



Student Services Reorganization *(Preliminary)*

Pedro Avila
Vice President, Student Services
Assistant Superintendent



2017-18 Student Services Budget Reduction Target = \$640,708

2018-19 Budget Reduction Target = \$647,684

Eliminated Management Positions (General Funds)

1. Manager – Financial Aid
2. Manager – DRD
3. Director – EOPS/Care/NextUp
4. Director – CalWorks
5. Director – International Students

Eliminated Classified Positions (General Funds)

1. International Students Marketing Specialist
2. Student Outreach Specialist
3. DRD Intake Facilitator
4. Counseling Administrative Assistant
5. Scholarship Technician

2019-20 Budget Reduction Target = \$1.8 million

Student Services & IT have **14 vacant positions that are on hold** and **16.5 positions that will become vacant due to early retirements**. In total, we have **30.5 positions** that we will evaluate and utilize to reorganize or consolidate in order to meet our target of **\$1.8 million**.

4 ERI

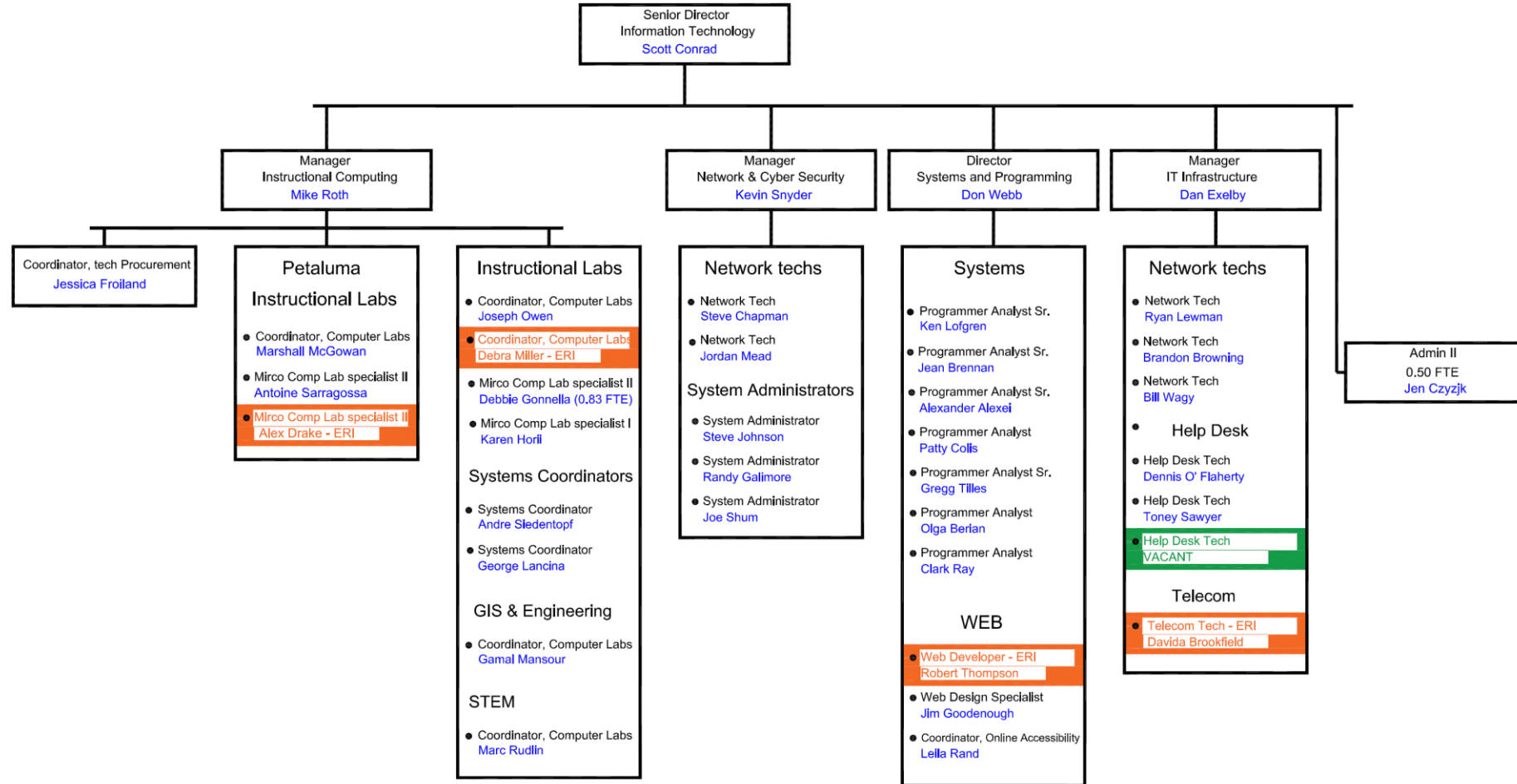
1 Vacant

Recommendation:

