



REMOTE WORK MANUAL

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1 **Introduction**
2

3 1. This Manual is intended to explain the policies and procedures of the School Board of Palm
4 Beach County, hereinafter referred to as School District or District, relating to employee Remote
5 Work.
6

7 2. “Remote Work” is herein defined as a work arrangement whereby approved District
8 employees are permitted to perform the normal duties and responsibilities of their positions,
9 through the use of digital platforms, at an alternate work location not owned by the School Board
10 without the need to commute. It may take one of two (2) forms: Episodic and/or Remote. This
11 policy does not apply to other situations when an employee does work at home without a Remote
12 Work arrangement, such as an employee taking work home at night or on the weekend.
13

14 3. Every District job description has been evaluated for Remote Work eligibility based on its
15 essential functions. Eligibility, however, does not equate to an authority to work remotely. Remote
16 work is a tool available to supervisors to enhance recruitment, retention, and in many cases
17 productivity within their department. Supervisors are not required to offer Remote Work
18 opportunities; but, if they choose to do so, they must do so equitably within their department.
19 Remote Work is a privilege, not an employee right.
20

21 4. By offering Remote Work to approved employees, the District is promoting through this
22 policy a technical infrastructure needed to ensure business continuity in the event of emergency
23 circumstances related to natural disaster, weather, civil unrest or public health and safety
24 emergencies. By offering alternative work arrangements, the District can be positioned to
25 compete for and retain high quality talent; decrease administrative office capacity and ancillary
26 space needs; and create future opportunities for cost savings.
27

28 5. An employee’s compensation, benefits, work status, and work responsibilities will not
29 change due to participation in the Remote Work program. Remote Work employees must comply
30 with all District rules, policies and procedures, as well as applicable federal and Florida laws.
31

32 6. The employee’s “assigned work location” is defined herein as the District-owned or operated
33 office space or location where the employee regularly reports for duty absent a Remote Work
34 arrangement.
35

36 **Remote Work Arrangement Options**
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38 7. The intent in offering remote work options – “remote” or “episodic” – is to provide
39 employees, supervisors, and managers with maximum flexibility to establish an arrangement that
40 is responsive to their particular situation and operational needs.
41

42 8. Remote work means a recurring flexible work schedule wherein work is performed at an
43 alternate work location on a full-or part-time basis. While the employee is not required to live
44 within commuting distance to a District facility, he/she/they may be required to report to a District
45 facility from time-to-time at their own expense. The schedule for remote work is set by the
46 supervisor, as determined by the needs of the District. The work location schedule is set in advance;
47 however, it can be by the day, week or months (i.e., an employee is at a District office every day
48 except when school is not in session, or in the District office two days every week.) Occasional

49 requests by an employee to change his or her regularly scheduled remote work day in a particular
50 week or bi-weekly pay period should be accommodated by the supervisor if practicable and
51 consistent with mission and operational requirements. Employees must obtain prior written
52 authorization to change a regularly scheduled remote work day.

53
54 9. Episodic Remote Work means approved remote work may be performed at an alternate
55 work location for a limited duration of time or intermittently. This option provides an ideal flexible
56 arrangement for employees whose job duties are not generally suitable for working remotely, but
57 who at times, have projects or assignments or other circumstances that meet the eligibility criteria
58 for remote work. This type of work assignment may include a specific project or report where the
59 necessary reference materials can be made available at home.

60
61 10. Employees are **not** authorized to work from an alternate location outside of the State of Florida
62 except where arrangements have been requested and approved in advance, in writing, by the
63 Deputy Superintendent and/or the applicable Division Chief. Any time spent working outside of
64 the State of Florida may not exceed fourteen (14) working days within any given calendar year.
65 An absence request must be submitted for any time not worked. Failure to properly adhere to this
66 provision may result in tax consequences within the jurisdiction of the alternate location for both
67 the District and the employee, as well as disciplinary action.

68
69 **Eligibility**

70
71 11. Human Resources, in consultation with school site administrators and impacted
72 departments, reviewed each job description and determined eligibility for the type of Remote
73 Work, if any, based on the job duties and/or essential functions relative to the definitions in
74 paragraphs 8 through 10 above as set forth in the Eligibility for Remote Work by Job Family Job
75 Code Chart set forth below. It is important to note that eligibility of the job code does not equate
76 to a right to Remote Work. The supervisor will work with his/her/their applicable Director or Chief
77 to determine the duration of the program based on space needs, accessibility to stakeholders, cost
78 considerations, the nature of responsibilities, and other good cause considerations. The supervisor
79 is accountable for the success of the department and, as such, are not required to offer employees
80 any type of Remote Work. If a supervisor/director chooses to offer Remote Work opportunities,
81 they must administer the program in a non-discriminatory manner. Employees will be provided
82 with the option to work remotely, without regard to race, religion, sex, national origin, age,
83 disability, marital status or any other protected category or status. For any future new or revised
84 job descriptions, Human Resources will follow the same evaluative process and new or revised
85 job descriptions will include information on the eligibility for the type of Remote Work, if any.

86
87 12. A candidate for Remote Work within an approved job code must be a District employee
88 with a history of satisfactory or better job performance ratings and no formal discipline during the
89 past twelve (12) months calculated on the date of the incident giving rise to the discipline.
90 Notwithstanding this provision, an employee need not have worked with the District for the past
91 twelve (12) months to be eligible for Remote Work.

92
93 13. Additionally, Remote Work privileges may be discontinued with or without cause upon
94 sufficient written notice. The length of sufficient notice is dependent upon the needs of the
95 department/worksites.

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14. Eligibility and suitability of employees to participate in Remote Work will vary among departments and business units, depending on the function and responsibilities of the employee.

15. No Remote Work arrangement may result in a diminished level of service to stakeholders, school centers, students, or the public.

16. Remote Work is not an alternative to regularly scheduled child or elder care and, when applicable, the remote worker must make appropriate arrangements for such dependent care.

Schedules and Hours

17. Remote work hours may not vary from usual core work hours. A regular Remote Work schedule, including specific days and hours, must be established by the remote worker and approved by his or her supervisor. Remote Work schedules may vary from time to time based on the nature of job duties, office needs, meetings away from the employee’s “usual place of work” as defined in this policy, and supervisory considerations. The amount of time the employee is expected to work per day or per pay period will not change due to participation in the Remote Work program.

18. Supervisors retain the right to require a remote worker to return to the District’s office on a regularly scheduled Remote Work day should work situations warrant such an action. If a remote worker is required to return to District’s office during regularly scheduled Remote Work days frequently, his/her/their supervisor may re-evaluate the compatibility of the remote worker’s position and job responsibilities with respect to Remote Work or the specific Remote Work schedule.

19. All remote workers are subject to the same rules regarding attendance, leave, performance reviews, and separation as other employees. An employee’s participation in the Remote Work program will not adversely affect the employee’s rights, benefits, or eligibility for advancement.

20. Remote workers are required to account for all time worked in accordance with the District’s current timekeeping policies contained in Chapter 6 of the District Policies. It is the remote worker’s responsibility to submit an accurate accounting of hours worked in a timely manner. Non-exempt remote workers, per the Fair Labor Standards Act (“FLSA”), may perform overtime work only after receiving approval from their supervisor and must clock in and out via a method agreed-upon by the employee and supervisor. Non-exempt jobs shall require careful monitoring of time logs to ensure compliance under the FLSA overtime requirements. As part of the Remote Work Agreement, non-exempt employees must acknowledge that they are aware of FLSA requirements and will immediately report to their supervisor’s superior any requests to work more than 40 hours without compensatory time or overtime accrual. PBSD 2212 should be completed to the extent there is an agreement for compensatory time in lieu of overtime. In addition:

a. The employee must complete and submit a time tracking form. A suggested time/productivity tracking format (PBSD 2293) is attached to this Manual; however, each department may designate its own format or program. The form should capture the employee’s

143 time and productivity while working remotely. *Non-exempt remote workers are nevertheless*
144 *required to clock in and out with the Web Clock or any other time keeping device as required by*
145 *the District.*

146 b. The supervisor may choose to update, change or alter any existing time/productivity
147 tracking sheet or create a new form or procedure at any time. The time/productivity tracking form
148 template must be provided to the employee and appended to the Remote Work Agreement.

149 c. Further, the Remote Work Agreement should specify how often and in what format the
150 time/productivity tracking form or other documentation needs to be submitted.

151
152 21. District policy must be followed for all leaves of absence. If a remote worker is sick while
153 working at home or uses other time off, the remote worker must clock in and out with the Web
154 Clock (if available) or report hours actually worked on his/her timesheet and use leave time for
155 the remainder of the hours by completing an absence request in PeopleSoft.

156
157

158 **Employee Access and Availability**

159
160 22. Remote workers must be available by telephone and/or email during scheduled hours, with
161 the exception of their scheduled lunch period.

162
163 23. Employees are required to forward their office phone to an alternate number where they
164 can be reached during scheduled business hours so that they are readily accessible to their
165 supervisor and other stakeholders. Remote workers must keep their supervisor notified of any
166 changes to their alternate contact information.

167 168 **Accountability**

169
170 24. Setting objectives affords the supervisor and his/her employees the capability to clearly
171 communicate the supervisor's expectations and the employee's abilities as a remote worker. The
172 employee should have objectives and goals upon which they are evaluated and their performance
173 measured as if they were not working remotely.

174 175 **Application Process**

176
177 25. Employees must review the District Remote Work Policy, including this Manual, then
178 complete the Remote Work Request in PeopleSoft. The employee's request will follow
179 an approval chain of direct reports up to and including the Chief/Regional
180 Superintendent/designee who shall either approve or deny the employee's request within thirty
181 (30) days of receiving the request. The applicable Chief/Regional Superintendent/designee has
182 the authority to sign, amend, modify, renew, and/or terminate the Remote Work Agreement on
183 behalf of the District.

184
185 26. Remote Work arrangements will be on a trial basis for the first thirty (30) calendar days.

186 The trial period may be extended by the employee's supervisor/Director/Chief/Regional
187 Superintendent/designee. The Remote Work Agreement may be discontinued at any time, with or
188 without cause, at the written request of either the remote worker or District. If a Remote Work
189

190 arrangement is discontinued by the District, every effort will be made to provide notice to the
191 employee. However, there may be instances where no notice is possible. Likewise, if an employee
192 elects to discontinue a Remote Work arrangement, the employee should provide written notice to
193 his/her supervisor. The length of time for a remote employee to return may be delayed up to two
194 (2) weeks in order to secure a reporting location at the assigned work location.

195
196 **Remote Work Training**

197
198 27. Employees approved to Remote Work may be required to complete Remote Work training
199 provided by the District.

200
201
202 **Workspace and Liability Issues**

203
204 28. Remote workers must have an appropriate work area in their home that considers safety,
205 ergonomics, proper equipment, adequate workspace, noise, and interruption factors. The remote
206 worker's off-site workspace should provide an adequate work area, lighting, telephone service,
207 power, and temperature control. Additional requirements may vary, depending on the nature of
208 the work and the equipment needed to perform the work.

209
210 29. Remote workers must certify that their home is free from workplace hazards by
211 completing, before their remote work assignment can commence, a Remote Work Safety
212 Agreement, contained within the Remote Work Request in PeopleSoft. The remote worker must
213 ensure that the safety conditions of the home office are maintained for the duration of the
214 Remote Work arrangement.

215
216 30. The remote worker must agree to follow common safety practices and provide a safe work
217 area for him/her. If an at-home injury occurs, the remote worker must notify his/her supervisor
218 immediately (or as soon as circumstances permit) and follow District policy for on-the-job injury
219 procedures.

220
221 31. Conducting a work-related meeting with any other person in the employee's home is
222 prohibited.

223
224 32. Homeowners/Renter's insurance and any changes in rates or coverage as well as utility
225 costs and internet/Wi-Fi costs are the sole responsibility of the employee. District assumes no
226 responsibility or liability for injuries or death to third persons or members of the remote worker's
227 household that occur in the home, either inside or outside the designated work area. District further
228 assumes no responsibility for damages to the remote worker's personal property or to District's
229 property that is the result of the remote worker's negligence or misuse or the negligence or misuse
230 of third parties.

231
232 33. Remote workers should consult their attorney, tax advisor or accountant regarding any
233 legal or tax implications attendant to working at their home or alternative site. In addition, a
234 proposed remote worker is responsible for ensuring compliance with any Homeowners'
235 Association, Condominium Association, or local zoning requirements.

236 **Equipment and Supplies**

237
238 34. In most cases remote workers will provide their own equipment and access the District
239 electronic records via District-provided Virtual Private Network (VPN), unless provisions are
240 otherwise made by the District. Remote workers may use District-owned equipment at their off-
241 site workspace with the prior approval of their supervisor provided that the equipment will be used
242 for District work only and its use by a remote worker at his/her off-site workspace will not impede
243 the work of employees working at the District office. The employee shall also have available at
244 his/her home appropriate internet access.

245
246 35. Reasonable and customary office supplies will be provided by the District and should be
247 obtained during the remote worker's in-office work period. Office supplies provided by the
248 District may not be utilized for personal matters. Out-of-pocket expenses for supplies normally
249 available in the office will not be reimbursed. Remote workers are responsible for all supplies,
250 equipment, and/or materials provided by the District. All items remain the property of the District
251 and may not be used for personal or other than District use.

252
253 36. The District will reimburse remote workers for other business-related expenses, such as
254 postage, shipping costs, etc. that are reasonably incurred in accordance with job responsibilities
255 and approved by the supervisor in accordance with School Board Policies. Appropriate
256 documentation is required if such expenses are submitted for reimbursement.

257
258 37. The following types of expenses will not be paid by the District:
259
260 a. Usage fees, maintenance or repairs of privately owned equipment.
261 b. Utility costs associated with the use of the computer or occupation of the location
262 c. Equipment or supplies (these should be requisitioned through assigned work location).
263 d. Travel expenses associated with commuting to or from the Employee's Assigned Work
264 Location.
265 e. High speed Internet Access service.
266 f. Premiums for Homeowner's, Renter's and Liability insurance.
267 g. Other expenses as listed in District policy.
268 h. Other expenses not approved by the District.

269
270 38. Employees must take appropriate action to protect District-provided equipment from
271 damage and theft. Failure to take this appropriate action may subject the remote worker to a claim
272 for damages from the District if the equipment is damaged or stolen. Maintenance, repair, and
273 replacement of District-owned equipment issued to employees are the responsibility of the
274 District. In the event of equipment damage or malfunction, the employee must notify his/her/their
275 supervisor immediately. The District reserves the right for an authorized District representative to
276 enter the alternate work area for inspection of the office or return of District equipment, if
277 necessary, following 2 hours' notification. Remote workers may use their own equipment (e.g.,
278 fax machine, printer, and photocopier) provided that no additional cost is incurred by the District,
279 above what would be incurred if working at the District office. Repairs to and replacement of
280 employee owned equipment are the responsibility of the employee. The District does not assume
281 liability for loss, damage, or wear of employee owned equipment. In the case of equipment
282 malfunction, or loss, the employee may be asked to report to work at the office until the equipment
283 is operational or replaced.

