

**American Sign Language (ASL) Interpreter and Real Captioner  
Salary Schedule  
Effective September 1, 2023**

Position	Qualifications	Rate
Interpreter - Trainee	High School graduation or GED, AND completion of an Interpreter Preparation Program (IPP).	\$35
Interpreter I	High school graduation or GED, AND graduation from an Interpreter Preparation Program (IPP), <i>plus</i> , two (2) years of paid experience interpreting for the Deaf and Hard Of Hearing.	\$40
Interpreter II	Associate degree from an accredited institution, AND graduation from an Interpreter Preparation Program (IPP), <i>plus</i> , four (4) years of paid experience interpreting for the Deaf and Hard Of Hearing.	\$50
Interpreter III (Certified)	NIC, NAD, CSC, CI, CT, CI/CT Certified, OR <i>the equivalent*</i> .	\$55
Interpreter IV (Certified)	Interpreter III qualifications, and five (5) years of paid experience interpreting for the Deaf and Hard Of Hearing.	\$60
Interpreter V (Certified)	Interpreter IV qualifications, and an additional ten (10) years of paid experience interpreting for the Deaf and Hard Of Hearing.	\$65
Real-time Captioner	CRC (Certified Real-time Captioner)	\$65

\*Equivalency is determined as follows:

- Documented testing and observations of interpreting skills by the Director of Student Accessibility Services and/or other subject-matter experts. Documentation to illustrate how the incumbent meets the minimum qualifications for the placement level. The justification must be thorough and consider the incumbents' education, training, work experience, exposure to Deaf culture, knowledge and commitment to the field of interpreting, ethical decision-making, and all related areas.
- A testing schedule will be created and implemented beginning Spring 2024. Interpreters will be placed in the appropriate level in consideration of the testing result, experience and performance in the field of interpreting.

Board Approved: 8/17/2023