

Las Positas College: Position Status

October 18, 2021

DF Rank	KW Rank	RAC Rank	Faculty Rank as of 10/14/21	Position	Position Code	Current Status	Cost Savings	Notes	FY22 FOAP	Salary	Est. Benefits	Est. Total	Position & Status
FINALIZING													
				Sr. Admin Assistant (PATH)	3CIN19	Kiley Zicker pending October Board (start date 10/20/21)							
				Instructional Assistant, Tutorial Center	3CCG15	Ashlyn Bans Fernandez pending November Board (start date 11/17/21)							Classified
IN PROCESS													
7		5		Counselor Assistant I	3CCG05	Posting closed 8/6/21 (Cindy Robinson-terminated 3/23/20)	Nov Board	Mission Critical (Jane Medeiros short-term temp)					Classified
3				Outreach Specialist	3CSS02	Posting closed 8/27/21 (Mike Alvarez promoted to Assessment Specialist effective 6/21/21) 2nd level 10/20	Nov Board	Proceed per Chancellor Gerhard	333127-37257-2101-631000 (100% SEA)	\$69,740, but should only be \$57,179 (1.0 FTE at Range 36/step 1)	\$ 49,590	\$ 106,769	Classified
				Counselor Assistant I (DSPS)	3CEX06	Posting closed 8/27/21 (Ana Espana resignation 6/30/21) 2nd	Nov Board	7/22/21: Proceed w/RTA per Chancellor Gerhard					
5				Alternative Media Technology Specialist (DSPS)	3CDS05	Posting closed 9/24/21 (Karen Zeigler retired 6/30/21) 2nd level 1-2 weeks	Nov Board	7/22/21: Proceed w/RTA per Chancellor Gerhard					Classified-On Hold
				Physical Education/Athletics Assistant	3CPE03	Posting closed 9/24/21 (Nathan Brandon resignation 10/1/21) Final interviews; checking references, Nov. board		8/31/21: Proceed w/RTA per Chancellor Gerhard					
				Financial Aid Advisor I	3CFA15	Posting closed 9/30/21 (Nalan Smith promoted to Financial Aid Advisor II)	Nov Board						
				Counselor Assistant II (CalWORKS)	3CCW01	Posting closed 10/8/21 (Danielle Donohoe resignation 6/30/21) 1	Nov Board	8/31/21: Proceed w/RTA per Chancellor Gerhard					
				Dean, Student Services	3AIN04	Posting closed 10/11/21 (Elizabeth David resignation 9/7/21) 9 applicants (December Board)	Possible Dec Board	8/20/21: Proceed with RTA per Chancellor Gerhard					
2				Instructor, Public Safety (Fire Science)	3FSS14	Posting closes 10/12/21 (German Sierra resigned 6/1/21)		Proceed per Chancellor Gerhard; RTA to come to Pres.	103001-34940-1230-213300 (20% GF); 103001-34940-1101-213300 (80% GF)	\$101,679, but should be \$87,176 (Step 7/Column 2)	\$ 47,442	\$ 134,618	Faculty
				Financial Aid Outreach Specialist	3CFA17	Posting closes 10/15/21 (Catherine Alfaro Gomez resignation 7/29/21) 2nd level 2-3 weeks	Nov Board						
PENDING RTA													
8	5		3	Biology: Cellular/Molecular Instructor	3FSM03	(Darey Ernst resigned 5/31/202)		Need Chancellor Approval; Mission Critical, fold into Faculty Hiring funds for college; Dr. Foster to connect w/Heike	Anette would like as part of new faculty				Faculty on Hold
7				Dean, Public Safety, Advanced Manufacturing, Transportation, Health & Kinesiology (PATH)	3APS01	(Erick Bell currently serving as Interim)		Proceed per Chancellor Gerhard; KW to submit RTA in a month					
				Sr. Admin Assistant (LPC Foundation)	3CFD01	From 75% to 100% (Rifka Several)		9/13/21 Approved by Chancellor Gerhard	LPC Foundation to cover .50 FTE for the LPC Foundation & .50 FTE for the Academic Senate				
				Counselor Assistant I (Veterans First Program)		25 hrs/week (Todd wants 1/2 time outreach specialist)		9/13/21 Approved by Chancellor Gerhard; Dr. Foster to speak with Chancellor re: hanging to Outreach Specialist	Categorically funded from on-going, state Veterans Resource Centers allocation - LPC's annual allocation for Counselor Asst I and II: \$119,189				
				Counselor Assistant II (Veterans First Program)		25 hrs/week		9/13/21 Approved by Chancellor Gerhard	Categorically funded from on-going, state Veterans Resource Centers allocation - LPC's annual allocation for Counselor Asst I and II: \$119,189				
NEW RESIGNATIONS OR RETIREMENTS													
				Instructional Assistant (A&H: Engineering)	3CLA02	(Kathy Harris resignation 12/31/21)							
ON HOLD													
5	3			Public Safety Instructor (EMS)	3FSM32	(Sebastian Wong resigned 5/31/21)		SWP Funded					Faculty on Hold
				Manager, Public Safety Programs	3APS01	(Chad McMullen resigned 6/3/21)		Won't fill at this time but keep funding in the budget	333260-33402-2111-499900 (100% SWP) - Budgeted under 333999 (dummy fund)	\$121,028 (Range 15/Step 6)	\$70,800	\$ 191,828	Faculty
9				Student Records Evaluator	3CAR29	(Starlynn Ferguson: 39 month rehire effective 5/6/20)							Classified-On Hold
10	7	2		Performing Arts Center Operations Coordinator	New	Delay hire for funding.		RAC Priority					Classified-On Hold
11		8		Admissions & Records Assistant II	3CAR23	(Maria Pena Bradford resigned 8/13/20)							Classified-On Hold
12		6		Counselor: Counselor General	3YCG10	(Kent Gomez resigned 6/30/18)		SEA Funded					Faculty on Hold
13				Information Technology Computer/Network Specialist	New	Delay hire for funding.		RAC Priority					Classified-On Hold
14		5		Counselor: DSPS	3YCG13	(Jessica Owyyoung-3/4/19)		SEA Funded					Faculty on Hold
15	6		7	Math Instructor	3FSM26	RTA to District 12/9/19 (Craig Kutil - Articulation)		Would like to consider converting this line to fund a FT position in an area where we have made significant capitol investments, like Horticulture-perhaps a Horticulture/Hospitality position.					Faculty on Hold
16		6		Admissions & Records Assistant I	3CAR18	(Thomas Rothman to Admin Svcs 5/28/19)							Classified-On Hold
17	8			Library Technician	3CLR13	(Jessica Neideffer resigned 8/1/19)							Classified-On Hold
18	9	1		History Instructor - World Emphasis	3FSS20	(Rajan Gill resigned 8/2/19)							Faculty on Hold
19				Instructional Systems Technician	3CLR29	(Formerly held by David Lee, now Network Support Spec II)							Classified-On Hold
20	11			Instructional Assistant, STEM/Computer Studies	3CBU02	(Greg Johns retired 12/31/20)	\$ 40,866.60						Classified-On Hold
21	12			Physical Education/Athletic Assistant	3CPE02	(Bill Eddy resigned 1/4/20)							Classified-On Hold
22	10			History Instructor - US Emphasis	3FSS10	(Formerly held by Stuart McElderry, promoted to Dean)							Faculty on Hold
23				Biology: Anatomy	New								
24				Admissions Specialist (International Students)	3CAR21	(Formerly held by Sean Day, transferred to Chabot)							Classified-On Hold
				Instructional Assistant - English	3CLA06	(Elena Alvarado-Strasser resigned August 1, 2018)		Per Sui: not in District Position Control-removed in FY21 due to budget cut	Per Amy Mattern, keep on internal list				
25		4		Instructional Assistant - English (1)	New								
26		12		English Instructor	New								
27		7		Instructional Assistant - English (2)	New								
28		10		Chemistry Instructor	New								
29		9		Instructional Assistant (Communication Studies/Forensics)	New								
30		15		Counselor: General Counselor	New								
31		10		Campus Safety Officer	New								
32				Automotive Technology Instructor, PATH	3FTE03	(Terry Johnson retired 12/21/20)	\$ 69,400.24						Faculty on Hold
33		4		Computing Studies Technology Instructor	3FBU09	(LaVaughn Hart retires 6/30/21)							Faculty on Hold
		1		Director of Financial Aid	New								
		2		Chemistry Instructor	3FSM25	(Richard Grow, resignation 6/18/21)							
		8		Counselor: Career Counselor	New								
		9		Biology: Allied Health	New								
		11		Counselor: Athletic/Counselor General	New								
		13		Biology: Microbiology	New								
		14		Math Instructor	New								
		16		Psychology-Counseling Instructor	New								
		17		Counselor: Middle College/Counselor General	New								
		18		Math Instructor	New								
ADDITIONAL STAFFING NEEDS													
				Professional Expert: Success Coach (Veterans First Program)		25 hrs/week		9/13/21 Approved by Chancellor Gerhard	Categorically funded, Dept. of Ed: Centers of Excellence for Veterans Student Success Grant (Oct 2021 to Sept 2024) - Total Awarded: \$445,411				
				Professional Expert: Web Master Assistant									
				Director of Marketing/Employer Engagement									

