



**PERSONNEL COMMISSION MEETING
AGENDA**

October 13, 2015

A regular meeting of the Santa Monica-Malibu Unified School District Personnel Commission will be held on **Tuesday, October 13, 2015, at 4:00 p.m.** in the **District Administrative Offices:** 1651 16th Street, Santa Monica, CA.

I. General Functions:

- A. Call To Order**
- B. Roll Call**
- C. Pledge Of Allegiance**
- D. Approval of Agenda for Regular Meeting on October 13, 2015**

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu						
Peter Lippman						
Joseph Pertel						

E. Approval of Minutes for Regular Meetings on August 11, 2015

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu						
Peter Lippman						
Joseph Pertel						

- F. Report from the Director of Classified Personnel**
- G. Personnel Commissioner Comments/Reports**
- H. Communications**
- I. Public Comments**



PERSONNEL COMMISSION MEETING AGENDA

Electronically Recorded (AUDIO ONLY)

October 13, 2015

PERSONNEL COMMISSIONERS: Mrs. Barbara Inatsugu, Mr. Joseph Pertel and Mr. Peter Lippman

A regular meeting of the Santa Monica-Malibu Unified School District Personnel Commission will be held on **Tuesday, October 13, 2015**, in the **District Administrative Offices:** 1651 16th Street, Santa Monica, CA.

- ❖ **Instructions on Public Comments:** Persons wishing to address the Personnel Commission regarding an item scheduled for this meeting must submit the "Request to Address" card before consideration of that item. Persons wishing to address the Personnel Commission regarding an item within the Commissions subject matter jurisdiction but not scheduled on this meeting's agenda may speak during the Public Comments section by submitting the "Request to Address" card before the Commission reaches that section of the agenda.

OPEN SESSION

I. GENERAL FUNCTIONS:

A. Call to Order:

B. Roll Call:

C. Pledge of Allegiance:

D. Approval of Agenda for Regular Meeting on October 13, 2015

E. Approval of Minutes for Regular Meeting on August 11, 2015

F. Report from the Director of Classified Personnel:

This is an opportunity for the Director of Classified Personnel to report on items relevant to Personnel Commission.

- General Comments
- CSPCA, PCASC and other professional organizations
- Advisory Rules Committee Update

If you will require an accommodation to participate in the Commission meeting, please notify the Personnel Commission Office at least 48 hours prior to the meeting.

- District Tour and Committee Meetings for new Personnel Director
- Recruitment Tracking Tool

G. Personnel Commissioner Comments/Reports:

This is time during which a Personnel Commissioner may make a brief announcement or report on his/her own activities relative to Commission business. This is not a time for discussion.

H. Communications:

The Communications section provides an opportunity for the Personnel Commission to hear from the individuals or representatives listed below. All reports are limited to five (5) minutes or less.

1. SEIU Report
2. Board of Education Report

I. Public Comments:

Public Comments is the time when members of the audience may address the Personnel Commission on items not scheduled on the meeting's agenda. All speakers are limited to five (5) minutes. When there is a large number of speakers, the Personnel Commission may reduce the allotted time to three (3) minutes per speaker. The Brown Act (Government Code) states that Personnel Commission members may not engage in discussion of issues raised during "Public Comments" except to ask clarifying questions, make a brief announcement, make a brief report on his or her own activities, or to refer the matter to staff.

II. CONSENT CALENDAR:

Items are considered routine, require no discussion, and are normally approved all at once by the Personnel Commission. However, members of the Personnel Commission, staff, or the public may request an item be clarified and/or discussed.

A.1 Approval of Classified Personnel Eligibility List(s):

<u>Classification</u>	<u># Eligibles</u>
Fiscal Services Supervisor	7
Construction Supervisor	7
Audience Services Coordinator	10
Custodian	26
Bilingual Community Liaison	7
Senior Office Specialist	4
HVAC Mechanic	2

III. **ACTION ITEMS:**

These items are presented for ACTION at this time.

- A.2 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Isabella Aivaliotis in the classification of Paraeducator 3 at Range: 26 Step: C
- A.3 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Michael Atkins in the classification of Elementary Library Coordinator at Range: 26 Step: D
- A.4 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Jessica Biber in the classification of Occupational Therapist at Range: 61 Step: C
- A.5 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Deja Butler in the classification of Instructional Assistant - Classroom at Range: 18 Step: D
- A.6 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Bud Coffey in the classification of Audience Services Coordinator at Range: 38 Step: C
- A.7 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Karla Madsen in the classification of Health Office Specialist at Range: 25 Step: C
- A.8 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Jennifer Roe in the classification of Instructional Assistant - Classroom at Range: 18 Step: C
- A.9 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Inelle Taylor in the classification of Campus Security Officer at Range: 25 Step: C
- A.10 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Joshua Wiggins in the classification of HVAC Mechanic at Range: 37 Step: C
- A.11 Working Criteria Revision:
Recommendation of Change to Working Criteria for Advanced Step Placement

IV. **DISCUSSION ITEMS:**

These items are submitted for discussion only. Any action that might be required will generally be scheduled for the next regularly scheduled meeting of the Commission.

- D.1 Discussion of Advanced Step Placement

V. INFORMATION ITEMS:

These items are placed on the agenda as information and do not require discussion.

- I.1 Advanced Step Placement Status Report
- I.2 Open Personnel Requisitions Status Report
- I.3 Filled Personnel Requisitions Status Report
- I.4 Classified Personnel – Merit Report - No. A.13 (for SMMUSD School Board Agenda)
 - September 17, 2015
- Classified Personnel – Merit Report - No. A.14
 - October 1, 2015
- I.5 Classified Personnel – Non-Merit Report – No. A.14
 - September 17, 2015
- Classified Personnel – Non-Merit Report – No. A.15
 - October 1, 2015
- I.6 Personnel Commission’s Twelve-Month Calendar of Events
 - 2015 – 2016
- I.7 Board of Education Meeting Schedule
 - 2015 – 2016

VI. PERSONNEL COMMISSION BUSINESS:

A. Future Items:

Subject	Action Steps	Tentative Date
Merit Rule Revisions	-Approval of Changes to Merit Rules: <i>Chapter III: Classification</i>	November 2015
	Future direction of Merit Rules revisions pending October 21, 2015 Advisory Rules Committee meeting	

VII. NEXT REGULAR PERSONNEL COMMISSION MEETING:

Tuesday, November 10, 2015, at 4:00 p.m. - *District Office Board Room*

VIII. PUBLIC COMMENTS FOR CLOSED SESSION ITEMS ONLY:

Persons wishing to address the Personnel Commission regarding an item scheduled for closed session must submit the "Request to Address" card prior to the start of closed session.

IX. CLOSED SESSION:

- No Closed Session

X. ADJOURNMENT:

There being no further business to come before the Personnel Commission, it is recommended that the meeting be adjourned.

Submitted by:

Michael Cool
Secretary to the Personnel Commission
Director, Classified Personnel

If you wish to receive a full copy of the Personnel Commission Agenda Packet, please contact the Personnel Commission Office at (310) 450-8338, ext. 70-279.



PERSONNEL COMMISSION MEETING MINUTES

Electronically Recorded (AUDIO ONLY)

August 11, 2015

PERSONNEL COMMISSIONERS: Mrs. Barbara Inatsugu, Mr. Joseph Pertel and Mr. Peter Lippman

A regular meeting of the Santa Monica-Malibu Unified School District Personnel Commission was held on **Tuesday, August 11, 2015**, in the **District Administrative Offices:** 1651 16th Street, Santa Monica, CA.

- ❖ **Instructions on Public Comments:** Persons wishing to address the Personnel Commission regarding an item scheduled for this meeting must submit the "Request to Address" card before consideration of that item. Persons wishing to address the Personnel Commission regarding an item within the Commissions subject matter jurisdiction but not scheduled on this meeting's agenda may speak during the Public Comments section by submitting the "Request to Address" card before the Commission reaches that section of the agenda.

OPEN SESSION

I. GENERAL FUNCTIONS:

- A. Call to Order:** The Open Session of the Regular Meeting of the Personnel Commission was called to order at 4:06 p.m.
- B. Roll Call:** Commissioners Inatsugu and Lippman were present. Commissioner Pertel was absent due to a travel abroad.
- C. Pledge of Allegiance:** Ms. Jan Maez, Associate Superintendent, Business & Fiscal Services/Chief Financial Officer, led all in attendance in the Pledge of Allegiance.
- D. Motion to Approve Agenda:** August 11, 2015

It was moved and seconded to approve the agenda as submitted. The motion passed.

If you will require an accommodation to participate in the Commission meeting, please notify the Personnel Commission Office at least 48 hours prior to the meeting.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

E. Motion to Approve Minutes: July 14, 2015

It was moved and seconded to approve the minutes as submitted. The motion passed.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

F. Report from the Director of Classified Personnel:

This is an opportunity for the Director of Classified Personnel to report on items relevant to Personnel Commission.

- General Comments
 - Interim Director Lamping updated the Personnel Commission on the current recruitments and vacancies and expressed her gratitude to the Personnel Commission staff for meeting the District's needs during this demanding recruitment season.
 - Interim Director Lamping announced that both new administrators, the Director of Classified Personnel, and Director of Food Services will start on September 1, 2015.
 - Interim Director Lamping informed the Personnel Commission about implementation of the new sub finder system, AESOP, for the new school year. This process is done in close cooperation with the Human Resources Department.
 - Interim Director Lamping invited the Personnel Commissioners to the District's convocation on August 18, 2015 in Santa Monica High School, at the Barnum Hall.

G. Personnel Commissioner Comments/Reports:

This is time during which a Personnel Commissioner may make a brief announcement or report on his/her own activities relative to Commission business. This is not a time for discussion.

- Commissioner Lippman commended Interim Director Lamping for her hard work and leadership during this summer.
- Commissioner Inatsugu also expressed her appreciation for Interim Director Lamping's diligent efforts in the absence of the new permanent director.
- Commissioner Inatsugu informed the Personnel Commission about her meeting with the new Director of Classified Personnel, Mr. Michael Cool.
- Commissioner Inatsugu was also looking forward to meeting the new Director of Food Services.

H. Communications:

The Communications section provides an opportunity for the Personnel Commission to hear from the individuals or representatives listed below. All reports are limited to five (5) minutes or less.

1. SEIU Report

- **Ms. Cartee-McNeely, Chief Steward, expressed her gratitude to Interim Director Lamping for her high level of professionalism and her commitment to the District during this interim time.**
- **Ms. Cartee-McNeely also acknowledged a great working relationship between SEIU and Dr. Mark Kelly, Assistant Superintendent of Human Resources, and thanked him for the high level of collaboration and professionalism when resolving several challenging unresolved issues in regard to classified employees.**
- **Ms. Cartee-McNeely expressed her hope for working collaboratively with the new Director of Classified Personnel as well as with other newly hired administrators.**
- **Ms. Cartee-McNeely informed the Personnel Commission about the benefits of labor management practices implemented in the Maintenance and Operations Department.**
- **Ms. Cartee-McNeely expressed her appreciation of participating in the convocation each year. It is a great opportunity to share the District's vision with certificated and classified staff alike.**

2. Board of Education Report

- **Dr. Mark Kelly, Assistant Superintendent of Human Resources, updated the Personnel Commission about the District's final preparations for the coming school year including certificated staffing.**
- **Dr. Kelly also informed the Personnel Commission about the management team's summer retreat where the District's strategy and direction, concepts such as team versus group, leadership, purpose, and motivation were discussed at length.**
- **Dr. Kelly expressed his enthusiasm for the convocation, where the key speaker will be Dr. Pedro Noguera.**

I. Public Comments:

Public Comments is the time when members of the audience may address the Personnel Commission on items not scheduled on the meeting's agenda. All speakers are limited to five (5) minutes. When there is a large number of speakers, the Personnel Commission may reduce the allotted time to three (3) minutes per speaker. The Brown Act (Government Code) states that Personnel Commission members may not engage in discussion of issues raised during "Public Comments" except to ask clarifying questions, make a brief announcement, make a brief report on his or her own activities, or to refer the matter to staff.

- **None**

II. CONSENT CALENDAR:

Items are considered routine, require no discussion, and are normally approved all at once by the Personnel Commission. However, members of the Personnel Commission, staff, or the public may request an item be clarified and/or discussed.

A.1 Approval of Classified Personnel Eligibility List(s):

<u>Classification</u>	<u># Eligibles</u>
Administrative Assistant	3
Cafeteria Worker I	9
Children’s Center Assistant 1, 2, & 3	5
Director of Classified Personnel	3
Director of Food Services	3
Elementary Library Coordinator	4
Instructional Assistant – Physical Education	2
Paraeducator-1	8
Paraeducator-3	4
Physical Activities Specialist	4

List Extension (Personnel Commission Rule §6.1.3.: *Duration of Eligibility Lists*)

Instructional Assistant – Bilingual	5
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It was moved and seconded to approve the Consent Calendar – II.A.01 Approval of Classified Personnel Eligibility List(s) as submitted. The motion passed.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

III. ACTION ITEMS:

These items are presented for ACTION at this time.

A.2 Advanced Step Placement:

Approval of the Advanced Step Placement for new employee Michael Cool in the classification of Director of Classified Personnel at Range: M-64 Step: C

It was moved and seconded to approve the Director’s recommendations for item III.A.02. as submitted. The motion passed.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

REPORT AND DISCUSSION

- Interim Director Lamping recommended to grant the Advanced Step Placement to the new Director of Classified Personnel for his education – he holds a Master’s Degree in Industrial and Organizational Psychology.
- The Advanced Step Placement is also recommended for the difficulty of recruitment with less than three (3) ranks on the eligibility list.
- Commissioner Lippman explained his rationale for voting positively in these two cases (also referencing III.A.03) in order to not harm the employees.
- Commissioner Lippman expressed his concern regarding the high cost of advanced step placements awarded to newly hired employees and its relation to the classification and compensation study.
- Ms. Cartee-McNeely inquired about the difficulty of recruitment and the implementation of an accelerated hiring rate versus advanced step placement.
- Ms. Maez mentioned the specific criteria established by the former Director of Classified Personnel that allow for Advanced Step Placement in this case.

A.3 Advanced Step Placement:
Approval of the Advanced Step Placement for new employee Elizabeth Powell in the classification of Director of Food Service at Range: M-55 Step: D

It was moved and seconded to approve the Director’s recommendations for item III.A.03. with revisions regarding the difficulty of recruitment rationale. The motion passed.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

REPORT AND DISCUSSION

- Interim Director Lamping provided revisions in the rationale in regards to the difficulty of recruitment with only one (1) rank after removal of two (2) ranks due to a lack of interest and a failed reference check.

A.4 Classification Revision:
Approval of revisions to the HVAC Mechanic classification within the Maintenance job family.

It was moved and seconded to approve the Director’s recommendations for item III.A.04. as submitted. The motion passed.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

REPORT AND DISCUSSION

- **Interim Director Lamping provided a brief background and rationale for revisions of the minimum qualifications requirements for EPA certification.**

A.5 New Classification:
Approval of the new classification Audience Services Coordinator within the Facility Use job family.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

It was moved and seconded to approve the Director's recommendations for item III.A.05. as corrected. The motion passed.

REPORT AND DISCUSSION

- **Interim Director Lamping corrected the verbiage in the rationale under the Director's recommendations section in regard to the salary placement at range 38.**
- **Interim Director Lamping provided a brief background for creating this position and the District's specific needs for it. In the past, it was either contracted out or District employees would work out of class.**

A.6 New Classification:
Approval of the new classification Executive Director of Facilities, Maintenance, and Operations within the Facility Use job family.

It was moved and seconded to approve the Director's recommendations for item III.A.06. as corrected. The motion passed.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu		✓	✓			
Peter Lippman	✓		✓			
Joseph Pertel						✓

REPORT AND DISCUSSION

- **Interim Director Lamping corrected the verbiage in the rationale under the Director's recommendations section in regard to the salary placement at range M-76.**

- This position was created in order to direct and manage the new structure of the Facilities, Maintenance, and Operations Department as it also relates to the District's bond program.
- Commissioner Lippman inquired about the restructuring of the department as it relates to management positions.
- Ms. Maez provided a brief background of the District's need for establishing this new position. Essentially, it is a reconfigured position, similar to the Director of Maintenance and Operations position that was eliminated during the recession. The bond operation duties were added to this new position. The current vacant Director of Facilities Improvement position may not be filled in the future.

