



Office of Human Resources and Equal Opportunity

**Salary Schedule for
Temporary Employee Assignments (TEAs)
Effective November 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.

Office and Administrative Services	
CDC Teaching Assistant	\$23.40/\$24.38*/\$25.45** per hour
CDC Teacher	\$31.44/\$32.99*/\$34.56** per hour
Instructional Associate, Discipline	\$32.99/\$34.56*/\$36.33** per hour
Office Assistant	\$26.10/\$27.31*/\$28.53** per hour
Administrative Assistant I	\$29.90/\$31.44*/\$32.99** per hour
Planetarium Assistant	\$33.76/\$35.42*/\$37.14** per hour
Program Coordinator I	\$40.02/\$41.94*/\$44.10** per hour
Other Services	
Laboratory Technician, Discipline	\$32.99/\$34.56*/\$36.33** per hour
Nurse Practitioner	\$63.55/\$66.65*/\$70.02** per hour
Clinic Nurse	\$45.23/\$47.40*/\$49.79** per hour
Disability Support Services	
Sign Language Interpreter	\$41.94/\$44.10*/\$46.33** per hour
Real-Time Captioner I	\$41.94/\$44.10*/\$46.33** per hour
Police Support Services	
Community Service Officer	\$31.44/\$32.99*/\$34.56** per hour
Police Dispatcher	\$32.19/\$33.76*/\$35.42** per hour
Police Officer I	\$41.94/\$44.10*/\$46.33** per hour

Administrative Assistant II	\$33.76/\$35.42*/\$37.14**per hour
Police Sergeant	\$48.44/\$50.90*/\$53.47** 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.