



Office of Human Resources and Equal Opportunity

**Salary Schedule for
Temporary Employee Assignments (TEAs)
Effective January 1, 2025**

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.

| Office and Administrative Services | |
|-------------------------------------|-------------------------------------|
| CDC Teaching Assistant | \$23.65/\$24.64*/\$25.73** per hour |
| CDC Teacher | \$31.78/\$33.34*/\$34.93** per hour |
| Instructional Associate, Discipline | \$33.34/\$34.93*/\$36.72** per hour |
| Office Assistant | \$26.38/\$27.60*/\$28.84** per hour |
| Administrative Assistant I | \$30.21/\$31.78*/\$33.34** per hour |
| Planetarium Assistant | \$34.12/\$35.80*/\$37.54** per hour |
| Program Coordinator I | \$40.45/\$42.39*/\$44.57** per hour |
| Other Services | |
| Laboratory Technician, Discipline | \$33.34/\$34.93*/\$36.72** per hour |
| Nurse Practitioner | \$64.23/\$67.36*/\$70.77** per hour |
| Clinic Nurse | \$45.71/\$47.91*/\$50.32** per hour |
| Disability Support Services | |
| Sign Language Interpreter | \$42.39/\$44.57*/\$46.83** per hour |
| Real-Time Captioner I | \$42.39/\$44.57*/\$46.83** per hour |
| Police Support Services | |
| Community Service Officer | \$31.78/\$33.34*/\$34.93** per hour |
| Police Dispatcher | \$32.54/\$34.12*/\$35.80** per hour |
| Police Officer I | \$45.71/\$47.91*/\$50.32** per hour |

| | |
|-----------------------------|-------------------------------------|
| Administrative Assistant II | \$34.12/\$35.80*/\$37.54** per hour |
| Police Sergeant | \$48.96/\$51.50*/\$54.04** 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 | \$18.20 per hour |
| Reader | Varies |
| Student Intern (Teacher Intern K-12) | \$50.00 per hour |
| Student Trustee | \$50.00 per hour |
| Teacher Intern | \$18.20 per hour |
| Technical Support I/II/III | \$18.20/\$23.20/\$28.20 per hour |
| Technical Specialist | \$30.00 per hour |
| Theater Technician I/II/III | \$18.20/\$23.20/\$28.20 per hour |
| Theater Professional | \$25.00 - \$60.00 per hour |

Athletic Support Services

| ASSIGNMENT | RATE OF PAY |
|------------------|----------------------------|
| Assistant Coach | \$18.20 – \$35.00 per hour |
| Lifeguard | \$18.20 – \$20.00 per hour |
| Operations Staff | \$18.20 – \$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 | \$18.20 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.