

PERSONNEL COMMISSION
MINUTES

January 15, 2014
9:00 AM, Room 508

I. OPENING PROVISIONS

A. CALL TO ORDER AND ROLL CALL

Members Present: Mary Beall, Commissioner
Miriam Rothman, Commissioner
Bert Seal, Commissioner

Present: Susan Dixon, Diane Herrera, Dave Liss, Mike Reese, Elva Uribe

Secretary: Michele Fort-Merrill

Recording Secretary: Maritess Pantaleon

B. APPROVAL OF AGENDA

Bert Seal recommended an amendment to the agenda to include Election of Officer.

MSC (Rothman/Seal) to amend the agenda as recommended.

MSC (Rothman/Seal) to approve Mary Beall as Chairperson to Personnel Commission for 2014. Ms. Rothman will be 2nd chairperson in the event Ms. Beall is unable to attend the Personnel Commission meeting.

II. APPROVAL OF MINUTES

1. Regular Meeting – December 18, 2013

MSC (Rothman/Seal) to approve the minutes as presented.

III. PUBLIC COMMENT

No comments presented.

IV. RATIFICATION OF ACTIONS BY DIRECTOR

- A. None presented.

V. CLASSIFICATIONS

- A. New Classification
None

- B. Class Description Updates

1. **Business Application Developer**

MSC (Rothman/Seal) to approve the update as presented.

C. Classification of New Positions
None

D. Reclassification of Existing Positions

1. **Executive Assistant to the Superintendent (C59) (Michele Fort-Merrill)**

The County Superintendent has determined to reorganize functions within his office and in the Human Resources office in an effort to both consolidate resources and provide high level support to the Strategic Leadership Team beyond the administrative support that is currently provided, most immediately to the Assistant Superintendent, Human Resources. There is a need for staff to lead and support the strategic planning process and implementation of current and new strategic plan and to provide direct supervision of staff supporting the SDCOE special academic events (Special Programs Assistant), staff development program (Staff Development Analyst) and the Board of Education (Executive Assistant to the Board). With this reorganization, there incumbent will conduct special studies for the County Superintendent and/or coordinate them with division activities. The position will support the Assistant Superintendent in the design and development of the SDCOE strategic plan and in the expansion of the staff and organizational development activities both within the County Office and the county districts as requested. The recommendation for salary allocation to Range 38 of the Management Salary Schedule is based on the Ewing Point Factor System (as detailed on the report).

Thus, the recommendation is to establish a new classification of Special Assistant, Office of the Superintendent allocated to Range M38 of the Classified Management Salary Schedule and reclassify position #3000, Executive Assistant to the Superintendent (C59) to this new classification. The incumbent, Leonita Cole, will participate in a qualifying examination as is required by the Merit System Rules and Regulations.

MSC (Seal/Rothman) to approve the recommendations as presented.

VIII. **POSITION ANNOUNCEMENTS**

<u>TITLE</u>	<u>TYPE</u>
Account Clerk II	Open
Budget Systems Analyst	Open
Food Service Program Assistant	Open
Human Resource Services Manager	Open

The above listed position announcements were presented for information only.

IX. **ELIGIBILITY LISTS**

<u>TITLE</u>	<u>TYPE</u>	<u># Eligible</u>	<u>EXPIRES</u>
Business Application Developer	Open	2	05/14/14
Customer Resource Center Supervisor – ERP	Open	3	6/17/14
Customer Resource Center Supervisor – SIS	Open	2	6/17/14
Functional Systems Analyst – Human Resources	Open	3	07/8/14
Functional Systems Analyst – Payroll	Open	4	07/9/14
Senior Director, Facilities Planning	Open	4	6/19/14
Student Attendant (merged)	Open	7	6/12/14

Technology Integration Specialist

Open

4

6/21/14

MSC (Rothman/Seal) to approve the eligibility list as presented.

X. INFORMATION ITEMS

A. Personnel Actions

1. The December 2013 personnel action report was presented for information.

B. Presentation – Ewing Point Factor System (Susan Dixon)

Ms. Dixon presented the Ewing Point Factor System that HR staff has been trained by Mr. Bill Ewing to use for internal review and salary placement for Classified Management positions. Mike Reese, CSEA representative, inquired on whether HR would consider using the same analysis for classified support staff positions. Ms. Fort-Merrill will schedule a meeting with the CSEA Executive Board for a presentation by Mr. Ewing.

