

Implementation Cost Distribution Information for Jefferson County Public Schools

August 22, 2016





MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

August 22, 2016

Cordelia Hardin
Chief Financial Officer/Treasurer
Jefferson County Public Schools
Louisville, KY

Dear Ms. Hardin:

In response to your request for additional clarification/detail regarding implementation cost distribution and the relationship of various JCPS non-teacher pay schedule classifications to the relevant markets, MAG has prepared the attached information.

The attached charts and tables should provide the detail you need to answer questions regarding market relationships of the various occupational categories and classifications where employees are clearly "overpaid" in relation to the market.

If you have any additional questions, please contact us at (703) 590-7250 as needed.

Sincerely,

Carolyn Long

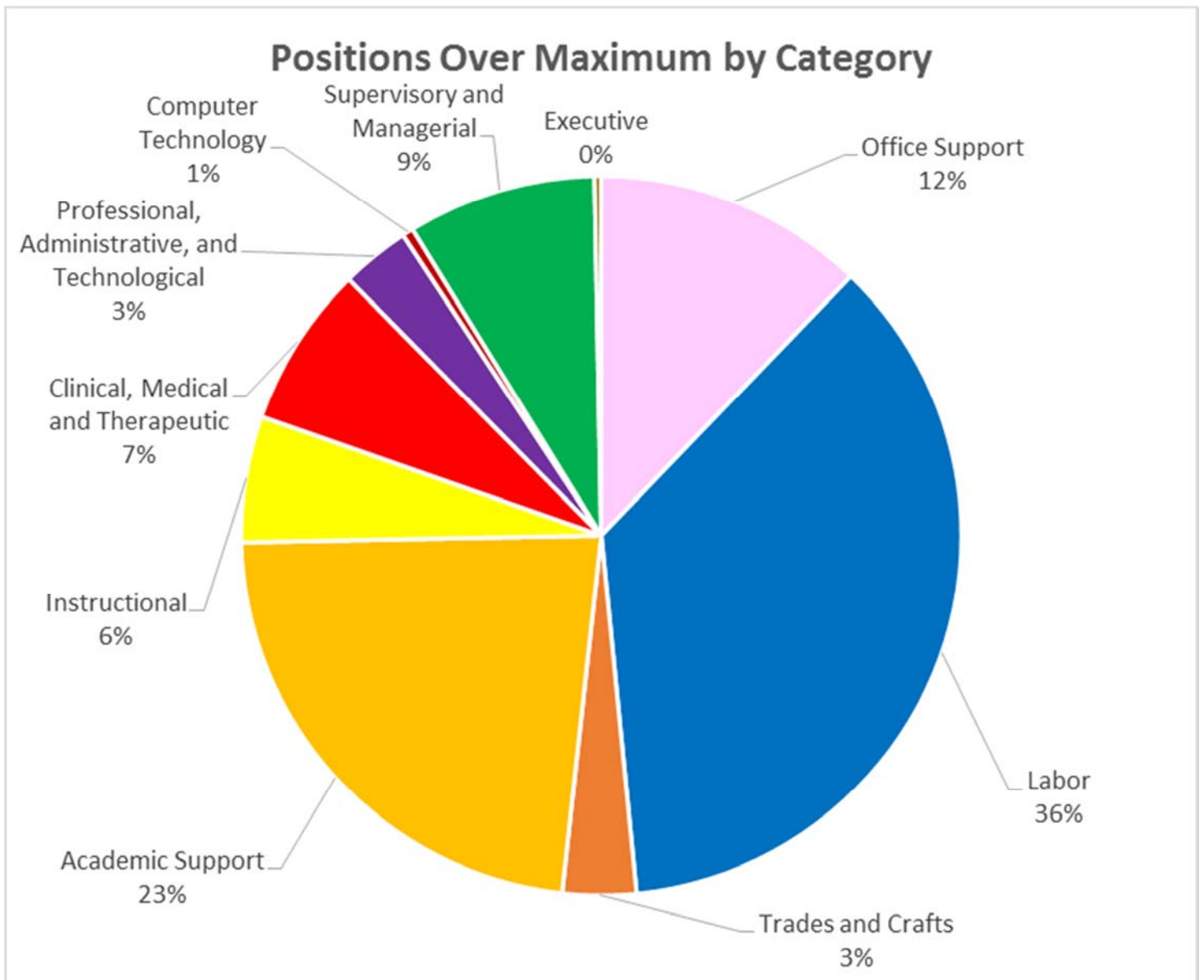
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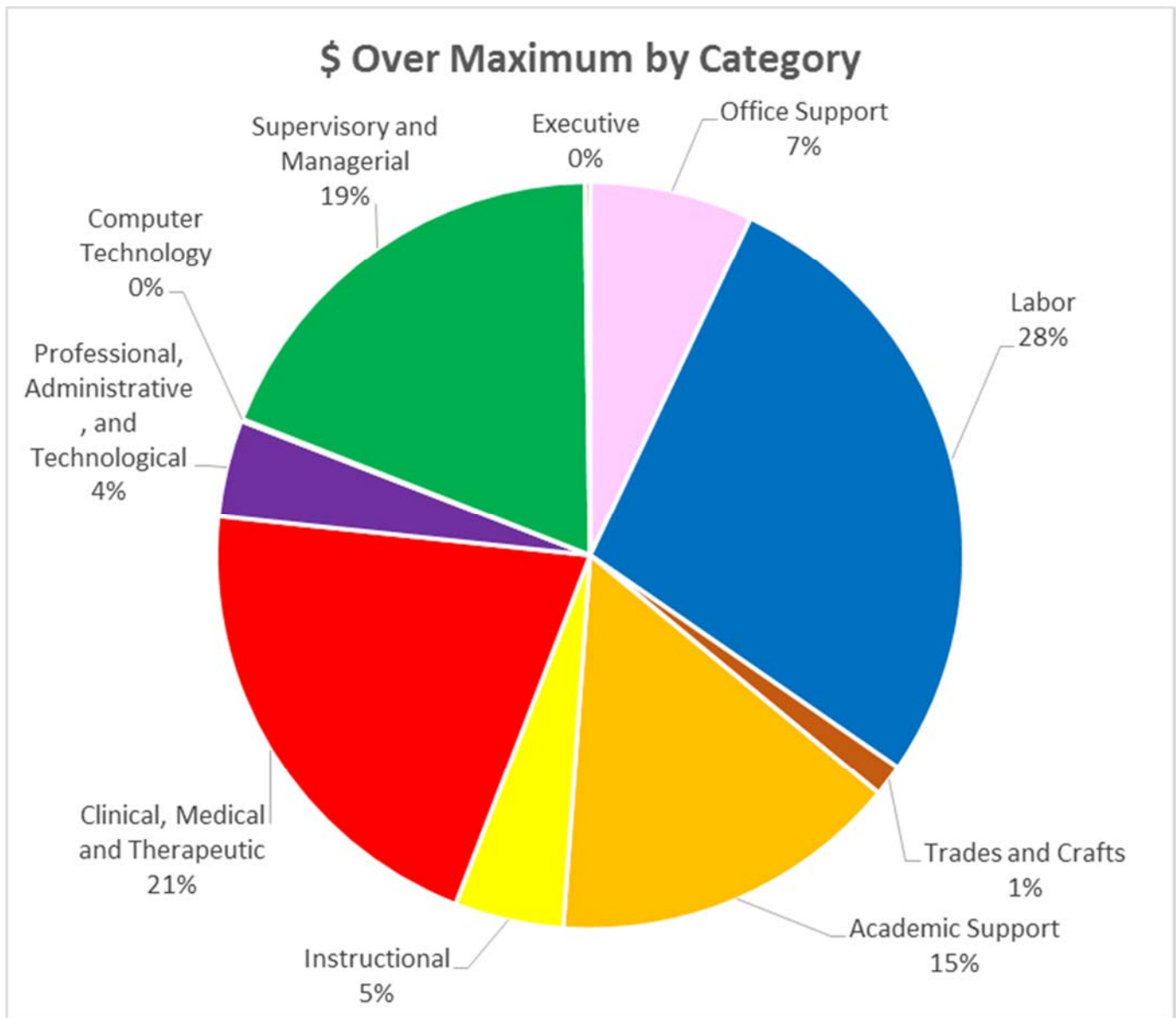
JCPS Market Relationship Information 8-22-2016