IV. DISCUSSION ITEMS:

These items are submitted for discussion only. Any action that might be required will generally be scheduled for the next regularly scheduled meeting of the Commission.

- None

V. INFORMATION ITEMS:

These items are placed on the agenda as information and do not require discussion.

- I.1 Advanced Step Placement Status Report
- I.2 Open Personnel Requisitions Status Report
- I.3 Filled Personnel Requisitions Status Report
- I.4 Classified Personnel – Merit Report - No. A.26 (for SMMUSD School Board Agenda)
 - July 15, 2015
- I.5 Classified Personnel – Non-Merit Report – No. A.27
 - July 15, 2015
- I.6 Personnel Commission's Twelve-Month Calendar of Events
 - 2015 – 2016
- I.7 Board of Education Meeting Schedule
 - 2015 – 2016

VI. PERSONNEL COMMISSION BUSINESS:

A. Future Items:

Subject	Action Steps	Tentative Date
Merit Rule Revisions	-Approval of Changes to Merit Rules: <i>Chapter III: Classification</i>	October 2015
	-First Reading of Changes to Merit Rules: <i>Chapter IV: Application for Employment</i>	
	-Approval of Changes to Merit Rules: <i>Chapter IV: Application for Employment</i>	November 2015
	-First Reading of Changes to Merit Rules:	

	<i>Chapter V: Recruitment and Examination</i>	
	-Approval of Changes to Merit Rules: <i>Chapter V: Recruitment and Examination</i> -First Reading of Changes to Merit Rules: <i>Chapter VI: Eligibility Lists</i>	December 2015

VII. NEXT REGULAR PERSONNEL COMMISSION MEETING:

Tuesday, September 8, 2015, at 4:00 p.m. - *District Office Board Room*

VIII. PUBLIC COMMENTS FOR CLOSED SESSION ITEMS ONLY:

Persons wishing to address the Personnel Commission regarding an item scheduled for closed session must submit the "Request to Address" card prior to the start of closed session.

IX. CLOSED SESSION:

- No Closed Session

X. ADJOURNMENT:

There being no further business to come before the Personnel Commission, it is recommended that the meeting be adjourned.

It was moved and seconded to adjourn the meeting.

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu			✓			
Peter Lippman		✓	✓			
Joseph Pertel	✓		✓			

TIME ADJOURNED: 5:42 p.m.

Submitted by:

Michael Cool
Secretary to the Personnel Commission
Director, Classified Personnel

If you wish to receive a full copy of the Personnel Commission Agenda Packet, please contact the Personnel Commission Office at (310) 450-8338, ext. 70-279.

II. Consent Calendar:

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Peter Lippman							
Joseph Pertel							

III. Action Items:



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.02

SUBJECT: Advanced Step Placement – Isabella Aivaliotis

BACKGROUND INFORMATION:

Classification Title: Paraeducator 3	Employee: Isabella Aivaliotis	Calculation of Advanced Step Recommendation
<u>Education:</u> <ul style="list-style-type: none"> • Must have a high school diploma or its recognized equivalent and ONE of the following: • Completed 48 units at an institution of higher learning; OR • Obtained an Associate’s (or higher) degree; OR • Have at least one (1) year experience working with individuals with special needs; OR • Must pass the District’s Instructional Assistant written examination demonstrating knowledge of and the ability to assist in instructing reading readiness, writing readiness and mathematics readiness 	<ul style="list-style-type: none"> • Isabella has a Bachelor’s degree in Social Work • Isabella has a Master’s degree is Community Organization and Advocacy 	2 level of education above the required level = <u>1 Step Advance</u> (Max. allowed)
<u>Experience:</u> <ul style="list-style-type: none"> • At least six (6) months experience working with individuals with exceptional needs and/or behavioral, social-emotional deficits are required. This experience must be directly related to behavior modification within last five (5) years 	<ul style="list-style-type: none"> • Isabella has over two (2) years of experience working with students with exceptional needs. 	1 (2-year periods) of experience above the required level = <u>1 Step Advance</u>
<u>Total Advanced Steps: 1 (Education) + 1 (Experience) = 2 Advanced Steps = STEP C</u>		

DIRECTOR’S COMMENTS:

Ms. Aivaliotis’s education and experience exceed the minimum requirements specified for this classification. Pay rate at salary Range A-26 at Step A is \$15.54/hour, while Step C is \$17.13/hour. The net difference in pay is an approximate increase of \$1.59 per hour, \$207 per month, or \$2,070 per year.

DIRECTOR’S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Isabella Aivaliotis at Range A-26, Step C on the Classified Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment*

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu						
Joseph Pertel						
Peter Lippman						



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.03

SUBJECT: Advanced Step Placement – Michael Atkins

BACKGROUND INFORMATION:

Classification Title: Elementary Library Coordinator	Employee: Michael Atkins	Calculation of Advanced Step Recommendation
Education: <ul style="list-style-type: none"> College level course work in Library Science. 	<ul style="list-style-type: none"> Michael has completed college level coursework in Library Science and holds a Bachelor’s degree in Psychology. 	1 level of education above the required level = 1 Step Advance
Experience: <ul style="list-style-type: none"> Two (2) years of experience performing a wide variety of responsible clerical duties in a library. 	<ul style="list-style-type: none"> Michael has more than 20 years of experience working in a clerical capacity in a library. 	9 (2-year periods) of experience above the required level = 2 Step Advance (Max. allowed)
<u>Total Advanced Steps:</u> 1 (Education) + 2 (Experience) = 3 Advanced Steps = <u>STEP D</u>		

DIRECTOR’S COMMENTS:

Mr. Atkin’s professional training and experience exceed the minimum requirements specified for this classification. Pay rate at Step A is \$15.54/hour; Step D is \$17.98/hour. The net difference in pay is an increase of \$2.45 per hour, \$371.00 per month, or \$3,710.00 per year.

DIRECTOR’S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Michael Atkins at Range 26, Step D on the Classified Employee’s Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment* (see attachments).

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Joseph Pertel							
Peter Lippman							



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.04

SUBJECT: Advanced Step Placement – Jessica Biber

BACKGROUND INFORMATION:

Classification Title: Occupational Therapist	Employee: Jessica Biber	Calculation of Advanced Step Recommendation
Education: <ul style="list-style-type: none"> Persons with experience, knowledge, and abilities as stated are considered to have the necessary education 	<ul style="list-style-type: none"> Jessica has her Master's in Occupational Therapy 	2 levels of education above the required level = 1 Step Advance (Max allowed)
Experience: <ul style="list-style-type: none"> One-year work experience is desired providing occupational therapy services for children ages three to twenty-two 	<ul style="list-style-type: none"> Jessica has experience working in Occupational Therapy for 3 years 	1 (2-year periods) of experience above the required level = 1 Step Advance
<u>Total Advanced Steps:</u> 1 (Education) + 1 (Experience) = 2 Advanced Steps = <u>STEP C</u>		

DIRECTOR'S COMMENTS:

Ms. Biber's professional training and experience exceed the minimum requirements specified for this classification. Pay rate at Step A is \$36.47/hour; Step C is \$40.22/hour. The net difference in pay is an increase of \$3.74 per hour, \$649.00 per month, or \$6,490 per year.

DIRECTOR'S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Jessica Biber at Range 61, Step C on the Classified Employee's Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment* (see attachments).

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu						
Joseph Pertel						
Peter Lippman						



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.05

SUBJECT: Advanced Step Placement – Deja Butler

BACKGROUND INFORMATION:

Classification Title: Instructional Assistant – Classroom	Employee: Deja Butler	Calculation of Advanced Step Recommendation
<u>Education:</u> <ul style="list-style-type: none"> • Must have a high school diploma or its recognized equivalent; AND • Completed 48 units at an institution of higher learning; OR • Obtained an Associate’s (or higher) degree; OR • Must pass the District’s Instructional Assistant written examination demonstrating knowledge of and the ability to assist in instructing reading readiness, writing readiness and mathematics readiness. 	<ul style="list-style-type: none"> • Deja has completed some college level coursework, but has not yet earned a college degree. 	0 level of education above the required level = 0 Step Advance
<u>Experience:</u> <ul style="list-style-type: none"> • None required. 	<ul style="list-style-type: none"> • Deja has more than 4 years of experience working as a Teacher’s Assistant. 	2 (2-year periods) of experience above the required level = 2 Step Advance (Max. allowed)
<u>Total Advanced Steps:</u> Starting Step: B (Living Wage) + 0 (Education) + 2 (Experience) = 2 Advanced Steps = STEP D		

DIRECTOR’S COMMENTS:

Ms. Butler’s professional training and experience exceed the minimum requirements specified for this classification. Pay rate at Step B is \$13.42/hour; Step D is \$14.80/hour. The net difference in pay is an increase of \$1.38 per hour, \$89.63 per month, or \$896.00 per year.

DIRECTOR’S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Deja Butler at Range 18, Step D on the Classified Employee’s Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment* (see attachments).

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Joseph Pertel							
Peter Lippman							



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.06

SUBJECT: Advanced Step Placement – Bud Coffey

BACKGROUND INFORMATION:

Classification Title: Audience Services Coordinator	Employee: Bud Coffey	Calculation of Advanced Step Recommendation
Education: <ul style="list-style-type: none"> A high school diploma or it's recognized equivalent 	<ul style="list-style-type: none"> Mr. Coffey meets the education requirement 	0 level of education above the required level = 0 Step Advance
Experience: <ul style="list-style-type: none"> Three (3) years of experience in Front of House, Event Support or Audience Services, or related experience in Entertainment or Performing Arts 	<ul style="list-style-type: none"> Mr. Coffey has 23 years of experience performing Audience Services and production management in the performing arts 	6 (3-year periods) of experience above the required level = 2 Step Advance
<u>Total Advanced Steps: 0 (Education) + 2 (Experience) = 2 Advanced Steps = <u>STEP C</u></u>		

DIRECTOR'S COMMENTS:

Mr. Coffey's experience exceed the minimum requirements specified for this classification. Pay rate at salary Range A-38 at Step A is \$20.82/hour, while Step C is \$22.96/hour. The net difference in pay is an approximate increase of \$2.14 per hour, \$185.5 per month, or \$2,226 per year.

DIRECTOR'S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Bud Coffey at Range A-38, Step C on the Classified Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment*

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Joseph Pertel							
Peter Lippman							



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.07

SUBJECT: Advanced Step Placement – Karla Madsen

BACKGROUND INFORMATION:

Classification Title: Health Office Specialist	Employee: Karla Madsen	Calculation of Advanced Step Recommendation
Education: <ul style="list-style-type: none"> Educational attainment equivalent to a high school diploma or its recognized equivalent. 	<ul style="list-style-type: none"> Karla has completed some college level coursework, but has not yet earned a college degree. 	0 level of education above the required level = 0 Step Advance
Experience: <ul style="list-style-type: none"> One (1) year of clerical support experience and some experience or certificate in a medically related field. 	<ul style="list-style-type: none"> Karla has more than 17 years of experience working in a clerical capacity in a medical office. 	8 (2-year periods) of experience above the required level = 2 Step Advance (Max. allowed)
<u>Total Advanced Steps:</u> 0 (Education) + 2 (Experience) = 2 Advanced Steps = <u>STEP C</u>		

DIRECTOR'S COMMENTS:

Ms. Madsen's professional training and experience exceed the minimum requirements specified for this classification. Pay rate at Step A is \$15.16/hour; Step C is \$16.71/hour. The net difference in pay is an increase of \$1.55 per hour, \$117.69 per month, or \$1,177.00 per year.

DIRECTOR'S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Karla Madsen at Range 25, Step C on the Classified Employee's Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment* (see attachments).

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Joseph Pertel							
Peter Lippman							



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.08

SUBJECT: Advanced Step Placement – Jennifer Roe

BACKGROUND INFORMATION:

<p>Classification Title: Instructional Assistant – Classroom</p>	<p>Employee: Jennifer Roe</p>	<p>Calculation of Advanced Step Recommendation</p>
<p><u>Education:</u></p> <ul style="list-style-type: none"> • Must have a high school diploma or its recognized equivalent; AND • Completed 48 units at an institution of higher learning; OR • Obtained an Associate's (or higher) degree; OR • Must pass the District's Instructional Assistant written examination demonstrating knowledge of and the ability to assist in instructing reading readiness, writing readiness and mathematics readiness. 	<ul style="list-style-type: none"> • Jennifer holds a Bachelor's degree in Fine Arts. 	<p>1 level of education above the required level = 1 Step Advance (Max. allowed)</p>
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • None required. 	<ul style="list-style-type: none"> • While Jennifer has volunteer experience working with students in organized setting, she does not have enough experience to qualify for an advanced step. 	<p>0 (2-year periods) of experience above the required level = 0 Step Advance</p>
<p><u>Total Advanced Steps:</u> Starting Step: B (Living Wage) + 1 (Education) + 0 (Experience) = 1 Advanced Step = STEP C</p>		

DIRECTOR'S COMMENTS:

Ms. Roe's professional training and experience exceed the minimum requirements specified for this classification. Pay rate at Step B is \$13.42/hour; Step C is \$14.09/hour. The net difference in pay is an increase of \$.67 per hour, \$43.88 per month, or \$439.00 per year.

DIRECTOR'S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Jennifer Roe at Range 18, Step C on the Classified Employee's Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment* (see attachments).

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Joseph Pertel							
Peter Lippman							



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.09

SUBJECT: Advanced Step Placement – Inelle Taylor

BACKGROUND INFORMATION:

Classification Title: Paraeducator 3	Employee: Inelle Taylor	Calculation of Advanced Step Recommendation
Education: <ul style="list-style-type: none"> Must have a high school diploma or its recognized equivalent 	<ul style="list-style-type: none"> Inelle meets the education requirements 	0 level of education above the required level $=$ -1 Step Advance (Max. allowed)
Experience: <ul style="list-style-type: none"> Two (2) years' experience working with youth in an organized setting. 	<ul style="list-style-type: none"> Inelle has over eleven (11) years of experience working with youth in an organized setting. 	4 (2-year periods) of experience above the required level $=$ 2 Step Advance (Max. allowed)
License: <ul style="list-style-type: none"> Valid of California driver's license. Valid First Aid Certificate and CPR Certificate. Certificate of completion of a 24-hour "School Security Guard Training" in accordance with Education Code 38001.5 (SB 1626). 	<ul style="list-style-type: none"> Inelle meets the license requirements 	0 level of license's above required level $=$ 0 Step Advance
Total Advanced Steps: 1 (Education) + 1 (Experience) + 0 (License)= 2 Advanced Steps = <u>STEP C</u>		

DIRECTOR'S COMMENTS:

Ms. Inelle Taylor's education and experience exceed the minimum requirements specified for this classification. Pay rate at salary Range A-25 at Step A is \$15.16/hour, while Step C is \$16.17/hour. The net difference in pay is an approximate increase of \$1.55 per hour, \$134.50 per month, or \$1,345 per year.