XI. COMMUNICATIONS

None

XII. EXECUTIVE SECRETARY'S REPORT

Ms. Fort-Merrill shared that the Governor's Budget proposal is scheduled for Friday, January 17th. At this time there is no new information to share. Lora Duzyk, Assistant Superintendent of Business services, will be invited to a PC meeting to explain the SDCOE funding and Local Control Accountability Plan. Diane Herrera (introduced) was promoted to Human Resources Analyst.

XI. OTHER ACTIONS

A. None

12. DATE OF NEXT MEETING

A. Regular Meeting: February 19, 2014, 9:00 AM, Room 508

13. ADJOURNMENT

Meeting adjourned at 9:34 AM

Approved: Personnel Commission

By: _____

M Beall

Date: _____

2/19/14

SAN DIEGO COUNTY OFFICE OF EDUCATION
Personnel Commission

CLASS TITLE: **Business Application Developer**

DEFINITION:

Reporting to the Web Services & Application Development Manager, performs duties related to designing, planning, creating, testing and implementing system enhancements and custom development for a variety of business and education needs utilizing PeopleSoft Enterprise Resource Planning system and Share Point systems. This position has the responsibility for meeting the functional and technical specifications of requested development needs and ensuring the ongoing quality of software architecture.

REPRESENTATIVE DUTIES:

ESSENTIAL FUNCTIONS:

Develops innovative business and education solutions and new or enhanced business processes and learning processes that meet well-documented design specifications.

Conducts requirement analysis and definition, functional design, and technical design demonstrating an understanding of business needs.

Consults with third party vendors to build interfaces, scripts, and extracts for purchased products.

Supports integrations, conversions, reports, workflow and custom development in a variety of systems including the PeopleSoft environment.

Supports business intelligence application development for both business and education needs.

NON-ESSENTIAL FUNCTIONS:

Performs related duties as assigned.

CREDENTIALS, CERTIFICATES, LICENSES OR OTHER REQUIREMENTS:

PeopleSoft certified developer designation is preferred

EDUCATION AND EXPERIENCE:

Any combination equivalent to college level coursework in management information systems or a related area and ~~five~~ **three** years of related experience including **a minimum of one implementation and preferably one upgrade (full life cycle)** ~~experience developing and implementing applications~~ in PeopleSoft Human Capital Management (HCM) systems.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

People Tools, People Code, PeopleSoftQuery, Application Engine

SharePoint 2010+

.NET 3.5+

HTML 5

CSS, XML

C+

Javascript

ABILITY TO:

Develop business and education solutions and processes

Analyze a wide variety of data

Work with the tools necessary to perform assigned duties

Communicate effectively orally and in writing

Work effectively independently and as part of a team with minimum supervision

Organize, manage and prioritize multiple tasks simultaneously

Exercise appropriate judgment in making decisions

Maintain confidentiality of information

Demonstrate attendance sufficient to complete the duties of the position as required

Complete routine tasks thoroughly, accurately and with attention to detail

WORKING CONDITIONS & PHYSICAL ABILITIES:

Office Environment

Must be able to hear and speak to exchange information; see to perform assigned duties; sit and/or stand for extended periods of time; possess dexterity of hands and fingers to operate a computer and other office equipment; kneel, bend at the waist, and reach overhead, above the shoulders and horizontally, to retrieve and store files and supplies; lift light objects.

Established: 10/13

Revised: 12/13

CLASSIFICATION ANALYSIS

Position: Executive Assistant to
Superintendent
Range C59
Work Location: Office of the Superintendent
Incumbent: Leonita Cole

Prepared By: Michele Fort-Merrill
Report Date: January 9, 2014
PC Meeting Date: January 15, 2014
PC Action: Pending

INFORMATION SOURCES:

County Superintendent

Review of incumbent's current job description

Review of relevant job descriptions from Santa Clara County Office, Los Angeles County Office and Los Angeles Unified School District.

ESSENTIAL FUNCTION:

Under the general direction of the County Superintendent of Schools and members of the Strategic Leadership Team plan, coordinate, monitor and direct specialized projects; research, analyze, organize, develop and evaluate a variety of complex subject areas, programs and services; strategic planning, program and staff development and inter-division relations.

REPORTING RELATIONSHIPS:

Reports to the County Superintendent and assigned Strategic Leadership Team member(s).

