



LETTER OF INVITATION REQUEST FOR PROPOSAL

The Clovis Unified School District, Business Services Division, invites proposals from qualified vendors to conduct a salary compensation study as described in the attached Request for Proposal (RFP).

To Whom It May Concern:

The Clovis Unified School District (DISTRICT) invites you to submit a proposal for provision of services for a Compensation and Reclassification Study.

The DISTRICT intends to award a contract with a maximum not to exceed amount for the subject services.

An original and four (4) copies of your proposal must be received no later than 5:00 P.M. local time at the following location:

RFP: Compensation and Reclassification Study

Attention: Janet Young, Ed.D.
Clovis Unified School District
1450 Herndon Avenue
Clovis, CA 93611

Transmittals should be addressed as indicated in Section III of this Request for Proposal. If you have any questions, please contact Michael Johnston, Assistant Superintendent of Business Services at (559) 327-9127.

Sincerely,

Michael Johnston
Assistant Superintendent
Business Services

cc: Janet Young
Roxanne Braswell

Governing Board

Sandra A. Bengel
Brian D. Heryford
Ginny Hovsepien
Richard Lake, C.P.A.
Elizabeth J. Sandoval
Jim Van Volkinburg, D.D.S.
Susan M. Walker, D.H.Sc.

Administration

Terry Bradley, Ed.D.
Superintendent
Daniel E. Kaiser, Ed.D.
Deputy Superintendent
Steve Ward
Associate Superintendent
Janet Young, Ed.D.
Associate Superintendent
Michelle Steagall, Ed.D.
Chief Curriculum Officer

Clovis Unified School District

Request for Proposal – Compensation and Reclassification Study

I. PURPOSE OF REQUEST

The Clovis Unified School District (“District”) is requesting proposals from firms or individuals interested, experienced and knowledgeable in preparing and conducting compensation and reclassification studies.

The purpose of the compensation/reclassification study is to examine both internal and external compensation levels to effectively recruit and retain the best employees.

The District’s needs are outlined in the following Request for Proposal (“RFP”).

II. TIME SCHEDULE

The District plans to adhere to the following timetable as closely as possible, which should result in a selection of a firm by September 29, 2008.

Issue RFP	August 15, 2008
Deadline for Submittal of Proposals	September 12, 2008
Selection of Firms for Interview	September 17, 2008
Consultant Interviews/Contract Negotiations	September 22-26, 2008
Notify Recommended Firm	September 29, 2008
Governing Board Approval	October 8, 2008

III. INSTRUCTIONS TO PROPOSERS

A. All proposals should be mailed to:

Janet Young, Ed.D.
Associate Superintendent, Human Resources
Clovis Unified School District
1450 Herndon Avenue
Clovis, California 93611-0599
Contact number: (559) 327-9308

B. All proposals must be in a sealed envelope and clearly marked in the lower left-hand corner: “Compensation and Reclassification Study RFP”

C. All proposals must be received by 5:00 p.m. PST on Friday, September 12, 2008, at which time they will be opened. Five (5) copies of the proposal must be submitted. No faxed, emailed or telephone proposals will be accepted.

D. Proposals should be prepared simply and economically, providing a straight forward, concise description of provider capabilities to satisfy the requirements of the request. Special bindings, colored displays, promotional materials, etc. are acceptable but not required. Emphasis should be on completeness and clarity of content. Use of recycled paper for requests and any printed or photocopied material created pursuant to a contract with the District is desirable whenever practicable. Use of both sides of paper sheets for any submittals to the District is desirable whenever practicable.

- E. The Associate Superintendent for Human Resources Dr. Janet Young, or her representative, will notify the recommended firm by September 29, 2008.
- F. All proposals must be prepared in the order shown below and must include the information requested:
 - a. A brief description of the firm including the names of individuals who will be working on the project and their areas of responsibility.
 - b. A description of the specific experiences of individuals relative to the proposed project.
 - c. A proposed outline of tasks, products, and project schedule, including the number of hours required to complete each task or product. Please identify milestones and when leadership briefings and meetings with representatives of employee groups are proposed.
 - d. The proposed fee to complete all tasks related to the study as described in Section V. The District desires that the proposed fee be all inclusive, meaning that document preparation, mailing costs, fax costs, Internet research fees, telephone calls, meeting attendance, and travel be included in the proposed fee. However, the District will consider a proposal that does not include travel costs as long as the proposal includes a "cost not to exceed" for travel expenses.
 - e. A description of experiences that are similar to this project, including the scope of prior projects, with an emphasis on similar projects completed for unified school districts in California.
 - f. References from similar projects, including contact names, addresses, e-mail addresses, and telephone numbers for each.
 - g. A fully completed proposal form (see attached) signed by a member of the firm who is authorized to sign contracts on behalf of the firm.

IV. SELECTION CRITERIA

<u>Factor</u>	<u>Weight Given</u>
1. Responsiveness of the written proposal to the purpose and scope of service	20%
2. Price	30%
3. Ability and history of successfully completing contracts of this type, meeting projected deadlines, and experience in similar work	<u>50%</u>
Total Criteria Weight	100%

Each proposal will be independently evaluated on factors 1 through 3.

V. BACKGROUND

Located halfway between Los Angeles and San Francisco, the Fresno/Clovis area lies at the foot of the Sierra Nevada, in the geographical and economic heart of the agriculture-rich San Joaquin Valley.

The Clovis Unified School District is a K-12 public school system that serves the cities of Clovis and Fresno, some unincorporated areas of Fresno County, and the rural community of Friant. The District covers approximately 198-square miles, and has a student population approaching 38,000. As of August 15, 2008, the District's employee groups are comprised as follows:

Employee Group	# of Employees	Length of Work Year	# of Positions
Business Support	1169	135-223 duty days	142
Certificated	1718	186-195 duty days	102
Certificated Management	328	186-229 duty days	55
Classified Management	143	186-229 duty days	61
Contracted Administrators	17	220-229 duty days	17
Operations	464	10-12 months	49
TOTAL	3839		426

Attached is an Appendix which includes detailed information regarding each employee group outlined above. Also included in the Appendix is a copy of the District's current salary schedules and ranges for each employee group.

VI. EXPECTATIONS OF THE FIRM SELECTED TO COMPLETE THE STUDY

The District is interested in engaging a consultant to conduct a compensation and reclassification study/analysis of the following employee groups: classified, classified management, certificated, certificated management, and contracted leadership. The District conducted a classified reclassification study in 2005, which entailed reviewing and revising job descriptions and pay grades as necessary. The most recent compensation study for certificated employees was conducted in 1998.

VII. SCOPE OF SERVICES

1. Provide professional services to evaluate and analyze the District's current compensation structure, taking into consideration the appropriate length of work year especially for certificated management employees, and to design, develop, and implement an appropriate and competitive position compensation system for the employee groups included in this study.
2. Review existing job descriptions to determine if any changes need to be made to the existing job descriptions, new job descriptions created, and/or any existing job descriptions eliminated.
3. Communicate and conduct a job reclassification study for classified staff and managers as determined by, but not limited to, the following minimum considerations:

- Organizational changes which have caused significant increases in job skills required to complete current job duties and responsibilities.
 - Job qualifications and/or career paths are different than stated in the current descriptions.
 - New supervisory duties require a position to be considered “Exempt” from over-time under the Fair Labor Standards Act (FLSA).
4. Establish a process and product for establishing appropriate salary steps and grades for future positions.
 5. Present findings and recommendations, including written and oral reports, to the Superintendent’s Cabinet and Governing Board.
 6. Provide estimated cost scenarios, including the cost to fully implement the compensation proposal and reclassification study in Year 1, and the cost to phase in the proposal over a number of years.

VIII. TIME LINE

- Phase I (Complete by December 1, 2008)
 1. Complete an evaluation and analysis of the District’s needs, including compensation philosophy and policies.
 2. Provide an objective classification ranking of each position and the provision of internal compensation equity.
- Phase II (Complete by February 2, 2009)
 1. Complete a wage/labor market survey.
 2. Complete an analysis of supporting data for the development of a compensation structure while ensuring internal and external equity.
 3. Recommend a system to determine reclassification and/or compensation changes.
- Phase III (Two-year period starting from the District’s acceptance of the final report)
 1. Provide ongoing consultation and support via telephone.
 2. Provide at least two training sessions as needed for implementation and maintenance of compensation system.

The District intends to select a consultant by September 29, 2008. Work is anticipated to begin by early October 2008 and completed by February 2009, with training completed in March 2009.

Clovis Unified School District

Proposal Letter/Certificate of Acceptance

PROPOSER _____

Janet Young, Ed.D.
Associate Superintendent, Human Resources
Clovis Unified School District
1450 Herndon Avenue
Clovis, California 93611-0599

In response to the Request for Proposal (RFP) – Compensation and Reclassification Study, for the Services, we the undersigned hereby declare that we have carefully read and examined the RFP documents, and hereby propose to perform the Scope of Services as required in the Contract with the Clovis Unified School District (DISTRICT).

This Contract is not exclusive. The DISTRICT expressly reserves the right to contract for performance of services such as those described herein through other Contractors.

The undersigned agrees to supply the Scope of Services at the costs indicated in its cost proposal if its Proposal is accepted within 120 days from the date specified in the RFP for receipt of proposals.

The undersigned has reviewed the RFP and conditions and agrees to accept all terms and conditions of the DISTRICT'S Request for Proposal unless otherwise noted in the proposal response. If recommended for Contract award, the undersigned agrees to execute a Contract that will be prepared by the DISTRICT for execution within 10 calendar days following Notification of Award. The DISTRICT will fully execute the contract subject to resolution of Protest filings, if any, and approval by the Governing Board, if required.

