



Request to Fill Classified Positions

This form can be used to track the request process for filling vacant positions, and/or requesting new positions or increases in current positions. This form is not to be used for reclassification requests or reorganizations. Complete the sections immediately below, attach any documentation and forward the packet according to the listed steps. Each person in the chain will initial and date the document, and forward it as appropriate. If the request is denied at steps 1, 2 or 4, the individual or group denying the request will inform the requesting party. Steps 3 and 5 are recommendatory only.

Note: Temporary (District or agency) employment in the requested area is limited to a maximum of 60 days. This limit is designed to encourage prompt review of the vacancy. (Education Code Sec. 88003)

1. This position is a

	<input type="checkbox"/> Replacement (No Changes)	<input checked="" type="checkbox"/> Replacement with requested changes *	<input type="checkbox"/> New Position (not a replacement)
Department:		Access Resource Center	
Position Title:		Instructional Specialist	
Last Incumbent or "New":		Linda Parise	
Date of vacancy or Date of Board approval of new position:		4/26/18	
Salary Range:		14	
Hours per week:		29	
Months per year:		9	
Bilingual Required:		NO	

* Use the "Replacement (no changes)" column to provide information about the position as it currently exists. Use the "Replacement with Requested Changes" column to show the changes.

On a separate sheet, answer the questions below regarding the position.

2. Annual Cost of the Proposal (HR will complete).
3. Source of Additional Funds: for New Positions or Replacements with requested increases of hours or work years:
4. If requesting changes to the position, provide the justification/rationale, and consequences of not making the change.
5. Explain how this position supports student learning.
6. Explain what would happen if the position weren't approved.
7. Bilingual (Spanish)
 - I am requesting this position be considered by the Vice President to be designated as Bilingual Required because:
 - No, this position should not be bilingual required
8. **Attach the Job Description to this request. All Classified Job Descriptions can be found online at: <http://www.mpc.edu/about-mpc/campus-resources/human-resources/employment/job-descriptions>**

RTF – Instructional Specialist (ARC)

1. Source of Additional Funds: for New Positions or Replacements with requested increases of hours or work years: ***It is expected that funds will be provided by the Access Resource Center categorical budget.***
2. If requesting changes to the position, provide the justification/rationale, and consequences of not making the change. ***The Access Resource Center's LNSK classes have seen a steady increase in students due to several factors over the past couple semesters. One being the elimination of basic skills English classes (ENGL 321). Students who are not prepared to enroll in ENGL 301 are often directed to LNSK classes to obtain those skills. Students with disabilities may require increased preparation before entering and potentially succeeding in the English sequence. Additionally we have had a growth in ENSL students due to a successful summer bridge program in which our LNSK instructor has been involved. This participation has led to an increased number of students seeking LNSK classes as well as a rise in identification of ENSL students who have learning disabilities.***
3. Explain how this position supports student learning. ***Due to the growth in numbers of enrolled students with disabilities who require extra support the Instructional Specialist position is in greater demand for longer periods of time within the classroom. The IS provides significant student support in the classes that are at their maximum enrollment.***
4. Explain what would happen if the position weren't approved. ***The lack of instructional support for students with disabilities would be significant. With class sizes currently at max or over-enrollment the instructor would be at a disadvantage to attend to the student's needs without the assistance of an Instructional Specialist.***
5. Bilingual (Spanish)
 I am requesting this position be considered by the Vice President to be designated as Bilingual Required because:
 No, this position should not be bilingual required

Classification/Position: Instructional Specialist - ARC Date: 4/25/18

steps	REPLACEMENT POSITION	Initials/ Date	steps	NEW OR CHANGED POSITION*	Initials/ Date
1	Chair/manager discusses vacant position with division/area and other relevant group(s).		1	Chair/manager discusses the new/ vacant position with division/area and other relevant group(s).	iw 8/31/18
2	Chair/manager discusses with VP or designee. The VP may authorize short term help if funds in the budget and no additional cost.		2	Chair/manager discusses with VP or designee. The VP may authorize short term help if funds in the budget and no additional cost.	iw 8/31/18
3	VP discusses request with President's Cabinet.	wv 9/10/18	3	VP or designee discusses request with Advisory Group.	iw 9/6/18
4	President makes final decision. VP presents to President's Advisory Group for information.	wv 9/11/18	4	VP discusses request with President's Cabinet. HR informs MPCEA and intitates negotiations.	iw 9/20/18
5	HR begins recruitment.		5	President's Advisory Group reviews and makes a recommendation to the President. 1 Reading (Action).*	
			6	President makes final decision and informs VP, Chair/manager. President directs HR to process request for Board approval. HR begins recruitment.	