DIRECTOR'S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Inelle Taylor at Range A-25, Step C on the Classified Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment*

Commissioner	M	S	Yes	No	Abstain	ABSENT
Barbara Inatsugu						
Joseph Pertel						
Peter Lippman						



SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.10

SUBJECT: Advanced Step Placement – Joshua Wiggins

BACKGROUND INFORMATION:

Classification Title: HVAC Mechanic	Employee: Joshua Wiggins	Calculation of Advanced Step Recommendation
Education: • none	• Joshua has a Vocational Certification in Refrigeration	1 level of education above the required level = <u>1 Step Advance</u>
Experience: • Three (3) years journey-level HVAC & refrigerant experience.	• Joshua has over twenty-four years' of journey-level HVAC & refrigerant experience.	12 (2-year periods) of experience above the required level = <u>2 Step Advance</u> (Max. allowed)
LICENSES AND OTHER REQUIREMENTS: • Possession of a valid California Driver's License. • Insurable by the District's carrier • Valid Universal EPA certification*	• Joshua meets the experience requirements	0 level of license's above required level = <u>0 Step Advance</u>
Difficulty of Recruitment: • The Director of Classified Personnel determines the recruitment was difficult as evidenced by a failure to obtain three (3) ranks, or by concluding that it would be very challenging to find alternative qualified applicants	• Joshua was one of two ranks available from the most recent recruitment • The Director has concluded that it would be very challenging to find alternative qualified applicants	Less than 3 ranks and concluded challenge of finding alternative qualified applicants = <u>1 Step Advance</u>
Total Advanced Steps: 1 (Education) + 2 (Experience) + 0 (License) + 1 (Difficulty) = 4 Advanced Steps = <u>STEP E</u>		

DIRECTOR'S COMMENTS:

Mr. Wiggins's education and experience exceed the minimum requirements specified for this classification. Pay rate at salary Range A-37 at Step A is \$20.31/hour, while Step E is \$22.40/hour. The net difference in pay is an approximate increase of \$2.08 per hour, \$361 per month, or \$4,332 per year.

DIRECTOR'S RECOMMENDATION:

It is recommended that the Personnel Commission approve Advanced Step Placement for Joshua Wiggins at Range A-37, Step E on the Classified Salary Schedule pursuant to Merit Rule §12.2.4. (B) *Salary on Employment*

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Joseph Pertel							
Peter Lippman							

RULE 12.2.4.B: SALARY ON EMPLOYMENT

A new employee may request or be recommended for Advanced Step Placement within the first sixty (60) working days during the probationary period. If the new employee is granted Advanced Step Placement, the salary rate shall be retroactive to the date of entry in the classification. The request or recommendation shall be submitted, in writing, to the Director of Classified Personnel. The Advanced Step Placement is subject to the recommendation of the Director of Classified Personnel and approval of the Commission. The Director of Classified Personnel shall base the recommendation on a determination that the new employee's previous experience and qualifications substantially exceed the qualifications of the classification.

16.3 Step Advancement

16.3.1 Upon entering employment on Step A, each regular classified unit member, after satisfactory completion of the first six (6) months in a permanent position, shall advance to the next step on the appropriate range of the salary schedule. Thereafter, he/she shall advance one (1) step on the salary schedule upon completion of each year of continuous and satisfactory service until the maximum salary is reached.

16.3.2 Upon entering employment on Step B or higher, each regular classified unit member shall advance to the next step on the appropriate range of the salary schedule after the completion of one (1) year of satisfactory service and in one (1)-year increments thereafter until the maximum salary is reached.

16.3.2.1 The parties agree that there shall be a single classified salary schedule upon which all unit members shall be compensated.

16.3.3 Salary advancement shall be computed only on the first (1st) of each calendar month. When an anniversary date falls on or before the fifteenth (15th) of the month, the increment shall be figured on the first (1st) of the month. When the anniversary date falls after the fifteenth (15th) of the month, the increment shall be figured the first (1st) of the following month.

16.4 Advanced Step Placement:

A unit member may request or be recommended for Advanced Step Placement within the first sixty (60) working days during the probationary period. If the unit member is granted Advanced Step Placement, the salary rate shall be retroactive to the date of entry into the classification.

16.4.1 Unit members being promoted may be offered advanced step placement upon the supervisor's request. This request shall be supported by at least one of the following criteria:

- a. Unit member was originally hired in an entry level classification in which Advanced Step Placement was not offered; and/or
- b. Recruitment difficulty as evidenced by failure to obtain a rank of three (3) through the testing process, or a lack of qualified applicants as determined by the Director of Classified Personnel.

16.5 Salary on Promotion

16.5.1 When a unit member is promoted to a position in a higher salary range, he/she shall receive the next higher dollar amount above his/her present rate of pay, but not less than the minimum of the new salary range. If that amount is less than a one (1) step (5%) increase, the unit member shall be placed at the next higher step over that authorized above.

16.5.2 Some unit members promoted at step A shall advance one (1) step after satisfactory completion of a six (6) month probationary period. Therefore, he/she shall receive regular annual salary increments in accordance with Article 16.3.

16.5.2.1 A unit member promoted at step B or higher, shall advance one (1) step after satisfactory completion of one (1) year of service, which includes a six (6) month probationary period. Thereafter, he/she shall receive regular annual salary increments in accordance with Article 16.3.2.

16.5.3 When it is to the unit member's financial advantage to retain his/her regular anniversary date, it shall be retained. When it is to the unit member's disadvantage to retain his/her anniversary date, the date he/she is promoted to the higher class



PERSONNEL COMMISSION

Regular Meeting: Tuesday, October 13, 2015

AGENDA ITEM NO: III.A.11

SUBJECT: Recommendation of Change to Working Criteria for Advanced Step Placement

BACKGROUND INFORMATION:

At the September 10, 2013 regular Personnel Commission meeting, former Director Tietze presented a modified *working criteria for advanced step placement*. These criteria provide a framework to standardize the decision making process regarding salary placement at the time of hire. These criteria have been applied to new classified hires for the last two years, and will continue to be utilized until this Merit Rule is formally addressed in the Advisory Rules Committee (ARC).

There are, however, other factors that can affect salary upon hire. Pursuant to section 16.1.5 of the SEIU collective bargaining agreement, "beginning with the 2013-2014 school year, the minimum wage for unit members shall be thirteen (\$13.00) per hour."

Each classification within the bargaining unit has a six-step salary range. Some classifications have a salary range that starts below \$13.00 per hour, such as Cafeteria Worker I (range 11: \$10.77 – \$13.75). For classifications such as these, new hires will be placed at the first salary step that exceeds \$13.00. In the case of Cafeteria Worker I, step E equals \$13.09 per hour.

The minimum wage requirement complicates the matter of Advanced Step Placement, specifically with the classification series of Children's Center Assistant 1, 2, and 3. Children's Center Assistant 1 and 2 both start below \$13.00 per hour; therefore, new employees automatically receive a one-step salary increase which results in a new starting salary of \$13.09 and \$13.42, respectively. The outcome is that Children's Center Assistant 1 and 3 have the same starting salary, and Children's Center Assistant 2 has the highest starting salary.

This issue can be remedied by an additional criterion to the *working criteria for advanced step placement*. The criterion would allow a step increase for certain classifications within a series in order to maintain appropriate salary progression that would otherwise be disrupted by the minimum wage requirement. There are currently four criteria for determining advanced step placement; these have been attached for your reference. The fifth criterion would read as follows:

5. [CLASSIFICATION SERIES SALARY REALIGNMENT] The individual applicant is being hired into a classification that is part of a series in which lower classifications are affected by the minimum wage requirement (section 16.5.1 of the SEIU CBA), and as a result, lower level classifications have an equal or greater starting salary.

DIRECTOR'S RECOMMENDATIONS:

The Director of Classified Personnel recommends the inclusion of a fifth criterion in the *working criteria for advanced step placement* that corrects the salary misalignment in certain classification series that results from the minimum wage requirement.

Commissioner	M	S		Yes	No	Abstain	ABSENT
Barbara Inatsugu							
Joseph Pertel							
Peter Lippman							

IV. Discussion Items:

V. Information Items:

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
2011-2012														
7/12/2011	Elem Library Coor	10	7	26	B	\$2,581	\$14.89	\$2,710	\$15.63	22,584	23,713	\$0.74	\$112.88	\$1,129
8/9/2011	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
8/9/2011	Licensed Vocational Nurse	10	8	34	E	\$3,137	\$18.10	\$3,813	\$22.00	31,370	38,130	\$3.90	\$676.00	\$6,760
10/11/2011	Electrician	12	8	37	F	\$3,374	\$19.47	\$4,306	\$24.84	40,488	51,672	\$5.38	\$932.00	\$11,184
10/11/2011	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
12/13/2011	Fiscal Supv-CDS	12	8	M41	B	\$4,462	\$25.74	\$4,685	\$27.03	53,544	56,220	\$1.29	\$223.00	\$2,676
12/13/2011	Accounting Asst II	12	4	26	F	\$2,581	\$14.89	\$3,294	\$19.00	15,486	19,764	\$4.11	\$356.50	\$4,278
1/10/2012	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
1/10/2012	IA-SE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
1/10/2012	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
3/13/2012	Health Off Spec	10	3.5	25	D	\$2,518	\$14.53	\$2,914	\$16.81	11,016	12,749	\$2.28	\$173.25	\$1,733
3/13/2012	IA-Music	10	3	20	F	\$2,229	\$12.86	\$2,845	\$16.41	8,359	10,669	\$3.55	\$231.00	\$2,310
3/13/2012	Reprographics Operator	12	8	23	F	\$2,398	\$13.83	\$3,060	\$17.65	28,776	36,720	\$3.82	\$662.00	\$7,944
3/13/2012	Physical Therapist	11	8	61	D	\$6,059	\$34.96	\$7,014	\$40.46	66,649	77,154	\$5.51	\$955.00	\$10,505
3/13/2012	IA-SE	10	5	20	F	\$2,229	\$12.86	\$2,845	\$16.41	13,931	17,781	\$3.55	\$385.00	\$3,850
3/13/2012	Health Off Spec	10	3.5	25	D	\$2,518	\$14.53	\$2,914	\$16.81	11,016	12,749	\$2.28	\$173.25	\$1,733
3/13/2012	IA-SE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
3/13/2012	IA-Classroom	10	2	18	F	\$2,167	\$12.50	\$2,710	\$15.63	5,418	6,775	\$3.13	\$135.75	\$1,358
3/13/2012	Health Off Spec	10	3.5	25	D	\$2,518	\$14.53	\$2,914	\$16.81	11,016	12,749	\$2.28	\$173.25	\$1,733
3/13/2012	Health Off Spec	10	3.5	25	B	\$2,518	\$14.53	\$2,914	\$16.81	11,016	12,749	\$2.28	\$173.25	\$1,733
4/17/2012	Admin Asst	12	8	29	B	\$2,776	\$16.02	\$2,914	\$16.81	33,312	34,968	\$0.80	\$138.00	\$1,656
4/17/2012	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
5/8/2012	IA-PE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
5/8/2012	IA-SE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
5/8/2012	IA-Classroom	10	3	18	B	\$2,167	\$12.50	\$2,229	\$12.86	8,126	8,359	\$0.36	\$23.25	\$233
5/8/2012	IA-SE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
5/8/2012	IA-SE	10	4	20	F	\$2,229	\$12.86	\$2,845	\$16.41	11,145	14,225	\$3.55	\$308.00	\$3,080
2011-2012 TOTAL														\$113,729

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
2012-2013														
7/11/2012	Senior Buyer	12	8	41	F	\$3,720	\$21.46	\$4,747	\$27.39	44,640	56,964	\$5.92	\$1,027.00	\$12,324
7/11/2012	Fiscal Svcs Supv	12	8	M41	D	\$4,462	\$25.74	\$5,165	\$29.80	53,544	61,980	\$4.06	\$703.00	\$8,436
8/14/2012	Elem Library Coord	10	7	26	B	\$2,581	\$14.89	\$2,710	\$15.63	22,584	23,713	\$0.74	\$112.88	\$1,129
8/14/2012	HVAC Mechanic	12	8	37	C	\$3,374	\$19.47	\$3,720	\$21.46	40,488	44,640	\$2.00	\$346.00	\$4,152
8/14/2012	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
8/23/2012	IA-Dev Hlth	10	8	23	F	\$2,398	\$13.83	\$3,060	\$17.65	23,980	30,600	\$3.82	\$662.00	\$6,620
9/11/2012	IA-Dev Hlth	10	5	23	F	\$2,398	\$13.83	\$3,060	\$17.65	14,988	19,125	\$3.82	\$413.75	\$4,138
9/11/2012	Accountant	12	8	41	C	\$3,720	\$21.46	\$4,101	\$23.66	44,640	49,212	\$2.20	\$381.00	\$4,572
10/10/2012	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
10/10/2012	Specialist	10	5	26	F	\$2,581	\$14.89	\$3,294	\$19.00	16,131	20,588	\$4.11	\$445.63	\$4,456
10/10/2012	Clerk	10	7	26	B	\$2,581	\$14.89	\$2,710	\$15.63	22,584	23,713	\$0.74	\$112.88	\$1,129
11/13/2012	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
11/13/2012	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
1/15/2013	IA-PE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
1/15/2013	IA-SE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
1/15/2013	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
1/15/2013	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
1/15/2013	IA-Specialized	10	6	26	C	\$2,581	\$14.89	\$2,845	\$16.41	19,358	21,338	\$1.52	\$198.00	\$1,980
2/12/2013	Bus Driver	9.5	7	28	E	\$2,710	\$15.63	\$3,294	\$19.00	22,527	27,381	\$3.37	\$511.00	\$4,855
2/12/2013	Gardener	12	3	24	F	\$2,458	\$14.18	\$3,137	\$18.10	11,061	14,117	\$3.92	\$254.63	\$3,056
2/12/2013	Dir Class Pers	12	8	M64	C	\$7,874	\$45.43	\$8,682	\$50.09	94,488	104,184	\$4.66	\$808.00	\$9,696
3/12/2013	IA-Classroom	10	3	18	D	\$2,167	\$12.50	\$2,458	\$14.18	8,126	9,218	\$1.68	\$109.13	\$1,091
3/12/2013	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,705	\$4.11	\$534.75	\$5,348
4/9/2013	HR Analyst	12	8	M46	C	\$5,048	\$29.12	\$5,565	\$32.11	60,576	66,780	\$2.98	\$517.00	\$6,204
5/14/2013	Sprinkler Repair Technician	12	8	33	F	\$3,060	\$17.65	\$3,906	\$22.53	36,720	46,872	\$4.88	\$846.00	\$10,152
5/14/2013	IA-SE	10	6	20	F	\$2,229	\$12.86	\$2,845	\$16.41	16,718	21,338	\$3.55	\$462.00	\$4,620
5/14/2013	Administrative Assistant	12	8	29	C	\$2,776	\$16.02	\$3,060	\$17.65	33,312	36,720	\$1.64	\$284.00	\$3,408
6/4/2013	Custodian	12	8	22	F	\$2,341	\$13.51	\$2,987	\$17.23	28,092	35,844	\$3.73	\$646.00	\$7,752
2012-2013 TOTAL														\$146,441