- Backfill Director for 9 months with interim Director.
- Eliminate 3 classified positions
- Replace Web Developer Internally
- Replace Help Desk Technician

Potential to eliminate 3 positions

Information Technology



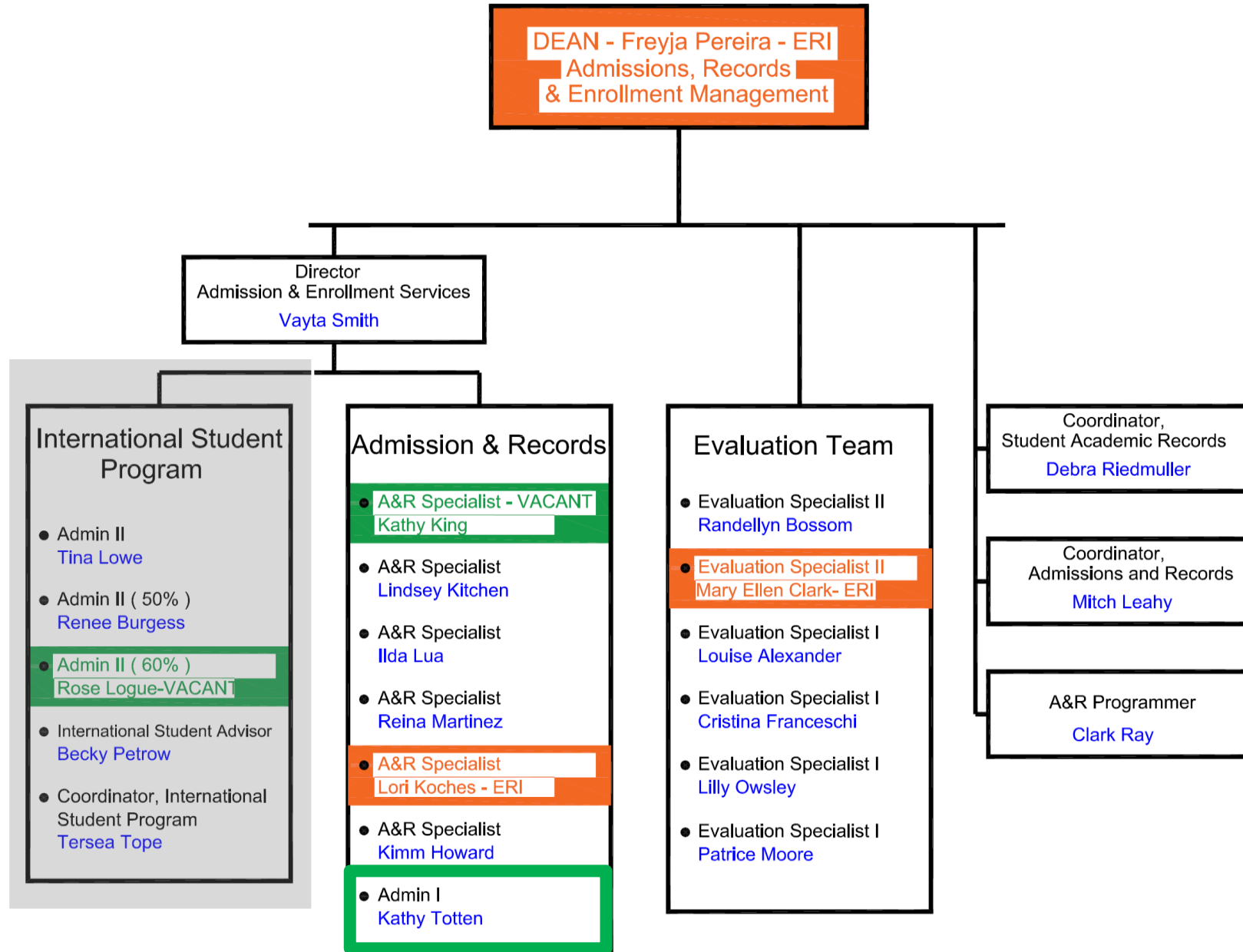
- 3 ERI
- 3 Vacant

Action:

- Eliminate Dean of A&R
- Director (Vayta) will lead department
- Move ISP under Student Outreach
- Eliminate 3 classified positions
- Replace two classified positions – Specialist & Evaluator
- Create transfer opportunity of a manager into A&R.

