

# NON-INSTRUCTIONAL POSITION REQUEST 2017-2018

Internal Use

#: 2017-02

Requester Name: Titian Lish and Ian Brekke

## SUMMARY INFORMATION

Title of Position Being Requested: (Note: Please also attach a current or proposed district job description)

**Collaborative Pianist (Accompanist)**

Position Will Reside in Division/Unit:

Arts and Humanities

Indicate To Whom this Position Reports:

Dean of Arts and Humanities, Ian Brekke, Titan Lish, Cindy B Rosefield

Indicate if this position or a similar position has been presented to RAC previously and in what years:

The music department had this position for several years until it was cut 2009 during drastic budget cuts. The position was previously presented in 2016.

The position is:

New

Number of Hours per Week: 25

Number of Months per Year: 12

Increase for an existing funded position

From:  9  10  11 Months

To:  10  11  12 Months

OR From: \_\_\_\_\_ % to \_\_\_\_\_ %

New Categorically funded position (information only; position not ranked)

Number of Hours per Week: \_\_\_\_\_

Number of Months per Year: \_\_\_\_\_

## **SECTION 1: PROGRAM NEED**

### **What key responsibilities would this person assume?**

Under general supervision, provide collaborative piano services for choral groups, instrumental chamber ensembles, recitals, concerts, musicals, instructional classes, rehearsals, individual lab time coaching students, and other special events. Collaborative Pianists/Accompanists provide a highly specialized and nuanced skillset that cannot be replicated and/or performed alone by the instructor of record, making their contributions absolutely necessary to the current and future success of both the music and theater education programs.

#### **Specific Key Responsibilities May Include:**

- Play accompaniment at sight for designated classes, choral groups, rehearsals, and other performances in a variety of musical styles.
- Coach students individually or in small groups outside of class to improve vocal and/or instrumental skills; recommends modifications to vocal harmonies and encourages student involvement and participation.
- Coach students in proper diction for songs in foreign languages.
- Assists students or instructors in planning, reviewing, and selecting music suitable to various occasions.
- Perform clerical duties such as scheduling piano tuning and repair; preparing performance programs or flyers; ordering, receiving, classifying, cataloging, filing and maintaining a library of music, scores, and audio recordings.
- Provide piano and keyboard accompaniment for musical theater productions.
- Accompany students and ensembles in performances.
- Answer inquiries from staff, students, and community members regarding musical performances.
- Performs related duties as assigned.



### **List other Personnel in the Unit (i.e. with shared or similar responsibilities):**

For the 2017-2018 school year, the Music and Theater Department have a combined need of approximately 748 hours of collaborative piano/accompaniment, per year, for the music instructional classes, musical theater instructional classes, recitals, concerts, musicals, rehearsals, individual lab time coaching students, and other special events. Currently those hours are being piecemealed together with temporary on call staff, student volunteers, or independent contractors.

Give a historical perspective of the changing demands on your unit's staff over the past 3-5 years (look to your program review). Please describe the metric you use to determine staffing needs in your program:

**Example:**

$$\begin{aligned} \text{Metric} &= \text{Students Served per semester} / \text{Full-Time Equivalent Employees} & 2010 &= & \underline{900/1} \\ & & 2015 &= & \underline{1000/1} \\ & & \text{Increased demand over the past 5 years is:} &= & \underline{11\%} \end{aligned}$$

$$\begin{aligned} \text{Metric} &= \frac{\text{number of hours per year}}{\text{number of hours per year}} & 2017 &= & \underline{748} \\ & & 2012 &= & \underline{463} \\ & & \text{Increased demand} &= & \underline{38\%} \end{aligned}$$

**And/or provide additional information supporting a need for this position and resulting impact on students or program:**

The music department had this position for several years until it was cut 2009 during drastic budget cuts. Since this time, the Performing Arts program has gone through many temporary and part time accompanists, resulting in high volatility and turnover. Under the current model, pianists are hired either through available Gen Funds or through co-curricular accounts (as On-Call employees or Independent Contractors.) With a pay Range 37, Step 1 (that never allows advancement up the pay level) it has proven difficult to keep accomplished musicians around for this position as they are forced to juggle multiple jobs/schedules to make financial ends meet, severely limiting their availability to work with Las Positas students. The industry standard compensation is not reflected in either the temporary/on-call rate or the listed Accompanist position at the district level, leading to ongoing issues with employee retention.

