

Bakersfield College

2024-2025

Administrative

Structure Review

Team

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BAKERSFIELD
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Process, Team, and Timeline

Process

The Bakersfield College Administrative Structure Review process was developed in response to accreditation standards that address college resources. The 2024 ACCJC Accreditation Standards address the use of college resources in Standard 3.1, requiring that “The institution employs qualified faculty, staff, administrators, and other personnel to support and sustain educational services and improve student success. The institution maintains appropriate policies and regularly assesses its employment practices to promote and improve equity, diversity, and mission fulfillment.”

The charge of this team was to review requests for administrative and classified positions, rank those positions, and present the recommendations to Academic Senate and College Council. The team met to review both administrative and classified position requests. These requests came from all divisions: Finance and Administrative Services, Instruction, President’s Leadership Team, and Student Affairs. Representatives from each area explained the description of the positions, the rationale for the request, and their area’s priorities. During this discussion, team members asked questions and made requests for additional information. After this portion was completed, team members completed anonymous surveys ranking the positions. Those rankings were discussed, left in their original order, then shared with the campus community via presentations and this document.

The 2024-2025 Team

Calvin Yu (chair)	Management
Timothy (TJ) Mason (Classified)	Classified
Grace Commiso (Faculty)	Faculty
Ann Tatum (Faculty)	Faculty
Nicy Damania (Student Affairs)	Management
Sooyeon Kim (Institutional Research)	Management
Rich McCrow (Instruction)	Management
Somaly Boles (budget analysis)	Budget
Jo Ellen Barnes (support, clerical)	Support

Timeline

February 7: College Council Meeting

- Introduce team
- Provide overview of Admin Structure Review Process
- Share timeline

February 15: Kickoff Meeting, Meeting #1

- Review process and timeline
- Request information regarding organizational changes, title changes, and new positions

February 27: Meeting #2

- Review previous history
- Discuss charge
- Add task of reviewing Classified position requests

March 4: Meeting #3

- Consolidate all positions and position descriptions
- Request additional information via divisional review of positions (eg FCDC, SALT)

March 13: Meeting #4

- Review additional information provided by divisions
- Update ASR requirements
- Begin rankings of Management positions

March 19: Meeting #5

- Review and discuss Management position rankings
- Begin review of Classified positions

April 1: Meeting #6

- Review timeline and consultation process
- Presentation of Divisional explanation of positions within
- Begin ratings of Classified positions

April 8: Meeting #7

- Review and discussion of Classified position ratings
- Begin documentation process to share results

Presentation Dates:

- April 10: Senate Eboard
- April 17: Academic Senate
- April 19: College Council 1st read
- May 1: Academic Senate (if needed)
- May 3: College Council 2nd read

Administrative Positions: Overview, Considerations, and Ranking

Overview

Eleven (11) administrative positions were originally proposed. One was removed by the area, leaving a total of ten (10) requested and ranked positions. Rankings represent the recommendation from the team; a lower ranking does not mean that the position will not be considered. Rationale and details about the positions are provided in the appendix.

- Finance and Administrative Services requested two (2) administrative positions: College Safety Field Supervisor and Project Manager.
- Instruction requested three (3) administrative positions: Associate Athletic Director for Women's Sports, Program Manager for the Math Learning Center, and a Program Manager for the Shafter Learning Center. After further discussion within Instruction, the representative pulled the Program Manager for the Shafter Learning Center, noting that there was not yet enough growth there to justify the position.
- The President's Leadership Team did not request any administrative positions.
- Student Affairs requested six (6) administrative positions: Associate Vice President of Student Affairs, Dean of Enrollment and Retention, Dean of Categorical and Special Programs, Director of Residence Life, Mental Health Clinician, and Residence Life Coordinator.

Considerations

In ranking positions, representatives from each area addressed the following considerations in their presentations:

- Workload Distribution: How does the position contribute to a more equitable workload?
- Compliance: Is the position required to keep the college in compliance with various state and federal requirements?
- Department Needs: What has happened in the department to make this position necessary?

The team also included the following considerations in their rankings:

- Funding: Where is the money for this position coming from?
- Budget Impact: What are the financial implications of the position?

The team focused only on positions funded via the general fund (GUI). The budget impact focused on Bakersfield College's compliance with the 50% law. Details can be found in the spreadsheet included in this document. The District Office's budget combined with California's murky budget situation means that the financial impact of all positions will need to be reviewed again once the financial situation becomes clearer.