POSITION/CLASS COMPARISON:

Executive Assistant to the Superintendent C59

Human Resources Specialist M38

Business Advisory Services Specialist M38

Former Special Assistant to Superintendent

CRITICAL EVALUATION FACTORS:

Knowledge

Supervision received and exercised

Complexity

Scope and Effect

Accountability

Contacts

RECOMMENDATION:

Create a new classification of Special Assistant, Office of the Superintendent at Range M38 and reclassify position #3000, Executive Assistant to the Superintendent C59 to the new classification. Note: the incumbent will participate in a qualifying examination as is required by the Merit System Rules and Regulations

RATIONALE:

The County Superintendent has determined to reorganize functions within his office and in the Human Resources office in an effort to both consolidate resources and provide high level support to the Strategic Leadership Team beyond the administrative support that is currently provided, most immediately to the Assistant Superintendent, Human Resources. There is a need for staff to lead and support the strategic planning process and implementation of current and new strategic plan and to provide direct supervision of staff supporting the SDCOE special academic events (Special Programs Assistant), staff development program (Staff Development Analyst) and the Board of Education (Executive Assistant to the Board). With this reorganization, the incumbent will conduct special studies for the County Superintendent and/or

coordinate them with division activities. The position will support the Assistant Superintendent in the design and development of the SDCOE strategic plan and in the expansion of the staff and organizational development activities both within the County Office and the county districts as requested.

The recommendation for salary allocation to Range 38 of the Management Salary Schedule is based on the following Ewing Point Factor System.

Knowledge	Complexity	Impact	Working Conditions	Total
E2 + 1 = 591	E2 = 338	E1 = 338	A1 = 23	1290 = M38

SAN DIEGO COUNTY OFFICE OF EDUCATION
Personnel Commission

CLASS TITLE: SPECIAL ASSISTANT, OFFICE OF THE SUPERINTENDENT

DEFINITION: Under the general direction of the County Superintendent of Schools and members of the Strategic Leadership Team plan, coordinate, monitor and direct specialized projects; research, analyze, organize, develop and evaluate a variety of complex subject areas, programs and services in strategic planning, program and staff development and inter-division relations.

SUPERVISION RECEIVED AND EXERCISED: Receives general supervision and exercises direct supervision of assigned personnel.

REPRESENTATIVE DUTIES

This position description is intended to describe the general nature and level of work being performed by the employee assigned to the position. This description is not an exhaustive list of all duties, responsibilities, knowledge, skills, abilities, and working conditions associated with the position. Incumbents may be required to perform any combination of these duties. All requirements are subject to possible modification to reasonably accommodate individuals with a disability.

ESSENTIAL FUNCTIONS:

Plan, organize, and direct special projects of the Superintendent and/or members of the Strategic Leadership Team; direct project coordination activities including development and implementation of work plans; oversee and monitor completion of Assistant Superintendent/staff assignments; coordinate activities and projects of the Office of the Superintendent of Schools with other sections.

Participate with the Superintendent and senior management in strategic planning to meet County Office initiatives, policy and governance development; facilitate the development of strategic plans; establish goals, build consensus; identify metrics and modes of data collection.

Serve as a liaison for the Office of the Superintendent to Board members, County Office departments, public organizations and stakeholder groups.

Research, prepare and contribute to correspondence, reports, bulletins, briefings, presentations, and responses on operational and strategic issues including follow-up on Strategic Leadership Team activities and actions.

Train, supervise and evaluate the performance of assigned personnel.

Assist in planning and coordinating staff/organizational development and recognition program activities.

Serve as facilitator and advisor to county office departments and districts on organizational development efforts.

Communicate with other administrators, personnel and outside organizations to coordinate activities and programs, resolve issues and conflicts and exchange information.

Conduct meetings and make oral presentations regarding County Office issues.

Represent the County Superintendent or other senior management in meetings as necessary.

Develop budget and decision packages for the Office of County Superintendent of Schools; audit expenditures of budgeted funds.

Oversee the management of the Superintendent's schedule.

Arrange details for meetings and speaking engagements.

Interprets and explains County Office policies, procedures and regulations.

NON-ESSENTIAL FUNCTIONS:

Perform related duties as assigned.

EDUCATION AND EXPERIENCE:

Graduation from a recognized college or university, preferably with a degree in business, public administration, organizational development or related field.

