

TO: Members of the Board of Trustees

FROM: Melissa Moreno, J.D., Chancellor

PREPARED BY: Julie Johnson, Chief Human Resources Officer
David Feune, Director, Human Resources

APPROVAL OF PERSONNEL ITEMS

New employment; changes in assignment, compensation, and placement; leaves of absence; changes in staff allocation and classification of academic and classified personnel; retirements, phase-in retirements, and resignations; equivalence of minimum qualifications for academic positions; and short-term temporary classified positions.

A. ADMINISTRATIVE APPOINTMENT, REAPPOINTMENT, ASSIGNMENT, AND REASSIGNMENT
(NP = New position, * = New Employee)

Cañada College

Alexander Kramer Dean of Business, Design and Workforce Business, Design, Workforce

Reassigned from a full-time Director of Workforce Development (Grade 192E of the Academic-Classified Exempt Supervisory Salary Schedule 35; Salary Range: \$139,320 - \$176,448) into this management role (Grade AD of the Management Salary Schedule 20; Salary Range: \$192,672 - \$244,800), effective July 1, 2024, replacing Hyla Lacefield who retreated to faculty.

College of San Mateo

Gerardo Ramirez* Vice President of Administrative Services Administrative Services

New full-time, 12-month administrative employment (Grade AB of the Management Salary Schedule 20; Salary Range: \$205,308 - \$263,748), effective July 8, 2024, replacing Anthony Djedi who resigned.

Melinda Nguyen Director of Nursing Math/Science

Reassigned from Faculty (Faculty Salary Schedule 80) into this administrative assignment (Grade 193E of the Academic-Classified Exempt Supervisory Salary Schedule 35; Salary Range: \$153,588 - \$194,556) effective July 1, 2024, replacing Janis Wisherop who retired.

District Office

Megan Barber Allende* Executive Director of the Foundation Foundation

New full-time, 12-month administrative employment (Grade AC of the Management Salary Schedule 20; Salary Range: \$202,128 - \$257,448), effective July 1, 2024.

Naomi Ichikawa Interim Accountant (Auxiliary) Administrative Services

Reassigned from a full-time Senior Accounting Technician (Grade 28A of the Classified Salary Schedule 60; Salary Range: \$82,164 - \$104,952) into this classified exempt supervisory role (Grade 190E of the Academic-Classified Exempt Supervisory Salary Schedule 35; Salary Range: \$126,360 - \$160,032), effective July 1, 2024, replacing Wei Zhang who resigned.

Francisco Magana Acting Supervisor of Custodial Operations Facilities

Reassigned from a full-time Lead Custodian (Grade CC of the Buildings and Grounds Salary Schedule 70; Salary Range: \$63,444 - \$78,864) into this acting classified exempt supervisory role (Grade 189E of the Academic-Classified Exempt Supervisory Salary Schedule 35; Salary Range: \$116,520 - \$147,612), effective May 15, 2024 through July 20, 2024, replacing Luis Carranza who is on leave.

Joseph Moorbrink Community Fitness Operations Manager Community Fitness

New classified supervisory (exempt) employment (Grade 180E of the Academic-Classified Exempt Supervisory Salary Schedule 35; Salary Range: \$99,144 - \$125,580), effective July 1, 2024. Joseph Moorbrink previously held this position as Interim Community Fitness Operations Manager.

Megan Pham* Community Fitness Operations Manager Community Fitness

New classified supervisory (exempt) employment (Grade 180E of the Academic-Classified Exempt Supervisory Salary Schedule 35; Salary Range: \$99,144 - \$125,580), effective July 1, 2024.

Skyline College

Jessica Hurless Dean of Science, Technology, Engineering and Math Science, Technology, Engineering and Math

Reassigned from Faculty (Faculty Salary Schedule 80) into this administrative assignment (Grade AD of the Management Salary Schedule 20; Salary Range: \$192,672 - \$244,800), effective July 1, 2024, replacing Carla Grandy who was reassigned to Vice President of Instruction at College of San Mateo.

B. PUBLIC EMPLOYMENT

1. New Hires (NP = New Position, * = New Employee)

Cañada College

Amira Alkeswani* Math Instructor Science and Technology

New Contract I status academic employment, effective August 12, 2024, replacing Evan Innerst who retired.