Ranking

Keeping in mind the considerations above and the priorities of the areas, the team ranked the positions and has the following recommendation:

Team Recommendations, Administrative, ordinal ranking		Rank
Position	Area	
Director of Residence Life	Student Affairs	1
Associate Athletic Director, Women's Sports	Instruction	2
Project Manager, Finance and Administration	FAS	3
Residence Life Coordinator	Student Affairs	4
College Safety Field Supervisor	FAS	5
Program Manager, Math Learning Center	Instruction	6
Associate Vice President, Student Affairs	Student Affairs	7
Mental Health Clinician	Student Affairs	8
Dean of Enrollment and Retention	Student Affairs	9
Dean of Categorical and Special Programs	Student Affairs	10

The rationale and descriptions of each position can be found in the Appendix of this document.

Classified Positions: Overview, Considerations, Ranking

Overview

In previous iterations, this team only evaluated administrative positions, thus the name of the team. This year, the team also took on the task of evaluating and ranking classified positions. This is the team's first attempt at reviewing all position requests to increase transparency and include all areas in the discussion.

Initially, fifty-three (53) classified positions were identified via Program Review. The areas then reviewed their requests: Finance and Administrative Services, Instruction (via FCDC/Faculty Chairs and Directors Council), President's Leadership Team, and Student Services (via SALT/Student Affairs Leadership Team). After this process, twenty-six (26) classified positions were recommended for review.

As with administrative positions, representatives from the areas presented information about the positions, why they were needed, and what the area's priorities were. The team was asked to rank positions with one (1), two (2), or three (3) "hearts," with instructions that no more than three (3) positions earn each ranking. The original rankings had a clear break at nine positions (2 "hearts" or higher). Those are the positions presented for recommendation here, although a chart with all twenty-six (26) rankings is included in the appendix along with rationale and details about the top nine (9) positions. Again as with administrative positions, rankings represent the recommendation from the team; a lower ranking does not mean that the position will not be considered.

The top nine (9) positions were requested as follows:

- Finance and Administrative Services requested three (3) classified positions: Budget Coordinator, Public Safety Officer I—Arvin, Public Safety Officer II—Arvin.
- Instruction requested two (2) classified positions: Agriculture Technician—Delano and Library Technician I—Arvin.
- President’s Leadership Team requested two (2) classified positions: Senior Research Analyst and Systems Support Specialist II.
- Student Affairs requested two (2) classified positions: Admissions and Records Tech II and Systems Support Analyst.

Considerations

The considerations were the same as the administrative positions discussed above:

In ranking positions, representatives from each area addressed the following considerations in their presentations:

- Workload Distribution: How does the position contribute to a more equitable workload?
- Compliance: Is the position required to keep the college in compliance with various requirements?
- Department Needs: What work needs to be done that makes this position needed?

The team also included the following considerations in their rankings:

- Funding: Where is the money for this position coming from?
- Budget Impact: What are the financial implications of the position?

The team focused only on positions funded via the general fund (GUI). The budget impact focused on Bakersfield College’s compliance with the 50% law. Details can be found in the spreadsheet included in the document. The District Office’s budget combined with California’s murky budget situation means that all positions will have to undergo further review once the financial situation becomes clearer.

Ranking

Keeping in mind the considerations above and the priorities of the areas, the team ranked the positions and has the following recommendation:

Team Recommendations, Classified, ordinal ranking (top 9)			Rank
Position	Area		
Senior Research Analyst (Institutional Effectiveness)	President		1
Budget Coordinator (Budget Office)	FAS		2
Systems Support Specialist II (Technology Support Services)	President		3
Systems Support Analyst (Student Success Technology)	Student Affairs		4
Admissions and Records Tech II (Admissions and Records)	Student Affairs		5
Library Technician I—Arvin (Library Science)	Instruction		6
Agriculture Technician—Delano (Delano Campus Center)	Instruction		7
Public Safety Officer I—Arvin (College Safety)	FAS		8
Public Safety Officer II—Arvin (College Safety)	FAS		9

More details regarding the rationale and descriptions of each position can be found in the Appendix of this document.