Potential to eliminate 3.6 positions

Admissions & Records



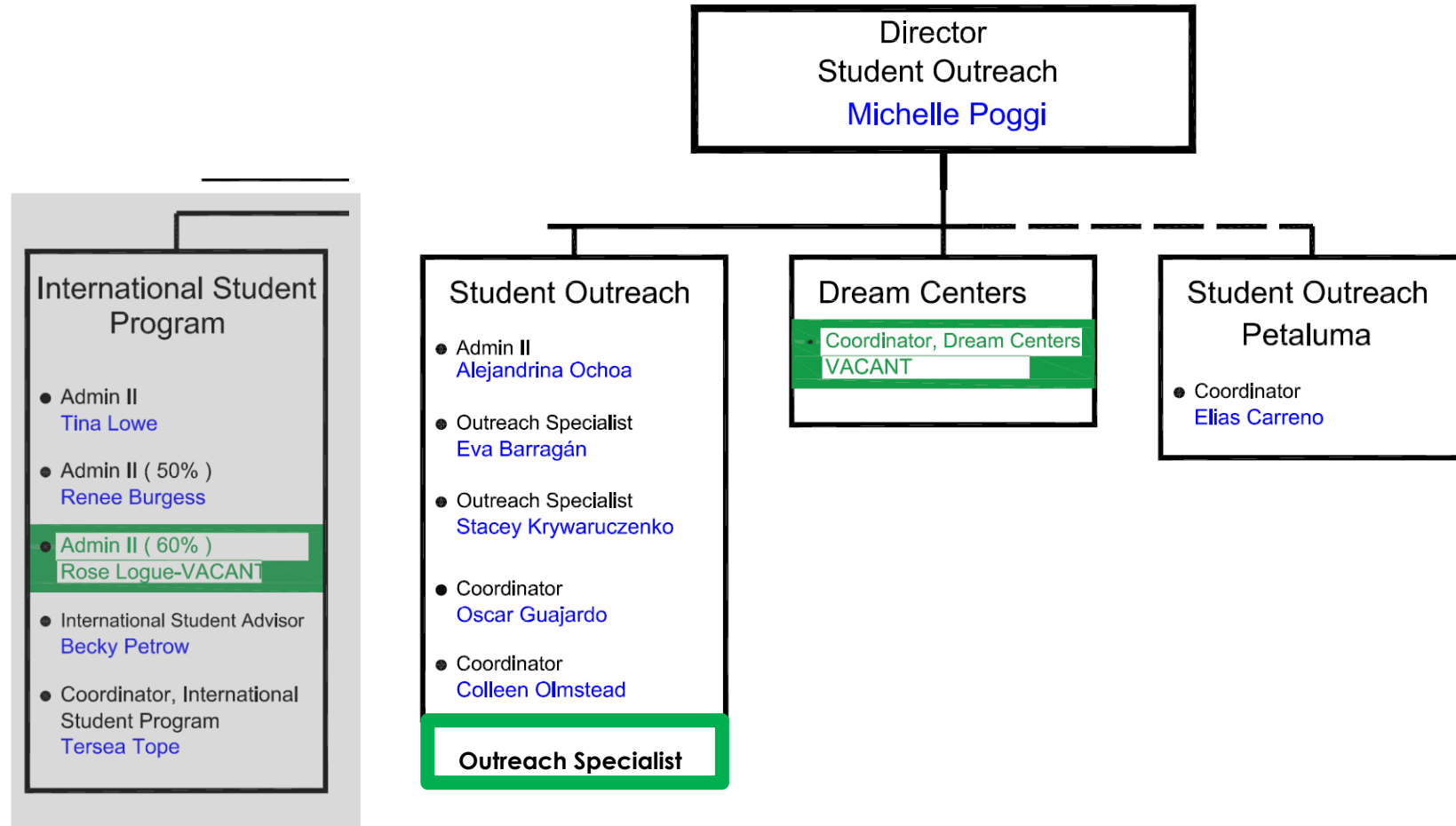
- 0 ERI
- 2 Vacant

Recommendation:

- Move International Student Program under Student Outreach
- Eliminate Outreach Specialist
- Fill Dream Center Coordinator internally