Based on MAG's proposed classification/compensation structure for classified and administrative classes, there are more than 6,700 employees whose current salaries are greater than the maximum of the proposed pay range. This pie chart shows the percentage of JCPS (non-teacher pay schedule) positions, by occupational category, where the employee's current salary exceeds the proposed maximum of the range for the assigned classification. Office Support, Labor, Trades and Crafts and Instructional employees comprise nearly three quarters of the positions that can objectively be called "overpaid" as their salary exceeds the recommended maximum (based on market survey data) of the proposed range.



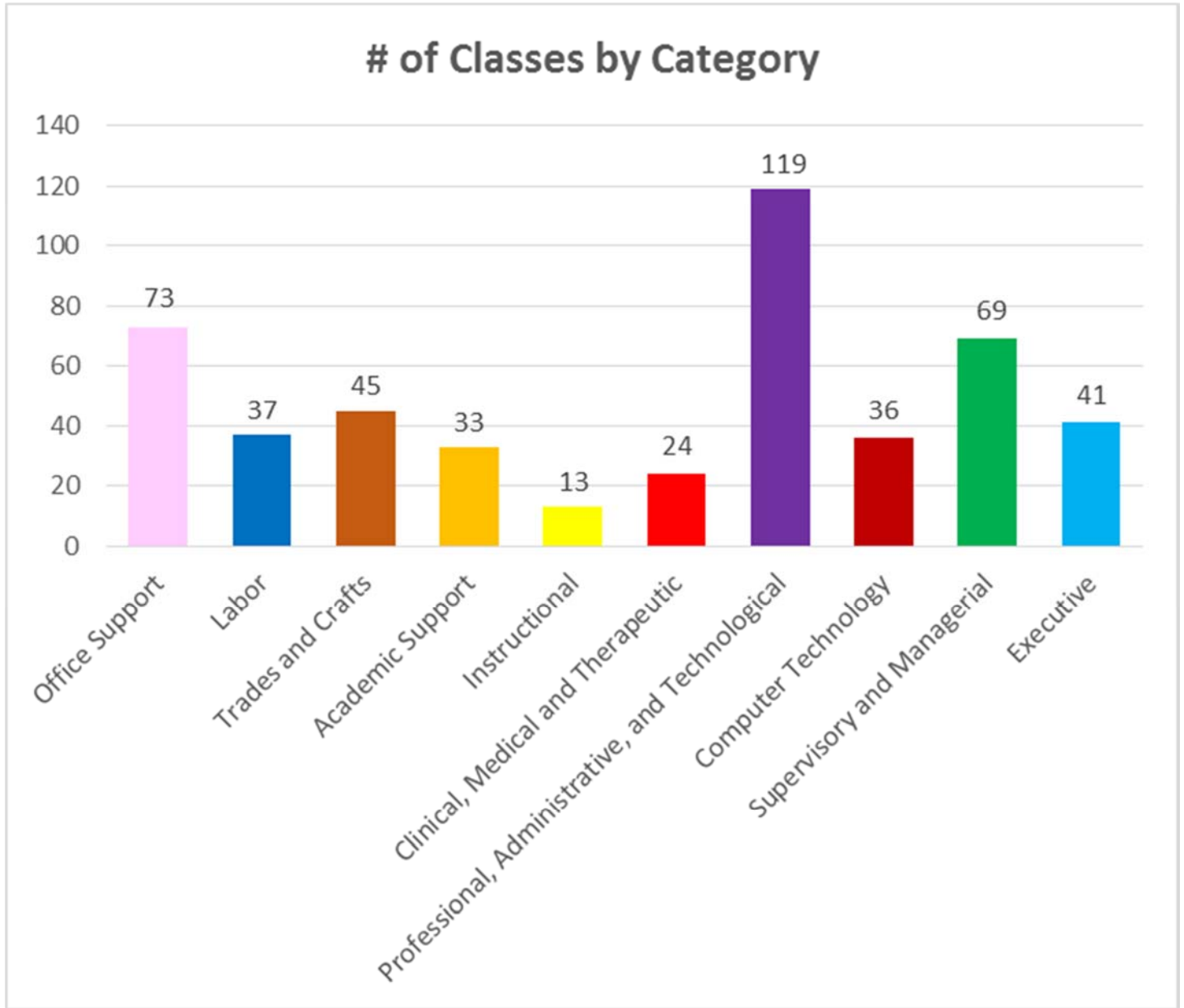
JCPS Market Relationship Information 8-22-2016

Based on the proposed pay ranges, JCPS is currently paying out more than \$52,000,000 in salaries that exceed the maximum for the pay ranges in the proposed classification/compensation structure. This pie chart illustrates where that overpayment is going, by occupational category.



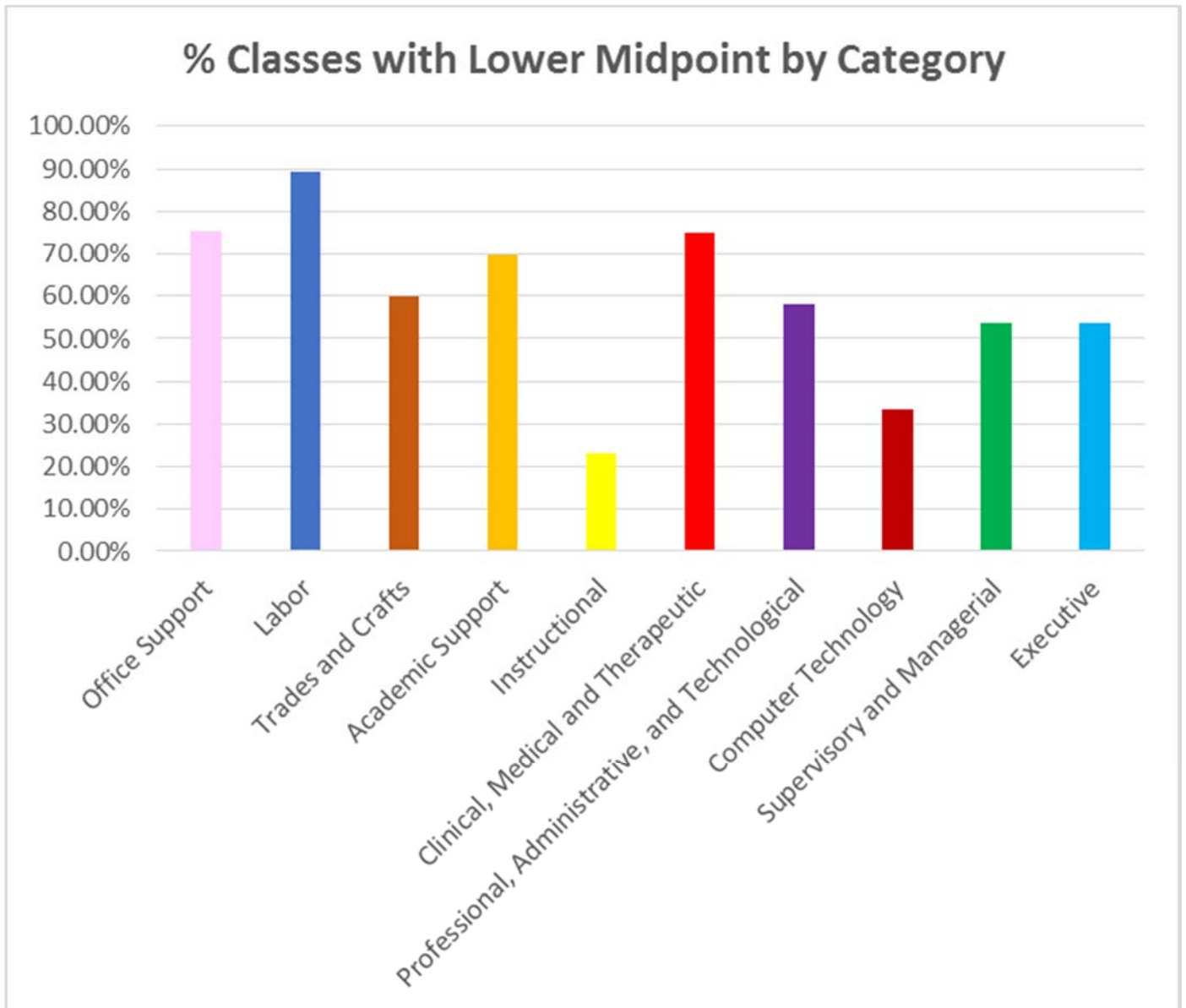
JCPS Market Relationship Information 8-22-2016

