

**PUBLIC NOTICE
PERSONNEL COMMISSION AGENDA
REGULAR MEETING #481
OCTOBER 9, 2019, 10:00 A.M.
BOARD ROOM**

I. CALL TO ORDER

II. ROLL CALL

- President - Rodney Martin
- Vice President - Libby Spector
- Member - Nicholas Gervase

III. APPROVAL OF AGENDA #481 – October 9, 2019 ACTION

IV. APPROVAL OF MINUTES

- A. Regular Meeting #480 – September 11, 2019 ACTION

V. HEARING OF PERSONS DESIRING TO ADDRESS THE COMMISSION OR TO PRESENT PETITIONS

VI. NEW BUSINESS

- A. Approval / Ratification of Establishing Classification, Associated Classification Specification and Recommending Salary Range ACTION
 - a. Associate Teacher - Infant/Toddler, Range 41
- B. Approval / Ratification of Establishing and / or Extending Eligibility Lists ACTION
- C. Monthly Vacancy Status Report INFORMATION

VII. SECRETARY’S REPORT

VIII. FUTURE MEETINGS OR DISCUSSION ITEMS (Next Meeting: November 13, 2019)

IX. ADJOURNMENT

NOTE: This agenda will be posted on all County Office of Education bulletin boards. Additional information regarding items on this agenda is available from Classified Personnel Services. Personnel Commission reserves the right to receive issues which are brought up from the floor and refer them to staff for further attention. Oral presentations to the Personnel Commission are limited to five (5) minutes.

**PERSONNEL COMMISSION
REGULAR MEETING #480
SEPTEMBER 11, 2019, 10:00 A.M.
UNAPPROVED MINUTES**

I. CALL TO ORDER

The meeting was called to order by President Rodney Martin at 10:00 a.m.

II. ROLL CALL

MEMBERS PRESENT	STAFF PRESENT
Rodney Martin, President Libby Spector, Vice President Nicholas Gervase, Member	Jonathan Muñoz, Director III - HR / Classified Personnel Services Marisa Perry, Supervisor - Classification & Recruitment

OTHERS PRESENT
Anisha Munshi, Assistant Superintendent - Personnel Services David Wu, Chief Technology Officer Jon Cornelison, Director III - Technology Infrastructure and Support Services Karen Larson, Interim Director III - Creative Impact Reyna Dominguez, Supervisor - Home Based Program-EHS Restricted Mary Olival, Manager - HR/Employment Services

III. APPROVAL OF AGENDA

MOTION #480-1: The Commission approved Agenda #480, September 11, 2019, moved by Ms. Libby Spector, and seconded by Mr. Nicholas Gervase.

MOTION #480-1: carried unanimously.

IV. APPROVAL OF MINUTES

MOTION #480-2: The Commission approved the Minutes for the Regular Personnel Commission Meeting #479, August 21, 2019, moved by Mr. Nicholas Gervase, and seconded by Ms. Libby Spector.

MOTION #480-2: carried unanimously.

V. HEARING OF PERSONS DESIRING TO ADDRESS THE COMMISSION OR TO PRESENT PETITIONS

None

VI. NEW BUSINESS

A. Approval of Classification Specification Revision

MOTION #480-3: The Commission approved revising the classification specification for the position of Human Resources Specialist I/II, moved by Mr. Nicholas Gervase, and seconded by Ms. Libby Spector.

MOTION #480-3: carried unanimously.

Dr. Anisha Munshi, Assistant Superintendent - Personnel Services, addressed the Commissioners and provided additional information as to the need to update the job description.

B. Approval of Classification Specification Retitling and Revision

MOTION #480-4: The Commission approved retitling the classification Communications/Public Relations Specialist to Community Engagement/Public Relations Specialist, and revising the classification specification, moved by Mr. Nicholas Gervase and seconded by Ms. Libby Spector.

MOTION #480-4: carried unanimously.

