Year 2022-2023

		Current		Proposed		
			Salary, Benefits		Salary, Benefits	Salary difference including
Current Position	Proposed Position	Salary	& Fringes	Salary	& Fringes	benefits and fringes
N/A	Purchasing Director			\$95,595.00	\$122,077.00	\$122,077.00
Assistant Director (eliminate in December)*	N/A (eliminated)	\$79,950.76	\$103,185.02			-\$103,185.02
N/A	Manager of Transportation Operations*			\$61,652.40	\$81,087.92	\$81,087.92
N/A	Manager of Transportation Fleet*			\$61,652.40	\$81,087.92	\$81,087.92
Camera Technician & Parts Clerk, Transportation (2 positions)	Increase from 11 months to 12 months	\$57,376.00	\$75,923.74	\$64,939.20	\$85,057.06	\$9,133.32
Coordinator & Compliance Monitor of Threat Assessments	Safe Schools funding source change (90 to 100%)**	\$59,713.16	\$78,746.10	\$66,347.96	\$86,758.28	\$8,012.18
*annualized cost for budgeting purposes		Total Cost of Proposed Change			\$198,213.32	

^{**}no change to salary, job title & funding source change only

No Financial Cost:

Payroll moves to HR

Manager of Purchasing Services title change to Buying Manager

Year 2023-2024

		Cı	urrent	Proj	posed	
			Salary, Benefits		Salary, Benefits	Salary difference including
Current Position	Proposed Position	Salary	& Fringes	Salary	& Fringes	benefits and fringes
Budget Assistant (Conf G)	Budget Analyst (PTS D)	\$33,423.77	\$46,999.02	\$50,298.00	\$67,376.34	\$20,377.32
Senior Accounting Assistant (Conf L)	Financial Analyst (PTS D)	\$48,106.80	\$64,730.25	\$56,274.00	\$74,592.96	\$9,862.71
Accounting Clerk (Conf D)	Executive Secretary (Conf I)	\$29,282.40	\$41,997.91	\$31,473.60	\$44,644.00	\$2,646.09
N/A	Coordinator of Human Resources			\$63,046.80	\$82,771.80	\$82,771.80
Data & Certification Specialist (Conf J)	Lead Certification Specialist (PTS D)	\$38,844.00	\$53,544.49	\$52,290.00	\$69,781.88	\$16,237.39
N/A	Manager of Environmental Services			\$61,652.40	\$81,087.92	\$81,087.92
		Total Cost of Proposed Change				\$212,983.23

No Financial Cost:

District Office Support Staff and Employment Specialist report to Coordinator of HR

Year 2024-2025

		Current		Proposed		
		Salary, Benefits		Salary, Benefits	Salary difference including	
Current Position	Proposed Position	Salary	& Fringes	Salary	& Fringes	benefits and fringes
Director of Budget	Director of Finance & Budget	\$104,760.90	\$133,145.74	\$93,059.70	\$119,015.37	-\$14,130.37
Director of Finance	CFO	\$102,970.13	\$130,983.21	\$108,118.64	\$137,200.55	\$6,217.34
		Total Cost of Proposed Change				-\$7,913.03

Effective July 1, 2025, No Financial Cost:

Business Systems Coordinator will move to Human Resources

CFO Reports to Assistant Superintendent of Business & Support Ops

Executive Director of Business Services (require/prefer law degree on job description)

Summary of Changes for Business Services and Support Operations Divisions

• 2022-2023

- Add Director of Purchasing position that will oversee Purchasing, Warehouse, and Property Control Departments
- Revise structure to eliminate Transportation Assistant Director position (upon employee retirement in December 2022) and replace with two Manager positions
- Change two Transportation positions (Camera Technician & Parts Clerk) from 11 months to 12 months
- Revise job title and adjust funding percentage for Coordinator & Compliance Monitor of Threat Assessments in Safe Schools from 90% General to 100% General
- Move Payroll Department under Human Resources
- Revise job title of Manager of Purchasing to Buying Manager

