

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE
Scott R. Schulick, Chair
Delores E. Crawford, Vice Chair**

**BACKGROUND MATERIALS
Thursday, September 13, 2012**

- 1. Human Resources Update** **Tab 1**
An update on current accomplishments and priorities for moving forward.
- 2. Human Resources Update on Position Searches** **Tab 2**
All listed searches in progress.
- 3. ULP's/Grievances** **Tab 3**
Status of Unfair Labor Practices and Grievances.
- 4. Diversity and EDGE Spend Report** **Tab 4**
Fourth quarter Diversity Spend Report with detail.
- 5. Labor Management Council Update** **Tab 5**
- 6. Summary of Staffing Levels by Race and Gender** **Tab 6**
This report provides a comparison of the workforce demographics in terms of race and gender in June 2011 and June 2012.
- 7. Equal Opportunity and Diversity Update** **Tab 7**
This report reflects the office's goals for the 2012-13 year, which have been strategically aligned with the University's Strategic Plan.
- 8. Externally Funded Positions** **Tab 8**

Office of Human Resources Update

August, 2012

Employment:

We are planning an upgrade to the PeopleAdmin hiring system. The addition of the requisition component of the PeopleAdmin system so that hiring managers can submit employment requisitions on line will be a component of the upgrade.

HRIS/Processing:

Susan Shaw, Manager, HRIS has started the review of the University's utilization of the HR/Payroll component of Banner as well as assisting HR and Payroll staff with operational concerns. Additionally, Jennifer Lewis, Manager, Processing & Employee Records has centralized the personnel files and address the concerns regarding the security of those files expressed in the recent audit. She is recruiting a replacement for a staff member who accepted a position in another University department.

Benefits:

The Health Care Advisory Committee has been meeting on a regular basis. Ms. Debra LaRocco, Manager, Employee Benefits has conducted an open enrollment for FOP and APAS members. As of September 1st all University will all be on the same health care plan.

Training:

Courses continue to be offered in Banner, MyYSU Portal, Website Development, and Microsoft Office. Customized training for specific work units are offered on an as needed case by case basis.

Labor Relations:

- **State Employment Relations Board**
The petitions regarding bargaining unit status are still in the SERB system and will be processed when SERB is able to proceed.
- **YSU/OEA**
There are several grievances that will be going to the arbitration step of the grievance process.
- **ACE**
Reclassification issues are ongoing and a number of cases have been heard at the State Personnel Board of Review with findings issued.
- **APAS**
The new agreement is in the process of being finalized for posting on the website and distribution to employees.
- **FOP/OLC**
The new agreement has been posted on the website and is in the process of being printed.

Youngstown State University
Office of Human Resources
Current Position Searches (07/24/2012)

Faculty

College of Business Administration

- Assistant or Associate Professor, Accounting

College of Liberal Arts and Social Sciences

- Instructor - Term - Geography

College of Science, Technology, Engineering and Mathematics

- Instructor, Term, School of Engineering Technology
- Instructor, Term, School of Engineering Technology
- Instructor, Term, Civil/Environmental & Chemical Engineering

College of Health and Human Services

- Assistant Professor, Tenure Track Or Clinical Instructor - Nursing
- Assistant Professor, Master of Respiratory Care

Professional/Administrative

- Senior System Administrator, Media and Academic Computing
- Associate Director, Student Life
- Director, Career Services
- Systems Librarian, Maag Library Revised
- Associate Director of Engineering, Facilities
- Director, Counseling Center, Student Life
- Associate Director, Student One Stop, Office of the Registrar
- Counselor, Student One Stop, Office of the Registrar
- Assistant Athletic Trainer, Athletics
- Associate Vice President for Budget and Treasurer, Treasurer's Office
- Assistant Editor New and Social Media, Marketing and Communications
- Controller, General Accounting

Classified Civil Service

- HR Analyst, Human Resources
- Benefits Management Analyst, Human Resources
- Network Administrator 2, Media and Academic Computing
- Customer Service Assistant 1, Bookstore
- Customer Service Assistant 1, Registration
- Mover 2, Facilities
- Plumber 2, Facilities

