



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2023-2024 (Effective July 1, 2023) * 3.11% Increase

| Range/ Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 109 | 3,555 20.510 | 3,736 21.554 | 3,926 22.651 | 4,126 23.804 | 4,336 25.016 | 4,557 26.291 | 4,788 27.624 |
| 110 | 3,644 21.024 | 3,830 22.097 | 4,025 23.222 | 4,230 24.404 | 4,445 25.645 | 4,671 26.949 | 4,908 28.316 |
| 111 | 3,736 21.554 | 3,926 22.651 | 4,126 23.804 | 4,336 25.016 | 4,557 26.291 | 4,788 27.624 | 5,031 29.026 |
| 112 | 3,830 22.097 | 4,025 23.222 | 4,230 24.404 | 4,445 25.645 | 4,671 26.949 | 4,908 28.316 | 5,157 29.752 |
| 113 | 3,926 22.651 | 4,126 23.804 | 4,336 25.016 | 4,557 26.291 | 4,788 27.624 | 5,031 29.026 | 5,286 30.497 |
| 114 | 4,025 23.222 | 4,230 24.404 | 4,445 25.645 | 4,671 26.949 | 4,908 28.316 | 5,157 29.752 | 5,419 31.264 |
| 115 | 4,126 23.804 | 4,336 25.016 | 4,557 26.291 | 4,788 27.624 | 5,031 29.026 | 5,286 30.497 | 5,555 32.049 |
| 116 | 4,230 24.404 | 4,445 25.645 | 4,671 26.949 | 4,908 28.316 | 5,157 29.752 | 5,419 31.264 | 5,694 32.851 |
| 117 | 4,336 25.016 | 4,557 26.291 | 4,788 27.624 | 5,031 29.026 | 5,286 30.497 | 5,555 32.049 | 5,837 33.676 |
| 118 | 4,445 25.645 | 4,671 26.949 | 4,908 28.316 | 5,157 29.752 | 5,419 31.264 | 5,694 32.851 | 5,983 34.518 |
| 119 | 4,557 26.291 | 4,788 27.624 | 5,031 29.026 | 5,286 30.497 | 5,555 32.049 | 5,837 33.676 | 6,133 35.383 |
| 120 | 4,671 26.949 | 4,908 28.316 | 5,157 29.752 | 5,419 31.264 | 5,694 32.851 | 5,983 34.518 | 6,287 36.272 |
| 121 | 4,788 27.624 | 5,031 29.026 | 5,286 30.497 | 5,555 32.049 | 5,837 33.676 | 6,133 35.383 | 6,445 37.183 |
| 122 | 4,908 28.316 | 5,157 29.752 | 5,419 31.264 | 5,694 32.851 | 5,983 34.518 | 6,287 36.272 | 6,607 38.118 |
| 123 | 5,031 29.026 | 5,286 30.497 | 5,555 32.049 | 5,837 33.676 | 6,133 35.383 | 6,445 37.183 | 6,773 39.076 |
| 124 | 5,157 29.752 | 5,419 31.264 | 5,694 32.851 | 5,983 34.518 | 6,287 36.272 | 6,607 38.118 | 6,943 40.056 |