284
285 39. District equipment must be immediately returned to the District when an employee
286 terminates employment. Employees who discontinue the Remote Work arrangement shall return
287 any equipment not required for normal duties at their assigned work location. Failure to return
288 applicable District equipment within one (1) week may result in the employee being liable to the
289 District for equipment costs and subject the employee to disciplinary action up to and including
290 termination. Employees who fail to return any District equipment within one (1) week of the
291 termination of employment may be subject to replevin and/or other legal action.

292
293 **Security**
294

295 40. It is the responsibility of the remote worker to take all precautions necessary to secure
296 confidential and/or proprietary information and to prevent unauthorized access to such
297 information. The remote worker is required to observe all office security practices when working
298 outside the District's office to ensure the integrity and confidentiality of proprietary information.
299 Steps to ensure the protection of proprietary information include, but are not limited to, use of
300 locked doors, file cabinets and desks; regular password maintenance; and any other steps
301 appropriate for the job and the environment.

302
303 41. The following security requirements apply to all computers used to access District files,
304 records and information systems:

- 305
306 a. Operating system updates must be current and actively maintained. Operating system
307 updates are critical to the security and reliability of a computer. They offer the latest protection
308 against malicious online activities.
309 b. Antivirus software installed with automatic virus signature file update active and enabled.
310 Software can be provided.
311 c. Other security software is allowed and may be required such as Personal Firewalls and
312 Antispyware software.
313 d. Home wireless networks must be secure and encrypted using available security protocols
314 such as WAP/WAP2.

315
316 Remote Work can be denied until these requirements are met.

317
318 42. Employees agree to allow with 2 hours' notice an authorized District representative access
319 to the alternate work area for business purposes as deemed necessary by the supervisor, including
320 safety inspections, equipment installations and repairs, security assurance, investigating a work-
321 related injury, and retrieval of District property. The District also reserves the right to inspect the
322 remote worker's computer files stored or accessed via District-owned equipment or District-
323 managed portal(s) and/or monitor his/her computer and District phone lines during working hours
324 (or at any time if access to the alternate location is not needed) without notice to ensure proper
325 usage of equipment and productivity. To ensure hardware and software security, all software used
326 for Remote Work must be approved by the supervisor prior to installation, and only approved web
327 sites and systems may be contacted. All software used for Remote Work must be virus inspected
328 and each computer must have virus protection software installed. District owned software may not
329 be duplicated unless authorized through the license agreement. Restricted access materials shall

330 not be taken out of the office or accessed through the computer unless approved in advance by the
331 supervisor.

332

333 **Public Records and Privacy Requirements**

334

335 43. A Remote Work employee is responsible for ensuring that all work product, emails and
336 correspondence are appropriately saved to the proper District Computer directory through VPN or
337 Google folder on the District’s central system, so that public records may be easily accessed. The
338 privacy and confidentiality of student records and personally identifiable student information shall
339 be maintained at all times and shall not be downloaded to personal equipment for storage. In
340 addition, the employee shall adhere to all records retention schedules or litigation hold requests.
341 The employee’s entire work product produced while on a Remote Work assignment remains the
342 property of the District.

343

344 **Income Tax**

345

346 44. It will be the Remote Work employee’s responsibility to determine any income tax
347 implications of maintaining an alternate work location. The District will not provide tax guidance
348 nor will the District assume any additional tax liabilities. Employees are encouraged to consult
349 with a qualified tax professional to discuss income tax implications.

350

351 **Evaluation**

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353 45. At the request of the District, Remote Work employees will participate in all studies,
354 inquiries, reports and analyses relating to this program.

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Eligibility for Remote Work by Job Family then Job Code:

| JOB CODE | UNION CODE | JOB TITLE | JOB FAMILY | REMOTE | EPISODIC |
|-----------------|-------------------|-------------------------------|-------------------|---------------|-----------------|
| 30020 | o8M | Accountant | NONINS | YES | YES |
| 30045 | o8M | Coor Purchasing Card (PCard) | NONINS | YES | YES |
| 30060 | o8M | Agent Food Service Purchasing | NONINS | YES | YES |
| 30080 | o8M | Agent Purchasing I | NONINS | YES | YES |
| 30100 | o8M | Agent Purchasing II | NONINS | YES | YES |
| 30120 | o8M | Agent Purchasing III | NONINS | YES | YES |
| 30140 | o8M | Analyst Benefit Premium | NONINS | YES | YES |
| 30200 | o8M | Analyst Budget | NONINS | YES | YES |
| 30510 | o8M | Analyst Instruct Materials | NONINS | YES | YES |
| 30520 | o8M | Analyst Investment | NONINS | YES | YES |
| 30560 | o8M | Analyst Purchasing Documents | NONINS | YES | YES |
| 30640 | o8M | Analyst Records and Forms | NONINS | YES | YES |
| 30700 | o8M | Analyst Tangible Property I | NONINS | YES | YES |
| 30720 | o8M | Analyst Tangible Property II | NONINS | YES | YES |
| 30735 | o8M | Analyst Bus Compl / SBE Cert | NONINS | YES | YES |
| 30740 | o8M | Analyst Tangible Property III | NONINS | YES | YES |
| 30800 | o8M | Analyst Treasury I | NONINS | YES | YES |
| 30820 | o8M | Analyst Treasury II | NONINS | YES | YES |
| 30840 | o8M | Analyst Warehouse Inventory | NONINS | YES | YES |
| 30850 | o8M | Analyst Policy Research | NONINS | YES | YES |
| 30870 | o8M | Analyst Accounting | NONINS | YES | YES |
| 30890 | o8M | Analyst Youth Court | NONINS | NO | YES |
| 31110 | o8M | Auditor I | NONINS | YES | YES |
| 31111 | o8M | Investigator I | NONINS | YES | YES |
| 31160 | o8M | Auditor Tangible Prop Field | NONINS | NO | YES |
| 31190 | o8M | Analyst Enterprise Bus System | NONINS | YES | YES |
| 31250 | o8M | Analyst Human Resources I | NONINS | YES | YES |
| 31270 | o8M | Analyst Human Resources II | NONINS | YES | YES |
| 31290 | o8M | Analyst Human Resources III | NONINS | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|--------|-----|-----|
| 31310 | o8M | Analyst Human Resources Sr | NONINS | YES | YES |
| 31520 | o8M | Coor Instructional Materials | NONINS | NO | YES |
| 31560 | o8M | Coor Transportation Senior | NONINS | NO | NO |
| 31585 | o8M | Planner - Transportation Route | NONINS | YES | YES |
| 31650 | o8M | Coor Science Programs | NONINS | YES | YES |
| 31785 | o8M | Tech Board Office Support | NONINS | YES | YES |
| 32060 | o8M | Tech Instr TV Broadcast Eng | NONINS | NO | YES |
| 32190 | o8M | Leader Pre K Client Srv Unit | NONINS | YES | YES |
| 32270 | o8M | Mgr Food Service Field | NONINS | YES | YES |
| 32300 | o8M | Mgr Food Service Intern | NONINS | NO | NO |
| 32380 | o8M | Mgr Property Control | NONINS | NO | NO |
| 32420 | o8M | Mgr Security Systems | NONINS | YES | YES |
| 32440 | o8M | Mgr Testing | NONINS | YES | YES |
| 32470 | o8M | Nurse | NONINS | NO | NO |
| 32490 | o8M | Educator Nutrition | NONINS | YES | YES |
| 32520 | o8M | Operator Comp Aid Graph Sr | NONINS | YES | YES |
| 32800 | o8M | Analyst Technical II | NONINS | YES | YES |
| 32820 | o8M | Analyst Technical III | NONINS | YES | YES |
| 32840 | o8M | Analyst Technical Senior | NONINS | YES | YES |
| 33220 | o8M | Aide School Campus | NONINS | NO | NO |
| 33225 | o8M | Aide Police Security | NONINS | NO | NO |
| 33325 | o8M | Trainer/Tester CDL Bus Driver | NONINS | NO | NO |
| 33335 | o8M | Tech Evidence | NONINS | NO | YES |
| 33345 | o8M | Trainer Crisis & Campus Serty | NONINS | NO | YES |
| 33355 | o8M | Coor Police Records | NONINS | YES | YES |
| 33400 | o8M | Officer School Police | NONINS | NO | NO |
| 33540 | o8M | Planner | NONINS | YES | YES |
| 33640 | o8M | Supervisor Printing Svcs | NONINS | NO | YES |
| 33660 | o8M | Supervisor Technical Oprtns | NONINS | NO | YES |
| 33730 | o8M | Tech Accounting III | NONINS | YES | YES |
| 34030 | o8M | Tech Budget I | NONINS | YES | YES |
| 34050 | o8M | Tech Budget II | NONINS | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|--------|-----|-----|
| 34060 | o8M | Tech Budget Senior | NONINS | YES | YES |
| 34420 | o8M | Tech Drafting Chief | NONINS | YES | YES |
| 34580 | o8M | Tech Environmental | NONINS | YES | YES |
| 34585 | o8M | Tech Environmental Sr | NONINS | YES | YES |
| 34630 | o8M | Tech Facilities Mgmt Support | NONINS | YES | YES |
| 34840 | o8M | Tech Instr TV Production | NONINS | NO | NO |
| 34860 | o8M | Tech Instr TV Field Services | NONINS | NO | NO |
| 34865 | o8M | Journalist MM / TV Production | NONINS | YES | YES |
| 34900 | o8M | Tech Instr TV Transmtr Maint | NONINS | NO | YES |
| 35210 | o8M | Tech Maintenance Training | NONINS | YES | YES |
| 35550 | o8M | Facilitator Sch Police Project | NONINS | YES | YES |
| 35590 | o8M | Designer Graphic | NONINS | YES | YES |
| 35860 | o8M | Tech Safety II | NONINS | YES | YES |
| 35890 | o8M | Tech Safety I | NONINS | YES | YES |
| 35920 | o8M | Tech Tangible Prop Field Sr | NONINS | YES | YES |
| 35950 | o8M | Tech Theater Equipment | NONINS | NO | YES |
| 36340 | o8M | Analyst Sch Food Service | NONINS | YES | YES |
| 36350 | o8M | Analyst Sch Food Service Sr | NONINS | YES | YES |
| 36360 | o8M | Analyst Business Comp/Outreach | NONINS | YES | YES |
| 50461 | o8M | Intern Student NYU Program | NONINS | NO | NO |
| 60400 | o8M | Liaison Program Services | NONINS | YES | YES |
| 60590 | o8M | Coor SFS Free and Reduced | NONINS | YES | YES |
| 60595 | o8M | Coor Food Service | NONINS | YES | YES |
| 62075 | o8M | Instr Career & Tech Ed (CTE) | NONINS | NO | YES |
| 62200 | o8M | Behavioral Intervention Assoc | NONINS | NO | NO |
| 62210 | o8M | Graduation Coach | NONINS | NO | NO |
| 69560 | o8M | Asst Physical Therapist | NONINS | NO | YES |
| 69570 | o8M | Asst Occupational Therapist | NONINS | NO | YES |
| 70030 | o8M | Mgr Case Youth Court | NONINS | NO | YES |
| 70450 | o8M | Mgr Case | NONINS | YES | YES |
| 70451 | o8M | Mgr Case Student Intern | NONINS | NO | YES |
| 70695 | o8M | Coor Online Communications | NONINS | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|--------|-----|-----|
| 70705 | o8M | Coor Dist Bus & Comm Partnrshp | NONINS | YES | YES |
| 71345 | o8M | Prof School Behavioral Health | NONINS | NO | YES |
| 73115 | o8M | Researcher Database | NONINS | YES | YES |
| 73204 | o8M | Facilitator Health Services | NONINS | NO | YES |
| 73830 | o8M | Supervisor Trans Maintenance | NONINS | NO | NO |
| 73985 | o8M | Coor Assistant Wellness | NONINS | YES | YES |
| 78035 | o8M | Coor Fleet Services Warranty | NONINS | YES | YES |
| 78045 | o8M | Analyst Transportation Records | NONINS | YES | YES |
| 78155 | o8M | Representative Customer CareSr | NONINS | YES | YES |
| 79045 | o8M | Coor I Recycling & Eng Cnsrv | NONINS | YES | YES |
| 82800 | o8M | Mgr Nursery | NONINS | NO | NO |
| 90200 | o8M | Leader Client Services Unit | NONINS | YES | YES |
| 90210 | o8M | Leader Mig Prog Clt Svc Unt | NONINS | YES | YES |
| 90300 | o8M | Community Resource Person | NONINS | NO | YES |
| 90500 | o8M | Coor Area Volunteer | NONINS | YES | YES |
| 90800 | o8M | Coor Volunteer Program | NONINS | YES | YES |
| 91100 | o8M | Facilitator Childrens Serv I | NONINS | YES | YES |
| 91200 | o8M | Facilitator Childrens Serv II | NONINS | YES | YES |
| 91310 | o8M | Trainer Job | NONINS | NO | YES |
| 91400 | o8M | Fac Family Supp & Soc Svc | NONINS | NO | YES |
| 91500 | o8M | Facilitator Social Services | NONINS | NO | YES |
| 91505 | o8M | Mgr Case Adult & Community Ed | NONINS | NO | YES |
| 91510 | o8M | Facilitator Soc Serv Safe Sch | NONINS | NO | YES |
| 92510 | o8M | Tech Public Records | NONINS | YES | YES |
| 92520 | o8M | Analyst Technical I | NONINS | YES | YES |
| 92540 | o8M | Coor Public Records | NONINS | YES | YES |
| 92900 | o8M | Site Director Afterschool | NONINS | NO | YES |
| 93000 | o8M | Leader Afterschool Activity | NONINS | NO | NO |
| 93100 | o8M | Asst Site Dir Afterschool | NONINS | NO | NO |
| 93160 | o8M | Liaison Afterschool Prgmng | NONINS | YES | YES |
| 93320 | o8M | Couns AfterSchool Certified | NONINS | NO | NO |
| 30410 | o8C | Analyst Personnel Compliance | NONINS | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|--------|-----|-----|
| 31610 | o8C | Coor Legal Services | NONINS | NO | YES |
| 31760 | o8C | Admin Assistant Executive | NONINS | YES | YES |
| 31770 | o8C | Admin Assistant Exec Assign | NONINS | YES | YES |
| 31780 | o8C | Clerk of the School Board | NONINS | YES | YES |
| 32070 | o8C | Paralegal | NONINS | YES | YES |
| 33390 | o8C | Admin Assistant Legal | NONINS | YES | YES |
| 33410 | o8C | Admin Assistant Conf 1 Assign | NONINS | YES | YES |
| 33450 | o8C | Admin Assistant Confidential 1 | NONINS | YES | YES |
| 33460 | o8C | Admin Assistant Confidential 2 | NONINS | YES | YES |
| 33480 | o8C | Admin Assistant School | NONINS | NO | YES |
| 33510 | o8C | Admin Assistant Conf II Assign | NONINS | YES | YES |
| 33680 | o8C | Supervisor Wage & Salary | NONINS | YES | YES |
| 34070 | o8C | Tech Case Management | NONINS | YES | YES |
| 34075 | o8C | Coor IG Complaint Intake | NONINS | YES | YES |
| 72170 | o8C | Asst Administrative to Supt | NONINS | YES | YES |
| 33340 | o6R | Officer School Police | NONINS | NO | NO |
| 33360 | o6R | Officer School Police (Assign) | NONINS | NO | NO |
| 30860 | o4F | Systems Technician Senior | NONINS | NO | YES |
| 31460 | o4F | Systems Technician III | NONINS | NO | YES |
| 31530 | o4F | Coor Area Custodial | NONINS | NO | YES |
| 31600 | o4F | Foreperson Custodial I | NONINS | NO | NO |
| 31620 | o4F | Foreperson Custodial II | NONINS | NO | NO |
| 31640 | o4F | Foreperson Custodial III | NONINS | NO | NO |
| 31660 | o4F | Foreperson Custodial IV | NONINS | NO | NO |
| 31680 | o4F | Foreperson Custodial V | NONINS | NO | NO |
| 31870 | o4F | Foreperson Electron Equip | NONINS | NO | YES |
| 31910 | o4F | Foreperson Inventory Control | NONINS | NO | YES |
| 31920 | o4F | Foreperson Material Hndlg | NONINS | NO | YES |
| 31930 | o4F | Foreperson Mail Service | NONINS | NO | YES |
| 31950 | o4F | Foreperson Multi Task | NONINS | NO | YES |
| 31970 | o4F | Foreperson Supply Warehouse | NONINS | YES | YES |
| 31990 | o4F | Foreperson Instruct Materials | NONINS | NO | YES |

