NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

REGULAR AND CONTRACT FACULTY ANNUAL SALARY SCHEDULE (195 DAYS)

Effective July 1, 2026

STEP	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	STEP
1	96,249	100,494	104,737	108,971	114,875	1
2	96,249	100,494	104,737	108,971	114,875	2
3	96,249	100,494	104,737	108,971	114,875	3
4	100,494	104,737	108,971	113,220	119,113	4
5	104,737	108,971	113,220	117,457	123,358	5
6	108,971	113,220	117,457	121,702	127,596	6
7	113,220	117,457	121,702	125,946	131,837	7
8	117,457	121,702	125,946	130,187	136,082	8
9	121,702	125,946	130,187	134,423	140,323	9
10	125,946	130,187	134,423	138,668	144,565	10
11	130,187	134,423	138,668	142,909	148,811	11
12	134,423	138,668	142,909	147,152	153,043	12
13	138,668	142,909	147,152	151,391	157,289	13
16		147,152	151,391	155,637	161,533	16
18			155,637	159,879	165,773	18
20			159,879	164,113	170,013	20
22			164,113	168,362	174,251	22
25	142,909	151,391	168,362	172,603	178,497	25

CLASS B Minimum Qualifications
CLASS C Minimum Qualifications plus 18 semester units
CLASS D Minimum Qualifications plus 36 semester units
CLASS E Minimum Qualifications plus 54 semester units
CLASS F Earned Doctorate

INITIAL SALARY PLACEMENT

Initial salary placement is established on the basis of the minimum qualifications for the discipline of initial assignment as a contract faculty member.

Initial CLASS placement is established using the candidate's highest academic degree specified in the minimum qualifications. Approved units beyond those used to satisfy the minimum qualifications may be used for advanced class placement; applicable coursework must be obtained from an accredited postsecondary institution.

Initial STEP placement is established on the basis of previous experience as an academic employee and related full-time occupational experience, exclusive of any years of experience used in meeting the minimum qualifications. A maximum of nine (9) years of step credit may be granted for any combination of the following:

One year of step credit may be granted for each year of full-time contract academic employment with an accredited institution.

One year of step credit may be granted for each thirty (30) semester units of part-time academic employment with an accredited institution. A maximum of six (6) years of step credit may be granted for part-time academic employment. Substitute teaching, summer intersession teaching, and teaching compensated at part-time, extended-day or lecturer rates will be considered part-time academic experience.

One year of step credit may be granted for each three (3) years of full-time occupational experience directly related to the discipline.

Service as a teaching assistant, teaching intern, instructional aide or similar employment may not be applied toward advanced step placement.

Board Approved: July 28, 2026