

Strategy & Innovation Rationale

Reclassification of Coordinator to Specialist:

This role requires greater independent judgement, discretion, and leadership than what is required at the coordinator level. The individual who assumes this position must do more than support and organize. He or she must actively partner with ARSI to create reports, collaborate with chiefs and department leads to align actions, and, ultimately, present updates to the Board.

Reclassification of Executive Director to Director:

The positions level is being reduced to ensure internal equity and plan for future organizational changes. The other staff members that lead CTE, Academies, PSR, magnets, etc., are all directors. Also, it is likely that this position will ultimately report to the ED, School Programming.

Deletion of Specialist and Addition of Secretary III:

The Director's high-level responsibilities will be sufficiently supported by other team members. A Specialist role is unnecessary, and the cumulative savings associated with all adjustments allow the department to add a support person to serve two executive directors and a director. Currently, there is no support person for any of those senior staff members.

Proposed Changes for Positions Funded 100% by General Fund

Employee Name	Position Number (if New, enter "New")	Position Title/Number of Days	Bargaining Unit (Salary Schedule)	Number of Positions	Position "Add" or "Delete"	Salary	Fringes	Total
New Hire	New	Secretary III/260	CLAA - JCAESP Classified Hourly (1A)	1	ADD	\$ 44,122	\$ 15,875	\$ 59,997
Vacant	New	Specialist Innovative Programs	CERX - Certified Administrator (III/IV)	1	DELETE	\$ 120,142	\$ 6,067	\$ 126,209
Vacant	New	Executive Director	CLAS - Classified Manager (II)	1	DELETE	\$ 139,985	\$ 7,391	\$ 147,376
New Hire	New	Director/260	CLAS - Classified Manager (II)	1	ADD	\$ 134,642	\$ 7,109	\$ 141,751
Vacant	New	Coordinator/260	CLAS - Classified Manager (II)	1	DELETE	\$ 89,146	\$ 4,707	\$ 93,853
New Hire	New	Specialist Strategic Planning	CLAS - Classified Manager (II)	1	ADD	\$ 119,681	\$ 6,319	\$ 126,000
TOTAL						\$ (50,828)	\$ 11,138	\$ (39,690)