

**RIVER ROAD INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION  
AMARILLO, TEXAS**

**Subject:** Maintenance/Transportation  
Department Reorganizations

**Date:** Monday, August 13, 2012

**Presented By:** Randy Owen  
Superintendent

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**ACTION**

**BACKGROUND INFORMATION:**

With Rick Beck's retirement, we are proposing to restructure the Maintenance and the Transportation Departments. The first stage of this restructuring, to be effective immediately, would involve the following (see attached organization chart):

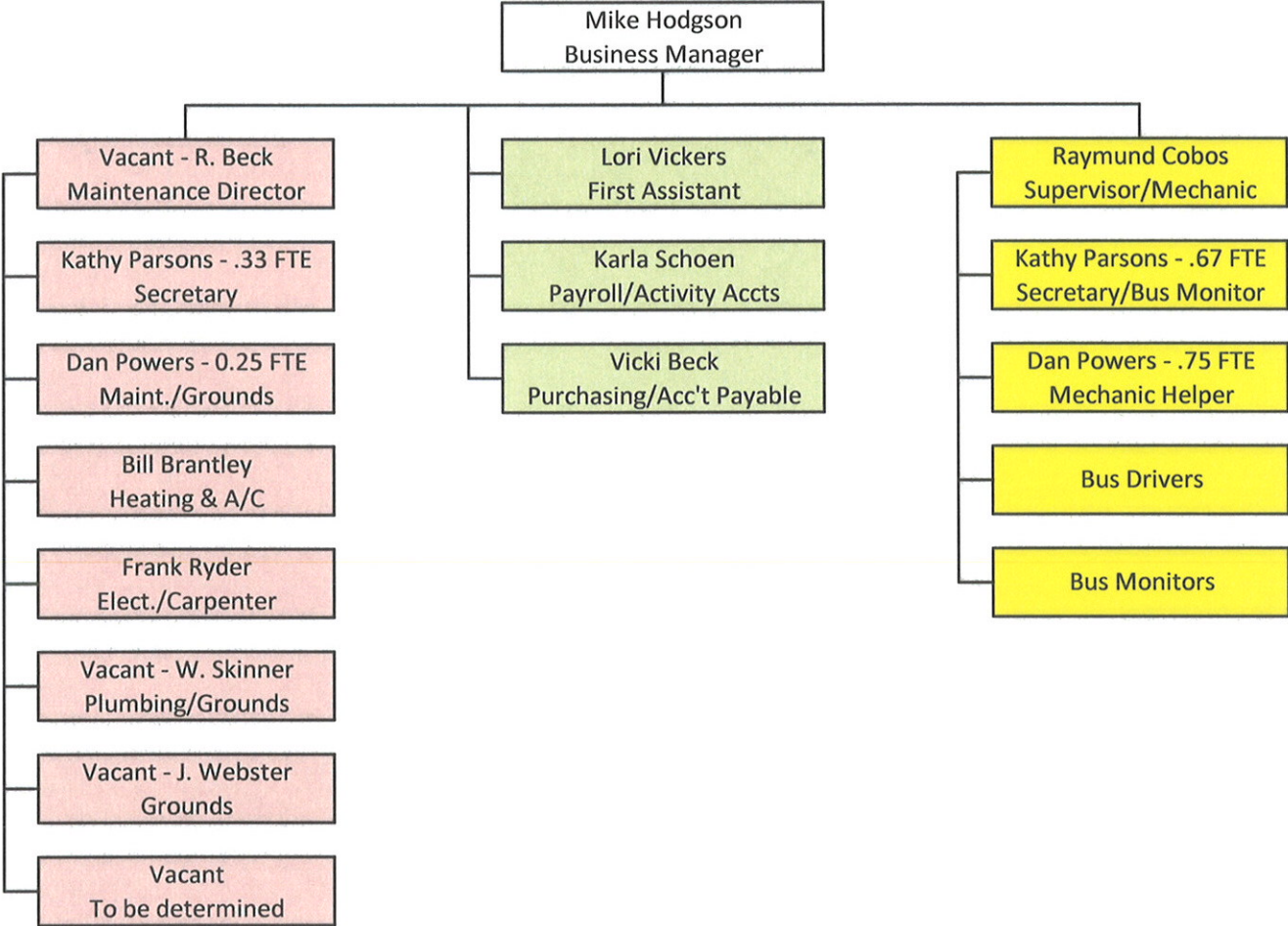
1. Have both departments report to our Business Manager, Mike Hodgson.
2. Separate the two departments, removing Transportation responsibilities from the Maintenance Director.
3. Add supervisory responsibilities to Raymund Cobos.
4. Hire a Maintenance Director at a lower pay rate (reflecting the elimination of the transportation responsibilities but also communicate to the individual hired that they would be expected to have a maintenance skill and utilize that skill at least 50% of the time.

A second stage of the restructuring would not occur until after a new Maintenance Director is hired and might involve changes such as a reconfiguration of the supervisory responsibilities within the department - possibly designating one of the existing staff to a foreman type position. This part of the restructuring may or may not happen and would be based on input from the new director.

**BOARD ACTIONS REQUESTED**

- Approve the concept to restructure the departments.
- Reclassify Raymund Cobos from level 7-6 to level 10-6 (approximately a \$7,540 pay increase.)
- Add the Transportation and Maintenance Department responsibilities to the Business Manager's job description with an \$8,000 increase in salary.
- Approve a decrease in the salary level for the Maintenance Director of approximately \$20,000-\$25,000 depending on that person's qualifications.

Proposed Reorganization - Maintenance/Transportation



Departmental Color Key

- Maintenance
- Business Office
- Transportation