Nohemy Colin* Admissions and Records Assistant III Enrollment Services

New full-time, 12-month classified employment (Grade 24 of the Classified Salary Schedule 60; Salary Range: \$71,724 - \$91,716), effective June 27, 2024, replacing Andrew Soler who was reassigned to Program Services Coordinator.

Hongyan Meng* Math Instructor Science and Technology

New Contract I status academic employment, effective August 12, 2024, replacing Po Tong who retired.

Magda Mercado* Division Assistant Science and Technology

New full-time, 12-month classified employment (Grade 27 of the Classified Salary Schedule 60; Salary Range: \$79,368 - \$101,256), effective August 1, 2024, replacing Krystal Martinez who was reassigned.

Jaleh Naasz* Instructor, Fashion and Related Technologies Business, Design & Workforce
(Merchandising, Design, Production)

New Contract I status academic employment, effective August 12, 2024, replacing Ronda Chaney who retired.

John Perez* Communication Studies Instructor Humanities and Social Sciences

New Contract I status academic employment, effective August 12, 2024, replacing Jessica Kaven who resigned.

College of San Mateo

Lucy Chadwick* Accounting Technician KCSM

New part-time (48%), 12-month classified employment (Grade 24A of the Classified Salary Schedule 60; Salary Range: \$35,821.44 - \$45,809.28), effective July 1, 2024, replacing Samuel Haun who retired.

Briana Molden* Financial Aid Technician Enrollment Services

New full-time, 12-month classified employment (Grade 26A of the Classified Salary Schedule 60; Salary Range: \$78,216 - \$99,960), effective July 10, 2024, replacing Yesenia Mercado who was reassigned to Program Services Coordinator.

Nha Thuc Nguyen* Financial Aid Assistant Enrollment Services

New full-time, 12-month classified employment (Grade 22A of the Classified Salary Schedule 60; Salary Range: \$70,776 - \$90,804), effective July 1, 2024, replacing Hinaoholeva Sabrina Filimochala Egan.

Sharon Quach General Counselor (Transfer Focus) Counseling

New Contract I status academic employment, effective August 12, 2024. This position was previously vacant.

District Office

Christopher Ruiza* Custodian Facilities

New full-time, 12-month classified employment (Grade AA of the Buildings and Grounds Salary Schedule 70; Salary Range: \$58,620 - \$72,660), effective July 1, 2024, replacing Eduardo Gomez who was reassigned to Groundskeeper.

Weiping Wan* Custodian Facilities

New full-time, 12-month classified employment (Grade AA of the Buildings and Grounds Salary Schedule 70; Salary Range: \$58,620 - \$72,660), effective July 2, 2024, replacing Lucia Sunga who retired.

Skyline College

Teresa Barnes* Surgical Technology Instructor Science, Technology,
Engineering and Math

New Contract I status academic employment, effective August 12, 2024, replacing Robert Lopez who resigned.

Christopher Branco* Psychology Instructor Social Science and Creative Arts

New Contract I status academic employment, effective August 12, 2024, replacing Paul (Tony) Jackson who retired.

Elle Dimopoulos* Librarian Academic Support &
Learning Technologies

New Contract I status academic employment, effective August 12, 2024, replacing Pohkim Lim who retired.

Adriana Johnston General Counselor – Transfer Emphasis Counseling

New Contract II status academic employment, effective August 12, 2024, replacing Alexandra Kaplan who resigned.

Angela Serrano* General Counselor Counseling

New Contract I status academic employment, effective August 12, 2024, replacing Carla Grandy who was reassigned to Vice President of Instruction at the College of San Mateo.

2. Re-Employment

None

C. REASSIGNMENT THROUGH THE HIRING PROCESS

D. TRANSFER/ADMINISTRATIVE REASSIGNMENT

None

E. NON-REPRESENTED EMPLOYEES ADDITIONAL DUTIES ASSIGNMENT

Skyline College

Martina Center Director of Middle College Strategic Partnership &
Workforce Development

Per Administrative Procedure 5.01.1, a non-represented employee assigned additional duties that are impacting several areas in the college and/or the District Office shall receive an additional responsibilities pay equal to 10% of the employee’s base salary. Recommend the approval of additional responsibilities pay in the amount of \$1,440.50 per month, effective July 1, 2024, through August 31, 2024.