The undersigned acknowledges receipt, understanding, and full consideration of the following Addenda to the RFP Documents:

Addenda No. _____

Proposer represents that the following person is authorized to negotiate on its behalf with the DISTRICT in connection with this RFP:

Michael Johnston
Assistant Superintendent, Business Services
Clovis Unified School District
1450 Herndon Avenue
Clovis, California 93611-0599
Phone: 559-327-9127

The undersigned certifies that it has examined and is fully familiar with all of the provisions of the RFP Documents. The undersigned hereby agrees that the DISTRICT will not be responsible for any errors or omissions in these RFP Documents.

BY: _____	_____
Name of Firm	Name of Authorized Agent of Firm
_____	_____
Business Address	Title of Authorized Agent of Firm
_____	_____
City, State Zip Code	Signature of Authorized Agent of Firm
_____	_____
Telephone #	FAX #
_____	_____

APPENDIX

CERT MANAGEMENT

CERTIFICATED MANAGEMENT

POSITION	Total	CALENDAR	POSITION	Total
ADMINISTRATOR SPECIAL ASSIGN	1	CEMG 186	HEARING IMPAIRED SPECIALIST	2
ADMINISTRATOR, RESOURCE DEVELO	1		LANGUAGE SPEECH SPECIALIST	32
ASSISTANT DIRECTOR SPECIAL ED	1		RESOURCE TCH HEALTH & WELLNESS	1
ASST DIR ASSESS AND DEMOGRAPHI	1		SCHOOL NURSE	34
ASST DIR PSYCHOLOGICAL SERVICE	1	CEMG 186 Total		69
ASST DIRECTOR SSSA	1	CEMG 197	STUDENT ASSIST PROGRAM SPEC	1
COORD INS RCS & LIBRARY SVCS	1	CEMG 197 Total		1
COORDINATOR ADULT ED PROGRAMS	1	CEMG 198	DIRECTOR ACTIVITIES GR 7-12	1
COORDINATOR INSTRUCTION CBET	1		DIRECTOR OF ACTIVITIES	4
COORDINATOR NURSING SERVICES	1		DIRECTOR OF ATHLETICS	5
COORDINATOR PRESCHOOL AGE	1		GUIDANCE & LEARNING DIRECTOR	19
COORDINATOR SCHOOL AGE	1		GUIDANCE & LEARNING SPEC-CWA	1
COORDINATOR SCHOOL CAREER/ROP	1		GUIDANCE & LEARNING SPECIALIST	31
COORDINATOR VIS & PERF ARTS	1		GUIDANCE INSTRUCTIONAL SPEC	18
DEPUTY PRINCIPAL 7-12 ED CNTR	1		RESOURCE TEACHER SBCP	1
DEPUTY PRINCIPAL GRADE 7-12	1		RESOURCE TEACHER TITLE I	6
DEPUTY PRINCIPAL SECONDARY	4		SR GUIDANCE INSTRUCTIONAL SPEC	21
DIR SCHOOL SERV & STUDENT ATTE	1	CEMG 198 Total		107
DIRECTOR ACTIVITIES GR 7-12	1	CEMG 200	PROGRAM SPECIALIST SPECIAL ED	12
DIRECTOR ADULT & VOCATIONAL ED	1		PSYCHOLOGIST	37
DIRECTOR COCURRICULAR PROGRAMS	1		PSYCHOLOGIST INTERN	2
DIRECTOR FOR CHILD DEVELOPMENT	1	CEMG 200 Total		51
DIRECTOR OF ACTIVITIES	4	CEMG 205	GUIDANCE & LEARNING DIR ADULT	1
DIRECTOR OF ATHLETICS	5		LEARNING DIR CONTINUATION/I S	1
DIRECTOR OF NURSE, EDUCATION	1		LEARNING DIRECTOR INTERMEDIATE	8
DIRECTOR OF SPECIAL PROJECTS	1		LEARNING DIRECTOR, SECONDARY	17
DIRECTOR SELPA & PSYCH SERVICE	1		PRINCIPAL COMMUNITY DAY	1
GUIDANCE & LEARNING DIR ADULT	1		PRINCIPAL ELEMENTARY	31
GUIDANCE & LEARNING DIRECTOR	19	CEMG 205 Total		59
GUIDANCE & LEARNING SPEC-CWA	1	CEMG 210	COORDINATOR NURSING SERVICES	1
GUIDANCE & LEARNING SPECIALIST	31		COORDINATOR SCHOOL CAREER/ROP	1
GUIDANCE INSTRUCTIONAL SPEC	18		LEARNING DIR ED SERV & COUNSEL	1
HEARING IMPAIRED SPECIALIST	2		PRINCIPAL INTERMEDIATE	4
LANGUAGE SPEECH SPECIALIST	32		PRINCIPAL, ALTERNATIVE ED	1
LEARNING DIR CONTINUATION/I S	1	CEMG 210 Total		8
LEARNING DIR ED SERV & COUNSEL	1	CEMG 215	ASSISTANT DIRECTOR SPECIAL ED	1
LEARNING DIRECTOR ADULT ED	2		ASST DIR PSYCHOLOGICAL SERVICE	1
LEARNING DIRECTOR INTERMEDIATE	8		ASST DIRECTOR SSSA	1
LEARNING DIRECTOR, SECONDARY	17		COORD INS RCS & LIBRARY SVCS	1
PRIN GRADE 7-12	1		COORDINATOR ADULT ED PROGRAMS	1
PRINCIPAL COMMUNITY DAY	1		COORDINATOR INSTRUCTION CBET	1
PRINCIPAL ELEMENTARY	31		COORDINATOR PRESCHOOL AGE	1
PRINCIPAL INTERMEDIATE	4		COORDINATOR SCHOOL AGE	1
PRINCIPAL SECONDARY	4		DIRECTOR OF NURSE, EDUCATION	1
PRINCIPAL, ALTERNATIVE ED	1		LEARNING DIRECTOR ADULT ED	2
PROGRAM SPEC COMMUNITY ED	1		PROGRAM SPEC COMMUNITY ED	1
PROGRAM SPECIALIST SPECIAL ED	12	CEMG 215 Total		12
PSYCHOLOGIST	37	CEMG 220	COORDINATOR VIS & PERF ARTS	1
PSYCHOLOGIST INTERN	2		DEPUTY PRINCIPAL 7-12 ED CNTR	1
RESOURCE TCH HEALTH & WELLNESS	1		DEPUTY PRINCIPAL GRADE 7-12	1

CERT MANAGEMENT

CERTIFICATED MANAGEMENT

POSITION	Total	CALENDAR	POSITION	Total
RESOURCE TEACHER SBCP	1		DEPUTY PRINCIPAL SECONDARY	4
RESOURCE TEACHER TITLE I	6		PRINCIPAL SECONDARY	4
SCHOOL NURSE	34	CEMG 220 Total		11
SR GUIDANCE INSTRUCTIONAL SPEC	21	CEMG 225	DIR SCHOOL SERV & STUDENT ATTE	1
STUDENT ASSIST PROGRAM SPEC	1		DIRECTOR ADULT & VOCATIONAL ED	1
Grand Total of Employees	328		DIRECTOR FOR CHILD DEVELOPMENT	1
Grand Total of Jobs	55		DIRECTOR OF SPECIAL PROJECTS	1
			DIRECTOR SELPA & PSYCH SERVICE	1
			PRIN GRADE 7-12	1
		CEMG 225 Total		6
		CEMG 229	ADMINISTRATOR SPECIAL ASSIGN	1
			ADMINISTRATOR, RESOURCE DEVELO	1
			ASST DIR ASSESS AND DEMOGRAPHI	1
			DIRECTOR COCURRICULAR PROGRAMS	1
		CEMG 229 Total		4
			Grand Total of Employees	328

CONTRACTED ADMIN

CONTRACTED ADMINISTRATION

POSITION	Total	Calendar	POSITION	Total
ADMIN, ASSESSMENT & ACCOUNTABIL	1	CEMG 220	CHIEF OPERATING OFFICER CART	1
ADMIN, COMM AND BOARD RELATION	1	CEMG 220	TOTAL	1
ADMINISTRATOR EDUCATIONAL SERV	1	CEMG 229	ADMIN, ASSESSMENT & ACCOUNTABILITY	1
ADMINISTRATOR, EL CURR/PRO DEV	1		ADMINISTRATOR EDUCATIONAL SERV	1
ASSIST SUPT FACILITY SERVICES	1		ADMINISTRATOR, EL CURR/PRO DEV	1
ASSISTANT SUPT BUSINESS SERVICE	1		ASSIST SUPT FACILITY SERVICES	1
ASSOC SUPERINTENDENT ADMIN SER	1		ASSISTANT SUPT BUSINESS SERVICE	1
ASSOCIATE SUPERINTENDENT, HR	1		ASST SUP, SPECIAL ASSIGNMENT	1
ASST SUP, SPECIAL ASSIGNMENT	1		ASST SUPERINTENDENT CWHS	1
ASST SUPERINTENDENT CWHS	1		ASST SUPERINTENDENT, BUCHANAN	1
ASST SUPERINTENDENT, BUCHANAN	1		ASST SUPERINTENDENT, CLOVIS	1
ASST SUPERINTENDENT, CLOVIS	1		ASST SUPERINTENDENT, REAGAN	1
ASST SUPERINTENDENT, REAGAN	1		CHIEF CURRICULUM OFFICER	1
CHIEF CURRICULUM OFFICER	1		DEPUTY SUPT SCHOOL LEADERSHIP	1
CHIEF OPERATING OFFICER CART	1			
DEPUTY SUPT SCHOOL LEADERSHIP	1	CEMG 229	TOTAL	12
		CLMG 229	ADMIN, COMM AND BOARD RELATIONS	1
Grand Total of Employees	16		ASSOC SUPERINTENDENT ADMIN SER	1
Grand Total of Jobs	16		ASSOCIATE SUPERINTENDENT, HR	1
		CLMG 229	TOTAL	3
			Grand Total of Employees	16