This bar chart shows the number of proposed classes in MAG's recommended classification/compensation structure for non-teaching pay schedule classifications.



JCPS Market Relationship Information 8-22-2016

This bar chart shows the percentage of titles in each occupational category that were recommended for a lower pay range, based on a comparison of the midpoint of the previous pay range to the midpoint of the recommended pay range. MAG considers that a classification was “over-valued” in an organization if the recommended pay range has a lower midpoint.



JCPS Proposed Titles with Occupational Category by Title 8-22-2016

<u>Title</u>	<u>Occupational Category</u>
ABATEMENT PROGRAM MANAGER	Supervisory and Managerial
ACADEMIC PROGRAM CONSULT I	Professional, Administrative, and Technological
ACADEMIC PROGRAM CONSULT II	Professional, Administrative, and Technological
ACCOUNTING CLERK	Office Support
ACCOUNTING CLERK, SENIOR	Office Support
ACCOUNTING SUPERVISOR	Supervisory and Managerial
ACCT PAYABLE SUPERVISOR	Supervisory and Managerial
ADMIN INTERN	Professional, Administrative, and Technological
ADMINISTRATIVE ASSISTANT	Office Support
ADMINISTRATIVE COORDINATOR I	Professional, Administrative, and Technological
ADMINISTRATIVE COORDINATOR II	Professional, Administrative, and Technological
ADULT ED INSTRUCTOR	Instructional
ADVANCED REG NURSE PRACTITIONER	Clinical, Medical and Therapeutic
ARCHITECT	Professional, Administrative, and Technological
AREA SUPERINTENDENT	Executive
ASSESSMENT COUNSELOR	Clinical, Medical and Therapeutic
ASSESSMENT SUPPORT TECHNICIAN	Academic Support
ASSISTANT DIRECTOR ADMIN RECRUIT & DEVELOPMNT	Supervisory and Managerial
ASSISTANT GENERAL COUNSEL	Professional, Administrative, and Technological
ASSISTANT SUPERINTENDENT	Executive
ASSISTANT TO PRINCIPAL	Professional, Administrative, and Technological
ASSISTANT TO SUPERINTENDENT	Professional, Administrative, and Technological
ASSISTANT TRANSPORTATION FACILITATOR	Supervisory and Managerial
ASSOCIATE GRAPHIC DESIGNER	Office Support
ASST BENEFITS COUNSELOR	Professional, Administrative, and Technological
ASST DIRECTOR NUTRITION SERVICES	Supervisory and Managerial
ASST DIRECTOR PUPIL PERSONNEL	Supervisory and Managerial
ASST DIRECTOR STUDENT RELATIONS	Supervisory and Managerial
ASST DIRECTOR SYSTEMS DEVELOPMENT	Supervisory and Managerial
ASST PRINCIPAL ELEMENTARY	Supervisory and Managerial
ASST PRINCIPAL HIGH SCHOOL	Supervisory and Managerial
ASST PRINCIPAL MIDDLE SCHOOL	Supervisory and Managerial
ASST PRINCIPAL SPECIAL SCHOOLS	Supervisory and Managerial
ASST SECR TO THE BOARD	Office Support
AUDIOLOGIST	Clinical, Medical and Therapeutic
AUDITOR	Professional, Administrative, and Technological
BAKERY SUPERVISOR	Supervisory and Managerial

Title	Occupational Category
BENEFITS COUNSELOR	Professional, Administrative, and Technological
BILINGUAL INSTRUCTOR I	Instructional
BILINGUAL INSTRUCTOR II	Instructional
BODY WORKER	Trades and Crafts
BOND TECHNICIAN	Professional, Administrative, and Technological
BUDGET ANALYST	Professional, Administrative, and Technological
BUDGET SUPERVISOR	Supervisory and Managerial
BUILDING ABATEMENT INSPECTOR	Trades and Crafts
BUILDING MAINTENANCE TECHNICIAN	Trades and Crafts
BUS DRIVER	Labor
BUS DRIVER TRAINER	Labor
BUS DRIVER TRAINING SUPERVISOR	Supervisory and Managerial
BUS DRIVER/COMPOUND ASST	Labor
BUS MONITOR	Labor
BUSINESS ANALYST/DEVELOPER	Professional, Administrative, and Technological
BUSINESS MACHINE TECH	Computer Technology
BUYER	Professional, Administrative, and Technological
CAREER DEVELOPER	Professional, Administrative, and Technological
CAREER PLANNER	Professional, Administrative, and Technological
CAREER TECH /ECE JOB COACH	Instructional
CERTIFIED STAFFING CONSULTANT	Professional, Administrative, and Technological
CHIEF ACADEMIC OFFICER	Executive
CHIEF BUSINESS OFFICER	Executive
CHIEF COMMUNICATIONS & COMMUNITY RELATIONS OFFICER	Executive
CHIEF DATA MGT PLAN & PROGRAM	Executive
CHIEF DATA MGT PLANNING & PRG	Executive
CHIEF EQUITY OFFICER	Executive
CHIEF FINANCIAL OFFICER	Executive
CHIEF OPERATIONS OFFICER	Executive
CHILD CARE CENTER ASSISTANT	Academic Support
CHILD CARE CENTER FACILITATOR	Academic Support
CHILD CARE CENTER FACILITATOR	Supervisory and Managerial
COMMUNICATIONS SPECIALIST	Computer Technology
COMMUNITY LIAISON	Academic Support
COMMUNITY RELATIONS LIAISON	Professional, Administrative, and Technological
COMPLIANCE INVESTIGATOR	Professional, Administrative, and Technological
COMPOUND ATTENDANT	Labor
COMPUTER LAB TECHNICIAN	Computer Technology
COMPUTER OPERATIONS LIAISON	Computer Technology
CONSTRUCTION INSPECTOR	Trades and Crafts

