

**SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
NON-BARGAINING UNIT SALARY SCHEDULES
2013-2014 (eff. 01/01/14)**

**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 (HRNBU08)	Range 003	Entry.....	9.50
	Range 004	Entry.....	10.50
	Range 005	Entry.....	11.50
	Range 006	Intermediate	12.50
	Range 007	Intermediate	13.00
	Range 008	Skilled	14.00
	Range 009	Skilled	15.00
	Range 010	Skilled	15.50
	Range 011	Advanced	16.00
	Range 012	HR app req.	18.00
	Range 013	HR app req.	20.00
Child Development Center Aide (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 (HRNBU17)	Range 013	Child Dev. Teacher	
		Permit.....	20.00
Clerk -- Short Term (A&R/Registration/Comm. Ed./Fiscal) (HRNBU09)	Range 003	Entry.....	9.50
	Range 004	Entry.....	10.00
	Range 005	Entry	10.50
	Range 006	Intermediate	11.00
	Range 007	Intermediate	11.50
	Range 008	Skilled	12.00
	Range 009	Skilled	12.50
	Range 010	Skilled	13.00
	Range 011	Advanced	14.00
	Range 012	Advanced	15.00
	Range 013	Advanced	16.00

South Orange County Community College District
Page 2 – NBU Salary Schedules, 2013-2014

<u>Job Title</u>		<u>Level of Service</u>	<u>Hourly Rate</u>
Coaching Aide (HRNBU12)	Range 002	.....	15.00
DSPS Proctor (HRNBU08)	Range 004	Entry.....	10.50
	Range 005	Entry.....	11.50
	Range 006	Intermediate	12.50
	Range 007	Intermediate	13.00
	Range 008	Skilled	14.00
	Range 009	Skilled	15.00
	Range 010	Skilled	15.50
	Range 011	Advanced	16.00
Firearms Trainer	Range 001	.....	50.00
	Range 002	.....	55.00
	Range 003	.....	60.00
	Range 004	.....	65.00
	Range 005	.....	70.00
	Range 006	.....	75.00
	Range 007	.....	80.00
Lab. Aide (HRNBU11)	Range 003	Entry.....	9.50
	Range 004	Entry.....	10.00
	Range 005	Entry	10.50
	Range 006	Intermediate.....	11.00
	Range 007	Intermediate	11.50
	Range 008	Skilled	12.00
Matriculation Proctor (HRNBU13)	Range 004	Entry.....	10.50
	Range 005	Entry.....	11.50
	Range 006	Intermediate	12.50
	Range 007	Intermediate	13.00
	Range 008	Skilled	14.00
	Range 009	Skilled	15.00
	Range 010	Skilled	15.50
	Range 011	Advanced	16.00
Outreach Aide (HRNBU14)	Range 003	Entry.....	9.50
	Range 004	Entry.....	10.00
	Range 005	Entry.....	10.50
	Range 006	Intermediate	11.00
	Range 007	Intermediate	11.50
	Range 008	Skilled	12.00
	Range 009	Skilled	12.50
	Range 010	Skilled	13.00
	Range 011	Advanced	14.00
	Range 012	Advanced	15.00

South Orange County Community College District
Page 3 – NBU Salary Schedules, 2013-2014

<u>Job Title</u>		<u>Level of Service</u>	<u>Hourly Rate</u>
Project Specialist (HRNBU02)	Range 003	Entry.....	9.50
	Range 004	Entry.....	10.50
	Range 005	Entry.....	11.50
	Range 006	Intermediate	12.50
	Range 007	Intermediate	13.00
	Range 008	Skilled	14.00
	Range 009	Skilled	15.00
	Range 010	Skilled	15.50
	Range 011	Advanced	16.00
	Range 012	HR app req.	18.00
	Range 013	HR app req.	20.00
Project Specialist (IT) (HRNBU15)	Range 001	Entry.....	10.00
	Range 002	Entry.....	12.00
	Range 003	Entry.....	15.00
	Range 004	Entry.....	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 (HRNBU19)	Range 001	.....	25.00
	Range 002	.....	30.00
**HR permission required	Range 003	.....	35.00
prior to use.	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			
(HRNBU10)	Range 001	Entry	12.00
	Range 002	Intermediate	14.50
	Range 003	Skilled	15.25
	Range 004	Skilled	15.50
	Range 005	Advanced	16.00
	Range 006	Advanced	18.00
	Range 007	Advanced	20.00
Theatre/Music/Dance (TMD) Aide			
(HRNBU04)	Range 003	Entry	9.50
	Range 004	Entry	10.50
	Range 005	Entry	11.50
	Range 006	Intermediate	12.50
	Range 007	Intermediate	13.00
	Range 008	Skilled	14.00
	Range 009	Skilled	15.00
	Range 010	Skilled	15.50
	Range 011	Advanced	16.00
	Range 012	HR app. req.	18.00
	Range 013	HR app. req.	20.00