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|-------|-----|--------------------------------|--------|-----|-----|
| 32130 | 04F | Leader Project Task | NONINS | YES | YES |
| 32150 | 04F | Leader Supply Task | NONINS | YES | YES |
| 32170 | 04F | Leader Port Classrm Task | NONINS | NO | YES |
| 32210 | 04F | Leader Security Sys Task | NONINS | YES | YES |
| 32280 | 04F | Mgr Food Service | NONINS | NO | NO |
| 33650 | 04F | Supervisor Redistrib Warehouse | NONINS | NO | YES |
| 34450 | 04F | Technician Electric/ElectronSr | NONINS | NO | NO |
| 72480 | 04F | Mgr Parts DMS Senior | NONINS | YES | YES |
| 80210 | 04F | Leader Const Task Electric | NONINS | NO | NO |
| 80260 | 04F | Leader Const Task Structur | NONINS | NO | NO |
| 80685 | 04F | Technician Electric/Electron 3 | NONINS | NO | NO |
| 80900 | 04F | Foreperson Appl & Ref Tech | NONINS | NO | NO |
| 80960 | 04F | Foreperson Carpenter | NONINS | NO | NO |
| 81010 | 04F | Foreperson Electrician | NONINS | NO | NO |
| 81060 | 04F | Foreperson Grounds | NONINS | NO | NO |
| 81160 | 04F | Foreperson Irrigation Sys | NONINS | NO | NO |
| 81210 | 04F | Foreperson Landscape Gen | NONINS | NO | NO |
| 81260 | 04F | Foreperson M&PO Equip Mech | NONINS | NO | NO |
| 81300 | 04F | Foreperson Trans Shop | NONINS | NO | NO |
| 81360 | 04F | Foreperson Painter | NONINS | NO | NO |
| 81400 | 04F | Foreperson Paint Body Shop | NONINS | NO | NO |
| 81460 | 04F | Foreperson Pest Control | NONINS | NO | NO |
| 81560 | 04F | Foreperson Plumber | NONINS | NO | NO |
| 81610 | 04F | Foreperson Prev Maint Gen | NONINS | NO | NO |
| 81660 | 04F | Foreperson Roofer | NONINS | NO | NO |
| 81710 | 04F | Foreperson Sheet Metal Welding | NONINS | NO | NO |
| 81760 | 04F | Foreperson Gen Grounds & Sites | NONINS | NO | NO |
| 81810 | 04F | Foreperson Site Construct | NONINS | NO | NO |
| 81850 | 04F | Foreperson Window & Lock | NONINS | NO | NO |
| 82160 | 04F | Leader Work Response Task | NONINS | YES | YES |
| 82545 | 04F | Technician Maintenance III | NONINS | NO | NO |
| 82555 | 04F | Technician Maintenance IV | NONINS | NO | NO |

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|-------|-----|--------------------------------|--------|-----|-----|
| 83695 | 04F | Leader Support Operations | NONINS | YES | YES |
| 83810 | 04F | Tech Landscape/Sites Lead | NONINS | YES | YES |
| 83860 | 04F | Tech Landscape Sites Senior | NONINS | YES | YES |
| 83910 | 04F | Technician Mechanical Sr | NONINS | NO | YES |
| 84260 | 04F | Tech Structural System Sr | NONINS | NO | NO |
| 60300 | 04D | Asst Paraprofessional II | NONINS | NO | NO |
| 60315 | 04D | Liaison Parent/Fam Invmt 2 | NONINS | NO | YES |
| 60410 | 04D | Asst Para II / Elem Title I | NONINS | NO | NO |
| 60425 | 04D | Liaison Parent/Fam Invmt 2HQ | NONINS | NO | NO |
| 60460 | 04D | Asst Para II / Middle Title I | NONINS | NO | NO |
| 60470 | 04D | Asst Para II / High Title I | NONINS | NO | NO |
| 60490 | 04D | Asst Behavioral/Phys Needs II | NONINS | NO | NO |
| 60510 | 04D | Prof Early Childhood II | NONINS | NO | NO |
| 60610 | 04D | Prof Early Childhood I | NONINS | NO | NO |
| 60630 | 04D | Asst Beh/Phys Needs II Title I | NONINS | NO | NO |
| 60640 | 04D | Prof Early Childhood III | NONINS | NO | NO |
| 62055 | 04D | Tutor Academic Success | NONINS | NO | NO |
| 91600 | 04D | Ed Interp/Non-Level | NONINS | NO | NO |
| 91700 | 04D | Interp Ed I Deaf& Hard Hrg | NONINS | NO | NO |
| 91800 | 04D | Interp Ed II Deaf & Hard Hrg | NONINS | NO | NO |
| 91900 | 04D | Interp Ed III Deaf & Hard Hrg | NONINS | NO | NO |
| 92000 | 04D | Interp Ed IV Deaf & Hard Hrg | NONINS | NO | NO |
| 92100 | 04D | Interpreter I Lang Trans | NONINS | YES | YES |
| 92200 | 04D | Interpreter II Lang Trans | NONINS | YES | YES |
| 92215 | 04D | Supervisor Language Translator | NONINS | YES | YES |
| 31030 | 04B | Aide Lunchroom | NONINS | NO | NO |
| 31031 | 04B | SFS Aide Lunchroom | NONINS | NO | NO |
| 31070 | 04B | Attendant School Bus | NONINS | NO | NO |
| 31540 | 04B | Coor Transportation | NONINS | NO | YES |
| 31590 | 04B | Custodian | NONINS | NO | NO |
| 31630 | 04B | Asst Food Service Production | NONINS | NO | NO |
| 31690 | 04B | Custodian Lead | NONINS | NO | NO |

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|-------|-----|---------------------------------|--------|-----|-----|
| 31710 | 04B | Tech Custodial | NONINS | NO | NO |
| 31820 | 04B | Asst Food Service I | NONINS | NO | NO |
| 31850 | 04B | Asst Food Service II | NONINS | NO | NO |
| 32000 | 04B | Helper Transportation | NONINS | NO | NO |
| 32230 | 04B | Courier Mail | NONINS | NO | NO |
| 32250 | 04B | Courier Mail Lead | NONINS | NO | NO |
| 32320 | 04B | Tech Parts I | NONINS | NO | NO |
| 32340 | 04B | Tech Parts II | NONINS | NO | NO |
| 32400 | 04B | Mgr Satellite Assistant | NONINS | NO | YES |
| 33100 | 04B | Rep Customer Service DMS | NONINS | YES | YES |
| 33190 | 04B | Driver School Bus I | NONINS | NO | NO |
| 33210 | 04B | Driver School Bus II | NONINS | NO | NO |
| 34180 | 04B | Systems Technician I | NONINS | NO | YES |
| 34200 | 04B | Systems Technician II | NONINS | NO | YES |
| 34460 | 04B | Tech Electronic Equipment | NONINS | NO | NO |
| 34490 | 04B | Tech Electronics | NONINS | NO | NO |
| 34500 | 04B | Tech Elec Trades Tech Inspector | NONINS | YES | YES |
| 34510 | 04B | Tech Elec Equip Fire Alarm | NONINS | NO | NO |
| 34530 | 04B | Tech AV Electronic Equip | NONINS | NO | NO |
| 34550 | 04B | Tech Intercom Elect Equip | NONINS | NO | NO |
| 34570 | 04B | Tech Energy Mgmt System | NONINS | YES | YES |
| 34970 | 04B | Tech Inventory Control | NONINS | NO | YES |
| 35230 | 04B | Tech Material Handling | NONINS | NO | YES |
| 35240 | 04B | Tech Material Handling M&PO | NONINS | NO | YES |
| 35250 | 04B | Tech Material Handling Lead | NONINS | NO | YES |
| 35540 | 04B | Tech Planning Electrical | NONINS | YES | YES |
| 35560 | 04B | Tech Planning Mechanical | NONINS | YES | YES |
| 35580 | 04B | Tech Planning Structural | NONINS | YES | YES |
| 35870 | 04B | Tech Security Systems | NONINS | YES | YES |
| 35990 | 04B | Tech Vehicle Control | NONINS | YES | YES |
| 36030 | 04B | Tech Redistribution Warehouse | NONINS | NO | YES |
| 36180 | 04B | Stockperson Driver Warehouse | NONINS | NO | NO |

| | | | | | |
|-------|-----|---------------------------------|--------|-----|-----|
| 36200 | 04B | Stockperson Driver Lead Warehs | NONINS | NO | NO |
| 78125 | 04B | Representative Customer Care 1 | NONINS | YES | YES |
| 78135 | 04B | Representative Customer Care 2 | NONINS | YES | YES |
| 78145 | 04B | Representative Customer Care 3 | NONINS | YES | YES |
| 80060 | 04B | Carpenter | NONINS | NO | NO |
| 80100 | 04B | Carpenter Trades Tech Insp | NONINS | YES | YES |
| 80160 | 04B | Finisher Cement | NONINS | NO | NO |
| 80310 | 04B | Worker Construction | NONINS | NO | NO |
| 80660 | 04B | Electrician | NONINS | NO | NO |
| 80665 | 04B | Technician Electric/Electron 1 | NONINS | NO | NO |
| 80675 | 04B | Technician Electric/Electron 2 | NONINS | NO | NO |
| 80700 | 04B | Electrician Trade Tech Insp | NONINS | YES | YES |
| 81910 | 04B | Asst Grounds | NONINS | NO | NO |
| 82260 | 04B | Rep Maintenance Service | NONINS | YES | YES |
| 82350 | 04B | Mech Trans Equipment I | NONINS | NO | NO |
| 82360 | 04B | Mech Maint & Plant Op Equip I | NONINS | NO | NO |
| 82400 | 04B | Mech Trans Equipment II | NONINS | NO | NO |
| 82410 | 04B | Mech Maint & Plant Op Equip II | NONINS | NO | NO |
| 82450 | 04B | Mech Trans Equipment III | NONINS | NO | NO |
| 82460 | 04B | Mech Maint & Plant Op Equip III | NONINS | NO | NO |
| 82510 | 04B | Tech Fence Repair Install | NONINS | NO | NO |
| 82515 | 04B | Worker Maintenance | NONINS | NO | NO |
| 82525 | 04B | Technician Maintenance I | NONINS | NO | NO |
| 82535 | 04B | Technician Maintenance II | NONINS | NO | NO |
| 82550 | 04B | Mech Paint & Body I | NONINS | NO | NO |
| 82600 | 04B | Mech Paint & Body II | NONINS | NO | NO |
| 82660 | 04B | Mech Sheet Metal | NONINS | NO | NO |
| 82700 | 04B | Mech Sheet Metal Trades Tech | NONINS | NO | NO |
| 82750 | 04B | Mech Tire Equipment | NONINS | NO | NO |
| 82900 | 04B | Operator M&PO Equip II | NONINS | NO | NO |
| 82910 | 04B | Operator M&PO Equip I | NONINS | NO | NO |
| 82915 | 04B | Operator Construction Equip I | NONINS | NO | NO |

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|-------|-----|--------------------------------|--------|-----|-----|
| 82925 | 04B | Operator Construction Equip II | NONINS | NO | NO |
| 82960 | 04B | Painter | NONINS | NO | NO |
| 83000 | 04B | Helper Pest Control | NONINS | NO | NO |
| 83060 | 04B | Tech Pest Control | NONINS | NO | NO |
| 83110 | 04B | Plasterer | NONINS | NO | NO |
| 83140 | 04B | Operator Jet Truck | NONINS | NO | NO |
| 83160 | 04B | Plumber | NONINS | NO | NO |
| 83200 | 04B | Plumber Trades Tech Inspector | NONINS | NO | NO |
| 83310 | 04B | Roofer | NONINS | NO | NO |
| 83350 | 04B | Roofer Trades Tech Inspector | NONINS | NO | NO |
| 83560 | 04B | Tech HVAC Repair | NONINS | NO | NO |
| 83610 | 04B | Tech Appliance Refrigeration | NONINS | NO | NO |
| 83665 | 04B | Technician Mechanical I | NONINS | NO | NO |
| 83675 | 04B | Technician Mechanical II | NONINS | NO | NO |
| 83685 | 04B | Technician Mechanical III | NONINS | NO | NO |
| 83760 | 04B | Tech Landscape/Sites | NONINS | NO | NO |
| 83960 | 04B | Mechanic Building I | NONINS | NO | NO |
| 83970 | 04B | Mechanic Building II | NONINS | NO | NO |
| 84000 | 04B | Tech Parts and Supply | NONINS | YES | YES |
| 84050 | 04B | Tech Plumbing Appliance | NONINS | NO | NO |
| 84100 | 04B | Tech Roof Systems | NONINS | NO | NO |
| 84160 | 04B | Tech Irrigation Systems | NONINS | NO | NO |
| 84210 | 04B | Tech Structural Systems | NONINS | NO | NO |
| 84310 | 04B | Helper Trades | NONINS | NO | NO |
| 84910 | 04B | Welder | NONINS | NO | NO |
| 85060 | 04B | Tech Window Lock Repair | NONINS | NO | NO |
| 30230 | 02A | Analyst Cobra/TSA Benefits | NONINS | YES | YES |
| 30480 | 02A | Analyst Info & Appl Support | NONINS | YES | YES |
| 30670 | 02A | Analyst Statistical | NONINS | YES | YES |
| 30730 | 02A | Analyst Bus Track&Compliance | NONINS | YES | YES |
| 30900 | 02A | Asst Distributed Technician | NONINS | YES | YES |
| 30920 | 02A | Asst Paraprofessional I | NONINS | NO | NO |

