

**SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
NON-BARGAINING UNIT SALARY SCHEDULES  
2010-2011 (eff. 03/01/10)**

**NON-BARGAINING UNIT, TEMPORARY, SHORT TERM HOURLY SALARY  
SCHEDULE\***

\*Non-Bargaining Unit, Temporary, Short Term, Hourly employees do not exceed (in any combination of assignments) a maximum of **160 days** in any fiscal year. Any number of hours per day constitutes a day worked. The Department/Division is responsible for tracking the amount of days. All ranges are based on skill level/departmental budget, not longevity.

| <u>Job Title</u>  |           | <u>Level of Service</u>           | <u>Hourly Rate</u> |
|---|-----------|-----------------------------------|--------------------|
| Adapted Kinesiology Aide<br>(HRNBU08)                                   | Range 001 | Entry Level.....                  | 8.50               |
|   | Range 002 | .....                             | 9.00               |
|   | Range 003 | .....                             | 9.50               |
|   | Range 004 | Intermediate Level                | 10.50              |
|   | Range 005 | .....                             | 11.50              |
|   | Range 006 | .....                             | 12.50              |
|   | Range 007 | .....                             | 13.00              |
|   | Range 008 | Skilled Level .....               | 14.00              |
|   | Range 009 | .....                             | 15.00              |
|   | Range 010 | .....                             | 15.50              |
|   | Range 011 | Advanced Level ..                 | 16.00              |
|   | Range 012 | HR app req. ....                  | 18.00              |
|   | Range 013 | HR app req. ....                  | 20.00              |
| Child Development Center Aide<br>(HRNBU17)                              | Range 001 | 12 ECE Units .....                | 10.00              |
|   | Range 002 | 18 ECE Units .....                | 11.00              |
|   | Range 003 | 24 ECE Units .....                | 12.00              |
| Child Development Center Project Specialist<br>(HRNBU17)                | Range 013 | Child Dev. Teacher<br>Permit..... | 20.00              |
|   |           |                                   |                    |
| Clerk -- Short Term<br>(A&R/Registration/Comm. Ed./Fiscal)<br>(HRNBU09) | Range 001 | Entry.....                        | 8.50               |
|   | Range 002 | .....                             | 9.00               |
|   | Range 003 | .....                             | 9.50               |
|   | Range 004 | Intermediate .....                | 10.00              |
|   | Range 005 | .....                             | 10.50              |
|   | Range 006 | Skilled .....                     | 11.00              |
|   | Range 007 | .....                             | 11.50              |
|   | Range 008 | Advanced .....                    | 12.00              |
|   | Range 009 | .....                             | 12.50              |
|   | Range 010 | .....                             | 13.00              |
|   | Range 011 | .....                             | 14.00              |
|   | Range 012 | .....                             | 15.00              |

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| <u>Job Title</u>                       |           | <u>Level of Service</u> | <u>Hourly Rate</u> |
|--|-----------|-------------------------|--------------------|
| Coaching Aide<br>(HRNBU12)             | Range 001 | .....                   | 14.00              |
|  | Range 002 | .....                   | 15.00              |
| DSPS Proctor (Short-Term)<br>(HRNBU08) | Range 004 | .....                   | 10.50              |
|  | Range 005 | .....                   | 11.50              |
|  | Range 006 | .....                   | 12.50              |
|  | Range 007 | .....                   | 13.00              |
|  | Range 008 | .....                   | 14.00              |
| Lab. Aide<br>(HRNBU11)                 | Range 001 | Entry.....              | 8.50               |
|  | Range 002 | .....                   | 9.00               |
|  | Range 003 | .....                   | 9.50               |
|  | Range 004 | Intermediate .....      | 10.00              |
|  | Range 005 | .....                   | 10.50              |
|  | Range 006 | Skilled .....           | 11.00              |
|  | Range 007 | .....                   | 11.50              |
|  | Range 008 | Advanced .....          | 12.00              |
| Matriculation Proctor<br>(HRNBU13)     | Range 001 | Entry Level.....        | 8.50               |
|  | Range 002 | Intermediate .....      | 9.00               |
|  | Range 003 | .....                   | 9.50               |
|  | Range 004 | .....                   | 10.50              |
|  | Range 005 | .....                   | 11.50              |
|  | Range 006 | Skilled .....           | 12.50              |
|  | Range 007 | .....                   | 13.00              |
|  | Range 008 | .....                   | 14.00              |
|  | Range 009 | .....                   | 15.00              |
|  | Range 010 | .....                   | 15.50              |
|  | Range 011 | Advanced Level ..       | 16.00              |
| Outreach Aide<br>(HRNBU14)             | Range 001 | Entry Level.....        | 8.50               |
|  | Range 002 | Intermediate .....      | 9.00               |
|  | Range 003 | .....                   | 9.50               |
|  | Range 004 | Skilled .....           | 10.00              |
|  | Range 005 | .....                   | 10.50              |
|  | Range 006 | .....                   | 11.00              |
|  | Range 007 | .....                   | 11.50              |
|  | Range 008 | Advanced Level ..       | 12.00              |
|  | Range 009 | .....                   | 12.50              |
|  | Range 010 | .....                   | 13.00              |
|  | Range 011 | .....                   | 14.00              |
|  | Range 012 | .....                   | 15.00              |