CERTIFICATED

CERTIFICATED

POSITION	Total
ABE SPECIAL EDUCATION TEACHER	2
ACADEMIC BLOCK CORE 7TH	35
ACADEMIC BLOCK CORE 8TH	43
ACADEMIC TEACHER ADULT ED	1
ACADEMIC TRANSITION CLASS TCHR	1
ACTIVITIES TEACHER	3
AGRICULTURE TEACHER	6
ALT ED INDPENDNT STUD MONTHLY	5
ALT ED INDPNDNT STDY TCHR APU	3
ALT ED OPPORTUNITY TEACHER	1
ALT ED SECONDARY TEACHER	20
ART TEACHER	19
ATHLETIC DIRECTOR GRADE 7-8	2
ATHLETICS TEACHER	1
BIOLOGY TEACHER	12
BUSINESS TEACHER	4
CAREERS WITH CHILDREN	1
CBET TEACHER ADULT EDUCATION	1
CHEMISTRY TEACHER	5
COMPUTER CONCEPT & APPL TCHR	3
COMPUTER MAINT & REPAIR HRLY	1
CRIMINAL JUSTICE HOURLY	1
CSR TEACHER GRADE 1	1
CSR TEACHER GRADE 3	1
CSR TEACHER GRADE 4	1
CSR TEACHER GRADE 5	2
CSR TEACHER GRADE 6	3
DRAMA TEACHER	7
ELEMENTARY PE TEACHER	3
ENGLISH TEACHER	86
ESL ADULT EDUCATION TEACHER	6
FOREIGN LANG: CHINESE	1
FOREIGN LANG: FRENCH	4
FOREIGN LANG: GERMAN	2
FOREIGN LANG: HMONG	1
FOREIGN LANG: SPANISH	25
FORGEIGN LANG: FRENCH	1
GENERAL SCIENCE TEACHER	43
GRADE 1 TEACHER	129
GRADE 1-2 COMBO TEACHER	9
GRADE 2 TEACHER	130
GRADE 2-3 COMBO TEACHER	8
GRADE 3 TEACHER	134
GRADE 4 TEACHER	75
GRADE 4-5 COMBO TEACHER	7
GRADE 5 TEACHER	73
GRADE 5-6 COMBO TEACHER	8
GRADE 6 TEACHER	78
GRADE 7-8 COMBO TEACHER	2
GRADE 9-12 COMBO TEACHER	3

CALENDAR	POSITION	Total
ADULT195	ABE SPECIAL EDUCATION TEACHER	2
	ACADEMIC TEACHER ADULT ED	1
	CBET TEACHER ADULT EDUCATION	1
	ESL ADULT EDUCATION TEACHER	6
	HS GED ADULT EDUCATION TEACHER	1
	INDEPENDENT STUDY ADULT TCHR	1
	NURSING ADLT ED TCHR APPRENTIC	5
	NURSING ADLT ED TCHR FEE BASED	3
	NURSING ADLT ED TCHR LVN	1
	OLDER ADULT EDUCATION TEACHER	21
	TEACHER ON SPECIAL ASSIGNMENT	2
	VOCATIONAL ED TEACHER ADULT	7
ADULT195 Total		51
TEACHER	ACADEMIC BLOCK CORE 7TH	35
	ACADEMIC BLOCK CORE 8TH	43
	ACADEMIC TRANSITION CLASS TCHR	1
	ACTIVITIES TEACHER	3
	AGRICULTURE TEACHER	6
	ALT ED INDPENDENT STUD MONTHLY	5
	ALT ED INDPNDNT STDY TCHR APU	3
	ALT ED OPPORTUNITY TEACHER	1
	ALT ED SECONDARY TEACHER	20
	ART TEACHER	19
	ATHLETIC DIRECTOR GRADE 7-8	2
	ATHLETICS TEACHER	1
	BIOLOGY TEACHER	12
	BUSINESS TEACHER	4
	CAREERS WITH CHILDREN	1
	CHEMISTRY TEACHER	5
	COMPUTER CONCEPT & APPL TCHR	3
	COMPUTER MAINT & REPAIR HRLY	1
	CRIMINAL JUSTICE HOURLY	1
	CSR TEACHER GRADE 1	1
	CSR TEACHER GRADE 3	1
	CSR TEACHER GRADE 4	1
	CSR TEACHER GRADE 5	2
	CSR TEACHER GRADE 6	3
	DRAMA TEACHER	7
	ELEMENTARY PE TEACHER	3
	ENGLISH TEACHER	86
	FOREIGN LANG: CHINESE	1
	FOREIGN LANG: FRENCH	4
	FOREIGN LANG: GERMAN	2
	FOREIGN LANG: HMONG	1
	FOREIGN LANG: SPANISH	25
	FORGEIGN LANG: FRENCH	1
	GENERAL SCIENCE TEACHER	43
	GRADE 1 TEACHER	129
	GRADE 1-2 COMBO TEACHER	9
	GRADE 2 TEACHER	130

CERTIFICATED

CERTIFICATED

POSITION	Total	CALENDAR	POSITION	Total
HEALTH CAREERS TEACHER ROP	1		GRADE 2-3 COMBO TEACHER	8
HEALTH EDUCATION TEACHER	11		GRADE 3 TEACHER	134
HOME ECONOMICS TEACHER	2		GRADE 4 TEACHER	75
HS GED ADULT EDUCATION TEACHER	1		GRADE 4-5 COMBO TEACHER	7
INDEPENDENT STUDY ADULT TCHR	1		GRADE 5 TEACHER	73
INDUSTRIAL TECH TEACHER	7		GRADE 5-6 COMBO TEACHER	8
INSTRUMENTAL MUSIC TEACHER	32		GRADE 6 TEACHER	78
INTERIOR DES, FURN, & MAINT HR	1		GRADE 7-8 COMBO TEACHER	2
KINDERGARTEN TEACHER	106		GRADE 9-12 COMBO TEACHER	3
LIFE SCIENCE TEACHER	7		HEALTH CAREERS TEACHER ROP	1
MATH TEACHER	5		HEALTH EDUCATION TEACHER	11
MATHEMATICS TEACHER	104		HOME ECONOMICS TEACHER	2
MEDIA PRODUCTION TEACHER	1		INDUSTRIAL TECH TEACHER	7
MULTI-GRADE NEWCOMER TEACHER	1		INSTRUMENTAL MUSIC TEACHER	32
NURSING ADLT ED TCHR APPRENTIC	5		INTERIOR DES, FURN, & MAINT HR	1
NURSING ADLT ED TCHR FEE BASED	3		KINDERGARTEN TEACHER	106
NURSING ADLT ED TCHR LVN	1		LIFE SCIENCE TEACHER	7
OLDER ADULT EDUCATION TEACHER	21		MATH TEACHER	5
PERFORMING ARTS	1		MATHEMATICS TEACHER	104
PHOTOGRAPHY TEACHER	3		MEDIA PRODUCTION TEACHER	1
PHYSICAL EDUCATION TEACHER	72		MULTI-GRADE NEWCOMER TEACHER	1
PHYSICAL SCIENCE TEACHER	8		PERFORMING ARTS	1
PRESIDENT FACULTY SENATE	1		PHOTOGRAPHY TEACHER	3
READING STRATEGIES TEACHER	1		PHYSICAL EDUCATION TEACHER	72
RESOURCE SPECIALIST	103		PHYSICAL SCIENCE TEACHER	8
SDC EARLY CHILD M/S	1		PRESIDENT FACULTY SENATE	1
SDC INTERN EARLY CHILDHOOD	1		READING STRATEGIES TEACHER	1
SDC INTERNSHIP MILD/MODERATE	1		RESOURCE SPECIALIST	103
SDC TEACHER MODERATE/SEVERE	10		SDC EARLY CHILD M/S	1
SOCIAL SCIENCE TEACHER	50		SDC INTERN EARLY CHILDHOOD	1
ST RESPONSIBILITY CTR TCHR	3		SDC INTERNSHIP MILD/MODERATE	1
TEACHER ADAPTED PHYSICAL EDUC	4		SDC TEACHER MODERATE/SEVERE	10
TEACHER CART	14		SOCIAL SCIENCE TEACHER	50
TEACHER INTERN INSTRM MUSIC	1		ST RESPONSIBILITY CTR TCHR	3
TEACHER INTERNSHIP GRADE 3	1		TEACHER ADAPTED PHYSICAL EDUC	4
TEACHER INTERNSHIP IND TECH ED	1		TEACHER CART	14
TEACHER INTERNSHIP SDC	3		TEACHER INTERN INSTRM MUSIC	1
TEACHER LEADERSHIP	1		TEACHER INTERNSHIP GRADE 3	1
TEACHER LIBRARY MEDIA	7		TEACHER INTERNSHIP IND TECH ED	1
TEACHER ON SPEC ASSIGN-ROP	1		TEACHER INTERNSHIP SDC	3
TEACHER ON SPECIAL ASSIGN	4		TEACHER LEADERSHIP	1
TEACHER ON SPECIAL ASSIGNMENT	12		TEACHER LIBRARY MEDIA	7
TEACHER SBCP	2		TEACHER ON SPEC ASSIGN-ROP	1
TEACHER SDC MILD/MODERATE	11		TEACHER ON SPECIAL ASSIGN	4
TEACHER SDC MODERATE/SEVERE	3		TEACHER ON SPECIAL ASSIGNMENT	10
TEACHER SPECIAL DAY CLASS	26		TEACHER SBCP	2
TEACHER TITLE I	13		TEACHER SDC MILD/MODERATE	11
TESTING COORDINATOR	1		TEACHER SDC MODERATE/SEVERE	3
VISUALLY IMPAIRED SPECIALIST	3		TEACHER SPECIAL DAY CLASS	26
VOCAL MUSIC TEACHER	23		TEACHER TITLE I	13

