

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
NONCLASSIFIED SHORT-TERM HOURLY EMPLOYEE RATE SCHEDULE
Effective December 16, 2025**

CODE	EMPLOYMENT CATEGORY	RATE 1 Entry	RATE 2 Semi-Skilled	RATE 3 Skilled	RATE 4 Highly Skilled
TE A	Entry Technical	\$ 17.00	\$ 18.00	\$ 19.00	\$ 20.00
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	\$ 17.00	\$ 18.00	\$ 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: December 16, 2025