While this current system technically fulfills a need at a minimum level, we believe it is a mis-use of this type of hiring practice for several reasons. Collaborative Pianists are typically needed for the full semester or year and are asked to provide professional services far surpassing the compensation offered for a short-term employee. It also requires the departments to function with several different pianists, many of them without very much professional experience, as the position is very low pay for the profession. The current system is not one that can continue with the expansion and improvement of the Performing Arts Department. Research into similar community college programs shows this type of hiring practice to be the exception rather than the rule; the position of Collaborative Pianist/Accompanist is a vital element to a thriving and growing Performing Arts program.

Simply, Collaborative Pianist is the largest current staffing need within the Music & Theater departments. Maintaining the continued growth of these departments with temporary hires is not sustainable and may result in failure to meet the intended SLOs for all classes requiring this position.

Hiring on-call on a continuing basis violates Education Code under 88003.

\*\*\* The Current salary scale is approximately \$24 per hour. Our proposal suggests \$45 per hour, the industry standard. All numbers in estimated cost and benefit cost are based on the proposed salary, not the outdated Step 37. The proposed change to the district job description would also include the collaborative pianist (accompanist) serving as a Professional Expert in the Applied Music requirement. This requirement (as mandated by the state TMC) is currently being unmet, or met inconsistently for our music students. \*\*\*

## **SECTION 2: STUDENT LEARNING AND SUCCESS**

### **Explain how this position will contribute to and/or support student learning and success:**

The LPC Performing Arts Program is rapidly expanding to provide an inclusive and well-rounded education for students and community members. As the vocal and theater departments grow, the need for a Collaborative Pianist/Accompanist become more pressing by the day. Collaborative piano is both a necessity and an industry standard for all vocal performances, ranging from soloists to large ensembles. The classes requiring the work of an accompanist have SLOs written with their presence intended, making the achievement of these outcomes extremely difficult if the position is not fulfilled. As stated previously, the students are directly affected by not having a long-term pianist in the program, as the availability of a temporary employee is extremely limited and potentially short. This position represents a continued effort to meet the college's goals of fulfilling ACCJC standards.

Students require the services of a Collaborative Pianist/Accompanist to: successfully earn their degrees, successfully transfer, learn to communicate and work directly with a professional musician, build their musical skillsets in a provided supportive environment, re-enforce fundamental skills pertaining to their discipline, and to ultimately be trained and ready for job opportunities in their field as a successful representative of Las Positas College.

### **Explain how this position will have a positive impact on Accreditation or strengthen the college's adherence to the ACCJC standards:**

A recommendation for the college by the visiting team states: "To improve institutional effectiveness, the college should evaluate its faculty, staff, and administrative needs at all areas of the college and use the results of these evaluations to ensure an administrative structure, faculty, and classified staffing level that focuses on program needs and reflects the institution's purpose, size, and complexity. Additionally, the College should develop a comprehensive staffing plan at the programmatic level. (III.A.2, IV.B.2.A)." This twice suggests that staffing needs be evaluated at a PROGRAM level.

Nearly every collegiate music program state-wide employs a staff Collaborative Pianist/Accompanist, as it is truly a staple position of a successful department. By providing this staff position we will be more in-line with state standards and much more competitive with other programs near us. A staff accompanist strengthens future accreditation processes simply by strengthening our music and theater departments as a whole. Additionally, our music and theater departments work hand-in-hand to successfully coordinate and avoid scheduling conflicts, allowing a joint Collaborative Pianist/Accompanist position to exist between the two programs.

### **SECTION 3: LPC MISSION AND PLANNING PRIORITIES**

#### **LPC MISSION STATEMENT:**

LPC is an inclusive learning-centered institution providing educational opportunities and support for completion of students' transfer, degree, basic skills, career-technical, and retraining goals.

#### **LPC PLANNING PRIORITIES:**

- ❖ Establish regular and ongoing processes to implement best practices to meet ACCJC standards.
- ❖ Provide necessary institutional support for curriculum development and maintenance.
- ❖ Develop processes to facilitate ongoing meaningful assessment of SLOs and integrate assessment of SLOs into college processes.
- ❖ Expand tutoring services to meet demand and support student success in Basic Skills, CTE, and Transfer courses.

