



South Orange County Community College District

C.S.E.A. Classified Bargaining Unit Salary Schedule (Monthly and Hourly) 2024-2025 (Effective July 1, 2024) *

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
109	3,621 20.89	3,807 21.960	4,001 23.080	4,204 24.250	4,419 25.490	4,642 26.780	4,880 28.150	5,128 29.580	109
110	3,713 21.42	3,902 22.51	4,101 23.66	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	110
111	3,807 21.960	4,001 23.080	4,204 24.250	4,419 25.490	4,642 26.780	4,880 28.150	5,128 29.580	5,389 31.090	111
112	3,902 22.51	4,101 23.66	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	112
113	4,001 23.08	4,204 24.25	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	113
114	4,101 23.66	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	114
115	4,204 24.25	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	115
116	4,309 24.86	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	116
117	4,419 25.49	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	117
118	4,530 26.13	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	118
119	4,642 26.78	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	119
120	4,760 27.46	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	120
121	4,880 28.15	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	121
122	5,003 28.86	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	122
123	5,128 29.58	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	123
124	5,258 30.33	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	124
125	5,389 31.09	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	125
126	5,526 31.88	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	126
127	5,663 32.67	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	127

Board Approved: 05/18/2026

*Applies to employees terminated between 7/1/24 - 10/27/24



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Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
128	5,805 33.49	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	128
129	5,953 34.34	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	129
130	6,102 35.20	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	130
131	6,254 36.08	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	131
132	6,410 36.98	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	132
133	6,571 37.91	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	133
134	6,736 38.86	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	134
135	6,906 39.84	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	135
136	7,079 40.84	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	136
137	7,256 41.86	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	137
138	7,438 42.91	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	138
139	7,624 43.98	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	139
140	7,816 45.09	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	140
141	8,010 46.21	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	141
142	8,211 47.37	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	142
143	8,417 48.56	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	143
144	8,629 49.78	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	144
145	8,846 51.03	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	145
146	9,066 52.30	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	146

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Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
147	9,293 53.61	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	147
148	9,527 54.96	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	148
149	9,764 56.33	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	149
150	10,010 57.75	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	150
151	10,260 59.19	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	151
152	10,518 60.68	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	152
153	10,782 62.20	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	15,241 87.93	153
154	11,052 63.76	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	15,623 90.13	154
155	11,328 65.35	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	15,241 87.93	16,013 92.38	155
156	11,612 66.99	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	15,623 90.13	16,415 94.70	156
157	11,903 68.67	12,506 72.15	13,141 75.81	13,806 79.65	14,506 83.69	15,241 87.93	16,013 92.38	16,826 97.07	157
158	12,201 70.39	12,820 73.96	13,470 77.71	14,153 81.65	14,869 85.78	15,623 90.13	16,415 94.70	17,247 99.50	158

7.9 SHIFT DIFFERENTIAL COMPENSATION

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.

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.

Article 8.10 - LONGEVITY: The District agrees to additionally compensate long service employees as specified below:

- 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

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.

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South
Orange
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Community
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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2024-2025

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 Resource Specialist	136
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
Community Education Program Specialist	127
Computer Multimedia Technician	128
Contracts Specialist	131
Copy Center Technician	118
Costume/Makeup Designer	132
Counseling Office Assistant	115



South
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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2024-2025

Classification Title	Range
Creative Services Lead	142
Curriculum Specialist	132
Custodian	113
Data Scientist	148
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
Greenhouse Assistant	114
Grounds Specialist	122
Groundskeeper	118
Groundskeeper/Swimming Pool Maintenance Worker	120
Health and Wellness Program Specialist	123
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 Load and Compensation Analyst	138
Instructional Programmer/Analyst	130
Instructional Systems Specialist	132
Instructional Technologist	142



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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2024-2025

Classification Title	Range
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, Automotive Technology	122
Laboratory Technician, Chemistry	122
Laboratory Technician, Communication Arts	122
Laboratory Technician, Culinary Arts	122
Laboratory Technician, Horticulture	122
Laboratory Technician, Journalism and Communication Studies	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, Simulation	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



South
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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2024-2025

Classification Title	Range
Matriculation Specialist	123
Media Production Specialist	136
Medical Assistant	119
Mental Health Provider	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	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



South
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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2024-2025

Classification Title	Range
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 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, Astronomy/STEM	130
Senior Laboratory Technician, Automotive Technology	130
Senior Laboratory Technician, Carpentry/Props	130
Senior Laboratory Technician, Chemistry	130
Senior Laboratory Technician, Culinary Arts	130
Senior Laboratory Technician, Design	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 Performing Arts Operations Specialist	136
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



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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2024-2025

Classification Title	Range
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
Swimming Pool Maintenance Worker	122
Systems and Storage Administrator	140
Technical Director/Scenic Designer	132
Testing Center Assistant	109
Testing Center Specialist	121
Transfer Center Specialist	123
Utility Custodian	117
Veterans Office Assistant	115
Veterans Specialist	126
Warehouse/Mailroom Assistant	114
Warehouse Worker	120
Warehouse Worker/Delivery Driver	114
Web Administrator	144
Web Designer	140