F. CHANGES IN STAFF ALLOCATION**College of San Mateo**

1. Recommend a change in staff allocation to replace the Retention Specialist position (4C0398) at Grade 24 of the Classified Salary Schedule 60 (Salary Range: \$71,724 - \$91,716) with one full-time, 12-month Program Services Coordinator position at Grade 27 of the Classified Salary Schedule 60 (Salary Range: \$77,052 - \$98,304) in the Office of Equity, effective June 27, 2024. (*Justification Attachment #01*)

District Office

1. Recommend a change in title of the Director of Policy, Training and Compliance (1C0468) position at Grade 193E of the Academic-Classified Exempt Supervisory Salary Schedule 35 (Salary Range: \$153,588 - \$194,556) to Director of Civil Rights and Compliance, effective July 1, 2024. This recommendation will not result in a salary adjustment. Accordingly, recommend a corresponding adjustment in the position title for Mwanaisha Sims Adams, effective July 1, 2024.

Skyline College

2. Recommend a change in staff allocation to add one full-time, 12-month specially-funded (Promise Scholars Program) Program Services Coordinator position at Grade 27 of the Classified Salary Schedule 60 (Salary Range: \$77,052 - \$98,304) in the Counseling Division (Promise Scholars Program), effective June 27, 2024, through June 30, 2026. (*Justification Attachment #02*)
3. Recommend a change in staff allocation to add one part-time (48%), 10-month specially-funded MESA Grant) Program Services Coordinator position at Grade 27 of the Classified Salary Schedule 60 (Salary Range: \$30,820.80 - \$39,321.60) in the Science, Technology, Engineering, and Math Division, effective June 27, 2024, through June 30, 2027. (*Justification Attachment #03*)
4. Recommend approval of a temporary increase in staff allocation for one 10-month Instructional Aide II position in the Science, Technology, Engineering and Math Division, effective June 27, 2024, through July 31, 2024. The increase in allocation will support the division due to staff shortage.

<u>Allocation</u>	<u>Incumbent</u>	<u># of Days</u>
Instructional Aide II	Sahil Niwas	10 days

5. Recommend approval of a temporary increase in staff allocation for three 10-month Child Development Center Aide III positions in the Child Development Center, effective June 10, 2024, through July 19, 2024.

<u>Allocation</u>	<u>Incumbent</u>	<u># of Days</u>
Child Development Center	Julia Brosnan	28 days
Child Development Center	Leticia Ortiz	28 days
Child Development Center	Michelle Nava	28 days

G. PHASE-IN RETIREMENT

None

H. LEAVE OF ABSENCE

None

I. PUBLIC EMPLOYEE RETIREMENT AND RESIGNATION**1. Retirement****Cañada College**

Patricia Hall Professor Business, Design, Workforce

Retiring as Professor Emerita, effective May 24, 2024, with 26 years of District service. Eligible for District retiree benefits.

Joan Murphy Division Assistant Humanities and Social Science

Retiring effective August 9, 2024, with 22 years of District service. Eligible for District retiree benefits.

2. Post-Retirement

None

3. Resignation**Cañada College**

Nimsi Garcia Program Services Coordinator Enrollment Services

Resignation effective July 31, 2024, with 4.5 years of District service.

College of San Mateo

Yesenia Mercado Program Services Coordinator Enrollment Services

Resignation effective June 30, 2024, with 9.5 years of District service.

Skyline College

Scoutt Kessler Laboratory Coordinator Science, Technology, Engineering and Math

Resignation effective May 31, 2024, with 8 months of District service.

Alice Yang Acting Director of Special International Programs Global Learning Programs & Services

End of acting assignment effective June 30, 2024.

J. ESTABLISHMENT OF EQUIVALENCY TO MINIMUM QUALIFICATIONS**K. PROFESSIONAL EXPERT/CONTRACT POSITIONS**

<i>Location</i>	<i>Division / Department</i>	<i>No. of Pos.</i>	<i>Start and End Date</i>		<i>Services to be performed</i>
Cañada College	Workforce Development	16	07/01/2024	12/31/2024	Contract Education Instructor (not-for-credit): To support the not-for-credit offering at Cañada College, Menlo Park by gathering data, consulting, instructing, and or building curriculum for new not-for-credit programs to support our students using the Menlo Park Grant. Requesting Manager: Hyla Lacefield
Cañada College	Workforce Development	2	07/01/2024	12/31/2024	Consultant (Non-Instructional): To support the XR Apprenticeship program. Will primarily be designing and developing a competency-based set of standards to be eligible for a state-recognized registered apprenticeship program with the Division of Apprenticeship Standards. Will be defining the overall instructional pathway for an apprentice, outlining the core curriculum: AR/VR Foundations, and AR/VR Development I, II, III, and IV. Requesting Manager: Hyla Lacefield
Cañada College	Workforce Development	4	07/01/2024	12/31/2024	Contract Education Instructors (Not-For-Credit): To support the pre-apprenticeship and apprenticeship program offering. These individuals will be instructing or assisting the instructors in the programs that lead to the apprenticeship initiative. The Program offers workforce support for students through apprenticeship. Requesting Manager: Hyla Lacefield
College of San Mateo	Student Services / Counseling	2	08/12/2024	12/31/2024	Counseling Intern: Requesting counseling interns to provide supervised counseling services to support students with their academic, transfer, and career planning.