STUDENT HELP/WORK-STUDY:

<u>Job Title</u>	<u>Level of Service</u>	<u>Hourly Rate</u>
Student Help (12 Units Fall/Spring; 6 summer)		
(HRNBU07)	Range 003 Entry	9.50
	Range 004 Entry	10.00
	Range 005 Entry	10.50
	Range 006 Intermediate	11.00
	Range 007 Intermediate	11.50
	Range 008 Skilled	12.00
	Range 009 Skilled	12.50
	Range 010 Skilled	13.00
	Range 011 Advanced	14.00
	Range 012 Advanced	15.00
Work-Study (EOPS; FWS; CalWorks)		
(HRNBU07)	Range 003 Entry	9.50
	Range 004 Entry	10.00
	Range 005 Entry	10.50
	Range 006 Intermediate	11.00
	Range 007 Intermediate	11.50
	Range 008 Skilled	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
NBU, Short Term Revision: 01-01-14; Approved 11-25-13

South Orange County Community College District
Page 6 – NBU Salary Schedules, 2013-2014

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.

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

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.

<u>Job Title</u>			<u>Hourly Rate</u>
Medical Professional	Range 001	.....	30.00
	Range 002	.....	35.00
	Range 003	.....	40.00
	Range 004	.....	45.00
	Range 005	.....	50.00
	Range 006	.....	55.00
	Range 007	.....	60.00
	Range 008	.....	65.00
	Range 009	.....	70.00
	Range 010	.....	75.00
	Range 011	.....	80.00
	Range 012	.....	90.00
	Range 013	.....	100.00
Tutor*** (HRNBU03)	Range 003	Entry	9.50
	Range 004	Entry	10.00
	Range 005	Entry	10.50
	Range 006	Intermediate	11.00
	Range 007	Intermediate	11.50
	Range 008	Skilled	12.00
	Range 009	Skilled	12.50
	Range 010	Skilled	13.00
	Range 011	Advanced	14.00
	Range 012	Advanced	15.00
*** (Possession of AA degree in subject area, or equivalent experience)			
Workforce Trainer (CACT) (HRNBU03)	Range 001	.....	72.00

South Orange County Community College District
Page 8 – NBU Salary Schedules, 2011-2012

COMMUNITY EDUCATION EXPERTS:

<u>Job Title</u>	<u>Hourly Rate</u>		
Aquatics Aide (Live Scan Required)			
(HRNBU05)	Range 003	Entry.....	9.50
	Range 004	Entry.....	10.00
Sr. Lifeguard (Live Scan Required)			
(HRNBU05)	Range 001	Entry.....	10.50
	Range 002	Entry.....	11.00
	Range 003	Intermediate	11.50
	Range 004	Intermediate	12.00
	Range 005	Skilled	12.50
	Range 006	Skilled	13.00
	Range 007	Advanced	13.50
	Range 008	Advanced	14.00
	Range 009	Advanced	14.50
	Range 010	Advanced	15.00
	Range 011	Advanced	16.00
Recreation Aide (Live Scan Required)			
(HRNBU05)	Range 003	Entry.....	9.50
	Range 004	Entry.....	10.00
Recreation Leader (Live Scan Required)			
(HRNBU05)	Range 001	Entry.....	10.50
	Range 002	Entry.....	11.00
	Range 003	Entry.....	11.50
	Range 004	Intermediate	12.00
	Range 005	Intermediate	12.50
	Range 006	Intermediate	13.00
	Range 007	Intermediate	13.50
	Range 008	Skilled	14.00
	Range 009	Skilled	14.50
	Range 010	Skilled	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.)		Salary Specified in	
(HRNBU05)		Community Education	
		Service Agreement	

NBU, Prof. Expert Revision: 01-26-09; Approved 02-23-09
NBU, Prof. Expert Revision: 04-08-09; Approved 04-27-09
NBU, Prof. Expert Revision: 07-01-11; Approved 06-27-11
NBU, Prof. Expert Revision: 01-01-14; Approved 11-25-13