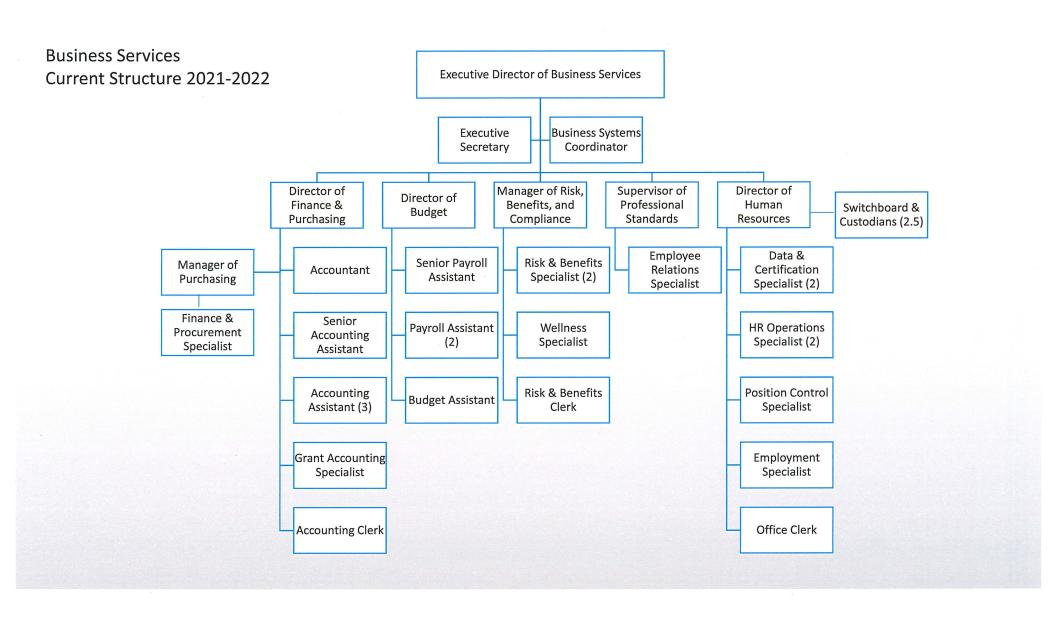
Summary of Changes for Business Services and Support Operations Divisions

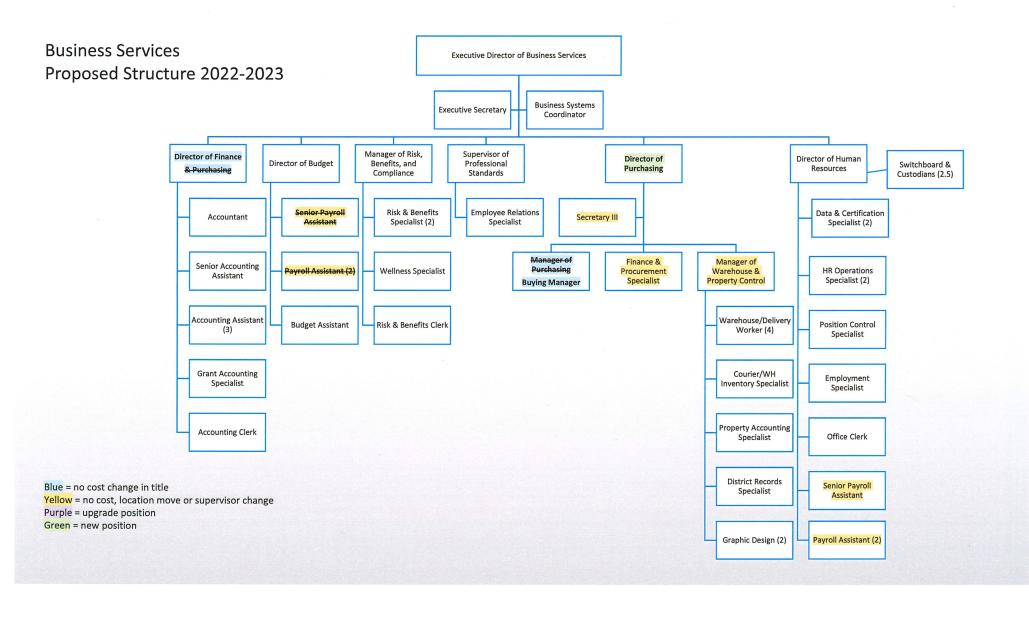
- 2023-2024
 - Upgrade Budget Assistant to Budget Analyst
 - Upgrade Senior Accounting Assistant to Financial Analyst
 - Change position of Accounting Clerk to Executive Secretary
 - Add Coordinator of Human Resources position
 - Employment Specialist and District Office Support Staff will report to the Coordinator of Human Resources
 - Upgrade one Data & Cert Specialist position to Lead Certification Specialist
 - Add Manager of Environmental Services position in the Maintenance Department