Four years of experience in managerial or administrative positions with increasing responsibility for administrative analysis, report writing, project organization and management, strategic planning and/or organizational development.

KNOWLEDGE AND ABILITIES

KNOWLEDGE OF:

Strategic planning processes and methodologies.

Systems for ongoing collection of organizational performance metrics related to service quality and efficiency.

County Office programs and operations.

Federal and state educational policy issues.

Pertinent provisions of the Education Code, Board of Education rules and procedures and County Office rules and regulations.

Principles and practices of administration supervision and training.

Principles of public relations.

Collaborative problem-solving methods.

Effective administrative and managerial practices.

Research techniques, including statistical analysis and graphic presentations.

Budget preparation and control.

Effective oral and written communication.

Standard office equipment including computers and software including word processing, database and presentation applications.

ABILITY TO:

Conduct and coordinate organizational and management studies and develop solutions to problems.

Represent management regarding complex administrative issues.

Facilitate and organize staff development and strategic planning activities.

- Analyze situations accurately and adopt an effective course of action.
- Plan and organize work.
- Compose and edit correspondence, reports, minutes, and memorandum.
- Exercise tact, diplomacy, and independent judgment and initiative.
- Communicate effectively orally and in writing.
- Develop efficient methods for obtaining and reporting information.
- Work effectively independently and as part of a team with minimum supervision.
- Organize and prioritize work.
- Meet continuous deadlines in a fast-paced environment.
- Exercise appropriate judgment in making decisions.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Maintain confidentiality of information.
- Represent the Superintendent or other senior leadership staff regarding complex and sensitive issues at meetings with other County Office staff, agencies and stakeholders.
- Analyze written materials and oral communications.
- Direct and evaluate the performance of assigned staff.
- Serve in an advisory capacity regarding strategic planning and organizational development.
- Interpret, apply and explain rules, regulations, policies and procedures.
- Operate standard office equipment including computers and relevant software.
- Demonstrate attendance sufficient to complete the duties of the position as required.

WORKING CONDITIONS & PHYSICAL ABILITIES:

ENVIRONMENT: Office Setting

PHYSICAL DEMANDS:

Must be able to hear and speak to exchange information; see to perform assigned duties; sit and/or stand for extended periods of time; possess dexterity of hands and fingers to operate a computer and other office equipment; kneel, bend at the waist, and reach overhead, above the shoulders and horizontally, to retrieve and store files and supplies; lift light objects.

CREDENTIALS, CERTIFICATES, LICENSES OR OTHER REQUIREMENTS:

A valid California driver's license and the availability of private transportation or the ability to provide transportation to and from urban and rural school/worksites is required.

Established: January 2014

Approved by Personnel Commission: _____

Maritess Pantaleon

From: hr2sdcoe-bounces@list.sdcoe.net on behalf of Jessica Glover
Sent: Thursday, December 19, 2013 1:47 PM
To: hr2sdcoe@list.sdcoe.net
Subject: [HR2SDCOE] SDCOE Employment Opportunity
Attachments: ATT00001.txt

The following **San Diego County Office of Education** employment opportunity has been posted:

Position: **Account Clerk II (PA 16179)**

Department: Retirement Reporting, District Financial Services

Salary Range: Classified Support R42: \$35,820 - \$45,720 annually, 12 months

Application Deadline: 1:00 PM on Tuesday, January 7, 2014

Link to posting: <http://www.edjoin.org/viewPosting.aspx?postingID=537044>

Lateral Transfer Opportunity:

SDCOE employees who qualify for a lateral transfer to the above posting should complete an on-line lateral transfer form:

https://thehub.sdcoe.net/layouts/Pages/page_serve.aspx?urlpath=LateralTransfer

Eligibility for a lateral transfer is limited to permanent employees who would like to be considered for another position in the same classification (or related classification) on the same range of the salary schedule. Please make sure to include class title and PA # you are applying for. You will be contacted by HR staff to confirm whether your transfer request has been approved. The deadline to submit the lateral transfer request is the same as the posting close date above. Please contact Elva Uribe at euribe@sdcoe.net if you have any questions. Thank you!

