



Staffing Resource Request Analysis 2019-2020

The following permanent positions emerged through the annual planning process. They collectively represent needs that were identified in this year's analysis of the Unit Plans, Section Plans and Division Plans and through the planning of the CTE Strong Workforce Plan and the RFA for the CCCCCO Incarcerated Students Reentry Program Grant. All positions are recognized through the annual planning documents so that request stay current, relevant, and tie back to program and college strategic goals and the Vision for Success.

Academic Affairs

Faculty:

Child Development (I WV)

Art (I WV)

Art (East Kern -Tehachapi/Prison)

English (East Kern -Tehachapi/Prison)

Philosophy (East Kern -Tehachapi/Prison)

Physical Science (East Kern -Tehachapi/Prison)

Librarian (All Campuses)

Kinesiology (ESCC)

Business (EK – Tehachapi/Prison)

Public Service (EK – Tehachapi/Prison)

Political Science (EK – Tehachapi/Prison)

Classified:

Science Lab Technician (IWV) Increase Hours of existing position from 1300 hrs to 1400 hrs per year.

LAC Technician (East Kern/KRV) Increase months from 11 mo to 12 mo

Dept. Asst. III (EK) Reclassification from a DA II to a DA III.

Institutional Research Analyst (EK)

Dept. Asst. III (KRV) Increase months from 11 mo to 11.5 mo (additional 80 hours)

Instructional Aide (IWV Industrial Arts) Increase hours from 30 hpw to 40 hpw

Library Tech I (IWV) Increase in hrs and mo : 30 hpw/9 mo to 40 hpw/12 mo

LRC Technician (EK-Tehachapi) 30hpw/11 mo

Management

Campus Manager (EK) Increase existing position from 11 mo to 12 mo

Student Services

Faculty:

Counselor (EK/Prison) EOPS-SSSP Categorical Funding

Counselor (EK/Prison) COF Incarcerated Student Re-entry Program Grant

Counselor (IWV) CTE Categorical Funding

ESCC Cross Country Walk-On Coach

Classified:

Sports Information Position (IWV) 9mo/19hpw

Administrative Services

Classified:

Print Shop Clerk (IWV) 12 months/FLB 999



At this time, spring 2019, faculty hires have been identified through their defined process during fall 2018 and are being advertised with screening committees having been identified for interviewing. Due to the current total budget requests being over the anticipated allocation for 2019-2020 academic year and the uncertainty of the Statewide and districtwide allocation model all permanent hires will need greater scrutiny and careful consideration. President's Cabinet will assist in prioritizing the list of identified needs which will inform the President of which requested positions are "must haves", of those which might be OK to delay for a few months, and which are "nice to have" requests.

Approved faculty hires to date:

1. Refill Child Development (IWV)
2. Art (IWV)
3. Art (EK/Prisons)
4. Counseling (IWV/Prisons)
5. Business (EK/Prisons)
6. Additionally, we will *advertise for a one year, full time, non-tenure track faculty member in Physical Science* to address the back log need of students needing this class to graduate in the prison and to serve EK Tehachapi. The need to continue this position into the next academic year as a tenure track will be evaluated in the fall 2019.

Classified Positions Supported to be hired or receive an increase in hours:

1. Science Lab Technician (IWV) Increase Hours of existing position from 1300 hrs to 1400 hrs per year.
2. Print Shop Clerk (IWV) 12 months/FLB 999
3. Sports Information Position (IWV) 9mo/19hpw