Potential to eliminate 2 positions

Student Outreach



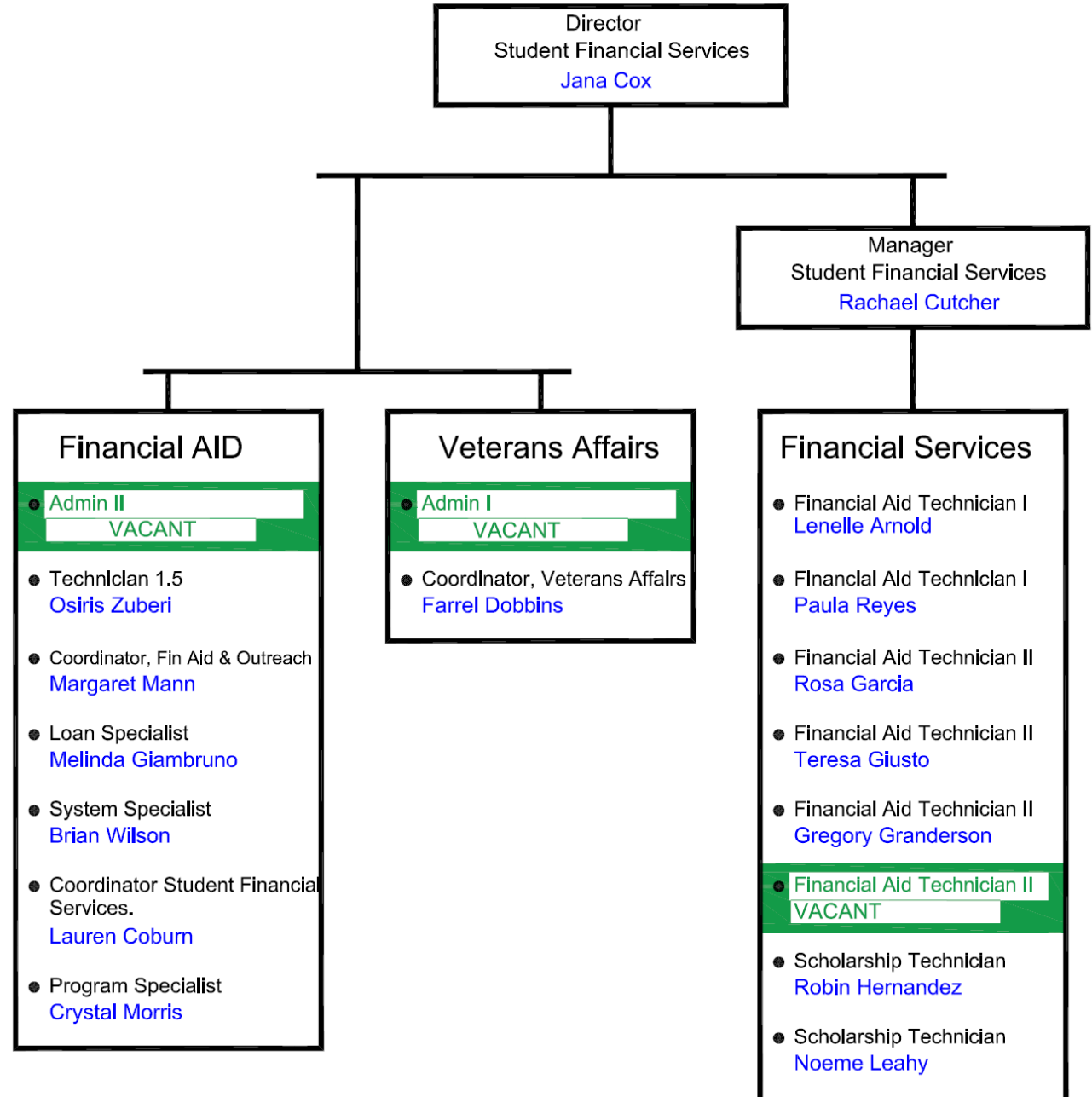
- 0 ERI
- 3 Vacant

Recommendation:

- One vacancy will go to Petaluma
- Two remaining vacancies will be filled internally