#### **Indicate how this position supports the College's mission and/or planning priorities:**

Planning Priority: Provide necessary institutional support for curriculum development and maintenance.

In just page 2 of the Master Plan, we discuss the need to respond to the needs of the ever-changing workplace. Having a Collaborative Pianist/Accompanist serves not only the Master Plan, but also the specific learning needs of all Performing Arts students. Page 23 of the Master Plan acknowledges that the Arts serve as the second highest employer in the Bay Area, with a consistent projected increase over the next 25 years. Additional preparation in these fields projects to more successful LPC graduates working in their selected disciplines. This is supported by the hiring of a staff Collaborative Pianist, another included Master Plan item: "Goal C (page 29) - by providing supportive organization resources (build staffing levels across the college to more effectively meet student needs - C3.)"

Planning Priority: Expand tutoring services to meet demand and support student success.

In addition, the presence of a professional full-time Collaborative Pianist (accompanist) allow students one-on-one tutoring opportunities with their accompanist. This is, unfortunately, not currently offered to our students, as the availability of a temporary employee is severely limited. Students are asking for more time to work with the accompanist constantly as they prepare for a rapidly expanding and more demanding performance schedule. The pianist's supportive role is very similar to a "musical tutor" for live performance purposes, as they are professional musicians that are able to help/offer suggestions for improvement outside of scheduled class time.

Planning Priority: Establish regular and ongoing processes to implement best practices to meet ACCJC standards.

The inclusion of a staff Collaborative Pianist/Accompanist in a supportive role helps to fulfill/meet ACCJC standards for: Assuring Academic Quality and Institutional Effectiveness, improving Institutional Integrity, offering Instructional Programs consistent with the institutional mission, and fulfilling clear needs for Learning Support Services through relevant staffing.

## **SECTION 4: PROGRAM OUTCOMES, INITIATIVES, and PLANS**

**Please check one.**

- This need was described explicitly in a Program Review (Year 2017).
- This need was implied in a Program Review (Year \_\_\_\_\_).
- This need was not included in a Program Review, but has become a need since that time.

**Explain, including language from Program Review (if available):**

Music Program Review: "The music department has requested a staff Collaborative Pianist/Accompanist in Program Review for several years running. Collaborative piano is both a necessity and an industry standard for all vocal performances, ranging from soloists to large ensembles. The classes requiring the work of an accompanist have SLOs written with their presence intended, making the achievement of these outcomes extremely difficult if the position is not fulfilled. Students are directly affected by not having a long-term pianist in the program, as the availability of a temporary employee is extremely limited and potentially short. This position represents a continued effort to meet the college's goals of fulfilling ACCJC standards.

Music students require the services of a Collaborative Pianist to: successfully earn their degrees, successfully transfer, learn to communicate and work directly with a professional musician, build their musical skillsets in a provided supportive environment, re-enforce fundamental skills pertaining to their discipline, and to ultimately be trained and ready for job opportunities in their field as a successful representative of Las Positas College."

Theater Program Review: "A permanent and available pianist for productions and musical theater classes. Currently students in the musical theater program could theoretically go an entire semester and only work with a pianist for a few minutes in the development of their skill set and course work." +

## **SECTION 5: SAFETY (if applicable)**

**Explain how this position will improve safety on campus or within your unit:**

Not Applicable

62.5% = 25 hrs/wk 12 mo

Range 37 Step 1

**SECTION 6: COSTS\***

**Estimated Increase or Proposed Annual Salary Cost:**

\$ 37,400.00      33,524

**Estimated Benefits Cost:**

\$ 18,700.00      16,762

**Total Cost for Position:**

\$ 56,100.00      50,286 SD

**NOTE:**

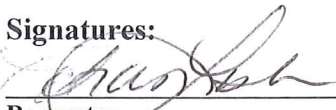
Full Time = 20-40 hours per week or 50% - 100%

Regular Hourly = 18 hours or less per week (<50%)

*\*Costs: For accurate costs, requestor must contact College Administrative Assistant in the LPC Office of Administrative Services (ext. 1632).*

**SECTION 7: REVIEWS**

**Signatures:**

  
Requester

10/9/17  
Date

  
Dean/Unit Administrator

10/12/17  
Date

Sharon Davidson  
College Administrative Assistant  
Office of Administrative Services

10/24/17  
Date

  
Vice President

10/24/17  
Date

## **Collaborative Pianist**

*(This description is an update of the Accompanist position in title, typical duties and salary)*

### **Job Description:**

Provide collaborative piano services for chamber ensembles, choral groups, recitals, concerts, musicals, and other special events and provides individual lab time coaching outside of scheduled class hours to improve musical skills.