Karen Larson, Interim Director III - Creative Impact, provided information on how the updated job duties will more accurately reflect the position and attract a more suitable candidate pool.

C. Approval of Establishing Classification and Associated Classification Specification

MOTION #480-5: The Commission approved establishing the following classification and associated classification specification, moved by Ms. Libby Spector, and seconded by Mr. Nicholas Gervase.

MOTION #480-5: carried unanimously.

Classification

- **Child Development Specialist, Range 47**

D. Approval of Establishing Classification and Associated Classification Specification

MOTION #480-6: The Commission approved establishing the following classification and associated classification specification, moved by Ms. Libby Spector and seconded by Mr. Nicholas Gervase.

MOTION #480-6: carried unanimously.

Classification

- **Maternal Child Health Specialist, Range 45.5**

Reyna Dominguez, Supervisor - Home Based Program-EHS, addressed the Commissioners and provided information on the Child Development and Maternal Child Health Specialist positions and how they would support the Early Head Start program.

E. Approval of Establishing Classification and Associated Classification Specification

MOTION #480-7: The Commission approved establishing the following classification and associated classification specification, moved by Ms. Libby Spector and seconded by Mr. Nicholas Gervase.

MOTION #480-7: carried unanimously.

Classification

- **Cybersecurity Engineer, Range 59.5**

David Wu, Chief Technology Officer, addressed the Commissioners and explained the importance of this position and how it would better protect the organization and districts we serve.

F. Approval of Classification Specification Revision and Range Modification

MOTION #480-8: The Commission approved revising the classification specification and range modification for the position of Technology Support Specialist, moved by Mr. Nicholas Gervase, and seconded by Ms. Libby Spector.

MOTION #480-8: carried unanimously.

Classification

- **Technology Support Specialist, Range 48**

Jon Cornelison, Director III - Technology Infrastructure and Support Services, provided information as to the need to update the job description.

G. Approval / Ratification of Establishing and / or Extending Eligibility Lists

MOTION #480-9: The Commission approved and / or ratified the Eligibility Lists listed within Personnel Commission Agenda #480, moved by Mr. Nicholas Gervase, and seconded by Ms. Libby Spector.

MOTION #480-9: carried unanimously.

	CLASSIFICATION	DATE	UNIT	NUMBER	NUMBER
				OF	OF
				ELIGIBLES	RANKS
1	Classified Personnel Specialist I/II (Spanish Required)	08/20/19	OTBS	5	5
2	Associate Teacher - Restricted	08/21/19	AIDES	4	3
3	Paraeducator - Special Education	08/22/19	AIDES	16	Unranked

H. Announcement of the Intended Joint Appointee to the Personnel Commission

The Personnel Commission publically announced the intended Joint Appointee(s) to the Personnel Commission for future consideration at a public hearing at the November 2019 Personnel Commission Meeting.

Name of Intended Appointee(s): Rodney Martin

I. Monthly Vacancy Status Report – September 11, 2019

Ms. Marisa Perry, Supervisor - Classification & Recruitment, reported on the Monthly Vacancy Status Report and positions filled. The Commission accepted the report as delivered.

VII. SECRETARY'S REPORT

Ex-Officio Secretary Muñoz reported on the following:

A. Department Staffing

Ms. Meipo Flores will join Classified Personnel Services on October 1, 2019.

B. Discipline Appeal

Ex-Officio Secretary Muñoz notified the Personnel Commission that they received a request for a disciplinary appeal hearing.

VIII. CLOSED SESSION @ 10:40 A.M.

- A. Public Employee Performance Evaluation Pursuant to Government Code Section 54957
Title: Director III - Human Resources / Classified Personnel Services

IX. FUTURE MEETINGS OR DISCUSSION ITEMS

The next Personnel Commission regular meeting is scheduled for Wednesday, October 9, 2019, at 10:00 a.m.

X. ADJOURNMENT

The meeting adjourned at 11:04 a.m.

