

**EL CAMINO COMMUNITY COLLEGE DISTRICT
TEMPORARY, NON-CLASSIFIED SERVICE EMPLOYEE
HOURLY RATES OF PAY**

Effective July 1, 2014

Casual Worker I – Provides basic help for basic tasks and duties under supervision.

Casual Worker II – Provides basic help for basic tasks and duties under supervision. Some work experience may be required for rate D as well as duties that include responsibility for more complex functions and tasks with minimal direct supervision.

Casual Worker III – Requires experience and specialized knowledge. Duties may include a variety of advanced tasks pertaining to more complex work and/or skills. Must be capable of using independent judgment and be able to serve as a lead to others who are less skilled.

Casual Worker IV – Considerable experience required. Should have specialized knowledge or training for specific functions. Requires independent judgment and communication skills as well as knowledge of relevant College policies. Must have ability to work independently.

Casual Worker V – Extensive experience required. Must have specialized knowledge or training for specific functions as well as judgment and problem solving skills and the ability to handle complex tasks and provide guidance and leadership. Must have knowledge of relevant College policies.

Casual Worker VI – Extensive experience required. Must have specialized and advanced knowledge or training for specific functions as well as the ability to apply independent judgment and problem solving skills to handle complex tasks and provide guidance and leadership at a high level. Must have detailed knowledge of relevant College policies.

Title	Rate A	Rate B	Rate C	Rate D	Rate E
Casual Worker I					9.00
Casual Worker II	9.25	9.50	9.75	10.00	10.25
Casual Worker III	10.50	10.75	11.00	11.25	11.50
Casual Worker IV	11.75	12.00	12.25	12.50	12.75
Casual Worker V	13.00	13.25	13.50	13.75	14.00
Casual Worker VI	15.00	16.00	17.00	18.00	19.00

Employees must complete at least one (1) year or at least 320 hours of satisfactory work before being considered for advancement to the next rate.

CAMPUS POLICE AIDE SERIES

Assists Campus Police with duties essential to the support of non-hazardous police services for the students, staff, and faculty.

INSTRUCTIONAL AIDE SERIES

Assists with instructional support services which may include tutoring, teacher assistance, laboratory aid and other duties associated with supporting instruction.

OFFICE AIDE SERIES

Assists with office and division support which may include general office tasks, customer service, computer assistance, cashiering, stocking supplies and other duties.

PROGRAM AIDE SERIES

Assists with duties that are related to daily operation and maintenance of a program and/or project.

SPORTS AIDE SERIES

Assists the athletic department with duties related to supporting various sports programs and events.

THEATER AIDE SERIES

Assists the Center for the Arts with duties which may include ushering, ticket taking, greeting theater patrons and working backstage as part of the technical crew.

PROFESSIONAL SERIES

Highly experienced professionals with consummate, specialized skills. Professional Certification or Bachelor's or Master's degree preferred:

Professional I - \$20.00 to \$33.00 per hour

Professional II - \$34.00 to \$47.00 per hour

Professional III - \$48.00 to \$61.00 per hour

Professional IV - \$62.00 and up per hour

Professional V - Lump sum amount based on percentage of enrollment fees

Professional Series titles are used for employees who are experienced professionals in their respective fields, having duties not similar to Classified employees.

Assistive Linguistics Professional: sign-language interpreting, real-time captioning

Education Professional: modeling, tutoring, preparing curriculum for not-for-credit classes

Medical Professional: Physician, Nurse, Psychologist, & Chiropractic duties

Program Professional: coordination, supervision, or maintenance of projects/programs

Training Professional: provides training, expertise, leadership, & professional services

Professional Series employees working as a medical specialist (Psychological Assistant, Chiropractor, Clinical Psychologist, and Physician) must furnish a valid license and certification of malpractice insurance for no less than \$1,000,000.

RESTRICTIONS

Short term employees may not exceed 170 working days within the fiscal year. This is to be a cumulative figure. Multiple jobs from various job locations within a single days counts only as one day. Hiring managers must continually monitor and confirm that less than 170 working days is maintained.

Short term employees may not exceed 25 working hours per week. This is to be a cumulative figure, the sum being the combined hours of all multiple work locations per week. Hiring managers and staff must continually monitor and confirm that less than 25 working hours per week is maintained.

Short term employees cannot perform the same duties as the duties listed on Classified employee job descriptions.

Revised and Board Approved: June 16, 2014