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
2013-2014														
8/13/2013	Athletic Trainer	10	7	35	B	\$3,213	\$18.54	\$3,374	\$19.47	28,114	29,530	\$0.93	\$20.23	\$1,416
8/13/2013	IA-Specialized	10	6	26	F	\$2,581	\$14.89	\$3,294	\$19.00	19,358	24,700	\$4.11	\$534.29	\$5,343
9/13/2013	Physical Therapist	11	8	61	D	\$6,059	\$34.96	\$7,014	\$40.47	66,649	77,164	\$5.51	\$955.91	\$10,515
9/13/2013	Administrative Assistant	12	8	29	D	\$2,776	\$16.02	\$3,213	\$18.54	33,312	38,564	\$2.52	\$437.65	\$5,252
9/13/2013	Bus Driver	9.5	7	28	F	\$2,710	\$15.63	\$3,458	\$19.95	22,527	28,745	\$4.32	\$654.55	\$6,218
9/13/2013	Accountant	12	8	41	F	\$3,720	\$21.46	\$4,747	\$27.39	44,640	56,972	\$5.93	\$1,027.67	\$12,332
11/12/2013	Physical Activities Specialist	9.5	5.4	26	D	\$2,581	\$14.89	\$2,987	\$17.23	16,551	19,154	\$2.34	\$274.05	\$2,603
11/12/2013	IA-Physical Education	9.5	4	20	C	\$2,229	\$12.86	\$2,458	\$14.18	10,588	11,676	\$1.32	\$114.50	\$1,088
11/12/2013	IA-Classroom	9.5	3	18	D	\$2,123	\$12.50	\$2,458	\$14.18	7,719	8,757	\$1.68	\$109.24	\$1,038
11/12/2013	IA-Classroom	9.5	3	18	C	\$2,123	\$12.50	\$2,341	\$13.51	7,719	8,340	\$1.01	\$65.36	\$621
11/12/2013	IA-Classroom	9.5	3	18	B	\$2,123	\$12.50	\$2,229	\$12.86	7,719	7,941	\$0.36	\$23.36	\$222
11/12/2013	Elementary Library Coord.	10	7	26	C	\$2,581	\$14.89	\$2,845	\$16.41	22,584	24,894	\$1.52	\$231.00	\$2,310
12/10/2013	IA-Classroom	9.5	3	18	B	\$2,123	\$12.50	\$2,229	\$12.86	7,719	7,941	\$0.36	\$23.36	\$222
12/10/2013	Administrative Assistant	12	8	29	C	\$2,776	\$16.02	\$2,914	\$16.81	33,312	34,968	\$0.80	\$138.00	\$1,656
12/10/2013	Paraeducator-3	10	6	26	C	\$2,581	\$14.89	\$2,987	\$16.41	19,358	21,333	\$1.52	\$197.58	\$1,976
12/10/2013	Paraeducator-3	10	6	26	C	\$2,581	\$14.89	\$2,845	\$16.41	19,358	21,338	\$1.52	\$198.00	\$1,980
1/14/2014	Campus Sec. Offcr.	10	8	25	C	\$2,518	\$14.53	\$2,776	\$16.02	25,180	27,760	\$1.49	\$258.00	\$2,580
1/14/2014	IA-Music	9.5	3	20	C	\$2,229	\$12.86	\$2,458	\$14.18	7,941	8,757	\$1.32	\$85.88	\$816
2/11/2014	Accounting Tech (Acc. Hiring Rate)	12	8	29	D	\$2,776	\$16.02	\$3,213	\$18.54	33,312	38,556	\$2.52	\$437.00	\$5,244
3/11/2014	Paraeducator-3	10	6	26	D	\$2,581	\$14.89	\$2,987	\$17.23	19,358	22,403	\$2.34	\$304.50	\$3,045
4/8/2014	IA-Classroom	9.5	3.5	18	D	\$2,167	\$12.50	\$2,458	\$14.18	9,007	10,216	\$1.68	\$127.31	Rescinded
5/13/2014	IA-Music	9.5	3	20	B	\$2,229	\$12.86	\$2,341	\$13.51	7,941	8,340	\$0.65	\$42.00	\$399
5/13/2014	Paraeducator-1	10	6	20	B	\$2,229	\$12.86	\$2,341	\$13.51	16,718	17,558	\$0.65	\$84.00	\$840
2013-2014 TOTAL														\$67,716

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
2014-2015														
8/12/2014	HVAC Mechanic	12	8	37	C	\$3,509	\$20.24	\$3,869	\$22.32	42,100	46,426	\$2.08	\$360.54	\$4,326
7/8/2014	Sports Facility Attendant	12	6	22	D	\$2,435	\$14.05	\$2,818	\$16.26	21,918	25,362	\$2.21	\$286.97	\$3,444
7/8/2014	Pareducator-1	10	6	20	C	\$2,318	\$13.37	\$2,556	\$14.75	17,385	19,170	\$1.373	\$178.50	\$1,785
7/8/2014	Pareducator-1	10	6	20	C	\$2,318	\$13.37	\$2,556	\$14.75	17,385	19,170	\$1.37	\$178.50	\$1,785
8/12/2014	HR Analyst	12	8	M46	B	\$5,251	\$30.29	\$5,513	\$31.81	63,012	66,156	\$1.51	\$262.00	\$3,144
8/12/2014	Accounting Tech (Acc. Hiring Rate)	12	8	29	F	\$2,887	\$16.66	\$3,685	\$21.26	34,644	44,220	\$4.60	\$798.00	\$9,576
8/12/2014	IA-Classroom	9.5	2	18	C	\$2,208	\$12.74	\$2,435	\$14.05	5,244	5,783	\$1.31	\$56.75	\$539
8/12/2014	Lead Custodian	12	8	25	C	\$2,619	\$15.11	\$2,887	\$16.66	31,428	34,644	\$1.55	\$268.00	\$3,216
8/12/2014	Sr Office Specialist	11	4	25	D	\$2,619	\$15.11	\$3,031	\$17.49	13,750	15,913	\$2.38	\$206.00	\$2,163
8/12/2014	Office Specialist	12	8	22	C	\$2,435	\$14.05	\$2,684	\$15.48	29,220	32,208	\$1.44	\$249.00	\$2,988
9/9/2014	Paraeducator-3	10	6	26	B	\$2,684	\$15.48	\$2,818	\$16.26	20,130	21,135	\$0.77	\$100.50	\$1,005
9/9/2014	Paraeducator-3	10	6	26	D	\$2,684	\$15.48	\$3,106	\$17.92	20,130	23,295	\$2.43	\$316.50	\$3,165
9/9/2014	IA-Classroom	10	3	18	C	\$2,318	\$13.37	\$2,435	\$14.05	8,693	9,131	\$0.67	\$43.88	\$439
9/9/2014	IA-Classroom	10	3	18	C	\$2,318	\$13.37	\$2,435	\$14.05	8,693	9,131	\$0.67	\$43.88	\$439
9/9/2014	IA-Classroom	10	3	18	C	\$2,318	\$13.37	\$2,435	\$14.05	8,693	9,131	\$0.67	\$43.88	\$439
9/9/2014	Paraeducator-3	10	6	26	D	\$2,684	\$15.48	\$3,106	\$17.92	20,130	23,295	\$2.43	\$316.50	\$3,165
9/9/2014	Paraeducator-3	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
9/9/2014	Pareducator-1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
9/9/2014	Pareducator-1	10	6	20	C	\$2,318	\$13.37	\$2,556	\$14.75	17,385	19,170	\$1.37	\$178.50	\$1,785
9/9/2014	IA-Classroom	10	3	18	E	\$2,318	\$13.37	\$2,684	\$15.48	8,693	10,065	\$2.11	\$137.25	\$1,373
9/9/2014	IA-Classroom	10	3	18	B	\$2,254	\$13.00	\$2,318	\$13.37	8,453	8,693	\$0.37	\$24.00	\$240
9/9/2014	IA-Classroom	10	3	18	C	\$2,318	\$13.37	\$2,435	\$14.05	8,693	9,131	\$0.67	\$43.88	\$439
9/9/2014	Bus Driver	10	7	28	C	\$2,818	\$16.26	\$3,106	\$17.92	24,658	27,178	\$1.66	\$252.00	\$2,520
9/9/2014	Pareducator-1	10	5	20	B	\$2,318	\$13.37	\$2,435	\$14.05	14,488	15,219	\$0.67	\$73.13	\$731
9/9/2014	Carpenter	12	8	35	C	\$3,342	\$19.28	\$3,685	\$21.26	40,104	44,220	\$1.98	\$343.00	\$4,116
9/9/2014	Plumber	12	8	37	D	\$3,509	\$20.24	\$4,062	\$23.43	42,108	48,744	\$3.19	\$553.00	\$6,636
9/9/2014	SIS Specialist	12	8	49	E	\$4,702	\$27.13	\$5,716	\$32.98	56,424	68,592	\$5.85	\$1,014.00	\$12,168

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
2014-2015														
9/9/2014	Facilities Technician	12	8	45	D	\$4,265	\$24.61	\$4,937	\$28.48	51,180	59,244	\$3.88	\$672.00	\$8,064
9/9/2014	Audio Visual Tech	12	8	26	D	\$2,684	\$15.48	\$3,106	\$17.92	32,208	37,272	\$2.43	\$422.00	\$5,064
10/14/2014	IA-Classroom	10	2	18	C	\$2,318	\$13.37	\$2,435	\$14.05	5,795	6,088	\$0.67	\$29.25	\$293
10/14/2014	IA-Classroom	10	5	18	C	\$2,318	\$13.37	\$2,435	\$14.05	14,488	15,219	\$0.67	\$73.13	\$731
10/14/2014	IA-Classroom	10	3.5	18	E	\$2,318	\$13.37	\$2,684	\$15.48	10,141	11,743	\$2.11	\$160.13	\$1,601
10/14/2014	Library Asst. I	10	6	22	B	\$2,435	\$14.05	\$2,556	\$14.75	18,263	19,170	\$0.70	\$90.75	\$908
10/14/2014	Paraeducator-3	10	6	26	D	\$2,684	\$15.48	\$3,106	\$17.92	20,130	23,295	\$2.43	\$316.50	\$3,165
10/14/2014	Plumber	12	8	37	C	\$3,509	\$20.24	\$3,869	\$22.32	42,108	46,428	\$2.08	\$360.00	\$4,320
10/14/2014	Paraeducator-3	10	6	26	D	\$2,684	\$15.48	\$3,106	\$17.92	20,130	23,295	\$2.43	\$316.50	\$3,165
10/14/2014	Physical Activities Specialist	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
10/14/2014	Plant Supervisor	12	8	41	C	\$4,640	\$26.77	\$5,116	\$29.51	55,680	61,392	\$2.75	\$476.00	\$5,712
11/12/2014	Physical Activities Specialist	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
11/12/2014	Athletic Trainer	10	7	35	C	\$3,342	\$19.28	\$3,685	\$21.26	29,243	32,244	\$1.98	\$300.13	\$3,001
11/12/2014	Student Outreach Specialist	10	8	44	C	\$4,163	\$24.02	\$4,591	\$26.49	41,630	45,910	\$2.47	\$428.00	\$4,280
11/12/2014	Employee Benefits Technician	12	8	34	C	\$3,262	\$18.82	\$3,596	\$20.75	39,144	43,152	\$1.93	\$334.00	\$4,008
11/12/2014	IA-Classroom	10	3	18	C	\$2,318	\$13.37	\$2,435	\$14.05	8,693	9,131	\$0.67	\$43.88	\$439
11/12/2014	Paraeducator-3	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
11/12/2014	Paraeducator-3	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
11/12/2014	Paraeducator-3	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
12/9/2014	IA-Physical Ed.	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
12/9/2014	Bilingual Communtiy Liaison	10	4	25	C	\$2,619	\$15.11	\$2,887	\$16.66	13,095	14,435	\$1.55	\$134.00	\$1,340
12/9/2014	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
12/9/2014	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
12/9/2014	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
12/9/2014	Gardener	12	5.6	24	C	\$2,556	\$14.75	\$2,818	\$16.26	21,470	23,671	\$1.51	\$183.40	\$2,201

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
2014-2015														
12/9/2014	IA-Classroom	10	3.5	18	E	\$2,318	\$13.37	\$2,684	\$15.48	10,141	11,743	\$2.11	\$160.13	\$1,601
1/22/2015	Admin Assistant	12	8	29	B	\$2,887	\$16.66	\$3,031	\$17.49	34,644	36,372	\$0.83	\$144.00	\$1,728
1/22/2015	Admin Assistant	10	8	29	C	\$2,887	\$16.66	\$3,182	\$18.36	28,870	31,820	\$1.70	\$295.00	\$2,950
1/22/2015	Community & Public Relations Officer	12	8	M62	D	\$7,795	\$44.97	\$9,023	\$52.05	93,540	108,276	\$7.08	\$1,228.00	\$14,736
1/22/2015	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
1/22/2015	Paraeducator 1	10	6	20	B	\$2,318	\$13.37	\$2,435	\$14.05	17,385	18,263	\$0.67	\$87.75	\$878
1/22/2015	Paraeducator-3	10	6	26	D	\$2,684	\$15.48	\$3,106	\$17.92	20,130	23,295	\$2.43	\$316.50	\$3,165
1/22/2015	Technical Theater Coordinator	12	8	42	F	\$4,819	\$27.80	\$5,061	\$29.20	57,828	60,732	\$1.40	\$242.00	\$2,904
1/22/2015	Health Off Spec	10	3.5	25	D	\$2,619	\$15.11	\$3,031	\$17.49	11,458	13,261	\$2.38	\$180.25	\$1,803
1/22/2015	IA-Classroom	10	3	18	E	\$2,318	\$13.37	\$2,684	\$15.48	8,693	10,065	\$2.11	\$137.25	\$1,373
1/22/2015	IA-Classroom	10	3	18	E	\$2,318	\$13.37	\$2,684	\$15.48	8,693	10,065	\$2.11	\$137.25	\$1,373
1/22/2015	IA-Classroom	10	3	18	D	\$2,318	\$13.37	\$2,556	\$14.75	8,693	9,585	\$1.37	\$89.25	\$893
1/22/2015	IA-Classroom	10	5	18	E	\$2,318	\$13.37	\$2,684	\$15.48	14,488	16,775	\$2.11	\$228.75	\$2,288
3/10/2015	Custodian	12	5	22	B	\$2,435	\$14.05	\$2,556	\$14.75	18,263	19,170	\$0.70	\$75.63	\$907
3/10/2015	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
3/10/2015	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
3/10/2015	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
3/10/2015	IA-Classroom	10	3	18	D	\$2,318	\$13.37	\$2,556	\$14.75	8,693	9,585	\$1.37	\$89.25	\$893
4/14/2015	Administrative Assistant	10	8	29	B	\$2,887	\$16.66	\$3,031	\$17.49	28,870	30,310	\$0.83	\$144.00	\$1,440
4/14/2015	Plant Supervisor	12	8	41	C	\$4,640	\$26.77	\$5,116	\$29.51	55,680	61,392	\$2.75	\$476.00	\$5,712
4/14/2015	Paraeducator 3	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
4/14/2015	Paraeducator 3	10	6	26	C	\$2,684	\$15.48	\$2,959	\$17.07	20,130	22,193	\$1.59	\$206.25	\$2,063
4/14/2015	Paraeducator 1	10	6	20	B	\$2,318	\$13.37	\$2,435	\$14.05	17,385	18,263	\$0.67	\$87.75	\$878
4/14/2015	Paraeducator 2	10	6	23	B	\$2,494	\$14.39	\$2,619	\$15.11	18,705	19,643	\$0.72	\$93.75	\$937
4/14/2015	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
4/14/2015	Paraeducator 1	10	6	20	D	\$2,318	\$13.37	\$2,684	\$15.48	17,385	20,130	\$2.11	\$274.50	\$2,745
5/12/2015	Paraeducator 3	10	6	26	D	\$2,684	\$15.48	\$3,106	\$17.92	20,130	23,295	\$2.43	\$316.50	\$3,165