CERTIFICATED

CERTIFICATED

POSITION	Total
VOCATIONAL ED TEACHER ADULT	7
WEB DESIGN	2
Grand Total of Employees	1718
Grand Total of Jobs	102

CALENDAR
:
:
:
:
TEACHER Total

POSITION	Total
TESTING COORDINATOR	1
VISUALLY IMPAIRED SPECIALIST	3
VOCAL MUSIC TEACHER	23
WEB DESIGN	2
	1667
Grand Total of Employees	1718

CLASS MANAGEMENT

CLASSIFIED MANAGEMENT

POSITION	Total	CALENDAR	POSITION	Total
ACCOUNTANT SENIOR	1	11 MONTH	CAMPUS CLUB PROGRAM SUPERVISOR	6
ASST WAREHOUSE SUPERVISOR	1		PROGRAM COORDINATOR I	2
BUSINESS MANAGER	1		ST PRESCHOOL PROGRAM ASSISTANT	4
CAMPUS CLUB PROGRAM SUPERVISOR	6	11 MONTH Total		12
CHIEF TECHNOLOGY OFFICER	1	12 MONTH	ACCOUNTANT SENIOR	1
COORD TECHNOLOGY TRAINING	1		ASST WAREHOUSE SUPERVISOR	1
DIR BUDGET & FACILITIES ACCTG	1		BUSINESS MANAGER	1
DIR CONSTRUCTION & ENGINEERING	1		DRIVER TRAINER COORDINATOR	1
DIRECTOR FINANCE & BUDGETING	1		FINANCIAL ANALYST	4
DIRECTOR FOOD SERVICES	1		FOOD SERVICE SUPERVISOR I	1
DIRECTOR PLANT OPERATIONS	1		GROUPS TEAM LEADER	5
DIRECTOR PURCHASING	1		LEAD CUSTODIAN	11
DIRECTOR REGIONAL LEARNING CTR	1		LEAD VEHICLE MECHANIC	2
DIRECTOR TRANSPORTATION	1		MANAGER CUST SVCS ELEMENTARY	1
DRIVER TRAINER COORDINATOR	1		MANAGER CUST SVCS SECONDARY	1
FINANCIAL ANALYST	4		MANAGER ENERGY MNGMNT SYSTEMS	2
FOOD SERV SUPERVISOR I INT/SEC	1		MANAGER FOOD SERVICES	3
FOOD SERVICE SUPERVISOR I	1		MANAGER I TRANSPORTATION	1
FOOD SERVICE SUPERVISOR I ELEM	7		MANAGER MAINTENANCE	1
FOOD SERVICE SUPERVISOR II	4		MANAGER NETWORK SERVICES	1
FOOD SERVICE SUPERVISOR SENIOR	3		MANAGER NETWORK SYSTEMS	1
GROUPS TEAM LEADER	5		MANAGER VEHICLE MAINTENANCE	1
LEAD CUSTODIAN	11		MGR GROUNDS LANDSCAPE SERVICES	1
LEAD VEHICLE MECHANIC	2		MGR, APPLICATION DEVELOP SUPP	1
MANAGER CUST SVCS ELEMENTARY	1		POOL MAINTENANCE COORDINATOR	1
MANAGER CUST SVCS SECONDARY	1		PRODUCTION MANAGER	1
MANAGER ENERGY MNGMNT SYSTEMS	2		SCHOOL PLANT SUPER II ADLT SCH	1
MANAGER FOOD SERVICES	3		SCHOOL PLANT SUPERVISOR DO FAC	1
MANAGER HUMAN RESOURCES	1		SCHOOL PLANT SUPERVISOR I	31
MANAGER I TRANSPORTATION	1		SCHOOL PLANT SUPERVISOR II	2
MANAGER MAINTENANCE	1		SCHOOL PLANT SUPERVISOR III	2
MANAGER NETWORK SERVICES	1		SCHOOL PLANT SUPERVISOR IV	3
MANAGER NETWORK SYSTEMS	1		SUPERVISOR ACCOUNTING	1
MANAGER RECREATION-AQUATICS	1		SUPERVISOR CUSTODIAL SERVICES	2
MANAGER VEHICLE MAINTENANCE	1		SUPERVISOR GROUNDS & LANDSCAPE	2
MGR GROUNDS LANDSCAPE SERVICES	1		SUPERVISOR PAYROLL	1
MGR, APPLICATION DEVELOP SUPP	1		SUPERVISOR SKILLED TRADES	2
OCCUPATIONAL THERAPIST	4		SUPERVISOR WAREHOUSE	1
POOL MAINTENANCE COORDINATOR	1		SUPERVISOR WORK CONTROL	1
PRODUCTION MANAGER	1		SUPERVISOR, CUSTOMER SERVICES	1
PROGRAM COORDINATOR I	2		TECHNICAL DIRECTOR	2
REGISTERED DIETICIAN	1		TRANSPORTATION DISPATCHER	1
SCHOOL PLANT SUPER II ADLT SCH	1		TRANSPORTATION ROUTER	1
SCHOOL PLANT SUPERVISOR DO FAC	1	12 MONTH Total		98
SCHOOL PLANT SUPERVISOR I	31	CLMG 186	OCCUPATIONAL THERAPIST	4
SCHOOL PLANT SUPERVISOR II	2	CLMG 186 Total		4
SCHOOL PLANT SUPERVISOR III	2	CLMG 209	SUPERVISOR RECREATION-DANCE	1
SCHOOL PLANT SUPERVISOR IV	3	CLMG 209 Total		1
ST PRESCHOOL PROGRAM ASSISTANT	4	CLMG 219	MANAGER HUMAN RESOURCES	1
SUPERVISOR ACCOUNTING	1	CLMG 219 Total		1
SUPERVISOR CUSTODIAL SERVICES	2	CLMG 229	CHIEF TECHNOLOGY OFFICER	1
SUPERVISOR GROUNDS & LANDSCAPE	2		COORD TECHNOLOGY TRAINING	1

CLASS MANAGEMENT

CLASSIFIED MANAGEMENT

POSITION	Total	CALENDAR	POSITION	Total
SUPERVISOR PAYROLL	1		DIR BUDGET & FACILITIES ACCTG	1
SUPERVISOR RECREATION-DANCE	1		DIR CONSTRUCTION & ENGINEERING	1
SUPERVISOR SKILLED TRADES	2		DIRECTOR FINANCE & BUDGETING	1
SUPERVISOR WAREHOUSE	1		DIRECTOR FOOD SERVICES	1
SUPERVISOR WORK CONTROL	1		DIRECTOR PLANT OPERATIONS	1
SUPERVISOR, CUSTOMER SERVICES	1		DIRECTOR PURCHASING	1
TECHNICAL DIRECTOR	2		DIRECTOR REGIONAL LEARNING CTR	1
TRANSPORTATION DISPATCHER	1		DIRECTOR TRANSPORTATION	1
TRANSPORTATION ROUTER	1	CLMG 229 Total		10
Grand Total of employees	143	CLMG 235	MANAGER RECREATION-AQUATICS	1
Grand Total of Jobs	61	CLMG 235 Total		1
		FS 187	FOOD SERV SUPERVISOR I INT/SEC	1
			FOOD SERVICE SUPERVISOR II	4
			FOOD SERVICE SUPERVISOR SENIOR	3
		FS 187 Total		8
		FSRD 193	REGISTERED DIETICIAN	1
		FSRD 193 Total		1
		FSSE 185	FOOD SERVICE SUPERVISOR I ELEM	7
		FSSE 185 Total		7
			Grand Total of Employees	143