| | | | | | |
|-------|-----|--------------------------------|--------|-----|-----|
| 30925 | 02A | School Security Monitor | NONINS | NO | NO |
| 30935 | 02A | Liaison Parent/Fam Invmt I | NONINS | NO | YES |
| 31080 | 02A | Attendant PBX Console Info | NONINS | YES | YES |
| 31130 | 02A | Asst Para I / Elem Title I | NONINS | NO | NO |
| 31150 | 02A | Asst Para I / Middle Title I | NONINS | NO | NO |
| 31170 | 02A | Asst Para I / High Title I | NONINS | NO | NO |
| 31180 | 02A | Clerk Accounting I | NONINS | YES | YES |
| 31200 | 02A | Clerk Accounting II | NONINS | YES | YES |
| 31220 | 02A | Clerk Accounting III | NONINS | YES | YES |
| 31230 | 02A | Asst Behavioral/Phys Needs I | NONINS | NO | NO |
| 31240 | 02A | Clerk Accounting IV | NONINS | YES | YES |
| 31260 | 02A | Clerk Accounting DMS IV | NONINS | YES | YES |
| 31280 | 02A | Clerk Accounting/Payroll IV | NONINS | YES | YES |
| 31300 | 02A | Clerk Account Print Svc IV | NONINS | YES | YES |
| 31320 | 02A | Clerk Media I | NONINS | NO | YES |
| 31340 | 02A | Clerk Media II | NONINS | NO | YES |
| 31350 | 02A | Clerk Planning Information I | NONINS | YES | YES |
| 31360 | 02A | Clerk Media Orders I | NONINS | NO | YES |
| 31370 | 02A | Clerk Planning Information II | NONINS | YES | YES |
| 31380 | 02A | Clerk Media Orders II | NONINS | NO | YES |
| 31390 | 02A | Clerk Planning Information III | NONINS | YES | YES |
| 31400 | 02A | Clerk Medical Records | NONINS | YES | YES |
| 31410 | 02A | Assistant Office Support I | NONINS | NO | YES |
| 31420 | 02A | Assistant School Office | NONINS | NO | YES |
| 31421 | 02A | Assistant School Office (Attd) | NONINS | NO | YES |
| 31430 | 02A | Assistant Office Support II | NONINS | NO | YES |
| 31440 | 02A | Clerk Video Library | NONINS | NO | NO |
| 31720 | 02A | Data Processor I | NONINS | NO | YES |
| 31740 | 02A | Data Processor II | NONINS | NO | YES |
| 31960 | 02A | Foreperson Printing Svc | NONINS | NO | NO |
| 32080 | 02A | Schedlr Instr TV Stn Traffic | NONINS | YES | YES |
| 32200 | 02A | Tech Operations Technician II | NONINS | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|--------|-----|-----|
| 32480 | 02A | Operator Bindery | NONINS | NO | NO |
| 32560 | 02A | Operator Tech Operations | NONINS | YES | YES |
| 32600 | 02A | Operator Tech Ops Senior | NONINS | YES | YES |
| 32620 | 02A | Tech Operations Technician I | NONINS | YES | YES |
| 32660 | 02A | Tech Operations Technician III | NONINS | YES | YES |
| 32740 | 02A | Operator Scanner I | NONINS | NO | NO |
| 32760 | 02A | Operator Scanner II | NONINS | NO | NO |
| 32860 | 02A | Operator Digtl Image Dupl I | NONINS | NO | NO |
| 32880 | 02A | Operator Digtl Image Dupl II | NONINS | NO | NO |
| 32900 | 02A | Processor Tech Reports | NONINS | YES | YES |
| 32920 | 02A | Processor Tech Reports Sr | NONINS | YES | YES |
| 33080 | 02A | Receptionist Purchasing | NONINS | YES | YES |
| 33235 | 02A | Tech Police Security 1 | NONINS | NO | NO |
| 33245 | 02A | Tech Police Security 2 | NONINS | NO | NO |
| 33255 | 02A | Tech Police Security 3 | NONINS | NO | NO |
| 33260 | 02A | Emergency Comm Operator | NONINS | NO | NO |
| 33280 | 02A | Emergency Comm Shift Leader | NONINS | NO | NO |
| 33300 | 02A | Emergency Comm Supervisor | NONINS | NO | NO |
| 33440 | 02A | Admin Assistant Non-Conf 1 | NONINS | YES | YES |
| 33470 | 02A | Admin Assistant Non-Conf 2 | NONINS | YES | YES |
| 33530 | 02A | Spec Off Support E&C Srvc | NONINS | NO | YES |
| 33710 | 02A | Asst Technical UBC Inspection | NONINS | YES | YES |
| 33720 | 02A | Tech Accounting | NONINS | YES | YES |
| 33740 | 02A | Tech Capital Budget I | NONINS | YES | YES |
| 33750 | 02A | Tech Capital Budget III | NONINS | YES | YES |
| 33760 | 02A | Tech Capital Budget II | NONINS | YES | YES |
| 33780 | 02A | Tech Accounting Instr Mat | NONINS | YES | YES |
| 33800 | 02A | Tech Accounting Payroll | NONINS | YES | YES |
| 33830 | 02A | Tech Account Payroll Sr | NONINS | YES | YES |
| 33840 | 02A | Tech Accounting Senior | NONINS | YES | YES |
| 33860 | 02A | Tech Accounts Payable I | NONINS | YES | YES |
| 33880 | 02A | Tech Accounts Payable II | NONINS | YES | YES |

| | | | | | |
|-------|-----|-------------------------------|--------|-----|-----|
| 33885 | 02A | Tech Accounts Payable III | NONINS | YES | YES |
| 33900 | 02A | Tech Benefits Data | NONINS | YES | YES |
| 33920 | 02A | Tech Benefits Support | NONINS | YES | YES |
| 33940 | 02A | Tech Benefits I | NONINS | YES | YES |
| 33960 | 02A | Tech Benefits II | NONINS | YES | YES |
| 33980 | 02A | Tech Benefits III | NONINS | YES | YES |
| 34000 | 02A | Tech Benefits Senior | NONINS | YES | YES |
| 34140 | 02A | Tech Claims | NONINS | YES | YES |
| 34160 | 02A | Tech Claims Senior | NONINS | YES | YES |
| 34260 | 02A | Tech Constr Purchasing III | NONINS | YES | YES |
| 34300 | 02A | Tech Data Control | NONINS | YES | YES |
| 34610 | 02A | Tech Federal Grant | NONINS | YES | YES |
| 34620 | 02A | Tech Financial Data Control | NONINS | YES | YES |
| 34650 | 02A | Tech Fiscal Compliance | NONINS | YES | YES |
| 34660 | 02A | Tech FTE Field Support I | NONINS | YES | YES |
| 34665 | 02A | Tech FTE Field Support II | NONINS | YES | YES |
| 34670 | 02A | Tech Trans Dept Emp Svc | NONINS | NO | NO |
| 34780 | 02A | Tech Info Support I | NONINS | YES | YES |
| 34800 | 02A | Tech Info Support II | NONINS | YES | YES |
| 34820 | 02A | Tech Info Support Senior | NONINS | YES | YES |
| 34920 | 02A | Tech Internal Accounts I | NONINS | YES | YES |
| 34940 | 02A | Tech Internal Accounts II | NONINS | YES | YES |
| 34945 | 02A | Tech Internal Accounts III | NONINS | YES | YES |
| 34980 | 02A | Tech Lib Med Svc Help Desk I | NONINS | YES | YES |
| 35000 | 02A | Tech Lib Med Svc Help Desk II | NONINS | YES | YES |
| 35080 | 02A | Tech Operations Technician Sr | NONINS | YES | YES |
| 35260 | 02A | Tech Media Automation I | NONINS | YES | YES |
| 35280 | 02A | Tech Media Automation II | NONINS | YES | YES |
| 35300 | 02A | Tech Media Automation Sr | NONINS | YES | YES |
| 35320 | 02A | Tech Media Orders | NONINS | YES | YES |
| 35330 | 02A | Tech Multicultural Ed Grant | NONINS | YES | YES |
| 35350 | 02A | Tech Migrant Prog Title I Grt | NONINS | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|--------|-----|-----|
| 35470 | 02A | Tech Human Resources I | NONINS | YES | YES |
| 35490 | 02A | Tech Human Resources II | NONINS | YES | YES |
| 35510 | 02A | Tech Research Eval & Assmt | NONINS | YES | YES |
| 35570 | 02A | Tech Human Resources III | NONINS | YES | YES |
| 35600 | 02A | Tech Pre K Grant | NONINS | YES | YES |
| 35630 | 02A | Tech Human Resources Sr | NONINS | YES | YES |
| 35670 | 02A | Tech Capital Assets | NONINS | YES | YES |
| 35680 | 02A | Tech Purchasing Coding | NONINS | YES | YES |
| 35700 | 02A | Tech Purchasing Help Desk | NONINS | YES | YES |
| 35720 | 02A | Tech Purchasing I | NONINS | YES | YES |
| 35740 | 02A | Tech Purchasing II | NONINS | YES | YES |
| 35760 | 02A | Tech Purchasing III Senior | NONINS | YES | YES |
| 35770 | 02A | Tech Constr Purchasing Sr | NONINS | YES | YES |
| 35780 | 02A | Tech Records I DMS | NONINS | NO | NO |
| 35800 | 02A | Tech Records II DMS | NONINS | NO | NO |
| 35820 | 02A | Tech Records Senior | NONINS | YES | YES |
| 35840 | 02A | Tech Retiree Insurance | NONINS | YES | YES |
| 35940 | 02A | Tech User Support I | NONINS | YES | YES |
| 35960 | 02A | Tech User Support II | NONINS | YES | YES |
| 36140 | 02A | Treasurer School I | NONINS | NO | YES |
| 36160 | 02A | Treasurer School II | NONINS | NO | YES |
| 36320 | 02A | Rep Trans Customer Svc | NONINS | YES | YES |
| 36330 | 02A | Tech Risk Management | NONINS | YES | YES |
| 62000 | 02A | Asst Instr Technical Support | NONINS | NO | YES |
| 62070 | 02A | Tech Secondary Technology Supp | NONINS | NO | YES |
| 90000 | 02A | Educator Client Resource | NONINS | NO | YES |
| 90400 | 02A | Admin Assistant Comm School | NONINS | NO | YES |
| 91300 | 02A | Facilitator ESOL Comm Lang | NONINS | NO | YES |
| 93310 | 02A | Counselor AfterSchool | NONINS | NO | NO |
| 30910 | 00Z | Asst Campus | NONINS | NO | NO |
| 31550 | 00Z | Coor Leased Facilities | NONINS | NO | YES |
| 32445 | 00Z | Temp Testing Coordinator | NONINS | NO | YES |

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|-------|-----|--------------------------------|--------|-----|-----|
| 33185 | ooZ | Temp Driver Trainee Bus | NONINS | NO | NO |
| 33195 | ooZ | Driver Bus Substitute | NONINS | NO | NO |
| 33665 | ooZ | Temp Midnight Shift Supervisor | NONINS | NO | NO |
| 33666 | ooZ | Temp Security Supervisor | NONINS | NO | NO |
| 35930 | ooZ | Temp Theater Equip Tech | NONINS | NO | NO |
| 36050 | ooZ | Temp Leader Recreation | NONINS | NO | NO |
| 36055 | ooZ | Pool Lifeguard | NONINS | NO | NO |
| 36060 | ooZ | Temp Admin Support | NONINS | YES | YES |
| 36065 | ooZ | Temp Administration Support | NONINS | YES | YES |
| 36070 | ooZ | Temp School Psych Intern | NONINS | NO | YES |
| 36110 | ooZ | Temp Director | NONINS | NO | YES |
| 36130 | ooZ | Temp Technology Asst | NONINS | YES | YES |
| 36150 | ooZ | Temp Student Nongrad | NONINS | NO | YES |
| 36155 | ooZ | Temp Student Voc Intern | NONINS | NO | NO |
| 36210 | ooZ | Temp Child Care | NONINS | NO | NO |
| 36250 | ooZ | Temp Security | NONINS | NO | NO |
| 36290 | ooZ | Temp Student Grad | NONINS | NO | YES |
| 36310 | ooZ | Temp Judge for Audition | NONINS | NO | YES |
| 36400 | ooZ | Temp Detention Nonins | NONINS | NO | NO |
| 36415 | ooZ | Temp Title I School Liaison | NONINS | NO | YES |
| 60710 | ooZ | Coach P/T Athletic Cert Season | NONINS | NO | NO |
| 60735 | ooZ | Temp Activities Support | NONINS | NO | NO |
| 62090 | ooZ | Temp Stdnt Monitor Aftr/SfSchs | NONINS | NO | NO |
| 63051 | ooZ | Temp NC Tutor Long Term | NONINS | NO | YES |
| 63052 | ooZ | Temp NC Tutor Short Term | NONINS | NO | YES |
| 63053 | ooZ | Temp NC Tutor BA/S Short Term | NONINS | NO | YES |
| 63054 | ooZ | Temp NC Tutor BA/S Long Term | NONINS | NO | YES |
| 73201 | ooZ | Temp Hlth Rm Designee/Adm Supp | NONINS | NO | NO |
| 73205 | ooZ | Temp Case Researcher | NONINS | NO | YES |
| 93350 | ooZ | Counselor in Training Temp | NONINS | NO | NO |
| 93360 | ooZ | Counselor in Training Sr Temp | NONINS | NO | NO |
| 31570 | o1T | Counselor Family | INSTR | NO | YES |