Potential to eliminate 2 positions

Student Financial Services



5 ERI

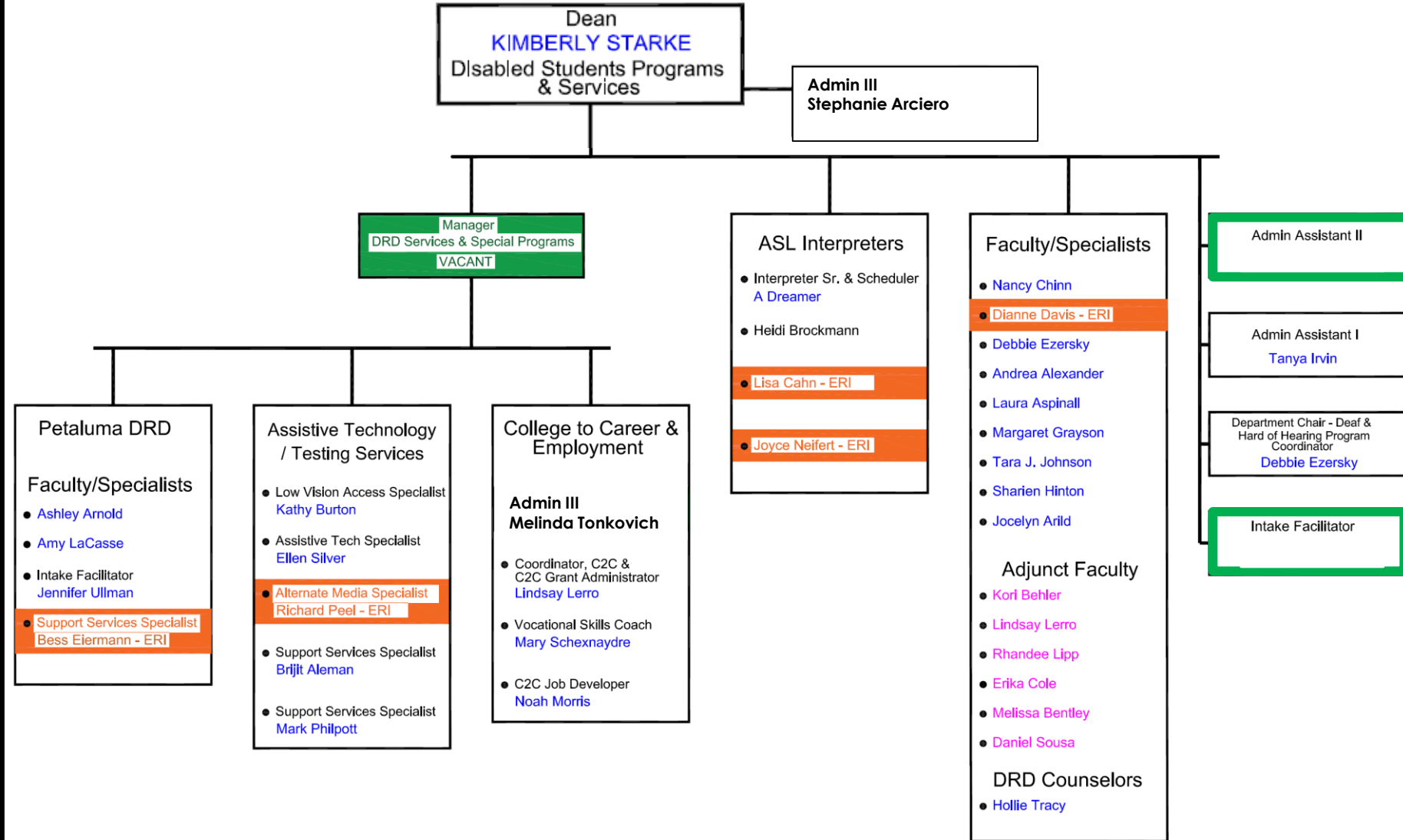
3 Vacant

Recommendations:

- Replace manager internally
- Replace Support Service Specialist Position internally (Petaluma)
- Replace Media Specialist with single incumbent & eliminate backfill.
- Replace both Sign Language Interpreters (Mandated)
- Faculty vacancy will not be replaced (staffing committee ranking)
- Eliminate Admin II
- Intake Facilitator out for recruitment