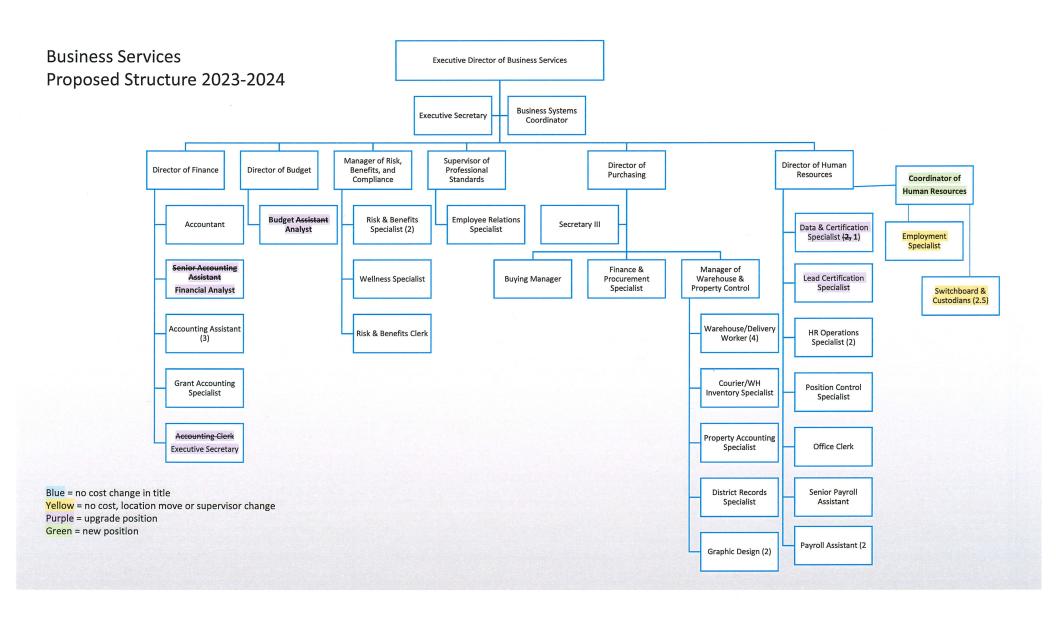
- 2024-2025
 - Change Director of Budget position to Director of Finance & Budget
 - Upgrade Director of Finance position to Chief Financial Officer

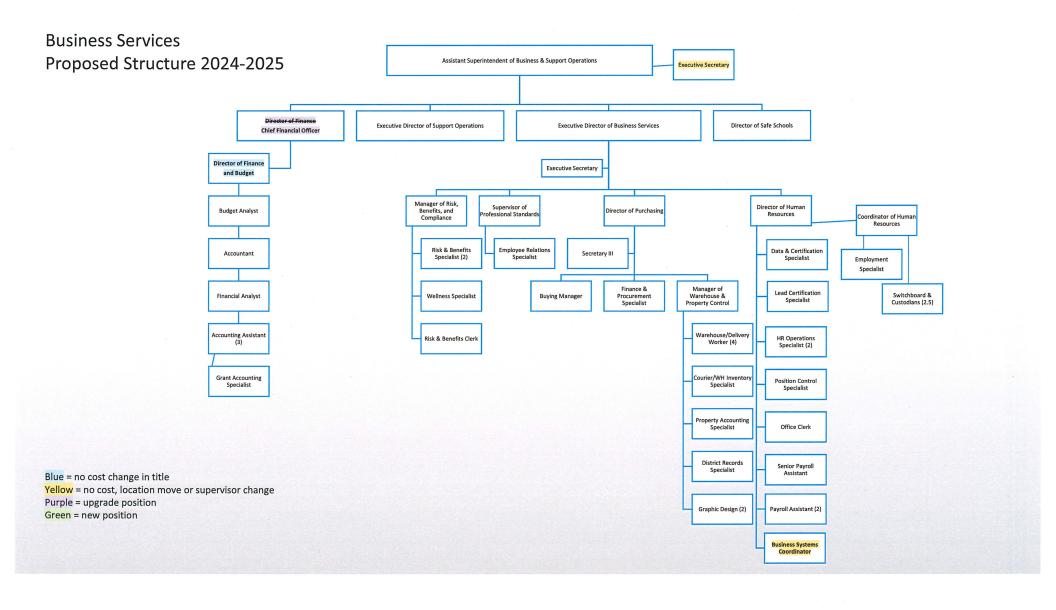
Effective July 1, 2025

- Business Systems Coordinator will move to Human Resources Department
- Chief Financial Officer and Executive Secretary will report to Assistant Superintendent of Business & Support Operations
- Executive Director of Business Services position requirements will be revised (upon retirement of employee in 2024) to require/prefer law degree