### **Education and Experience:**

Graduation from high school or its equivalent AND two years of full-time paid or unpaid experience accompanying vocal soloists, choral groups, or musicals using a piano. Formal study of the piano may be substituted for the required experience on a year-for-year basis.

### **Knowledge of:**

- Advanced piano playing
- Music theory, harmony, rhythm, composition, and transposition
- Meaning of musical terms, signs, and abbreviations
- Popular, semi-classical, and classical music
- Vocal techniques
- Proper diction and understanding of foreign languages as it relates to musical pieces

### **Ability to:**

- Play at sight, with accuracy and feeling, popular, semi-classical and classical music and art songs
- Memorize, improvise, adapt and transpose music
- Coach students individually or in small groups to improve vocal and/or instrumental skills
- Compose short music phrases
- Select music suitable to various occasions
- Follow a soloist or a conductor in performing a musical score
- Work effectively and cooperatively with instructors, students, and other staff

### **Typical Duties:**

- Play accompaniment at sight for designated classes, choral groups, and other performances.
- Coach students individually or in small groups outside of class to improve vocal and/or instrumental skills; recommends modifications to vocal harmonies and encourages student involvement and participation.
- Coach students in proper diction for songs in foreign languages.
- Assists students or instructors in planning, reviewing, and selecting music suitable to various occasions.
- Perform clerical duties such as scheduling piano tuning and repair; preparing performance programs or flyers; ordering, receiving, classifying, cataloging, filing and maintaining a library of music, scores, and audio recordings.
- Accompany students in performances.
- Answer inquiries from staff, students, and community members regarding musical performances.
- Performs related duties as assigned.

### **Proposed Salary:**

- \$45.00 per hour, based on current professional industry standards



## **CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT**

### **ACCOMPANIST**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

#### **SUMMARY DESCRIPTION**

Under general supervision, provide suitable piano accompaniment, through improvisation, composition, and sight-reading, for a comprehensive music education program; and provide accompaniment for music instructional classes, recitals, concerts, and other special events.

#### **REPRESENTATIVE DUTIES**

*The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.*

1. Provide suitable piano accompaniment in voice and music classes; select and play suitable music for voice classes.
2. Improvise and transpose music to other keys; transcribe melodies and accompaniments from selected records.
3. Compose and arrange accompaniment for assignments and problems developing in voice classes.
4. Provide musical assistance at a variety of times and locations, as schedules and performances dictate.
5. Rehearse and prepare with students for student recitals and formal programs.
6. Respond to inquiries and requests for information from students, faculty and staff regarding concerts, recitals and other events.
7. May conduct conferences with students to assist in developing understanding of problem areas and preparation for specific assignments.
8. Perform related duties as required.

#### **MINIMUM QUALIFICATIONS**

*The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.*

##### **Knowledge of:**

1. Extensive repertoire of music suitable for accompaniment of voice classes.
2. Methods and techniques of piano accompaniment for a variety of music and musical application.
3. Principles and practices of sight reading for piano accompaniment.
4. Vocal and instrumental repertoire and technique.
5. Music theory, including harmony and notation.

**Chabot-Las Positas Community College District  
Accompanist (*Continued*)**

**Ability to:**

1. Play advanced piano pieces.
2. Sight-read a variety of music.
3. Play music in a variety of different keys.
4. Follow vocalist/instrumentalist in rehearsals and performance.
5. Communicate clearly and concisely, both orally and in writing.
6. Establish and maintain effective working relationships with those contacted in the course of work.
7. Work with and exhibit sensitivity to and understanding of the varied racial, ethnic, cultural, sexual orientation, academic, socio-economic, and disabled populations of community college students.

**Minimum Education & Experience** - *Any combination of the following would provide a typical way to obtain the required knowledge and abilities.*

**Education/Training:**

Completion of formal education sufficient to assure the ability to read and write music and play the piano at the level required for successful job performance.

**Experience:**

Two years experience as an accompanist for voice, dance or other music groups or classes.

