



**Office of Human Resources and Equal Opportunity**

**Salary Schedule for  
Temporary Employee Assignments (TEAs)  
Effective January 1, 2026**

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	\$19.50 - \$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	\$19.50 per hour
Reader	Varies
Student Intern (Teacher Intern K-12)	\$50.00 per hour
Student Trustee	\$50.00 per hour
Teacher Intern	\$19.50 per hour
Technical Support I/II/III	\$19.50/\$23.20/\$28.20 per hour
Technical Specialist	\$30.00 per hour
Theater Technician I/II/III	\$19.50/\$23.20/\$28.20 per hour
Theater Professional	\$25.00 - \$60.00 per hour

**Athletic Support Services**

ASSIGNMENT	RATE OF PAY
Assistant Coach	\$19.50 – \$35.00 per hour
Lifeguard	\$19.50 – \$20.00 per hour
Operations Staff	\$19.50 – \$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	\$19.50 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.