For a complete listing of all current job opportunities and application information, please go to: <http://www.edjoin.org/searchResults.aspx?countyID=37&districtID=666>

Jessica Glover

Employment Services

San Diego County Office of Education

Maritess Pantaleon

From: hr2sdcoe-bounces@list.sdcoe.net on behalf of Jessica Glover
Sent: Monday, December 16, 2013 3:08 PM
To: hr2sdcoe@list.sdcoe.net
Subject: [HR2SDCOE] SDCOE Employment Opportunity
Attachments: ATT00001.txt

The following **San Diego County Office of Education** employment opportunity has been reposted:

Position: **Budget Systems Analyst (PA 15971)**

Department: Internal Business, Business Services

Salary Range: Classified Support R58: \$51,876 - \$66,228 annually, 12 months

Application Deadline: 1:00 PM on January 6, 2013

Link to posting: <http://www.edjoin.org/viewPosting.aspx?postingID=536255>

Lateral Transfer Opportunity:

SDCOE employees who qualify for a lateral transfer to the above posting should complete an on-line lateral transfer form:

https://thehub.sdcoe.net/layouts/Pages/page_serve.aspx?urlpath=LateralTransfer

Eligibility for a lateral transfer is limited to permanent employees who would like to be considered for another position in the same classification (or related classification) on the same range of the salary schedule. Please make sure to include class title and PA # you are applying for. You will be contacted by HR staff to confirm whether your transfer request has been approved. The deadline to submit the lateral transfer request is the same as the posting close date above. Please contact Elva Uribe at euribe@sdcoe.net if you have any questions. Thank you!

For a complete listing of all current job opportunities and application information, please go to: <http://www.edjoin.org/searchResults.aspx?countyID=37&districtID=666>

Jessica Glover

Employment Services

San Diego County Office of Education

Maritess Pantaleon

From: hr2sdcoe-bounces@list.sdcoe.net on behalf of Jessica Glover
Sent: Friday, January 10, 2014 11:37 AM
To: hr2sdcoe@list.sdcoe.net
Subject: [HR2SDCOE] SDCOE Employment Opportunity
Attachments: ATT00001.txt

The following **San Diego County Office of Education** employment opportunity has been posted:

Position: **Food Services Program Assistant**

Department: Juvenile Court and Community School Program

Salary Range: Classified Support R38: \$32,796 - \$41,880 annually, 12 months

Application Deadline: 1:00 PM on Monday, January 20, 2014

Link to posting: <http://www.edjoin.org/viewPosting.aspx?postingID=539242>

Lateral Transfer Opportunity:

SDCOE employees who qualify for a lateral transfer to the above posting should complete an on-line lateral transfer form:

https://thehub.sdcoe.net/layouts/Pages/page_serve.aspx?urlpath=LateralTransfer

Eligibility for a lateral transfer is limited to permanent employees who would like to be considered for another position in the same classification (or related classification) on the same range of the salary schedule. Please make sure to include class title and PA # you are applying for. You will be contacted by HR staff to confirm whether your transfer request has been approved. The deadline to submit the lateral transfer request is the same as the posting close date above. Please contact Elva Uribe at euribe@sdcoe.net if you have any questions. Thank you!

For a complete listing of all current job opportunities and application information, please go to: <http://www.edjoin.org/searchResults.aspx?countyID=37&districtID=666>

Jessica Glover

Employment Services

San Diego County Office of Education

Maritess Pantaleon

From: hr2sdcoe-bounces@list.sdcoe.net on behalf of Jessica Glover
Sent: Friday, December 20, 2013 3:28 PM
To: hr2sdcoe@list.sdcoe.net
Subject: [HR2SDCOE] SDCOE Employment Opportunity
Attachments: ATT00001.txt

The following **San Diego County Office of Education** employment opportunity has been posted:

Position: **Human Resources Services Manager (PA 16184)**

Department: Human Resources, Administration

Salary Range: Classified Management R44: \$91,008 - \$110,868 annually, 12 months

Application Deadline: 1:00 PM on Monday, January 20, 2014

Link to posting: <http://www.edjoin.org/viewPosting.aspx?postingID=537452>

For a complete listing of all current job opportunities and application information, please go to: <http://www.edjoin.org/searchResults.aspx?countyID=37&districtID=666>

