



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							
Classroom ¹ :	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 Other ²						
	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