Title	Occupational Category
CONSTRUCTION/FACILITIES TECH	Labor
CONSULTANT NUTRITION SVCS	Professional, Administrative, and Technological
COORD TECH SUPPORT SERVICES	Computer Technology
COORDINATOR ACADEMIC CONTEST	Professional, Administrative, and Technological
COORDINATOR AVIATION	Professional, Administrative, and Technological
COORDINATOR I	Professional, Administrative, and Technological
COORDINATOR II	Professional, Administrative, and Technological
COORDINATOR STUDENT SERVICES	Professional, Administrative, and Technological
CPR/FIRST AID TRAINER	Clinical, Medical and Therapeutic
CRC TECHNICAN	Academic Support
CURRICULUM SPECIALIST	Professional, Administrative, and Technological
CUSTODIAN	Labor
CUSTODIAN, LEAD	Labor
DATA TECHNICIAN	Computer Technology
DATABASE ADMINISTRATOR	Computer Technology
DEMOGRAPHICS ANALYST	Professional, Administrative, and Technological
DIAGNOSTIC/ASSESSMENT COUNSELOR	Clinical, Medical and Therapeutic
DIGITAL CONTROL TECHNICIAN	Trades and Crafts
DIGITAL MEDIA CREATOR	Professional, Administrative, and Technological
DIGITAL PRINT TECHNICIAN	Computer Technology
DIR PERFORMANCE & TECHNOLOGY	Executive
DIR PROPERTY MGT & MAINTENANCE	Executive
DIRECTOR ACT/ATHLETICS	Executive
DIRECTOR ADULT EDUCATION	Executive
DIRECTOR BUDGET AND MANAGEMENT	Executive
DIRECTOR CAREER AND TECH ED	Executive
DIRECTOR COMPUTER ED	Executive
DIRECTOR CURRICULUM MGMT	Executive
DIRECTOR DIGITAL TECHNOLOGY	Executive
DIRECTOR DISTRICT PERSONNEL	Executive
DIRECTOR EARLY CHILDHOOD	Executive
DIRECTOR EXCEPTNL CHILD ED	Executive
DIRECTOR FACILITIES & ENVIRONMENTL	Executive
DIRECTOR FACILITY PLANNING	Executive
DIRECTOR FINANCE AND ACCOUNTING	Executive
DIRECTOR FLEET MAINTENANCE	Executive
DIRECTOR FRYSC	Executive
DIRECTOR GEN MAINT/RENOV/GROUND SW	Executive
DIRECTOR HR SUPPORT SERVICES	Executive
DIRECTOR HUMAN RESOURCES	Executive

Title	Occupational Category
DIRECTOR LABOR MGT & EMP RELAT	Executive
DIRECTOR LIB/MEDIA SV	Executive
DIRECTOR MANAGEMENT INF SERVIC	Executive
DIRECTOR MECHANICAL/ELECTRONIC MAIN	Executive
DIRECTOR OF STRATEGY	Supervisory and Managerial
DIRECTOR PRIORITY	Executive
DIRECTOR PUPIL PERSONNEL	Executive
DIRECTOR PURCHASING	Executive
DIRECTOR RESEARCH	Executive
DIRECTOR RESOURCE DEVELOPMENT	Executive
DIRECTOR SAFETY/ENVIRON SVCS	Executive
DIRECTOR SCH/COM NUTRITION SVC	Executive
DIRECTOR SCHOOL SAFETY	Executive
DIRECTOR STUDENT ASSIGNMENT	Executive
DIRECTOR SUPPLY SERVICES	Executive
DIRECTOR TITLE I PROGRAMS	Executive
DIRECTOR TRANSPORTATION SERVIC	Executive
DRIVER	Labor
DRIVER COURIER	Labor
EARLY CHILDHOOD INSTRUCTOR I	Instructional
EARLY CHILDHOOD INSTRUCTOR II	Instructional
EARLY CHILDHOOD SITE ADMINISTRATOR	Supervisory and Managerial
ECE INSTRUCTIONAL ASST	Academic Support
ECE SERVICES MANAGER	Supervisory and Managerial
ED INTERPRETER I	Academic Support
ED INTERPRETER II	Academic Support
ED INTERPRETER III	Academic Support
EDITORIAL ASSISTANT	Professional, Administrative, and Technological
ELECTRICAL ENGINEER	Professional, Administrative, and Technological
ELECTRONIC TECHNICIAN	Trades and Crafts
ENERGY AUDITOR	Professional, Administrative, and Technological
ENERGY SYS REPAIR TECH	Computer Technology
ENERGY SYSTEMS TECH/DISPATCHER	Computer Technology
EXECUTIVE ASSISTANT	Professional, Administrative, and Technological
EXPENSE CONTROL CLERK	Office Support
FAMILY SERVICE WORKER	Academic Support
FAMILY SERVICES LIAISON	Academic Support
FAMILY SVCS SPECIALST/PRE-SCHL	Academic Support
FIELD SERVICES ENGINEER	Computer Technology
FINANCE SYSTEM TECHNICIAN	Professional, Administrative, and Technological

Title	Occupational Category
FIRE EXTINGUISHER TECH	Trades and Crafts
FISCAL SUPERVISOR	Supervisory and Managerial
FOOD PRODUCTION SUPERVISOR	Supervisory and Managerial
FOREMAN	Supervisory and Managerial
FUND/SERV SPECIALIST	Professional, Administrative, and Technological
GARAGE WORKER	Labor
GENERAL COUNSEL	Executive
GENERAL MAINTENANCE SUPERVISOR	Supervisory and Managerial
GENERAL MAINTENANCE WORKER I	Labor
GENERAL MAINTENANCE WORKER II	Labor
GRAPHIC DESIGNER	Computer Technology
GROUNDS SUPERVISOR	Supervisory and Managerial
HEAD START INSTRUCTOR I	Instructional
HEAD START INSTRUCTOR II	Instructional
HEALTH SCREENING NURSE	Clinical, Medical and Therapeutic
HEALTH SERVICES NURSE PRACTITIONER	Clinical, Medical and Therapeutic
HOME SCHOOL LIAISON	Academic Support
HOUSEKEEPING - ASSISTANT MANAGER	Supervisory and Managerial
HOUSEKEEPING SVC WORKER, LEAD	Labor
HUMAN RESOURCES ASSISTANT	Professional, Administrative, and Technological
HUMAN RESOURCES GENERALIST	Professional, Administrative, and Technological
HVAC APPRENTICE	Trades and Crafts
HVAC TECHNICIAN	Trades and Crafts
INSTRUCTIONAL ASSISTANT	Academic Support
INSTRUCTIONAL CONSULTANT	Professional, Administrative, and Technological
INSTRUCTOR I	Instructional
INSTRUCTOR II	Instructional
INSURANCE TECHNICIAN	Professional, Administrative, and Technological
INTERVENTION SPECIALIST	Clinical, Medical and Therapeutic
IT BUSINESS CONTINUITY ANALYST	Computer Technology
IT MANAGER	Supervisory and Managerial
IT PROGRAM MANAGER	Computer Technology
IT TECH	Computer Technology
IT TECH, LEAD	Computer Technology
KITCHEN EQUIP REPAIR TECH	Trades and Crafts
LUNCHROOM MONITOR	Labor
MAIL CLERK	Office Support
MAIL CLERK, SENIOR	Office Support
MAIL SERVICES FACILITATOR	Supervisory and Managerial
MAINTENANCE TECH	Trades and Crafts

