



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule (Annual/Monthly)
2025-2026 (Effective 07/01/2025)
3.74% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
109	3,857 46,284	4,055 48,660	4,262 51,144	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	109
110	3,955 47,460	4,156 49,872	4,367 52,404	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	110
111	4,055 48,660	4,262 51,144	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	111
112	4,156 49,872	4,367 52,404	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	112
113	4,262 51,144	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	113
114	4,367 52,404	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	114
115	4,477 53,724	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	115
116	4,589 55,068	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	116
117	4,707 56,484	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	117
118	4,825 57,900	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	118
119	4,944 59,328	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	119
120	5,070 60,840	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	120
121	5,197 62,364	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	121
122	5,329 63,948	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	122
123	5,462 65,544	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	123
124	5,600 67,200	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	124
125	5,740 68,880	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	125
126	5,886 70,632	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	126
127	6,031 72,372	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	127

Board Approved: 05/18/2026

Hourly Rate = Annual Rate / 2080



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Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
128	6,183 74,196	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	128
129	6,341 76,092	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	129
130	6,499 77,988	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	130
131	6,661 79,932	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	131
132	6,827 81,924	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	132
133	6,998 83,976	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	133
134	7,175 86,100	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	134
135	7,355 88,260	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	135
136	7,540 90,480	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	136
137	7,729 92,748	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	137
138	7,923 95,076	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	138
139	8,121 97,452	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	139
140	8,325 99,900	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	140
141	8,532 102,384	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	141
142	8,745 104,940	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	142
143	8,965 107,580	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	143
144	9,190 110,280	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	144
145	9,422 113,064	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	145
146	9,656 115,872	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	146

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Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
147	9,898 118,776	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	147
148	10,147 121,764	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	148
149	10,400 124,800	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	149
150	10,661 127,932	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	150
151	10,928 131,136	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	151
152	11,203 134,436	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	152
153	11,484 137,808	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	16,233 194,796	153
154	11,771 141,252	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	16,640 199,680	154
155	12,065 144,780	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	16,233 194,796	17,056 204,672	155
156	12,368 148,416	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	16,640 199,680	17,483 209,796	156
157	12,678 152,136	13,320 159,840	13,997 167,964	14,705 176,460	15,450 185,400	16,233 194,796	17,056 204,672	17,921 215,052	157
158	12,996 155,952	13,654 163,848	14,347 172,164	15,074 180,888	15,837 190,044	16,640 199,680	17,483 209,796	18,369 220,428	158

7.9.1 SHIFT DIFFERENTIAL COMPENSATION: 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.

Article 8.10 - LONGEVITY: The District agrees to additionally compensate long service employees with 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.

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.

Board Approved: 05/18/2026

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South Orange County Community College District

C.S.E.A Classified Bargaining Unit Classifications 2025-2026

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



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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2025-2026

Classification Title	Range
Costume/Makeup Designer	132
Counseling Office Assistant	115
Creative Services Lead	142
Curriculum Specialist	132
Custodian	113
Data Management and Reporting Analyst	140
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
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
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



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C.S.E.A Classified Bargaining Unit Classifications 2025-2026

Classification Title	Range
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, 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



South Orange County Community College District

C.S.E.A Classified Bargaining Unit Classifications 2025-2026

Classification Title	Range
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
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



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C.S.E.A Classified Bargaining Unit Classifications 2025-2026

Classification Title	Range
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
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 IT Project Administrator	146
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



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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2025-2026

Classification Title	Range
Senior Medical Assistant	124
Senior Operations Planning Specialist	130
Senior Performing Arts Operations Specialist	136
Senior Plumber	130
Senior Programmer Analyst	150
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
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