Jessica Glover

Employment Services

San Diego County Office of Education

E L I G I B I L I T Y L I S T
UNRANKED LIST

CLASSIFICATION:
Business Application Developer

EXAM: Open
EXPIRES: 5/14/14

Shahriyar Dadkhah
John Donnelly

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

E L I G I B I L I T Y L I S T
UNRANKED LIST

CLASSIFICATION:
Customer Resource Center Supervisor - ERP

EXAM: Open
EXPIRES: 6/17/14

Buffamenti, Deborah
Robbins, Michael
Valenzuela, Larry

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

E L I G I B I L I T Y L I S T
UNRANKED LIST

CLASSIFICATION:
Customer Resource Center Supervisor - SIS

EXAM: Open
EXPIRES: 6/17/14

Buffamenti, Deborah
Coleman, Thomas

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

E L I G I B I L I T Y L I S T

CLASSIFICATION: **FUNCTIONAL SYSTEMS ANALYST – HUMAN RESOURCES** **EXAM: Open**
EXPIRES: 07/08/2014

Campos, Lydia
Rettig, Susanne

Laterals:
Nguyen, Lisa

Reinstatement:

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

E L I G I B I L I T Y L I S T

**CLASSIFICATION:
FUNCTIONAL SYSTEMS ANALYST – PAYROLL**

**EXAM: Open
EXPIRES: 07/09/2014**

Boufous, Wafa
Satterlee, Melissa
Stopper, Amanda

Laterals:
Smith, Joan

Reinstatement:

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

E L I G I B I L I T Y L I S T
UNRANKED LIST

Classification:
Senior Director, Facilities Planning

EXAM: Open
EXPIRES: 06/19/14

Branch, Joanne
De Los Santos, William
Lara, Larry
Silva, Thomas

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

E L I G I B I L I T Y L I S T

**CLASSIFICATION:
STUDENT ATTENDANT**

**EXAM: Open
EXPIRES: 6/12/2014**

Rivera, Amanda
Varela, Marcela
Bobadilla, Efrain
Astorga, Lizeth
Soler, Karla
Abagat, Lea
Rosses, Darlin

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

E L I G I B I L I T Y L I S T

CLASSIFICATION:
Technology Integration Specialist

EXAM: Open
EXPIRES: 6/21/14

Bott, Anthony
Kelley, Cassandra
Leach, Craig
McDonald, Jeremy

APPROVED BY PERSONNEL COMMISSION

Name: _____ Date: _____

Hired:

EMPLOYMENT ACTIONS

Effective Date	Name / Division	Classification / Section	% of Assignment	Range/ Step	Annual Salary	Action
CLASSIFIED SUPPORT						
12/2/2013	Montgomery, Erika M Administration	School Administrative Assistant II JCCS - SDCOE	100	48/6	\$52,908	Promotion

SEPARATION ACTIONS

Effective Date	Name / Division	Classification / Worksite	% of Assignment	Range/ Step	Annual Salary	Action
MANAGEMENT						
12/27/2013	Taylor-Austin, Lee A Business Services	Loss Control Analyst I Risk Management	100	32/5	\$82,488	Retire
12/30/2013	Thompson-Nobile, Sandra J Business Services	Commerical Warrants and Accounts Payable Manager Commercial Warrants	100	44/5	\$110,868	Retire
CLASSIFIED SUPPORT						
12/30/2013	Beaumont, Georgia A Administration	Administrative Assistant I JCCS Admin	100	44/6	\$48,012	Retire
12/30/2013	Chavez, Felicitas S Student Services	Student Attendant Special Education	75	35/6	\$38,496	Retire
12/30/2013	Crosswhite, Jeffrey A Student Services	Outdoor Education Program Specialist Outdoor Education	100	41/6	\$44,580	Retire
12/30/2013	Montes, Jacquelyn Student Services	Interpreter I - DHH SELPA - North County	68	60/6	\$70,932	Retire
12/30/2013	Ochoa, Benedicta P Student Services	Student Attendant Special Education	75	35/6	\$38,496	Retire
12/2/2013	Piccone, Sarah E Student Services	Occupational Therapist SELPA - North County	90	64/5	\$72,484	Resign
12/1/2013	Sahyoun, Angela M Student Services	Student Attendant Special Education	75	35/1	\$30,144	Resign
12/31/2013	Schack, Bill Student Services	Special Education Classroom Behavior Intervention Aide SELPA - North County	81	36/6	\$39,492	Retire
12/30/2013	Winder, Kathleen A Business Services	Account Clerk III Commercial Warrants	100	48/3	\$45,720	Retire