

OSD HOURLY PAY RATES FOR INTERPRETERS

- Level 1: **\$32.00 / Hour**
 - AVC In-House evaluation – uncertified; Recent ITP Graduate
- Level 2: **\$38.00 / Hour**
 - AVC In-House evaluation + a combined one (1) consecutive year of interpreting experience at AVC (Two (2) consecutive 16-week semesters), or in the community, averaging approximately 25+ hours/week*
- Level 3: **\$45.00 / Hour**
 - ESSE overall score **3.5 – 4.0**; **OR**
 - EIPA overall assessment score **3.0 - 3.4** (secondary level); **OR**
 - AVC In-House Evaluation + Combined two (2) consecutive years of interpreting experience at AVC (Four (4) consecutive 16-week semesters), or in the community, averaging approximately 25+ hours/week*
- Level 4: **\$52.00 / Hour**
 - ESSE overall score **4.1 – 5.0**; **OR**
 - EIPA overall assessment score **3.5 - 3.9** (secondary level); **OR**
 - NIC Certified level (pre 12/1/11)**; **OR**
 - AVC In-House Evaluation + Combined three (3) consecutive years of interpreting experience at AVC (Six (6) consecutive 16-week semesters), or in the community, averaging approximately 25+ hours/week*
- Level 5: **\$55.00 / Hour**
 - EIPA overall assessment score **4.0-5.0** (secondary level) **AND** passed written exam; **OR**
 - NIC Advanced (pre 12/1/11)**; **OR**
 - RID CI; **OR**
 - RID CT; **OR**
 - NAD/ACCI 4; **OR**
 - AVC In-House Evaluation + Combined five (5) consecutive years of interpreting experience at AVC (Ten (10) consecutive 16-week semesters), or in the community, averaging approximately 25+ hours/week*
- Level 6: **\$58.00 / Hour**
 - RID-NIC National Interpreter Certification (effective December 2011); **OR**
 - RID CI and CT; **OR**
 - NAD/ACCI 5; **OR**
 - NIC Master (pre 12/1/11)**

***Time of “interpreting experience” is an approximation. Any movement in pay rate level with or without requisite certification or certification score is at the sole discretion of the Coordinator – Deaf Services (Interpreter) and Director of Office for Students with Disabilities. Time on task, continued education, overall improvement in skill and a variety of other factors will be taken into consideration when determining whether a movement in pay rate level is appropriate.**

**Prior to December 1, 2011, the NIC Interview and Performance Exam offered three levels: NIC Certified, NIC Advanced and NIC Master. The Exam became a pass/fail exam as of December 1, 2011. Those who have passed the exam since December 1, 2011, have been awarded RID-NIC National Interpreter Certification.

AVC OSD-Administered In-House Interpreter Skills Evaluation

The OSD in-house evaluation is reviewed by three or more qualified panelists. It is currently a videotaped performance test, which requires approximately 45 minutes to complete. It is designed to determine whether or not the candidate possesses an adequate mastery of essential expressive and receptive skills to be placed in a classroom on a limited basis as an entry level interpreter.

ESSE

Educational Interpreting, State level

The Educational Sign Skills Evaluation (ESSE) is administered by the SEE Center based in Los Alamitos, CA. The evaluation provides a means of identifying the dominant signing style of an individual and to provide feedback on areas of strength and areas in need of improvement. It provides an overall expressive skills rating as well as information on the type, level, and degree of understanding demonstrated receptively, and a sign-to-voice rating for both English-related signing and signing in American Sign Language. The performance portion is videotaped, and candidates are evaluated by five panelists, who rate the candidate's performance from 1 (low) to 5 (high). Scores are combined for an average rating.

EIPA

Educational Interpreter Performance Assessment: Educational interpreting, National level. The EIPA is designed to evaluate a candidate's ability to interpret classroom content and discourse in the elementary and secondary school classroom setting. The evaluation consists of both a written and a performance portion. Videotaped interpretations are evaluated at the EIPA Diagnostic Center at Boys Town National Research Hospital in Omaha, Nebraska. A team of three professionals evaluates the interpreting samples and use a Likert Scale to assess specific skills. Scores for each skill range from 0 (no skills demonstrated) to 5 (advanced native-like skills). The scores from all three evaluators are averaged, and an individual's EIPA score is the summary total score.

RID-NIC

National Registry of Interpreters for the Deaf - National Interpreter Certification (RID-NIC): Comprehensive professional interpreting skills performance, National level evaluation and certification. The candidate must pass a comprehensive Written Knowledge exam, then has a five-year period during which to pass the Interview and Performance portion of the NIC evaluation. Once an interpreter passes the required exams, s/he is awarded nationally-recognized certification. As of July 1, 2012, candidates for certification must have a minimum of a bachelor's degree or the documented equivalent education and experience in order to qualify to take the Interview and Performance exam.

NAD and ACCI

The National Association of the Deaf (NAD) and the American Consortium of Certified Interpreters (ACCI): National organizations whose evaluations were formerly considered alternatives to the RID certification test. Both agencies have discontinued their evaluations, and collaborated in developing and transitioning to the RID-NIC.