NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
NONCLASSIFIED SHORT-TERM HOURLY EMPLOYEE RATE SCHEDULE
Effective December 16, 2026

CODE	EMPLOYMENT CATEGORY	RATE 1 Entry	RATE 2 Semi-Skilled	RATE 3 Skilled	RATE 4 Highly Skilled
TE A	Entry Technical	$ 17.50	$ 18.50	$ 19.50	$ 20.50
TE B	Intermediate Technical	$ 19.00	$ 20.00	$ 21.00	$ 22.00
TE C	Skilled Technical ** HR Use Only	$ 22.00	$ 23.00	$ 24.00	$ 25.00
TE D	Professional Positions ** HR Use Only	$ 26.00	$ 27.00	$ 28.00	$ 29.00
TE E	Interpreter for Deaf - Base Rate	$ 24.00	$ 30.00	$ 38.00	$ 44.00
TE F	Interpreter for Deaf - Differential Rate *	$ 34.00	$ 40.00	$ 46.00	$ 52.00
TE G	Model	$ 20.00	$ 22.00	$ 26.00	$ 28.00
TE H	Performance Accompanist	$ 20.00	$ 22.00	$ 24.00	$ 26.00
TE I	Athletic Program Assistant	$ 17.50	$ 18.50	$ 20.00	$ 22.00
TE J	Advanced Theater Technician	$ 21.00	$ 24.00	$ 27.00	$ 30.00
ME A	Health Services Specialist (RN)	$ 25.00	$ 28.00	$ 33.00	$ 36.00
ME B	Nurse Practitioner	$ 45.00	$ 50.00	$ 55.00	$ 60.00
ME C	Clinical Psychologist	$ 40.00	$ 45.00	$ 50.00	$ 55.00
ME D	Physician/Psychiatrist	$ 50.00	$ 55.00	$ 60.00	$ 65.00
ME E	Medical Director	$ 65.00	$ 70.00	$ 75.00	$ 80.00

Rate placement is based on the requirements of the temporary job and determined by the administrator.

* Interpreter for Deaf Differential Rate may be approved when an individual interpreting assignment exceeds one and one-half hours and the assignment is not “teamed.”

** For use of Temporary/Substitutes only. Requires prior approval from HR

Board Approved: October 27, 2026