Respectfully submitted,



Jonathan Muñoz

Ex-Officio Secretary, Personnel Commission

AGENDA ITEM VI – A (NEW BUSINESS - ACTION)

**APPROVAL / RATIFICATION OF
ESTABLISHING CLASSIFICATION, ASSOCIATED CLASSIFICATION SPECIFICATION AND RECOMMENDING
SALARY RANGE**

BACKGROUND

The Early Learning Services Department proposes establishing the Associate Teacher - Infant/Toddler position to better meet the needs of the Early Head Start Program (EHS). EHS was recently awarded a new grant to provide additional services to families with infants and toddlers. This position supports the work of this new grant.

The Associate Teacher - Infant/Toddler, will share and collaborate in the planning, implementation, and coordination of a comprehensive education for infants and toddlers in the Early Head Start Program and ensures that the education plan is developmentally appropriate for each child’s individual needs, and meets the department’s performance standards.

A copy of the classification specification is enclosed.

Based on the concept of the classification, and an audit of similar SEIU positions within the department, to ensure a robust internal structure, the salary range for Associate Teacher - Infant/Toddler is recommended at range 41.

TITLE	RANGE	HOURLY SALARY	EDUCATION	EXPERIENCE
Associate Teacher - Educare	AIDES - 41	\$24.37 - \$28.84	AA	2 years
Associate Teacher - Restricted	AIDES - 41	\$24.37 - \$28.84	AA	2 years
Associate Teacher - Infant/Toddler	AIDES - 41	\$24.37 - \$28.84	AA	2 years
Associate Teacher, Infant Toddler - Educare	AIDES - 41	\$24.37 - \$28.84	AA	2 years

RECOMMENDATION

1. Approve establishing the following classification and the associated classification specification:
 - a. Associate Teacher - Infant/Toddler
2. Recommend the following salary Range for the following classification:
 - a. Associate Teacher - Infant/Toddler, Range 41
3. Approval shall be effective October 9, 2019

SANTA CLARA COUNTY OFFICE OF EDUCATION
Personnel Commission

CLASS TITLE: ASSOCIATE TEACHER - INFANT/TODDLER

BASIC FUNCTION:

Under general supervision, the Associate Teacher - Infant/Toddler shares and collaborates in the responsibility for the planning, implementation, and coordination of a comprehensive education for infants and toddlers in the Early Head Start Program and ensures that the education plan is developmentally appropriate for each child's individual needs, and meets the department's performance standards.

REPRESENTATIVE DUTIES:

The following duties are examples of assignments performed by incumbents in this classification. It is not a comprehensive list of duties, nor is it restrictive regarding job assignments.

ESSENTIAL DUTIES:

Curriculum and Instruction

Uses the Responsive Care-Giving model in accordance with the Program for Infant and Toddler Care (PITC) philosophy to ensure that children are supported developmentally, socially, and emotionally.

Responds to Infant/Toddler needs, including diaper changing, feeding, napping, and other regulatory activities to support the child's sense of security in the classroom with adults and other children.

Supports, plans, and implements developmentally appropriate classroom activities that intentionally support the developmental and educational goals of children's individual education plans; assesses student needs and assists in the development of an individualized educational plan for each child; uses assessment results and data to plan individual and classroom activities; shares children's educational and developmental progress with parents.

Supports and implements other activities related to health/physical, nutrition, mental health, disabilities, safety, and parental involvement into the educational plan.

Brings to attention those children who may have special needs and works closely with other staff in assessing and developing individualized education plans and family service plans, coordinating referrals and providing services to support the development of children with special needs.

Assists children and families with educational transitions, into and out of preschool classrooms.

Instructional Leadership

Participates in ongoing professional development, coaching, and reflective supervision activities and supports the implementation of changes in classroom practice to promote high-quality instruction; advocates for and supports the implementation of best practices.

Supports student teachers, interns, and volunteers as needed.

