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	146
Lead Custodian	119
Lead Electrician	134
Lead Groundskeeper	124
Lead Warehouse Worker	126
Learning Assistance Specialist	134



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2022-2023

Classification Title	Range
Library Assistant I	115
Library Assistant II	119
Library Assistant III	121
Library Technician	125
Lighting and Sound Designer	132
Locksmith	128
Mailroom Assistant	114
Maintenance Coordinator	135
Marketing and Communications Specialist	129
Matriculation Specialist	123
Media Production Specialist	136
Medical Assistant	119
Mental Health Provider, Categorical	140
Network and Communications Systems Specialist	140
Network Services Analyst	140
Network Systems Administrator	143
New Media and Marketing Specialist	138
Nurse Practitioner	158
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	122
Programmer Analyst	142



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2022-2023

Classification Title	Range
Public Relations and Marketing Specialist - old	129
Public Safety Assistant	113
Publications Technician	122
Radio News Director	132
Re-Entry Center Specialist	136
Registered Nurse	144
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 Foundation Specialist	138
Senior Graphic Designer	134
Senior Graphic Designer/Publications Editor	136
Senior HVAC Technician	130
Senior Laboratory Technician, Art	130
Senior Laboratory Technician, Automotive Technology	130
Senior Laboratory Technician, Carpentry/Props	130
Senior Laboratory Technician, Chemistry	130
Senior Laboratory Technician, Consumer Sciences	130
Senior Laboratory Technician, Engineering Technology	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, Performing Arts	130
Senior Laboratory Technician, Photography	130
Senior Laboratory Technician, Sound and Music	130
Senior Laboratory Technician, Student Success Center	130
Senior Matriculation Specialist	127
Senior Medical Assistant	124
Senior Operations Planning Specialist	130
Senior Plumber	130



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2022-2023

Classification Title	Range
Senior Programmer Analyst	146
Senior Public Safety Assistant	117
Senior Research and Planning Analyst	144
Senior Transfer Center Specialist	129
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
Web Administrator	144
Web Designer	140