Title	Occupational Category
MAINTENANCE TECHNICIAN, LEAD	Trades and Crafts
MANAGER BENEFITS	Supervisory and Managerial
MANAGER DIVERSITY / EQUITY	Supervisory and Managerial
MANAGER ELECTRONIC MAINTENANCE	Supervisory and Managerial
MANAGER EMPLOYEE DEVELOPMENT	Supervisory and Managerial
MANAGER FACILITIES PURCHASING	Supervisory and Managerial
MANAGER GENERAL MAINTENANCE	Supervisory and Managerial
MANAGER GRAPHIC ARTS/PTG	Supervisory and Managerial
MANAGER GROUNDS	Supervisory and Managerial
MANAGER HOUSEKEEPING SERVICES	Supervisory and Managerial
MANAGER LABOR MGMT & EMP RELAT	Supervisory and Managerial
MANAGER NETWORK SERVICES	Supervisory and Managerial
MANAGER NUTRITION SERVICE CNT	Supervisory and Managerial
MANAGER OPERATIONS TRANSPORT	Supervisory and Managerial
MANAGER PAYROLL	Supervisory and Managerial
MANAGER PLATFORM SERVICES	Supervisory and Managerial
MANAGER PSYCHOLOGICAL SERVICES	Supervisory and Managerial
MANAGER REAL PROPERTY AND GRANTS	Supervisory and Managerial
MANAGER TECHNOLOGY SUPPORT SER	Supervisory and Managerial
MANAGER VEHICLE MAINTENANCE	Supervisory and Managerial
MECHANIC	Trades and Crafts
MECHANIC INSPECTOR	Trades and Crafts
MECHANIC, LEAD	Trades and Crafts
MECHANIC, SENIOR	Trades and Crafts
MEDIA TECHNICIAN	Computer Technology
MENTAL HEALTH COUNSELOR	Clinical, Medical and Therapeutic
MOA CONSULTANT CLASSIFIED	Professional, Administrative, and Technological
MOA EDUC RECOVERY SPECIALIST	Professional, Administrative, and Technological
NATURALIST	Professional, Administrative, and Technological
NETWORK ADMINISTRATOR	Computer Technology
NETWORK ENGINEER	Computer Technology
NURSE (LPN)	Clinical, Medical and Therapeutic
NURSING SUPERVISOR	Clinical, Medical and Therapeutic
NUTRITION ASSISTANT	Labor
NUTRITION ASST MANAGER	Supervisory and Managerial
NUTRITION MANAGER	Supervisory and Managerial
NUTRITION OPERATIONS ASSISTANT	Academic Support
NUTRITION SERVICES SUPERVISOR	Supervisory and Managerial
OCCUPATION THERAPIST	Clinical, Medical and Therapeutic
OFFICE SUPPORT SPECIALIST I	Office Support

Title	Occupational Category
OFFICE SUPPORT SPECIALIST II	Office Support
OMBUDSMAN	Professional, Administrative, and Technological
ORIENTATION/MOBILITY INSTRUCTR	Instructional
OUTREACH WKR TAPP	Academic Support
PARAPROFESSIONAL	Academic Support
PARENT LIAISON	Academic Support
PARENT RELATIONS FACILITATOR	Academic Support
PARTS TECHNICIAN	Trades and Crafts
PAYROLL CLERK	Office Support
PAYROLL CLERK, SENIOR	Office Support
PAYROLL PROGRAM ASSISTANT	Professional, Administrative, and Technological
PAYROLL SUPERVISOR	Supervisory and Managerial
PHYSICAL THERAPIST	Clinical, Medical and Therapeutic
PIPEFITTER	Trades and Crafts
PREVENTIVE MAINT TECH	Trades and Crafts
PRINCIPAL ELEMENTARY SCHOOL	Supervisory and Managerial
PRINCIPAL HIGH SCHOOL	Supervisory and Managerial
PRINCIPAL MIDDLE SCHOOL	Supervisory and Managerial
PRINCIPAL SPECIALIZED SCHOOLS	Supervisory and Managerial
PRINTSHOP TECHNICIAN	Labor
PRODUCTION PRINTER	Trades and Crafts
PRODUCTION PRINTER, SENIOR	Trades and Crafts
PROGRAM SPECIALIST	Professional, Administrative, and Technological
PROPERTY RECORDS AUDITOR	Professional, Administrative, and Technological
PSYCHOLOGIST	Clinical, Medical and Therapeutic
PUBLICATIONS SPECIALIST	Professional, Administrative, and Technological
PURCHASING CLERK	Office Support
PURCHASING CLERK, SENIOR	Office Support
PURCHASING/BIDS SUPERVISOR	Supervisory and Managerial
QUALITY CONTROL INSPECTOR	Professional, Administrative, and Technological
RADIO OPERATOR (SECURITY)	Office Support
REFRIGERATION TECH	Trades and Crafts
REGISTERED NURSE	Clinical, Medical and Therapeutic
RESEARCH SPECIALIST	Professional, Administrative, and Technological
ROOFING INSPECTOR	Trades and Crafts
SAFE CRISIS MANAGEMENT ASST	Academic Support
SAFE CRISIS MANAGEMENT TRAINER	Professional, Administrative, and Technological
SAFETY INSPECTOR	Trades and Crafts
SCHOOL ADMIN MANAGER	Professional, Administrative, and Technological
SCHOOL COUNSELOR	Clinical, Medical and Therapeutic

Title	Occupational Category
SCHOOL MAINTENANCE WORKER	Trades and Crafts
SCHOOL PLAN DRAFTSMAN	Professional, Administrative, and Technological
SCHOOL SAFETY INVESTIGATOR	Trades and Crafts
SCHOOL SECRETARY	Office Support
SCHOOL SOCIAL WORKER	Professional, Administrative, and Technological
SECURITY MONITOR	Labor
SECURITY OFFICER	Labor
SECURITY SYS TECH	Computer Technology
SHADE WORKER	Trades and Crafts
SKILLED TRADES HELPER	Labor
SKILLED TRADES WORKER I	Trades and Crafts
SKILLED TRADES WORKER II	Trades and Crafts
SKILLED TRADES WORKER III	Trades and Crafts
SKILLED TRADES WORKER, LEAD	Trades and Crafts
SOFTWARE DEVELOPER	Computer Technology
SOFTWARE ENGINEER	Computer Technology
SPECIAL NEEDS TRANSPORTION ASST	Academic Support
SPECIALIST I	Professional, Administrative, and Technological
SPECIALIST II	Professional, Administrative, and Technological
SPEECH LANG PATHOLOGIST ASST	Clinical, Medical and Therapeutic
SPEECH LANGUAGE LIAISON	Academic Support
SPEECH LANGUAGE PATHOLOGIST	Clinical, Medical and Therapeutic
STAFF DEVELOPER	Professional, Administrative, and Technological
STUDENT/COMM LIAISON	Academic Support
SUPERINTENDENT	Executive
SUPERVISOR DIGITAL CONTROL SYSTEMS	Supervisory and Managerial
SUPERVISOR MECHANICAL SYSTEMS	Supervisory and Managerial
SUPERVISOR PRINT PRODUCTION	Supervisory and Managerial
SUPERVISOR STUDENT RECORDS	Supervisory and Managerial
SUPPORT SERVICES AIDE	Labor
SYSTEMS ADMINISTRATOR	Computer Technology
SYSTEMS ANALYST	Computer Technology
SYSTEMS ENGINEER	Computer Technology
SYSTEMS SECURITY ADMINISTRATOR	Computer Technology
SYSTEMS TECHNICIAN	Computer Technology
TECHNOLOGY SUPPORT MANAGER	Supervisory and Managerial
TECHNOLOGY SUPPORT SPEC I	Computer Technology
TECHNOLOGY SUPPORT SPEC II	Computer Technology
TECHNOLOGY SUPPORT SPEC III	Computer Technology
TECHNOLOGY SUPPORT SPEC IV	Computer Technology