Board Approved: 05/18/2026

*Applicable to employees with termination dates between 7/1/23 – 7/31/23



South Orange County Community College District

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| Range/ Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| 125 | 5,286 30.497 | 5,555 32.049 | 5,837 33.676 | 6,133 35.383 | 6,445 37.183 | 6,773 39.076 | 7,117 41.060 |
| 126 | 5,419 31.264 | 5,694 32.851 | 5,983 34.518 | 6,287 36.272 | 6,607 38.118 | 6,943 40.056 | 7,295 42.087 |
| 127 | 5,555 32.049 | 5,837 33.676 | 6,133 35.383 | 6,445 37.183 | 6,773 39.076 | 7,117 41.060 | 7,478 43.143 |
| 128 | 5,694 32.851 | 5,983 34.518 | 6,287 36.272 | 6,607 38.118 | 6,943 40.056 | 7,295 42.087 | 7,665 44.222 |
| 129 | 5,837 33.676 | 6,133 35.383 | 6,445 37.183 | 6,773 39.076 | 7,117 41.060 | 7,478 43.143 | 7,857 45.329 |
| 130 | 5,983 34.518 | 6,287 36.272 | 6,607 38.118 | 6,943 40.056 | 7,295 42.087 | 7,665 44.222 | 8,054 46.466 |
| 131 | 6,133 35.383 | 6,445 37.183 | 6,773 39.076 | 7,117 41.060 | 7,478 43.143 | 7,857 45.329 | 8,256 47.631 |
| 132 | 6,287 36.272 | 6,607 38.118 | 6,943 40.056 | 7,295 42.087 | 7,665 44.222 | 8,054 46.466 | 8,463 48.826 |
| 133 | 6,445 37.183 | 6,773 39.076 | 7,117 41.060 | 7,478 43.143 | 7,857 45.329 | 8,256 47.631 | 8,675 50.049 |
| 134 | 6,607 38.118 | 6,943 40.056 | 7,295 42.087 | 7,665 44.222 | 8,054 46.466 | 8,463 48.826 | 8,892 51.301 |
| 135 | 6,773 39.076 | 7,117 41.060 | 7,478 43.143 | 7,857 45.329 | 8,256 47.631 | 8,675 50.049 | 9,115 52.587 |
| 136 | 6,943 40.056 | 7,295 42.087 | 7,665 44.222 | 8,054 46.466 | 8,463 48.826 | 8,892 51.301 | 9,343 53.903 |
| 137 | 7,117 41.060 | 7,478 43.143 | 7,857 45.329 | 8,256 47.631 | 8,675 50.049 | 9,115 52.587 | 9,577 55.253 |
| 138 | 7,295 42.087 | 7,665 44.222 | 8,054 46.466 | 8,463 48.826 | 8,892 51.301 | 9,343 53.903 | 9,817 56.637 |
| 139 | 7,478 43.143 | 7,857 45.329 | 8,256 47.631 | 8,675 50.049 | 9,115 52.587 | 9,577 55.253 | 10,063 58.056 |
| 140 | 7,665 44.222 | 8,054 46.466 | 8,463 48.826 | 8,892 51.301 | 9,343 53.903 | 9,817 56.637 | 10,315 59.510 |

Board Approved: 05/18/2026

*Applicable to employees with termination dates between 7/1/23 – 7/31/23



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| Range/ Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|----------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 141 | 7,857 45.329 | 8,256 47.631 | 8,675 50.049 | 9,115 52.587 | 9,577 55.253 | 10,063 58.056 | 10,573 60.999 |
| 142 | 8,054 46.466 | 8,463 48.826 | 8,892 51.301 | 9,343 53.903 | 9,817 56.637 | 10,315 59.510 | 10,838 62.528 |
| 143 | 8,256 47.631 | 8,675 50.049 | 9,115 52.587 | 9,577 55.253 | 10,063 58.056 | 10,573 60.999 | 11,109 64.091 |
| 144 | 8,463 48.826 | 8,892 51.301 | 9,343 53.903 | 9,817 56.637 | 10,315 59.510 | 10,838 62.528 | 11,387 65.695 |
| 145 | 8,675 50.049 | 9,115 52.587 | 9,577 55.253 | 10,063 58.056 | 10,573 60.999 | 11,109 64.091 | 11,672 67.339 |
| 146 | 8,892 51.301 | 9,343 53.903 | 9,817 56.637 | 10,315 59.510 | 10,838 62.528 | 11,387 65.695 | 11,964 69.024 |
| 147 | 9,115 52.587 | 9,577 55.253 | 10,063 58.056 | 10,573 60.999 | 11,109 64.091 | 11,672 67.339 | 12,264 70.754 |
| 148 | 9,343 53.903 | 9,817 56.637 | 10,315 59.510 | 10,838 62.528 | 11,387 65.695 | 11,964 69.024 | 12,571 72.526 |
| 149 | 9,577 55.253 | 10,063 58.056 | 10,573 60.999 | 11,109 64.091 | 11,672 67.339 | 12,264 70.754 | 12,886 74.343 |
| 150 | 9,817 56.637 | 10,315 59.510 | 10,838 62.528 | 11,387 65.695 | 11,964 69.024 | 12,571 72.526 | 13,209 76.206 |
| 151 | 10,063 58.056 | 10,573 60.999 | 11,109 64.091 | 11,672 67.339 | 12,264 70.754 | 12,886 74.343 | 13,540 78.116 |
| 152 | 10,315 59.510 | 10,838 62.528 | 11,387 65.695 | 11,964 69.024 | 12,571 72.526 | 13,209 76.206 | 13,879 80.072 |
| 153 | 10,573 60.999 | 11,109 64.091 | 11,672 67.339 | 12,264 70.754 | 12,886 74.343 | 13,540 78.116 | 14,226 82.074 |
| 154 | 10,838 62.528 | 11,387 65.695 | 11,964 69.024 | 12,571 72.526 | 13,209 76.206 | 13,879 80.072 | 14,582 84.128 |
| 155 | 11,109 64.091 | 11,672 67.339 | 12,264 70.754 | 12,886 74.343 | 13,540 78.116 | 14,226 82.074 | 14,947 86.233 |
| 156 | 11,387 65.695 | 11,964 69.024 | 12,571 72.526 | 13,209 76.206 | 13,879 80.072 | 14,582 84.128 | 15,321 88.391 |