Faculty Recommendations from Faculty Hiring Prioritization for 2021

Submitted to Dr. Foster on 10/14/2021

Position		Ranking	Position Code	Notes
History	Replacement	1	3FSS20	KW Vacant the longest; how many history courses are on the cancellation list
Chemistry	Replacement	2	3FSM25	KW Definitely a need
Biology: Cellular/Molecular	Replacement	3	3FSM03	KW Mission critical; most majors
Computer Information Systems	Replacement	4	3FBU09	KW Classes that only fill become they unofficially cross list multiple sections of dif
Counselor: DSPS	Replacement	5	3YCG13	JW Need for a second counselor; don't know how many students they have; rebu
Counselor: Counselor General	Replacement	6	3YCG10	JW 2 out of 12-14 counselors doing general counseling
Math	Replacement	7	3FSM26	
Counselor: Career Counselor	New	8	n/a	JW Maybe not have a dedicated career counselor, but assign hours to career cen
Biology: Allied Health	New	9	n/a	
Chemistry	New	10	n/a	
Counselor: Athletic/Counselor General	New	11	n/a	
English	New	12	n/a	
Biology: Microbiology	New	13	n/a	
Math	New	14	n/a	
Counselor: Counselor General	New	15	n/a	
Psychology-Counseling Instructor	New	16	n/a	
Counselor: Middle College/Counselor General	New	17	n/a	
Math	New	18	n/a	

Faculty Recommendations from Faculty Hiring Prioritization for 2020

Submitted to Dr. Foster on 10/13/2020

Position		Ranking	Position Code
Biology: Cellular/Molecular	Replacement	1	3FSM03
Counselor: DSPS	Replacement	2	3YCG13
Counselor: Career Counselor	Replacement	3	3YCG10
Math	Replacement	4	3FSM26
History	Replacement	5	3FSS20
Biology: Anatomy	New	6	New
English	New	7	New
Chemistry	New	8	New
Counselor: General Counselor	New	9	New

Fire Service Technology Position

Replacement

Approved 8/17/21

[CLICK HERE FOR: Fall 2020 Classified and Administrative Position RAC Recommendation Memo to President's Office](#)

<u>RAC Ranking</u>	<u>Position</u>	<u>Total Cost</u>	<u>Dr. Foster's Ranking</u>	
1	Director of Financial Aid	\$178,951		Removed from list, on hold
2	Performing Arts Center Operations Coordinator	\$58,475	2	
3	Assessment Specialist	\$82,657		Removed from list, RTA submitted, Gen Fund
4	Instructional Assistant – English (1)	\$48,315	4	
5	Counselor Assistant I	\$67,909	3	1 Tamica and Elizabeth agree
6	Admissions & Records Assistant I	\$67,909	6	
7	Instructional Assistant – English (2)	\$40,263	5	
8	Admissions & Records Assistant II	\$74,943	1	3
9	Instructional Assistant (Communication Studies/Forensics)	\$14,287	7	
10	Campus Safety Officer	\$89,043	8	
		<u>\$722,752</u>		