Recommendations for the Team Going Forward

The team also discussed the future of the team itself and has the following recommendations:

- To improve the process for budgeting purposes, the review of positions should begin earlier in the academic year.
- To address hiring needs at different points in the year and maintain transparency, the review should happen more often in the academic year.
- To truly review the organizational structure of the college, and to better understand the impact of the requested positions on that structure, updated organizational charts are required.
- To better reflect the inclusion of the review of classified positions, the name of the team should be changed.

Budget Impact

	FY24	MANAGEMENT		CLASSIFIED		ALL	
Academic Salaries							
	ADOPTED_BUDGET	Proposed Management	FY24 Adopted + Proposed	Proposed Classified	FY24 Adopted + Proposed	Proposed ALL	FY24 Adopted + Proposed
INSTRUCTIONAL SALARIES	47,498,257.91		47,498,257.91		47,498,257.91	-	47,498,257.91
INSTRUCTIONAL + NON-INST SALARIES	56,234,020.75	396,440.92	56,630,461.67		56,234,020.75	396,440.92	56,630,461.67
Classified Salaries							
	ADOPTED_BUDGET	Proposed Management	FY24 Adopted + Proposed	Proposed Classified	FY24 Adopted + Proposed	Proposed ALL	FY24 Adopted + Proposed
INSTRUCTIONAL SALARIES	2,435,865.33		2,435,865.33		2,435,865.33	-	2,435,865.33
INSTRUCTIONAL + NON-INST SALARIES	17,282,376.09	667,808.04	17,950,184.13	515,362.68	17,797,738.77	1,183,170.72	18,465,546.81
Other Expenditures							
	ADOPTED_BUDGET	Proposed Management	FY24 Adopted + Proposed	Proposed Classified	FY24 Adopted + Proposed	Proposed ALL	FY24 Adopted + Proposed
EMPLOYEE BENEFITS INSTRUCTIONAL	22,578,818.99		22,578,818.99		22,578,818.99	-	22,578,818.99
EMPLOYEE BENEFITS INST + NON-INST	35,505,583.68	582,471.90	36,088,055.58	396,298.60	35,901,882.28	978,770.50	36,484,354.18
SUPPLIES & MATERIALS	1,906,905.73		1,906,905.73		1,906,905.73	-	1,906,905.73
OTHER OPERATING EXPENSE & SERVICES (INSTRUCTIONAL)	2,167,700		2,167,700.00		2,167,700.00	-	2,167,700.00
TOTAL OTHER OPERATING EXPENSE INST+ NON-INST	13,921,768.6		13,921,768.60		13,921,768.60	-	13,921,768.60
Less Exclusions							
	ADOPTED_BUDGET	Proposed Management	FY24 Adopted + Proposed	Proposed Classified	FY24 Adopted + Proposed	Proposed ALL	FY24 Adopted + Proposed
STUDENT TRAVEL	52,554.64		52,554.64		52,554.64	-	52,554.64
RENTAL OF FACILITIES	3,411,800		3,411,800.00		3,411,800.00	-	3,411,800.00
Total Current Instructional Cost							
	ADOPTED_BUDGET	Proposed Management	FY24 Adopted + Proposed	Proposed Classified	FY24 Adopted + Proposed	Proposed ALL	FY24 Adopted + Proposed
Total Current Instructional Cost	74,680,642.23		74,680,642.23		74,680,642.23	-	74,680,642.23
Total Current Expense of Education							
	ADOPTED_BUDGET	Proposed Management	FY24 Adopted + Proposed	Proposed Classified	FY24 Adopted + Proposed	Proposed ALL	FY24 Adopted + Proposed
Total Current Expense of Education	121,386,300.21		123,033,021.07		122,297,961.49	-	123,944,682.35
Percentage of Instructional Cost							
	ADOPTED_BUDGET	Proposed Management	FY24 Adopted + Proposed	Proposed Classified	FY24 Adopted + Proposed	Proposed ALL	FY24 Adopted + Proposed
Percentage of Instructional Cost	61.52%	1,646,720.86	60.70%	911,661.28	61.06%	2,558,382.14	60.25%

Appendix A: Administrative Positions Rationale and Descriptions (all positions GUI funded)

- **Finance and Administrative Services**

- College Safety Field Supervisor (Proposed Grade D):**

- BC College Safety (CS) is a 24/7/365 operation. There are currently only two administrators (Executive Director and Assistant Director) to manage department of 27 staff and 20-25 student worker cadets. In addition to responding to emergency situations that occur daily, after hours operations, and campus events (e.g. athletic competitions), the two managers are regularly serving extensive overtime to manage the department. BC has a physical footprint in 8 different locations, and appropriate oversight has not been attainable.

