



JUDSON INDEPENDENT SCHOOL DISTRICT

Meeting Date: February 19, 2019

Submitted By: Marco Garcia

Title: Assistant Superintendent of Human Resources

Agenda Item: Consider and take possible action regarding approving the reclassification of two Human Resources Director positions (AP 507) to Human Resources Coordinator positions (AP 501)

CONSENT ITEM

RECOMMENDATION:

It is recommended that the Board approve the requested reclassification of two Human Resources Director FTEs (AP 507) to two Human Resources Coordinator FTEs (AP 501). The reclassification of these positions in addition to the elimination of two HR Technician FTEs would result in a local fund cost savings of \$134,589.78 (21% departmental salary reduction).

IMPACT/RATIONALE:

New and Additional Staffing Request			
Department/Campus	Reclassification Requested	Justification	Annual Budget Impact with Benefits
Human Resources	Reclassify 2 HR Director FTEs (AP 507) to 2 HR Coordinator FTEs (AP 501)	Both reclassified HR Director Job Duties will be absorbed by HR Coordinators, remaining HR Director, and Asst. Superintendent of HR.	-\$ 78,849.14 Local
	Eliminate 2 HR Technician FTEs	The majority of the eliminated HR Director of Compensation and HR Technician duties would be absorbed by the 2 HR Coordinators.	-\$ 55,740.64 Local
Total Annual Local Budget Impact (Cost Savings)			-\$ 134,589.78

BOARD ACTION REQUESTED:

Approval/Disapproval