BUSINESS SUPPORT-NON REP

BUSINESS SUPPORT AND NON REPRESENTED

POSITION	Total	CALENDAR	POSITION	Total
ACCOMPANIST	5	10 MONTH	CLERICAL SPECIALIST SENIOR	1
ACCOUNTING ANALYST	3		INSTR ASST IV NATURALIST	3
ACCOUNTING ASSISTANT I	5		LIGHTING & SOUND TECHNICIAN	1
ACCOUNTING ASSISTANT II	2		STUDENT ATTENDANCE OFFICER I	3
ACCOUNTING ASSISTANT III	1	10 MONTH Total		8
ACCOUNTING TECHNICIAN	2	10.5 MO	MIGRANT COMMUNITY LIAISON	1
ACCOUNTING TECHNICIAN-FOUNDATI	1		PROGRAM TECH II DO	1
ADMIN ASST SR CLERK TO BOARD	1		PROGRAM TECH II SPECIAL PROJ	1
ADMIN SECY II VAPA	1	10.5 MO Total		3
ADMINISTRATIVE ANALYST	1	11 MONTH	ACCOUNTING ASSISTANT I	1
ADMINISTRATIVE ASSISTANT	3		ADMINISTRATIVE SECRETARY I	1
ADMINISTRATIVE ASSISTANT SR	8		ADMINISTRATIVE SECRETARY II	1
ADMINISTRATIVE SECRETARY I	7		APPLIED BEHAVIOR LD THERAPIST	1
ADMINISTRATIVE SECRETARY II	10		MARKETING COMMUNICATION SPEC	1
AGENCY TEST PROCTOR	1		PROGRAM TECH II DO	1
APPLIED BEHAVIOR LD THERAPIST	1		PROGRAM TECH II SPECIAL PROJ	1
BUYER I	2		PROGRAM TECH SCH TO CAREER ROP	1
BUYER II	1	11 MONTH Total		8
CAL-SAFE ASSISTANT III	3	11.5 MO	ADMINISTRATIVE ASSISTANT SR	5
CAL-SAFE CHILD CARE COM LIASON	2		ADMINISTRATIVE SECRETARY I	1
CAL-SAFE CHILD CARE TEACHER	3		HR SYSTEM OPERATOR	1
CAL-SAFE SITE SUPERVISOR	2		HUMAN RESOURCES ANALYST	1
CAMPUS CLUB AIDE I	8		HUMAN RESOURCES SPECIALIST	2
CAMPUS CLUB AIDE II	47		PUBLICATION SPECIALIST	1
CAMPUS CLUB INSTRUCTOR	95		RESOURCE DEVELOP SPEC I	1
CAMPUS CLUB LEAD INSTRUCTOR I	5		SCHOOL SECRETARY I	3
CAMPUS CLUB LEAD INSTRUCTOR II	23		STUDENT ACTIVITIES SPEC ADLT	1
CAMPUS MONITOR I	33		STUDENT ACTIVITY SPECIALIST II	1
CAMPUS MONITOR II	12	11.5 MO Total		17
CAPITAL PROJECTS ASST II	1	12 MONTH	ACCOUNTING ANALYST	3
CHILD DEVELOPMENT DATA ASST	1		ACCOUNTING ASSISTANT I	4
CLERICAL SPEC HEALTH CENTER	2		ACCOUNTING ASSISTANT II	2
CLERICAL SPECIALIST ADULT	2		ACCOUNTING ASSISTANT III	1
CLERICAL SPECIALIST I	23		ACCOUNTING TECHNICIAN	2
CLERICAL SPECIALIST II	3		ADMIN ASST SR CLERK TO BOARD	1
CLERICAL SPECIALIST SENIOR	3		ADMINISTRATIVE ANALYST	1
CLERK STUDENT STORE	2		ADMINISTRATIVE ASSISTANT	3
CONSULTING SYS APPLICATION SPE	2		ADMINISTRATIVE ASSISTANT SR	3
COPIER SYSTEMS OPERATOR	1		ADMINISTRATIVE SECRETARY I	5
DATA CONTROL SPECIALIST	9		ADMINISTRATIVE SECRETARY II	9
DISPATCHER/CLERK	1		BUYER I	2
DISTRICT ASB CLERK	1		BUYER II	1
DISTRICT FARM TECHNICIAN	1		CAPITAL PROJECTS ASST II	1
DISTRICT TRAVEL ANALYST	1		CHILD DEVELOPMENT DATA ASST	1
DOCUMENT PROCESSING TECH I	1		CLERICAL SPECIALIST I	9
DOCUMENT PROCESSING TECH III	2		CLERICAL SPECIALIST II	1
EXECUTIVE ASSISTANT	2		CLERICAL SPECIALIST SENIOR	1
EXECUTIVE ASSISTANT CART	1		CONSULTING SYS APPLICATION SPE	2
HEALTH SERVICES ASSISTANT I	23		DATA CONTROL SPECIALIST	2
HEALTH SERVICES ASSISTANT II	1		DISPATCHER/CLERK	1

BUSINESS SUPPORT-NON REP

BUSINESS SUPPORT AND NON REPRESENTED

POSITION	Total	CALENDAR	POSITION	Total
HEALTHY FAMILIES CERT ASSISTOR	1		DISTRICT ASB CLERK	1
HR ASSISTANT I	2		DISTRICT FARM TECHNICIAN	1
HR SYSTEM OPERATOR	1		DISTRICT TRAVEL ANALYST	1
HUMAN RESOURCES ANALYST	1		DOCUMENT PROCESSING TECH I	1
HUMAN RESOURCES SPECIALIST	8		DOCUMENT PROCESSING TECH III	2
HUMAN RESOURCES TECHNICIAN	1		EXECUTIVE ASSISTANT	2
IA I BASIC SKILLS/GED/HS	2		EXECUTIVE ASSISTANT CART	1
IA II SE FUNCTIONAL SKILLS SDC	91		HR ASSISTANT I	2
IA II SE INTERVENTION SP ASST	6		HUMAN RESOURCES SPECIALIST	6
IA II SP ED EARLY CHILDHOOD	9		HUMAN RESOURCES TECHNICIAN	1
IA II SP ED RSP (GRADE 1-6)	45		INSTR ASST IV NATURALIST	1
IA II SP ED RSP (GRADE 7-12)	37		LEAD SCHOOL RESOURCE OFFICER	1
IA II SPECIAL ED LINKS	9		MULTIMEDIA PRODUCTION SPEC	1
INSTR ASST I HOME LIAISON AIDE	4		NETWORK ANALYST I	2
INSTR ASST II BILINGUAL ESL	4		NETWORK ANALYST III	1
INSTR ASST IV NATURALIST	4		OFFICE SUPERVISOR INFO TECHNOL	1
INSTRUCTIONAL ASSIST I ADULT	1		PAYROLL ASSISTANT	1
INSTRUCTIONAL ASSIST III CAI	1		PAYROLL SPECIALIST	2
INSTRUCTIONAL ASSISTANT I	12		PAYROLL TECHNICIAN	1
INSTRUCTIONAL ASSISTANT II	1		PRINTER EQUIPMENT OPERATOR III	1
INSTRUCTIONAL ASST I BUSINESS	1		PROGRAM ASSISTANT COMMUNITY ED	1
INSTRUCTIONAL ASST II LAB	1		PURCHASING ASSISTANT	1
INSTRUCTIONAL ASST II SPEC ED	96		RECREATION TRAINER AQUATICS	1
INSTRUCTIONAL ASST IV MUSIC	4		REGISTRATION SPECIALIST	2
INSTRUCTIONAL AST II BILINGUAL	43		RISK MANAGEMENT SPECIALIST	1
LEAD SCHOOL RESOURCE OFFICER	1		SCHOOL OFFICE SUPERV SENIOR	2
LIBRARY TECHNICIAN I	39		SCHOOL OFFICE SUPERVISOR SOS	1
LIGHTING & SOUND TECHNICIAN	1		SCHOOL OFFICE SUPV ADULT	1
MARKETING COMMUNICATION SPEC	1		SCHOOL RESOURCE OFFICER II	2
MENTORING COORDINATOR	1		SCHOOL SECRETARY I	1
MIGRANT COMMUNITY LIAISON	1		STUDENT SERVICES SPEC ADULT	1
MULTIMEDIA PRODUCTION SPEC	1		SYS APPLICATIONS ANALYST II	1
NETWORK ANALYST I	2		SYSTEM APPLICATIONS ANALYST I	1
NETWORK ANALYST III	1		SYSTEM OPERATION TECHNICIAN	2
OFFICE SUPERVISOR INFO TECHNOL	1		TECHNICAL SUPPORT SPECIAL III	10
PAYROLL ASSISTANT	1		TECHNICAL SUPPORT SPECIAL IV	2
PAYROLL SPECIALIST	2		TECHNICAL SUPPORT SPECIALIST I	1
PAYROLL TECHNICIAN	1		VEHICLE CONTROL TECHNICIAN	1
PRESCHOOL AIDE	4		WORK CONTROL ASSISTANT	3
PRESCHOOL AIDE II	27	12 MONTH Total		120
PRESCHOOL ASSOCIATE TEACHER	36	ADULT206	ACCOMPANIST	2
PRINTER EQUIPMENT OPERATOR III	1		AGENCY TEST PROCTOR	1
PROGRAM ASSISTANT COMMUNITY ED	1		CLERICAL SPECIALIST ADULT	2
PROGRAM TECH II DO	2		CLERICAL SPECIALIST I	1
PROGRAM TECH II SPECIAL PROJ	2		IA I BASIC SKILLS/GED/HS	2
PROGRAM TECH SCH TO CAREER ROP	1		IA II SE FUNCTIONAL SKILLS SDC	1
PUBLICATION SPECIALIST	1		INSTR ASST II BILINGUAL ESL	4
PURCHASING ASSISTANT	1		INSTRUCTIONAL ASSIST I ADULT	1
REC SUPERVISOR I G & D ACADEMY	2		INSTRUCTIONAL ASSIST III CAI	1
REC SUPERVISOR IV G & D ACAD	1		INSTRUCTIONAL ASST I BUSINESS	1