Potential to eliminate 5 positions

Disability Resources Department

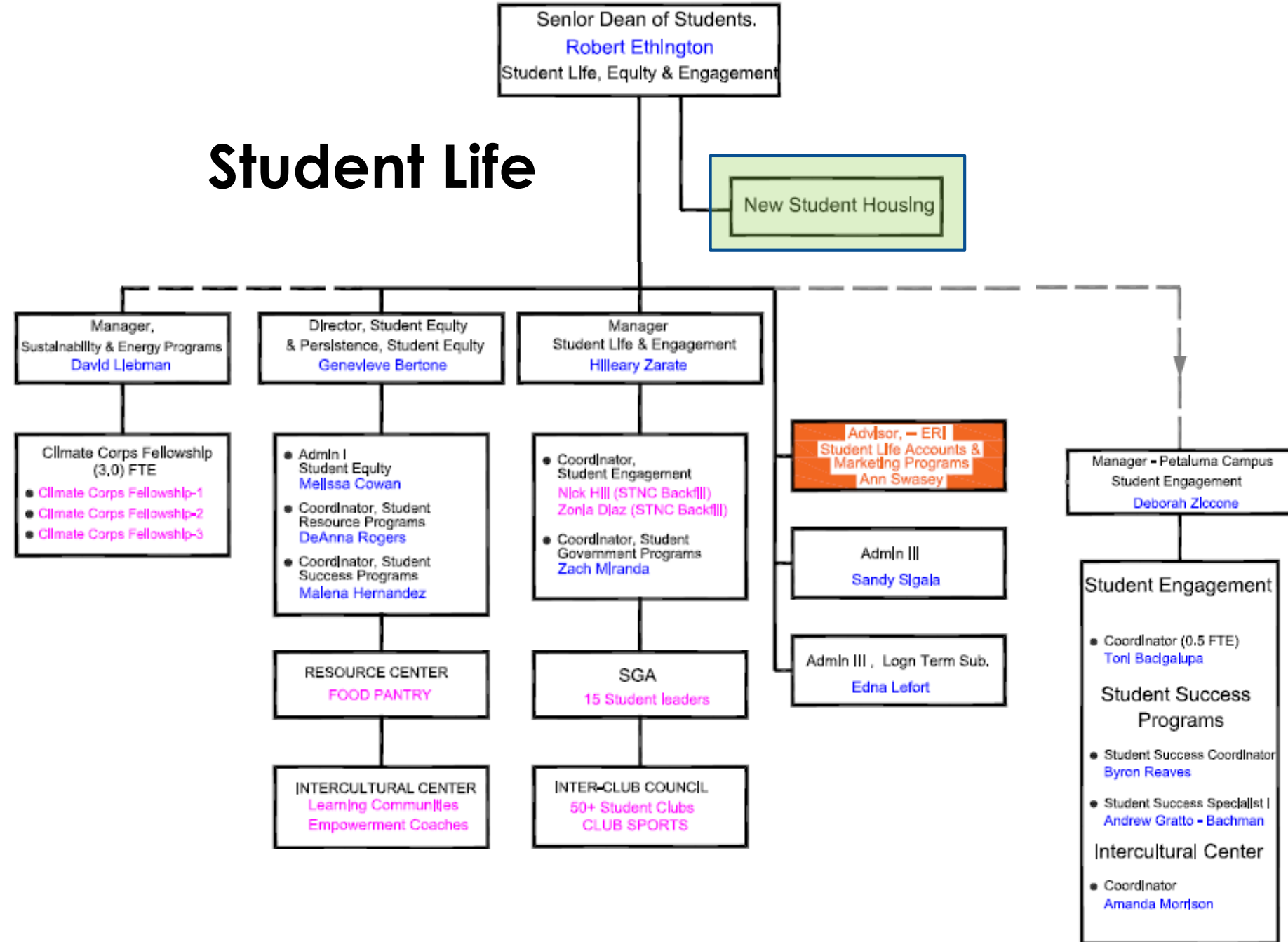


- 1 ERI
- 0 Vacant

Recommendation:

- Replace classified position at .5 FTE (SGA funded)
- Working on reorganizing department around future student housing.

