

**SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
NON-BARGAINING UNIT (NBU)**

**SHORT-TERM HOURLY, STUDENT, & PROFESSIONAL EXPERT SALARY  
SCHEDULES**

**2019 - 2020 (eff. 12/15/19)**

**NBU PAY RANGES:**

*Ranges 027+ require HR approval prior to use, unless otherwise noted.*

<b><u>Range</u></b>	<b><u>Hourly Rate</u></b>
Range 009 .....	13.50
Range 010 .....	14.00
Range 011 .....	14.50
Range 012 .....	15.00
Range 013 .....	15.50
Range 014 .....	16.00
Range 015 .....	16.50
Range 016 .....	17.00
Range 017 .....	17.50
Range 018 .....	18.00
Range 019 .....	18.50
Range 020 .....	19.00
Range 021 .....	19.50
Range 022 .....	20.00
Range 023 .....	21.00
Range 024 .....	22.00
Range 025 .....	23.00
Range 026 .....	24.00
Range 027 .....	25.00
Range 028 .....	27.50
Range 029 .....	30.00
Range 030 .....	32.50
Range 031 .....	35.00
Range 032 .....	37.50
Range 033 .....	40.00
Range 034 .....	42.50
Range 035 .....	45.00
Range 036 .....	47.50
Range 037 .....	50.00
Range 038 .....	52.50
Range 039 .....	55.00
Range 040 .....	57.50
Range 041 .....	60.00
Range 042 .....	62.50
Range 043 .....	65.00
Range 044 .....	67.50

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**NBU PAY RANGES (cont'd):**

*Ranges 027+ require HR approval prior to use, unless otherwise noted.*

Range 045	.....	70.00
Range 046	.....	72.50
Range 047	.....	75.00
Range 048	.....	77.50
Range 049	.....	80.00
Range 050	.....	82.50
Range 051	.....	85.00
Range 052	.....	87.50
Range 053	.....	90.00
Range 054	.....	92.50
Range 055	.....	95.00
Range 056	.....	97.50
Range 057	.....	100.00
Range 058	.....	105.00
Range 059	.....	110.00
Range 060	.....	115.00
Range 061	.....	120.00
Range 062	.....	125.00
Range 063	.....	130.00
Range 064	.....	135.00
Range 065	.....	140.00
Range 066	.....	145.00
Range 067	.....	150.00

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**SHORT-TERM NBUS: (Live Scans required)**

Non-Bargaining Unit, Temporary, Short Term, Hourly employees may not exceed (in any combination of assignments) a maximum of **160 days** in any fiscal year. Education Code 88003 states that "Short-term employee," as used in this section, means any person who is employed to perform a service for the district, upon the completion of which, the service required or similar services will not be extended or needed on a continuing basis. 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.

Adapted Kinesiology Aide	Ranges 009-022
Campus Security Officer (Short-Term)	Ranges 009-037
Certified Test Proctor	Ranges 009-022
Child Development Center Aide	Ranges 009-022
	(Depending on ECE units, Permit)
Clerk -- Short Term	Ranges 009-022
	(A&R /Comm. Ed./Fiscal Office use only)
Coaching Aide	Ranges 009-029
DSPS Notetaker	Ranges 009-022 (must be a SC/IVC student) (no LS req.)
DSPS Proctor	Ranges 009-022
Matriculation Proctor	Ranges 009-022
Outreach Aide	Ranges 009-022
Project Specialist	Ranges 009-057 (023+ require HR approval)
Theatre, Music, Dance (TMD) Aide	Ranges 009-057 (023+ require HR approval)

**STUDENT POSITIONS: (BP 4215 & EC88003)**

EC88003 and BP/AR 4215: Full-time students employed part time, and part-time students employed part time in any college work-study program, or in a work experience education program conducted by a community college district and which is financed by state or federal funds, shall not be a part of the classified service. Student help employees may only work 20 hours or less per week (excludes summer). Employment of either full-time or part-time students in any college work-study program, or in a work experience education program shall not result in the displacement of classified personnel or impair existing contracts for services.

Student Help	Ranges 009-022 (Limited to 20 hours per week) (Fall, Spring – 12 units; Summer - 6 units)
Work-Study	Ranges 009-022 (Federal, CalWorks, EOPS)

**PROFESSIONAL EXPERTS: (Live Scan required)**

Aquatics Aide	Ranges 009-022
Administrative Professional Expert	Hourly rate determined by position and exp.
Adult Education Trainer	Ranges 009-057
AOJ Trainer	Ranges 037-049
Captionist	Ranges 022-047
Clinical Skills Specialist (Health Sci.)	Ranges 012-037
Community Ed. Trainer	Ranges 009-057
Contract Education (SC-EWD)	Ranges 022-067
FKCE Co-Trainer	Range 033
FKCE Monitor	Range 029
FKCE Trainer	Range 045
HS Drug Court Liaison	Ranges 012-057
HSE Trainer (HS Equiv.)	Ranges 009-057
Interpreter (Sign Language)	Ranges 022-047 (Experience/Certification based)
Lead Interpreter (Sign Language)	Ranges 037-057 (Experience/Certification based)
Medical Professional Expert	Ranges 029-057
Model (Art)	Ranges 024-047
Recreation Aide	Ranges 009-022
Recreation Leader	Ranges 009-029
Sr. Lifeguard	Ranges 009-022
Tutor	Ranges 009-037
	(AA degree/ equiv. knowledge/experience required)
Workforce Trainer	Ranges 037-057

EC 88003: Part-time playground positions, apprentices and professional experts employed on a temporary basis for a specific project, regardless of length of employment, shall not be a part of the classified service.