Title	Occupational Category
THERAPIST ASST OT/PT	Clinical, Medical and Therapeutic
TIRE WORKER	Labor
TITLE I COMPONENT SPECIALIST	Professional, Administrative, and Technological
TRACTOR MECHANIC	Trades and Crafts
TRAINER	Professional, Administrative, and Technological
TRANS REBUILDER TECH	Trades and Crafts
TRANSITION TEACHER (NO JAQ AND NO JD)	Instructional
TRANSPORTATION FACILITATOR	Supervisory and Managerial
UNIT MANAGER-OPERATIONS	Supervisory and Managerial
USER INTERFACE ANALYST	Computer Technology
VIDEO SPECIALIST	Professional, Administrative, and Technological
VIRTUALIZATION ENGINEER	Professional, Administrative, and Technological
VOICE COMMUNICATIONS TECH	Computer Technology
VOIP ENGINEER	Computer Technology
WAREHOUSE SUPERVISOR	Supervisory and Managerial
WAREHOUSE TECHNICIAN	Labor
WAREHOUSE TECHNICIAN, LEAD	Labor
Warehouse Worker	Labor
WEBMASTER	Computer Technology

JCPS Proposed Titles by Occupational Category 8-22-2016

Title	Occupational Category
ASSESSMENT SUPPORT TECHNICIAN	Academic Support
CHILD CARE CENTER ASSISTANT	Academic Support
CHILD CARE CENTER FACILITATOR	Academic Support
COMMUNITY LIAISON	Academic Support
CRC TECHNICAN	Academic Support
ECE INSTRUCTIONAL ASST	Academic Support
ED INTERPRETER I	Academic Support
ED INTERPRETER II	Academic Support
ED INTERPRETER III	Academic Support
FAMILY SERVICE WORKER	Academic Support
FAMILY SERVICES LIAISON	Academic Support
FAMILY SVCS SPECIALST/PRE-SCHL	Academic Support
HOME SCHOOL LIAISON	Academic Support
INSTRUCTIONAL ASSISTANT	Academic Support
NUTRITION OPERATIONS ASSISTANT	Academic Support
OUTREACH WKR TAPP	Academic Support
PARAPROFESSIONAL	Academic Support
PARENT LIAISON	Academic Support
PARENT RELATIONS FACILITATOR	Academic Support
SAFE CRISIS MANAGEMENT ASST	Academic Support
SPECIAL NEEDS TRANSPORTION ASST	Academic Support
SPEECH LANGUAGE LIAISON	Academic Support
STUDENT/COMM LIAISON	Academic Support
ADVANCED REG NURSE PRACTITIONER	Clinical, Medical and Therapeutic
ASSESSMENT COUNSELOR	Clinical, Medical and Therapeutic
AUDIOLOGIST	Clinical, Medical and Therapeutic
CPR/FIRST AID TRAINER	Clinical, Medical and Therapeutic
DIAGNOSTIC/ASSESSMENT COUNSELOR	Clinical, Medical and Therapeutic
HEALTH SCREENING NURSE	Clinical, Medical and Therapeutic
HEALTH SERVICES NURSE PRACTITIONER	Clinical, Medical and Therapeutic
INTERVENTION SPECIALIST	Clinical, Medical and Therapeutic
MENTAL HEALTH COUNSELOR	Clinical, Medical and Therapeutic
NURSE (LPN)	Clinical, Medical and Therapeutic
NURSING SUPERVISOR	Clinical, Medical and Therapeutic
OCCUPATION THERAPIST	Clinical, Medical and Therapeutic
PHYSICAL THERAPIST	Clinical, Medical and Therapeutic
PSYCHOLOGIST	Clinical, Medical and Therapeutic
REGISTERED NURSE	Clinical, Medical and Therapeutic

Title	Occupational Category
SCHOOL COUNSELOR	Clinical, Medical and Therapeutic
SPEECH LANG PATHOLOGIST ASST	Clinical, Medical and Therapeutic
SPEECH LANGUAGE PATHOLOGIST	Clinical, Medical and Therapeutic
THERAPIST ASST OT/PT	Clinical, Medical and Therapeutic
BUSINESS MACHINE TECH	Computer Technology
COMMUNICATIONS SPECIALIST	Computer Technology
COMPUTER LAB TECHNICIAN	Computer Technology
COMPUTER OPERATIONS LIAISON	Computer Technology
COORD TECH SUPPORT SERVICES	Computer Technology
DATA TECHNICIAN	Computer Technology
DATABASE ADMINISTRATOR	Computer Technology
DIGITAL PRINT TECHNICIAN	Computer Technology
ENERGY SYS REPAIR TECH	Computer Technology
ENERGY SYSTEMS TECH/DISPATCHER	Computer Technology
FIELD SERVICES ENGINEER	Computer Technology
GRAPHIC DESIGNER	Computer Technology
IT BUSINESS CONTINUITY ANALYST	Computer Technology
IT PROGRAM MANAGER	Computer Technology
IT TECH	Computer Technology
IT TECH, LEAD	Computer Technology
MEDIA TECHNICIAN	Computer Technology
NETWORK ADMINISTRATOR	Computer Technology
NETWORK ENGINEER	Computer Technology
SECURITY SYS TECH	Computer Technology
SOFTWARE DEVELOPER	Computer Technology
SOFTWARE ENGINEER	Computer Technology
SYSTEMS ADMINISTRATOR	Computer Technology
SYSTEMS ANALYST	Computer Technology
SYSTEMS ENGINEER	Computer Technology
SYSTEMS SECURITY ADMINISTRATOR	Computer Technology
SYSTEMS TECHNICIAN	Computer Technology
TECHNOLOGY SUPPORT SPEC I	Computer Technology
TECHNOLOGY SUPPORT SPEC II	Computer Technology
TECHNOLOGY SUPPORT SPEC III	Computer Technology
TECHNOLOGY SUPPORT SPEC IV	Computer Technology
USER INTERFACE ANALYST	Computer Technology
VOICE COMMUNICATIONS TECH	Computer Technology
VOIP ENGINEER	Computer Technology
WEBMASTER	Computer Technology
AREA SUPERINTENDENT	Executive

Title	Occupational Category
ASSISTANT SUPERINTENDENT	Executive
CHIEF ACADEMIC OFFICER	Executive
CHIEF BUSINESS OFFICER	Executive
CHIEF COMMUNICATIONS & COMMUNITY RELATIONS OFFICER	Executive
CHIEF DATA MGT PLAN & PROGRAM	Executive
CHIEF DATA MGT PLANNING & PRG	Executive
CHIEF EQUITY OFFICER	Executive
CHIEF FINANCIAL OFFICER	Executive
CHIEF OPERATIONS OFFICER	Executive
DIR PERFORMANCE & TECHNOLOGY	Executive
DIR PROPERTY MGT & MAINTENANCE	Executive
DIRECTOR ACT/ATHLETICS	Executive
DIRECTOR ADULT EDUCATION	Executive
DIRECTOR BUDGET AND MANAGEMENT	Executive
DIRECTOR CAREER AND TECH ED	Executive
DIRECTOR COMPUTER ED	Executive
DIRECTOR CURRICULUM MGMT	Executive
DIRECTOR DIGITAL TECHNOLOGY	Executive
DIRECTOR DISTRICT PERSONNEL	Executive
DIRECTOR EARLY CHILDHOOD	Executive
DIRECTOR EXCEPTNL CHILD ED	Executive
DIRECTOR FACILITIES & ENVIRONMENTL	Executive
DIRECTOR FACILITY PLANNING	Executive
DIRECTOR FINANCE AND ACCOUNTING	Executive
DIRECTOR FLEET MAINTENANCE	Executive
DIRECTOR FRYSC	Executive
DIRECTOR GEN MAINT/RENOV/GROUNDSW	Executive
DIRECTOR HR SUPPORT SERVICES	Executive
DIRECTOR HUMAN RESOURCES	Executive
DIRECTOR LABOR MGT & EMP RELAT	Executive
DIRECTOR LIB/MEDIA SV	Executive
DIRECTOR MANAGEMENT INF SERVIC	Executive
DIRECTOR MECHANICAL/ELECTRONIC MAIN	Executive
DIRECTOR PRIORITY	Executive
DIRECTOR PUPIL PERSONNEL	Executive
DIRECTOR PURCHASING	Executive
DIRECTOR RESEARCH	Executive
DIRECTOR RESOURCE DEVELOPMENT	Executive
DIRECTOR SAFETY/ENVIRON SVCS	Executive
DIRECTOR SCH/COM NUTRITION SVC	Executive