- In a typical first responder environment the ratio of field supervisor to officer is 1-6. BC does not currently employ a field supervisor; the ED and AD respond to the field on an as needed basis. BC CS needs one middle manager (field supervisor) to supervise and manage officers and cadets on a daily basis. The field supervisor would be responsible for the smooth daily field operations of the department including scheduling, managing conflict, supervising critical incidents on campus in the field, officer evaluations, and roving to satellite campuses on a routine basis which is not currently occurring. This position will be even more critical as BC grows, particularly with the addition of student housing and additional campus centers.

- Project Manager (Proposed Grade H):**

- The College is consistent in need of operational and process improvement. Constituents across campus face recurring challenges with systems and processes that often grow to become serious emergencies. Currently, addressing these issues falls upon the individual departments, who often lack the bandwidth or skillset to internally conduct process improvement, data analysis, organizational improvement, training, and development. This position would lead initiatives for incident management, stakeholder engagement, problem resolution, systems implementation, and change management with an ultimate goal of addressing gaps, adopting proactive processes, and providing uninterrupted service to the students, faculty, and staff we serve.

- **Instruction**

- Associate Athletic Director for Women's Sports (Proposed Grade I):**

- In alignment with Title IX requirements, which mandate equal opportunities for men and women in educational programs and athletics, there is a significant need to enhance the oversight and development of women's sports programs at Bakersfield College. This institution proudly supports 12 women's sports teams, encompassing a wide range of disciplines that provide female athletes with the opportunity to excel in their chosen sports while pursuing their academic goals. The diversity and breadth of

these programs reflect our commitment to fostering an inclusive and equitable athletic environment.

The role of Associate Athletic Director for Women's Sports is a pivotal new position designed to ensure that Bakersfield College not only meets but exceeds Title IX standards by providing focused leadership, strategic planning, and dedicated advocacy for our women's sports programs. This role involves overseeing the operational, financial, and compliance aspects of the women's sports teams, enhancing athlete recruitment and retention strategies, and ensuring that female athletes receive equal access to resources, coaching, and facilities. Additionally, the position will focus on the development of initiatives to promote gender equity within the athletics department and work closely with local and national bodies to champion the interests of female athletes.

Given the comprehensive nature of our women's sports offerings and the critical importance of adhering to Title IX regulations, the Associate Athletic Director for Women's Sports will play a crucial role in elevating the profile and success of these programs. This position will not only ensure compliance with federal mandates but also drive the growth and development of women's athletics, contributing to a more vibrant and competitive sports environment at Bakersfield College. The establishment of this role is a testament to our institution's commitment to gender equality and the empowerment of women through sports.

Program Manager for the Math Learning Center (Proposed Grade D):

In response to AB705 and AB 1705, our institution has broadened math support services to bolster student success in transfer-level math courses. This expansion aligns with the AB 1705 rollout, prompting the Math Learning Center's enhancement. The MLC relocated to the General Science building in Fall 2023, moving from the CSS building to a more central position for STEM students and ensuring easier access for the broader student body. Situated in GS 8, the MLC's new home was formerly a lab dedicated to Physical Sciences, Physics, and Geography. Plans are underway to renovate this space by removing existing lab benches, installing new flooring, repainting, and introducing flexible furniture to accommodate more students. This setup will support various learning formats, including group work, one-on-one tutoring, and homework assistance. Initially, the MLC employed two teaching assistants funded by GUI. However, to address rising demand, two professional experts and two student tutors have been temporarily hired under the Title III grant, with contracts expiring in June. Given that this grant-based staffing is not a long-term solution, there is a pressing need for more permanent staff.

The Program Manager for the Math Learning Center is a newly created role tasked with overseeing the MLC's operational and administrative aspects. This includes managing support resources, teaching assistants, tutors, and producing all required reports. With the MLC experiencing a surge in usage and staff numbers, a Program Manager is crucial for sustaining daily operations, mirroring the staffing structure of the Writing Center.

