



**Office of Human Resources and Equal Opportunity**

**Salary Schedule for  
Temporary Employee Assignments (TEAs)  
Effective January 1, 2023**

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              | \$21.82/\$22.74*/\$23.74** per hour |
| CDC Teacher/Instructor I/II/III (non-credit) | CDC Teacher                         | \$29.33/\$30.77*/\$32.23** per hour |
| Instructional Aide I/II                      | Instructional Associate, Discipline | \$30.77/\$32.23*/\$33.88** per hour |
| Office Assistant I                           | Office Assistant                    | \$24.34/\$25.47*/\$26.61** per hour |
| Office Assistant II/III                      | Administrative Assistant I          | \$27.88/\$29.33*/\$30.77** per hour |
| Planetarium Assistant                        | Planetarium Assistant               | \$31.48/\$33.04/\$34.64** per hour  |
| Program Assistant I/II                       | Administrative Assistant I          | \$26.41/\$27.78*/\$29.15** per hour |
| Program Assistant III                        | Program Coordinator I               | \$37.32/\$39.12*/\$41.13** per hour |
| Tutor  | Instructional Associate, Discipline | \$30.77/\$32.23*/\$33.88** per hour |
| <b>Other Services</b>                        |                                     |                                     |
| Allied Health Tutor                          | Instructional Associate, Discipline | \$30.77/\$32.23*/\$33.88** per hour |
| Paramedic Laboratory Support I/II            | Laboratory Technician, Discipline   | \$30.77/\$32.23*/\$33.88** per hour |
| Per Diem Nurse Practitioner                  | Nurse Practitioner                  | \$59.27/\$62.16*/\$65.30** per hour |
| Per Diem Registered Nurse (RN)               | Clinic Nurse                        | \$42.18/\$44.21*/\$46.43** per hour |
| <b>Disability Support Services</b>           |                                     |                                     |

|                                    |                             |                                     |
|------------------------------------|-----------------------------|-------------------------------------|
| Interpreter I/II/III/IV            | Sign Language Interpreter   | \$39.12/\$41.13*/\$43.21** per hour |
| Real-Time Captioner I/II           | Real-Time Captioner I       | \$39.12/\$41.13*/\$43.21** per hour |
| <b>Police Support Services</b>     |                             |                                     |
| Per Diem Community Service Officer | Community Service Officer   | \$29.33/\$30.77*/\$32.23** per hour |
| Per Diem Police Dispatcher         | Police Dispatcher           | \$30.02/\$31.48*/\$33.04** per hour |
| Per Diem Police Officer            | Police Officer I            | \$39.12/\$41.13*/\$43.21** per hour |
| Per Diem Police Records Specialist | Administrative Assistant II | \$31.48/\$33.04*/\$34.64** per hour |
| Per Diem Police Sergeant           | Police Sergeant             | \$45.18/\$47.47*/\$49.86** 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                                   | \$15.50 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  | \$15.50 – \$35.00 per hour |
| Lifeguard        | \$16.00 – \$20.00 per hour |
| Operations Staff | \$15.50 – \$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 | \$15.50 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 **Associate Vice Chancellor, 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.