

November 7, 2023

MT. SAN ANTONIO COLLEGE

Human Resources

REQUEST TO FILL - STAFF and ADMINISTRATIVE POSITIONS

**This form is used to gain approval prior to recruiting for a position.

Instructions for completing this form are located on the back.

Position: Administrative Specialist IDepartment: Business DivisionTime (FTE): .0.70 Term (months/year): 12Work Schedule (Days, Hours): M-F 8:00 am to 2:30 pmSalary Schedule (Range): 69Background and Rationale (use back of form if additional space is needed): The current Admin I took a lateral to a ft position with marketing and communications.

Please list any changes in the budgeted position as described above

(i.e., title, time, term, etc.). This is an increase from .475 to .70 due to a need in the office and our computer lab for administrative assistance. We will be using funds from a retired lab tech position provide funds for this increase as well as an additional \$4717 from our student worker salaries that is available. See attached from fiscal.Please list the Account Number(s) and Budget Amount(s) that is/are being used to fund this Position. This section **MUST** be completed in order to provide budget for the position.Account Number(s): 11000 330000 211000 6010002100 % Amount \$ 34,365 72,939Account Number(s): 1100 330000 221000 070100 2200 % Amount \$ 34,517Funding: (check all that apply) ☒ General Fund Unrestricted ☐ Restricted Funds ☐ Categorical ☐ Grant ☐ Temporary☐ Annual renewal of this position is contingent upon the College's receipt of continued funding

Duration (if grant/temporary funded): Beginning date: _____ End date: _____

Comments: Eliminating CA9541 to fund the additional cost of reclassifying CA9330, the remaining balance will be funded by an hourly account 241000. Using the instructional budget from position CA9541 and the hourly account to fund the increase in FTE for the non-instructional budget of position CA9330 will reduce the 50% Law ratio.

Signatures:

Jennifer Galbraith Digitally signed by Jennifer Galbraith
Date: 2023.06.29 14:59:05 -0700

1. Requesting Manager Signature

Date

9/7/23

2. Division Vice President Signature

Date

01/22/24

3. Chief Compliance/Budget Officer Signature

Date

Stacy Manfredi

4. Human Resources Signature

1/22/24

Date

2/1/2024

5. Vice President, Human Resources

Date

☒ Funding available ☐ Funding not available Position Number: CA9330 Contract Number: _____Comments: Account: 11000-330000-241000-070100-2200 will be reduced to fund this position.

Reviewed by President's Cabinet, the following action was taken on the above request:

☒ Approved to fill immediately ☐ Denied ☐ ModifiedIf position **does not have funding**, provide funding directions: _____

Rationale: _____

Martha Osare

6. Signature of President/CEO

February 13, 2024

Date

EZ Salary Projection FY 2023-24 (50% or more FTE)

FTE equal or higher than 50%	
Description	Input
Select employee group	UA
Enter salary range	69
Enter months of employment	12
Enter FTE percentage	70.00%
Total Annual Cost (Salary and Benefits)	\$72,939

For Salary Ranges, please refer to the Human Resources

Website/Salary Schedules:

<http://www.mtsac.edu/hr/salary-schedule.html>

For questions, contact Christine Lam at Ext. 5428 or clam@mtsac.edu

Revised 11.21.23 (included 4.11% in CSEA 262, Confidential and CSEA 651)

**MT SAN ANTONIO COLLEGE
SALARY PROJECTION**

POSITION NUMBER	FTE	SCH RANGE	TITLE	NAME	FUND	FY 23-24 12 months Jul - Jun	Funding Source
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Budget of Original Position

CA9330	0.475	UA	69	Administrative Specialist I	Vacant	11000	32,605	UGF
CA9541	0.475	UA	79	Lab Tech-Bus and Comp Info Sy	Vacant	11000	35,887	UGF

Proposed Budget to Reclassify CA9330 from 0.475 FTE to 0.70 FTE

CA9330	0.700	UA	69	Administrative Specialist I	Vacant		72,939	Total Cost of Reclassification
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Estimated Ongoing Additional Cost to Reclassify CA9330 from 0.475 FTE to 0.70 FTE	\$	4,447	Proposed to fund by hourly acct 241000
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**Note: The Salary Calculations include the latest negotiated increase of 4.11% for CSEA262 Employees as approved by the Board of Trustees on September 13, 2023. It also includes*

EZ Salary Projection FY 2023-24 (Less than 50% FTE)

FTE less than 50%	
Description	Input
Select employee group	UA
Enter salary range	69
Enter months of employment	12
Enter FTE percentage	47.50%
Total Annual Cost (Salary and Benefits)	\$32,605

For Salary Ranges, please refer to the Human Resources

Website/Salary Schedules:

<http://www.mtsac.edu/hr/salary-schedule.html>

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Revised 11.21.23 (included 4.11% in CSEA 262, Confidential and CSEA 651)

EZ Salary Projection FY 2023-24 (Less than 50% FTE)

FTE less than 50%	
Description	Input
Select employee group	UA
Enter salary range	79
Enter months of employment	12
Enter FTE percentage	47.50%
Total Annual Cost (Salary and Benefits)	\$35,887

For Salary Ranges, please refer to the Human Resources

Website/Salary Schedules:

<http://www.mtsac.edu/hr/salary-schedule.html>

For questions, contact Christine Lam at Ext. 5428 or clam@mtsac.edu

Revised 11.21.23 (included 4.11% in CSEA 262, Confidential and CSEA 651)

**MT SAN ANTONIO COLLEGE
SALARY PROJECTION**

POSITION NUMBER	FTE	SCH RANGE	TITLE	NAME	FUND	FY 23-24 12 months Jul - Jun	Funding Source
Budget of Original Position							

CA9330	0.475	UA	69	Administrative Specialist I	Vacant	11000	31,365	<i>UGF</i>
CA9541	0.475	UA	79	Lab Tech-Bus and Comp Info Sy	Vacant	11000	34,517	<i>UGF</i>

Proposed Budget to Reclassify CA9330 from 0.475 FTE to 0.70 FTE

CA9330	0.700	UA	69	Administrative Specialist I	Vacant		70,599	<i>Total Cost of Reclassification</i>
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Estimated Ongoing Additional Cost to Reclassify CA9330 from 0.475 FTE to 0.70 FTE \$ 4,717 *Need to provide funding*

**Note: This information does not include potential COLA and changes in benefits rates for future years.*

ADMINISTRATIVE SPECIALIST I

DEFINITION

Under general supervision, performs a variety of entry level administrative support duties that requires knowledge of the assigned division/department and/or program support duties according to standard procedures on behalf of the designated managerial personnel.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from assigned supervisory or managerial personnel. Exercises technical and functional direction over and provides training to student or hourly workers, as assigned.

CLASS CHARACTERISTICS

The Administrative Specialist I classification is the first level in the Administrative Specialist series which is comprised of four (4) levels. Positions in the series are distinguished by reporting and working relationships, level of independence, supervision received and exercised, decision making, judgment, and minimum qualifications for employment consideration.

The Administrative Specialist I level typically performs entry-level administrative and clerical activities such as customer service at the front counter and over the phone; provides assistance to clientele with program requirements, policies, and procedures; document preparation and completion; file and records maintenance; data entry; screening visitors and mail, and directing questions to the appropriate staff; working with an entry-level degree of independent judgment, tact, and initiative within clearly defined work procedures and standards. Incumbents in the Administrative Specialist I level report to managerial personnel initially under more direct supervision. The work requires basic decision making under established guidelines. This class is distinguished from Administrative Specialist II in that the latter performs a broader range and journey level office support and administrative duties.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

1. Operates multi-line phone systems; answers, screens, and directs calls to the appropriate division/department; takes messages and relays pertinent information using electronic mail or transfers calls to voicemail as requested by the caller; provides general information on a variety of College services, policies, and procedures.
2. Provides telephone, front counter, support to students, parents, staff, faculty, and the general public as assigned; responds to routine inquiries by explaining program requirements, policies, procedures, and according to established guidelines or by referring the customer to the appropriate source; provides general information regarding the assigned program, department, or the College; distributes applications, forms, and other documents as requested and may assist students, visitors, and other customers in completing such documents; refers callers/visitors to appropriate

departments or individuals; provides geographical directions to visitors; takes and relays accurate messages; transfers callers to voicemail when necessary.