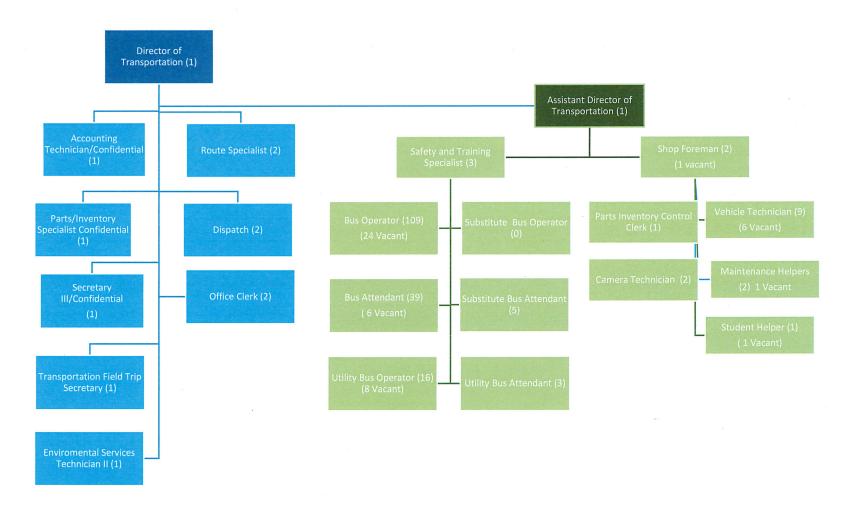




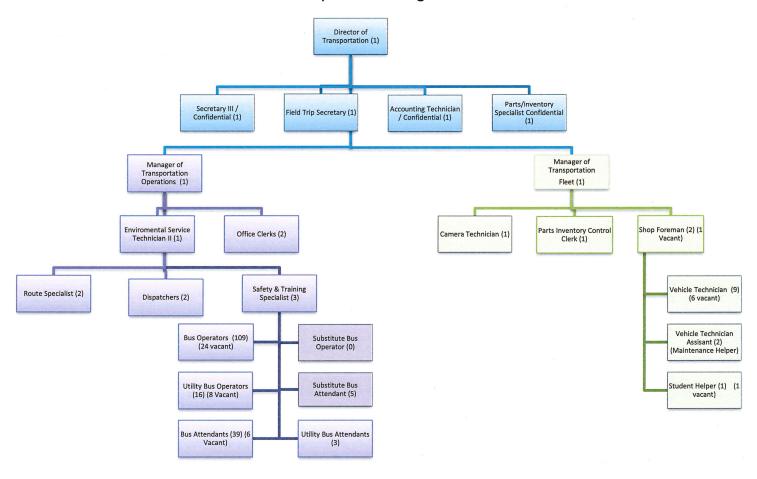




Transportation Department Organizational Chart - Current

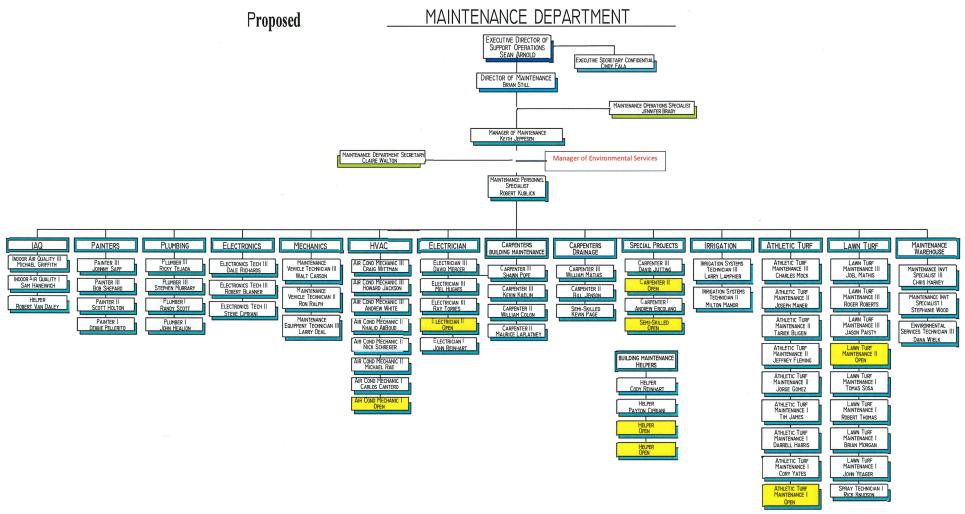


PROPOSED HCSB Transportation Organization Chart



2021-2022 MAINTENANCE DEPARTMENT EXECUTIVE DIRECTOR OF SUPPORT OPERATIONS SEAN ARNOLD EXECUTIVE SECRETARY CONFIDENTIAL CINDY FALA DIRECTOR OF MAINTENANCE BRIAN STILL MAINTENANCE OPERATIONS SPECIALIST JENNIFER BRADY MANAGER OF MAINTENANCE KEITH JEPPESEN MAINTENANCE DEPARTMENT SECRETARY CLAIRE WALTON MAINTENANCE PERSONNEL ROBERT KUBLICK IAQ PAINTERS PLUMBING ELECTRONICS MECHANICS HVAC ELECTRICIAN CARPENTERS BUILDING MAINTENANCE CARPENTERS DRAINAGE SPECIAL PROJECTS IRRIGATION ATHLETIC TURF LAWN TURF MAINTENANCE WAREHOUSE INDOOR AIR QUALITY III MICHAEL GRIFFITH PLUMBER III RICKY TEJADA MAINTENANCE VEHICLE TECHNICIAN III R COND MECHANIC III CRAIG WITTMAN ELECTRICIAN III DAVID MERCER IRRIGATION SYSTEMS TECHNICIAN III ELECTRONICS TECH III DALE RICHARDS CARPENTER III SHAWN POPE JOHNNY SAPP CARPENTER III DAVID JUTTING MAINTENANCE III MAINTENANCE III MAINTENANCE INVT WALT CARSON WILLIAM MATIAS LARRY LAMPHIER CHARLES MOCK JOEL MATHIS SPECIALIST III INDOOR AIR QUALITY PAINTER III BOB SHEPARD PLUMBER III STEPHEN MURRARY AIR COND MECHANIC III HOWARD JACKSON ELECTRICIAN III MEL HUGHES CHRIS HARVEY ELECTRONICS TECH III ROBERT BLANNER CARPENTER III KEVIN KAELIN