Family Engagement

Interacts with families through regular classroom contact and contributes to and participates in interdisciplinary child and family reviews, parent conferences, and home visits to share child educational and developmental progress; responds to their identified interests and needs.

Encourages family engagement in program activities and implements education activities for their children at home and the community.

Supports families in developing skills to act as advocates for their children in the education system.

Classroom Management

Encourages children to develop in all areas, including social-emotional, health, physical development, language, and cognitive skills.

Maintains an effective environment for learning that supports children's development of school readiness skills and social and emotional development; maintains a clean, healthy, and safe classroom environment.

Ensures that children are under visual supervision at all times.

Administrative Duties

Collaborates by providing input for lesson planning, collecting observations, and providing feedback to the teacher for the completion of Desired Results Developmental Profile (DRDP) and developmental assessments.

Assists in the selection of instructional supplies and maintains inventory and inventory records.

Participates in authorized emergency and safety procedures.

Maintains necessary classroom records (e.g., attendance, USDA meal counts).

Ensures the timely completion of necessary paperwork including developmental assessments, parent information, and incident reports.

OTHER DUTIES:

Performs other related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Head Start and Early Head Start policies, procedures, regulations, and performance standards.

Child development, early childhood education, best practice teaching methods, and techniques for Infants and Toddlers.

Organizational skills with the ability to work with classroom staff, manage time and priorities.

Effective child guidance practices and principles for Infants and Toddlers.

Child growth and development or human growth and development for Infants and Toddlers, Children, families, and communities.

Program/curriculum used in early childhood education, specifically for Infants and Toddlers.

Developmentally appropriate practice for Infants and Toddlers.

Proper English, including correct grammar, punctuation, and sentence structure.

ABILITY TO:

Remain abreast of developments in child development/early childhood education field.
 Change classroom practice in response to individual professional development and coaching.
 Work in an interdisciplinary team as a cooperative and supportive team member.
 Organize and direct classroom and outside activities.
 Communicate effectively, verbally, and in writing, in a manner that fosters supportive relationships with staff, families, and children from diverse backgrounds.
 Maintain child and family confidentiality and perform duties ethically and professionally.
 Engage in documentation as part of daily practice.
 Conduct home visits and attend meetings/trainings.
 Use technology in all aspects of the program.
 Meet the standards of the Associate Teacher position as defined by the Performance Evaluation Report, including Work Habits, Human Relation Skills, Work Responsibilities, Quality of Work and Initiative and Creativity.
 Implement the DRDP, Infant/Toddler Environment Rating Scale (ITERS), Ages and Stages Questionnaire (ASQ) screenings, and other required instruments.
 Change diapers and assist with toileting.

EDUCATION, TRAINING, AND EXPERIENCE:

An Associate's Degree from an accredited college or university with major coursework in Early Childhood Education or a closely related field.
 Possession of six (6) units of infant/toddler development, or three (3) units of infant/toddler development and other training or classes which address the needs of infant and toddlers by the end of the probationary period.
 Possession of or be eligible for a Child Development Associate Teacher Permit by the end of the probationary period.
 Two (2) years of full-time experience working in a child care program.

MAY REQUIRE:

Fluency in English and a second language (Spanish or Vietnamese) as specified by the Santa Clara County Office of Education.

LICENSES AND OTHER REQUIREMENTS:

Possess and maintain current Pediatric CPR and First Aid Certifications or the ability to obtain within six months from the date of hire.

WORKING CONDITIONS:**ENVIRONMENT:**

Job duties are performed both indoors and outdoors. The noise level in the work environment is usually moderate. Classroom style is in a laboratory-like setting, and video recording is a regular occurrence in the classrooms for the purpose of training, technical assistance, and classroom observation.

PHYSICAL DEMANDS:

Hearing and speaking information in person and on the telephone; seeing to read, prepare and proofread documents, perform assigned duties; seeing and hearing to supervise children at all times by both sight and sound; sitting and standing for extended periods of time; dexterity of hands and fingers to operate tools and equipment; kneeling, bending at the waist, and reaching overhead, above the shoulders and horizontally, to retrieve and store files and supplies, lifting light objects, and children up to 40 pounds.