Eliminate .5 position



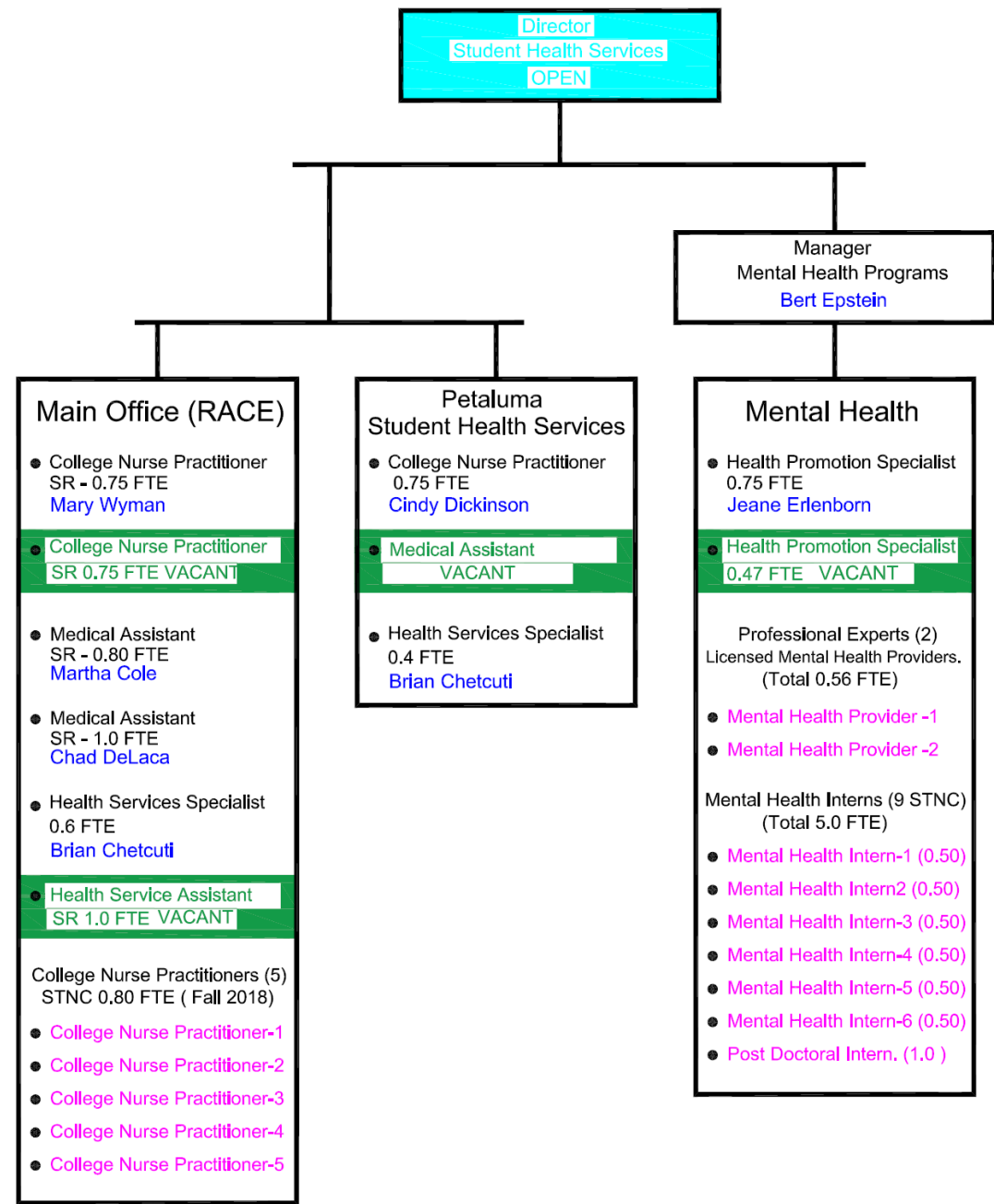
- 1 ERI
- 4 Vacant

Recommendation:

- Positions funded from student health fee or grants and have no impact to district's general budget.
- Director vacancy under recruitment (Mandated)
- Eliminated Health Promotion Specialist
- Two positions on hold

.47 FTE Position merged & rest of vacant position on hold

Student Health Services



- 1 ERI
- 1 Vacant

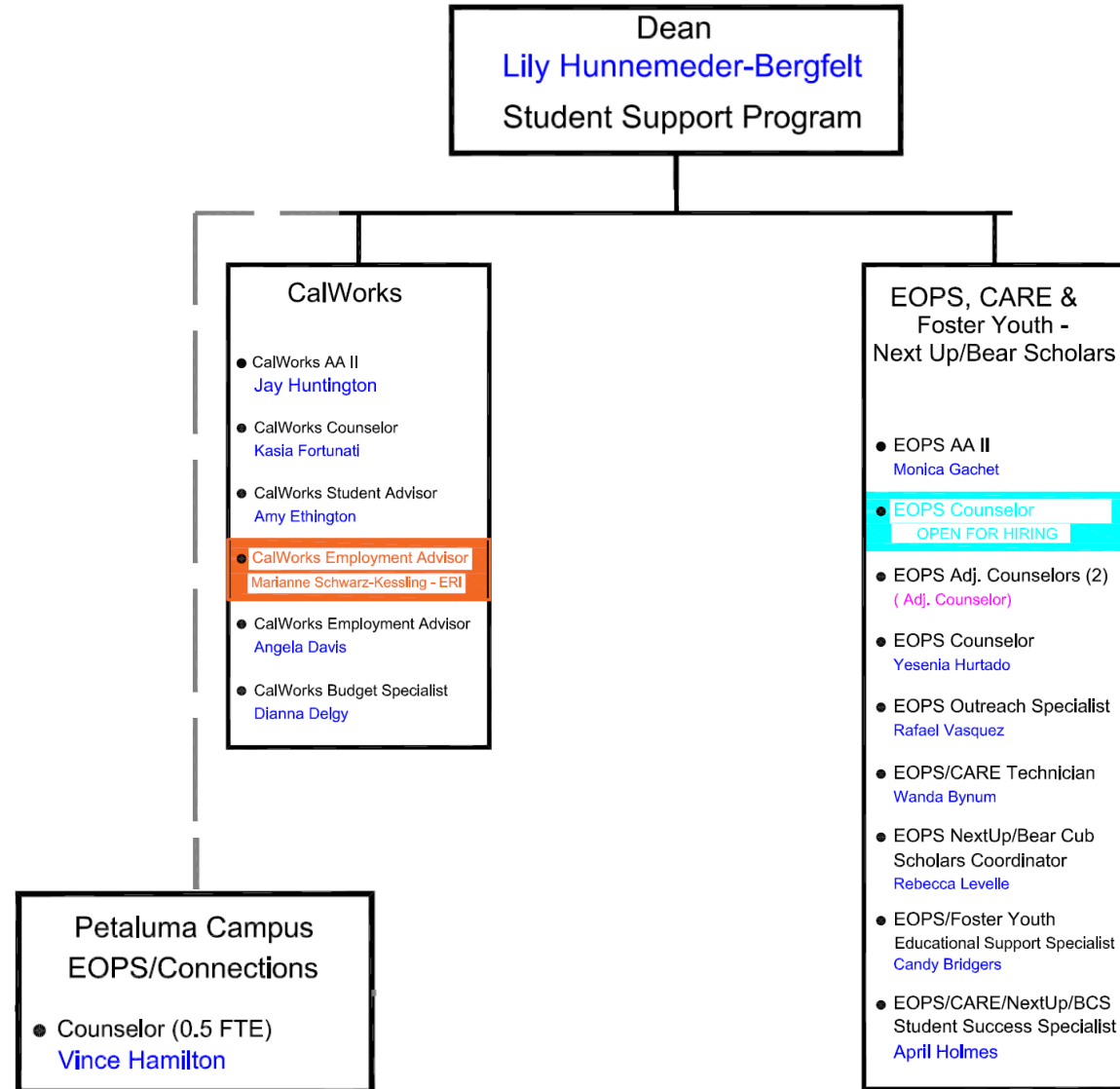
Student Support Programs

Extended Opportunity Programs & Services (EOPS)/Care/NextUp & Bear Scholars/CalWorks

