

**SALARY SCHEDULE for  
HOURLY TEMPORARY/SUBSTITUTE BARGAINING UNIT POSITIONS  
STUDENT/SHORT TERM NON-BARGAINING UNIT POSITIONS**

The West Hills Community College District Board of Trustees has approved the rates as outlined below for Temporary/ Substitute employees for existing bargaining unit positions and Student/Short Term employees for all other non-bargaining unit positions.

Substitute/Temporary Employees for Existing Bargaining Unit Positions:

1. Employee must meet the minimum qualifications as outlined in the current job description.
2. Hourly rate equal to the existing positions Range, Step 1.

All Other Non-Bargaining Unit Positions:

Student/Short Term employees for all other non-bargaining unit positions will be paid the rate indicated below.

POSITION	RATE OF PAY
5C Experience Mentor 1	\$ 16.00 / hour
5C Experience Mentor 2	\$ 16.50 / hour
5C Experience Senior Mentor	\$ 17.50 / hour
Accounting Clerk	\$ 16.50 / hour
Adjunct Faculty – Orientation Stipend	\$ 75.00 / semester
Adjunct Head Coach	\$ 5,000.00 / year
Adjunct Head Coach – Out of Season Recruiting	\$ 5,000.00 / season
Administrative Intern – Educational Services	\$ 5,000.00 / semester
Administrative Intern – Student Services	\$ 5,000.00 / semester
Assistant Athletic Trainer	\$ 25.00 / hour
Assistant Coach	\$ 1,000.00 – \$10,000 / semester (based on duties assigned by Head Coach AND approved by Associate Dean of Athletics)
CAMP Mentor	\$ 16.00 / hour
Cashier	\$ 16.00 / hour
Clinical Teaching Assistant	\$ 25.00 - 35.00 / hour
Community Service/Education Instructor	50% of generated revenue
Curriculum Stipend	\$ 250.00 – \$500.00 / assignment
Developer	\$ 25.00 / hour
Events Assistant I	\$ 40.00 / event
Events Assistant II	\$ 60.00 / event
Events Assistant III	\$ 80.00 / event
Faculty Extern	\$ 4,250.00 / externship
Faculty Mentoring Stipend	\$ 250.00 – 1,000.00 / semester (based on grant funding objectives)
Farm Assistant	\$ 16.00 / hour
Farm Unit Technician I	\$ 16.00 / hour
Farm Unit Technician II	\$ 16.50 / hour
Fitness Lab Attendant	\$ 16.00 / hour
General Laborer	\$ 16.00 / hour
High School Equivalency (HEP) Instructor	\$ 30.00 / hour
Innovative Hybrid Curriculum Development Project	\$ 1,000.00/per assignment
Kitchen Helper 1	\$ 16.00 / hour
Kitchen Helper 2	\$ 16.50 / hour
Lead Student Ambassador	\$ 16.00 / hour
Library Clerk	\$ 16.50 / hour
Note Taker	\$ 200.00 / 3 unit class (paid on a prorated basis)
Open Educational Resource (OER) Development Stipend	\$ 3,500.00 / per deliverable

POSITION	RATE OF PAY
Paramedic Clinical Preceptor	\$ 20.00 - 25.00 / hour
Paramedic Program Director	\$ 50.00 / hour
Paramedic Program Medical Director	\$ 1,000.00 / month
Paramedic Teaching Assistant	\$ 20.00 - 25.00 / hour
Pathway 2.0 Curriculum Development Stipend	\$ 500.00 / assignment
Peer Mentor	\$ 16.00 / hour
Peer Tutor	\$ 16.00 / hour
Portfolio Assessment Stipend (PLA)	\$ 70.00 / unit
Professional Development Stipend	\$ 250.00 / day
Professional Development Stipend for Adjunct Faculty	\$ 150.00 / day
Residential Advisor	\$ 600.00 – 650.00 / week
Residential Living Assistant	\$ 18.50 / hour
Social Media Student Team	\$ 16.00 / hour
Special Projects	\$ 68.00 - 70.00 / hour
Student Ambassador	\$ 16.00 / hour
Student Labor (6 or more units)	\$ 16.00 / hour
Supplemental Instruction Leader	\$ 16.50 / hour
Tutor I (1 <sup>st</sup> semester without training)	\$ 16.00 / hour
Tutor I (1 <sup>st</sup> semester with training)	\$ 16.50 / hour
Tutor II (2 <sup>nd</sup> semester)	\$ 17.50 / hour
Upward Bound Instructor	\$ 42.00 / hour
Van Driver I	\$ 16.00 / hour
Van Driver II	\$ 16.50 / hour
Vocational Instruction Aide	\$ 17.00 - \$27.00 / hour (depending on vocational market trends)
Vocational Trainer I – V	See pay scale below
WIA Accounting Technician	\$ 16.00 – 18.00 / hour
WIA Office Assistant/Administrative Aide	\$ 16.00 – 18.00 / hour
WIA Training and Development Specialist	\$ 16.00 – 18.00 / hour
Writing Prescribed Portfolio Instructions Stipend (PLA)	\$ 250.00 / per unit of assessment
Youth Activity Specialist I	\$ 2,000.00 / per camp
Youth Activity Specialist II	\$ 2,800.00 / per camp

**Vocational Trainer I – V Pay Scale**

Education Level and/or Industry Certification	Years of Experience				
	1-3 Vocational Trainer I	4-5 Vocational Trainer II	6-10 Vocational Trainer III	11-15 Vocational Trainer IV	16-20 Vocational Trainer V
0-60 units and/or Industry Certification	\$30 / hour	\$40 / hour	\$50 / hour	\$60 / hour	\$70 / hour
BA Degree and/or Industry Certification	\$50 / hour	\$55 / hour	\$60 / hour	\$65 / hour	\$70 / hour
Masters Degree and/or Advanced Industry Certification	\$55 / hour	\$60 / hour	\$65 / hour	\$70 / hour	\$70 / hour

To be effective: 01/01/2024

Board approval date: