

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

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

2026-2027 (eff. 07/01/2026)

NBU PAY RANGES:

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

<u>Range</u>	<u>Hourly Rate</u>
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: July 01, 2026
Revised: October 14, 2024
Approved: November 18, 2024
Revised: May 04, 2026
Approved: May 18, 2026

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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 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.