



**Office of Human Resources and Equal Opportunity**

**Salary Schedule for  
Temporary Employee Assignments (TEAs)  
Effective July 1, 2021 – June 30, 2022**

The Foothill-De Anza Community College District Board of Trustees has approved the rates as outlined below for Temporary/Substitute assignments for existing bargaining unit classifications and Short-Term/Temporary assignments for all other non-bargaining unit positions.

Under unusual circumstances, the Director of Human Resources may place a TEA with demonstrated additional experience relevant to the assignment above Step 1 of the Salary Schedule. TEAs are paid for hours actually worked as reflected on the timesheet submitted each month.

**Compensation**

**Temporary Employee Assignments for an existing Bargaining Unit (ACE, CSEA, POA, Teamsters) or Confidential classification:**

1. Assuming all duties – Hourly rate is equal to Step 1 of the Salary Range.
2. Assuming partial duties – Hourly rate is equal to 85% of Step 1 of the Salary Range.
3. TEAs are placed at Step 1 and may advance to Step 2(\*) following 6 months of employment, and to Step 3(\*\*) following an additional 12 months of employment.

OLD ASSIGNMENT	NEW ASSIGNMENT	NEW RATE OF PAY
<b>Office and Administrative Services</b>		
CDC Instructional Assistant I/II	CDC Teaching Assistant	\$19.67/\$20.50*/\$21.40** per hour
CDC Teacher/Instructor I/II/III (non-credit)	CDC Teacher	\$26.44/\$27.74*/\$29.06** per hour
Instructional Aide I/II	Instructional Associate, Discipline	\$27.74/\$29.06*/\$30.55** per hour
Office Assistant I	Office Assistant	\$21.95/\$22.96*/\$23.99** per hour
Office Assistant II/III	Administrative Assistant I	\$25.14/\$26.44*/\$27.74** per hour
Planetarium Assistant	Planetarium Assistant	\$28.39/\$29.79*/\$31.23** per hour
Program Assistant I/II	Administrative Assistant I	\$25.14/\$26.44*/\$27.74** per hour
Program Assistant III	Program Coordinator I	\$33.65/\$35.27*/\$37.09** per hour
Tutor	Instructional Associate, Discipline	\$27.74/\$29.06*/\$30.55** per hour
<b>Other Services</b>		
Allied Health Tutor	Instructional Associate, Discipline	\$27.74/\$29.06*/\$30.55** per hour
Paramedic Laboratory Support I/II	Laboratory Technician, Discipline	\$27.74/\$29.06*/\$30.55** per hour
Per Diem Nurse Practitioner	Nurse Practitioner	\$53.44/\$56.04*/\$58.88** per hour
Per Diem Registered Nurse (RN)	Clinic Nurse	\$38.03/\$39.69*/\$41.86** per hour
<b>Disability Support Services</b>		

Interpreter I/II/III/IV	Sign Language Interpreter	\$35.27/\$37.09*/\$38.96** per hour
Real-Time Captioner I/II	Real-Time Captioner I	\$35.27/\$37.09*/\$38.96** per hour
<b>Police Support Services</b>		
Per Diem Community Service Officer	Community Service Officer	\$26.44/\$27.74*/\$29.06** per hour
Per Diem Police Dispatcher	Police Dispatcher	\$27.07/\$28.39*/\$29.79** per hour
Per Diem Police Officer	Police Officer I	\$33.27/\$34.99*/\$36.76** per hour
Per Diem Police Records Specialist	Administrative Assistant II	\$28.39/\$29.79*/\$31.23** per hour
Per Diem Police Sergeant	Police Sergeant	\$40.74/\$42.80*/\$44.96** per hour

**Temporary Employee Assignments for all other Non-Bargaining Unit or Confidential classifications:**

Temporary employees for all other Regular Short-Term/Temporary positions (primarily T3, T5, and T7 assignments) will be paid at the rate indicated below:

ASSIGNMENT	RATE OF PAY
Art Models	\$25.00 - \$50.00 per hour
Community Services Instructor/Short Course (Teacher) Instructor	\$19.00 - \$250.00 per hour
Consultant (Non-Instructional Professional Expert)	\$22.00 - \$200.00 per hour
Contract Education Instructor (not-for-credit)	\$25.00 - \$200.00 per hour
Educational Services Provider (Professional Expert)	\$25.00 - \$200.00 per hour
Museum Preparator	\$35.00 per hour
Psychological Services Intern	\$15.00 per hour
Reader	Varies
Student Intern (Teacher Intern K-12)	\$50.00 per hour
Student Trustee	\$50.00 per hour
Teacher Intern	\$18.00 per hour
Technical Support I/II/III	\$16.00/\$21.00/\$26.00 per hour
Technical Specialist	\$30.00 per hour
Theater Technician I/II/III	\$16.00/\$21.00/\$26.00 per hour
Theater Professional	\$25.00 - \$60.00 per hour

**Athletic Support Services**

ASSIGNMENT	RATE OF PAY
Assistant Coach	\$15.00 – \$35.00 per hour
Lifeguard	\$16.00 – \$20.00 per hour
Operations Staff	\$15.00 – \$35.00 per hour

**Other Services**

ASSIGNMENT	RATE OF PAY
Certified Phlebotomy Technician	\$50.00 per hour
EMT Specialist	\$20.25 per hour
Paramedic Specialist	\$30.00 per hour

**Disability Support Services**

ASSIGNMENT	RATE OF PAY
Note Taker	\$15.00 per hour

**Police Support Services**

ASSIGNMENT	RATE OF PAY
Per Diem Emergency Manager	\$42.00 - \$55.00 per hour
Per Diem Rangemaster	\$39.00 - \$52.00 per hour
Per Diem Radio Technician	\$50.00 per hour

**NOTE:** If you do not see an assignment that fits your needs, please send an email request for a pay rate review to the **Director, Human Resources** including a description of the duties and requested pay rate. Please note that such pay rates may not be offered to an individual without prior approval from Human Resources.