

**SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
NON-BARGAINING UNIT SALARY SCHEDULES
2012-2013 (eff. 07/01/11)**

**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 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 (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 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

South Orange County Community College District
Page 2 – NBU Salary Schedules, 2011-2012

<u>Job Title</u>		<u>Level of Service</u>	<u>Hourly Rate</u>
Coaching Aide (HRNBU12)	Range 001	.....	14.00
	Range 002	.....	15.00
DSPS Proctor (Short-Term) (HRNBU08)	Range 004	.....	10.50
	Range 005	.....	11.50
	Range 006	.....	12.50
	Range 007	.....	13.00
	Range 008	.....	14.00
Lab. Aide (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 (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 (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

South Orange County Community College District
Page 3 – NBU Salary Schedules, 2011-2012

<u>Job Title</u>		<u>Level of Service</u>	<u>Hourly Rate</u>
Project Specialist (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) (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 (HRNBU19) **HR permission required 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 (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) (HRNBU16)	Range 004	.....	10.00
Range 005		.....	10.50
Range 006		.....	11.00
Range 007		.....	11.50
Range 008		.....	12.00
Theatre/Music/Dance (TMD) Aide (HRNBU04)	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
	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 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.

<u>Job Title</u>		<u>Hourly Rate</u>
Captionist (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 (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 Senior	30.00
Copywriter (HRNBU03)	Range 001	65.00
	Range 002	75.00
	Range 003	85.00
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
	Range 001	50.00
Lead Interpreter (HRNBU18)	Range 001	50.00
	Range 001 Entry	18.00
	Range 002 Intermediate	19.00
	Range 003	20.00
	Range 004	22.00
Model, Professional (HRNBU03)	Range 005 Skilled	25.00

South Orange County Community College District
Page 7 – NBU Salary Schedules, 2011-2012

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)			
WorkforceTrainer	Range 001		72.00
(HRNBU03)			

COMMUNITY EDUCATION EXPERTS:

<u>Job Title</u>			<u>Hourly Rate</u>
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

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: 03-01-11; Approved 02-28-11
NBU, Prof. Expert Revision: 07-01-11; Approved 06-27-11