					Requesting Manager: Krystal Duncan
College of San Mateo	Business Technology – FIRE	25	08/14/2024	06/30/2025	EMT Proctors: Per EMT Program secondary accreditation, there must be a 10 to 1 ratio of instructors to students in their hands-on skills testing for final exams. The Professional Experts are from local fire departments and have the appropriate training/specialties to proctor the hands-on skills testing. Requesting Manager: Francisco Gamez
District Office	Auxiliary Services - Community, Continuing, and Corporate Education	20	07/01/2024	06/30/2025	Community Services Instructor/Short Course (Teacher) Instructor: Not-For-Credit: Personal and Professional enrichment courses taught on a wide variety of topics at SMCCCD, as well as out in the community. Per contractual agreement between CCCE and business and industry customers. Instruct, set up activities, and develop curriculum or activities within the focus of the program(s). Independently prepare lesson plans and class program materials, records of attendance, and other related duties. Assist with the Silicon Valley Intensive English (SVIEP) summer program. Requesting Manager: Aaron McVean
Skyline College	Social Science and Creative Arts	25	08/14/2024	05/22/2025	Accompanist: Play instruments to assist in various music classes including performances and ensembles. In addition, provide private music instruction for music majors. Requesting Manager: Danni Redding Lapuz
Skyline College	Science, Technology, Engineering and Math – EMC	10	07/01/2024	06/30/2025	EMT Proctors: The EMT course requires the training and testing of manipulative skills for successful completion. The Emergency Medical Care department will need professional experts to come in periodically to assist with the hands-on training and testing. In general, there would only be 1 – 3 professional experts scheduled to assist during a skills

					day, however, the skills for finals require up to 10 people to proctor the various stations. Requesting Manager: Jing Folsom
Skyline College	Social Science and Creative Arts	30	08/14/2024	05/22/2025	Art Models: Requesting up to 30 individual models for Fall and Spring semesters for studio art classes (ART 207 – Life Drawing and ART 217 – Intermediate Life Drawing) Requesting Manager: Danni Redding Lapuz

L. SHORT-TERM, NON-CONTINUING POSITIONS

<i>Location</i>	<i>Division / Department</i>	<i>No. of Pos.</i>	<i>Start and End Date</i>		<i>Services to be performed</i>
Cañada College	Administrative Services – Operations (Cashiers)	1	08/05/2024 12/09/2024	08/31/2024 12/20/2024	Accounting Technician: <i>Previously Requested Position</i> To assist with coverage in the Cashier’s Office during registration periods and peak hours. Requesting Manager: Ludmila Priscear
Cañada College	Kinesiology, Athletics, Dance	24	07/01/2024	06/30/2025	Assistant Coach: A total of 24 assistant coach positions are needed to provide the support necessary to head coach for all Cañada College athletic programs. Duties include but are not limited to; assist with game day preparation and follow-up, plan / supervise instruction / student-athletes, drive vans, resolve student-athlete issues, aid in the recruitment, retention, and matriculation process, facilitate fundraising efforts, program promotion, and community outreach, compile and submit statistics, scout opponents, and film games/practices. Requesting Manager: Kathleen Sullivan-Torrez
Cañada College	Humanities and Social Science – Drama and Civic Center	6	07/01/2024	12/31/2024	Theater Production Technicians: <i>Previously Requested Position</i> To assist with the construction and implementation of theatrical sets lighting, sound, and other operational aspects of the Theatre Arts Department, internal college usage, and public client usage.