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
2014-2015														
5/12/2015	Paraeducator 3	10	6	26	D	\$2,684	\$15.48	\$3,106	\$17.92	20,130	23,295	\$2.43	\$316.50	\$3,165
5/12/2015	Administrative Assistant	12	8	29	B	\$2,887	\$16.66	\$3,031	\$17.49	34,644	36,372	\$0.83	\$144.00	\$1,728
6/9/2015	Pareducator-1	10	6	20	C	\$2,318	\$13.37	\$2,556	\$14.75	17,385	19,170	\$1.37	\$178.50	\$1,785
6/9/2015	IA-Music	10	2.5	20	D	\$2,318	\$13.37	\$2,684	\$15.48	7,244	8,388	\$2.11	\$114.38	\$1,144
6/9/2015	Swimming Instructor/Lifeguard	12	5	21	B	\$2,375	\$13.70	\$2,494	\$14.39	17,813	18,705	\$0.69	\$74.38	\$892
6/9/2015	Pareducator-1	10	6	20	C	\$2,318	\$13.37	\$2,556	\$14.75	17,385	19,170	\$1.37	\$178.50	\$1,785
6/9/2015	Senior Technology Support Assistant	12	8	43	F	\$4,702	\$27.13	\$5,184	\$29.91	56,424	62,208	\$2.78	\$482.00	\$5,784
2014-2015 TOTAL:													\$232,516	
2015-2016														
7/14/2015	Student Outreach Specialist	10	8	44	D	\$4,163	\$24.02	\$4,819	\$27.80	41,630	48,190	\$3.78	\$656.00	\$6,560
7/14/2015	IA-Classroom	10	3	18	C	\$2,326	\$13.42	\$2,443	\$14.09	8,723	9,161	\$0.67	\$43.88	\$439
8/11/2015	Director of Food Services	12	8	M55	D	\$6,558	\$37.83	\$7,591	\$43.79	78,696	91,092	\$5.96	\$1,033.00	\$12,396
8/11/2015	Director of Classified Personnel	12	8	M64	C	\$8,189	\$47.24	\$9,029	\$52.09	98,268	108,348	\$4.85	\$840.00	\$10,080
9/8/2015	Custodian	12	5	22	C	\$2,443	\$14.09	\$2,693	\$15.54	18,323	20,198	\$1.44	\$156.25	\$1,875
9/8/2015	IA-Music	10	6	20	B	\$2,326	\$13.42	\$2,443	\$14.09	17,445	18,323	\$0.67	\$87.75	\$878
9/8/2015	IA-Classroom	10	3.5	18	D	\$2,326	\$13.42	\$2,565	\$14.80	10,176	11,222	\$1.38	\$104.56	\$1,046
9/8/2015	IA-Classroom	10	2	18	C	\$2,326	\$13.42	\$2,443	\$14.09	5,815	6,108	\$0.67	\$29.25	\$293
9/8/2015	PAS	10	6	26	C	\$2,693	\$15.54	\$2,969	\$17.13	20,198	22,268	\$1.59	\$207.00	\$2,070
9/8/2015	PAS	10	3	26	C	\$2,693	\$15.54	\$2,969	\$17.13	10,099	11,134	\$1.59	\$103.50	\$1,035
9/8/2015	Occupational Therapist	10	8	61	C	\$6,322	\$36.47	\$6,971	\$40.22	63,220	69,710	\$3.74	\$649.00	\$6,490
9/8/2015	Paraeducator 3	10	6	26	C	\$2,693	\$15.54	\$2,969	\$17.13	20,198	22,268	\$1.59	\$207.00	\$2,070
9/8/2015	Paraeducator 3	10	6	26	D	\$2,693	\$15.54	\$3,117	\$17.98	20,198	23,378	\$2.45	\$318.00	\$3,180
9/8/2015	Paraeducator 3	10	6	26	C	\$2,693	\$15.54	\$2,969	\$17.13	20,198	22,268	\$1.59	\$207.00	\$2,070

Advanced Step Placement Fiscal Impact Report

PC Meeting Approval Date	Position	MO	HR	Salary Range	Adv Step	Step A Monthly Rate	Step A Hourly Rate	Adv Step Monthly Rate	Adv Step Hourly Rate	Annual Cost at Step 1	Annual Cost at Adv Step	Amount change by Hour	Amount change by Month	Annual Fiscal Impact
10/13/2015	Audience Services Coordinator	12	4	38	C	\$3,608	\$20.82	\$3,979	\$22.96	21,648	23,874	\$2.14	\$185.50	\$2,226
10/13/2015	IA-Classroom	10	3	18	C	\$2,326	\$13.42	\$2,443	\$14.09	8,723	9,161	\$0.67	\$43.88	\$439
10/13/2015	IA-Classroom	10	3	18	D	\$2,326	\$13.42	\$2,565	\$14.80	8,723	9,619	\$1.38	\$89.63	\$896
10/13/2015	Paraeducator 3	10	6	26	C	\$2,693	\$15.54	\$2,969	\$17.13	20,198	22,268	\$1.59	\$207.00	\$2,070
10/13/2015	Campus Sec. Offcr.	10	4	25	C	\$2,628	\$15.16	\$2,897	\$16.71	13,140	14,485	\$1.55	\$134.50	\$1,345
10/13/2015	HVAC Mechanic	12	8	37	C	\$3,521	\$20.31	\$3,882	\$22.40	42,252	46,584	\$2.08	\$361.00	\$4,332
10/13/2015	Health Off Spec	10	3.5	25	C	\$2,628	\$15.16	\$2,897	\$16.71	11,498	12,674	\$1.55	\$117.69	\$1,177
10/13/2015	Elem. Library Coord.	10	7	26	D	\$2,693	\$15.54	\$3,117	\$17.98	23,564	27,274	\$2.45	\$371.00	\$3,710
10/13/2015	Occupational Therapist	10	8	61	C	\$6,322	\$36.47	\$6,971	\$40.22	63,220	69,710	\$3.74	\$649.00	\$6,490
2015-2016 TOTAL														\$73,165
CUMULATIVE 2-YEAR TOTAL (FROM 7/1/14)														\$305,681
CUMULATIVE 3-YEAR TOTAL (FROM 7/1/13)														\$373,397
CUMULATIVE 4-YEAR TOTAL (FROM 7/1/12)														\$519,838
CUMULATIVE 5-YEAR TOTAL (FROM 7/1/11)														\$633,567

Open Requisitions (as of 10/9/2015)

Req Number	Req Title	Department	Position Type	FTE%	Date From HR
16-051	ACCOUNTING TECHNICIAN	FISCAL SERVICES	Vac	100	9/1/15
15-146	ADMINISTRATIVE ASSISTANT	EDUCATIONAL SERVICES	New	100	2/18/15
16-011	BILINGUAL COMMUNITY LIAISON (SPANISH)	CHILD DEVELOPMENT SERVICES	Vac	50	7/10/15
16-015	BILINGUAL COMMUNITY LIAISON (SPANISH)	STUDENT SERVICES	New	37.5	7/15/15
16-027	CAMPUS SECURITY OFFICER	SANTA MONICA HIGH SCHOOL	New	50	8/5/15
15-142	CHILDREN'S CENTER ASSISTANT-1	JOHN MUIR ELEMENTARY SCHOOL	Vac	43.75	2/13/15
14-181	CHILDREN'S CENTER ASSISTANT-3	CHILD DEVELOPMENT SERVICES	Vac	43.75	5/27/14
15-046	CHILDREN'S CENTER ASSISTANT-3	CHILD DEVELOPMENT SERVICES	Vac	43.75	8/22/14
16-020	CHILDREN'S CENTER ASSISTANT-3	CDS-PINE STREET	Vac	43.75	7/29/15
16-021	CHILDREN'S CENTER ASSISTANT-3	CDS-WEST WASHINGTON	Vac	43.75	7/29/15
16-022	CHILDREN'S CENTER ASSISTANT-3	CDS-WEST WASHINGTON	Vac	43.75	7/29/15
16-023	CHILDREN'S CENTER ASSISTANT-3	WILL ROGERS LEARNING ACADEMY	Vac	43.75	7/29/15
16-038	CHILDREN'S CENTER ASSISTANT-3	CHILD DEVELOPMENT SERVICES	Vac	43.75	8/13/15
16-001	CUSTODIAN	M & O (Maintenance & Operations)	New	62.5	7/6/15
16-002	CUSTODIAN	M & O (Maintenance & Operations)	New	62.5	7/6/15

Req Number	Req Title	Department	Position Type	FTE%	Date From HR
16-003	CUSTODIAN	M & O (Maintenance & Operations)	New	62.5	7/6/15
16-013	CUSTODIAN	CHILD DEVELOPMENT SERVICES	New	100	7/10/15
16-034	CUSTODIAN	BUSINESS SERVICES	Vac	37.5	8/12/15
16-055	CUSTODIAN	WEBSTER ELEMENTARY SCHOOL	Vac	62.5	9/4/15
16-056	CUSTODIAN	LINCOLN MIDDLE SCHOOL	Vac	62.5	9/4/15
16-062	CUSTODIAN	M & O (Maintenance & Operations)	Vac	62.5	9/11/15
16-063	CUSTODIAN	M & O (Maintenance & Operations)	Vac	62.5	9/11/15
16-064	CUSTODIAN	M & O (Maintenance & Operations)	Vac	62.5	9/11/15
16-044	EXECUTIVE DIRECTOR OF FACILITIES, MAINTENANCE, AND OPERATIONS	BUSINESS SERVICES	New	100	8/19/15
16-071	FACILITIES TECHNICIAN	BUSINESS SERVICES	Vac	100	9/30/15
16-075	HUMAN RESOURCES SPECIALIST	HUMAN RESOURCES	Vac	100	10/8/15
15-200	INSTRUCTIONAL ASSISTANT-BILINGUAL (SPANISH)	EDISON LANGUAGE ACADEMY	Vac	43.75	6/3/15
16-036	INSTRUCTIONAL ASSISTANT-CLASSROOM	GRANT ELEMENTARY SCHOOL	Vac	37.5	8/12/15
16-066	INSTRUCTIONAL ASSISTANT-CLASSROOM	WEBSTER ELEMENTARY SCHOOL	New	37.5	9/17/15
16-072	INSTRUCTIONAL ASSISTANT-CLASSROOM	JOHN MUIR ELEMENTARY SCHOOL	Vac	43.75	9/30/15

Req Number	Req Title	Department	Position Type	FTE%	Date From HR
16-073	INSTRUCTIONAL ASSISTANT-CLASSROOM	ROOSEVELT ELEMENTARY SCHOOL	Vac	37.5	9/30/15
16-007	LEAD VEHICLE AND EQUIPMENT MECHANIC	TRANSPORTATION	Vac	100	7/13/15
16-057	PARAEDUCATOR-1	GRANT ELEMENTARY SCHOOL	Vac	75	9/4/15
16-059	PARAEDUCATOR-1	SANTA MONICA HIGH SCHOOL	New	80	9/9/15
16-060	PARAEDUCATOR-1	ROOSEVELT ELEMENTARY SCHOOL	Vac	75	9/9/15
16-074	PARAEDUCATOR-3	SPECIAL EDUCATION	New	75	10/5/15
16-018	SENIOR OFFICE SPECIALIST	WEBSTER ELEMENTARY SCHOOL	Vac	50	7/20/15
16-049	SPEECH LANGUAGE PATHOLOGY ASSISTANT	SPECIAL EDUCATION	Vac	100	8/25/15
15-169	TECHNOLOGY SUPPORT ASSISTANT	INFORMATION SERVICES	New	100	4/28/15
15-170	TECHNOLOGY SUPPORT ASSISTANT	INFORMATION SERVICES	New	100	4/28/15

Filled Requisitions (9/1/2015 – 9/30/2015)

Req Number	Req Title	Department	Date of Accepted Job Offer
15-185	ADMINISTRATIVE ASSISTANT	MCKINLEY ELEMENTARY SCHOOL	9/9/15
16-050	AUDIENCE SERVICES COORDINATOR	FISCAL SERVICES	9/29/15
16-043	CAFETERIA WORKER II	PT DUME ELEMENTARY SCHOOL	9/21/15
16-047	CAMPUS SECURITY OFFICER	SANTA MONICA HIGH SCHOOL	9/11/15
16-028	CONSTRUCTION SUPERVISOR	FACILITIES MAINTENANCE	9/17/15
16-058	HEALTH OFFICE SPECIALIST	FRANKLIN ELEMENTARY SCHOOL	8/31/15
15-208	HVAC MECHANIC	FACILITIES MAINTENANCE	9/22/15
16-025	INSTRUCTIONAL ASSISTANT-CLASSROOM	WEBSTER ELEMENTARY SCHOOL	9/17/15
16-039	INSTRUCTIONAL ASSISTANT-CLASSROOM	MCKINLEY ELEMENTARY SCHOOL	9/3/15
16-040	INSTRUCTIONAL ASSISTANT-CLASSROOM	MCKINLEY ELEMENTARY SCHOOL	9/3/15
16-048	INSTRUCTIONAL ASSISTANT-CLASSROOM	FRANKLIN ELEMENTARY SCHOOL	9/9/15
16-065	INSTRUCTIONAL ASSISTANT-CLASSROOM	MCKINLEY ELEMENTARY SCHOOL	9/21/15
16-068	OCCUPATIONAL THERAPIST	MCKINLEY ELEMENTARY SCHOOL	9/24/15
15-218	PARAEDUCATOR-1	LINCOLN MIDDLE SCHOOL	9/21/15
16-045	PARAEDUCATOR-1	MALIBU HIGH SCHOOL	9/11/15
16-061	PARAEDUCATOR-1	LINCOLN MIDDLE SCHOOL	9/11/15

Req Number	Req Title	Department	Date of Accepted Job Offer
15-219	PARAEDUCATOR-2	SPECIAL EDUCATION	9/11/15
16-069	PARAEDUCATOR-3	SPECIAL EDUCATION	9/8/15
16-070	PARAEDUCATOR-3	SPECIAL EDUCATION	9/8/15
14-125	TECHNOLOGY SUPPORT ASSISTANT	INFORMATION SERVICES	9/1/15

TO: BOARD OF EDUCATION
 FROM: SANDRA LYON / MARK O. KELLY / MICHAEL COOL
 RE: CLASSIFIED PERSONNEL – MERIT

ACTION/CONSENT
 09/17/15

RECOMMENDATION NO. A.13

It is recommended that the following appointments for Classified Personnel (merit system) be approved and/or ratified. All personnel will be properly elected in accordance with District policies and salary schedules.

<u>NEW HIRES</u> <u>DATE</u>		<u>EFFECTIVE</u>
Batthey, Leticia McKinley ES	Inst Assistant - Classroom 2.5 Hrs/SY/Range: 18 Step: B	8/19/15
Comeau, Nicholas Cabrillo ES	Physical Activities Specialist 6 Hrs/SY/Range: 26 Step: A	8/19/15
Dixon, Gregory Webster ES	Inst Assistant - Classroom 3 Hrs/SY/Range: 18 Step: B	8/19/15
Flores, Jesus McKinley ES	Inst Assistant - Classroom 3 Hrs/SY/Range: 18 Step: B	8/19/15
Garcia, Jessie Grant ES	Inst Assistant - Classroom 3 Hrs/SY/Range: 18 Step: B	8/19/15
Gondo, Janet McKinley ES	Inst Assistant - Classroom 2.5 Hrs/SY/Range: 18 Step: B	8/19/15
Gonzalez, Martha FNS-Lincoln MS	Cafeteria Worker I 3.5 Hrs/SY/Range: 11 Step: E	8/19/15
Kachurka, Sabrina FNS-Santa Monica HS	Cafeteria Worker II 4.5 Hrs/SY/Range: 13 Step: D	8/19/15
Lee, Young Roosevelt ES	Inst Assistant - Classroom 3 Hrs/SY/Range: 18 Step: B	8/19/15
Nishi, Alexandra Special Ed-McKinley ES	Occupational Therapist 8 Hrs/SY/Range: 61 Step: A	8/19/15
Olitt, Lee Muir ES	Physical Activities Specialist 3 Hrs/SY/Range: 26 Step: A	8/19/15
Portillo, Cristina Child Develop Svcs-Woods	Children's Center Assistant 3 3.5 Hrs/SY/Range: 19 Step: A	8/26/15
Scott, Lydia Rogers ES	Inst Assistant - Classroom 3 Hrs/SY/Range: 18 Step: B	8/19/15
Sumaria, Urvashi Child Develop Svcs-McKinley ES	Children's Center Assistant 3 3.5 Hrs/SY/Range: 19 Step: A	8/26/15
Williams, Sherrevia	Inst Assistant - Classroom	8/19/15