VP's Authorization for Bilingual: _____

DATE: _____

President's Authorization: _____

DATE: _____

The President may authorize action without completing this process and will inform the President's Advisory Group..

If the new or changed position is vital to core mission of the college, the President may authorize action without completing this process and will inform the President's Advisory Group.

Once recruitment begins, Education Code Section 88003 limits short term or substitute employment to 60 days.

*New and changed positions must be presented to the President's Advisory Group for action (one reading) and approved by the Board of Trustees. Positions represented by MPCEA must be negotiated.

On a separate sheet, answer the questions below regarding the position.

1. Annual Cost of the Proposal (HR will complete).
Base Salary - \$17.44
Annual Salary - \$19,709.47
Roll-Up Costs - \$ 5,412.61
Benefits Cost - \$0

Total Cost of Position - \$25,122.08
2. Source of Additional Funds: for New Positions or Replacements with requested increases of hours or work years:
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Job Description/Title: Inst. Spec. & Inst. Asst II → INSTRUCTIONAL SPECIALIST
Approved, Bargaining Unit President: 3/14/08
Approved, MPC Associate Dean, Human Resources: 2/28/2008
Board Approved: 6/24/08

MONTEREY PENINSULA COLLEGE

INSTRUCTIONAL SPECIALIST

JOB SUMMARY

Under general supervision, assist students in the acquisition and reinforcement of specific skills. Receive limited supervision within a broad framework of standard District policies and procedures. Perform varied instructional support services, in a classroom environment, to meet the needs of small groups or individual students.

EXAMPLES OF FUNCTIONS

Essential Functions

Plan, organize, and assume responsibility for small groups of students on specific subjects, in cooperation with and by assignment from the program supervisor.

Provide supplemental instruction to individual and/or groups of students in one or more specialized areas.

Maintain required records of student progress and review with program supervisor as needed.

Confer with supervisor and/or instructors concerning programs and materials to meet student needs.

Participate in meetings related to the needs of students in the instructional support services programs.

Collect and evaluate data regarding students' progress; provide feedback to supervisor.

Assist in performing related tasks such as writing letters, taking attendance, and correcting/grading tests.

Serve as a resource person to teachers; recommend appropriate materials for subject area; share knowledge of particular subject area; use web based programs and internet search skills as appropriate.

Serve as information source regarding assigned department to students, staff, instructors and the community.

Select, requisition and maintain an inventory of instructional supplies and materials; set up work areas and prepare materials and equipment needed; arrange for and operate special classroom equipment as needed.

Administer/score/interpret student tests or assist students with self administered assessments; confer with instructors and supervisor as requested.

Develop creative methods and teaching techniques within the suggested framework of the supervisor/ within guidelines of program.

Assist instructors in the maintenance of specialized skill center operations, tasks and activities.

Keep routine records of the business of the program.

Other Duties

Serve on college committees as assigned.

Perform other related duties as assigned.

Attend staff development and in-service training programs as appropriate.

EMPLOYMENT STANDARDS

Education and Experience

Any combination of education, experience and training which would indicate possession of the required knowledge, skills, and abilities listed herein. For example, completion of approximately two years of college level course work in the assigned instructional area with demonstrated specific knowledge and skills in that area, and two years of recent experience in an instructional/tutorial role.

Knowledge

Knowledge of: skills and abilities to be reinforced in assigned instructional areas; basic functions and procedures associated with a classroom environment including learning, motivation and perceptions; instructional materials and objectives used at specific levels; application of curriculum as it applies to individual differences; basic needs and requirements of students in the area to which assigned; methodology for individualized instruction; basic clerical skills; word processing, spreadsheet programs, web based learning programs and internet search skills as needed to fulfill requirements of the job.

Abilities

Ability to: successfully assist students in the acquisition and reinforcement of skills in assigned instructional area; deal effectively with a wide variety of personalities and situations requiring diplomacy, tact, friendliness, poise and firmness; demonstrate an understanding, patient and receptive attitude toward student learning; demonstrate required skills associated with the tasks of the job in assigned subject area; perform simple clerical tasks; use efficiently various types of office and classroom equipment; use web based learning programs and internet skills as needed; use appropriate and correct English spelling, grammar and punctuation; communicate satisfactorily in both oral and written form; use accurately and efficiently word processing and spreadsheet programs as needed; establish and maintain effective work relationships with those contacted in the performance of required duties; demonstrate an understanding of, sensitivity to and appreciation for, the academic, ethnic, socio-economic, disability and gender diversity of students and staff attending or working on a community college campus.

PHYSICAL EFFORT/WORK ENVIRONMENT

Light to moderate physical effort; occasional standing or walking; periodic handling of lightweight parcels of up to 15 pounds (if assigned to Physical Education up to 45 pounds). Indoor work environment.