					Requesting Manager: James Carranza
College of San Mateo	Kinesiology, Athletics, Dance	10	07/01/2024	12/31/2024	Equipment Manager: <i>Previously Requested Position</i> To facilitate events for outside rental groups using CSM Facilities. Requesting Manager: Andreas Wolf
College of San Mateo	Kinesiology, Athletics, Dance	55	07/01/2024	06/30/2025	Assistant Coach: To provide a variety of duties for all CSM athletic programs. Duties may include coaching, recruiting, film needs, record keeping, etc. Requesting Manager: Andreas Wolf
College of San Mateo	KCSM – FM	2	07/01/2024	08/31/2024	FM Announcer: Positions needed to select music, create lists of music scheduled for play, host radio programs, produce promotional announcements, and operate specialized station equipment. Requesting Manager: Robert Franklin

New Position Request - Executive Summary

Organization: College of San Mateo

Position Title: Program Service Coordinator

Position Classification and Salary Range: Salary Schedule 60, Grade 27 (Salary Range: \$77,052 - \$98,304)

Position Funding Source: CSM General Unrestricted Funds

Position Description

The Undocumented Community Center (UCC) Program Services Coordinator (PSC) exchanges information with students, staff, faculty, other educational institutions, community and business representatives, vendors, governmental agencies, and the general public regarding information, resources, and program services available through the College of San Mateo's UCC, including eligibility requirements, policies, timelines, required forms, and other information. The PSC is also responsible for travel to various off-site locations to confer with high schools, community service organizations, governmental and non-profit agencies, businesses, and other entities, and to recruit students into a college program and make presentations to small and large groups as a program and college representative. The PSC is also responsible for building and cultivating professional relationships within the college to help grow our office's Unlocking Futures Fellowship, as well as maintaining external relationships with non-profit agencies that connect students to targeted support and resources for undocumented students, including the Immigration Institute of the Bay Area.

Additionally, the UCC PSC coordinates targeted outreach and recruitment, connecting and supporting undocumented students (and students from mixed family status) with the following campus resources: the California Dream Act, AB540, SB 893, and affidavits for financial aid. The PSC also coordinates the UCC's Unlocking Futures Fellowship, UndocuCircle, and Undocumented Student Coalition Liaison programs while providing additional support and assistance with navigating college life as an undocumented student. Furthermore, the Program Service Coordinator will work closely with the Director of Equity to help with future planning efforts by coordinating staff workloads and timelines to complete major projects.

Rationale/Justification for the Position

Due to the passing of SB-893, CSM was faced with a 45.7% increase in enrollment of undocumented students from the Fall 2021 enrollment numbers. Currently, only 29% of CSM undocumented students are connected to academic programming support, leaving 71% **disconnected** from academic programming support and services, mainly due to AB 540/Financial Aid ineligibility and/or part-time enrollment status. Hence, the Undocumented Community Center fills various equity gaps in both academic and social support services and resources for our growing undocumented student population. The Program Service Coordinator will prove critical in providing much-needed coordination support to the immediate and long-term goals of the Undocumented Community Center.

Process Used

The position was approved through the CSM's resource request process.

New Position – Executive Summary

College: Skyline College

Organization: Counseling, Promise Scholars

Position title: Program Service Coordinator

Position Classification & Salary Range: Classified professional Grade 27 – Salary Schedule 60

Position Funding Source: Fund 3, Promise Scholars

Position Description

This position is particularly important to support with the coordination of outreach and onboarding programs for the Promise Scholars Program, and support of new scholars particularly within the first year of the program. The PSP Program Services Coordinator plays a critical role in leading proactive interventions with struggling students academically, and is the lead coordinator and works closely with the Skyline Financial Aid team to track PSP student financial aid applications, and ensure students complete and maintain financial aid status, and maximize their financial aid and scholarship opportunities while at Skyline and beyond. Additionally, the position works closely with the PSP counseling team, learning commons, work force development team and categorical programs to organize customized success plans for students on academic probation or close to it, as well as other important retention and completion efforts that PSP is responsible for implementing. They are generally responsible for fostering a sense of community and belonging both in PSP and at Skyline College at-large. Given the pending expansion over the next three years, it would be incredibly beneficial to hire this position.