Recommendation:

- All departments will merge into a single office.
- Will not replace classified vacancy.
- EOPS Counselor in recruitment (Categorical funded and mandated)

1 Position will be eliminated



3 ERI

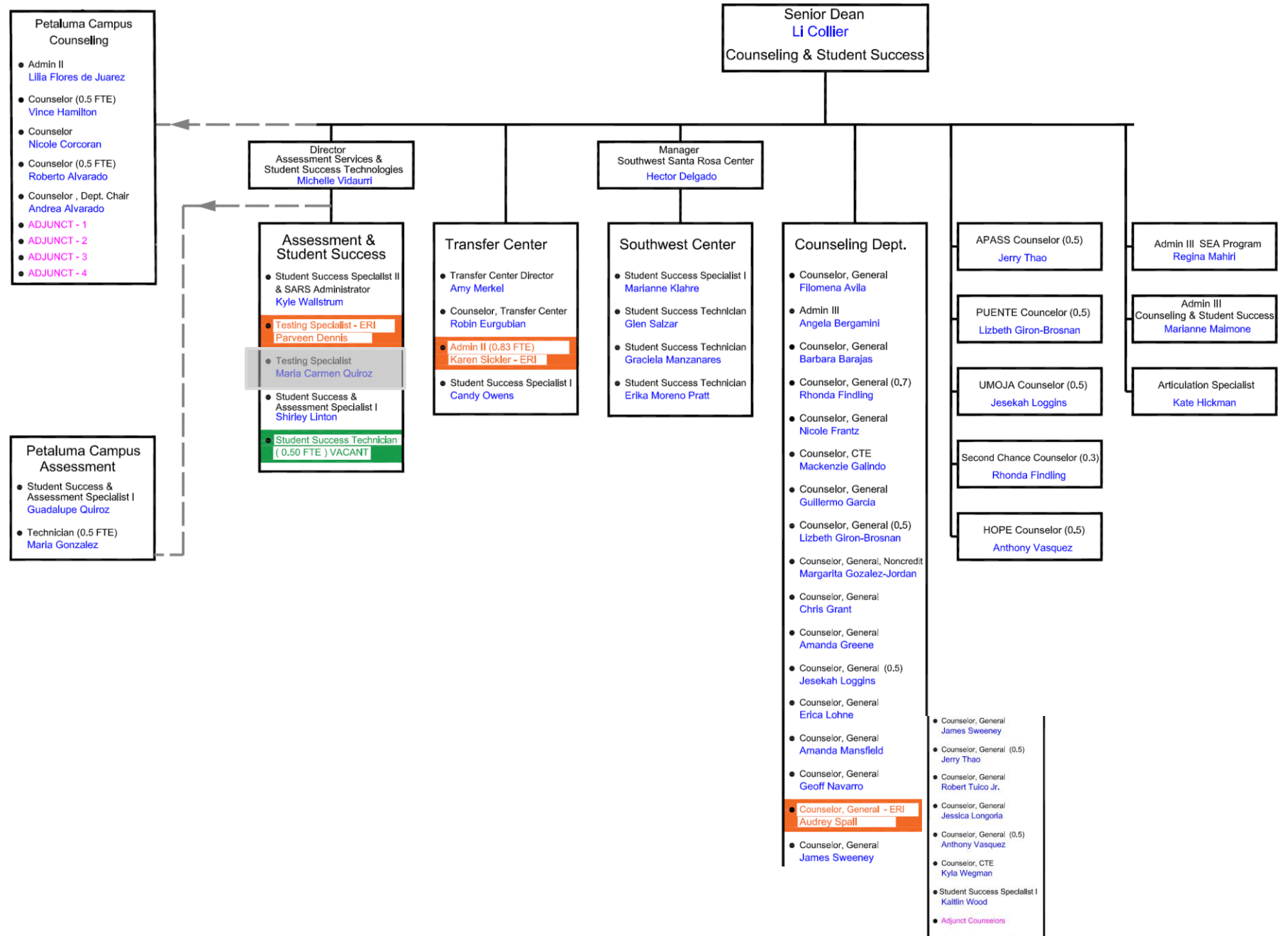
.5 Vacant

Recommendation:

- Eliminate One Testing Specialist
- One Testing specialist transferred to new Testing Center.
- Hold SS Tech .5 FTE
- Admin II will be filled internally
- Counselor vacancy will not be filled in Santa Rosa

Potential to eliminate 2 positions

Counseling & Student Success



This Preliminary Student Services Reorganization has potential to eliminate 67% (2 of 3) vacant management positions and 59% (16 out of 27) vacant classified positions.