**Youngstown State University
Office of Human Resources
Current Externally Funded
Positions Searches (07/24/2012)**

Professional/Administrative

- Instructional Specialist 1 (Part time), The Rich Center for Autism

Summary of Union Grievances filed January 1, 2012 – August 9, 2012

ACE	Filed:	2	Issues include disciplinary action and bargaining unit work to non-bargaining unit members
	Closed:	0	
	Outstanding:	2	
APAS	Filed:	1	
	Closed:	1	
	Outstanding:	0	
OEA	Filed:	4	Issues include computer permissions, secret investigation, chairperson selection process, and previous pre-grievance finding
	Closed:	0	
	Outstanding:	4	

Summary of Union Grievances filed January 1, 2011 – December 31, 2011

ACE	Filed:	5	Issues include reclassification back pay, disciplinary action, layoff during winter break, job posting, and failure to follow proper procedure
	Closed:	0	
	Outstanding:	5	
APAS	Filed:	11	Issues include discipline, harassment, evaluation procedure, and layoff notice
	Closed:	7	
	Outstanding:	4	
OEA	Filed:	6	Issue includes failure to provide proper compensation
	Closed:	5	
	Outstanding:	1	

Known Arbitrations (grievances filed 2006-2011) *

ACE	138	Issues include bargaining unit work, hazard pay, overtime payment on bonuses, job audits, recruitment and selection, conversion of pay scales, educational increment pay, vacation accrual, monitoring of healthcare budget and expenses, miscalculated negotiated pay, overtime violation, job postings, evaluation process, ERIP violation, working out of classification, and reclassification back pay
		Outside attorneys have been assigned for 43; 7 arbitrators have been selected
	2	Ongoing (#350 – Vacancy, AA4, procedure not followed in HR) and (#355 – Payment of bargaining unit member in accordance with negotiated language)

	1	Scheduled and canceled (#357 – Payment of bargaining unit member in accordance with MOU and negotiated language)
APAS	3	Issues include harassment/inappropriate behavior, and evaluation procedure
		Outside attorney has been assigned for 2; 2 arbitrators have been selected
OEA	1	Issue includes compensation
		Outside attorney has been assigned; arbitrator has been selected

* The University and ACE have agreed to attempt to combine the same or similar grievances in order to reduce the number of arbitrations.

Unfair Labor Practice – 0

Summary of Union Grievances filed January 1, 2009 – December 31, 2010

ACE	Filed:	341	
		180	Issues include professional pay achievement, hazard pay, job audits, Classification Review Committee, job postings, educational increment pay, bargaining unit work to non-bargaining unit members, discipline, termination, back pay, personal leave conversion, vacation accrual, healthcare budget and expenses, miscalculated pays, job descriptions, intermittent and part-time employee compensation, evaluation process, overtime opportunities, postings without Classification Review Committee input, conversion of back pay, ERIP violation, grievance disposition, OPERS information, and working out of classification
		161	Timeliness issue
	Closed:	213	
	Outstanding:	128	
APAS	Filed:	26	Issues include job audits, scope of bargaining unit, and bargaining unit work to non-bargaining unit member
	Closed:	22	
	Outstanding:	4	
FOP	Filed:	0	
OEA	Filed:	11	
	Closed:	11	
	Outstanding:	0	

Youngstown State University
FY2012 Fourth Quarter Diversity Spend Report
April 1, 2012 - June 30, 2012

Diversity Spend - Goods and Services (excludes construction)	Fourth Quarter	Year to Date	Percent of Addressable	Prior Year to Date	Percent of Addressable
MBE – Ohio Certified	\$53,794	\$300,537	2.45%	\$731,524	5.56%
MBE – Other Certified	182,927	703,159	5.73%	663,914	5.05%
Disability Challenged	205,616	838,440	6.83%	746,880	5.68%
Recycled Materials	9,149	45,665	0.37%	37,874	0.29%
Veteran Owned	4,196	20,592	0.17%	29,569	0.22%
Women Owned	40,169	183,370	1.49%	287,430	2.18%
Diversity Spend (excludes EDGE)	\$495,851	\$2,091,763	17.04%	\$2,497,191	18.98%
Addressable Spend (goods and services)	\$3,276,317	\$12,275,640	100.00%	\$13,159,592	100.00%