Approved by Personnel Commission: October 9, 2019



Jonathan Muñoz
Director - HR/Classified Personnel Services

Date: 10/09/2019

**AGENDA ITEM VI – B (NEW BUSINESS - ACTION)
APPROVAL OF ELIGIBILITY LISTS**

BACKGROUND

The Director III - Human Resources / Classified Personnel Services is responsible for preparing eligibility lists containing the names of eligible persons who have successfully passed required examinations and are available to accept employment in the classified service of the Santa Clara County Office of Education. The names of eligible persons have been arranged on each eligibility list in accordance with its examination rules.

RECOMMENDATION

The Director III - Human Resources / Classified Personnel Services respectfully recommends the Personnel Commission approve and/or ratify the following eligibility lists:

#	CLASSIFICATION	DATE	UNIT	NUMBER OF ELIGIBLES	NUMBER OF RANKS
1	Supervisor - Worker's Compensation	08/20/19	LT	6	6
2	Administrative Assistant IV	09/10/19	OTBS	12	9
3	Environmental Education Specialist	09/11/19	AIDES	6	5
4	Special Education Financial Analyst	09/11/19	LT	6	6
5	Director III - Data Initiatives	09/17/19	LT	1	1
6	Paraeducator - Special Education	09/18/19	AIDES	7	Unranked
7	Research Analyst - Senior	09/20/19	OTBS	4	3
8	Educare Family Engagement Specialist (Spanish/Vietnamese Preferred)	09/24/19	OTBS	8	8
9	Home Visiting Specialist - Early Head Start - Restricted	09/25/19	OTBS	5	5
10	Specialized Physical Health Care (SPHC) Assistant	09/26/19	AIDES	9	7
11	Director I - Opportunity Youth Partnership	09/27/19	LT	4	4
12	Administrative Assistant II (Bilingual Spanish Required)	10/01/19	OTBS	3	3
13	Associate Teacher - Restricted	10/01/19	AIDES	6	4
14	Enrollment Data Specialist - Lead	10/01/19	OTBS	4	4

AGENDA ITEM VI – C (NEW BUSINESS - INFORMATION)

**INFORMATION RECEIVED
MONTHLY VACANCY STATUS REPORT**

BACKGROUND

A monthly report is provided to the Commissioners outlining the vacancy requests since the previous Personnel Commission meeting. The report is updated on an on-going basis, between Personnel Commission meetings. Enclosed, please find the Monthly Vacancy Status Report. This item is informational only.