| | | | | | |
|-------|-----|--------------------------------|-------|----|-----|
| 50000 | 01T | Tch Elem Art | INSTR | NO | YES |
| 50001 | 01T | Tch Middle Art | INSTR | NO | YES |
| 50002 | 01T | Tch High Art | INSTR | NO | YES |
| 50100 | 01T | Tch High Computer Science | INSTR | NO | YES |
| 50101 | 01T | Tch Middle Computer Science | INSTR | NO | YES |
| 50102 | 01T | Tch Elem Computer Science | INSTR | NO | YES |
| 50200 | 01T | Tch High Drivers Education | INSTR | NO | YES |
| 50250 | 01T | Tch Elem Alternative Ed | INSTR | NO | YES |
| 50300 | 01T | Tch Elementary 1 | INSTR | NO | YES |
| 50350 | 01T | Tch Elementary 2 | INSTR | NO | YES |
| 50400 | 01T | Tch Elementary 3 | INSTR | NO | YES |
| 50430 | 01T | Tch Middle Alternative Ed | INSTR | NO | YES |
| 50450 | 01T | Tch Elementary 4 | INSTR | NO | YES |
| 50462 | 01T | Tch Student Intern | INSTR | NO | YES |
| 50470 | 01T | Tch Elem Reading Coach | INSTR | NO | YES |
| 50471 | 01T | Tch Middle Reading Coach | INSTR | NO | YES |
| 50472 | 01T | Tch High Reading Coach | INSTR | NO | YES |
| 50473 | 01T | Tch Other Reading Coach | INSTR | NO | YES |
| 50480 | 01T | Tch Literacy Coach | INSTR | NO | YES |
| 50481 | 01T | Tch Writing Coach | INSTR | NO | YES |
| 50490 | 01T | Tch Elem Math Coach | INSTR | NO | YES |
| 50491 | 01T | Tch Middle Math Coach | INSTR | NO | YES |
| 50492 | 01T | Tch High Math Coach | INSTR | NO | YES |
| 50493 | 01T | Tch Other Math Coach | INSTR | NO | YES |
| 50500 | 01T | Tch Elementary 5 | INSTR | NO | YES |
| 50510 | 01T | Tch Science Coach | INSTR | NO | YES |
| 50520 | 01T | Tch Middle ESOL Math | INSTR | NO | YES |
| 50530 | 01T | Tch Sec ESOL Math | INSTR | NO | YES |
| 50540 | 01T | Tch Middle ESOL Science | INSTR | NO | YES |
| 50550 | 01T | Tch Elementary 6 | INSTR | NO | YES |
| 50560 | 01T | Tch Sec ESOL Science | INSTR | NO | YES |
| 50570 | 01T | Tch Middle ESOL Social Science | INSTR | NO | YES |

| | | | | | |
|-------|-----|------------------------------|-------|----|-----|
| 50580 | 01T | Tch Sec ESOL Social Science | INSTR | NO | YES |
| 50590 | 01T | Tch Middle ESOL Lang Arts | INSTR | NO | YES |
| 50610 | 01T | Tch Basic Chapter I | INSTR | NO | YES |
| 50620 | 01T | Tch Elem Math Sci Coach | INSTR | NO | YES |
| 50621 | 01T | Tch Mid Math/Science Coach | INSTR | NO | YES |
| 50622 | 01T | Tch High Math/Science Coach | INSTR | NO | YES |
| 50630 | 01T | Tch Bus Data Proc 7-G Voc | INSTR | NO | YES |
| 50650 | 01T | Tch Elem Bilingual | INSTR | NO | YES |
| 50700 | 01T | Tch Elem ESOL | INSTR | NO | YES |
| 50710 | 01T | Tch High ESOL | INSTR | NO | YES |
| 50711 | 01T | Tch Middle ESOL | INSTR | NO | YES |
| 50720 | 01T | Tch Expert in Field | INSTR | NO | YES |
| 50730 | 01T | Tch ESOL School Contact | INSTR | NO | YES |
| 50740 | 01T | Tch Foreign Exchange | INSTR | NO | YES |
| 50750 | 01T | Tch Elem Kindergarten | INSTR | NO | YES |
| 50800 | 01T | Tch Elem Intermediate 4-5 | INSTR | NO | YES |
| 50850 | 01T | Tch Elem Prekindergarten | INSTR | NO | YES |
| 50900 | 01T | Tch Elem Physical Education | INSTR | NO | YES |
| 50950 | 01T | Tch Elem Primary 1-3 | INSTR | NO | YES |
| 51000 | 01T | Tch Elem Primary Resource | INSTR | NO | YES |
| 51020 | 01T | Tch Elem Resource | INSTR | NO | YES |
| 51050 | 01T | Tch Elem Tutor Reading | INSTR | NO | YES |
| 51055 | 01T | Tch Elem Science | INSTR | NO | YES |
| 51100 | 01T | Tch High Health | INSTR | NO | YES |
| 51101 | 01T | Tch Middle Health | INSTR | NO | YES |
| 51102 | 01T | Tch Elem Health | INSTR | NO | YES |
| 51150 | 01T | Tch Middle English 6-8 | INSTR | NO | YES |
| 51200 | 01T | Tch Middle Integrated Curric | INSTR | NO | YES |
| 51250 | 01T | Tch Middle Math 6-8 | INSTR | NO | YES |
| 51300 | 01T | Tch Middle Science 6-8 | INSTR | NO | YES |
| 51350 | 01T | Tch Middle Social Science | INSTR | NO | YES |
| 51370 | 01T | Tch Middle Physical Ed | INSTR | NO | YES |

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|-------|-----|-------------------------------|-------|----|-----|
| 51400 | 01T | Tch Migrant Chapter I | INSTR | NO | YES |
| 51410 | 01T | Tch Title II | INSTR | NO | YES |
| 51450 | 01T | Tch Elem Music | INSTR | NO | YES |
| 51451 | 01T | Tch Middle Music | INSTR | NO | YES |
| 51452 | 01T | Tch High Music | INSTR | NO | YES |
| 51500 | 01T | Tch Occupational Specialist | INSTR | NO | YES |
| 51510 | 01T | Tch Career Specialist | INSTR | NO | YES |
| 51540 | 01T | Tch Peer Counseling | INSTR | NO | YES |
| 51550 | 01T | Tch Permanent Substitute | INSTR | NO | YES |
| 51600 | 01T | Tch Physical Therapist | INSTR | NO | YES |
| 51610 | 01T | Tch Occupational Therapist | INSTR | NO | YES |
| 51650 | 01T | Tch ROTC | INSTR | NO | YES |
| 51651 | 01T | Tch ROTC Marines | INSTR | NO | YES |
| 51652 | 01T | Tch ROTC Air Force | INSTR | NO | YES |
| 51653 | 01T | Tch ROTC Navy | INSTR | NO | YES |
| 51654 | 01T | Tch ROTC Army | INSTR | NO | YES |
| 51700 | 01T | Tch Sec Alternative Ed | INSTR | NO | YES |
| 51730 | 01T | Tch Middle Foreign Lang | INSTR | NO | YES |
| 51750 | 01T | Tch Sec Biology | INSTR | NO | YES |
| 51790 | 01T | Tch Middle Other | INSTR | NO | YES |
| 51800 | 01T | Tch Sec Chemistry | INSTR | NO | YES |
| 51850 | 01T | Tch Sec Earth Space Science | INSTR | NO | YES |
| 51900 | 01T | Tch Sec English 9-12 | INSTR | NO | YES |
| 51910 | 01T | Tch Middle Journalism 6-8 | INSTR | NO | YES |
| 51920 | 01T | Tch High Journalism | INSTR | NO | YES |
| 51930 | 01T | Tch High In School Suspension | INSTR | NO | YES |
| 51931 | 01T | Tch Mid In School Suspension | INSTR | NO | YES |
| 51932 | 01T | Tch Elem In School Suspension | INSTR | NO | YES |
| 51950 | 01T | Tch Sec ESOL Language Arts | INSTR | NO | YES |
| 52000 | 01T | Tch Sec Math 9-12 | INSTR | NO | YES |
| 52050 | 01T | Tch Sec Medical | INSTR | NO | YES |
| 52100 | 01T | Tch Sec Other | INSTR | NO | YES |

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|-------|-----|------------------------------|-------|----|-----|
| 52150 | 01T | Tch Sec Physical Education | INSTR | NO | YES |
| 52200 | 01T | Tch Sec Physics | INSTR | NO | YES |
| 52220 | 01T | Tch Sec Resource | INSTR | NO | YES |
| 52250 | 01T | Tch Other K-12 | INSTR | NO | YES |
| 52300 | 01T | Tch High School Reading | INSTR | NO | YES |
| 52301 | 01T | Tch Middle Reading | INSTR | NO | YES |
| 52350 | 01T | Tch Sec Science 9-12 | INSTR | NO | YES |
| 52380 | 01T | Tch Middle Economics | INSTR | NO | YES |
| 52390 | 01T | Tch High Economics | INSTR | NO | YES |
| 52400 | 01T | Tch Sec Social Science | INSTR | NO | YES |
| 52410 | 01T | Tch Middle Geography 6-8 | INSTR | NO | YES |
| 52420 | 01T | Tch High Geography | INSTR | NO | YES |
| 52430 | 01T | Tch Middle History 6-8 | INSTR | NO | YES |
| 52440 | 01T | Tch High History | INSTR | NO | YES |
| 52450 | 01T | Tch Sec Speech Debate | INSTR | NO | YES |
| 52460 | 01T | Tch Middle Political Sci 6-8 | INSTR | NO | YES |
| 52470 | 01T | Tch High Political Science | INSTR | NO | YES |
| 52480 | 01T | Tch Middle Psychology 6-8 | INSTR | NO | YES |
| 52490 | 01T | Tch High Psychology | INSTR | NO | YES |
| 52510 | 01T | Tch Middle Sociology 6-8 | INSTR | NO | YES |
| 52520 | 01T | Tch High Sociology | INSTR | NO | YES |
| 52530 | 01T | Tch School Social Worker | INSTR | NO | YES |
| 52540 | 01T | Tch Middle Humanities 6-8 | INSTR | NO | YES |
| 52550 | 01T | Tch Dance | INSTR | NO | YES |
| 52560 | 01T | Tch High Humanities | INSTR | NO | YES |
| 52600 | 01T | Tch Dance (No Cert Req) | INSTR | NO | YES |
| 52650 | 01T | Tch High Drama | INSTR | NO | YES |
| 52651 | 01T | Tch Middle Drama | INSTR | NO | YES |
| 52652 | 01T | Tch Elem Drama | INSTR | NO | YES |
| 52700 | 01T | Tch ESE Autistic | INSTR | NO | YES |
| 52710 | 01T | Tch Homebound | INSTR | NO | YES |
| 52750 | 01T | Tch ESE EH | INSTR | NO | YES |

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|-------|-----|---------------------------------|-------|----|-----|
| 52800 | 01T | Tch ESE Hearing Impaired | INSTR | NO | YES |
| 52850 | 01T | Tch ESE EMH | INSTR | NO | YES |
| 52900 | 01T | Tch ESE Other | INSTR | NO | YES |
| 52950 | 01T | Tch ESE Physically Impaired | INSTR | NO | YES |
| 53000 | 01T | Tch ESE PMH | INSTR | NO | YES |
| 53010 | 01T | Tch ESE Pre K | INSTR | NO | YES |
| 53050 | 01T | Tch ESE SED | INSTR | NO | YES |
| 53100 | 01T | Tch ESE SLD | INSTR | NO | YES |
| 53150 | 01T | Tch ESE Speech Lang Imp Cert | INSTR | NO | YES |
| 53200 | 01T | Tch ESE Speech Path License | INSTR | NO | YES |
| 53250 | 01T | Tch ESE Intellect Disabled | INSTR | NO | YES |
| 53300 | 01T | Tch ESE VE | INSTR | NO | YES |
| 53350 | 01T | Tch ESE Visually Impaired | INSTR | NO | YES |
| 53400 | 01T | Tch Sec Foreign Lang Chinese | INSTR | NO | YES |
| 53450 | 01T | Tch Sec Foreign Lang French | INSTR | NO | YES |
| 53500 | 01T | Tch Sec Foreign Lang German | INSTR | NO | YES |
| 53550 | 01T | Tch Sec Foreign Lang Greek | INSTR | NO | YES |
| 53600 | 01T | Tch Sec Foreign Lang Hebrew | INSTR | NO | YES |
| 53650 | 01T | Tch Sec Foreign Lang Italian | INSTR | NO | YES |
| 53700 | 01T | Tch Sec Foreign Lang Japanese | INSTR | NO | YES |
| 53750 | 01T | Tch Sec Foreign Language | INSTR | NO | YES |
| 53800 | 01T | Tch Sec Foreign Lang Portuguese | INSTR | NO | YES |
| 53810 | 01T | Tch Voc WE State | INSTR | NO | YES |
| 53850 | 01T | Tch Sec Foreign Lang Russian | INSTR | NO | YES |
| 53900 | 01T | Tch Sec Foreign Lang Spanish | INSTR | NO | YES |
| 53950 | 01T | Tch Elem Gifted | INSTR | NO | YES |
| 53951 | 01T | Tch Elem Gifted K-3 | INSTR | NO | YES |
| 53952 | 01T | Tch Elem Gifted 4-5 | INSTR | NO | YES |
| 54000 | 01T | Tch Middle Gifted English 6-8 | INSTR | NO | YES |
| 54050 | 01T | Tch Middle Gifted Gen Sci 6-8 | INSTR | NO | YES |
| 54100 | 01T | Tch Middle Gifted Math 6-8 | INSTR | NO | YES |
| 54150 | 01T | Tch Middle Gifted Soc Sci 6-8 | INSTR | NO | YES |

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|-------|-----|-------------------------------|-------|----|-----|
| 54200 | 01T | Tch Sec Gifted Biology | INSTR | NO | YES |
| 54250 | 01T | Tch Sec Gifted Chemistry | INSTR | NO | YES |
| 54300 | 01T | Tch Sec Gift Earth Sp Science | INSTR | NO | YES |
| 54350 | 01T | Tch Sec Gifted English | INSTR | NO | YES |
| 54400 | 01T | Tch Sec Gifted Math | INSTR | NO | YES |
| 54450 | 01T | Tch Sec Gifted Science | INSTR | NO | YES |
| 54500 | 01T | Tch Sec Gifted Social Science | INSTR | NO | YES |
| 54550 | 01T | Tch Sec Gifted Physics | INSTR | NO | YES |
| 54560 | 01T | Tch Elem Supp Academic Inst | INSTR | NO | YES |
| 54561 | 01T | Tch Mid Supp Academic Inst | INSTR | NO | YES |
| 54650 | 01T | Tch Adult Education | INSTR | NO | YES |
| 54652 | 01T | Tch High Supp Academic Inst | INSTR | NO | YES |
| 54700 | 01T | Tch Vocational 6-12 | INSTR | NO | YES |
| 54740 | 01T | Tch Voc AC & Heat Mech Dist | INSTR | NO | YES |
| 54750 | 01T | Tch Voc Agriculture | INSTR | NO | YES |
| 54760 | 01T | Tch Voc Auto Mechanics Dist | INSTR | NO | YES |
| 54770 | 01T | Tch Voc Building Maint Dist | INSTR | NO | YES |
| 54780 | 01T | Tch Voc Carpentry District | INSTR | NO | YES |
| 54790 | 01T | Tch Voc Commercial Art Dist | INSTR | NO | YES |
| 54800 | 01T | Tch Voc Business Education | INSTR | NO | YES |
| 54810 | 01T | Tch Voc Diesel Mech Dist | INSTR | NO | YES |
| 54820 | 01T | Tch Voc Drafting District | INSTR | NO | YES |
| 54830 | 01T | Tch Voc Electrical District | INSTR | NO | YES |
| 54840 | 01T | Tch Voc Electronics District | INSTR | NO | YES |
| 54850 | 01T | Tch Voc Cosmetology District | INSTR | NO | YES |
| 54860 | 01T | Tch Voc Printing District | INSTR | NO | YES |
| 54870 | 01T | Tch Voc Quantity Foods Dist | INSTR | NO | YES |
| 54880 | 01T | Tch Voc TV Prod Tech Dist | INSTR | NO | YES |
| 54890 | 01T | Tch Voc Welding District | INSTR | NO | YES |
| 54900 | 01T | Tch Voc DCT | INSTR | NO | YES |
| 54910 | 01T | Tch Voc Auto Body District | INSTR | NO | YES |
| 54920 | 01T | Tch Voc Auto Detailing Dist | INSTR | NO | YES |