BUSINESS SUPPORT-NON REP

BUSINESS SUPPORT AND NON REPRESENTED

POSITION	Total	CALENDAR	POSITION	Total
RECREATION SUPERVISOR I	1	ADULT206 Total	REC SUPERVISOR I G & D ACADEMY	16
RECREATION SUPERVISOR II	1	CAGD 222	REC SUPERVISOR IV G & D ACAD	2
RECREATION SUPERVISOR VI	1		RECREATION SUPERVISOR I	1
RECREATION TRAINER AQUATICS	1		RECREATION SUPERVISOR II	1
REGISTRATION SPECIALIST	6		RECREATION SUPERVISOR VI	1
RESOURCE DEVELOP SPEC I	1			6
RISK MANAGEMENT SPECIALIST	1	CAGD 222 Total	CAMPUS CLUB AIDE I	8
SCHOOL OFFICE SUPERV SENIOR	7	CHILD DV	CAMPUS CLUB AIDE II	47
SCHOOL OFFICE SUPERVISOR ELEM	31		CAMPUS CLUB INSTRUCTOR	95
SCHOOL OFFICE SUPERVISOR INT	4		CAMPUS CLUB LEAD INSTRUCTOR I	5
SCHOOL OFFICE SUPERVISOR SOS	1		CAMPUS CLUB LEAD INSTRUCTOR II	22
SCHOOL OFFICE SUPV ADULT	1	CHILD DV Total		177
SCHOOL OFFICE SUPV ALT ED	1	CL 135	IA II SE FUNCTIONAL SKILLS SDC	1
SCHOOL RESOURCE OFFICER I	4		IA II SP ED RSP (GRADE 1-6)	2
SCHOOL RESOURCE OFFICER II	4			3
SCHOOL SECRETARY I	33	CL 135 Total	ACCOMPANIST	3
SCHOOL SECRETARY II	6	CL 181	CAL-SAFE ASSISTANT III	3
SE HOME-SCH PARENT LIAISON FRC	2		CAL-SAFE CHILD CARE COM LIASON	1
SIGN LANG INTERP NON-CERTIFIED	5		CAL-SAFE CHILD CARE TEACHER	3
SIGN LANG INTERPRETER CERT	5		CAMPUS MONITOR I	33
SS LVN/RN II SPEC PHYS HTLH TE	2		CAMPUS MONITOR II	12
STATE PRE SCHOOL TCHR DIRECTOR	39		CLERICAL SPECIALIST I	4
STUD ACTIVITIES SPEC ATHL/ACT	8		CLERICAL SPECIALIST SENIOR	1
STUD ACTIVITIES SPEC I ATTEND	1		CLERK STUDENT STORE	1
STUD ACTIVITIES SPEC II ATTEND	7		COPIER SYSTEMS OPERATOR	1
STUD ACTIVITIES SPEC III (ATT)	6		HEALTH SERVICES ASSISTANT I	21
STUDENT ACTIVITIES SPEC ADLT	1		IA II SE FUNCTIONAL SKILLS SDC	89
STUDENT ACTIVITIES SPEC I	31		IA II SE INTERVENTION SP ASST	6
STUDENT ACTIVITY SPECIALIST II	14		IA II SP ED EARLY CHILDHOOD	9
STUDENT ATTENDANCE OFFICER I	6		IA II SP ED RSP (GRADE 1-6)	43
STUDENT BODY ACCOUNT CLERK	12		IA II SP ED RSP (GRADE 7-12)	37
STUDENT RELATIONS LIAISON	14		IA II SPECIAL ED LINKS	9
STUDENT SERVICES SPEC ADULT	1		INSTR ASST I HOME LIAISON AIDE	4
SYS APPLICATIONS ANALYST II	1		INSTRUCTIONAL ASSISTANT I	12
SYSTEM APPLICATIONS ANALYST I	1		INSTRUCTIONAL ASST II LAB	1
SYSTEM OPERATION TECHNICIAN	2		INSTRUCTIONAL ASST II SPEC ED	96
TECHNICAL SUPPORT SPECIAL III	10		INSTRUCTIONAL ASST IV MUSIC	3
TECHNICAL SUPPORT SPECIAL IV	2		INSTRUCTIONAL AST II BILINGUAL	43
TECHNICAL SUPPORT SPECIALIST I	1		LIBRARY TECHNICIAN I	2
THEATRE TECHNICAL SPECIALIST	2		SE HOME-SCH PARENT LIAISON FRC	2
VEHICLE CONTROL TECHNICIAN	1		SIGN LANG INTERP NON-CERTIFIED	5
WORK CONTROL ASSISTANT	3		SIGN LANG INTERPRETER CERT	5
SS LVN/RN II SPEC PHYS HTLH TE	2		STUD ACTIVITIES SPEC I ATTEND	1
STUD ACTIVITIES SPEC I ATTEND	1		STUDENT ACTIVITIES SPEC I	1
STUDENT ACTIVITIES SPEC I	1		STUDENT ATTENDANCE OFFICER I	3
STUDENT ATTENDANCE OFFICER I	3		STUDENT RELATIONS LIAISON	13
STUDENT RELATIONS LIAISON	13		THEATRE TECHNICAL SPECIALIST	1
THEATRE TECHNICAL SPECIALIST	1			
Grand Total of Employees	1169	CL 181 Total		470
Grand Total of Jobs	142			

BUSINESS SUPPORT-NON REP

BUSINESS SUPPORT AND NON REPRESENTED

POSITION	Total	CALENDAR	POSITION	Total
		CL 186	CAL-SAFE SITE SUPERVISOR	2
			INSTRUCTIONAL ASST IV MUSIC	1
		CL 186 Total		3
		CL 193	ADMIN SECY II VAPA	1
			CLERICAL SPEC HEALTH CENTER	2
			CLERICAL SPECIALIST I	6
			CLERICAL SPECIALIST II	1
			HEALTH SERVICES ASSISTANT I	2
			HEALTH SERVICES ASSISTANT II	1
			HEALTHY FAMILIES CERT ASSISTOR	1
			INSTRUCTIONAL ASSISTANT II	1
			LIBRARY TECHNICIAN I	11
			MENTORING COORDINATOR	1
			SCHOOL RESOURCE OFFICER I	4
			SCHOOL RESOURCE OFFICER II	2
			STUD ACTIVITIES SPEC II ATTEND	4
			STUD ACTIVITIES SPEC III (ATT)	1
			STUDENT ACTIVITIES SPEC I	2
			STUDENT ACTIVITY SPECIALIST II	8
			STUDENT BODY ACCOUNT CLERK	3
			STUDENT RELATIONS LIAISON	1
			THEATRE TECHNICAL SPECIALIST	1
		CL 193 Total		53
		CL 198	CLERICAL SPECIALIST II	1
			CLERK STUDENT STORE	1
			LIBRARY TECHNICIAN I	25
			STUD ACTIVITIES SPEC III (ATT)	3
			STUDENT ACTIVITIES SPEC I	11
			STUDENT ACTIVITY SPECIALIST II	1
			STUDENT BODY ACCOUNT CLERK	1
		CL 198 Total		43
		CL 203	CLERICAL SPECIALIST I	1
			DATA CONTROL SPECIALIST	1
			LIBRARY TECHNICIAN I	1
			REGISTRATION SPECIALIST	1
			SCHOOL OFFICE SUPERVISOR ELEM	1
			SCHOOL SECRETARY I	28
			STUD ACTIVITIES SPEC ATHL/ACT	8
			STUD ACTIVITIES SPEC II ATTEND	2
			STUD ACTIVITIES SPEC III (ATT)	1
			STUDENT ACTIVITY SPECIALIST II	3
			STUDENT BODY ACCOUNT CLERK	1
		CL 203 Total		48
		CL 213	ACCOUNTING TECHNICIAN-FOUNDATI	1
			CAL-SAFE CHILD CARE COM LIASON	1
			CAMPUS CLUB LEAD INSTRUCTOR II	1
			CLERICAL SPECIALIST I	1
			DATA CONTROL SPECIALIST	6
			REGISTRATION SPECIALIST	3
			SCHOOL OFFICE SUPERV SENIOR	5

BUSINESS SUPPORT-NON REP

BUSINESS SUPPORT AND NON REPRESENTED

POSITION	Total	CALENDAR	POSITION	Total
			SCHOOL OFFICE SUPERVISOR ELEM	2
			SCHOOL OFFICE SUPERVISOR INT	4
			SCHOOL SECRETARY I	1
			SCHOOL SECRETARY II	6
			STUD ACTIVITIES SPEC II ATTEND	1
			STUD ACTIVITIES SPEC III (ATT)	1
			STUDENT ACTIVITY SPECIALIST II	1
			STUDENT BODY ACCOUNT CLERK	7
		CL 213 Total		41
		CL 223	CLERICAL SPECIALIST I	1
			SCHOOL OFFICE SUPV ALT ED	1
		CL 223 Total		2
		CLEL 203	SCHOOL OFFICE SUPERVISOR ELEM	28
			STUDENT ACTIVITIES SPEC I	17
		CLEL 203 Total		45
		PRSCH AT	PRESCHOOL ASSOCIATE TEACHER	36
		PRSCH AT Total		36
		PRSCH TD	STATE PRE SCHOOL TCHR DIRECTOR	39
		PRSCH TD Total		39
		PRSCH AID	PRESCHOOL AIDE	4
			PRESCHOOL AIDE II	27
		PRSCH AID Total		31
			Grand Total of Employees	1169