[CLICK HERE FOR: President Foster's revised response to RAC's Fall 2020 Recommendations \(March 4, 2021\)](#)

2019-20 RAC Position Recommendation to President

[CLICK HERE FOR: Fall 2019 Classified and Administrative Position RAC Recommendation Memo to President's Office](#)

<u>Ranking</u>	<u>Position</u>	<u>Total Cost</u>
1	Laboratory Technician (Bio/Chem)	\$31,327
2	Performing Arts Center Operation Coordinator	\$54,597
3	Director of Financial Aid	\$167,087
4	ECE Professional Development Coordinator	\$20,590
5	Child Development Center Administrative/Classroom Support	\$69,972
6	Early Childhood Assistant (ECA-1)	\$50,710
7	Admissions and Records Assistant II	\$69,972
8	Early Childhood Assistant (ECA-2)	\$50,710
9	A & H Instructional Assistant - 10 Months	\$37,594
10	A & H Instructional Assistant -12 Months	\$45,111
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		\$597,670

On Hold: Administrative Assistant - Public Safety Program

Informational Only: Academic Services Administrative Assistant

[CLICK HERE FOR: Interim President Bennie's response to RAC's Fall 2019 Recommendations](#)

From William, 11/11/20: Position requests made to the Faculty Hiring Prioritization Committee on behalf of the Counseling team for the past two years:

[Career and Transfer Counseling Hiring Request for Fall 2020](#)

[Retention Counselor Hiring Request for Fall 2020](#)

[Counselor Instructor \(Career\) 2021-2022](#)

[Counselor Instructor \(DSPS\) 2021-2022](#)

[Counselor Instructor \(General.Retention\) 2021-2022](#)

