

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:	Physical Education	Last Incumbent:	Victor Gomez
Position Title:	Instructional Assist. II-Fitness Center	Date of vacancy:	
Service Class:	SC3	Funding Source:	
Hours per week:	19		
Months per year:	9 months	Bilingual Required:	No <i>VP signature Required</i>
Days & Hours to be worked:	Varies	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: **\$10,000 is currently budgeted.**

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

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

Classification/Position: Instructional Assist. II Fitness Center **Date:** 8-11-09

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 Assistant II Fitness Center](#)

Dept/Program: [Physical Fitness Department/Physical Education Division](#)

Submitted by: [Lyndon Schutzler](#)

Search Committee Chair: [Wendy Bates](#)

PT/FTE: [19 hours/week](#)

New or Replacement: [Replacement](#)

Service Category: [3](#)

Salary/Benefit Costs: [\\$14.14](#)

Net Additional Costs:

Funding Source: [General Fund Budgeted](#)

Are there Salary Savings:

Description of duties and responsibilities:

[Under general direction, assist students with established policies and procedures in the Fitness and Weight Training Center. Perform varied instructional support services related to the preparation and administration of instructional materials and equipment.](#)

Special Considerations:

Does Position act as an entry point for the college? Should it be bilingual? Why? [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? [See attached](#)

Attachment: [Instructional Assistant II – Fitness Center, SC3](#)

Justification/rationale, and consequences of not making the change:

The Fitness Center has grown to serve over 1,600 students/staff members. The Fitness Center's hours have been expanded significantly in the last year. It is now open 67 hours per week and in the spring semester over 40,000 positive attendance hours were reported. The facility has over 7,000 square feet and two floors requiring supervision. The aide provides additional essential support for Fitness Center functions including safety, cleanliness, record keeping and student support. Additionally, because there are a number of instructors assigned to the fitness center, the aid provides a communication link between instructors throughout the day which is critical to an efficient operation and a high degree of student satisfaction. With the number of hours of operation involved and the volume of students served the aid is and has been a critical piece in the success of the center.

Not filling the position would have a negative impact on the Fitness Center's ability to serve as many students, which would impact the college's ability to generate FTEs.

**L Schutzler
8/11/09**