OPERATIONS

OPERATIONS				
POSITION	Total	CALENDAR	POSITION	Total
ATHLETIC EQUIPMENT ATTENDANT	2	10 MONTH	CUSTODIAN I 10 MONTHS	11
BUILDING MAINT MECHANIC I	14		LOCKER ROOM ATTENDANT	1
BUILDING MAINT MECHANIC II	17	10 MONTH Total		12
BUILDING MAINT WORKER I	2	11 MONTH	CUSTODIAN I 11 MONTHS	5
BUILDING MAINT WORKER II	3	11 MONTH Total		5
CAD DRAFTER	1	12 MONTH	ATHLETIC EQUIPMENT ATTENDANT	2
COOK BAKER I	2		BUILDING MAINT MECHANIC I	14
COOK BAKER I ELEMENTRY	2		BUILDING MAINT MECHANIC II	17
COOK BAKER II INT/SECONDARY	7		BUILDING MAINT WORKER I	2
COOK BAKER RLC	1		BUILDING MAINT WORKER II	3
CUSTODIAL ASSISTANT	1		CAD DRAFTER	1
CUSTODIAL UTILITY WORKER	16		COOK BAKER I	2
CUSTODIAL UTILITY WORKER ADULT	1		COOK BAKER RLC	1
CUSTODIAN I	72		CUSTODIAL ASSISTANT	1
CUSTODIAN I 10 MONTHS	11		CUSTODIAL UTILITY WORKER	16
CUSTODIAN I 11 MONTHS	5		CUSTODIAL UTILITY WORKER ADULT	1
CUSTODIAN II	29		CUSTODIAN I	72
CUSTODIAN RLC	1		CUSTODIAN II	29
DELIVERY DRIVER WAREHOUSE WKR	8		CUSTODIAN RLC	1
ELECTRONIC SYSTEMS TECH SENIOR	3		DELIVERY DRIVER WAREHOUSE WKR	8
ELECTRONIC SYSTEMS TECHNICIAN	1		ELECTRONIC SYSTEMS TECH SENIOR	3
ENVIRONMENTAL SAFETY SPECIALIS	1		ELECTRONIC SYSTEMS TECHNICIAN	1
FOOD SERV ASST SENIOR INT/SEC	22		ENVIRONMENTAL SAFETY SPECIALIS	1
FOOD SERV SPEC SENIOR INT/SEC	3		FOOD SERVICE UTILITY WORKER	1
FOOD SERVICE ASSISTANT ELEM	9		GROUNDS STRUCTURAL SPECIALIST	1
FOOD SERVICE ASSISTANT INT/SEC	81		GROUNDSKEEPER I	20
FOOD SERVICE ASSISTANT SENIOR	1		GROUNDSKEEPER II	9
FOOD SERVICE SPECIALIST	1		LEAD CUSTODIAN	1
FOOD SERVICE SPECIALIST SENIOR	21		MAIL CLERK/UTILITY WORKER	1
FOOD SERVICE SUPERVISOR ASSIST	6		MAINTENANCE PROCUREMENT CLERK	2
FOOD SERVICE UTILITY WORKER	1		POOL MAINTENANCE WORKER I	1
GROUNDS STRUCTURAL SPECIALIST	1		POOL MAINTENANCE WORKER II	4
GROUNDSKEEPER I	20		SGMW IRRIGATION SPECIALIST	1
GROUNDSKEEPER II	9		SKILLED GRDS SR IRRIGATION	3
LEAD CUSTODIAN	1		SKILLED GROUNDS MAINT WORKER	5
LOCKER ROOM ATTENDANT	1		SKILLED GROUNDSKEEPER	3
MAIL CLERK/UTILITY WORKER	1		THEATRE TECHNICAL ASSISTANT	1
MAINTENANCE PROCUREMENT CLERK	2		VEHICLE MECHANIC I	2
POOL MAINTENANCE WORKER I	1		VEHICLE MECHANIC II	4
POOL MAINTENANCE WORKER II	4	12 MONTH Total		234
SCHOOL BUS DRIVER II	53	CL 181	SCHOOL BUS DRIVER II	53
SGMW IRRIGATION SPECIALIST	1	CL 181 Total		53
SKILLED GRDS SR IRRIGATION	3	FS 183	FOOD SERVICE ASSISTANT ELEM	9
SKILLED GROUNDS MAINT WORKER	5		FOOD SERVICE ASSISTANT SENIOR	1
SKILLED GROUNDSKEEPER	3		FOOD SERVICE SPECIALIST SENIOR	21
SNACK BAR OPERATOR	7	FS 183 Total		31
THEATRE TECHNICAL ASSISTANT	1	FS 184	FOOD SERV ASST SENIOR INT/SEC	22
VEHICLE MECHANIC I	2		FOOD SERV SPEC SENIOR INT/SEC	3
VEHICLE MECHANIC II	4		FOOD SERVICE ASSISTANT INT/SEC	81
			FOOD SERVICE SPECIALIST	1
Grand Total of Employees	464			107
Grand Total of Jobs	49	FS 184 Total	COOK BAKER II INT/SECONDARY	7
		FS 185	FOOD SERVICE SUPERVISOR ASSIST	6

OPERATIONS

OPERATIONS				
POSITION	Total	CALENDAR	POSITION	Total
			SNACK BAR OPERATOR	7
		FS 185 Total		20
		FSCB 184	COOK BAKER I ELEMENTRY	2
		FSCB 184 Total		2
			Grand Total of Employees	464

2007-2008

Clovis Analysis of Salary and Benefits Report (CASBR)

Certificated All

Number of FTEs As Of 10/31/2007

Schedules Selected: (CELA,CERT)

Scatter Gram Analysis with FTE and Salary for 2007-08

2007-08

	Range I		Range II		Range III		Range IV		Range V		Range VI		TOTAL	% of FTEs
	ANNUAL	FTE	ANNUAL	FTE	ANNUAL	FTE	ANNUAL	FTE	ANNUAL	FTE	ANNUAL	FTE		
01	35,268.00	6.80	39,970.00	13.00	39,970.00	8.80	40,559.00	4.00	41,028.00	2.50	42,805.00	0.70	37.69	2.14%
02		313,532.52		519,610.00		351,736.00		162,236.00		102,570.00		30,036.30	1,479,720.82	3.91%
				32.70		40,559.00	4.00	41,028.00	9.00	42,805.00	1.00	69.10	2,840,983.50	6.32%
03				1,326,278.30		162,236.00		877,999.20		366,181.00		43,498.00	4,703,980.32	3.78%
				60.69		41,028.00	3.00	41,733.00	13.00	45,379.00	3.00	7.00	111.69	2.82%
04				2,489,986.32		123,084.00		1,043,325.00		582,270.00		135,137.00	3,075,822.28	3.65%
						41,528.00	4.00	43,792.00	35.00	47,612.00	8.00	48,494.00	66.84	6.29%
05						156,112.00		737,457.28		1,645,875.00		380,896.00	573,507.05	3.47%
						42,028.00	2.00	47,025.00	21.80	49,081.00	1.00	10.60	61.30	3.48%
06						84,056.00		677,180.00		1,057,169.20		49,081.00	3,359,610.60	4.04%
								18.50	24.60	50,257.00	6.00	52,315.00	83.29	4.71%
07						897,139.00		897,139.00		1,236,322.20		805,651.00	5,070,594.97	5.38%
								56.39	28.30	52,315.00	10.50	54,078.00	59.82	3.39%
08								2,833,273.55		1,480,514.50		865,248.00	17,951,402.70	5.97%
									28.00	54,866.00	12.00	55,842.00	105.44	5.93%
09									1,514,184.00	58,428.00	10.00	58,781.00	7,784,958.69	
									32.20	56,428.00	10.00	58,781.00	81.56	
10									1,798,112.40	59,367.00	14.00	60,246.00	3,500,399.05	
									28.90	59,367.00	14.00	60,246.00	71.30	
11									1,698,770.90	60,838.00	23.80	62,013.00	4,240,980.50	
									37.70	60,838.00	23.80	62,013.00	83.29	
12									2,271,387.30	62,601.00	27.70	63,776.00	5,070,594.97	
									44.27	62,601.00	27.70	63,776.00	94.97	
13									2,745,315.51	64,365.00	15.00	65,541.00	5,646,211.21	
									31.32	64,365.00	15.00	65,541.00	59.82	
14									1,997,304.88	66,128.00	15.30	67,597.00	3,847,583.36	
									30.61	66,128.00	15.30	67,597.00	80.31	
15									2,006,210.01	68,186.00	93.47	69,361.00	3,991,365.21	
									116.50	68,186.00	93.47	69,361.00	296.37	
16/19									7,875,071.46	88,906.00	6,373,345.42	5,992,790.40	20,241,207.28	16.79%
									187.95	88,906.00	44.00	70,561.00	256.55	
20									11,772,518.10	69,986.00	3,031,854.00	3,147,020.60	17,951,402.70	14.52%
										69,986.00	53.44	72,361.00	105.44	
25										72,361.00	3,740,051.84	3,762,772.00	7,502,823.84	5.97%
										72,361.00	44.00	75,361.00	104.69	
										75,361.00	3,211,384.00	4,573,574.69	7,784,958.69	5.93%

% of FTEs	0.50 %	6.02 %	1.23 %	8.86 %	36.89 %	21.64 %	24.86 %	100.00 %
FTE	8.80	106.39	21.80	156.52	651.65	382.21	435.14	1,766.59
Salary	313,532.52	4,335,876.52	887,224.00	7,228,590.03	40,169,776.45	25,037,419.76	28,944,056.60	106,916,499.99
								AVG. SALARY
								60,521.34

2007-2008

Clovis Analysis of Salary and Benefits Report (CASBR)

Number of FTEs As Of 12/12/2007
Schedules Selected: (BUSI,CLMG,CONF,NOPR,NREP)
FTE Scatter Gram Analysis for 2007-08

