SAN MATEO COUNTY COMMUNITY COLLEGE DISTRICT

MISCELLANEOUS PAY RATES SALARY SCHEDULE

(Effective August 1, 2025)

CLASSIFICATION	HOURLY PAY RATES
Academic Coach Will instill specific coaching methodologies into a class with the goal that students will be more engaged. The coaching methodologies include strategies such as developing friendly competition in the classroom, goal setting, teamwork, case loading, commitment to completing, dedication, accountability, perseverance, and resiliency to overcome setbacks.	$50.00 - $75.00
Accompanist Play piano to assist in voice classes and for choral groups.	$50.00 – $75.00
Art Model Perform specialized services in an instructional classroom environment for Art classes where the curriculum calls forth the requirement of drawing the human figure, with attention to drawing from the live model.	$25.00 - $50.00
Assistant Coach Provide support for coaching in a specific sport; supervise practices, assist at games.	$46.10 - $120.00
College Physician Plans, implements and leads professional College health care services in conjunction with public health nursing staff; provides medical advice and treatment in the College Health Center; writes prescriptions as needed; confers with medical plan providers and emergency medical personnel regarding follow-up care; sets up and maintains confidential documentation of treatment and services provided; completes required medical provider and emergency forms; makes presentations to students, organizations and other groups as assigned.	$110.00 - $140.00

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Community Fitness Assistant Coach Provides overall assistant leadership and coordination of the Masters Swim and Youth Swim Teams at the College of San Mateo aquatic facility; directs programs and executes duties consistent with District and College mission statements and values; work with the Aquatics Program Manager/Coach to schedule the use of the aquatic facility in such a way as to preserve the primacy of the academic program and other college users and faculty, while accommodating the needs of the community during the unassigned time periods; responsible for implementing safety protocols as required by statute and District regulations and supervising, scheduling and daily service delivery of safety assurances including review of the lifeguard's schedules during team practice and swim practices and events with assurance of others assigned safety functions in conjunction with coaching duties; practices cohesive team management strategy, with interdepartmental relationship development, daily focused coordinating and managing efforts and pool operations.	$22.00 - $30.00
Community Fitness Instructor (Not-for-Credit) Serves in the following primary role of not-for-credit group or private instruction. Instruction is provided in pre-determined locations or virtually. Instructors will have a specific certification and/or have met the pre-determined certificate requirement of the specific instructional format. Teaches through one-on-one or group demonstration and guidance in technique, critique, development, and direction while assuring safety and preparation for potential emergencies in all areas; work in coordinated efforts (specific to communication and scheduling) with colleagues and front desk associates to assure adherence to scheduling. Areas of instruction include Pilates, Group Exercise/Dance and Swim.	$18.00 - $75.00

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Community Fitness Personal Trainer Serves in the following primary roles of one-on-one personal training and semi-private group fitness training. The role is performed only during pre-scheduled, pre-paid Personal Training Sessions. The service is provided in pre-determined designated fitness workout areas, outdoors, on the pool deck, in classrooms or virtually. Personal Trainers will have a specific fitness exercise certification and/or the pre-determined certificate requirement of the specific exercise format requirements. Teaches and instructs participants through one-on-one demonstration and guidance in technique, critique, development, direction and supportive teaching, while assuring safety and preparation for potential emergencies in all areas including the pool; demonstrate and communicate proven effective safety measures to all participants and offer modification options in execution; work in coordinated efforts (specific to communication and scheduling) with colleague, front desk associates to assure prescheduled appointments for private fitness instruction (personal training and semi-private training), are completed.	$18.00 - $75.00
Community Fitness Trainer Serves in the following roles of fitness floor supervision and general fitness instruction. This position will perform in pre-determined designated fitness workout areas, outdoors, on the pool deck, in classrooms or virtually. Fitness Trainers will have a general or specific fitness exercise certification and/or the pre-determined certificate requirement of the specific exercise format requirements. Delivers planning and instruction typically in pre-designated facility settings; teaches and instructs participants through demonstration and guidance in technique, critique, development, direction and supportive teaching, while assuring safety and preparation for emergencies in all areas including the pool; demonstrate and communicate proven effective safety measures to all participants and offer modification options in execution of classes.	$18.00 - $75.00
Community Services Instructor/Short Course (Teacher) Instructor Instruct not-for-credit, personal and professional enrichment courses taught on a wide variety of topics at SMCCCD, as well as out in the community. Per contractual agreement between CCCE and business and industry customers, instruct and set up activities and develop curriculum or activities within the focus of the program(s). Independently prepare lesson plans and class/program materials, records of attendance and other related duties.	$20.00 - $350.00