**CLASSIFIED PERSONNEL SERVICES
Vacancy Status Report**

Reporting Period: September 11, 2019 to October 9, 2019
Report Date: 10/2/19

#	PC#	CLASSIFICATION	DEPARTMENT/ SCHOOL SITE	STAFF	STATUS	TENTATIVE START DATE
1	4714	Administrative Assistant IV	Charter Schools	Linda	Filled	10/11/19
2	5531	Administrative Assistant IV	Office of the Superintendent	Linda	Filled	10/10/19
3	5540	Administrative Assistant IV	Data Initiatives Development	Linda	Filled	10/14/19
4	5592	Associate Teacher - Educare	Early Learning Services/Educare-Santee	Marisa	Filled	10/08/19
5	5623	Associate Teacher - Restricted	Early Learning Services/Calaveras	Marisa	Filled	10/01/19
6	5628	Associate Teacher - Restricted	Early Learning Services/Luther Burbank	Marisa	Filled	09/27/19
7	4812	Custodian	General Services	Yasmeen	Filled	10/08/19
8	5007	Environmental Education Specialist	Environmental Education/Walden West	Yasmeen	Filled	10/14/19
9	5153	Environmental Education Specialist	Environmental Education/Walden West	Yasmeen	Filled	10/14/19
10	2221	Language Translator - English/Spanish - Restricted	Early Learning Services/Administrative Support	Marisa	Filled	10/10/10
11	5603	Research Analyst - Senior	Office of the Superintendent	Kathy	Filled	10/14/19
12	4492	Special Education Financial Analyst	Internal Business Services	Kathy	Filled	10/14/19
13	3243	Supervisor - Workers' Compensation	Risk Management	Yasmeen	Filled	10/11/19
14	5571	Teacher Assistant I	Early Learning Services/Christopher	Yasmeen	Filled	09/24/19
15	5574	Teacher Assistant I	Early Learning Services/McKinley	Yasmeen	Filled	09/27/19
16	1633	Teacher Assistant II	Early Learning Services/Snell	Jonathan	Filled	09/27/19
17	0720	Accounting Specialist I/II	District Business & Advisory Services	Marisa	Certified	
18	5356	Associate Teacher - Restricted (Spanish Preferred)	Early Learning Services/Hollister	Marisa	Certified	
19	4293	Associate Teacher - Restricted (Spanish Required)	Early Learning Services/Anne Darling	Marisa	Certified	
20	5629	Associate Teacher - Restricted (Vietnamese Preferred)	Early Learning Services/Luther Burbank	Marisa	Certified	
21	5626	Associate Teacher Restricted (Spanish Preferred)	Early Learning Services/Calaveras	Marisa	Certified	
22	1411	Controller	Internal Business Services	Jonathan	Certified	
23	5533	Director III - Data Initiatives	Data Initiatives Development	Jonathan	Certified	
24	5032	Educare Family Engagement Specialist (Span/Viet Preferred)	Early Learning Services/Educare-Santee	Yasmeen	Certified	
25	5064	Home Visiting Specialist - Early Head Start - Restricted	Early Learning Services/Administration	Marisa	Certified	
26	5065	Home Visiting Specialist - Early Head Start - Restricted	Early Learning Services/Administration	Marisa	Certified	
27	3538	Specialized Physical Health Care (SPHC) Assistant	Special Education/McCollam	Marisa	Certified	
28	4790	Specialized Physical Health Care (SPHC) Assistant	Special Education/Cesar Chavez	Marisa	Certified	
29	0185	Accountant I/II	Internal Business Services	Yasmeen	Testing/Orals	
30	0100	Accounting Technician/Accounting Technician, Senior (ACS)	Internal Business Services	Marisa	Testing/Orals	
31	1818	Associate Teacher - Restricted	Early Learning Services/Foothill	Marisa	Testing/Orals	
32	5616	Associate Teacher - Restricted (Spanish Preferred)	Early Learning Services/Luther Burbank	Marisa	Testing/Orals	
33	2731	Associate Teacher - Restricted (Vietnamese Preferred)	Early Learning Services/Wool Creek	Marisa	Testing/Orals	
34	5622	Associate Teacher - Restricted	Early Learning Services/Anne Darling	Marisa	Testing/Orals	
35	2036	Associate Teacher - Restricted (Spanish Preferred)	Early Learning Services/Foothill	Marisa	Testing/Orals	
36	2383	Associate Teacher - Restricted (Spanish Preferred)	Early Learning Services/Rouleau	Marisa	Testing/Orals	
37	5425	Associate Teacher - Restricted (Spanish Preferred)	Early Learning Services/Stonegate	Marisa	Testing/Orals	