	POSN	STATUS	ID	LAST NAME	FIRST NAME	TITLE	FY	FTE	FUND	ORGN	ACCT	PROG	FY21 SALARY	NOTES/COMMENTS
DEAN SS	'3ADS01	ACTIVE		VACANT		"DSPS DIRECTOR"	2021	0.5	103001	36150	1202	631000	\$ 55,384	
DEAN PATH	'3FTE03	ACTIVE		VACANT		"INSTRUCTOR AUTO TECHNOLOGY"	2021	1	103001	33465	1101	94800	\$ 115,667	
DEAN SS	'3ADS01	ACTIVE		VACANT		"DSPS DIRECTOR"	2021	0.5	333004	36930	1202	642100	\$ 55,384	
DEAN SS	'3CCG14	ACTIVE		VACANT		"ASSESSMENT SPECIALIST"	2021	1	103001	36150	2101	632000	\$ 30,000	
DEAN SS	'3CMA03	ACTIVE		VACANT		"SR ADMINISTRATIVE ASSISTANT"	2021	1	103001	36155	2101	631000	\$ 68,372	
DEAN STEM	'3CBU02	ACTIVE		VACANT		"INSTRUCTIONAL ASSISTANT"	2021	1	103001	33432	2201	70200	\$ 78,919	
DEAN AH	3CLA06	FROZEN		VACANT		"INSTRUCTIONAL ASSISTANT"		0.875	103001	33361	2201	150100	\$ -	Not in Position Control - removed in FY21 due to budget cut
DEAN AH	'3CLA09	FROZEN		VACANT		"INSTRUCTIONAL ASSISTANT II"	2021	0	103001	33365	2402	150600	\$ -	Position was already vacant and unfunded as of FY20
DEAN BSSL	3CLR13	FROZEN		VACANT		"LIBRARY TECHNICIAN"	2021	1	103001	33210	2101	611000	\$ -	Not funded in FY21 due to budget cut
DEAN BSSL	'3FSS10	FROZEN		VACANT		"INSTRUCTOR HISTORY"	2021	1	103001	34410	1101	220500	\$ -	Not funded in FY21 due to budget cut
DEAN ES	'3CAR18	FROZEN		VACANT		"ADMISSIONS & RECORDS ASST I"	2021	0	103001	36200	2101	620000	\$ -	
DEAN ES	3CAR21	FROZEN		VACANT		"ADMISSIONS SPECIALIST"							\$ -	Previous Sean Day position seems to be off the list altogether and requesting this be added back to the list. Please refer to my email sent on 6/1/20 to VP Garcia and copied you, per District Finance they will not add vacant Frozen position into position control.
DEAN ES	'3CAR23	FROZEN		VACANT		"ADMISSIONS & RECORDS ASST II"	2021	0.02	333226	33402	2101	499900	\$ -	Previous Maria Pena-Bradford W10469127 position who resigned. Position removed from Position Control because it is unfunded in FY21 due to budget cut.
DEAN ES	'3CAR23	FROZEN		VACANT		"ADMISSIONS & RECORDS ASST II"	2021	0.98	103001	36200	2101	620000	\$ -	Previous Maria Pena-Bradford W10469127 position who resigned. Position removed from Position Control because it is unfunded in FY21 due to budget cut.
DEAN ES	3CAR29	FROZEN		VACANT		"STUDENT RECORDS EVALUATOR"	2021	1	333127	37357	2101	620000	\$ -	Previous Starlynn Ferguson position who went on 39 month re-employment list
DEAN ES	'3CFA06	FROZEN		VACANT		"FIN AID-VETERANS PROGRAM COORD"	2021	0	103001	36220	2101	644000	\$ -	
DEAN PATH	'3CPE02	FROZEN		VACANT		"PHYSICAL ED/ATHLETICS ASST"	2021	0.5	103001	34424	2101	34424	\$ -	Not in Position Control. Unfunded in FY21 due to budget cut
DEAN PATH	3CPE02	FROZEN		VACANT		"PHYSICAL ED/ATHLETICS ASST"	2021	0.5	103001	34424	2101	34424	\$ -	Not in Position Control. Unfunded in FY21 due to budget cut
DEAN PATH	'3FPE05	FROZEN		VACANT		"INSTRUCTOR PHYSICAL EDUCATION"	2021	0	103001	34424	1101	83500	\$ -	
DEAN PATH	'3FPE07	FROZEN		VACANT		"INSTRUCTOR PE-BASKETBALL COACH"	2021	0	103001	34424	1101	83500	\$ -	
DEAN PATH	'3FSM32	FROZEN	W10047165	WONG	SEBASTIAN	"INSTRUCTOR, EMER MED SVCS"	2021	1	103001	34940	1101	125000	\$ -	He has submitted his resignation effective 5/31. We do not plan on hiring a full time EMS teacher before then. We will use an adjunct to direct the Paramedic program and coordinate the EMS discipline.
DEAN SS	'3FLA08	FROZEN		VACANT		"INSTRUCTOR LEARNING SKILLS"	2021	0	103057	36930	1101	493030	\$ -	
DEAN STEM	3FSM03	FROZEN		VACANT		"INSTRUCTOR, BIOLOGY"	2021		103001	34920	1101	40100	\$ -	Not in Position Control - removed in FY21 due to budget cut
DEAN STEM	'3FSM26	FROZEN		VACANT		"INSTRUCTOR-MATHEMATICS"	2021	0	103001	34910	1101	170100	\$ -	
DEAN STEM	3FSM26	FROZEN		VACANT		"INSTRUCTOR-MATHEMATICS"	2021	0	103001	34910	1230	170100	\$ -	
DEAN STEM	'3FSM33	FROZEN		VACANT		"INSTRUCTOR, HORT/VITICULTURE"	2021	0	103001	34960	1101	10400	\$ -	
DEAN STEM	3FSM33	FROZEN		VACANT		"INSTRUCTOR, HORT/VITICULTURE"	2021	0	103001	34960	1101	10900	\$ -	