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Consultant (Non-Instructional) Perform review, analysis, and consultation for specific events/ and/or projects requiring specialized knowledge or expertise. Work is completed with a high degree of discretion, independent judgement, and generally performed as professional or administrative work.	$25.00 - $200.00
Contract Education Instructor (not-for-credit) Instruct not-for-for credit programs offered to public or private organizations to promote education/training and economic development for the business community. Maximum rate of pay subject to agreement between the district and trainer.	$50.00 - $350.00
Counseling Intern Provides individual, couple and group personal counseling to students, provides consultation with faculty and staff, attends outreach activities (in-class presentation, workshops, tabling, etc.), collaborates with on-campus programs, provides referrals to off-campus resources, attends weekly group supervision/training and individual supervision, maintains clinical records, and performs work under the direct supervision of academic staff. The assignment must be related to their graduate program or hours required for licensure.	$20 Flat Rate
EMT I Proctor Assist instructors in various classes by evaluating skills testing using standardized competencies as prescribed by the National Registry, which can result in work assignments varying from one to several class sessions per semester. EMT certification is required.	$25.00 - $50.00
Fashion Design Program Assistant Makes minor repairs to sewing machines, provides department tours, designs program websites, creates brochures and flyers to advertise classes and events, speaks at career days, plans for events, and manages supplies and equipment for the Fashion Design program.	$16.19 (Do Not Use) $16.98 – $17.80

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Intern Designated for individuals completing a graduate program. Interns will be expected to participate in activities such as engaging in individual and group mentorship sessions, participating in training sessions, participating in workshops, collaborating with other campus programs and initiatives as needed, and maintaining documentation of activities and progress throughout a program. Interns will perform work under the direct supervision of academic staff. Assignments are limited to one (1) semester and must be directly related to their graduate program.	$20 Flat Rate
KCSM Projects Leader Under direction of General Manager or other management staff, directs and coordinates contracts, technical requirements, compliance with Federal Communications Commission regulations, studio scheduling and other strategic planning and logistics for special station projects and productions.	$60.00 Flat Rate
KCSM Production Operator Operates cameras; adjusts camera angles and apertures; makes minor repairs to equipment and supplies; serves as studio mixer; operates teleprompters.	$35.00 – $40.00 - $45.00
KCSM Floor Director Works with producer and other directors to set up, monitor and adjust camera angles, cues, lighting and sound performance quality; supervises scripts, placement and performance of on-air talent.	$30.00 – $35.00 –$40.00

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Lifeguard I Monitors all pools for the Community Fitness Center swimmers participating in academics, team practices, team sports, water exercise classes, group and private lessons; responsible for overseeing the safety of all swimmers, executing coordinated efforts with fellow lifeguards on deck in assistance of aquatics programming; practices cohesive, cooperative strategies, with responsible implementation of safety protocols as required by statute and District regulations and may be asked to participate in the training and daily practice of lifeguards and others assigned safety functions; monitors maintenance, safety kits and assurances of lifesaving equipment, including AED's at the beginning of each shift supportive of the Lifeguard II, co-workers, team in ease and cooperation of procedures for staff; monitors and reports to the Lifeguard II any observed safety or facility compliance concerns with awareness of State and County standards. Position requires certified pool operator (CPO) certificate.	$18.00 - $20.00
Lifeguard II Serves in the role as shift lead for all Lifeguards on duty; responsible for overseeing the safety of all swimmers, with direct coordination and supervision of lifeguards on deck in assistance of aquatics programming; executes duties consistent with District and College mission statements and values and practices cohesive, cooperative strategies, with responsible implementation of safety protocols as required by statute and District regulations and may be asked to participate in the training and daily practice of lifeguards and others assigned safety functions; monitors maintenance, safety kits and assurances of lifesaving equipment, including AED's at the beginning of each shift supportive of the Program Manager-Aquatics, Aquatics team co-workers and with assurance of team ease and cooperation of procedures for staff. Position requires certified pool operator (CPO) certificate.	$20.00 - $22.00

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Practicum Mentor (Early Childhood Education) Facilitate a Community of Practice (CoP) each week. Practicum Mentors will meet with their CoP at a time that they and their assigned students agree upon. During the CoP meetings, the Practicum Mentors and the students will review assignments that may be written, self -videos or other activities that will be pre-organized by the primary course instructor.	$35.00
Shuttle Drivers Drive District-issued 10 passenger van for various events, programs, meetings, and tours.	$21.50
Videographer Film specific events and/or projects such as, campus events, campus activities, teaching in classrooms, campus landscapes, and conduct interviews to gather footage for the college. Film will be edited for use on the college website, social media and to document the work and activities of the college for communications and promotional purposes.	$50.00 - $200.00