

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

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

**2025-2026 (eff. 05/01/2026)**

**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 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

Effective: December 15, 2024  
 Revised: October 14, 2024  
 Approved: November 18, 2024  
 Revised: May 04, 2026  
 Approved: May 18, 2026

**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

South Orange County Community College District  
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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 018-037
Adult Education Aide	Ranges 018-037
Basic Needs Aide	Ranges 018-037
Campus Security Officer (Short-Term)	Ranges 018-037
Child Development Center Aide	Ranges 018-037 (Depending on ECE units, Permit)
Coaching Aide	Ranges 018-037
Communication Arts Aide	Ranges 018-037
CTVR Aide	Ranges 018-037
CyberPatriot Mentor	Ranges 018-037
DSPS Aide	Ranges 018-037
Esports Aide	Ranges 018-037
Events Aide	Ranges 018-037
Fine Arts Aide	Ranges 018-037
IT Aide (DS - Student Design Team)	Ranges 018-037
OASIS Aide	Ranges 018-037
Outreach Aide	Ranges 018-037
Peer Mentor	Ranges 018-037
Peer Mentor, Lead	Ranges 018-037
Performing Arts Aide	Ranges 018-057
Project Specialist	Ranges 018-057

**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 Workers 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 018-027 (Limited to 20 hours per week) (Fall, Spring – 6 units; Summer - 3 units)
Work-Study	Ranges 018-027 (Federal, CalWORKs, EOPS)

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

Administrative Professional Expert	Hourly rate determined by position and exp.
Captionist	Ranges 022-047
Clinical Skills Specialist (Health Sci.)	Ranges 018-037
Community Ed. Trainer	Ranges 018-057
Contract Education Trainer	Ranges 022-067 (HR approval req.)
FKCE Co-Trainer	Range 018-057
FKCE Monitor	Range 018-057
FKCE Trainer	Range 018-057
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 018-037
Recreation Leader	Ranges 018-037
Sr. Lifeguard	Ranges 018-037
Tutor	Ranges 018-037
	(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.