CARPENTER II BILL JENSON MAINTENANCE IRRIGATION SYSTEMS TECHNICIAN II LAWN TURF MAINTENANCE III ATHLETIC TURF MAINTENANCE II MAINTENANCE INVT SPECIALIST I VEHICLE TECHNICIAN I RON RALPH HELPER ROBERT VAN DALEY PAINTER II SCOTT HOLTON PLUMBER I RANDY SCOTT AIR COND MECHANIC III ANDREW WHITE CARPENTER I ANDREW ERCOLANO ELECTRICIAN III RAY TORRES ELECTRONICS TECH II MILTON MANOR JOSEPH MANER ROGER ROBERTS CARPENTER II WILLIAM COLON SEMI-SKILLED KEVIN PAGE STEPHANIE WOOD STEVE CIPRIANI MAINTENANCE QUIPMENT TECHNICIAN III LARRY DEAL LAWN TURF MAINTENANCE III ATHLETIC TURF MAINTENANCE II PLUMBER I JOHN HEALION AIR COND MECHANIC II KHALID ABBOUD ENVIRONMENTAL RVICES TECHNICIAN II CARPENTER II MAURICE LAPLATNEY TARIEK BLIGEN JASON PAISTY DANA WIELK AIR COND MECHANIC II NICK SCHREGER ELECTRICIAN I LAWN TURF MAINTENANCE II OPEN JOHN REINHART ATHLETIC TURF BUILDING MAINTENANCE AIR COND MECHANIC II MICHAEL RAE JEFFREY FLEMING HFL PERS ATHLETIC TURF MAINTENANCE II LAWN TURF MAINTENANCE I TOMAS SOSA AIR COND MECHANIC I CARLOS CANTERO HELPER CODY REINHART JORGE GOMEZ HELPER PAYTON CIPRIANI LAWN TURF MAINTENANCE ATHLETIC TURF MAINTENANCE I TIM JAMES ROBERT THOMAS LAWN TURF MAINTENANCE I ATHLETIC TURF DARRELL HARRIS BRIAN MORGAN ATHLETIC TURF MAINTENANCE I LAWN TURF MAINTENANCE I CORY YATES JOHN YEAGER SPRAY TECHNICIAN I RICK KNUDSON OPEN UPDATED APRIL 19, 2022

UPDATED APRIL 19, 202



UPDATED APRIL 19, 2022