

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
**REGULAR AND CONTRACT FACULTY (COUNSELOR)**  
**ANNUAL SALARY SCHEDULE (195 Days)**  
 Effective July 1, 2017

STEP	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	STEP
1	70,768	73,964	77,157	80,345	84,790	1
2	70,768	73,964	77,157	80,345	84,790	2
3	70,768	73,964	77,157	80,345	84,790	3
4	73,964	77,157	80,345	83,544	87,980	4
5	77,157	80,345	83,544	86,735	91,176	5
6	80,345	83,544	86,735	89,930	94,367	6
7	83,544	86,735	89,930	93,124	97,560	7
8	86,735	89,930	93,124	96,318	100,755	8
9	89,930	93,124	96,318	99,506	103,949	9
10	93,124	96,318	99,506	102,703	107,142	10
11	96,318	99,506	102,703	105,896	110,338	11
12	99,506	102,703	105,896	109,089	113,525	12
13	102,703	105,896	109,089	112,281	116,721	13
16	-	109,089	112,281	115,477	119,917	16
18	-	-	115,477	118,671	123,108	18
20	-	-	118,671	121,859	126,300	20
22	-	-	121,859	125,057	129,492	22
25	105,896	112,281	125,057	128,250	132,686	25

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

**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, instructional aide or similar employment may not be applied toward advanced step placement.