

Request to Fill Classified Positions

(All vacancies, increases in hours/months, and/or new positions)

This form can be used to track the request process for filling vacant positions, and/or requesting new positions or increases in current positions. This form is not to be used for reclassification requests or reorganizations. Complete the sections immediately below, attach any documentation and forward the packet according to the listed steps. Each person in the chain will initial and date the document, and forward it as appropriate. If the request is denied at steps 1, 2 or 4, the individual or group denying the request will inform the requesting party. Steps 3 and 5 are recommendatory only.

Note: Temporary (District or agency) employment in the requested area is limited to a maximum of 60 days. This limit is designed to encourage prompt review of the vacancy. (Education Code Sec. 88003)

1. Replacement (no changes) or NEW position

Department:	Supportive Services & Instruction	Last Incumbent:	Megan Miller
Position Title:	Instructional Specialist	Date of vacancy:	Spring 2011; position was not re-filled at that time
Service Class:	14A	Funding Source:	DSPS
Hours per week:	18		
Months per year:	34 Weeks 7 Months, 18 days	Bilingual Required:	Yes or <u>No</u> <i>VP signature Required</i>
Days & Hours to be worked:	Varies according to classes & enrollments- Generally between 8:00 and 2:00; hours may be as late as 4:00 pm	Night Shift or Graveyard stipend?	<u>None</u> NS GY

2. Revised position or changed position (complete section above for comparison)

Department:		Last Incumbent:	
Position Title:		Date of vacancy:	
Service Class:		Funding Source:	
Hours per week:			
Months per year:		Bilingual Required:	Yes or <u>No</u> <i>VP signature Required</i>
Days & Hours to be worked:		Night Shift or Graveyard stipend?	<u>None</u> NS GY

3. Annual Cost of the Proposal, and source of funds: DSPS Funds - \$10,147

4. Justification/Rationale, and Consequences of not making the change (use additional sheets as necessary):


This is a combination of 2 permanent part time positions into 1 shared position. This instructional Specialist would be used as needed- predominantly within the Adaptive PE and Adaptive Computer Technology labs, but could be called on to fulfill other duties in the Testing Center, or in the Supportive Services office as needed.

The consequence of not filling this position is reduced support for students with disabilities in APE classes and limited access to physical education instruction for students with disabilities. Safety is an issue with regard to students with disabilities in adaptive physical education or regular PE courses. Class size will need to be limited in order to maintain a ratio that is manageable given the needs of students with a diverse range and severity of disability.

The effect for classes with Adaptive technology - class sizes may need to be re-evaluated and the contractual class size limit of 14 would need to be enforced. The amount of individualized instruction would have to be reduced as a result of the lack of support for personnel. In some courses, certain components of the instruction or mode of providing the instruction would need to be eliminated or changed.

Reverse this sheet, and use the table for tracking the progress of your request.

Classification/Position: Instructional Specialist Date: 9/12/2011

steps	REPLACEMENT POSITION	Initials/ Date	steps	NEW OR CHANGED POSITION*	Initials/ Date
1	Chair/manager discusses vacant position with division/area and other relevant group(s).	T.O-W 8/15/11	1	Chair/manager discusses the new/ vacant position with division/area and other relevant group(s).	
2	Chair/manager discusses with VP. The VP may authorize short term help if funds in the budget and no additional cost.	T.O-W 8/22/11	2	Chair/manager discusses with VP. The VP may authorize short term help if funds in the budget and no additional cost.	
3	VP discusses request with Vice Presidents and President		3	VP discusses request with Advisory Group.	
4	President makes final decision. VP presents to College Council for information.		4	VP discusses request with Vice Presidents and President. HR informs MPCEA.	
5	HR begins recruitment, takes recommendation to Governing Board, or takes other necessary steps .		5	College Council Reviews and makes a recommendation to the President. 2 Readings.*	
			6	President makes final decision and informs VP, Chair/manager. President directs HR to process request. (Board approval, recruitment, etc.)	
			7	HR begins recruitment, takes recommendation to Governing Board, or takes other necessary steps	

VP's Authorization for Bilingual: _____

DATE: _____

President's Authorization: _____

DATE: _____

Dr. Douglas Garrison

Note #1: These steps may take more or less time depending upon time constraints (e.g. e-mail vs. meetings), and the nature of the position.

Note #2: If this process cannot be completed within 30 calendar days, the President may authorize action without completing this process and will inform the College Council.

Note #3: If the new or changed position is vital to core mission of the college, the President may authorize action without completing this process and will inform the College Council.

Note #4: Once recruitment begins, Education Code Section 88003 limits short term or substitute employment to 60 days.

*New and changed positions must be presented to College Council for two readings and approved by the Board of Trustees. Positions included in MPCEA must be negotiated.

(See Reverse)

TEMPLATE FOR CLASSIFIED POSITION REQUEST

Position Title: Instructional Specialist

Dept/Program: Supportive Services & Instruction

Submitted by: Alexis Copeland

Search Committee Chair: Alexis Copeland

PT/FTE: PT

New or Replacement: Replacement

Service Category: 14A

Salary/Benefit Costs: \$10,147

Net Additional Costs:

Funding Source: DSPS

Are there Salary Savings: Yes- this is a combination of 2 permanent part-time positions into 1 shared position.

Description of duties and responsibilities:

Classroom instructional support for students with disabilities.

Special Considerations:

Does Position act as an entry point for the college? Should it be bilingual? Why?

- I am requesting this position be considered by the Vice President to be designated Bilingual Required.
 No, this position should not be bilingual required

What would happen if this position weren't approved? The consequence of not filling this position is reduced support for students with disabilities in APE classes and limited access to physical education instruction for students with disabilities. Safety is an issue with regard to students with disabilities in adaptive physical education or regular PE courses. Class size will need to be limited in order to maintain a ratio that is manageable given the needs of students with a diverse range and severity of disability.

The effect for classes with Adaptive technology - class sizes may need to be re-evaluated and the contractual class size limit of 14 would need to be enforced. The amount of individualized instruction would have to be reduced as a result of the lack of support for personnel. In some courses, certain components of the instruction or mode of providing the instruction would need to be eliminated or changed.