McKinley ES	3 Hrs/SY/Range: 18 Step: B	
Zmuda, Rachel Rogers ES	Inst Assistant - Classroom 3 Hrs/SY/Range: 18 Step: B	8/19/15
<u>RE-EMPLOYMENT</u>		<u>EFFECTIVE DATE</u>
Belt, Jimmy Special Ed-Franklin ES	Paraeducator 3 6 Hrs/SY/Range: 26 Step: D	8/19/15
Cole, Victor Santa Monica HS	Instructional Assistant – Physical Education 8 Hrs/SY/Range: 20 Step: D	8/19/15
<u>RE-INSTATEMENT</u>		<u>EFFECTIVE DATE</u>
Ramirez, Armida Child Develop Svcs-Roosevelt ES	Children’s Center Assistant 2 3.5 Hrs/SY/Range: 18 Step: B	8/19/15
<u>SUMMER ASSIGNMENTS</u>		<u>EFFECTIVE DATE</u>
Alvarado, Nivia Educational Services	Bilingual Community Liaison Not to exceed: 6 Hrs	8/10/15-8/13/15
Areliz, Alberto Special Education	Paraeducator 3 Not to exceed: 24 Hrs	8/11/15-8/14/15
Castro, Esperanza Food and Nutrition Services	Site Food Services Coordinator Not to exceed: 4 Hrs	8/17/15
Cisneros, Yolanda Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15
Coburn, Sharon Food and Nutrition Services	Cafeteria Cook Baker Not to exceed: 4 Hrs	8/17/15
Cojan, Carmen Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15
Colula, Anilu Special Education	Paraeducator 3 Not to exceed: 24 Hrs	8/11/15-8/14/15
Donaldson, Adee Santa Monica HS	Athletic Trainer Not to exceed: 57 Hrs	8/3/15-8/12/15
Escobar, Victoria Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15
Fowler, Damone Food and Nutrition Services	Cafeteria Cook Baker Not to exceed: 4 Hrs	8/17/15
Gomez, Jose Food and Nutrition Services	Production Kitchen Coordinator Not to exceed: 4 Hrs	8/17/15
Gutierrez-Prada, Nancy Child Development Services	Children’s Center Assistant 2 8 Hrs/Day	6/8/15-8/17/15
Lai, Gloria Food and Nutrition Services	Production Kitchen Coordinator Not to exceed: 4 Hrs	8/17/15
Miranda, Karla Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15

Montoya, Gerald Special Education	Paraeducator 3 Not to exceed: 16 Hrs	8/11/15-8/14/15
Moore, Sandra Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15
Nolen, Henry Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15
Perez, Venus Special Education	Paraeducator 3 Not to exceed: 24 Hrs	8/11/15-8/14/15
Pieper, Yalile Cabrillo ES	Bilingual Community Liaison Not to exceed: 12 Hrs	8/13/15-8/15/15
Quiroz, Timothy Food and Nutrition Services	Site Food Services Coordinator Not to exceed: 4 Hrs	8/17/15
Ridley, Tischa Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15
Romo, Jennifer Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15
Tirado, Leticia Food and Nutrition Services	Cafeteria Worker II Not to exceed: 4 Hrs	8/17/15

TEMP/ADDITIONAL ASSIGNMENTS

EFFECTIVE DATE

Adams, Toni Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Aguilar, Mark Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Alba, Raul Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Alex, Milton Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Anderson, Bruno Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Anderson, Michael Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Avitia-Quintana, Hector Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Beavers, Marcus Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Becerra, Daniel Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Bonilla, Leroy Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16

Boyd, Katherine Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Bracamonte, Jorge Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Bravo, Richard Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Brown, Murphy Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Buchanan, Timothy Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Burdick, Barton Operations	Equipment Operator/Sports Facilities [overtime; grounds support]	7/1/15-6/30/16
Burdick, Barton Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Burrell, Catherine Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Burkett, Deena Facility Use	Senior Office Specialist [additional hours; Facility Use events]	7/1/15-6/30/16
Burkett, Deena Facility Use	Senior Office Specialist [overtime; Facility Use events]	7/1/15-6/30/16
Burkett, Deena Facility Use	Senior Office Specialist [limited term; clerical support]	8/24/15-2/23/16
Burton, Jerome Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Cage, Joann Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Cage, Ramondo Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Calderon, Bianca Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Capra, Lucas Facility Use	Technical Theater Technician [overtime; Facility Use events]	7/1/15-6/30/16
Carrillo, Reuben Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Chiriboga, Giovanni Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Cobbs, Rufus Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Colvin Jr., Lovell Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16

Cornejo, Natalie Santa Monica HS	Campus Security Officer [overtime; registration]	8/10/15-8/12/15
Cueva, Felipe Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Davis, Anthony Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Davis, Katherine Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Davis, Stevie Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Day, Wayne Operations	Lead Custodian [overtime; custodial support]	7/1/15-6/30/16
Deanda, Richard Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Deanda, Richard Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Doty, Kenneth Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Durham, Michael Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Fagnoli, Cathy Facility Use	Senior Office Specialist [overtime; Facility Use events]	8/24/15-6/30/16
Frazier, Ashley Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Fuentes, Mario Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Fuentes, Mario Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Fuller, Charesse Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Gallegos-Martin, Agustin Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Gleason, Tim Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Gleason, Tim Rogers ES	Custodian [overtime; moving of a classroom]	8/15/15
Gleason, Tim Rogers ES	Custodian [overtime; set up]	8/18/15
Godinez, Octavio Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16

Godinez, Octavio Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Goldberg, Hayden Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Gomez, Jack Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Gonzalez, Arthur Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Gonzalez, Jose Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Gonzalez, Xavier Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Green, Joseph Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Greene, Milton Malibu HS	Campus Security Officer [overtime; ASB sponsored events]	7/1/15-6/30/16
Greene, Milton Malibu HS	Campus Security Officer [overtime; school sponsored events]	7/1/15-6/30/16
Harris, Kenneth Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Harris, Tracey Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Heiderman, Daniel Operations	Utility Worker [overtime; District projects]	7/1/15-6/30/16
Hernandez, Johnny Facility Use	Technical Theater Technician [overtime; Facility Use events]	7/1/15-6/30/16
Herrada, Joe Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Jackson, Michael Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Jackson, Michael Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Jimenez, Paul Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Johnson, Peter Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Kratz, Damon Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Lindsey, Gary	Custodian	7/1/15-6/30/16

Operations	[overtime; custodial support]	
Mangum, Don Santa Monica HS	Campus Security Officer [overtime; registration]	8/10/15-8/12/15
Martin, Charles Lincoln MS	Campus Security Officer [overtime; school events]	8/20/15-6/9/16
Martin, Eric Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Martin, Eric Malibu HS	Custodian [overtime; ASB sponsored events]	7/1/15-6/30/16
Martin, Eric Malibu HS	Custodian [overtime; school sponsored events]	7/1/15-6/30/16
McAlpin, Michael Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
McGrath, Barry Franklin ES	Technology Support Assistant [additional hours; technical support]	8/17/15-9/4/15
McNeely, Debrah Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Menendez, Joshua Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Miller, Maurice Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Morales, Steve Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Morris, Sean Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Moton, Wilson Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Murray, April Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Myles, Donald Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Myles, Donald Malibu HS	Custodian [overtime; ASB sponsored events]	7/1/15-6/30/16
Myles, Donald Malibu HS	Custodian [overtime; school sponsored events]	7/1/15-6/30/16
Noh, Josephine Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Nunez, Sherry Lincoln MS	Campus Security Officer [overtime; school events]	8/20/15-6/9/16

Odom, Lamont Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Omari, Saleem Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
O'Rourke, Thomas Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Orozco, Abel Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Orozco, Abel Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Padilla, Ramiro Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Padilla, Ramiro Operations	Equipment Operator [overtime; grounds support]	7/1/15-6/30/16
Peoples, Jeffrey Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Perez, Graciela Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Perez, Maria Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Pieper, Yalile Educational Services	Bilingual Community Liaison [additional hours; translation for Parent Welcome event]	8/13/15
Plascencia, Henry Operations	Lead Custodian [overtime; custodial support]	7/1/15-6/30/16
Quintero Alvarado, Hector Facility Use	Technical Theater Technician [overtime; Facility Use events]	7/1/15-6/30/16
Ramirez, Philip Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Rising, Robert Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Saad, Metias Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Schenker, Allison Facility Use	Technical Theater Technician [overtime; Facility Use events]	7/1/15-6/30/16
Sebastiani, Guido Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Sebastiani Pozu, Juan Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Segura, Bethel Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16

Selva, Marco Facility Use	Technical Theater Technician [overtime; Facility Use events]	7/1/15-6/30/16
Sinai, Farimah Facility Use	Accounting Assistant II [additional hours; Facility Use events]	7/1/15-6/30/16
Smith, Dunell Santa Monica HS	Campus Security Officer [overtime; registration]	8/10/15-8/12/15
Soto, Sara Operations	Gardener [overtime; grounds support]	7/1/15-6/30/16
Suaste, Eduardo Operations	Lead Custodian [overtime; custodial support]	7/1/15-6/30/16
Tate, Jarrell Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Tate, Wiley Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Taylor, Candice Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Taylor, Candice Malibu HS	Custodian [overtime; ASB sponsored events]	7/1/15-6/30/16
Taylor, Candice Malibu HS	Custodian [overtime; school sponsored events]	7/1/15-6/30/16
Tirado, Fortino Operations	Equipment Operator-Tree Trimmer [overtime; grounds support]	7/1/15-6/30/16
Torres, Jose Operations	Utility Worker [overtime; District projects]	7/1/15-6/30/16
Vasquez, Grace Malibu HS	Campus Security Officer [overtime; ASB sponsored events]	7/1/15-6/30/16
Vasquez, Grace Malibu HS	Campus Security Officer [overtime; school sponsored events]	7/1/15-6/30/16
Vazquez-Gomez, Miguel Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Velasquez, Jose Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Venable, Mark Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Venable, Mark Rogers ES	Custodian [overtime; moving of a classroom]	8/15/15
Viesca, Joseph Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Walker, Louis	Custodian	7/1/15-6/30/16

Operations	[overtime; custodial support]	
Ward, Victor Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Watkins, Ernest Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Watkins, Ernest Malibu HS	Custodian [overtime; ASB sponsored events]	7/1/15-6/30/16
Watkins, Ernest Malibu HS	Custodian [overtime; school sponsored events]	7/1/15-6/30/16
West, Malcolm Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Widner, Kim Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Widner, Kim Malibu HS	Custodian [overtime; ASB sponsored events]	7/1/15-6/30/16
Widner, Kim Malibu HS	Custodian [overtime; school sponsored events]	7/1/15-6/30/16
Ybarra, Angel Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Ybarra Jr., Jose Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16

SUBSTITUTES

EFFECTIVE DATE

Abbott, Tierca Food and Nutrition Services	Cafeteria Worker I	8/20/15-6/9/16
Ayala Campos, Patricia Child Development Services	Children's Center Assistant 2	8/14/15-6/9/16
Burgess, Alan Special Education	Paraeducator 1	8/20/15-6/9/16
Capra, Lucas Facility Use	Technical Theater Technician	7/1/15-6/30/16
Charles, Michael District	Instructional Assistant – Physical Education	8/26/15-6/30/16
Garcia, Norma Child Development Services	Children's Center Assistant 2	8/14/15-6/9/16
Goldbach, Eder Special Education	Paraeducator 1	8/20/15-6/9/16
Hall, Eve Special Education	Paraeducator 1	8/20/15-6/9/16
Hernandez, Johnny	Technical Theater Technician	7/1/15-6/30/16

Facility Use		
Homami, Christina Health Services-Franklin ES	Health Office Specialist	8/19/15—9/15/15
Ighani, Roshanak Child Development Services	Children's Center Assistant 2	8/14/15-6/9/16
Jelks, Curtis District	Instructional Assistant – Physical Education	7/1/15-6/30/16
Jensen, Adam District	Instructional Assistant – Physical Education	8/19/15-6/30/16
Mejia, Lorena Special Education	Paraeducator 1	8/20/15-6/9/16
Morales, Alejandra Special Education	Paraeducator 1	8/20/15-6/9/16
Pannu, Jessica Food and Nutrition Services	Cafeteria Worker I	8/20/15-6/9/16
Proctor, Sean Facility Use	Sports Facility Attendant	7/1/15-6/30/16
Quintero Alvarado, Hector Facility Use	Technical Theater Technician	7/1/15-6/30/16
Ramirez, Armida Child Development Services	Children's Center Assistant 2	8/14/15-6/9/16
Romero, Clara Rogers ES	Administrative Assistant	8/6/15-8/31/15
Santos, Maria Child Development Services	Children's Center Assistant 2	8/14/15-6/9/16
Schenker, Allison Facility Use	Technical Theater Technician	7/1/15-6/30/16
Selva, Marco Facility Use	Technical Theater Technician	7/1/15-6/30/16
Smith, David Special Education	Paraeducator 1	8/26/15-6/9/16
Sumaria, Urvashi Child Development Services	Children's Center Assistant 2	8/14/15-6/9/16
Tumari, Rowshanak Child Development Services	Children's Center Assistant 2	8/14/15-6/9/16
Walton, James Facility Use	Sports Facility Attendant	7/1/15-6/30/16
Wang, Guoxia Food and Nutrition Services	Cafeteria Worker I	8/20/15-6/9/16
Ward, Denise	Paraeducator 1	8/26/15-6/9/16

Special Education

Windt, Neil Santa Monica HS	Accompanist	8/18/15-10/22/15
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CHANGE IN ASSIGNMENT

EFFECTIVE DATE

Cage, Ramondo Operations	Custodian 8 Hrs/12 Mo From: 5 Hrs/12 Mo/Operations	8/24/15
Miller, Maurice Operations	Custodian 8 Hrs/12 Mo From: 5 Hrs/12 Mo/Operations	8/24/15
Morales, Samantha Special Ed-Cabrillo ES	Paraeducator 1 6 Hrs/SY From: 5 Hrs/SY/Special Ed-Cabrillo ES	8/19/15
Reid, Shuntoria Special Ed-Santa Monica HS	Paraeducator 3 6.2 Hrs/SY From: 6 Hrs/SY/Special Ed-Santa Monica HS	8/19/15
Richards, Michelle McKinley ES	Instructional Assistant - Classroom 3 Hrs/SY From: 2.5 Hrs/SY/McKinley ES	8/19/15
Smith, Sabrina Special Ed-Santa Monica HS	Paraeducator 3 6.2 Hrs/SY From: 6 Hrs/SY/Special Ed-Santa Monica HS	8/19/15
Tate, Wiley Operations	Custodian 8 Hrs/12 Mo From: 5 Hrs/12 Mo/Operations	8/24/15
Williams, Breanna Special Ed-Malibu HS	Paraeducator 1 8 Hrs/SY From: 6 Hrs/SY/Special Ed-Malibu HS	8/19/15

INVOLUNTARY TRANSFER

EFFECTIVE DATE

Aquino, Gilda Child Develop Svcs-Pine Street	Children's Center Assistant 2 3.5 Hrs/SY From: 3.5 Hrs/SY/Child Develop Svcs-Rogers ES	8/19/15
Casey, Brittany Child Develop Svcs-Pine Street	Children's Center Assistant 2 3.5 Hrs/SY From: 3.5 Hrs/SY/Child Develop Svcs-Rogers ES	8/19/15
Johnson, Kerri Special Ed-Santa Monica HS	Paraeducator 3 6.2 Hrs/SY From: 6 Hrs/SY/Special Ed-Lincoln MS	8/19/15
Luis, Noemi Child Develop Svcs-Muir ES	Children's Center Assistant 2 3.5 Hrs/SY From: 3.5 Hrs/SY/Child Develop Svcs-Rogers ES	8/19/15
Martinez, Daniel Child Develop Svcs-McKinley ES	Children's Center Assistant 2 3.5 Hrs/SY From: 3.5 Hrs/SY/Child Develop Svcs-Franklin ES	7/1/15

Smith, Zekaia Child Develop Svcs-Rogers ES	Children's Center Assistant 2 3.5 Hrs/SY From: 3.5 Hrs/SY/Child Develop Svcs-McKinley ES	7/1/15
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Woodard, Christopher Special Ed-Adams MS	Paraeducator 1 6 Hrs/SY From: 5 Hrs/SY/Special Ed-Muir ES	8/19/15
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VOLUNTARY TRANSFER

Moore, Sandra FNS-Muir ES	Cafeteria Worker II 6 Hrs/SY From: 5 Hrs/SY/FNS-Pt. Dume ES	<u>EFFECTIVE DATE</u> 8/19/15
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PROFESSIONAL GROWTH

Womack, Raven Child Develop Svcs-Muir ES	Children's Center Assistant 2	<u>EFFECTIVE DATE</u> 9/1/15
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WORKING OUT OF CLASS

Gonzales, Brian Information Services	Technology Support Assistant From: Audio-Visual Technician	<u>EFFECTIVE DATE</u> 8/14/15-11/14/15
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Morales, Steve Operations	Lead Custodian From: Custodian	8/1/15-8/14/15
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Parker, Stephen Maintenance	Carpenter From: Skilled Maintenance Worker	8/19/15-1/5/16
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Rodriguez, Gerardo Lincoln MS	Library Assistant II From: Library Assistant I	8/13/15-9/13/15
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TRANSFER IN LIEU OF LAYOFF

Burkett, Deena Rogers ES	Senior Office Specialist 4 Hrs/10 Mo From: 8 Hrs/12 Mo/Facility Use	<u>EFFECTIVE DATE</u> 8/24/15
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Fargnoli, Cathy Facility Use	Senior Office Specialist 8 Hrs/12 Mo From: 8 Hrs/11 Mo/Santa Monica HS	8/24/15
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VOLUNTARY DEMOTION IN LIEU OF LAYOFF

Menendez, Joshua FNS-Franklin ES	Cafeteria Worker I 3 Hrs/SY From: Custodian 3 Hrs/12 Mo/Facility Use	<u>EFFECTIVE DATE</u> 8/24/15
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RESIGNATION

Capitano, Angela Special Ed-Adams MS	Paraeducator 1	<u>EFFECTIVE DATE</u> 8/18/15
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Guberman, Jesse Special Education	Speech Language Pathology Assistant	8/18/15
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Kaush, Vitali Rogers ES	Instructional Assistant - Classroom	8/18/15
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Nolen, Cherelle Franklin ES	Instructional Assistant - Classroom	8/27/15
Ratliff-Woods, Sheleita Special Ed-Grant ES	Paraeducator 1	9/3/15

MOTION MADE BY: Mr. Mechur

SECONDED BY: Dr. Tahvildaran-Jesswein

STUDENT ADVISORY VOTE: N/A

AYES: 6 (Lieberman, Escarce, Leon-Vazquez, Foster, Tahvildaran-Jesswein, Mechur)

NOES: 0

ABSENT: 1 (de la Torre)

TO: BOARD OF EDUCATION
 FROM: SANDRA LYON / MARK O. KELLY / MICHAEL COOL
 RE: CLASSIFIED PERSONNEL – MERIT

ACTION/CONSENT
 10/01/15

RECOMMENDATION NO. A.14

It is recommended that the following appointments for Classified Personnel (merit system) be approved and/or ratified. All personnel will be properly elected in accordance with District policies and salary schedules.

