

HOURLY NON-ACADEMIC NON-CLASSIFIED (NANC) PROFESSIONAL EXPERT RATE SCHEDULE

EFFECTIVE January 1, 2016

<u>TITLE</u>	<u>HOURLY RATE</u>
Parking Citation Hearing Officer	56.88
Professional Expert - Level 1	12.87
Professional Expert - Level 2	15.22
Professional Expert - Level 3	17.56
Professional Expert - Level 4	21.08
Professional Expert - Level 5	23.42
Professional Expert - Level 6	24.59
Professional Expert - Level 7	25.77
Professional Expert - Level 8	29.28
Professional Expert - Level 9	32.80
Professional Expert - Level 10	35.14
Professional Expert - Level 11	37.42
Professional Expert - Level 12	40.98
Professional Expert - Level 13	44.50

Professional Experts are hourly District NANC employees (NOT Independent Contractors nor Consultants) working in a temporary assignment (of any length) performing duties not currently or previously included in the District's classified service and/or certificated/academic assignments. "Part-time playground positions, apprentices and professional experts employed on a temporary basis for a specific project, regardless of length of employment, shall not be a part of the classified service" (excerpt from the California Educational Code §88003). See the California Educational Code §88001 through 88078 for definitions and clarifications.

Before an hourly assignment can be determined a "Professional Expert" it is essential to review the job duties and responsibilities for comparison to District classified or certificated/academic work. The hourly assignment may be a Professional Expert if the functionality of the assignment is not represented by any District classification. However, the assignment IS NOT a Professional Expert if the documentation resembles current or previous District classified or academic work, or if it combines current and/or previous District classified and/or academic work.

1. The [Classification Office](#) will review the assignment duties and responsibilities for comparison to past and present District classifications and if necessary contact the originator for clarifying information.
2. The [Classification Office](#) will review the [Evaluation of Employer/Employee Relationship form and the Professional Expert/Consultant Authorization form](#) to ensure they are complete and have appropriate department signatures. Professional Expert forms can be found on the 'General Information & Forms' webpage: <http://hr.sdccd.edu/classification/classforms.cfm>.

Human Resources is not concerned about the hourly rate of pay for any Professional Expert assignment. In cases where a manager may want to increase the level of pay for a Professional Expert assignment based on market salary conditions, the manager must submit documentation stating the reason for the hourly rate change. If the manager's reason for requesting a hourly rate change is associated to any change in the assignment's duties, then the job duties and responsibilities must be reviewed again. In these cases, it may also be necessary for the manager to resubmit an updated Professional Expert/Consultant Authorization Form.

Human Resources established the above position titles for Professional Expert levels to facilitate an increasing use of Professional Experts assignments with specific hourly pay rates. This list does not limit the Professional Expert Titles nor what a Professional Expert could be paid.