

Non-Academic Non-Classified Employee (NANCE) Salary Schedule

Effective January 1, 2019

Position	Level	Effective 01/01/19	Level of Service	Education & Training	Experience
Accompanist	I	\$20.80	Intermediate	Certificate	4 years
Accompanist	II	\$27.04	Skilled	AA +	5 years
Accompanist	III	\$32.24	Advanced	BA +	6 years
Accompanist	IV	\$37.44	Advanced	BA +	8 years
Art Model	n/a	\$20.80	Skilled	None	None
Interpreter	I	\$28.08	Skilled	Training + Certificate	4 years
Interpreter	II	\$33.28	Skilled	AA + Certification (Equivalent)	6 years
Interpreter	III	\$37.44	Advanced	BA + Special Certification	6 years
Interpreter	IV	\$43.68	Advanced	AA/BA + Advanced Certification	8 years
Interpreter	V	\$48.88	Advanced	BA/BS + National Certification	10 years
Lifeguard	n/a	\$13.52	Intermediate	Certificate	1 year
Teacher's Assistant (TA) large class bonus	I	\$12.48	Entry	None	None
Teacher's Assistant (TA)	II	\$14.56	Skilled	Related AA (Equivalent) +	3 years
Teacher's Assistant (TA)	III	\$16.64	Advanced	Related BA (Equivalent) +	5 years
Tutor	I	\$12.48	Entry	Subject Mastery	
Tutor	II	\$13.52	Intermediate	Relevant Training OR	1 year
Tutor	III	\$14.56	Intermediate	Relevant Training +	1 year
Tutor	IV (Lead)	\$15.60	Skilled	AA (Equivalent) +	1 year + 1 year GCCCD
Tutor	V	\$19.76	Advanced	Related BA (Equivalent) +	1 year + 1 year GCCCD

NANCE: Non-Academic Non-Classified Employees will be held to the hiring standards and practices identified on the hiring forms. They will be paid at the rate of pay associated with the identified level of service.

Hourly Waiver: Hourly employees accept temporary assignments without expectation of continued employment. They do not accrue vacation time or receive holiday pay and are afforded sick leave in accordance with current law.

Equal Employment Opportunity: Grossmont-Cuyamaca Community College District implements the spirit, principles, and laws related to Equal Employment Opportunity, the Americans with Disabilities Act, and related laws and regulations governing the employment of persons without regard to race, gender, disability, marital status, age, religion, or national origin.

Governing Board Approved: 11/13/18