Board Approved: 05/18/2026

*Applicable to employees with termination dates between 7/1/23 – 7/31/23



South Orange County Community College District

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

2023-2024 (Effective July 1, 2023) *

3.11% Increase

| Range/ Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|----------------|--------|--------|--------|--------|--------|--------|--------|
| 157 | 11,672 | 12,264 | 12,886 | 13,540 | 14,226 | 14,947 | 15,705 |
| | 67.339 | 70.754 | 74.343 | 78.116 | 82.074 | 86.233 | 90.606 |
| 158 | 11,964 | 12,571 | 13,209 | 13,879 | 14,582 | 15,321 | 16,098 |
| | 69.024 | 72.526 | 76.206 | 80.072 | 84.128 | 88.391 | 92.874 |

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)

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South Orange County Community College District

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

| | | | | | | | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|--|
| <u>7.9 SHIFT DIFFERENTIAL-COMPENSATION</u> | | | | | | | | | | | | |
| <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> | | | | | | | | | | | | |
| <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> | | | | | | | | | | | | |

Board Approved: 05/18/2026

*Applicable to employees with termination dates between 7/1/23 – 7/31/23



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2023-2024

| 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 |
| Adult Education Specialist | 122 |
| Alternate Media Specialist | 140 |
| Applications Specialist I | 134 |
| Applications Specialist II | 138 |
| Applications Specialist III | 142 |
| 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 |
| Clinical Placement Specialist | 131 |
| College Compliance Support Specialist | 127 |
| Communications Specialist | 127 |
| Community Education Program Specialist | 127 |
| Computer Multimedia Technician | 128 |
| Contracts Specialist | 131 |
| Copy Center Technician | 118 |
| Costume/Makeup Designer | 132 |
| Counseling Office Assistant | 115 |
| Creative Services Lead | 142 |



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2023-2024

| Classification Title | Range |
|-------------------------------------------------------|--------------|
| 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 |
| 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 |
| Foundation Development Assistant | 128 |
| Foundation Development Specialist | 131 |
| 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 |
| 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 Specialist | 127 |
| HVAC Technician | 128 |
| Infant/Toddler Specialist | 122 |
| 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 |



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2023-2024

| Classification Title | Range |
|---------------------------------------------------------|--------------|
| 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, Consumer Sciences | 122 |
| Laboratory Technician, Graphics | 122 |
| Laboratory Technician, Horticulture | 122 |
| Laboratory Technician, Journalism and New Media | 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 |
| 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 |
| 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 | 140 |



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2023-2024

| Classification Title | Range |
|-----------------------------------------------|--------------|
| 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 | 134 |
| Program Coordinator, Categorical | 134 |
| Program Outreach Specialist | 131 |
| Program Research Analyst | 138 |
| Program Senior Accounting Specialist | 131 |
| Program Specialist, Categorical | 130 |
| Program Student Support Specialist | 131 |
| Program Technician, Categorical | 122 |
| Programmer Analyst | 142 |
| Public Safety Assistant | 113 |
| Publications Technician | 122 |
| 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 |



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2023-2024

| Classification Title | Range |
|---------------------------------------------------------------|--------------|
| Senior Counseling Office Assistant | 119 |
| Senior Dispatcher/Records | 123 |
| Senior Financial Aid Specialist | 129 |
| Senior Fiscal/Veterans Specialist | 130 |
| Senior Foundation Development 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, 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, Simulation | 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 |
| Senior Programmer Analyst | 146 |
| Senior Public Safety Assistant | 117 |
| Senior Purchasing and Contracts Specialist | 139 |
| Senior Research and Planning Analyst | 144 |
| Senior Systems and Quality Assurance Analyst | 150 |
| 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 Assistant | 118 |
| Student Services Specialist | 125 |
| Student Services Systems Specialist | 126 |
| Student Services Systems Analyst | 132 |
| Student Technical Support Assistant | 124 |



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Classifications 2023-2024

| Classification Title | Range |
|-------------------------------------------|--------------|
| 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/Mailroom Assistant | 114 |
| Warehouse Worker | 120 |
| Warehouse Worker/Delivery Driver | 114 |
| Web Administrator | 144 |
| Web Designer | 140 |