3. Performs a variety of customer services duties, such as answering a variety of questions and responding to basic complaints; providing information regarding classes and campus facilities and directions; ordering program, class, or testing materials; assembling informational packets; processing print requests; making appointments with other department staff and for workshops, presentations, and informational seminars; and by referring visitors/callers to other programs, departments, off-campus services, other help agencies, and community groups, as appropriate.
4. Performs a variety of routine office clerical duties to support the operations of the assigned work unit, program, or department, including filing, preparing records, processing work orders, and assisting in ordering and maintaining office and other related supplies.
5. Types and edits a variety of documents, including correspondence, letters, memos, agendas, reports, lists, forms, schedules, flyers, event materials, and statistical reports from rough draft, handwritten copy, or from other material using a computer; inputs and retrieves data into various program, department, and/or College-wide software applications and database systems. Maintains file, index, and record keeping systems requiring sorting, filing, searching, retrieving, and distributing departmental and programmatic records or other documents as directed; logs in documents for public record.
6. Checks equipment in and out to students and staff; maintains related logs.
7. Verifies and reviews forms and reports for completeness and conformance with established policies and procedures; applies departmental and program policies and procedures in determining completeness of applications, records, and files.
8. Receives, time stamps, sorts, and distributes incoming and interdepartmental mail; prepares and distributes outgoing mail.
9. Assists in planning and organizing program or department-related events, workshops, informational seminars, presentations, and related activities.
10. Operates a variety of standard office equipment, including job-related computer hardware and software applications, copiers, printers, scanners, facsimile machines, multi-line telephones, and audio/visual equipment; may operate other department-specific equipment.
11. May receive, log, schedule, and distribute service requests and work orders for the department.
12. Maintains accurate records of work performed.
13. Promotes an environment of belonging as it relates to diversity, equity, inclusion, social justice, anti-racism, and accessibility.
14. Provides quality customer service when interacting with the public, vendors, students, and College staff, including individuals from minoritized groups.
15. Supports and abides by federal, state, local policies, and Board Policies and Administrative Procedures.
16. Participates on committees, task forces, and special assignments, including, but not limited to Screening and Selection Committees and mandated trainings as required.
17. Prepares and delivers oral presentations related to assigned areas as required.
18. Performs other related or lower classification duties as assigned.

QUALIFICATIONS

Knowledge of:

1. Principles and practices of supporting a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
2. Modern office clerical support practices and procedures, including the use of standard office and computer equipment.
3. Computer applications related to the work, including word processing, database, scanning, and spreadsheet applications.
4. Applicable policies and procedures related to the program/department to which assigned.
5. Basic business arithmetic and statistical techniques.
6. Record keeping principles and procedures.
7. Alphabetical and numerical filing methods.
8. English usage, spelling, vocabulary, grammar, and punctuation.
9. Techniques for providing a high level of customer service by effectively dealing with the public, vendors, students, and College staff, including individuals of various ages, disabilities, various socio-economic and ethnic groups.

Skills & Abilities to:

1. Advocate for and communicate the College's vision and commitment to creating a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
2. Participate in addressing gaps in diversity, equity, inclusion, social justice, anti-racism, and accessibility in the recruitment and retention of staff.
3. Participate in providing resources and support towards the goal of a diverse, equitable, inclusive, socially just, anti-racist, and accessible academic and work environment.
4. Perform standard office clerical support work with accuracy and sufficient speed.
5. Learn and understand the organization and operation of the assigned program and/or department, the College and outside agencies as necessary to assume assigned responsibilities.
6. Learn, correctly interpret, and apply the policies and procedures of the function to which assigned.
7. Respond to and effectively prioritize multiple phone calls and other requests for service.
8. Understand and carry out oral and written directions.
9. Make basic accurate arithmetic computations.
10. Enter and retrieve data from a computer with sufficient speed and accuracy to perform assigned work.
11. Establish and maintain a variety of filing, record-keeping, and tracking systems.
12. File materials alphabetically, chronologically, and numerically.
13. Use discretion in processing and filing confidential student files and other records.
14. Organize and prioritize a variety of multiple tasks in an effective and timely manner.
15. Operate and maintain modern office equipment, including computer equipment and specialized software applications programs.

16. Understand and follow oral and written instructions.
17. Use English effectively to communicate in person, over the telephone, and in writing.
18. Understand scope of authority in making independent decisions.
19. Learns and applies emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.
20. Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures.
21. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

1. Equivalent to the completion of the twelfth (12th) grade; and
2. One (1) year of varied office support experience preferably involving interaction with the public.
3. Associate's degree from a regionally accredited college preferred.

Desirable Qualifications:

1. Experience working with policies and procedures relating to diversity, equity, inclusion, social justice, anti-racism, and accessibility preferably in a minority serving institution such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI); OR
2. Experience with participation in programs relating to diversity, equity, inclusion, social justice, anti-racism, and accessibility preferably in a minority serving institution such as Hispanic Serving Institution (HSI) and Asian American and Native American Pacific Islander-Serving Institution (AANAPISI).

Licenses and Certifications:

The incumbent may periodically be required to travel to a variety of locations. If operating a vehicle, employees must have the ability to secure and maintain a valid California driver's license.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone; may be required to operate a motor vehicle to visit various College and meeting sites. This is primarily a sedentary office classification although standing in work areas and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Incumbents in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Incumbents must possess the ability to lift, carry, push, and pull materials and objects weighing up to 20 pounds.

ENVIRONMENTAL ELEMENTS

Incumbents work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Incumbents may interact with staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

Amended 6/2019; 6/2023