Mt. San Antonio Community College District
Professional Experts' Hourly Pay Schedule
Effective March 1, 2026

Job Category	Level I	Level II	Level III	Level IV	Level V
Category I					
Art Model Expert	25.00	27.00	29.00	31.00	33.00
Project Expert	18.00	22.50	27.50	32.50	37.50
Project Manager	45.00	50.00	55.00	N/A	N/A
Technical Expert	30.00	40.00	45.00	50.00	55.00
Tutor Expert	18.00	19.50	21.50	23.50	25.50
Category II					
Not-for-Credit-Instructor	25.00	35.00	45.00	55.00	60.00
Licensed Professionals	42.00	49.00	56.00	63.00	70.00
Category III					
Interpreter (Teamed)	40.00	47.50	55.00	62.50	70.00
Interpreter (Differential)	52.28	62.09	71.89	81.70	91.50
Real-Time Captioner (Teamed)	55.00	62.50	70.00	N/A	N/A
Real-Time Captioner (Differential)	71.89	81.70	91.50	N/A	N/A
Category IV					
Project Administrator	60.00	70.00	80.00	90.00	100.00
Special Assignment Expert/Administrator	80.00	90.00	100.00	110.00	120.00

Guidelines for Hiring a Professional Expert:

- The Professional Expert exemption allows districts to go outside the classified service when the scope of the work is discrete, temporary, and requires expertise unavailable within the classified service. Professional Experts should be hired for a defined project, with specified start and end dates, and continued employment contingent upon continued demand and/or funding.
- Professional Experts are temporary employees. They are employed on an "as-needed" basis, subject to termination at will by either the District or the employee.
- Professional Experts cannot be employed to perform duties that have previously been exclusively performed by bargaining unit workers. Employment shall not result in the displacement of Classified personnel (EC§88003).
- Requires specialized knowledge, skills or expertise not generally required of, or found within, the existing classified service.

Job Category I	Brief Description
Art Model Expert	Requires specialized knowledge, skills, and experience of performing as a model, both clothed and unclothed, in support of a variety of art courses.
Tutor Expert	Requires a minimum to advanced level of specialized knowledge, skills and experience in tutoring methodologies, including peer tutoring, embedded tutoring, and/or supplemental instruction. Requires subject matter and content area competency. • Level I or II – minimum level of specialized knowledge and expertise. • Level III – moderate level of specialized knowledge and expertise. • Level IV or V – advanced level of specialized knowledge and expertise.
Project Expert, Project Manager, Technical Expert	Requires a minimum to advanced level of specialized knowledge, skills and experience in the specific duties, responsibilities and functions of assigned project. • Level I – minimum level of specialized knowledge and expertise. Duties include a variety of advanced tasks pertaining to more complex work and/or skills. Must be capable of using independent judgment and able to serve as a lead to others who are less skilled as needed. • Level II - moderate level of specialized knowledge and expertise. Leadership and communication skills, use of independent judgment as needed, and knowledge of relevant college policies and procedures are required. May work independently. • Level III – advanced level of specialized knowledge and expertise. Must be able to manage, coordinate or oversee multiple complex tasks or assignments, provide guidance and leadership, and work independently as needed. Strong leadership and communication skills, regular use of discretion and independent judgment, and knowledge of relevant college policies and procedures are required.

Job Category II	Brief Description
Not-for-Credit-Instructor	Provides not-for-credit-instruction requiring a minimum to advanced level of professional expertise. • Level I or II – The minimum level of professional expertise is based upon Associate degree OR certification in the area of service OR the full-time equivalent of one year of related professional and/or occupational experience. • Level III - Mid-level professional expertise is based upon a Bachelor's degree related to the area of service and certification in the area of service OR a Bachelor's degree related to the area of service and the full-time equivalent of two years of related professional and/or occupational experience OR the full-time equivalent of five years of related professional and/or occupational experience. • Level IV or V - Advanced level of professional expertise based upon a graduate degree related to the area of service; OR a Bachelor's degree related to the area of service and advanced certification in the area of service OR the full-time equivalent of five years of related professional and/or occupational experience at an advanced level.
Licensed Professionals	This job category may include, but is not limited to: Advanced Practice R.N., Licensed Marriage and Family Therapist, Licensed Clinical Psychologist, Licensed Clinical Social Worker, and Physician.

Job Category III	Brief Description
Interpreter (Teamed)	Interpreters work in teams to facilitate communication between Deaf, Hard-of-Hearing, Deaf-Blind, and hearing consumers. Hourly pay level is based on the education, training, certifications, and years of experience of the incumbent.
Interpreter (Differential)	Interpreters work on their own to facilitate communication between Deaf, Hard-of-Hearing, Deaf-Blind, and hearing consumers and/or will facilitate communication using the skills of a third language or deaf/blind tactile interpreting. Hourly pay level is based on the education, training, certifications, and years of experience of the incumbent.
Real-Time Captioner (Teamed)	Must be proficient working in teams with experience in real-time transliteration.
Real-Time Captioner (Differential)	Must be proficient working on their own with experience in real-time transliteration.

Job Category IV	Brief Description
Project Administrator	Must be able to manage, coordinate or oversee multiple complex tasks or assignments, provide guidance and leadership, and work independently as needed. Strong leadership and communication skills, regular use of discretion and independent judgment, and knowledge of relevant college policies and procedures are required. Typically reports to an associate or executive-level administrator.
Special Assignment Expert/ Administrator	Requires extensive specialized management-level knowledge, skills and experience in the specific functions and responsibilities of assignment. Typically, incumbent acts in the capacity of a mid-level director to executive-level administrator.