



South Orange County Community College District
C.S.E.A. Classified Bargaining Unit Salary Schedule (Annual/Monthly)
2026-2027 (Effective 07/01/2026)
0.10% Increase

Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
109	3,861 46,332	4,059 48,708	4,266 51,192	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	109
110	3,959 47,508	4,160 49,920	4,371 52,452	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	110
111	4,059 48,708	4,266 51,192	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	111
112	4,160 49,920	4,371 52,452	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	112
113	4,266 51,192	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	113
114	4,371 52,452	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	114
115	4,481 53,772	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	115
116	4,594 55,128	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	116
117	4,712 56,544	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	117
118	4,830 57,960	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	118
119	4,949 59,388	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	119
120	5,075 60,900	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	120
121	5,202 62,424	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	121
122	5,334 64,008	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	122
123	5,467 65,604	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	123
124	5,606 67,272	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	124
125	5,746 68,952	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	125
126	5,892 70,704	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	126
127	6,037 72,444	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	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	6,189 74,268	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	128
129	6,347 76,164	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	129
130	6,505 78,060	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	130
131	6,668 80,016	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	131
132	6,834 82,008	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	132
133	7,005 84,060	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	133
134	7,182 86,184	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	134
135	7,362 88,344	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	135
136	7,548 90,576	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	136
137	7,737 92,844	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	137
138	7,931 95,172	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	138
139	8,129 97,548	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	139
140	8,333 99,996	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	140
141	8,541 102,492	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	141
142	8,754 105,048	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	142
143	8,974 107,688	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	143
144	9,199 110,388	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	144
145	9,431 113,172	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	145
146	9,666 115,992	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	146

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Range/ Step	1	2	3	4	5	6	7	8	Range/ Step
147	9,908 118,896	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	147
148	10,157 121,884	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	148
149	10,410 124,920	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	149
150	10,672 128,064	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	150
151	10,939 131,268	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	151
152	11,214 134,568	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	152
153	11,495 137,940	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	16,249 194,988	153
154	11,783 141,396	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	16,657 199,884	154
155	12,077 144,924	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	16,249 194,988	17,073 204,876	155
156	12,380 148,560	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	16,657 199,884	17,500 210,000	156
157	12,691 152,292	13,333 159,996	14,011 168,132	14,720 176,640	15,465 185,580	16,249 194,988	17,073 204,876	17,939 215,268	157
158	13,009 156,108	13,668 164,016	14,361 172,332	15,089 181,068	15,853 190,236	16,657 199,884	17,500 210,000	18,387 220,644	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

Hourly Rate = Annual Rate / 2080



South
Orange
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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2026-2027

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



South
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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2026-2027

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
Dispatcher/Records	119
District Accounting Systems Specialist	139
District Network Systems Administrator	143
District Payroll Systems Specialist	139
DSPS Assistant	118
DSPS Specialist	130
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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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2026-2027

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, Computer Sciences	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

Board Approved: 05/18/26
Revised: 08/01/26



South
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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2026-2027

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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South Orange County Community College District C.S.E.A Classified Bargaining Unit Classifications 2026-2027

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 2026-2027

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