<u>NEW HIRES</u>		<u>EFFECTIVE</u>
<u>DATE</u>		
Arroyo, Alexandra SMASH	Inst Assistant - Classroom 5 Hrs/SY/Range: 18 Step: B	9/1/15
Azzariti, Annie McKinley ES	Inst Assistant - Classroom 2 Hrs/SY/Range: 18 Step: B	9/1/15
Reyes, Marilu Rogers ES	Inst Assistant - Classroom 3 Hrs/SY/Range: 18 Step: B	9/1/15
 <u>RE-EMPLOYMENT</u>		<u>EFFECTIVE DATE</u>
Yashar, Yazita Special Ed-Cabrillo ES	Paraeducator 1 6 Hrs/SY/Range: 20 Step: F	8/19/15
 <u>SUMMER ASSIGNMENTS</u>		<u>EFFECTIVE DATE</u>
Hunter, Katherine Special Education	Occupational Therapist Not to exceed: 4 Hrs	7/22/15
Striff, Jill Special Education	Occupational Therapist Not to exceed: 4 Hrs	7/22/15
 <u>TEMP/ADDITIONAL ASSIGNMENTS</u>		<u>EFFECTIVE DATE</u>
Acevedo, Roger Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Acevedo, Roger Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Adams, Toni Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Adams, Toni Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Adeyemi, Latrina Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Alonzo, Sergio Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Alonzo, Sergio	Gardener	7/1/15-6/30/16

Facility Use	[overtime; Facility Use events]	
Alvarez, Jose Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Ausman, Devon Facility Use	Technical Theater Technician [overtime; Facility Use events]	7/1/15-6/30/16
Avina, Fernando Operations	Sprinkler Repair Technician [overtime; grounds support]	7/1/15-6/30/16
Bautista, Julienne Facility Use	Sports Facility Attendant [additional hours; Facility Use events]	7/1/15-6/30/16
Bautista, Julienne Facility Use	Sports Facility Attendant [overtime; Facility Use events]	7/1/15-6/30/16
Berry, Andrew Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Bolan, Anette Facility Use	Administrative Assistant [overtime; Facility Use events]	7/1/15-6/30/16
Bolan, Anette Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Bonilla, Leroy Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Bonilla, Leroy Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Brown, Edward Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Brown, Edward Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Burdick, Barton Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Burleigh, David Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Burleigh, David Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Burrell, Catherine Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Burrell, Catherine Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Burris, Sarah Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Burris, Sarah Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Cage, Ramondo	Custodian	7/1/15-6/30/16

Facility Use	[overtime; Facility Use events]	
Cage, Ramondo Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Cage, Ramondo Santa Monica HS	Custodian [overtime; custodial support]	8/24/15-6/30/16
Calderon, Bianca Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Capra, Lucas Facility Use	Technical Theater Technician [additional hours; Facility Use events]	7/1/15-6/30/16
Carter, Amber Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Ceccarelli, Alan Facility Use	Technical Theater Coordinator [overtime; Facility Use events]	7/1/15-6/30/16
Cervantes, Tracy Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Cervantes, Tracy Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Cobbs, Rufus Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Cobbs, Rufus Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Coleman, Brandon Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Coleman, Deval Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Cooper, Raymond Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Cornejo, Natalie Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Curtis, Kathleen Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Curtis, Kathleen Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Davis, Anthony Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Davis, Anthony Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Day, Wayne Facility Use	Lead Custodian [overtime; Facility Use events]	7/1/15-6/30/16
De la Rosa, Johanna	Bilingual Community Liaison	8/26/15-8/28/15

Lincoln MS	[overtime; parent survey translation]	
Deanda, Richard Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Delgadillo, Christina Roosevelt ES	Senior Office Specialist [additional hours; clerical support]	8/13/15-6/5/16
Dilworth, Shunise Food and Nutrition Services	Cafeteria Worker I [additional hours; cafeteria support]	8/19/15-6/9/16
Dominguez, Cheny Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Dominguez, Cheny Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Etchison, Chauncey Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Flores, Maria Roosevelt ES	Senior Office Specialist [overtime; clerical support]	8/13/15-6/5/16
Frazier, Ashley Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Frazier, Ashley Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Frias, Angel Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Frias, Angel Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Fuentes, Mario Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Fuentes, Mario Operations	Gardener [additional hours; grounds support]	7/1/15-6/30/16
Fuller, Charesse Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Fuller, Charesse Lincoln MS	Custodian [overtime; custodial support]	9/1/15-6/30/16
Gaylor, Amanda Fiscal Services	Office Specialist [additional hours; clerical support]	9/8/15-6/30/16
Godinez, Octavio Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Goldberg, Hayden Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Gomez, Jack Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16

Gonzalez, Arturo Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Gonzalez, Arturo Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Gonzalez, Hector Operations	Sprinkler Repair Technician [overtime; grounds support]	7/1/15-6/30/16
Gonzalez, Jose Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Gonzalez, Jose Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Gonzalez, Jose Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Gonzalez, Jose Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Gonzalez, Martha Food and Nutrition Services	Cafeteria Worker I [additional hours; cafeteria support]	8/19/15-6/9/16
Gonzalez, Xavier Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Gonzalez, Xavier Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Green, Doshawn Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Greene, Milton Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Guardado, Francisco Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Guardado, Francisco Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Guardado, Francisco Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Haro, Frank Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Harris, Eddie Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Harris, Richard Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Harris, Richard Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Hart, Walter Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16

Haywood, Chanel Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Heiderman, Daniel Facility Use	Utility Worker [overtime; Facility Use events]	7/1/15-6/30/16
Hernandez, Johnny Facility Use	Technical Theater Technician [additional hours; Facility Use events]	7/1/15-6/30/16
Hernandez, Yolanda Health Services-Webster ES	Health Office Specialist [additional hours; health office support]	8/20/15-6/9/16
Honore, Crystal Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Hughes, Michael Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Hughes, Michael Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Isaac, Arthur Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Jackson, Michael Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Jala, Ariel Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Jimenez, Paul Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Johnson, Joel Facility Use	Technical Theater Technician [overtime; Facility Use events]	7/1/15-6/30/16
Jones, Bronden Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Jones, Bronden Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Jones, Chancy Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Jones, Mashawnda Health Services-McKinley ES	Health Office Specialist [additional hours; health office support]	8/20/15-9/2/15
Joseph, Stephen Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Joseph, Stephen Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Klee, Hilary Lincoln MS	Instructional Assistant – Music [additional hours; orchestra support]	8/20/15-6/9/16
Klenk, Heather	Instructional Assistant – Music	8/20/15-6/9/16

Lincoln MS	[additional hours; band support]	
Lampley, Keyona Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Lew, Shawn Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Lindsey, Gary Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Lindsey, Gary Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Longstreet, Willie Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Lopez, Manuel Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Lopez, Manuel Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Lopez, Manuel Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Lyons, Robert Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Mamon, Stephaniee Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Mangum, Don Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Martin, Charles Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Martinez, Angelina Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Martinez, Santiago Facility Use	Technology Support Assistant [overtime; Facility Use events]	7/1/15-6/30/16
McKeever, Devon Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
McKinley, Tyrone Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
McKinley, Tyrone Facility Use	Swimming Instructor-Lifeguard [overtime; Facility Use events]	7/1/15-6/30/16
Miller, Maurice Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Miller, Maurice Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16

Miller, Maurice Santa Monica HS	Custodian [overtime; custodial support]	8/24/15-6/30/16
Miller, Melvyn Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Miller, Melvyn Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Montes, Julio Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Mora, Vicente Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Mora, Vicente Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Morales, Steve Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Morales, Steve Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Morrison, Robert Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Murray, April Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Nixon, Robert Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Noh, Josephine Facility Use	Swimming Instructor-Lifeguard [additional hours; Facility Use events]	7/1/15-6/30/16
Nunez, Sherry Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Orozco, Abel Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Orozco, Cecilia Food and Nutrition Services	Cafeteria Worker I [additional hours; cafeteria support]	8/19/15-6/9/16
Orozco, Eugene Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Ortiz, Alma Food and Nutrition Services	Cafeteria Worker I [additional hours; cafeteria support]	8/19/15-6/9/16
Part, Brian Facility Use	Sports Facility Coordinator [overtime; Facility Use events]	7/1/15-6/30/16
Patterson, Pete Facility Use	Technology Support Assistant [overtime; Facility Use events]	7/1/15-6/30/16
Perchlak, James Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16

Perchlak, James Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Plascencia, Henry Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Plascencia, Henry Facility Use	Lead Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Preciado, Daniel Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Preciado, Daniel Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Quintana, Anthony Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Quintero Alvarado, Hector Facility Use	Technical Theater Technician [additional hours; Facility Use events]	7/1/15-6/30/16
Rangel Ramirez, Eduardo Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Rangel Ramirez, Eduardo Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Rascon, Jesse Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Reyes, Marybel Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Reyes, Marybel Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Reynoso, Ivan Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Rodriguez, Sergio Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Rugamas Castro, Angel Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Rugamas Castro, Angel Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Sargent, Darren Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Sargent, Darren Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Schenker, Allison Facility Use	Technical Theater Technician [additional hours; Facility Use events]	7/1/15-6/30/16

Sebastiani, Guido Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Sebastiani Pozu, Juan Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Selva, Marco Facility Use	Technical Theater Technician [additional hours; Facility Use events]	7/1/15-6/30/16
Sheppard, Billy Facility Use	Sports Facility Attendant [additional hours; Facility Use events]	7/1/15-6/30/16
Sheppard, Billy Facility Use	Sports Facility Attendant [overtime; Facility Use events]	7/1/15-6/30/16
Sinai, Farimah Facility Use	Accounting Assistant II [overtime; Facility Use events]	7/1/15-6/30/16
Smith, Christopher Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Smith, Dunell Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Smith, Terry Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Solis, Robert Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Soto, Sara Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Suaste, Eduardo Facility Use	Lead Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Tangum, Cathy Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Tapia, Giovanni Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Tapia, Giovanni Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Tate, Jarell Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Tate, Jarell Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Tate, Wiley Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Tate, Wiley Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Tate, Wiley Malibu HS	Custodian [overtime; custodial support]	8/24/15-6/30/16

Taylor, Inelle Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Taylor, Inelle Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Tjaden, Jeremy Facility Use	Gardener [additional hours; Facility Use events]	7/1/15-6/30/16
Tjaden, Jeremy Facility Use	Gardener [overtime; Facility Use events]	7/1/15-6/30/16
Torres, Jose Facility Use	Utility Worker [overtime; Facility Use events]	7/1/15-6/30/16
Vasquez, Graciela Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Venable, Mark Rogers ES	Custodian [overtime; Facility Use events]	8/19/15
Venable, Shelton Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Venable, Terance Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Viesca, Joseph Operations	Custodian [additional hours; custodial support]	7/1/15-6/30/16
Viesca, Joseph Operations	Custodian [overtime; custodial support]	7/1/15-6/30/16
Villasenor, Luis Facility Use	Custodian [overtime; Facility Use events]	7/1/15-6/30/16
Wakefield, Donita Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Wakefield, Donita Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Walton, James Facility Use	Sports Facility Attendant [additional hours; Facility Use events]	7/1/15-6/30/16
Walton, James Facility Use	Sports Facility Attendant [overtime; Facility Use events]	7/1/15-6/30/16
Washington, Chanee Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Webber, Walter Facility Use	Sports Facility Attendant [additional hours; Facility Use events]	7/1/15-6/30/16
Webber, Walter Facility Use	Sports Facility Attendant [overtime; Facility Use events]	7/1/15-6/30/16
White, Robert	Sports Facility Attendant	7/1/15-6/30/16

Facility Use	[overtime; Facility Use events]	
Wilson, Stanley Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Wilson, Terry Facility Use	Campus Security Officer [additional hours; Facility Use events]	7/1/15-6/30/16
Wilson, Terry Facility Use	Campus Security Officer [overtime; Facility Use events]	7/1/15-6/30/16
Wishart, William Facility Use	Media Services Coordinator [overtime; Facility Use events]	7/1/15-6/30/16

SUBSTITUTES

EFFECTIVE DATE

Alvarez, Amanda Special Education	Paraeducator 1	8/20/15-6/9/16
Arreda, Kenia Food and Nutrition Services	Cafeteria Worker I	8/20/15-6/9/16
Atashbar, Molouk Special Education	Paraeducator 1	8/20/15-6/9/16
Boradeh, Fattaneh Special Education	Paraeducator 1	8/20/15-6/9/16
Chang, Soyun Special Education	Paraeducator 1	8/20/15-6/9/16
Coleman, Daniel Webster ES	Instructional Assistant - Classroom	8/20/15-6/9/16
Colula, Moncada Special Education	Paraeducator 3	8/20/15-6/9/16
Cruz, Stephen Special Education	Paraeducator 1	8/20/15-6/9/16
Escobar, Evanny Special Education	Paraeducator 1	8/20/15-6/9/16
Gardner, Rodney Special Education	Paraeducator 1	8/20/15-6/9/16
Gomes, Qiseana Special Education	Paraeducator 2	8/20/15-6/9/16
Gonzales, Rosalinda Special Education	Paraeducator 1	8/20/15-6/9/16
Gonzalez, Diane Special Education	Paraeducator 1	8/20/15-6/9/16
Gonzalez, Diane Special Education	Paraeducator 2	8/20/15-6/9/16
Gorte, Lazaro Special Education	Paraeducator 1	8/20/15-6/9/16