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| <u>Job Title</u>  |           | <u>Level of Service</u> | <u>Hourly Rate</u> |
|---|-----------|-------------------------|--------------------|
| Project Specialist<br>(HRNBU02)   | Range 001 | Entry Level.....        | 8.50               |
|   | Range 002 | .....                   | 9.00               |
|   | Range 003 | .....                   | 9.50               |
|   | Range 004 | .....                   | 10.50              |
|   | Range 005 | .....                   | 11.50              |
|   | Range 006 | .....                   | 12.50              |
|   | Range 007 | Intermediate Level      | 13.00              |
|   | Range 008 | Skilled Level .....     | 14.00              |
|   | Range 009 | .....                   | 15.00              |
|   | Range 010 | .....                   | 15.50              |
|   | Range 011 | Advanced Level ..       | 16.00              |
|   | Range 012 | HR app req. ....        | 18.00              |
|   | Range 013 | HR app req. ....        | 20.00              |
| Project Specialist (IT)<br>(HRNBU15)  | Range 001 | Entry Level.....        | 10.00              |
|   | Range 002 | .....                   | 12.00              |
|   | Range 003 | .....                   | 15.00              |
|   | Range 004 | .....                   | 16.00              |
|   | Range 005 | HR app req. ....        | 17.00              |
|   | Range 006 | HR app req. ....        | 18.00              |
|   | Range 007 | HR app req. ....        | 20.00              |
|   | Range 008 | HR app req. ....        | 25.00              |
|   | Range 009 | HR app req. ....        | 30.00              |
|   | Range 010 | HR app req. ....        | 40.00              |
|   | Range 011 | HR app req. ....        | 50.00              |
| Special Project Coordinator<br>(HRNBU19)<br>**HR permission required<br>prior to use. | Range 001 | .....                   | 25.00              |
|   | Range 002 | .....                   | 30.00              |
|   | Range 003 | .....                   | 35.00              |
|   | Range 004 | .....                   | 40.00              |
|   | Range 005 | .....                   | 45.00              |
|   | Range 006 | .....                   | 50.00              |
|   | Range 007 | .....                   | 55.00              |
|   | Range 008 | .....                   | 60.00              |
|   | Range 009 | .....                   | 65.00              |
|   | Range 010 | .....                   | 70.00              |
|   | Range 011 | .....                   | 75.00              |
|   | Range 012 | .....                   | 100.00             |

| <u>Job Title</u>                                |  | <u>Level of Service</u> | <u>Hourly Rate</u> |
|---|--|-------------------------|--------------------|
| Short-Term Campus Security Officer<br>(HRNBU10) | Range 001                                | Entry-Level .....       | 12.00              |
|   | Range 002                                | Intermediate Level      | 14.50              |
|   | Range 003                                | Skilled Level .....     | 15.25              |
|   | Range 004                                | .....                   | 15.50              |
|   | Range 005                                | Advanced .....          | 16.00              |
|   | Range 006                                | .....                   | 18.00              |
|   | Range 007                                | .....                   | 20.00              |
|   | Teacher Prep. Program (TPP)<br>(HRNBU16) | Range 004               | .....              |
| Range 005                                       |  | .....                   | 10.50              |
| Range 006                                       |  | .....                   | 11.00              |
| Range 007                                       |  | .....                   | 11.50              |
| Range 008                                       |  | .....                   | 12.00              |
| Theatre/Music/Dance (TMD) Aide<br>(HRNBU04)     |  | Range 001               | Entry Level.....   |
|   | Range 002                                | Intermediate .....      | 9.00               |
|   | Range 003                                | .....                   | 9.50               |
|   | Range 004                                | .....                   | 10.50              |
|   | Range 005                                | .....                   | 11.50              |
|   | Range 006                                | Skilled .....           | 12.50              |
|   | Range 007                                | .....                   | 13.00              |
|   | Range 008                                | .....                   | 14.00              |
|   | Range 009                                | .....                   | 15.00              |
|   | Range 010                                | .....                   | 15.50              |
|   | Range 011                                | Advanced Level ..       | 16.00              |
|   | Range 012                                | HR app. req. ....       | 18.00              |
|   | Range 013                                | HR app. req. ....       | 20.00              |