- **President's Leadership Team: No administrative positions requested.**
- **Student Affairs**

Associate Vice President of Student Affairs (Proposed Grade K-1):

Under the administrative direction of the Vice President for Student Affairs, the Associate Vice President of Student Affairs is responsible for the development of policies, procedures, programs, and services that will promote, encourage, and support access, persistence, and success. As post-COVID enrollments have continued to grow, and with the growth on the instructional side of the house, this is an additional position needed to support the many student services provided by Bakersfield College. The addition of this position will also create a better growth ladder for succession planning and career trajectory. The Associate Vice President of Student Affairs is a senior leadership position responsible for providing strategic direction and oversight for a wide range of student services and programs. This role involves collaborating with other college leaders to create and implement policies that promote student success, equity, and inclusion. The Associate Vice President will supervise a team of professionals in areas such as student engagement, counseling and advising, career services, student life, and athletics. Additionally, the Associate Vice President will represent the college to external partners, build relationships with community organizations, and ensure compliance with relevant laws and regulations.

Dean of Categorical and Special Programs (Proposed Grade K):

The Dean of Categorical and Special Programs will under the supervision of the Vice President of Student Affairs provide assistance with the analysis, development, improvement, supervision, and monitoring of categorical, special, and student development programs.

Dean of Enrollment and Retention (Proposed Grade K):

Oversees the development, implementation, maintenance, and evaluation of enrollment services and ensures that state and federal regulations are implemented in academic policies and anticipates legal ramifications, including but not limited to, security, privacy, identity theft, and fraud.

Director of Residence Life (Proposed Grade I):

The Director of Resident Life is indispensable as they provide specialized leadership in delivering a comprehensive residential student educational program. By collaborating with college faculty, administration, and staff, the Director ensures the development and implementation of a dynamic living and learning community that supports educational and social goals. Their efforts significantly enhance student retention, graduation rates, and overall success. Serving as one of the campus's designated College Disciplinary Officers underscores the Director's crucial role in maintaining campus standards and fostering a safe and conducive living-learning environment.

Mental Health Clinician (Proposed Grade F):

The Mental Health Clinician provides mental health counseling, therapy, and case management services to our students. All regular BC students who pay a health fee are

entitled to six one-hour sessions with a mental health counselor. These scheduled sessions must be interrupted when a psychiatric crisis occurs on campus, an event that occurs with disturbing regularity. A third counselor would allow the Student Health and Wellness Center to serve more students with fewer interruptions to care.

Residence Life Coordinator (Proposed Grade G):

A live-in Residential Life Coordinator (RLC) is essential for maintaining a safe and supportive environment in student housing on a 24/7 basis. The position is crucial in building rapport and community among residents, providing mentorship and nurturing support. Additionally, the RLC is responsible for creating transformative experiences that promote student success and enforcing community standards to ensure a positive living environment, along with supervising student employees and in-live Resident Assistants. Their presence also serves as a valuable resource for addressing various issues related to student and campus resident life across the entire campus community.

Appendix B: Classified Positions Rationale and Descriptions (all positions GUI funded)

- **Finance and Administrative Services**

- Budget Coordinator (Proposed Range 46.5):**

- Centralize fiscal support to campus - eg data entry for: FOAPAL changes, expenditure transfers, budget requests/revisions, generating reports, etc. There is a campus need for subject matter experts to provide direct fiscal support to departments. The Budget Coordinator will provide specialized skills to guide departments through budget reports and prepare accurate forms to accomplish timely fiscal changes or corrections. This position will improve efficiency in processing fiscal/budget documents to ensure the campus meets compliance requirements, grant reporting, and fiscal deadlines.

- Public Safety Officer I and II—Arvin (Proposed Ranges 37.5, 41):**

- Will be required to provide college safety at the forthcoming Arvin Educational Center. Recommend staffing these positions as soon as possible, due to lengthy training and certification requirements. These are the same type of roles currently in existence, primary duty is to maintain a safe environment for students, staff and faculty.

- **Instruction**

- Agriculture Technician—Delano (Proposed Range 39.5):**

- The Ag Technician position in Delano is essential to support the regenerative farming lab, providing specialized skills and knowledge crucial for the success and advancement of sustainable agricultural practices.

- Library Technician I—Arvin (Proposed Range 36):**

- The Library Tech I position at the Arvin Campus is essential due to the new facility's need for dedicated staff to establish and maintain library operations, ensuring that resources are accessible and services are provided efficiently from the outset.