EDGE Spend - Goods and Services (includes construction)	Fourth Quarter	Year to Date	Percent of Addressable	Prior Year to Date	Percent of Addressable
EDGE - Ohio Certified - Non-Construction	\$0	\$0	0.00%	\$5,785	0.02%
EDGE - Ohio Certified - Construction	68,280	615,716	3.11%	404,988	1.28%
EDGE Spend	\$68,280	\$615,716	3.11%	\$410,773	1.30%
Total Addressable Spend (goods, services, and construction)	\$4,060,874	\$19,816,145	100.00%	\$31,685,441	100.00%

**Youngstown State University
Diversity Spend Detail Report
April 1, 2012 - June 30, 2012**

Minority Business Enterprise (MBE) - Ohio Certified

Name	Address	Type of Contract	Purchases
American Maintenance Services Inc.	241 Federal Plaza West, Suite 303, Youngstown, Ohio 44503	Janitorial Services	\$2,799
B R Johnson Cleaning Services	P.O. Box 282, Akron, Ohio 44309	Janitorial Services	50,995
Subtotal - MBE - Ohio Certified			<u>53,794</u>

Minority Business Enterprise (MBE) - Other Certified

Name	Address	Type of Contract	Purchases
Data Ticket Inc.	4600 Campus Drive, Suite 200, Newport Beach, California 92660	Motor Vehicle Information	\$64
L J Contractors	1144 Miami Avenue, Youngstown, Ohio 44505	Painting	3,600
M Conley Company	P.O. Box 21270, Canton, Ohio 44701	Maintenance Supplies	2,057
SBM Management Services	5241 Arnold Avenue, McClellan, California 95652	Janitorial Maintenance	176,892
SHI International Corporation	2 Riverside Drive, Somerset, New Jersey 08873	Software Supplies	156
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	158
Subtotal - MBE - Other Certified			<u>182,927</u>

Disability Challenged

Name	Address	Type of Contract	Purchases
Agilent Technology	9780 S. Meridian Boulevard, Englewood, Colorado 80112	Laboratory Supplies	\$449
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	Janitorial Services	205,167
Subtotal - Disability Challenged			<u>205,616</u>

Recycled Materials

Name	Address	Type of Contract	Purchases
Staples	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$9,149
Subtotal - Recycled Materials			\$9,149

Veteran Owned

Name	Address	Type of Contract	Purchases
Druco Products Co.	Apartment 301, 600 Granada Avenue, Youngstown, Ohio 44505	Industrial Equipment	\$3,707
Marlin P Jones & Associates Inc.	P.O. Box 530400, Lake Park, Florida 33403	Laboratory Equipment	50
Zimmer's Duplicating Products Inc.	P.O. Box 3347, 5411 Market Street, Youngstown, Ohio 44513	Equipment/Supplies	439
Subtotal - Veteran Owned			\$4,196

Woman Owned

Name	Address	Type of Contract	Purchases
Advanced Marking System	6000 Mahoning Avenue, Suite 50, Youngstown, Ohio 44515	Promotional Items	\$36
Parr Public Safety Equipment Inc.	8495 Estates Court, Plain City, Ohio 43064	Safety Supplies	2,817
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	2,196
Red Diamond Uniform & Police Supply	4437 Mahoning Avenue, Youngstown, Ohio 44515	Public Safety Supplies	4,111
Roar Postal Supplies & Solutions	10600 W. 108th Terrace, Overland Park, Kansas 66210	Postal Supplies	368
Ryan Carpet Sales & Services Inc.	70 Victoria Road, Austintown, Ohio 44515	Flooring	6,250
Staples	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	694
Tribune Chronical	P.O. Box 1431, Warren, Ohio 44482	Advertising	444
Union Eyes Optical Inc.	Suite B, 229 Churchill Hubbard Road, Youngstown, Ohio 44505	Public Safety Supplies	235
Walter's Office Products	374 Butterfly Lane, Hermitage, Pennsylvania 16148	Office Supplies	11,993
Warren Fire Equipment	6880 Tod Avenue SW, Warren, Ohio 44481	Fire Systems	3,408
Wilks Enterprise Inc.	Suite 8F, 25 Van Zant Street, East Norwalk, Connecticut 06855	Laboratory Equipment	7,081
Your Image Works	Suite 100, 4353 W. 96th Street, Indianapolis, Indiana 46268	Promotional Items	536
Subtotal - Woman Owned			\$40,169
Total Diversity Spend			\$495,851

