

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

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

**2023-2024 (eff. 07/01/23)**

**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 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

**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 014-027
Adult Education Aide	Ranges 014-027
Basic Needs Aide	Ranges 014-027
Campus Security Officer (Short-Term)	Ranges 014-037
Certified Test Proctor	Ranges 014-027
Child Development Center Aide	Ranges 014-027 (Depending on ECE units, Permit)
Coaching Aide	Ranges 014-029
Communication Arts Aide	Ranges 014-027
CTVR Aide	Ranges 014-027
CyberPatriot Mentor	Ranges 014-027
DSPS Aide	Ranges 014-027
Esports Aide	Ranges 014-027
Fine Arts Aide	Ranges 014-027
Nursing Mentor (Perkins)	Ranges 014-027
OASIS Aide	Ranges 014-027
Outreach Aide	Ranges 014-027
Performing Arts Aide	Ranges 014-057 (027+ require HR approval)
Project Specialist	Ranges 014-057 (027+ require HR approval)

**STUDENT POSITIONS: (BP 7270 & EC88003)**

EC88003: 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 Worker	Ranges 014-027 (Limited to 20 hours per week) (Fall, Spring – 12 units; Summer - 6 units)
Work-Study	Ranges 014-022 (Federal, CalWorks, EOPS)

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

Administrative Professional Expert	Hourly rate determined by position and exp.
Adult Education Trainer	Ranges 014-057
Captionist	Ranges 022-047
Clinical Skills Specialist (Health Sci.)	Ranges 014-037
Community Ed. Trainer	Ranges 014-057
Contract Education Trainer	Ranges 022-067 (HR approval req.)
FKCE Co-Trainer	Range 033
FKCE Monitor	Range 029
FKCE Trainer	Range 049
Interpreter, ASL	Ranges 022-057 (Experience/Certification based)
Medical Professional Expert	Ranges 029-067
Mental Health Intern	Ranges 022-057
Mental Health Professional Expert	Ranges 029-067
Model (Art)	Ranges 024-047
Recreation Aide	Ranges 014-022
Recreation Leader	Ranges 014-029
Sr. Lifeguard	Ranges 014-022
TPP Mentor	Ranges 014-057
Tutor	Ranges 014-037 (AA degree/ equiv. knowledge/experience required)

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.