Title	Occupational Category
DIRECTOR SCHOOL SAFETY	Executive
DIRECTOR STUDENT ASSIGNMENT	Executive
DIRECTOR SUPPLY SERVICES	Executive
DIRECTOR TITLE I PROGRAMS	Executive
DIRECTOR TRANSPORTATION SERVIC	Executive
GENERAL COUNSEL	Executive
SUPERINTENDENT	Executive
ADULT ED INSTRUCTOR	Instructional
BILINGUAL INSTRUCTOR I	Instructional
BILINGUAL INSTRUCTOR II	Instructional
CAREER TECH /ECE JOB COACH	Instructional
EARLY CHILDHOOD INSTRUCTOR I	Instructional
EARLY CHILDHOOD INSTRUCTOR II	Instructional
HEAD START INSTRUCTOR I	Instructional
HEAD START INSTRUCTOR II	Instructional
INSTRUCTOR I	Instructional
INSTRUCTOR II	Instructional
ORIENTATION/MOBILITY INSTRUCTR	Instructional
TRANSITION TEACHER (NO JAQ AND NO JD)	Instructional
BUS DRIVER	Labor
BUS DRIVER TRAINER	Labor
BUS DRIVER/COMPOUND ASST	Labor
BUS MONITOR	Labor
COMPOUND ATTENDANT	Labor
CONSTRUCTION/FACILITIES TECH	Labor
CUSTODIAN	Labor
CUSTODIAN, LEAD	Labor
DRIVER	Labor
DRIVER COURIER	Labor
GARAGE WORKER	Labor
GENERAL MAINTENANCE WORKER I	Labor
GENERAL MAINTENANCE WORKER II	Labor
HOUSEKEEPING SVC WORKER, LEAD	Labor
LUNCHROOM MONITOR	Labor
NUTRITION ASSISTANT	Labor
PRINTSHOP TECHNICIAN	Labor
SECURITY MONITOR	Labor
SECURITY OFFICER	Labor
SKILLED TRADES HELPER	Labor
SUPPORT SERVICES AIDE	Labor

Title	Occupational Category
TIRE WORKER	Labor
WAREHOUSE TECHNICIAN	Labor
WAREHOUSE TECHNICIAN, LEAD	Labor
Warehouse Worker	Labor
ACCOUNTING CLERK	Office Support
ACCOUNTING CLERK, SENIOR	Office Support
ADMINISTRATIVE ASSISTANT	Office Support
ASSOCIATE GRAPHIC DESIGNER	Office Support
ASST SECR TO THE BOARD	Office Support
EXPENSE CONTROL CLERK	Office Support
MAIL CLERK	Office Support
MAIL CLERK, SENIOR	Office Support
OFFICE SUPPORT SPECIALIST I	Office Support
OFFICE SUPPORT SPECIALIST II	Office Support
PAYROLL CLERK	Office Support
PAYROLL CLERK, SENIOR	Office Support
PURCHASING CLERK	Office Support
PURCHASING CLERK, SENIOR	Office Support
RADIO OPERATOR (SECURITY)	Office Support
SCHOOL SECRETARY	Office Support
ACADEMIC PROGRAM CONSULT I	Professional, Administrative, and Technological
ACADEMIC PROGRAM CONSULT II	Professional, Administrative, and Technological
ADMIN INTERN	Professional, Administrative, and Technological
ADMINISTRATIVE COORDINATOR I	Professional, Administrative, and Technological
ADMINISTRATIVE COORDINATOR II	Professional, Administrative, and Technological
ARCHITECT	Professional, Administrative, and Technological
ASSISTANT GENERAL COUNSEL	Professional, Administrative, and Technological
ASSISTANT TO PRINCIPAL	Professional, Administrative, and Technological
ASSISTANT TO SUPERINTENDENT	Professional, Administrative, and Technological
ASST BENEFITS COUNSELOR	Professional, Administrative, and Technological
AUDITOR	Professional, Administrative, and Technological
BENEFITS COUNSELOR	Professional, Administrative, and Technological
BOND TECHNICIAN	Professional, Administrative, and Technological
BUDGET ANALYST	Professional, Administrative, and Technological
BUSINESS ANALYST/DEVELOPER	Professional, Administrative, and Technological
BUYER	Professional, Administrative, and Technological
CAREER DEVELOPER	Professional, Administrative, and Technological
CAREER PLANNER	Professional, Administrative, and Technological
CERTIFIED STAFFING CONSULTANT	Professional, Administrative, and Technological
COMMUNITY RELATIONS LIAISON	Professional, Administrative, and Technological

Title	Occupational Category
COMPLIANCE INVESTIGATOR	Professional, Administrative, and Technological
CONSULTANT NUTRITION SVCS	Professional, Administrative, and Technological
COORDINATOR ACADEMIC CONTEST	Professional, Administrative, and Technological
COORDINATOR AVIATION	Professional, Administrative, and Technological
COORDINATOR I	Professional, Administrative, and Technological
COORDINATOR II	Professional, Administrative, and Technological
COORDINATOR STUDENT SERVICES	Professional, Administrative, and Technological
CURRICULUM SPECIALIST	Professional, Administrative, and Technological
DEMOGRAPHICS ANALYST	Professional, Administrative, and Technological
DIGITAL MEDIA CREATOR	Professional, Administrative, and Technological
EDITORIAL ASSISTANT	Professional, Administrative, and Technological
ELECTRICAL ENGINEER	Professional, Administrative, and Technological
ENERGY AUDITOR	Professional, Administrative, and Technological
EXECUTIVE ASSISTANT	Professional, Administrative, and Technological
FINANCE SYSTEM TECHNICIAN	Professional, Administrative, and Technological
FUND/SERV SPECIALIST	Professional, Administrative, and Technological
HUMAN RESOURCES ASSISTANT	Professional, Administrative, and Technological
HUMAN RESOURCES GENERALIST	Professional, Administrative, and Technological
INSTRUCTIONAL CONSULTANT	Professional, Administrative, and Technological
INSURANCE TECHNICIAN	Professional, Administrative, and Technological
MOA CONSULTANT CLASSIFIED	Professional, Administrative, and Technological
MOA EDUC RECOVERY SPECIALIST	Professional, Administrative, and Technological
NATURALIST	Professional, Administrative, and Technological
OMBUDSMAN	Professional, Administrative, and Technological
PAYROLL PROGRAM ASSISTANT	Professional, Administrative, and Technological
PROGRAM SPECIALIST	Professional, Administrative, and Technological
PROPERTY RECORDS AUDITOR	Professional, Administrative, and Technological
PUBLICATIONS SPECIALIST	Professional, Administrative, and Technological
QUALITY CONTROL INSPECTOR	Professional, Administrative, and Technological
RESEARCH SPECIALIST	Professional, Administrative, and Technological
SAFE CRISIS MANAGEMENT TRAINER	Professional, Administrative, and Technological
SCHOOL ADMIN MANAGER	Professional, Administrative, and Technological
SCHOOL PLAN DRAFTSMAN	Professional, Administrative, and Technological
SCHOOL SOCIAL WORKER	Professional, Administrative, and Technological
SPECIALIST I	Professional, Administrative, and Technological
SPECIALIST II	Professional, Administrative, and Technological
STAFF DEVELOPER	Professional, Administrative, and Technological
TITLE I COMPONENT SPECIALIST	Professional, Administrative, and Technological
TRAINER	Professional, Administrative, and Technological
VIDEO SPECIALIST	Professional, Administrative, and Technological