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|-------|-----|-------------------------------|-------|----|-----|
| 54930 | 01T | Tch Voc Building Const Dist | INSTR | NO | YES |
| 54940 | 01T | Tch Voc Photography District | INSTR | NO | YES |
| 54950 | 01T | Tch Voc DE | INSTR | NO | YES |
| 54960 | 01T | Tch Voc Engineer District | INSTR | NO | YES |
| 54970 | 01T | Tch Voc Auto Upholstery Dist | INSTR | NO | YES |
| 54980 | 01T | Tch Voc Bank & Finance Dist | INSTR | NO | YES |
| 54990 | 01T | Tch Voc Biomed Equip Tech | INSTR | NO | YES |
| 55000 | 01T | Tch Voc Exploratory | INSTR | NO | YES |
| 55010 | 01T | Tch Voc Bus Data Proc | INSTR | NO | YES |
| 55020 | 01T | Tch Voc Bus Mgmt/Own Dist | INSTR | NO | YES |
| 55030 | 01T | Tch Voc Cab Woodwork Dist | INSTR | NO | YES |
| 55040 | 01T | Tch Voc Comp Service Dist | INSTR | NO | YES |
| 55050 | 01T | Tch Voc Fam Con Sci Cert | INSTR | NO | YES |
| 55060 | 01T | Tch Voc Corr Officer District | INSTR | NO | YES |
| 55070 | 01T | Tch Voc Dental Asst District | INSTR | NO | YES |
| 55080 | 01T | Tch Voc Gas Engine Rep Dist | INSTR | NO | YES |
| 55090 | 01T | Tch Voc Market Mgmt Dist | INSTR | NO | YES |
| 55100 | 01T | Tch Voc Graphic Arts District | INSTR | NO | YES |
| 55110 | 01T | Tch Voc Motorcycle Mech Dist | INSTR | NO | YES |
| 55120 | 01T | Tch Voc Occ Safety & Health | INSTR | NO | YES |
| 55130 | 01T | Tch Voc Painting District | INSTR | NO | YES |
| 55140 | 01T | Tch Voc Plumbing District | INSTR | NO | YES |
| 55150 | 01T | Tch Voc Health Occup District | INSTR | NO | YES |
| 55160 | 01T | Tch Voc Seamanship District | INSTR | NO | YES |
| 55170 | 01T | Tch Mid Exp Car Tech Wheel | INSTR | NO | YES |
| 55200 | 01T | Tch Voc Home Ec Occup Dist | INSTR | NO | YES |
| 55250 | 01T | Tch Voc Ind Arts Tech Cert | INSTR | NO | YES |
| 55260 | 01T | Tch Marketing | INSTR | NO | YES |
| 55300 | 01T | Tch Voc Nurse District | INSTR | NO | YES |
| 55400 | 01T | Tch Voc Trades District | INSTR | NO | YES |
| 55410 | 01T | Tch Voc Telecomm District | INSTR | NO | YES |
| 55420 | 01T | Tch Voc Law Enforce Dist | INSTR | NO | YES |

| | | | | | |
|-------|-----|--------------------------------|-------|----|-----|
| 55430 | 01T | Tch Voc Masonry 6-12 Dist | INSTR | NO | YES |
| 55450 | 01T | Tch Voc VOE | INSTR | NO | YES |
| 55500 | 01T | Tch Voc Theater District | INSTR | NO | YES |
| 55510 | 01T | Tch Wicat Coordinator | INSTR | NO | YES |
| 55860 | 01T | Tch Elem Reading | INSTR | NO | YES |
| 55870 | 01T | Tch Elem Foreign Language | INSTR | NO | YES |
| 61000 | 01T | Tch ESE Coordinator | INSTR | NO | YES |
| 61100 | 01T | Tch Elem ESOL Coor | INSTR | NO | YES |
| 61101 | 01T | Tch Middle ESOL Coor | INSTR | NO | YES |
| 61102 | 01T | Tch High ESOL Coor | INSTR | NO | YES |
| 61200 | 01T | Tch Magnet Coordinator | INSTR | NO | YES |
| 61300 | 01T | Tch Technology Coordinator | INSTR | NO | YES |
| 61405 | 01T | Tch Assessment Coordinator | INSTR | NO | YES |
| 61500 | 01T | Tch Adult Guidance Counselor | INSTR | NO | YES |
| 61600 | 01T | Tch Elem Cert School Counselor | INSTR | NO | YES |
| 61700 | 01T | Tch Sec Cert School Counselor | INSTR | NO | YES |
| 61710 | 01T | Tch ESOL Cert School Counselor | INSTR | NO | YES |
| 61720 | 01T | Tch Mid Cert School Counselor | INSTR | NO | YES |
| 61730 | 01T | Tch Middle Foreign Lang | INSTR | NO | YES |
| 61900 | 01T | Tch Voc Guidance Counselor | INSTR | NO | YES |
| 62400 | 01T | Tch ESE Audiologist | INSTR | NO | YES |
| 62600 | 01T | Tch ESE Crisis Intervention | INSTR | NO | YES |
| 62800 | 01T | Tch Elem Media Specialist | INSTR | NO | YES |
| 62900 | 01T | Tch Middle Media Specialist | INSTR | NO | YES |
| 63000 | 01T | Tch Sec Media Specialist | INSTR | NO | YES |
| 63100 | 01T | Tch Parent Liaison | INSTR | NO | YES |
| 63300 | 01T | Tch ESOL Resource | INSTR | NO | YES |
| 63310 | 01T | Tch Area ESOL Resource | INSTR | NO | YES |
| 63320 | 01T | Tch ESOL Dist Coor Curriculum | INSTR | NO | YES |
| 63330 | 01T | Tch ESOL Dist Coor Compliance | INSTR | NO | YES |
| 63400 | 01T | Tch Resource Non School | INSTR | NO | YES |
| 63410 | 01T | Tch Learning Team Facilitator | INSTR | NO | YES |

| | | | | | |
|-------|-----|--------------------------------|-------|-----|-----|
| 63415 | 01T | Tch Response to Intervention | INSTR | NO | YES |
| 63425 | 01T | Tch Resource Staff Development | INSTR | NO | YES |
| 63500 | 01T | Tch School Psychologist | INSTR | NO | YES |
| 63600 | 01T | Tch Special Assignment | INSTR | NO | YES |
| 36090 | 00Z | Temp Gen Int Instr | INSTR | NO | YES |
| 36300 | 00Z | Temp Detention Instr | INSTR | NO | YES |
| 50150 | 00Z | Tch Day to Day Substitute | INSTR | NO | YES |
| 50460 | 00Z | Tch Intern AIT | INSTR | NO | YES |
| 52500 | 00Z | Temp Tch Artist in Res | INSTR | NO | YES |
| 54600 | 00Z | Temp Adult Ed Teacher | INSTR | NO | YES |
| 54601 | 00Z | Temp Adult Ed Teacher (Glades) | INSTR | NO | YES |
| 54610 | 00Z | Temp Adult Comm Educ Sub | INSTR | NO | YES |
| 54620 | 00Z | Temp Tch Addtl School | INSTR | NO | YES |
| 54720 | 00Z | Temp Tch Adjunct | INSTR | NO | YES |
| 62035 | 00Z | Temp Test Item Writer | INSTR | YES | YES |
| 62040 | 00Z | Temp Curriculum Writer | INSTR | YES | YES |
| 62045 | 00Z | Temp Test Item Reviewer | INSTR | YES | YES |
| 62050 | 00Z | Temp Tutor Certified | INSTR | NO | YES |
| 62051 | 00Z | Temp Cert Tutor Long Term | INSTR | NO | YES |
| 62052 | 00Z | Temp Cert Tutor Short Term | INSTR | NO | YES |
| 62060 | 00Z | Temp Instructor Comm Educ | INSTR | NO | YES |
| 62065 | 00Z | Temp Instructor Career Tech | INSTR | NO | YES |
| 62715 | 00Z | Temp Tch Homebound | INSTR | NO | YES |
| 92800 | 00Z | Advisor Academic | INSTR | NO | YES |
| 30040 | 08S | Agent Construction Purchasing | ADMIN | YES | YES |
| 31115 | 08S | Auditor II | ADMIN | YES | YES |
| 31116 | 08S | Investigator II | ADMIN | YES | YES |
| 32160 | 08S | Liaison Juvenile Court | ADMIN | NO | YES |
| 32290 | 08S | Mgr SFS Operations | ADMIN | YES | YES |
| 32310 | 08S | Mgr FHESC Building | ADMIN | NO | YES |
| 32450 | 08S | Mgr Utilities Energy | ADMIN | YES | YES |
| 33310 | 08S | Major School Police | ADMIN | NO | YES |

| | | | | | |
|-------|-----|--------------------------------|-------|-----|-----|
| 33320 | o8S | Lieutenant School Police | ADMIN | NO | YES |
| 33330 | o8S | Captain School Police | ADMIN | NO | YES |
| 33500 | o8S | Spec Geographic Info Systems | ADMIN | YES | YES |
| 35595 | o8S | Spec Graphics | ADMIN | YES | YES |
| 60380 | o8S | Spec SFS Field | ADMIN | YES | YES |
| 60800 | o8S | Coor ESE Area | ADMIN | YES | YES |
| 60805 | o8S | Coor - ESOL Instructional | ADMIN | YES | YES |
| 60815 | o8S | Specialist ESOL Instructional | ADMIN | YES | YES |
| 60850 | o8S | Dir School Improvement | ADMIN | YES | YES |
| 60870 | o8S | Dir Resource Development | ADMIN | YES | YES |
| 60900 | o8S | Coor ESE Procedural Comp | ADMIN | YES | YES |
| 62100 | o8S | Leader Instr Support Team | ADMIN | NO | YES |
| 62300 | o8S | Prog Planner Instruction | ADMIN | YES | YES |
| 62305 | o8S | Prog Planner-Curr Dev&Sch Impv | ADMIN | YES | YES |
| 62315 | o8S | Prog Planner-CC, Equity&Access | ADMIN | YES | YES |
| 63255 | o8S | Spec Acad Func/Proj/Programs | ADMIN | YES | YES |
| 63610 | o8S | Spec Claims | ADMIN | YES | YES |
| 70000 | o8S | Accountant IV | ADMIN | YES | YES |
| 70050 | o8S | Coor Capital Projects Senior | ADMIN | YES | YES |
| 70060 | o8S | Administrator Projects Senior | ADMIN | YES | YES |
| 70070 | o8S | Administrator Program Data | ADMIN | YES | YES |
| 70080 | o8S | Agent Purchasing (Senior) | ADMIN | YES | YES |
| 70090 | o8S | Inspector Fire & Safety | ADMIN | YES | YES |
| 70100 | o8S | Analyst Financial Senior | ADMIN | YES | YES |
| 70110 | o8S | Inspector Fire & Safety Sr | ADMIN | YES | YES |
| 70120 | o8S | Analyst ESE Budget | ADMIN | YES | YES |
| 70130 | o8S | Architect District | ADMIN | YES | YES |
| 70160 | o8S | Spec IT Solutions I | ADMIN | YES | YES |
| 70170 | o8S | Architect | ADMIN | YES | YES |
| 70190 | o8S | Superintendent-Area | ADMIN | YES | YES |
| 70200 | o8S | Mgr ESE | ADMIN | YES | YES |
| 70210 | o8S | Mgr Leaves & Retirement | ADMIN | YES | YES |

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|-------|-----|--------------------------------|-------|-----|-----|
| 70230 | o8S | Mgr Personnel Compliance | ADMIN | YES | YES |
| 70245 | o8S | Dir Investigation | ADMIN | YES | YES |
| 70370 | o8S | Mgr Multicultural Ed | ADMIN | YES | YES |
| 70395 | o8S | Supt Instructional | ADMIN | YES | YES |
| 70400 | o8S | Dir Audit | ADMIN | YES | YES |
| 70405 | o8S | Inspector General | ADMIN | YES | YES |
| 70410 | o8S | Gen Mgr Facilities Projects | ADMIN | YES | YES |
| 70430 | o8S | Dir Construction /Prin Liaison | ADMIN | YES | YES |
| 70435 | o8S | Officer Compliance & Qlty Assr | ADMIN | YES | YES |
| 70440 | o8S | Auditor SRI | ADMIN | YES | YES |
| 70441 | o8S | Investigator Senior I | ADMIN | YES | YES |
| 70445 | o8S | Auditor Senior II | ADMIN | YES | YES |
| 70446 | o8S | Investigator Senior II | ADMIN | YES | YES |
| 70495 | o8S | Supt Regional | ADMIN | YES | YES |
| 70565 | o8S | Deputy Chief Facilities Mgmt | ADMIN | YES | YES |
| 70570 | o8S | Chief of Staff | ADMIN | YES | YES |
| 70575 | o8S | Supt Asst Professional Growth | ADMIN | YES | YES |
| 70585 | o8S | Supt Asst Choice & Innovation | ADMIN | YES | YES |
| 70595 | o8S | Chief Facilities Management | ADMIN | YES | YES |
| 70600 | o8S | Chief Financial Officer | ADMIN | YES | YES |
| 70605 | o8S | Deputy Chief Financial Officer | ADMIN | YES | YES |
| 70610 | o8S | Chief Operating Officer | ADMIN | YES | YES |
| 70635 | o8S | Chief Off Strat Comm & Engagmt | ADMIN | YES | YES |
| 70645 | o8S | Manager Engagement | ADMIN | YES | YES |
| 70650 | o8S | Chief Information Officer | ADMIN | YES | YES |
| 70655 | o8S | Spec Media Relations | ADMIN | YES | YES |
| 70660 | o8S | Coor Equal Emplmt Opportunity | ADMIN | YES | YES |
| 70665 | o8S | Spec Executive Communications | ADMIN | YES | YES |
| 70670 | o8S | Chief Academic Officer | ADMIN | YES | YES |
| 70675 | o8S | Spec Marketing | ADMIN | YES | YES |
| 70680 | o8S | Coor Interior Design | ADMIN | YES | YES |
| 70685 | o8S | Spec Engagement | ADMIN | YES | YES |

