

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
REGULAR AND CONTRACT FACULTY ANNUAL SALARY SCHEDULE (195 DAYS)**

Effective July 1, 2025

| <u>STEP</u> | <u>CLASS B</u> | <u>CLASS C</u> | <u>CLASS D</u> | <u>CLASS E</u> | <u>CLASS F</u> | <u>STEP</u> |
|-------------|----------------|----------------|----------------|----------------|----------------|-------------|
| 1 | 94,251 | 98,408 | 102,563 | 106,709 | 112,490 | 1 |
| 2 | 94,251 | 98,408 | 102,563 | 106,709 | 112,490 | 2 |
| 3 | 94,251 | 98,408 | 102,563 | 106,709 | 112,490 | 3 |
| 4 | 98,408 | 102,563 | 106,709 | 110,870 | 116,640 | 4 |
| 5 | 102,563 | 106,709 | 110,870 | 115,019 | 120,797 | 5 |
| 6 | 106,709 | 110,870 | 115,019 | 119,175 | 124,947 | 6 |
| 7 | 110,870 | 115,019 | 119,175 | 123,331 | 129,100 | 7 |
| 8 | 115,019 | 119,175 | 123,331 | 127,484 | 133,257 | 8 |
| 9 | 119,175 | 123,331 | 127,484 | 131,632 | 137,410 | 9 |
| 10 | 123,331 | 127,484 | 131,632 | 135,789 | 141,564 | 10 |
| 11 | 127,484 | 131,632 | 135,789 | 139,942 | 145,722 | 11 |
| 12 | 131,632 | 135,789 | 139,942 | 144,097 | 149,866 | 12 |
| 13 | 135,789 | 139,942 | 144,097 | 148,248 | 154,024 | 13 |
| 16 | | 144,097 | 148,248 | 152,406 | 158,180 | 16 |
| 18 | | | 152,406 | 156,560 | 162,332 | 18 |
| 20 | | | 156,560 | 160,706 | 166,484 | 20 |
| 22 | | | 160,706 | 164,867 | 170,634 | 22 |
| 25 | 139,942 | 148,248 | 164,867 | 169,020 | 174,791 | 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: October 22, 2024