Youngstown State University
EDGE Spend Detail Report
April 1, 2012 - June 30, 2012

Encouraging Diversity, Growth, and Equity (EDGE) - Ohio Certified

Name	Address	Project	Purchases
Dawn Incorporated	1352 Springwood Trace S.E., Warren, Ohio 44484	Harrison Commons	\$15,000
Five Star Supply	4542 West 224th Street, Fairview Park, Ohio 44126	Pollock Restoration	43,392
LJM Enterprises	2590 Shady Glen Place, Powell, Ohio 43065	Phelps Roof	3,888
Trumbull Landscaping	432 Parkview Drive, Girard, Ohio 44420	Pollock Restoration	<u>6,000</u>
	Total EDGE Spend		<u><u>\$68,280</u></u>

Labor Management Council Update

The Labor Management Council met on Friday, June 1, 2012 and Friday, June 29 2012. Both meetings were in the President's Conference Room on the campus of YSU.

Discussion in the June 1, 2012 meeting primarily addressed questions regarding the cost and completion timeline of the WATTS and Pollock projects. Both were within budget and followed logical timelines for completion. Also of interest were presentations on Enrollment and University Budget provided by Jack Fahey and Neal McNally.

The June 29 meeting did not have a quorum. The group did decide to have a general discussion on Web Time Entry, Budget, Enrollment and the Health Care Advisory Committee recommendations.

The meeting planned for August 2, 2012 did not have a quorum and was cancelled.

Items for future discussion:

- **Wellness Program**
- **Enrollment updates**
- **Labor Management Council Mission Statement**

The next meeting will be on **Thursday, September 6, 2012 at 9:00am** in the President's Conference Room.

Youngstown State University
Office of Equal Opportunity and Diversity
Summary of Staffing Levels By Race and Gender
From June 31, 2011 to June 31, 2012

June 31, 2011 Rank	Caucasian		African Am.		Hispanic		Asian		Native Am.		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	137	102	12	19	3	3	14	10	0	0	3	1	304
Professional/Admin.	105	130	8	11	2	3	3	4	0	2	14	13	295
Classified	99	182	9	22	3	4	0	0	1	2	20	36	378
Externally Funded	1	11	0	1	0	0	0	0	0	0	0	0	13
Total	342	425	29	53	8	10	17	14	1	4	37	50	990

June 31, 2012 Rank	Caucasian		African Am.		Hispanic		Asian		Native Am.		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	135	99	12	19	3	3	11	10	0	0	5	1	298
Professional/Admin.	101	115	8	11	2	3	3	4	0	2	19	16	284
Classified	60	146	9	17	1	5	0	0	0	1	10	35	284
Externally Funded	5	22	0	5	0	0	0	0	0	0	1	2	35
Total	301	382	29	52	6	11	14	14	0	3	35	54	901

Difference Rank	Caucasian		African Am.		Hispanic		Asian		Native Am.		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	-2	-3	0	0	0	0	-3	0	0	0	2	0	-6
Professional/Admin.	-4	-15	0	0	0	0	0	0	0	0	5	3	-11
Classified	-39	-36	0	-5	-2	1	0	0	-1	-1	-10	-1	-94
Externally Funded	4	11	0	4	0	0	0	0	0	0	1	2	22
Total	-41	-43	0	-1	-2	1	-3	0	-1	-1	-2	4	-89

Definitions from government regulations:

Caucasian, not of Hispanic origin - Origins in any of the original people in Europe, North Africa or the Middle East.

African American, not of Hispanic origin - Origins in any black racial group.

Hispanic - Origins of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture, regardless of race.

Asian or Pacific Islander - Origins in any of the original peoples of the Far East, SE Asia, the Indian Subcontinent, or Pacific Islands.