	01	02	03	04	05	06	07	08	09	10	11	12	Total
03	2.96	4.53	1.77	5.16	2.36	1.48	1.58	0.19	1.37	0.74		2.60	24.83
06	0.63	2.97	1.55	1.18		0.63	0.49		0.49	0.49		2.91	11.32
08	2.64	1.64	1.70	1.79	2.83	2.60	1.35	0.87	1.25	1.73	1.31	5.34	25.04
09	0.88	1.33	2.88	3.19	4.94	6.33	1.70	3.31	3.16	2.95	5.41	10.10	46.17
10	26.13	38.70	19.79	32.93	16.74	16.45	12.96	13.91	17.27	12.80	14.43	78.12	300.23
11		0.73					1.00	2.00	2.00	1.00		6.00	12.73
12	0.44	3.88		2.75	1.81		1.94	4.00	4.37	3.00	6.50	8.81	37.49
13	3.00	1.74	5.00	2.75	1.50	5.13	5.70	5.00	4.00	6.00	4.00	40.75	84.57
14	1.83	4.00	1.00	4.75	5.50	4.00	3.18	6.00	2.38	7.88	4.00	16.75	61.25
15	4.00	1.00		3.00	3.00	6.00	6.00	8.00	3.00	6.00	8.00	31.00	79.00
16	0.81	2.63	2.47	8.00	2.00	1.25	6.00	5.00	3.00	5.81	4.00	14.96	55.93
17			3.00		3.00				2.00	3.00	4.00	8.00	23.00
18	1.00	0.59	4.00		1.00	1.00	3.00	3.99	3.00	5.49	1.00	7.49	31.57
19				1.00		1.00			1.00	1.00		11.00	15.00
20			1.00	1.00				1.00		1.00		3.00	7.00
21			0.81	4.00	1.00		1.00			2.00	1.00	5.75	17.56
22			1.00			1.00						3.00	5.00
23	1.00			1.00	1.69					1.00		4.00	8.69
24	1.00		1.00	2.00		2.00	1.00			1.00	1.00	1.00	10.00
25	1.00						1.00					2.00	4.00
26						1.00				2.00	1.00	1.00	5.00
27				1.00						1.00		2.00	3.00
28							1.00					2.00	4.00
29		1.00										2.00	3.00
30												2.00	2.00
Total	47.30	64.73	46.96	75.50	48.37	50.86	48.99	53.27	50.28	65.88	55.65	269.59	877.38

2007-2008

Clovis Analysis of Salary and Benefits Report (CASBR)

Number of FTEs As Of 10/31/2007
Schedules Selected: (OPER)
FTE Scatter Gram Analysis for 2007-08

	01	02	03	04	05	06	07	08	09	10	11	12	Total
03													1.00
04	3.09	8.34	3.19	6.38	4.13	1.13	0.84	3.16	1.97	3.75	1.19	6.41	43.56
05									0.75	0.75	2.25	15.75	19.50
06												0.75	0.75
07	3.75	0.75		1.50	1.50	1.50	1.50	0.75	2.25	1.63		8.50	23.63
08						1.00							1.00
09	10.00	8.63	8.00	16.00	12.00	6.00	3.50	4.00	14.00	6.88		11.88	100.88
10	5.88	2.88	1.00	6.00	2.00	7.38	4.00	2.00	3.88	8.88	1.88	12.88	58.63
11			1.00	1.00	2.88	2.88	3.00	2.00	1.88	2.88		9.75	27.25
12		1.00			1.00	1.00				1.00		6.50	10.50
13	1.81	1.00	2.06	1.69	2.50	1.44	1.00	3.44	1.88	8.25		30.94	56.00
14	1.00			1.00	1.00	1.00		2.00	3.00			6.50	15.50
15	2.00					1.00		1.00	1.00			3.50	8.50
16					1.00		1.00				1.00	3.00	6.00
18												2.00	3.00
19								2.00			3.00	9.50	14.50
20												1.00	1.00
21				1.00		1.00		1.00		1.00	1.00	16.00	21.00
Total	27.53	22.59	15.25	34.58	28.00	25.31	15.84	21.34	30.59	35.00	10.31	145.84	412.19

2007-2008

Clovis Analysis of Salary and Benefits Report (CASBR)

Number of FTEs As Of 12/12/2007

Administrative Management Salary Schedule

Fiscal Year 2007-08

Position / Duty Days	01	02	03	04	05	06	07 Total
ADMIN COMM AND BOARD RELATIONS	229	1.00					1.00
ADMIN. ASSESSMENT & ACCOUNTABI	229	1.00					1.00
ADMINISTRATOR SEC CURR/PRO DEV	229	1.00					1.00
ADMINISTRATOR SPECIAL ASSIGN	229			1.00			1.00
ADMINISTRATOR, EL CURR/PRO DEV	229			1.00			1.00
ADMINISTRATOR, RESOURCE DEVELO	229						1.00
ASSIST SUPT FACILITY SERVICES	229			1.00			1.00
ASSISTANT DIRECTOR SPECIAL ED	215						1.00
ASSISTANT SUPT BUSINESS SERVIC	229			1.00			1.00
ASSOC SUPT CURRICULUM & INSTR	229				1.00		1.00
ASSOC SUPT SCHOOL LEADERSHIP	229				1.00		1.00
ASSOCIATE SUPERINTENDENT, HR	229				1.00		1.00
ASSOCIATE SUPT. GEO CVSS JPA	229				1.00		1.00
ASST DIR ASSES AND DEMOGRAPHI	229	1.00					1.00
ASST DIR PSYCHOLOGICAL SERVICE	215						1.00
ASST DIRECTOR CHILD DEVELOPMNT	215						1.00
ASST DIRECTOR SSSA	215						1.00
ASST SUP. SPECIAL ASSIGNMENT	229			0.96			0.96
ASST SUPERINTENDENT CWHS	229			0.81			0.81
ASST SUPERINTENDENT DIS OFFICE	229			0.23			0.23
ASST SUPERINTENDENT, BUCHANAN	229			1.00			1.00
ASST SUPERINTENDENT, CLOVIS	229			1.00			1.00
ASST SUPERINTENDENT, REAGAN	229			1.00			1.00
ASST SUPT EDUCATIONAL SERVICES	229		1.00				1.00
ATHLETICS TEACHER	198						1.00
CHIEF OPERATING OFFICER CART	220	1.00					1.00
COORD CO CURRICULAR PROGRAMS	229						1.00
COORD INS RCS & LIBRARY SVCS	215					1.00	1.00
COORDINATOR COMMUNITY RELATION	229						1.00
COORDINATOR INSTRUCTION CBET	215						1.00
COORDINATOR NURSING SERVICES	210						1.00
COORDINATOR PRESCHOOL AGE	215					1.00	1.00
COORDINATOR SCHOOL AGE	215						1.00
COORDINATOR SCHOOL CAREER/ROP	210						1.00
COORDINATOR VIS & PERF ARTS	220						1.00
COORDINATOR, EDUCATIONAL SERV	210						1.00
DEPUTY PRINCIPAL 7-12 ED CNTR	220						0.60
DEPUTY PRINCIPAL INTERMEDIATE	220						0.68
DEPUTY PRINCIPAL SECONDARY	220						1.32
DIR SCHOOL SERV & STUDENT ATTIE	225						4.00
DIRECTOR ADULT & VOCATIONAL ED	225						1.00
DIRECTOR FOR CHILD DEVELOPMENT	225						1.00
DIRECTOR OF ACTIVITIES	198	1.00	3.00				4.00
DIRECTOR OF ATHLETICS	198						4.36
DIRECTOR OF SPECIAL PROJECTS	225					1.00	1.00
DIRECTOR REGIONAL LEARNING CTR	229						1.00

2007-2008 **Clovis Analysis of Salary and Benefits Report (CASBR)**

Number of FTEs As Of 12/12/2007
Administrative Management Salary Schedule
Fiscal Year 2007-08

Position /Duty Days	01	02	03	04	05	06	07 Total
DIRECTOR SELPA & PSYCH SERVICE	225					1.00	1.00
GUIDANCE & LEARNING DIRECTOR	198					1.00	20.00
GUIDANCE & LEARNING SPEC-CWA	198						1.00
GUIDANCE & LEARNING SPECIALIST	198	2.00	1.00	2.00	3.00		15.20
GUIDANCE INSTRUCTIONAL SPEC	198	3.76	1.70	1.30	4.25	3.99	23.82
LEARNING DIR CONTINUATION/ S	205						1.00
LEARNING DIR ED SERV & COUNSEL	210						1.00
LEARNING DIRECTOR ADULT ED	215						2.00
LEARNING DIRECTOR INTERMEDIATE	205			1.00	1.00	3.00	4.00
LEARNING DIRECTOR, SECONDARY	205	2.00	1.00			4.00	8.00
MANAGER RECREATION-AQUATICS	235					1.00	1.00
PRIN GRADE 7-12	225						1.00
PRINCIPAL CMUNITY DAY ELEM	201						0.25
PRINCIPAL COMMUNITY DAY SECOND	201						0.75
PRINCIPAL ELEMENTARY	205		2.00		1.00	1.00	27.00
PRINCIPAL INTERMEDIATE	210						4.00
PRINCIPAL SECONDARY	220						4.00
PRINCIPAL, ADULT EDUCATION	215						1.00
PRINCIPAL, ALTERNATIVE ED	210						1.00
PROGRAM MGR SP PROJ & ASSESS	220			1.00			1.00
PROGRAM SPECIALIST SPECIAL ED	200			1.00		2.00	8.40
PSYCHOLOGIST	200	4.00	2.75	1.50	1.00	1.20	19.10
PSYCHOLOGIST INTERN	200	2.00					2.00
RESOURCE TEACHER SBGP	198	1.41	0.85	0.70	0.75	0.18	1.88
RESOURCE TEACHER TITLE I	198	0.84		1.00		0.83	4.24
RETIREMENT EMPLOYMENT CONTRACT	205						0.23
SR GUIDANCE INSTRUCTIONAL SPEC	198				0.40		5.23
SR RESOURCE TEACHER SBGP	198				0.15		1.77
SR RESOURCE TEACHER TITLE I	198				0.45		0.45
SUPERVISOR RECREATION-DANCE	209						1.00
Total		20.00	7.75	20.50	16.00	22.20	167.89
							274.18