Guzman, Yelena Special Education	Paraeducator 1	8/20/15-6/9/16
Hansberry, Felicia Special Education	Paraeducator 1	8/20/15-6/9/16
Hong, Grace McKinley ES	Instructional Assistant - Classroom	8/26/15-6/9/16
Hutchinson, Joan Special Education	Paraeducator 1	8/20/15-6/9/16
Klinger, Evan Special Education	Paraeducator 1	8/20/15-6/9/16
Navarrete, Tonantzin Special Education	Paraeducator 1	8/20/15-6/9/16
Pineda, Balbuena Special Education	Paraeducator 1	8/20/15-6/9/16
Pineda, Balbuena Special Education	Paraeducator 2	8/20/15-6/9/16
Rabbani, Susan Special Education	Paraeducator 1	8/20/15-6/9/16
Sadjadpour, Sarah Special Education	Paraeducator 1	8/20/15-6/9/16
Shamsian, Dalia Special Education	Paraeducator 1	8/20/15-6/9/16
Simonian, Patricia Special Education	Paraeducator 1	8/20/15-6/9/16
Stephens, Joe Special Education	Paraeducator 1	8/20/15-6/9/16
Vandermeyden, Marike Special Education	Paraeducator 1	8/20/15-6/9/16
Vandermeyden, Marike Special Education	Paraeducator 2	8/20/15-6/9/16
Ward, Allison Special Education	Paraeducator 1	8/20/15-6/9/16
Williams, Sherrevia McKinley ES	Instructional Assistant - Classroom	8/26/15-6/9/16
Zavala, Kristen Special Education	Paraeducator 1	8/20/15-6/9/16

CHANGE IN ASSIGNMENT

Berman, Terri
Franklin ES
Instructional Assistant - Classroom
3.75 Hrs/SY
From: 3 Hrs/SY/Franklin ES

EFFECTIVE DATE

9/2/15

Butler, Tamara Special Ed-Muir ES	Paraeducator 3 4 Hrs/SY From: 3.5 Hrs/SY/Special Ed-Muir ES	8/19/15
Fuller, Charesse Operations	Custodian 8 Hrs/12 Mo From: 5 Hrs/12 Mo/Operations	9/1/15
Gauntt, Deborah Transportation	Bus Driver 8 Hrs/10 Mo From: 7.75 Hrs/10 Mo/Transportation	8/31/15
Gonzalez, April Special Ed-Santa Monica HS	Paraeducator 1 6.26 Hrs/SY From: 6 Hrs/SY/Special Ed-Santa Monica HS	8/19/15
Hernandez, Steven Special Ed-Santa Monica HS	Paraeducator 1 6.33 Hrs/SY From: 6.2 Hrs/SY/Special Ed-Santa Monica HS	8/19/15
Johnson, Keri Special Ed-Santa Monica HS	Paraeducator 3 6.4 Hrs/SY From: 6.2 Hrs/SY/Special Ed-Santa Monica HS	8/19/15
Payton, Tawny Special Ed-Santa Monica HS	Paraeducator 3 6.33 Hrs/SY From: 6.2 Hrs/SY/Special Ed-Santa Monica HS	8/19/15
Reid, Shuntoria Special Ed-Santa Monica HS	Paraeducator 3 6.33 Hrs/SY From: 6.2 Hrs/SY/Special Ed-Santa Monica HS	8/19/15
Stucchi, Juanita Edison ES	Instructional Assistant - Bilingual 3.5 Hrs/SY From: 3 Hrs/SY/Edison ES	8/19/15
Wade, Byron Special Ed-Santa Monica HS	Paraeducator 3 6.33 Hrs/SY From: 6.2 Hrs/SY/Special Ed-Santa Monica HS	8/19/15

INVOLUNTARY TRANSFER

EFFECTIVE DATE

Capitano, Carol Special Ed-Lincoln CDS	Paraeducator 1 6 Hrs/SY From: 6 Hrs/SY/Special Education-Floater	8/19/15
Dixon, Crystal Special Ed-Adams MS	Paraeducator 1 6 Hrs/SY From: 6 Hrs/SY/Special Ed-Grant ES	8/19/15
Gonzalez, Monica Special Ed-Santa Monica HS	Paraeducator 3 7.2 Hrs/SY From: 7.2 Hrs/SY/Special Ed-Lincoln MS	8/19/15
Griego, Nicholas Special Ed-McKinley ES	Paraeducator 3 6 Hrs/SY From: 6 Hrs/SY/Special Ed-Franklin ES	8/19/15
Hills, Kevin	Paraeducator 1	8/19/15

Special Ed-Lincoln MS	6 Hrs/SY From: 6 Hrs/SY/Special Ed-SMASH	
Howard, Leslie Special Ed-Rogers ES	Paraeducator 1 6 Hrs/SY From: 6 Hrs/SY/Special Ed-Webster ES	8/19/15
Licassi, Juliana Special Ed-Pine Street	Paraeducator 1 5.75 Hrs/SY From: 5.75 Hrs/SY/Special Ed-Lincoln CDS	8/19/15
Mena, Mariam Special Ed-SMASH	Paraeducator 1 6 Hrs/SY From: 6 Hrs/SY/Special Ed-Lincoln MS	8/19/15

LEAVE OF ABSENCE (PAID)

EFFECTIVE DATE

Badillo, Abraham Edison ES	Physical Activities Specialist Child Care	9/15/15-10/9/15
Bravo, Richard Roosevelt ES	Custodian CFRA Leave	9/15/15-10/5/15
Calvert, Cheryl Pt. Dume ES	Instructional Assistant - Classroom Medical	9/1/15-10/1/15
Gevorkyan, Arutyun Transportation	Vehicle and Equipment Mechanic CFRA Leave	8/24/15-9/15/15
Gutierrez, Adriana McKinley ES	Physical Activities Specialist Medical	9/4/15-11/1/15
Hurtado, Renee Special Ed-McKinley ES	Paraeducator 2 Medical	8/19/15-2/23/16
Korduner, Justin Special Ed-Santa Monica HS	Paraeducator 1 Medical	8/19/15-9/23/15
Mena, Mariam Special Ed-SMASH	Paraeducator 1 Medical	9/4/15-10/5/15
Padilla, Gloria Special Ed-Santa Monica HS	Paraeducator 1 Medical	8/19/15-1/2/16
Perez, Maria Olympic HS	Custodian Medical	9/4/15-9/18/15
Shafiey, Mahvash Santa Monica HS	Job Development Placement Specialist FMLA Leave	9/24/15-9/30/15
Stewart, April Special Education	Paraeducator 3 Medical	8/19/15-2/18/16
Ward, Melvin Special Ed-Roosevelt ES	Paraeducator 1 Medical	8/19/15-10/31/15
Yi, Renee Special Ed-Malibu HS	Paraeducator 3 Maternity	12/4/15-1/17/16

LEAVE OF ABSENCE (UNPAID)

		<u>EFFECTIVE DATE</u>
Mock, Christopher Special Ed-Franklin ES	Paraeducator 3 CFRA Leave	9/9/15-9/22/15
Perchlak, Stanley Maintenance	Carpenter Intermittent FMLA Leave	7/1/15-6/30/16
Yi, Renee Special Ed-Malibu HS	Paraeducator 3 CFRA Leave	1/18/16-3/28/16

PROFESSIONAL GROWTH

		<u>EFFECTIVE DATE</u>
Chew, Jenny Santa Monica HS	Administrative Assistant	9/1/15
Lampert, Elizabeth Child Development Services	Accountant	10/1/15
Matos, Lorena Facility Improvement Projects	Facility Technician	10/1/15
Soloway, Beth Malibu HS	Senior Office Specialist	10/1/15

WORKING OUT OF CLASS

		<u>EFFECTIVE DATE</u>
Upton, Carey Business Services	Executive Director of FMO From: Director of Theater Operations and Facility Permits	8/14/15-11/14/15

RESIGNATION

		<u>EFFECTIVE DATE</u>
Lindsey, Gary Operations	Custodian	9/18/15
Lucero, Amy Child Develop Svcs-Washington West	Children's Center Assistant 2	9/25/15
Murillo, Joel Operations	Custodian	9/18/15
Nishi, Alexandra Special Education	Occupational Therapist	9/15/15
Valadez, Johanna Rogers ES	Instructional Assistant - Classroom	9/9/15

MOTION MADE BY: Mr. Mechur

SECONDED BY: Dr. Escarce

STUDENT ADVISORY VOTE: N/A

AYES: 6 (Lieberman, Escarce, de la Torre, Leon-Vazquez, Foster, Mechur)

NOES: 0

ABSENT: 1 (Tahvildaran-Jesswein)

TO: BOARD OF EDUCATION ACTION/CONSENT

09/17/15

FROM: SANDRA LYON / MARK O. KELLY / MICHAEL COOL

RE: CLASSIFIED PERSONNEL – NON-MERIT

RECOMMENDATION NO. A.14

It is recommended that the following be approved and/or ratified for Classified Personnel (Non-Merit). All personnel assigned will be properly elected on a temporary basis to be used as needed in accordance with District policies and salary schedules.

COACHING ASSISTANT

Goldberg, Hayden	Malibu HS	7/1/15
Romano, James	Malibu HS	7/27/15
Zweig, Marie	Malibu HS	7/1/15

NOON SUPERVISION AIDE

Cajas, Debbie	Roosevelt ES	8/20/15-6/9/16
De Leon, Adrien	Adams MS	8/20/15-6/9/16
Field, Larissa	McKinley ES	8/19/15-6/9/16
Flores, Jesus	McKinley ES	8/19/15-6/9/16
Gallardo, Irma	Adams MS	8/20/15-6/9/16
Grant, Carol	Adams MS	8/20/15-6/9/16
Gunasekara, Chandra	Adams MS	8/20/15-6/9/16
Jackson, Jessica	Grant ES	8/24/15-6/9/16
Moore, Tenisha	Adams MS	8/20/15-6/9/16
Motoyama Hughes, Patricia	Roosevelt ES	8/20/15-6/9/16
Mulligan, Tiffany	Cabrillo ES	8/20/15-6/9/16
Reaber, Winifred	Grant ES	8/20/15-6/9/16
Roe, Jennifer	Roosevelt ES	8/20/15-6/9/16
Valdivia, Victoria	Adams MS	8/20/15-6/9/16

EDUCATIONAL SPECIALIST – LEVEL I

Lauerman, Nena	Malibu HS [Community Service Coordinator] - Funding: Formula & Old Tier III Gifts Malibu Shark	8/13/15-6/30/16
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Fund

TECHNICAL SPECIALIST – LEVEL II

Anderson, Jody	Santa Monica HS [Colorguard Instructor] - Funding: Unrestricted Source	7/1/15-6/30/16
Bill, Andrew	Santa Monica HS [Percussion Instructor] - Funding: Santa Monica Arts Parents Association	7/1/15-6/30/16
Gonzalez, Juan	Santa Monica HS	7/1/15-6/30/16

	[Colorguard Instructor] - Funding: Santa Monica Arts Parents Association	
Ostrovsky, Julianna	SMASH [Visual Arts Instructor] - Funding: SMMEF: Stretch Grant	8/24/15-5/23/16
Pace, Kristy	SMASH [Performing Arts Instructor] - Funding: SMMEF: Stretch Grant	8/24/15-5/23/16
Stone, Marcus	Santa Monica HS [Marching Band Instructor] - Funding: Santa Monica Arts Parents Association	8/26/15-6/9/16

TECHNICAL SPECIALIST – LEVEL III

Dress, Stephen	Santa Monica HS [Bass Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16
Flanagan Lysy, Margaret	Santa Monica HS [Violin Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16
Kumar, Harish	Santa Monica HS [Bass Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16
Lamell, Guido	Santa Monica HS [Violin Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16
Moerschel, Josephine	Santa Monica HS [Viola Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16
Reaves, Teag	Santa Monica HS [French Horn Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16
Strand-Polyak, Lindsey	Santa Monica HS [Viola Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16
Tyler, Charles	Santa Monica HS [Cello Instructor] - Funding: Santa Monica Arts Parents Association	8/24/15-6/30/16

MOTION MADE BY: Mr. Mechur
 SECONDED BY: Dr. Tahvildaran-Jesswein
 STUDENT ADVISORY VOTE: N/A
 AYES: 6 (Lieberman, Escarce, Leon-Vazquez, Foster, Tahvildaran-Jesswein, Mechur)
 NOES: 0
 ABSENT: 1 (de la Torre)

Guthrie, Stephanie	Cabrillo ES [Mindfulness Training] - Funding: City of Malibu	8/13/15-8/15/15
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Guthrie, Stephanie	Cabrillo ES [Computer Lab Support] - Funding: Formula & Old Tier III	9/1/15-6/9/16
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TECHNICAL SPECIALIST – LEVEL II

Stout, Larry	Facility Use [Technical Services] - Funding: Permits	7/1/15-6/30/16
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TECHNICAL SPECIALIST – LEVEL III

Senchuk, Peter	Lincoln MS [Brass Instructor] - Funding: Gifts – Band and Orchestra Fund	8/20/15-6/9/16
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Weaver, Kelly	Lincoln MS [Percussion Instructor] - Funding: Gifts – Band and Orchestra Fund	8/20/15-6/9/16
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MOTION MADE BY: Mr. Mechur
SECONDED BY: Dr. Escarce
STUDENT ADVISORY VOTE: N/A
AYES: 6 (Lieberman, Escarce, de la Torre, Leon-Vazquez, Foster, Mechur)
NOES: 0
ABSENT: 1 (Tahvildaran-Jesswein)

**SANTA MONICA – MALIBU UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION
MEETING CALENDAR
2015 – 2016**

Date	Time	Location	Notes
2015			
July 14, 2015	4:00 p.m.	Board Room – District Office	
August 11, 2015	4:00 p.m.	Board Room – District Office	
September 8, 2015	4:00 p.m.	Board Room – District Office	
October 13, 2015	4:00 p.m.	Board Room – District Office	
November 10, 2015	4:00 p.m.	Board Room – District Office	
December 8, 2015	4:00 p.m.	Board Room – District Office	
2016			
January 12, 2016	4:00 p.m.	Board Room – District Office	
February 9, 2016	4:00 p.m.	Board Room – District Office	
February 2016	Daily Conference	TBD	CSPCA 2016 Annual Conference
March 8, 2016	4:00 p.m.	Board Room – District Office	
April 12, 2016	4:00 p.m.	Board Room – District Office	2016–17 Budget Discussion and Development,
May 10, 2016	3:00 p.m.	Board Room – District Office	Classified Employees Appreciation Reception
May 10, 2016	4:45 p.m.	Board Room – District Office	2016-17 Budget Adoption
June 14, 2016	4:00 p.m.	Board Room – District Office	

SMMUSD Board of Education Meeting Schedule 2015-16

Closed Session begins at 4:30pm
Public Meetings begin at 5:30pm

July through December 2015					
Month	1 st Thursday	2 nd Thursday	3 rd Thursday	4 th Thursday	Special Note:
July			7/15* DO		*Wednesday, 7/15
August		8/12* DO			*Wednesday: 8/12 First day of school: 8/20
September	9/2* DO		9/17 DO	9/29*	*Wednesday: 9/2 *9/29: Board visits LMS pathway schools
October	10/1 M	10/8*	10/13* 10/15 DO	10/22*	*10/8: Board visits MHS pathway schools *10/13: Board visits JAMS pathway schools *10/22: Board visits Samohi & Olympic
November	11/5 M		11/19 DO		Thanksgiving: 11/26-27
December		12/10 DO		winter break	
Winter Break: December 21 – January 1					
January through June 2016					
Winter Break: December 21 – January 1					
January	1/7* DO		1/21 DO		*1/7: Special Meeting
February	2/4 M		2/18 DO		
March	3/3 DO		3/17 M	spring break	
Spring Break: March 21 – April 1					
April	4/7* DO	4/14 DO			
May	5/5 M		5/19 DO		
June	6/2 DO			6/22* DO 6/29* DO	Last day of school: 6/9 *6/22: Special Meeting (Wed.) *Wednesday: 6/29

District Office (DO): 1651 16th Street, Santa Monica.
 Malibu City Council Chambers (M): 23815 Stuart Ranch Road, Malibu, CA

VI. Personnel Commission Business:

A. Future Items:

Subject	Action Steps	Tentative Date
Merit Rule Revisions	-Second Reading and Approval of Changes to Merit Rules: <i>Chapter III: Classification</i>	November 2015
	Future direction of Merit Rules revisions pending October 21, 2015 Advisory Rules Committee meeting	

VII. Next Regular Personnel Commission Meeting:

Tuesday, November 10, 2015 at 4:00 pm - *District Office Board Room*

VIII. Public Comments for Closed Session Items Only:

IX. Closed Session:

X. Adjournment: