



# South Orange County Community College District

## ACADEMIC SALARY SCHEDULES

2023-2024



# South Orange County Community College District

**Full-time Academic Salary Schedule - Annual  
2023-2024  
5.65% Increase  
Effective Fall Semester 2023**

Range	I	II	III	IV	V
<b>Step</b>					
<b>01</b>	82,522	87,107	91,692	96,277	100,862
<b>02</b>	85,578	90,163	94,748	99,333	103,918
<b>03</b>	88,634	93,219	97,804	102,389	106,974
<b>04</b>	88,634	96,275	100,860	105,445	110,030
<b>05</b>	91,690	99,331	103,916	108,501	113,086
<b>6</b>		102,387	106,972	111,557	116,142
<b>07</b>		105,443	110,028	114,613	119,198
<b>08</b>		108,499	113,084	117,669	122,254
<b>09</b>		108,499	116,140	120,725	125,310
<b>10</b>		111,555	119,196	123,781	128,366
<b>11</b>			122,252	126,837	131,422
<b>12</b>			125,308	129,893	134,478
<b>13</b>			128,364	132,949	137,534
<b>14</b>			128,364	136,005	140,590
<b>15</b>			131,420	139,061	143,646
<b>16</b>				142,117	146,702
<b>17</b>				145,173	149,758
<b>18</b>				148,229	152,814
<b>19</b>				148,229	155,870
<b>20</b>				151,285	158,926
<b>21</b>					161,982
<b>22</b>					165,038
<b>23</b>					168,094
<b>24</b>					168,094
<b>25</b>					171,150

Doctoral Stipend: \$4,621

Board Approved:



# South Orange County Community College District

## Academic Salary Schedule – Rates for One (1) Lecture Hour Equivalent (LHE) Effective Fall Semester 2023

<b>14.25% Increase</b>							
<b>Classroom<sup>1</sup>:</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer</b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1,940	2,018	2,096	2,174	2,252	2,330
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>116.87</b>	<b>121.57</b>	<b>126.27</b>	<b>130.96</b>	<b>135.66</b>	<b>140.36</b>	<b>145.06</b>
1 Includes student consultation time							
<b>14.20% Increase</b>							
<b>Classroom:</b>	<b>Full-time Faculty Overload Part-time Non-Classroom Tutorial Other<sup>2</sup></b>						
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7
	Semester LHE Rate	1,665	1,732	1,799	1,866	1,933	2,000
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>100.30</b>	<b>104.34</b>	<b>108.37</b>	<b>112.41</b>	<b>116.45</b>	<b>120.48</b>	<b>124.52</b>
Stipend Rate - One half (1/2) the rate in Column 7 per 15.9b.(1)(d)							<b>62.26</b>
2 CWE (see Article 15) and Directed (independent) Study (see Article 15) of the Academic Agreement for calculating LHE							
<b>5.65% Increase</b>							
<b>Non-Classroom: Library Counseling Learning Disability Tutorial Coordinator</b>	<b>Part-time Faculty Full-time / Part-time Faculty Intersession/Summer Full-time / Part-time Faculty Substitute Full-time Faculty Overload</b>						
	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
<b>Equivalent Hourly LHE Rate (for STRS)</b>	<b>80.57</b>	<b>83.80</b>	<b>87.02</b>	<b>90.24</b>	<b>93.46</b>	<b>96.69</b>	<b>99.91</b>



# South Orange County Community College District

## Academic Salary Schedule – Daily Rate for Extra Duty Days (Full-time Faculty) Effective Fall Semester 2023

Range	I	II	III	IV	V
<b>Step</b>					
<b>01</b>	463.61	489.37	515.12	540.88	566.64
<b>02</b>	480.78	506.53	532.29	558.05	583.81
<b>03</b>	497.94	523.70	549.46	575.22	600.98
<b>04</b>	497.94	540.87	566.63	592.39	618.15
<b>05</b>	515.11	558.04	583.80	609.56	635.31
<b>06</b>		575.21	600.97	626.72	652.48
<b>07</b>		592.38	618.13	643.89	669.65
<b>08</b>		609.54	635.30	661.06	686.82
<b>09</b>		609.54	652.47	678.23	703.99
<b>10</b>		626.71	669.64	695.40	721.16
<b>11</b>			686.81	712.57	738.33
<b>12</b>			703.98	729.74	755.49
<b>13</b>			721.15	746.90	772.66
<b>14</b>			721.15	764.07	789.83
<b>15</b>			738.31	781.24	807.00
<b>16</b>				798.41	824.17
<b>17</b>				815.58	841.34
<b>18</b>				832.75	858.51
<b>19</b>				832.75	875.67
<b>20</b>				849.92	892.84
<b>21</b>					910.01
<b>22</b>					927.18
<b>23</b>					944.35
<b>24</b>					944.35
<b>25</b>					961.52

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

Column	1	2	3	4	5	6	7
<b>Classroom</b>	326.97	340.11	353.26	366.40	379.55	392.70	405.84
<b>Non-Classroom</b>	225.42	234.44	243.46	252.47	261.49	270.51	279.52

Board Approved:



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## 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