**CLASSIFIED PERSONNEL SERVICES
Vacancy Status Report**

Reporting Period: September 11, 2019 to October 9, 2019
Report Date: 10/2/19

#	PC#	CLASSIFICATION	DEPARTMENT/ SCHOOL SITE	STAFF	STATUS	TENTATIVE START DATE
38	2138	Associate Teacher - Restricted (Spanish Required)	Early Learning Services/Rouleau	Marisa	Testing/Orals	
39	5323	Associate Teacher - Restricted (Spanish Required)	Early Learning Services/Edenvale	Marisa	Testing/Orals	
40	5625	Associate Teacher Restricted (Spanish Required)	Early Learning Services/Calaveras	Marisa	Testing/Orals	
41	0003	Community Engagement/Public Relations Specialist	Media and Communications	Linda	Testing/Orals	
42	5638	Contracts Analyst	Internal Business Services	Marisa	Testing/Orals	
43	0752	Credential Services Specialist I/II	Human Resources/Credential Services	Marisa	Testing/Orals	
44	5642	Data Warehouse Analyst	Data Initiatives Development	Marisa	Testing/Orals	
45	5645	Data Warehouse Analyst	Data Initiatives Development	Marisa	Testing/Orals	
46	5641	Director I - Opportunity Youth Partnership	Office of the Superintendent	Jonathan	Testing/Orals	
47	5605	Enrollment Data Specialist - Lead	Migrant Education	Yasmeen	Testing/Orals	
48	4036	Environmental Education Liaison/Recruiter	Walden West	Yasmeen	Testing/Orals	
49	5643	ETL Developer	Data Initiatives Development	Marisa	Testing/Orals	
50	2939	Graphic Designer	Media and Communications	Kathy	Testing/Orals	
51	0815	Human Resources Specialist I/II	Human Resources/Employment Services	Kathy	Testing/Orals	
52	5602	Human Resources Specialist I/II	Human Resources/Employment Services	Kathy	Testing/Orals	
53	5472	Manager - Data Systems	Technology Infrastructure and Support Services	Jonathan	Testing/Orals	
54	3342	Manager - Early Learning Services/Planning and Support	Early Learning Services/Administration	Jonathan	Testing/Orals	
55	5037	Network Administrator	Technology Infrastructure and Support Services	Marisa	Testing/Orals	
56	5644	Product Manager	Data Initiatives Development	Marisa	Testing/Orals	
57	4033	Research Analyst, Senior/Grant Writer	Office of the Superintendent	Marisa	Testing/Orals	
58	5640	SELPA Data Specialist	SELPA	Jonathan	Testing/Orals	
59	0791	Staffing Specialist, Human Resources	Human Resources/Substitute Services	Kathy	Testing/Orals	
60	5630	Teacher Assistant - Educare (Spanish/Vietnamese Preferred)	Early Learning Services/Educare-Santee	Marisa	Testing/Orals	
61	5631	Teacher Assistant - Educare (Spanish/Vietnamese Preferred)	Early Learning Services/Educare-Santee	Marisa	Testing/Orals	
62	5212	Administrative Assistant II (Bilingual Spanish Required)	Migrant Education	Linda	Repost	
63	5040	Associate Teacher - Educare	Early Learning Services/Educare-Santee	Marisa	Repost	
64	0588	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
65	1016	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
66	1648	Education Interpreter I/II	Special Education/Dartmouth	Yasmeen	Repost	
67	2535	Education Interpreter I/II	Special Education/Oster	Yasmeen	Repost	
68	2536	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
69	2537	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
70	2769	Education Interpreter I/II	Special Education/Leigh	Yasmeen	Repost	
71	3552	Education Interpreter I/II	Special Education/Dartmouth	Yasmeen	Repost	
72	4701	Education Interpreter I/II	Special Education/Oster	Yasmeen	Repost	
73	0863	Accounting Specialist I/II	District Business & Advisory Services	Marisa	Hold	