**STUDENT HELP/WORK-STUDY:**

| <b><u>Job Title</u></b>                       |           | <b><u>Level of Service</u></b> | <b><u>Hourly Rate</u></b> |
|---|-----------|--------------------------------|---------------------------|
| Student Help (12 Units Fall/Spring; 6 summer) |           |                                |                           |
| (HRNBU07)                                     | Range 001 | Entry Level.....               | 8.50                      |
|   | Range 002 | Intermediate .....             | 9.00                      |
|   | Range 003 | .....                          | 9.50                      |
|   | Range 004 | Skilled .....                  | 10.00                     |
|   | Range 005 | .....                          | 10.50                     |
|   | Range 006 | .....                          | 11.00                     |
|   | Range 007 | .....                          | 11.50                     |
|   | Range 008 | Advanced Level ..              | 12.00                     |
|   | Range 009 | .....                          | 12.50                     |
|   | Range 010 | .....                          | 13.00                     |
|   | Range 011 | .....                          | 14.00                     |
|   | Range 012 | .....                          | 15.00                     |
| Work-Study (EOPS; FWS; CalWorks)              |           |                                |                           |
| (HRNBU07)                                     | Range 001 | Entry Level.....               | 8.50                      |
|   | Range 002 | Intermediate .....             | 9.00                      |
|   | Range 003 | .....                          | 9.50                      |
|   | Range 004 | Skilled Level .....            | 10.00                     |
|   | Range 005 | .....                          | 10.50                     |
|   | Range 006 | .....                          | 11.00                     |
|   | Range 007 | .....                          | 11.50                     |
|   | Range 008 | Advanced Level ..              | 12.00                     |

NBU, Short Term Revision: 08-01-07; Approved 08-27-07  
NBU, Short Term Revision: 05-08-08; Approved 05-22-08  
NBU, Short Term Revision: 07-21-09; Approved 08-25-09  
NBU, Short Term Revision: 01-06-10; Approved 01-25-10

**PROFESSIONAL EXPERT SALARY SCHEDULE**

Non-Bargaining Unit Professional Experts are employed on a temporary basis for a specific project, regardless of length of employment and are not considered part of the classified bargaining unit, as outlined in California Education Code 88003.