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|-------|-----|----------------------------------|-------|-----|-----|
| 70690 | o8S | Chief Negotiator | ADMIN | YES | YES |
| 70700 | o8S | Coor Magnet Programs | ADMIN | YES | YES |
| 70710 | o8S | Mgr Marketing & Commicatns | ADMIN | YES | YES |
| 70715 | o8S | Dir Communications | ADMIN | YES | YES |
| 70740 | o8S | Coor Projects | ADMIN | YES | YES |
| 70770 | o8S | Coor Special Projects | ADMIN | YES | YES |
| 70800 | o8S | Attorney Senior | ADMIN | YES | YES |
| 70805 | o8S | Attorney Associate | ADMIN | YES | YES |
| 70820 | o8S | Counsel Deputy General | ADMIN | YES | YES |
| 70840 | o8S | Counsel General Assistant | ADMIN | YES | YES |
| 70855 | o8S | Counsel for Inspector General | ADMIN | YES | YES |
| 70870 | o8S | General Counsel | ADMIN | YES | YES |
| 70880 | o8S | Demographer | ADMIN | YES | YES |
| 70900 | o8S | Dir Accounting | ADMIN | YES | YES |
| 70920 | o8S | Dir Acting No Certification | ADMIN | YES | YES |
| 70940 | o8S | Dir Acting Cert Required | ADMIN | YES | YES |
| 70960 | o8S | Dir Admin / Non-Inst Staff Svc | ADMIN | YES | YES |
| 71000 | o8S | Dir Budget | ADMIN | YES | YES |
| 71010 | o8S | Dir Building Code Services | ADMIN | YES | YES |
| 71020 | o8S | Dir IT Enterprise Applications | ADMIN | YES | YES |
| 71030 | o8S | Dir Business Diversity | ADMIN | YES | YES |
| 71080 | o8S | Dir Educational Technology | ADMIN | YES | YES |
| 71090 | o8S | District Dir, Curr Dev & Sch Imp | ADMIN | YES | YES |
| 71095 | o8S | Dir Elementary Education | ADMIN | YES | YES |
| 71100 | o8S | Dir Educational Alternatives | ADMIN | YES | YES |
| 71110 | o8S | Dir School Trns & Fed/St Progr | ADMIN | YES | YES |
| 71120 | o8S | Dir Risk & Benefits Mngmnt | ADMIN | YES | YES |
| 71140 | o8S | Dir Comp & EE Info Services | ADMIN | YES | YES |
| 71190 | o8S | Gen Mgr Project Controls | ADMIN | YES | YES |
| 71210 | o8S | Dir Equity Opportunity | ADMIN | YES | YES |
| 71250 | o8S | Dir Planning & Intergv Relatns | ADMIN | YES | YES |
| 71255 | o8S | Dir Strategy Management | ADMIN | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|-------|-------------------|-----|
| 71280 | o8S | Dir Fiscal Accountability | ADMIN | YES | YES |
| 71295 | o8S | Dir Project Mgmt Office (PMO) | ADMIN | YES | YES |
| 71335 | o8S | Dir Behav/Mental Health Srvc | ADMIN | YES | YES |
| 71355 | o8S | Prof Mental Health | ADMIN | YES | YES |
| 71370 | o8S | Dir Infrastr & Systems Support | ADMIN | YES | YES |
| 71375 | o8S | Dir Info Technology Security | ADMIN | YES | YES |
| 71450 | o8S | Dir Construction | ADMIN | NO YES | YES |
| 71455 | o8S | Mgr Mental/Behav Health Srvc | ADMIN | YES | YES |
| 71460 | o8S | Dir Purchasing | ADMIN | YES | YES |
| 71475 | o8S | Dir Support Services | ADMIN | YES | YES |
| 71480 | o8S | Dir School Food Service | ADMIN | YES | YES |
| 71485 | o8S | Gen Mgr School Food Services | ADMIN | YES | YES |
| 71490 | o8S | Gen Mgr Real Estate Services | ADMIN | YES | YES |
| 71515 | o8S | Chief School Police & Dist Sec | ADMIN | NO | YES |
| 71520 | o8S | Dir School Police | ADMIN | YES | YES |
| 71535 | o8S | Mgr Fuel | ADMIN | YES | YES |
| 71540 | o8S | Dir Transportation | ADMIN | YES | YES |
| 71545 | o8S | Spec Fuel | ADMIN | YES | YES |
| 71555 | o8S | Dir Secondary Education | ADMIN | YES | YES |
| 71590 | o8S | Dir Area Educational Services | ADMIN | YES | YES |
| 71630 | o8S | Treasurer | ADMIN | YES | YES |
| 71640 | o8S | Admin Program Ed Foundatn | ADMIN | YES | YES |
| 71650 | o8S | Dir Exceptional Student Educ | ADMIN | YES | YES |
| 71670 | o8S | Engineer | ADMIN | YES | YES |
| 71710 | o8S | Scheduler Program | ADMIN | YES | YES |
| 71740 | o8S | Evaluator Facility I | ADMIN | YES | YES |
| 71750 | o8S | Estimator Program | ADMIN | YES | YES |
| 71770 | o8S | Hygienist Industrial | ADMIN | YES | YES |
| 71780 | o8S | Mgr Afr Amr Latino Gen Studies | ADMIN | YES | YES |
| 71790 | o8S | Liaison Legislative | ADMIN | YES | YES |
| 71800 | o8S | Manager | ADMIN | YES | YES |
| 71810 | o8S | Mgr Alt Ed Comp & Comm | ADMIN | YES | YES |

| | | | | | |
|-------|-----|--------------------------------|-------|-----|-----|
| 71830 | o8S | Mgr Curr Dev & Sch Improvement | ADMIN | YES | YES |
| 71840 | o8S | Mgr Accounts Payable | ADMIN | YES | YES |
| 71850 | o8S | Mgr Alternative Ed FTE | ADMIN | YES | YES |
| 71890 | o8S | Mgr Alt Ed Stu Svc & Sp Proj | ADMIN | YES | YES |
| 71905 | o8S | Mgr Charter Schools | ADMIN | YES | YES |
| 71910 | o8S | Dir Charter Schools | ADMIN | YES | YES |
| 71915 | o8S | Dir Virtual & Home Educ Srves | ADMIN | YES | YES |
| 71920 | o8S | Mgr Budget Coordination | ADMIN | YES | YES |
| 71930 | o8S | Dir Choice & Career Options | ADMIN | YES | YES |
| 71940 | o8S | Mgr Budget Operations | ADMIN | YES | YES |
| 71950 | o8S | Mgr Capital Assets | ADMIN | YES | YES |
| 71960 | o8S | Mgr Career Dev/Tech Prep | ADMIN | YES | YES |
| 71970 | o8S | Mgr Capital Ed Programming | ADMIN | YES | YES |
| 71980 | o8S | Mgr Career Education Prog | ADMIN | YES | YES |
| 72000 | o8S | Mgr Cert Credentials | ADMIN | YES | YES |
| 72030 | o8S | Spec Planning/Land Development | ADMIN | YES | YES |
| 72031 | o8S | Spec Real Estate Services | ADMIN | YES | YES |
| 72040 | o8S | Mgr Child Care Services | ADMIN | YES | YES |
| 72050 | o8S | Spec Real Estate Svc Sr | ADMIN | YES | YES |
| 72070 | o8S | Spec Human Res Process | ADMIN | YES | YES |
| 72090 | o8S | Mgr Planning Projects | ADMIN | YES | YES |
| 72100 | o8S | Mgr Community Education | ADMIN | YES | YES |
| 72115 | o8S | Dir District Athletics | ADMIN | YES | YES |
| 72130 | o8S | Mgr Assessment | ADMIN | YES | YES |
| 72140 | o8S | Mgr Construct Purchasing | ADMIN | YES | YES |
| 72190 | o8S | Mgr Choice Programs | ADMIN | YES | YES |
| 72200 | o8S | Mgr Distribution & WareHsg | ADMIN | NO | YES |
| 72210 | o8S | Mgr Title I Migrant Program | ADMIN | YES | YES |
| 72220 | o8S | Mgr Dropout Prevention | ADMIN | YES | YES |
| 72230 | o8S | Mgr ESE Contract/Spec Svc | ADMIN | YES | YES |
| 72250 | o8S | Mgr Financial Applications | ADMIN | YES | YES |
| 72270 | o8S | Mgr Financial Accounting | ADMIN | YES | YES |

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|-------|-----|---------------------------------|-------|-----|-----|
| 72310 | o8S | Mgr Emerg Immigrant Grant | ADMIN | YES | YES |
| 72320 | o8S | Dir FTE & Student Information | ADMIN | YES | YES |
| 72330 | o8S | Coor Trans Geographical Info | ADMIN | YES | YES |
| 72350 | o8S | Coor Geographic Info System | ADMIN | YES | YES |
| 72370 | o8S | Mgr Performance Standards | ADMIN | YES | YES |
| 72390 | o8S | Mgr Out of School Prog | ADMIN | YES | YES |
| 72400 | o8S | Mgr Instructional Tech | ADMIN | YES | YES |
| 72410 | o8S | Mgr Staff Development | ADMIN | YES | YES |
| 72420 | o8S | Station Mgr The Education Ntwk | ADMIN | NO | YES |
| 72430 | o8S | Mgr Planning | ADMIN | YES | YES |
| 72440 | o8S | Mgr Library Media Support | ADMIN | YES | YES |
| 72470 | o8S | Mgr Grants Administration | ADMIN | YES | YES |
| 72500 | o8S | Mgr Payroll | ADMIN | YES | YES |
| 72505 | o8S | Gen Mgr Payroll & Disbursements | ADMIN | YES | YES |
| 72520 | o8S | Mgr Pre K Early Interventn | ADMIN | YES | YES |
| 72540 | o8S | Mgr Project | ADMIN | YES | YES |
| 72550 | o8S | Mgr Program Evaluation | ADMIN | YES | YES |
| 72560 | o8S | Mgr Purchasing | ADMIN | YES | YES |
| 72565 | o8S | Gen Mgr Purchasing | ADMIN | YES | YES |
| 72570 | o8S | Mgr Youth Court | ADMIN | NO | YES |
| 72575 | o8S | Gen Mgr Const Purch & Gen Srvc | ADMIN | YES | YES |
| 72590 | o8S | Mgr Sch Enroll & Demographics | ADMIN | YES | YES |
| 72600 | o8S | Mgr Risk and Safety | ADMIN | YES | YES |
| 72610 | o8S | Mgr Capacity Dev&Sch Reform | ADMIN | YES | YES |
| 72620 | o8S | Mgr Workforce Dev Adlt Ed | ADMIN | YES | YES |
| 72650 | o8S | Mgr Psychological Svc | ADMIN | YES | YES |
| 72670 | o8S | Mgr FDLRS | ADMIN | YES | YES |
| 72680 | o8S | Planner Senior | ADMIN | YES | YES |
| 72690 | o8S | Planner Educ Programmer | ADMIN | YES | YES |
| 72700 | o8S | Planner Principal | ADMIN | YES | YES |
| 72730 | o8S | Engineer Enterprise Bus Sys | ADMIN | YES | YES |
| 72770 | o8S | Mgr Grant Programs and Admin | ADMIN | YES | YES |

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|-------|-----|--------------------------------|-------|-----|-----|
| 72790 | o8S | Dir Enviro & Conservation Srvs | ADMIN | YES | YES |
| 72810 | o8S | Mgr Environmental | ADMIN | YES | YES |
| 72850 | o8S | Writer/ Editor/ Producer EdTV | ADMIN | NO | YES |
| 72890 | o8S | Supervisor Audit | ADMIN | YES | YES |
| 72910 | o8S | Rep Project Field | ADMIN | NO | YES |
| 72930 | o8S | Spec Acad Prog Audit Comp | ADMIN | YES | YES |
| 72940 | o8S | Spec Amer w/Disabilities Act | ADMIN | YES | YES |
| 72960 | o8S | Spec IT Solutions II | ADMIN | YES | YES |
| 72975 | o8S | Mgr Training, Event Pln&Outrch | ADMIN | YES | YES |
| 72980 | o8S | Spec Assessment & Tech | ADMIN | YES | YES |
| 72985 | o8S | Spec Training, Event Pln&Outrc | ADMIN | YES | YES |
| 72990 | o8S | Spec Bus Diversity & Complianc | ADMIN | YES | YES |
| 72995 | o8S | Mgr Business Diversity | ADMIN | YES | YES |
| 73010 | o8S | Spec Multicul Ed Audit Comp | ADMIN | YES | YES |
| 73040 | o8S | Spec Educational Plan Dist | ADMIN | YES | YES |
| 73050 | o8S | Spec Migrant Programs | ADMIN | YES | YES |
| 73060 | o8S | Spec Environmental | ADMIN | YES | YES |
| 73065 | o8S | Spec Environmental Sr | ADMIN | YES | YES |
| 73070 | o8S | Spec ESE Budget | ADMIN | YES | YES |
| 73090 | o8S | Spec ESE Pre K | ADMIN | YES | YES |
| 73100 | o8S | Spec Research & Evaluation | ADMIN | YES | YES |
| 73105 | o8S | Spec Evaluation & Test Develop | ADMIN | YES | YES |
| 73135 | o8S | Spec Food Service I | ADMIN | YES | YES |
| 73140 | o8S | Spec Food Service II | ADMIN | YES | YES |
| 73145 | o8S | Spec Food Srvc Financials | ADMIN | YES | YES |
| 73160 | o8S | Spec FTE Support | ADMIN | YES | YES |
| 73170 | o8S | Spec Employee Benefits | ADMIN | YES | YES |
| 73180 | o8S | Spec Guidance Services | ADMIN | YES | YES |
| 73190 | o8S | Spec Medicaid | ADMIN | YES | YES |
| 73200 | o8S | Spec Health Services | ADMIN | YES | YES |
| 73210 | o8S | Spec Instr Materials | ADMIN | YES | YES |
| 73215 | o8S | Mgr Health Services | ADMIN | YES | YES |

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|-------|-----|--------------------------------|-------|-----|-----|
| 73220 | o8S | Spec Information Center | ADMIN | YES | YES |
| 73225 | o8S | Prog Planner Mental/Behav Hlth | ADMIN | YES | YES |
| 73230 | o8S | Spec Media Production | ADMIN | NO | YES |
| 73240 | o8S | Spec Instructional | ADMIN | YES | YES |
| 73245 | o8S | Spec Instr Capacity Developmnt | ADMIN | YES | YES |
| 73255 | o8S | Instr Spec-Curr Dev&Sch Imprv | ADMIN | YES | YES |
| 73260 | o8S | Spec Insurance | ADMIN | YES | YES |
| 73265 | o8S | Coordinator Single Sch Culture | ADMIN | NO | YES |
| 73270 | o8S | Spec Library Media Services | ADMIN | YES | YES |
| 73300 | o8S | Spec Multimedia | ADMIN | YES | YES |
| 73410 | o8S | Spec Planning Educational | ADMIN | YES | YES |
| 73430 | o8S | Spec Pre K Prog Audit Comp | ADMIN | YES | YES |
| 73450 | o8S | Spec Communications | ADMIN | YES | YES |
| 73460 | o8S | Spec Records | ADMIN | YES | YES |
| 73500 | o8S | Spec Special Education | ADMIN | YES | YES |
| 73510 | o8S | Spec School Improvement | ADMIN | YES | YES |
| 73520 | o8S | Spec Special Needs Transpt | ADMIN | YES | YES |
| 73540 | o8S | Spec Student Advocacy | ADMIN | NO | YES |
| 73560 | o8S | Spec Student Svc Compl | ADMIN | YES | YES |
| 73570 | o8S | Spec Safe Schools Training | ADMIN | YES | YES |
| 73580 | o8S | Spec Supv Schl Psych | ADMIN | YES | YES |
| 73590 | o8S | Spec Parent Services | ADMIN | YES | YES |
| 73610 | o8S | Spec Trans Special Projects | ADMIN | YES | YES |
| 73615 | o8S | Spec Transportation Training | ADMIN | NO | YES |
| 73630 | o8S | Spec Grant Compliance II | ADMIN | YES | YES |
| 73640 | o8S | Spec Technology Program | ADMIN | YES | YES |
| 73660 | o8S | Spec Career & Technical Ed | ADMIN | YES | YES |
| 73670 | o8S | Spec Sed Network | ADMIN | YES | YES |
| 73680 | o8S | Spec School Catering Svc | ADMIN | NO | YES |
| 73690 | o8S | Spec Grant Compliance I | ADMIN | YES | YES |
| 73810 | o8S | Supervisor Capital Project | ADMIN | YES | YES |
| 73850 | o8S | Deputy Supt Chief of Schools | ADMIN | YES | YES |