**PHYSICAL DEMANDS AND WORKING ENVIRONMENT**

*The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.*

**Environment:** Work is performed primarily in a classroom setting

**Physical:** Primary functions require sufficient physical ability and mobility to work in a classroom setting; to sit with sustained posture or intense attentiveness for prolonged periods of time; to play a piano requiring repetitive hand movement and finger dexterity; and to verbally communicate to exchange information.

4/1875; 9/10/86

Adopted by Board of Trustees on October 20, 2015

Effective: October 21, 2015

Job Family: Technical-Paraprofessional

<b>NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT</b>	
<b>JOB DESCRIPTION</b>	

Job Title:	Piano Accompanist	Range:	44
Date Revised:		Date Approved:	April 8, 2003

**PRIMARY PURPOSE**

This position is responsible for assisting faculty by working with and coaching students, and providing piano accompaniment in rehearsals and performances.

**ESSENTIAL FUNCTIONS**

*Examples of essential functions are interpreted as being descriptive and not restrictive in nature.*

1.	Sight reads, improvises and composes music as necessary; transposes music from one key to another as required.
2.	Performs written accompaniments of assigned repertoire with appropriate attention to stylistic intent; develops performance-level musical presentations.
3.	Provides accompaniment at rehearsals; assists choir members in learning the assigned music with melodic and rhythmic accuracy.
4.	Coaches vocal students in individual sessions; coaches students in proper interpretation of music; assists students with the proper pronunciation of foreign languages used in songs including Italian, German and French.
5.	Coaches students in the proper singing performance; creates vocal exercises to assist students to improve performance; assists in the selection of appropriate material for students.
6.	Accompanies voice classes; plays warm up exercises under direction of instructor; supports students with accompaniments which enhance their performance.
7.	Accompanies soloists and choirs at day and evening public performances throughout the year.
8.	Maintains schedules of private coaching sessions and other rehearsals and performances as required; prepares repertoires for rehearsals and performance.
9.	Oversees and coordinates the proper tuning and maintenance of the pianos.
10.	Learns and applies emerging technologies and advances as necessary to perform duties in an efficient, organized, and timely manner.
11.	Performs related duties as assigned.

**OTHER FUNCTIONS**

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
JOB DESCRIPTION**

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**WORKING RELATIONSHIPS**

The Piano Accompanist maintains frequent contact with Music Department faculty and students.

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**EDUCATION AND EXPERIENCE**

B.A. in Music

Extensive knowledge, experience and training as a choral, vocal or instrumental accompanist

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**KNOWLEDGE, SKILLS, AND ABILITIES**

Knowledge of piano performance and accompaniment techniques

Knowledge of theory and principles of proper vocal production

Knowledge of principles, practices and techniques of vocal coaching

Knowledge of principles and practices of sight reading

Knowledge of interpretation, phrasing and ornamentation appropriate to various musical styles

Knowledge of proper pronunciation of foreign languages used in song repertoire including Italian, German and French

Ability to provide piano accompaniment for vocal and instrumental individuals and ensembles

Ability to sight read music from many style periods or musical scores accurately and efficiently

Ability to transpose or improvise from a lead sheet

Ability to follow the conductor or soloist

Ability to provide vocal coaching to students to assist them in learning, interpreting and performing assigned music

Ability to plan, organize and prioritize work

Ability to meet schedules and time lines

Ability to understand and follow oral and written directions

Ability to communicate effectively, orally and in writing.

Ability to establish and maintain effective working relationships with others

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**SPECIAL REQUIREMENTS**

None

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**WORKING CONDITIONS**

College or District music department; subject to irregular work schedule as required by rehearsals and performances; subject to standing and sitting for long periods at a time (up to 2-3 hours); repetitive use of upper extremities including hand coordination activities.