Title	Occupational Category
VIRTUALIZATION ENGINEER	Professional, Administrative, and Technological
ABATEMENT PROGRAM MANAGER	Supervisory and Managerial
ACCOUNTING SUPERVISOR	Supervisory and Managerial
ACCT PAYABLE SUPERVISOR	Supervisory and Managerial
ASSISTANT DIRECTOR ADMIN RECRUIT & DEVELOPMNT	Supervisory and Managerial
ASSISTANT TRANSPORTATION FACILITATOR	Supervisory and Managerial
ASST DIRECTOR NUTRITION SERVICES	Supervisory and Managerial
ASST DIRECTOR PUPIL PERSONNEL	Supervisory and Managerial
ASST DIRECTOR STUDENT RELATIONS	Supervisory and Managerial
ASST DIRECTOR SYSTEMS DEVELOPMENT	Supervisory and Managerial
ASST PRINCIPAL ELEMENTARY	Supervisory and Managerial
ASST PRINCIPAL HIGH SCHOOL	Supervisory and Managerial
ASST PRINCIPAL MIDDLE SCHOOL	Supervisory and Managerial
ASST PRINCIPAL SPECIAL SCHOOLS	Supervisory and Managerial
BAKERY SUPERVISOR	Supervisory and Managerial
BUDGET SUPERVISOR	Supervisory and Managerial
BUS DRIVER TRAINING SUPERVISOR	Supervisory and Managerial
CHILD CARE CENTER FACILITATOR	Supervisory and Managerial
DIRECTOR OF STRATEGY	Supervisory and Managerial
EARLY CHILDHOOD SITE ADMINISTRATOR	Supervisory and Managerial
ECE SERVICES MANAGER	Supervisory and Managerial
FISCAL SUPERVISOR	Supervisory and Managerial
FOOD PRODUCTION SUPERVISOR	Supervisory and Managerial
FOREMAN	Supervisory and Managerial
GENERAL MAINTENANCE SUPERVISOR	Supervisory and Managerial
GROUNDS SUPERVISOR	Supervisory and Managerial
HOUSEKEEPING - ASSISTANT MANAGER	Supervisory and Managerial
IT MANAGER	Supervisory and Managerial
MAIL SERVICES FACILITATOR	Supervisory and Managerial
MANAGER BENEFITS	Supervisory and Managerial
MANAGER DIVERSITY / EQUITY	Supervisory and Managerial
MANAGER ELECTRONIC MAINTENANCE	Supervisory and Managerial
MANAGER EMPLOYEE DEVELOPMENT	Supervisory and Managerial
MANAGER FACILITIES PURCHASING	Supervisory and Managerial
MANAGER GENERAL MAINTENANCE	Supervisory and Managerial
MANAGER GRAPHIC ARTS/PTG	Supervisory and Managerial
MANAGER GROUNDS	Supervisory and Managerial
MANAGER HOUSEKEEPING SERVICES	Supervisory and Managerial
MANAGER LABOR MGMT & EMP RELAT	Supervisory and Managerial
MANAGER NETWORK SERVICES	Supervisory and Managerial

Title	Occupational Category
MANAGER NUTRITION SERVICE CNT	Supervisory and Managerial
MANAGER OPERATIONS TRANSPORT	Supervisory and Managerial
MANAGER PAYROLL	Supervisory and Managerial
MANAGER PLATFORM SERVICES	Supervisory and Managerial
MANAGER PSYCHOLOGICAL SERVICES	Supervisory and Managerial
MANAGER REAL PROPERTY AND GRANTS	Supervisory and Managerial
MANAGER TECHNOLOGY SUPPORT SER	Supervisory and Managerial
MANAGER VEHICLE MAINTENANCE	Supervisory and Managerial
NUTRITION ASST MANAGER	Supervisory and Managerial
NUTRITION MANAGER	Supervisory and Managerial
NUTRITION SERVICES SUPERVISOR	Supervisory and Managerial
PAYROLL SUPERVISOR	Supervisory and Managerial
PRINCIPAL ELEMENTARY SCHOOL	Supervisory and Managerial
PRINCIPAL HIGH SCHOOL	Supervisory and Managerial
PRINCIPAL MIDDLE SCHOOL	Supervisory and Managerial
PRINCIPAL SPECIALIZED SCHOOLS	Supervisory and Managerial
PURCHASING/BIDS SUPERVISOR	Supervisory and Managerial
SUPERVISOR DIGITAL CONTROL SYSTEMS	Supervisory and Managerial
SUPERVISOR MECHANICAL SYSTEMS	Supervisory and Managerial
SUPERVISOR PRINT PRODUCTION	Supervisory and Managerial
SUPERVISOR STUDENT RECORDS	Supervisory and Managerial
TECHNOLOGY SUPPORT MANAGER	Supervisory and Managerial
TRANSPORTATION FACILITATOR	Supervisory and Managerial
UNIT MANAGER-OPERATIONS	Supervisory and Managerial
WAREHOUSE SUPERVISOR	Supervisory and Managerial
BODY WORKER	Trades and Crafts
BUILDING ABATEMENT INSPECTOR	Trades and Crafts
BUILDING MAINTENANCE TECHNICIAN	Trades and Crafts
CONSTRUCTION INSPECTOR	Trades and Crafts
DIGITAL CONTROL TECHNICIAN	Trades and Crafts
ELECTRONIC TECHNICIAN	Trades and Crafts
FIRE EXTINGUISHER TECH	Trades and Crafts
HVAC APPRENTICE	Trades and Crafts
HVAC TECHNICIAN	Trades and Crafts
KITCHEN EQUIP REPAIR TECH	Trades and Crafts
MAINTENANCE TECH	Trades and Crafts
MAINTENANCE TECHNICIAN, LEAD	Trades and Crafts
MECHANIC	Trades and Crafts
MECHANIC INSPECTOR	Trades and Crafts
MECHANIC, LEAD	Trades and Crafts

Title	Occupational Category
MECHANIC, SENIOR	Trades and Crafts
PARTS TECHNICIAN	Trades and Crafts
PIPEFITTER	Trades and Crafts
PREVENTIVE MAINT TECH	Trades and Crafts
PRODUCTION PRINTER	Trades and Crafts
PRODUCTION PRINTER, SENIOR	Trades and Crafts
REFRIGERATION TECH	Trades and Crafts
ROOFING INSPECTOR	Trades and Crafts
SAFETY INSPECTOR	Trades and Crafts
SCHOOL MAINTENANCE WORKER	Trades and Crafts
SCHOOL SAFETY INVESTIGATOR	Trades and Crafts
SHADE WORKER	Trades and Crafts
SKILLED TRADES WORKER I	Trades and Crafts
SKILLED TRADES WORKER II	Trades and Crafts
SKILLED TRADES WORKER III	Trades and Crafts
SKILLED TRADES WORKER, LEAD	Trades and Crafts
TRACTOR MECHANIC	Trades and Crafts
TRANS REBUILDER TECH	Trades and Crafts