



South Orange County Community College District

10 Month Full-time Academic Salary Schedule – Annual (178 Duty Days)

2026-2027

3.58% Increase

Effective Fall Semester 2026

Range	I	II	III	IV	V
Step					
01	89,797	94,786	99,775	104,764	109,753
02	93,123	98,112	103,101	108,090	113,079
03	96,449	101,438	106,427	111,416	116,405
04	96,449	104,764	109,753	114,742	119,731
05	99,775	108,090	113,079	118,068	123,057
06		111,416	116,405	121,394	126,383
07		114,742	119,731	124,720	129,709
08		118,068	123,057	128,046	133,035
09		118,068	126,383	131,372	136,361
10		121,394	129,709	134,698	139,687
11			133,035	138,024	143,013
12			136,361	141,350	146,339
13			139,687	144,676	149,665
14			139,687	148,002	152,991
15			143,013	151,328	156,317
16				154,654	159,643
17				157,980	162,969
18				161,306	166,295
19				161,306	169,621
20				164,632	172,947
21					176,273
22					179,599
23					182,925
24					182,925
25					186,251

Doctoral Stipend: \$5,029

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)

2026-2027

3.58% Increase

Effective Fall Semester 2026

Range	I	II	III	IV	V
Step					
01	98,373	103,838	109,303	114,768	120,233
02	102,016	107,481	112,946	118,411	123,876
03	105,659	111,124	116,589	122,054	127,519
04	105,659	114,767	120,232	125,697	131,162
05	109,302	118,410	123,875	129,340	134,805
06		122,053	127,518	132,983	138,448
07		125,696	131,161	136,626	142,091
08		129,339	134,804	140,269	145,734
09		129,339	138,447	143,912	149,377
10		132,982	142,090	147,555	153,020
11			145,733	151,198	156,663
12			149,376	154,841	160,306
13			153,019	158,484	163,949
14			153,019	162,127	167,592
15			156,662	165,770	171,235
16				169,413	174,878
17				173,056	178,521
18				176,699	182,164
19				176,699	185,807
20				180,342	189,450
21					193,093
22					196,736
23					200,379
24					200,379
25					204,022

Doctoral Stipend: \$5,509

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 2026

8.66% Increase							
Classroom¹:	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	2,246	2,336	2,426	2,516	2,606	2,696	2,786
Equivalent Hourly LHE Rate (for STRS)	135.30	140.72	146.14	151.57	156.99	162.41	167.83
1 Includes student consultation time							
8.68% Increase							
Classroom:	Full-time Faculty Overload						
	Part-time Non-Classroom Tutorial						
	Other²						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
Semester LHE Rate	1,928	2,005	2,082	2,159	2,236	2,313	2,390
Equivalent Hourly LHE Rate (for STRS)	116.14	120.78	125.42	130.06	134.70	139.34	143.98
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							71.99
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
0% Increase							
Non-Classroom:	Part-time Faculty						
	Full-time / Part-time Faculty Intersession/Summer						
	Full-time / Part-time Faculty Substitute						
Library	Full-time Faculty Overload						
Counseling							
Learning Disability							
Tutorial Coordinator							
	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	3,317
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 2026

Range	I	II	III	IV	V
Step					
01	504.48	532.51	560.53	588.56	616.59
02	523.16	551.19	579.22	607.25	635.28
03	541.85	569.88	597.90	625.93	653.96
04	541.85	588.56	616.59	644.62	672.65
05	560.53	607.25	635.28	663.30	691.33
06		625.93	653.96	681.99	710.02
07		644.62	672.65	700.67	728.70
08		663.30	691.33	719.36	747.39
09		663.30	710.02	738.04	766.07
10		681.99	728.70	756.73	784.76
11			747.39	775.42	803.44
12			766.07	794.10	822.13
13			784.76	812.79	840.81
14			784.76	831.47	859.50
15			803.44	850.16	878.19
16				868.84	896.87
17				887.53	915.56
18				906.21	934.24
19				906.21	952.93
20				924.90	971.61
21					990.30
22					1,008.98
23					1,027.67
24					1,027.67
25					1,046.35

Academic Salary Schedule – Daily Rate for Extra Duty Days (Part-time Faculty)

Column	1	2	3	4	5	6	7
Classroom	378.54	393.71	408.88	424.04	439.21	454.38	469.55
Non-Classroom	225.42	234.44	243.46	252.47	261.49	270.51	279.52



South Orange County Community College District

Column I/1*

- Bachelor's Degree.

Column II/2*

- Master's Degree, or
- Bachelor's Degree plus 40 semester units, including Master's Degree.

Column III/3*

- Master's Degree plus 20 semester units, or
- Bachelor's Degree plus 50 semester units, including Master's Degree.

Column IV/4*

- Master's Degree plus 40 semester units, or
- Bachelor's Degree plus 70 semester units, including Master's Degree, or
- Permanent Vocational Credential received prior to establishment of the Community College Credential and Bachelor's Degree.

Column V/5*

- Earned Doctorate, or
- Master's Degree plus 60 semester units, or
- Bachelor's Degree plus 90 semester units, including Master's Degree, or
- Permanent Vocational Credential received prior to establishment of the Community College Credential and Master's Degree.

*Full-time Faculty use column designators I-V, Part-time Faculty use column designators 1-5