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**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
CLASSIFICATION ASSIGNMENTS**

Eff. January 20, 2017

TITLE	RANGE	TITLE	RANGE	TITLE	RANGE
<b>ACCOUNTING AND FISCAL SERVICES</b>		<b>INSTRUCTIONAL</b>		<b>SECRETARIAL</b>	
Accounting Clerk I	31	Auto Shop Coordinator	41	Administrative Assistant I	33
Accounting Clerk II	33	Instructional Aide / **	30	Administrative Assistant II	36
Accounting Specialist	40	Instructional Assistant / **	36	Administrative Assistant III	41
Accounting Technician	36	Laboratory Clerk / **	31	Campus Marketing/Outreach Assistant	36
Benefits Coordinator	40	Laboratory Technician / **	36	Distance Learning Assistant	36
Benefits Specialist	36	Piano Accompanist	44	Executive Assistant	41
Business Office Specialist	40	Theater Production Coordinator	45	Grants & Special Projects Assistant	41
Buyer	39	Theater Technician	41	Health Services Administrative Assistant	36
Payroll Specialist	36			Health Services Assistant	33
Payroll Lead	45	<b>LIBRARY AND MEDIA</b>		Office Coordinator	40
Purchasing Assistant	33	Alternative Media Specialist	41	Personnel Services Specialist	41
		Distance Learning Specialist	37	Public Affairs Assistant	38
		Graphic Designer	43		
<b>ATHLETICS</b>		Graphic Design Technician	39	<b>STUDENT SERVICES</b>	
PE-Athletic Equipment Attendant	25	Library Assistant I	33	Admissions & Records Coordinator	40
PE-Athletic Equipment Coordinator	31	Library Assistant II	36	Admissions & Records Specialist	36
PE-Athletic Therapist	49	Library Assistant III	39	Admissions & Records Technician	33
		Library Services Coordinator	44	Cadena Center Coordinator	40
<b>BOOKSTORE</b>		Media Production Specialist	40	Career Center Coordinator	40
Bookstore Assistant	31	Media Technician	40	Career Center Coordinator II	45
Bookstore Operations Specialist	36	Multimedia Graphics Specialist	40	EOPS Program Coordinator	40
Bookstore Shipping & Receiving Clerk	31	Multimedia Systems Specialist	40	Evaluator	36
Bookstore Shipping & Receiving Specialist	33			Evaluator Specialist	37
Textbook Buyer	36	<b>LIBRARY AND MEDIA</b>		Financial Aid Coordinator	40
		Printer	37	Financial Aid Technician	36
<b>CHILD CARE</b>		Printing Services Technician	32	Fine Arts Information/Marketing Representative	36
Child Care Aide	16	Radio Broadcast Technician	40	Health Services Specialist	49
Child Care Kitchen Attendant	14	Television - Video Technician	40	Health Education Coordinator	45
Child Care Teacher I	22	Web Content Specialist	38	Interpreter Coordinator	45
Child Care Teacher II	25			Job Developer/Disability Support Services	44
		<b>MAINTENANCE AND OPERATIONS</b>		Learning Center Coordinator	40
<b>CLERICAL</b>		Building Maintenance Coordinator	45	Medical Assistant	34
Catalog & Schedule Coordinator	40	Campus Safety Officer Coordinator	34	Nurse Practitioner	68
Clerical Assistant I	29	Campus Safety Officer	31	SCE High School Records Technician	36
Clerical Assistant II	31	Carpenter	41	SCE Student Records Coordinator	40
Courier	27	Driver/Skilled Mechanic Assistant	34	SCE Student Records Technician	31
District Mailroom Coordinator	31	Electrician	41	Sports Information/Marketing Representative	36
Duplication Equipment Operator	27	Electrician, Communications	41	Sports Information/Marketing Representative II	38
Educational Services & Technology	44	Environmental Health/Safety	43	Student Services MIS Analyst	52
Mailroom Clerk	26	Equipment Operator	31	Student Services Specialist/**	36
Production Center Coordinator	34	Facilities Assistant	28	Student Services Technician/**	33
Production Center Specialist	29	Facilities Coordinator	36	Testing & Assessment Specialist	36
Receptionist	29	Facilities Custodian Coordinator I	31	Tutorial Services Coordinator	40
Research Analyst	52	Facilities Custodian Coordinator II	34		
Risk Management Technician	36	Facilities Custodian I	27		
Senior Research Planning Analyst	57	Facilities Custodian II	28		
		Facilities-Security Officer	31		
<b>INFORMATION TECHNOLOGY</b>		Grounds Athletic Field Specialist	31		
Data Quality Analyst, Systems	52	Groundskeeper	29		
IT Project Leader	57	HVAC Mechanic I	34		
IT Security Analyst/System	55	HVAC Mechanic II	41		
IT Services Coordinator I	48	HVAC Mechanic Coordinator	42		
IT Services Coordinator II	52	Irrigation Specialist	37		
IT Specialist, Network	44	Landscape Coordinator	33		
IT Specialist, Systems Applications	44	Locksmith	38		
IT Technician I	41	Painter	38		
IT Technician II	44	Plumber	41		
Systems Analyst, Applications	60	Pool Mechanic	37		
Systems Analyst, Technology	60	Skilled Maintenance Assistant	34		
Systems Applications Training	48	Skilled Maintenance Mechanic	41		
User Support Analyst	36	Vehicle & Equipment Mechanic	40		
		Vehicle & Equipment Mechanic	41		
		Warehouse Assistant - Driver	31		