Rationale/Justification for the Position

The Promise Scholars Program (PSP) replicates the City University of New York Accelerated Studies in Associate Programs (CUNY ASAP) model. PSP is a comprehensive completion program that provides students with financial, academic, and counseling benefits. Students receive intentional and consistent support from a dynamic team of faculty and classified professionals throughout their time at Skyline, from first application to the college through to graduation. PSP abides by the CUNY ASAP replication guidance for minimum staffing needs to ensure quality of program and consistency in positive student outcomes as the program scales. In alignment with SMCCCD District goal of expanding the Promise Scholars Program to serve more than 4,000 across the district, PSP at Skyline successfully onboarded and supported more than 1,000 students this year. At the 1,000-student mark, another PSC is required to maintain the program's quality and integrity. Additionally, the program is setting up its ability to further scale to serve up to 1,250 scholars, and eventually 1,500 scholars annually in the next 2-3 academic years. This position will prove critical for both the recruitment, onboarding and retention of new scholars to meet these expansion goals.

Process Used

The position has been identified as a program need for multiple cycles in line with SMCCCD expansion priorities for the PSP program at each campus. The position was noted as the top request in program area and division ALUR in prior and current cycle. A classified position request was submitted for the position in the FY 24-25 cycle. Review of position was completed via Cabinet and approved as a grant funded position with a dedicated grant funding source available through Promise Scholars.

New Position – Executive Summary

College: Skyline College

Organization: Science Technology Engineering and Mathematics

Position title: Part time Program Service Coordinator

Position Classification & Salary Range: Classified professional Grade 27 – Salary Schedule 60

Position Funding Source: [MESA Grant funds](#) through June 30, 2027

Position Description: The MESA Program Service Coordinator position is a 10-month part-time position (0.48FTE, 18 hours per week). The MESA PSC is responsible for day-to-day coordination of the MESA Community College Program/MCCP. With programmatic guidance from the MESA Director, the MESA Program Service Coordinator will support student services for the MESA Center in the Science, Math, and Technology division. Under direction, the employee assists in the planning, coordination, and support of services, such as supplemental instruction, orientation, internship opportunities, special events and activities, and tours for individual and specialized programs within the program. The employee will also assist with other administrative support needs within the department. Public contact is essential and can include students, staff, other educational institutions, community and business representatives, governmental agencies and the general public, for the purpose of exchanging program information and services. The Program Services Coordinator can lead the work of student assistants, proctors, and other staff as assigned.

This position will be housed under and report to the MESA Director (Faculty with re-assign time) and the Dean of Science, Technology, Engineering and Mathematics.

Rationale/Justification for the Position: This is a fully grant/categorical funded Program Service Coordinator position to support MESA students (Educationally underrepresented students excel in math and science and graduate from college with degrees in Math based fields) at Skyline College. This PSC position, using external dollars, will support current and future MESA students. As more students return to campus, the MESA program has increased program activities on campus, college tours, and travel to conferences. PSC would be very helpful in providing clerical support for these activities as well as increasing student recruitment and engagement with the program. The MESA Program is part of the college's institutional commitment to student equity, success and retention in technology and science fields. With the PSC designed for MESA students, they will be more successful academically and better prepared to transfer – going on college visits, applying for scholarships, applying for transfer, etc.

Process Used: The position was identified as a program need in the MESA budget process by the program coordinators. The position was noted as a top request in the STEM program area and division ALUR in the current cycle. A classified position request was submitted for the position in the FY 24-25 cycle. Review of position was completed via Cabinet and approved as a grant funded position with a dedicated grant funding source through MESA.

**Summary of Personnel Items
Board Meeting - 06/26/2024**

Staff Allocation Changes: FUND 1

Position	Organization	Department	FTE	Months/Year	Range	Source	Notes
Retention Specialist	College of San Mateo	Office of Equity	-1	12	\$71,724 - \$91,716	Fund 1	Position is being replaced by Program Services Coordinator position
Program Services Coordinator	College of San Mateo	Office of Equity	1	12	\$77,052 - \$98,304	Fund 1	Replacing the Retention Specialist position
Net Change in FTE			0.00				

Staff Allocation Changes: FUND 3/ Other; Self-Funded or Grant Funded

Position	Organization	Department	FTE	Months/ Year	Range	Source	Notes
Program Services Coordinator	Skyline College	Counseling	1	12	\$77,052 - \$98,304	Fund 3	New Position (Promise Scholars Program)
Program Services Coordinator	Skyline College	STEM	0.48	10	\$30,820.80 - \$39,321.60	Fund 3	New Position (MESA Grant)
Net Change in FTE			1.48				

Summary Changes in Net FTE		
	FUND 1	Fund 3/Other
New Positions	0.00	1.48
Faculty	0.00	0
Total by Fund	<u>0.00</u>	<u>1.48</u>
Grand Total	0.00	1.48