| <b><u>Job Title</u></b>                 |   | <b><u>Hourly Rate</u></b> |
|---|---|---------------------------|
| CACT Educator<br>(HRNBU03)              | Range 001                                     | 68.89                     |
| <b>Captionist</b><br>(HRNBU20)          | Range 001 Entry                               | 30.00                     |
|   | Range 002 Intermediate                        | 35.00                     |
|   | Range 003                                     | 38.00                     |
|   | Range 004 Skilled                             | 42.00                     |
|   | Range 005 Advanced                            | 45.00                     |
| Certified Test Proctor<br>(HRNBU03)     | Range 001 Entry                               | 9.50                      |
|   | Range 002 Intermediate                        | 10.50                     |
|   | Range 003 Skilled                             | 11.50                     |
|   | Range 004 Advanced                            | 12.50                     |
| Clinical Skills Specialist<br>(HRNBU03) | Range 001 Entry                               | 15.00                     |
|   | Range 002 Intermediate                        | 20.00                     |
|   | Range 003 Skilled                             | 25.00                     |
|   | Range 004 Senior                              | 30.00                     |
| Copywriter<br>(HRNBU03)                 | Range 001                                     | 65.00                     |
|   | Range 002                                     | 75.00                     |
|   | Range 003                                     | 85.00                     |
| Interpreter I                           | Range 001 Entry                               | 13.00                     |
| Interpreter II                          | Range 001 Intermediate                        | 16.00                     |
| Interpreter III                         | Range 001 Skilled – Interp. Training Prog.    | 25.00                     |
| Interpreter IV<br>(HRNBU18)             | Range 001 RID/ NAD 3/NIC/EIPA 4.0/Equiv. exp. | 30.00                     |
|   | Range 002 RID/ NAD 4/NIC/EIPA 5.0             | 35.00                     |
|   | Range 003 RID/ NAD 4/NIC Adv./+5 yrs exp.     | 38.00                     |
|   | Range 004 RID/ NAD 4/NIC Adv./+10 yrs exp.    | 42.00                     |
| Interpreter V<br>(HRNBU18)              | Range 001 RID/NAD 5/NIC Master                | 45.00                     |
| Lead Interpreter<br>(HRNBU18)           | Range 001                                     | 50.00                     |
| Model, Professional<br>(HRNBU03)        | Range 001 Entry                               | 18.00                     |
|   | Range 002 Intermediate                        | 19.00                     |
|   | Range 003                                     | 20.00                     |
|   | Range 004                                     | 22.00                     |
|   | Range 005 Skilled                             | 25.00                     |

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|           |           |              |       |
|-----------|-----------|--------------|-------|
| Tutor***  | Range 001 | Entry        | 8.50  |
| (HRNBU03) | Range 002 | Intermediate | 9.00  |
|           | Range 003 |              | 9.50  |
|           | Range 004 | Skilled      | 10.00 |
|           | Range 005 |              | 10.50 |
|           | Range 006 |              | 11.00 |
|           | Range 007 |              | 11.50 |
|           | Range 008 | Advanced     | 12.00 |

\*\*\* (Possession of AA degree in subject area, or equivalent experience)

**COMMUNITY EDUCATION EXPERTS:**

| <b><u>Job Title</u></b>                |           |                  | <b><u>Hourly Rate</u></b> |
|--|-----------|------------------|---------------------------|
| Aquatics Aide (Live Scan Required)     |           |                  |                           |
| (HRNBU05)                              | Range 001 | Entry            | 8.50                      |
|  | Range 002 |                  | 9.00                      |
|  | Range 003 | Intermediate     | 9.50                      |
|  | Range 004 |                  | 10.00                     |
| Sr. Lifeguard (Live Scan Required)     |           |                  |                           |
| (HRNBU05)                              | Range 001 | Entry            | 10.50                     |
|  | Range 002 |                  | 11.00                     |
|  | Range 003 | Intermediate     | 11.50                     |
|  | Range 004 |                  | 12.00                     |
|  | Range 005 | Skilled          | 12.50                     |
|  | Range 006 |                  | 13.00                     |
|  | Range 007 | Advanced         | 13.50                     |
|  | Range 008 |                  | 14.00                     |
|  | Range 009 |                  | 14.50                     |
|  | Range 010 |                  | 15.00                     |
|  | Range 011 |                  | 16.00                     |
| Recreation Aide (Live Scan Required)   |           |                  |                           |
| (HRNBU05)                              | Range 001 | Entry            | 8.50                      |
|  | Range 002 | Intermediate     | 9.00                      |
|  | Range 003 | Skilled          | 9.50                      |
|  | Range 004 | Advanced         | 10.00                     |
| Recreation Leader (Live Scan Required) |           |                  |                           |
| (HRNBU05)                              | Range 001 | Entry            | 10.50                     |
|  | Range 002 |                  | 11.00                     |
|  | Range 003 |                  | 11.50                     |
|  | Range 004 | Intermediate     | 12.00                     |
|  | Range 005 |                  | 12.50                     |
|  | Range 006 |                  | 13.00                     |
|  | Range 007 |                  | 13.50                     |
|  | Range 008 | Skilled          | 14.00                     |
|  | Range 009 |                  | 14.50                     |
|  | Range 010 |                  | 15.00                     |
|  | Range 011 | Advanced         | 20.00                     |
|  | Range 012 | HR approval req. | 28.00                     |
|  | Range 013 | HR approval req. | 30.00                     |

Community and Contract Education (Live Scan req.)  
(HRNBU05)

Salary Specified in  
Community Education  
Service Agreement