

Monterey Peninsula College

Process for Requesting 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 120 days following the vacancy. This limit is designed to encourage prompt review of the vacancy. (Once a position has been opened for recruitment, however, Education Code Sec. 88003 further limits such employment to 60 days.)

1. Replacement (no changes) or NEW position

Department:	Reading Center	Last Incumbent:	Leslie Hayner
Position Title:	Instructional Specialist	Date of vacancy:	June 2, 2011
Service Class:	14 A	Funding Source:	General
Hours per week:	18		
Months per year:	8 months 11 days	Bilingual Required:	No <i>VP signature Required</i>
Days & Hours to be worked:	To be arranged	Night Shift or Graveyard stipend?	None

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 No <i>VP signature Required</i>
Days & Hours to be worked:		Night Shift or Graveyard stipend?	None NS GY

3. Annual Cost of the Proposal, and source of funds:

\$10,335; roll-up costs \$534.00; total: \$10,869.00


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

This past Fall with the conversion from temporary to permanent and the addition of new positions, the Reading Center had, for the first time in many years, adequate staff to meet student need. However, by the end of this spring semester, we will have had four people resign for various personal reasons, and an additional person has been out on extended sick leave, reducing our staff from 10 to 5.

We made some programmatic changes in order to accommodate more students with the minimum amount of staff. Some of our tutoring is now in groups of three and logistically this seems to be a viable approach. We are also meeting to discuss the possibility of incorporating computer programs to accommodate the needs of some students in the lab.

Never the less, our staff of 10 was just sufficient to cover the student load we experienced last year, with 10 sections of Eng. 302 and Eng. 322 in the Fall and 11 sections in the Spring. In addition to that load of over 200 weekly student contact hours, we also worked with about 40 Eng. 351/352 students which required an additional 80 student contact hours per week. We still continue to have a waiting list for Eng. 351/352, and without the replacement of at least 2 of these 4-possibly 5 positions— we will not have adequate staff to cover the lab students from the English classes.

Classification/Position: Instructional Specialist Date: March 24, 2010

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).		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.		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: Reading Center

Submitted by: Adria Gerard

Search Committee Chair:

PT/FTE: PT

New or Replacement: Replacement

Service Category: 14-A

Salary/Benefit Costs: \$10,335/534 Total: 10,869

Net Additional Costs:

Funding Source: General (01-0030-0-1500-0330-2400-000-00-2402)

Are there Salary Savings: No

Description of duties and responsibilities:

Tutor students enrolled in the Reading Center—English 351/352—as well as lab students in English 302 and English 322. Administer standardized tests, perform varied instructional support services related to the preparation and administration of instructional materials and equipment, assist in training tutors and perform general clerical duties.

Special Considerations:

We are one of the lab components for English 322 and 302; students need the lab to complete their English classes. We are an impacted program; every semester we have a waiting list for English 351/352 and we are unable to accommodate all the lab students who have been identified—through standardized testing—as in need of our services.

Does Position act as an entry point for the college? Yes Should it be bilingual? No

- 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?

Reading skills are fundamental to a student's success at the college level. This increased need for reading skills development at the college level evidenced by Reading Center enrollment is a reflection of societal and cultural changes. It can be anticipated that this need will continue to grow. If these positions are not approved some students enrolled in English 322 and English 302 will not be able to attend the lab that is required for their class.