\*\* Indicates classification requiring individual emphasis, based on the discipline or area of application.

Each specialized emphasis (e.g., Instructional Assistant /Biology) constitutes a separate classification.

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT  
CLASSIFIED EMPLOYEE MONTHLY SALARY SCHEDULE  
EFFECTIVE JULY 1, 2017**

STEP RANGE	A	B	C	D	E	RANGE
1	1828	1924	2020	2125	2222	1
2	1875	1970	2067	2174	2277	2
3	1924	2020	2125	2222	2340	3
4	1970	2067	2174	2277	2398	4
5	2020	2125	2222	2340	2454	5
6	2067	2174	2277	2398	2507	6
7	2125	2222	2340	2454	2566	7
8	2174	2277	2398	2507	2635	8
9	2222	2340	2454	2566	2702	9
10	2277	2398	2507	2635	2765	10
11	2340	2454	2566	2702	2834	11
12	2398	2507	2635	2765	2892	12
13	2454	2566	2702	2834	2952	13
14	2507	2635	2765	2892	3028	14
15	2566	2702	2834	2952	3119	15
16	2635	2765	2892	3028	3190	16
17	2702	2834	2952	3119	3266	17
18	2765	2892	3028	3190	3344	18
19	2834	2952	3119	3266	3419	19
20	2892	3028	3190	3344	3499	20
21	2952	3119	3266	3419	3587	21
22	3028	3190	3344	3499	3668	22
23	3119	3266	3419	3587	3753	23
24	3190	3344	3499	3668	3844	24
25	3266	3419	3587	3753	3944	25
26	3344	3499	3668	3844	4041	26
27	3419	3587	3753	3944	4140	27
28	3499	3668	3844	4041	4240	28
29	3587	3753	3944	4140	4347	29
30	3668	3844	4041	4240	4442	30
31	3753	3944	4140	4347	4547	31
32	3844	4041	4240	4442	4657	32
33	3944	4140	4347	4547	4771	33
34	4041	4240	4442	4657	4886	34
35	4140	4347	4547	4771	5008	35
36	4240	4442	4657	4886	5139	36
37	4347	4547	4771	5008	5263	37
38	4442	4657	4886	5139	5391	38
39	4547	4771	5008	5263	5521	39
40	4657	4886	5139	5391	5650	40
41	4771	5008	5263	5521	5789	41
42	4886	5139	5391	5650	5933	42
43	5008	5263	5521	5789	6087	43
44	5139	5391	5650	5933	6233	44
45	5263	5521	5789	6087	6382	45
46	5391	5650	5933	6233	6542	46
47	5521	5789	6087	6382	6698	47
48	5650	5933	6233	6542	6872	48
49	5789	6087	6382	6698	7035	49
50	5933	6233	6542	6872	7212	50
51	6087	6382	6698	7035	7382	51
52	6233	6542	6872	7212	7567	52
53	6382	6698	7035	7382	7748	53
54	6542	6872	7212	7567	7942	54
55	6698	7035	7382	7748	8140	55
56	6872	7212	7567	7942	8340	56
57	7035	7382	7748	8140	8543	57
58	7212	7567	7942	8340	8757	58
59	7382	7748	8140	8543	8971	59
60	7567	7942	8340	8757	9196	60
68	9178	9639	10120	10625	11158	68

Premium Pay:

Swing Shift - 5% premium pay	
Graveyard Shift - 10% premium pay	
Five years of continuous service	----- 5% of present step
Ten years of continuous service	----- 10% of present step
Fifteen years of continuous service	----- 15% of present step
Twenty years of continuous service	----- 20% of present step
Twenty-five years of continuous service	----- 25% of present step
Thirty years of continuous service	----- 30% of present step