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|-------|-----|---------------------------------|-------|-----|-----|
| 73855 | o8S | Deputy Supt Chief of Schools | ADMIN | YES | YES |
| 73870 | o8S | Accountant Acct Pay Supr IV | ADMIN | YES | YES |
| 73880 | o8S | Supervisor IT Infrastructure | ADMIN | YES | YES |
| 73890 | o8S | Supt Asst Teaching & Learning | ADMIN | YES | YES |
| 73920 | o8S | Superv Ed Qual Assur Child | ADMIN | YES | YES |
| 73930 | o8S | Supt Asst Special Programs | ADMIN | YES | YES |
| 73940 | o8S | Mgr IT Solutions | ADMIN | YES | YES |
| 73970 | o8S | Asst Chief School Police | ADMIN | NO | YES |
| 73980 | o8S | Coor Wellness | ADMIN | YES | YES |
| 73990 | o8S | Dir Safe Schools | ADMIN | YES | YES |
| 74000 | o8S | Supt Asst Educational Services | ADMIN | YES | YES |
| 74010 | o8S | Dir AAA Compliance | ADMIN | YES | YES |
| 74020 | o8S | Dir Multicultural Education | ADMIN | YES | YES |
| 74025 | o8S | Supt Asst Global Ed & Comm Out | ADMIN | YES | YES |
| 74030 | o8S | Supt Asst Student Wellness | ADMIN | YES | YES |
| 74035 | o8S | Supt Asst School Transformation | ADMIN | YES | YES |
| 74060 | o8S | Chief of Human Resources | ADMIN | YES | YES |
| 74065 | o8S | Chief of Equity and Wellness | ADMIN | YES | YES |
| 74080 | o8S | Dir Labor Relations | ADMIN | YES | YES |
| 74085 | o8S | Dir Employee & Labor Relations | ADMIN | YES | YES |
| 74090 | o8S | Dir Enterprise Resource Pl Sys | ADMIN | YES | YES |
| 74110 | o8S | Dir Supplemental Ed Services | ADMIN | YES | YES |
| 74120 | o8S | Dir Extended Learning | ADMIN | YES | YES |
| 74130 | o8S | Asst Dir Single Sch Cul Acad | ADMIN | YES | YES |
| 74140 | o8S | Mgr Safe Schools | ADMIN | YES | YES |
| 74145 | o8S | Spec Social & Emotional Lrning | ADMIN | YES | YES |
| 74150 | o8S | Asst Dir Single Sch Cul Clmt | ADMIN | YES | YES |
| 74155 | o8S | Mgr Social & Emotional Lrning | ADMIN | YES | YES |
| 74165 | o8S | Mgr Equity and Access | ADMIN | YES | YES |
| 74170 | o8S | Asst Dir Prevention Center | ADMIN | YES | YES |
| 74180 | o8S | Dir Info Tech Governance | ADMIN | YES | YES |
| 74190 | o8S | Dir Technical Operations | ADMIN | YES | YES |

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|-------|-----|--------------------------------|-------|-----|-----|
| 74200 | o8S | Liaison Community | ADMIN | YES | YES |
| 74210 | o8S | Chief Perform Accountability | ADMIN | YES | YES |
| 74215 | o8S | Supt Asst Perf Accountability | ADMIN | YES | YES |
| 74220 | o8S | Dir Early Childhood Education | ADMIN | YES | YES |
| 74230 | o8S | Dir Assessment | ADMIN | YES | YES |
| 74240 | o8S | Dir Research & Evaluation | ADMIN | YES | YES |
| 74250 | o8S | Dir Educ Data Warehouse | ADMIN | YES | YES |
| 74260 | o8S | Admin Dir Compliance/Spec Proj | ADMIN | YES | YES |
| 74270 | o8S | Coor Grant Comp Resrc Develop | ADMIN | YES | YES |
| 74280 | o8S | Spec Single Sch Cul Initiative | ADMIN | YES | YES |
| 74290 | o8S | Mgr ESE Special Programs | ADMIN | YES | YES |
| 74300 | o8S | Dir K-12 Literacy | ADMIN | YES | YES |
| 74310 | o8S | Spec Financial Accounting I | ADMIN | YES | YES |
| 74315 | o8S | Spec Financial Accounting II | ADMIN | YES | YES |
| 74320 | o8S | Spec Ed Data Warehouse (EDW) | ADMIN | YES | YES |
| 74330 | o8S | Mgr EDW Rpt Solutions | ADMIN | YES | YES |
| 74340 | o8S | Building Plans Examiner | ADMIN | YES | YES |
| 74350 | o8S | Dir Recruitment and Retention | ADMIN | YES | YES |
| 74360 | o8S | Dir Professional Development | ADMIN | YES | YES |
| 74380 | o8S | Dir HR Customer Relations | ADMIN | YES | YES |
| 74390 | o8S | Dir Professional Standards | ADMIN | YES | YES |
| 74400 | o8S | Mgr Human Resources | ADMIN | YES | YES |
| 74410 | o8S | Dir Adult & Community Educ | ADMIN | YES | YES |
| 74420 | o8S | Spec Human Resources I | ADMIN | YES | YES |
| 74425 | o8S | Partner Human Resources | ADMIN | YES | YES |
| 74440 | o8S | Spec Human Resources II | ADMIN | YES | YES |
| 74450 | o8S | Mgr Compliance/Spec Proj | ADMIN | YES | YES |
| 74460 | o8S | Spec Peoplesoft Functional | ADMIN | YES | YES |
| 74470 | o8S | Mgr Senior Case Safe Schools | ADMIN | YES | YES |
| 74480 | o8S | Area Dir School Accountability | ADMIN | YES | YES |
| 74500 | o8S | Gen Mgr IT Solutions | ADMIN | YES | YES |
| 74510 | o8S | Assoc Dir Incl & Prog for ESE | ADMIN | YES | YES |

| | | | | | |
|-------|-----|---------------------------------|-------|-----|-----|
| 74520 | o8S | Engineer Television Broadcast | ADMIN | NO | YES |
| 74530 | o8S | Mgr Area Transp Ops | ADMIN | YES | YES |
| 74540 | o8S | Gen Mgr Transportation | ADMIN | YES | YES |
| 74600 | o8S | Spec Assgnd Func Prog Proj | ADMIN | YES | YES |
| 78015 | o8S | Team Lead Area Transportation | ADMIN | NO | YES |
| 78025 | o8S | Spec Transportation Safety | ADMIN | NO | YES |
| 78165 | o8S | Mgr Transport Customer Support | ADMIN | YES | YES |
| 79035 | o8S | Coor II Recycling & Eng Cnsrv | ADMIN | YES | YES |
| 79225 | o8S | Spec Safety | ADMIN | YES | YES |
| 80030 | o8S | Gen Mgr Facilities Maintenance | ADMIN | YES | YES |
| 80320 | o8S | Inspector Construction | ADMIN | YES | YES |
| 80330 | o8S | Inspector Construction Sr | ADMIN | YES | YES |
| 80340 | o8S | Mgr Building Code Services | ADMIN | YES | YES |
| 80400 | o8S | Coor Central Services | ADMIN | YES | YES |
| 80600 | o8S | Dir Facilities Services | ADMIN | YES | YES |
| 81045 | o8S | Administrator II Facilities Mgt | ADMIN | YES | YES |
| 81055 | o8S | Administrator I Facilities Mgt | ADMIN | YES | YES |
| 81145 | o8S | Coor II Facilities Mgmt | ADMIN | YES | YES |
| 81155 | o8S | Coor I Facilities Mgmt | ADMIN | YES | YES |
| 81165 | o8S | Mgr Area Facilities Maint | ADMIN | YES | YES |
| 81955 | o8S | Assessor III Facilities Mgmt | ADMIN | YES | YES |
| 81965 | o8S | Assessor II Facilities Mgmt | ADMIN | YES | YES |
| 81975 | o8S | Assessor I Facilities Mgmt | ADMIN | YES | YES |
| 82300 | o8S | Trainer Maintenance | ADMIN | YES | YES |
| 82305 | o8S | Project Manager IT Solutions | ADMIN | YES | YES |
| 82330 | o8S | Mgr Maint & Plant Op Bus Sys | ADMIN | YES | YES |
| 90600 | o8S | Coor Bus & Comm Partners | ADMIN | YES | YES |
| 91085 | o8S | Mgr District Athletics | ADMIN | YES | YES |
| 91515 | o8S | Sr Mgr Case Adult & Comm Ed | ADMIN | YES | YES |
| 92550 | o8S | Coor Public Records Management | ADMIN | YES | YES |
| 92555 | o8S | Mgr Public Records | ADMIN | YES | YES |
| 92750 | o8S | Coor Community Relations | ADMIN | YES | YES |

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|-------|-----|-------------------------------|-------|-----|-----|
| 93005 | 08S | Coor Testing Center | ADMIN | YES | YES |
| 93400 | 08S | Spec Community Education | ADMIN | YES | YES |
| 72150 | 05P | Principal Alt Ed Center | ADMIN | NO | YES |
| 72720 | 05P | Principal Acting | ADMIN | NO | YES |
| 72740 | 05P | Principal Adult Education Ctr | ADMIN | NO | YES |
| 72750 | 05P | Principal Alternative Ed Dept | ADMIN | NO | YES |
| 72760 | 05P | Principal Elementary | ADMIN | NO | YES |
| 72780 | 05P | Principal Interim Elem | ADMIN | NO | YES |
| 72800 | 05P | Principal Middle | ADMIN | NO | YES |
| 72820 | 05P | Principal Interim Middle | ADMIN | NO | YES |
| 72830 | 05P | Principal Intern | ADMIN | NO | YES |
| 72840 | 05P | Principal High Vocational | ADMIN | NO | YES |
| 72860 | 05P | Principal Interim High Voc | ADMIN | NO | YES |
| 72880 | 05P | Principal Special Assignment | ADMIN | NO | YES |
| 72900 | 05P | Principal Special Education | ADMIN | NO | YES |
| 70300 | 05I | AP Elementary | ADMIN | NO | YES |
| 70320 | 05I | AP Middle | ADMIN | NO | YES |
| 70340 | 05I | AP High Vocational | ADMIN | NO | YES |
| 70350 | 05I | AP Adult Education Center | ADMIN | NO | YES |
| 70360 | 05I | AP Special Assignment | ADMIN | NO | YES |
| 70380 | 05I | AP Special & Alt Ed | ADMIN | NO | YES |
| 70460 | 03X | Board Member District 1 | ADMIN | YES | YES |
| 70480 | 03X | Board Member District 2 | ADMIN | YES | YES |
| 70500 | 03X | Board Member District 3 | ADMIN | YES | YES |
| 70520 | 03X | Board Member District 4 | ADMIN | YES | YES |
| 70540 | 03X | Board Member District 5 | ADMIN | YES | YES |
| 70560 | 03X | Board Member District 6 | ADMIN | YES | YES |
| 70580 | 03X | Board Member District 7 | ADMIN | YES | YES |
| 73700 | 03X | Superintendent | ADMIN | YES | YES |
| 71270 | 00Z | Dir Safe School Ctr Aftersch | ADMIN | NO | YES |
| 72405 | 00Z | Temp Staff Projects | ADMIN | YES | YES |
| TBD | 08S | Dir Leadership Development | ADMIN | YES | YES |

GUIDE TO ASSESSING SUITABILITY FOR REMOTE WORK

Employees, Supervisors and Department Heads may find the following assessment tool useful in evaluating an employee’s suitability for Remote Work. Note: **Completion of this assessment page is not required. These factors are not intended to be determinative, but rather are to suggest factors to consider in assessing suitability for Remote Work.**

| SECTION I – Characteristics and Job Duties of Applicant’s Position | |
|--|--------------|
| <i>The following characteristics of the applicant’s <u>position</u> should be evaluated; i.e., what the employee does in her or his job, not how well it is done (High, Medium, Low):</i> | <i>Notes</i> |
| Amount of required daily face-to-face interaction with supervisors, colleagues, clients and the public | |
| Amount of required telephone interaction | |
| Amount of required computer interaction (E-Mail) | |
| Dependency on technology or equipment not owned by the employee that is necessary for successful Remote Work and the ability or willingness of the employee/department to provide those items. | |
| Level of quantitative accountability methods (goals, objectives, written or narrative reports on a regular basis, etc.) | |
| Independent nature of employee’s job duties | |
| “Knowledge-based” job duties, involving routine handling of information | |
| Project-oriented activities or work with measurable milestones or deliverables | |

| | |
|---|--|
| Need for employee to be immediately present at times | |
| Number of consistent, clear performance objectives that are readily established | |
| Employee's ability to control and schedule work flow | |
| Amount of in-office reference material required for employee's work | |
| Required level of security for data or other information | |

| SECTION II – Employee's Work Style | |
|---|--------------|
| <i>The applicant's <u>work style</u> on each of the characteristics listed (High, Medium, Low):</i> | <i>Notes</i> |
| Demonstrated productivity and motivation | |
| Level of quality of work | |
| Ability to work with minimal supervision | |
| Demonstrated dependability and responsibility | |
| Need for colleagues/supervisor input—inability to work independently | |
| Conscientious about work time | |
| Effective communicator | |

| | |
|--|--|
| Level of organizational skills | |
| Level of computer literacy (if needed for job) | |
| | |

| | |
|---|--|
| Level of job experience and expertise | |
| Ability to ask for assistance when needed | |
| Level of skill and knowledge of the job | |

| SECTION III – Alternate Work Location Assessment | |
|--|---------------------|
| <i>The employee's alternate work location:</i> | <i>Notes</i> |
| Suitable area dedicated to working, such as a spare room (preferably with a door that can be closed). | |
| There are no significant distractions or activities that would make working difficult. | |
| Suitable dependent care arrangements are in place (use NA if not applicable) if working from home. | |
| Work area meets the Remote Work-Home Office Safety Checklist. | |
| High Speed Internet access is available. | |
| Dedicated telephone access, such as a 2 nd phone line or cell phone that can be used for work purposes. | |