- **President's Leadership Team**

- Senior Research Analyst (Proposed Range 52):**

- This position is in the Office of Institutional Research (OIR). This position is based on a new job description for KCCD, developed in collaboration across the District in partnership with the three colleges and the CSEA. The current OIR org structure has Institutional Research Analysts (lower graded position) reporting to the OIR dean. This overdue new job description and position addresses ongoing difficulty in staffing this profession/department, and increases technical knowledge, expertise, and bandwidth. This higher level position also creates a job family for Research Analyst career development.

Systems Support Specialist II (Proposed Range 47.5):

This position is within the Technology Support Services Department (ie campus IT). With the expansion of the College footprint, this position is absolutely needed. Currently, staff are having to juggle travel to provide both routine and time-sensitive support across all other sites: BCSW, Delano, and eventually Arvin. The most recent SSSII hire occurred years ago before any of our additional sites opened, and current staffing is unable to provide timely support for critical systems needed to ensure continuous operations.

- **Student Affairs**

Admissions and Records Technician II (Proposed Range 42.5):

Under the direction of an assigned supervisor, perform a variety of complex technical tasks relative to the daily activities of the Admissions and Records Office; evaluate student transcripts; provide information about the College to faculty, staff, students, and the general public. Incumbents in the Admissions and Records Technician II class perform advanced work in areas such as evaluations, master or class scheduling, or serving as lead to an admissions and records function or unit. Incumbents in the Admissions and Records Technician I class perform the full range of admissions and records duties while specializing in one or more areas such as transcripts, residence, and records.

Systems Support Analyst (Proposed Range 47.5):

This position will be responsible for working collaboratively, particularly within a college student-services environment focusing on student-services-related technology tools and systems. The Systems Support Analyst in combination with the Program Technician will support the business and technological tools within student affairs departments and their relative tools to ensure proper and effective onboarding, documentation, user role assignment, training, testing and validation of use cases. The Systems Support Analyst and Program Technician will be directed by the Program Manager and Director of Student Success Technology and will liaise as necessary to other colleagues at the college including Academic Technology and District IT as needed and depending on the project. The Systems Support Analyst position is necessary to ensure software and specific student success tools directly related to student success and equity, categorical programs, and overall and student affairs are supported both functionally and technically. In addition, this position will ensure issues are identified within a system-thinking approach with proper procedures on resolving a technical issue, or in the development of a new process that may benefit the division. A systems-thinking approach and this position, in coordination with Instructional and Business & Finance support departments, will allow for an effective and collaborative team to better define operational requirements and system goals. This position will also participate in the review of current processes and procedures in order to make recommendations for collective improvements that would ultimately better serve students and while identifying potential duplication of efforts leading to cost savings and efficiency.

Appendix C: All Classified Positions Ranked

Rank	Position Title
1	President's / Institutional Effectiveness - Senior Research Analyst
2	Finance & Admin / Budget Office - Budget Coordinator
3	President's / Technology Support Services - Systems Support Specialist II
4	Student Affairs / Student Success Technology - Systems Support Analyst
5	Student Affairs / Admissions and Records - Admissions and Records Technician II
6	Instruction / Library Science - Library Technician I (Arvin)
7	Instruction / Delano Campus Center - Agriculture Technician
8	Finance & Admin / College Safety - Public Safety Officer I
9	Finance & Admin / College Safety - Public Safety Officer II
10	Instruction / Library Science - Library Technician II
11	Instruction / Library Science - Library Technician I (Delano)
12	Student Affairs / Residence Life - Department Assistant III
13	Student Affairs / Events and Scheduling - Media Technician for Events
14	Student Affairs / Financial Aid and Scholars - Financial Aid Assistant
15	Instruction / Kinesiology/Health/Phys Ed CTE - Office Supervisor
16	Instruction / Research Laboratory Technology CTE - Laboratory Safety Technician
17	Finance & Admin / Maint. & Ops. - Custodian I
18	Instruction / Physics - Laboratory Technician II
19	Finance & Admin / Maint. & Ops. - Groundsworker II (athletics fields)
20	Instruction / Food Service CTE - Laboratory Technician I
21	Instruction / Theatre - Assistant Technical Director (part-time)
22	Finance & Admin / Food Services - Accounting Technician I
23	Instruction / Apprenticeship CTE - Educational Advisor
24	Finance & Admin / Maint. & Ops. - Custodian I2
25	Instruction / Music - Athletic Trainer
26	Instruction / Theatre - Costume Shop Manager