#	PC #	CLASSIFICATION	SCHOOL SITE	STAFF	STATUS	TENTATIVE START DATE
1	0287	Paraeducator - Special Education	Argonaut	Kathy	Filled	09/24/19
2	4706	Paraeducator - Special Education	Bachrodt	Kathy	Filled	09/24/19
3	0291	Paraeducator - Special Education	Brownell	Kathy	Filled	10/14/19
4	0372	Paraeducator - Special Education	Buchser	Kathy	Filled	10/14/19
5	0474	Paraeducator - Special Education	Buchser	Kathy	Filled	10/14/19
6	3066	Paraeducator - Special Education	Campbell Community	Kathy	Filled	09/26/19
7	0667	Paraeducator - Special Education	Chandler Tripp	Kathy	Filled	10/10/19
8	3197	Paraeducator - Special Education	Chandler Tripp	Kathy	Filled	10/21/19
9	3561	Paraeducator - Special Education	Hester	Kathy	Filled	09/24/19
10	3630	Paraeducator - Special Education	Hester	Kathy	Filled	09/24/19
11	3905	Paraeducator - Special Education	Hester	Kathy	Filled	09/11/19
12	0250	Paraeducator - Special Education	Hoover	Kathy	Filled	09/24/19
13	1417	Paraeducator - Special Education	Hoover	Kathy	Filled	09/24/19
14	3596	Paraeducator - Special Education	Independence	Kathy	Filled	09/24/19
15	3892	Paraeducator - Special Education	Leigh HS	Kathy	Filled	10/17/19
16	0488	Paraeducator - Special Education	Marlatt Preschool	Kathy	Filled	10/10/19
17	3904	Paraeducator - Special Education	Ridder Park	Kathy	Filled	09/24/19
18	2214	Paraeducator - Special Education	San Jose HS	Kathy	Filled	09/24/19
19	0390	Paraeducator - Special Education	Santa Teresa HS	Kathy	Filled	09/26/19
20	3016	Paraeducator - Special Education	Santa Teresa HS	Kathy	Filled	10/17/19
21	2631	Paraeducator - Special Education	Sunol	Kathy	Filled	09/24/19
22	1465	Paraeducator - Special Education	Carolyn Clark	Kathy	Certified	
23	0219	Paraeducator - Special Education	Carson	Kathy	Certified	
24	3520	Paraeducator - Special Education	Del Mar HS	Kathy	Certified	
25	3615	Paraeducator - Special Education	Westmont HS	Kathy	Certified	
26	2990	Paraeducator - Special Education	Anne Darling	Meipo	Testing/Orals	
27	3647	Paraeducator - Special Education	Argonaut	Meipo	Testing/Orals	
28	3576	Paraeducator - Special Education	Bagby	Meipo	Testing/Orals	
29	2790	Paraeducator - Special Education	Buchser	Meipo	Testing/Orals	
30	0204	Paraeducator - Special Education	Carolyn Clark	Meipo	Testing/Orals	
31	1422	Paraeducator - Special Education	Connect East	Meipo	Testing/Orals	
32	2403	Paraeducator - Special Education	Connect West	Meipo	Testing/Orals	
33	3822	Paraeducator - Special Education	Connect West	Meipo	Testing/Orals	
34	3698	Paraeducator - Special Education	Del Mar HS	Meipo	Testing/Orals	
35	0337	Paraeducator - Special Education	Herman Intermediate	Meipo	Testing/Orals	

#	PC #	CLASSIFICATION	SCHOOL SITE	STAFF	STATUS	TENTATIVE START DATE
36	3683	Paraeducator - Special Education	Hoover	Meipo	Testing/Orals	
37	3846	Paraeducator - Special Education	Hoover	Meipo	Testing/Orals	
38	4066	Paraeducator - Special Education	Hoover	Meipo	Testing/Orals	
39	2891	Paraeducator - Special Education	Monticello	Meipo	Testing/Orals	
40	4707	Paraeducator - Special Education	Orchard	Meipo	Testing/Orals	
41	1597	Paraeducator - Special Education	Oster	Meipo	Testing/Orals	
42	1783	Paraeducator - Special Education	Oster	Meipo	Testing/Orals	
43	0087	Paraeducator - Special Education	Seven Trees	Meipo	Testing/Orals	
44	3616	Paraeducator - Special Education	Sunol	Meipo	Testing/Orals	