American Indian or Alaskan Native - Origins in any of the original people of North America who maintain cultural identification through tribal affiliation or community recognition.

*Faculty report includes full-time faculty, department chairs and other faculty members exempt from the bargaining unit.

This data was taken from reports obtained through the Office of Institutional Research and Computer Services.

Equal Opportunity and Diversity Goals for the 2012-13 year

The following goals have been established based on the mission and purpose of the Office of Equal Opportunity and Diversity (EOD). The primary mission is to educate the University and the community regarding affirmative action, equal employment opportunity laws, supporting and encouraging diversity initiatives, and to ensure compliance with regulatory requirements.

In the office's final report for the June Board meeting, we provided an overview of the 2012 year focusing on accomplished goals and continued noted challenges. In this report, we provide more specific goals in a metrics format. These goals were presented to President Anderson and approved, and are strategically aligned with the University's Strategic Plan in which diversity serves as a guiding principle. The Strategic Plans states in part: "commitment to inclusiveness and diversity must make itself felt in the University's daily activities; in hiring decisions; and in the University's recruitment and retention initiatives."

GOAL ONE – Strengthen the search process to create a more diverse pool of applicants to increase the opportunities of hiring underrepresented groups.	Timeline	Accountable Units
A. EOD will collaborate with the Office of Human Resources to ensure that there are clear Guidelines, Checklists and Processes and Procedures that search committee members can follow.	Fall 2012	EOD/HR
1. Search committee training sessions, which would allow for more detailed instructions and guidance, are being proposed to HR instead of waiting for the search committee to schedule training meetings for its individual job position postings.	Sept/Oct & in the Spring	EOD/HR
2. Provide information and consultation to individual college/department regarding recruitment efforts prior to posting.	Ongoing (Speak to EASC & Chairpersons meetings to discuss Affirmative Action goals)	EOD

GOAL TWO – Campus Climate Survey and Training (i.e., campus workshop and seminars) – key to prevention and creating a respectful and inclusiveness campus.	Timeline	Accountable Units
A. EOD will collaborate with the Office of Human Resources and other departments (i.e., International Studies, YSUnity,) to enhance knowledge of equal opportunity, diversity, inclusion, social justice and multiculturalism.) This may require outside resources that will enhance the education and awareness of employees and community volunteers (i.e., Diversity Council, YSUnity, faculty and staff orientation).	Fall 2012	EOD
1. Climate survey – it is recommended that before training a diversity climate survey be conducted to assess the knowledge of diversity, equal opportunity, multiculturalism, etc. (Climate survey, which included questions related to diversity, was led by Dr. Bowers in preparation of HLC accreditation.)	Fall 2012-Spring 2013	EOD/HR/ Provost

2. Develop a training schedule, which includes dates, description of workshops, audience members and materials.	September-Nov.	EOD/HR
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GOAL THREE – Community Outreach (Continue and enhance community partnerships which play an instrumental role in the recruitment and support of our students and the overall campus organization.)	Timeline	Accountable Units
A. EOD will continue to facilitate meaningful diversity programming through the University Diversity Council’s subcommittee, Community Diversity Committee. The Committee coordinates the Community Diversity Program Series, which takes various diversity events and programs into the community.	Current/Ongoing	EOD/ Community Diversity Committee/ Regional Engagement Cornerstone
1. Identify and pursue funding for diversity initiatives	Current/Ongoing	EOD/UDC/ Development/ Grants
2. Enhance networking with alumni of color	Request attendance at Black Alumni meeting to discuss diversity initiatives & other alumni groups	EOD/UDC

GOAL FOUR – Access & Equity (Recruitment and retention, faculty, staff, and students).	Timeline	Accountable Units
A. EOD will collaborate with the Office of Human Resources, academic units, and department heads. (It should be noted that the focus on enrollment and retention of students has been traditionally accomplished through the establishment of Multicultural Student Programs and Services. See the CAS Assessment Guide for Multicultural Student Programs and Services.)		EOD/ Entire Campus Community
1. Increase the presence of faculty and staff from underrepresented groups (Latino, Native American, African American, LGBT, international and faculty with disabilities). a. Utilize the University Affirmative Action Plan to identify underutilization for minorities and women. b. Network with other diversity professionals (list serves, organizations, etc.). c. Advertise in diverse publications. d. Establish a committee that focuses on recruitment and retention of faculty. e. Consult with alumni of color to assist with these efforts.	Ongoing	
2. Increase the presence of students from underrepresented groups (Latino, Native American, African-American, LGBT, international, non-traditional, students with disabilities) as well as retention. a. Consult and get information from Student Success cornerstone leaders as to efforts already underway. b. Establish a committee in collaboration with Student Success cornerstone leaders that focuses on recruitment and retention of underrepresented groups, as well as graduation rates. c. Continue the Presidential Mentors program which is a diverse group of student leaders who advise the President on various issues that affect the students.	Ongoing	

**Equal Opportunity and Diversity
Goals for the 2012-13 year**

GOAL FIVE – Diversity in Curriculum/Co-curriculum	Timeline	Accountable Units
A. EOD will consult with General Studies to review and assess.	2012-2013	EOD/Provost
1. Establish a committee with the goal of making recommendations for Spring 2013.		

GOAL SIX – Diversity in Contractors/Vendors/Suppliers	Timeline	Accountable Units
A. EOD will consult with Purchasing, as well as Facilities.	Fall 2012/Spring 2013	EOD/ Procurement/ Facilities
1. This has been an ongoing challenge. Plans to develop a policy outlining diversity goals.		

SUMMARY OF PERSONNEL ACTIONS
Externally Funded Positions
April 1, 2012 – June 30, 2012

Appointments – 2

Replacement Positions – 2

- Professional/Administrative – 2

Separations – 4

Resignations – 3

- Professional/Administrative – 2

Contract ended – 1

- Professional/Administrative – 1

**YOUNGSTOWN STATE UNIVERSITY
PERSONNEL ACTIONS
APRIL 1, 2012 - JUNE 30, 2012
Externally Funded**

FACULTY APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL

NAME	GENDER/RACE*	POSITION NEW or REPLACEMENT (Including Vacant Position Budgeted Salary)	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE BASE SALARY	COMMENTS
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April 2012

None.

May 2012

None.

June 2012

None.

PROFESSIONAL/ADMINISTRATIVE APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)

NAME	GENDER/RACE*	POSITION NEW or REPLACEMENT (Including Vacant Position Budgeted Salary)	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE BASE SALARY	COMMENTS
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April 2012

Ms. Pamela Condoleon

F/C

Replacement
\$17,675

Instruction Specialist I

Rich Center for
Autism

4/2/2012

\$17,675

Ms. Rona Butler

F/C

Replacement
\$17,675

Instruction Specialist I

Rich Center for
Autism

4/16/2012

\$17,675

May 2012

None.

June 2012

None.

**YOUNGSTOWN STATE UNIVERSITY
PERSONNEL ACTIONS
APRIL 1, 2012 - JUNE 30, 2012
Externally Funded**

CLASSIFIED APPOINTMENTS FOR INFORMATION ONLY

NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Including Vacant Position Budgeted Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE BASE SALARY	COMMENTS
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April 2012

None.

May 2012

None.

June 2012

None.

SEPARATIONS

NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE	VACANT POSITION SALARY	COMMENTS
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SEPARATIONS

Ms. Nicole Burlock	F/C	P/A	Instruction Specialist I	Rich Center for Autism	5/4/2012	\$17,675	Resignation
Ms. Julie Robinson	F/C	P/A	Instruction Specialist I	Rich Center for Autism	5/15/2012	\$18,500	Contract ended
Ms. Michelle Rose	F/C	P/A	Instruction Specialist I	Rich Center for Autism	6/6/2012	\$17,675	Resignation
Ms. Joey Ewing Wolanzyk	F/C	P/A	Classroom Supervisor	Rich Center for Autism	6/30/2012	\$32,033	Resignation

*Race abbreviation codes:

A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.

B = Black (not of Hispanic origin), origins in any of the black racial groups.

C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.

H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.

N = American Indian or Alaskan Native, origins in any of the original peoples of North America.