CLASSIFIED SALARY SCHEDULE 4
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 8

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**30,684**	**31,605**	**32,553**	**33,529**	**34,535**	**35,571**	**36,638**	**37,737**	**38,870**	**40,036**
***MO**	2,557.00	2,633.75	2,712.75	2,794.08	2,877.92	2,964.25	3,053.17	3,144.75	3,239.17	3,336.33
****DA (8 hrs)**	118.00	121.52	125.20	128.96	132.80	136.80	140.88	145.12	149.52	154.00
***** HR**	14.75	15.19	15.65	16.12	16.60	17.10	17.61	18.14	18.69	19.25

Range 9

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**31,620**	**32,569**	**33,546**	**34,552**	**35,589**	**36,656**	**37,756**	**38,889**	**40,055**	**41,257**
***MO**	2,635.00	2,714.08	2,795.50	2,879.33	2,965.75	3,054.67	3,146.33	3,240.75	3,337.92	3,438.08
** DA (8 hrs)**	121.60	125.28	129.04	132.88	136.88	140.96	145.20	149.60	154.08	158.72
***** HR**	15.20	15.66	16.13	16.61	17.11	17.62	18.15	18.70	19.26	19.84

Range 10

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**32,544**	**33,520**	**34,526**	**35,562**	**36,629**	**37,727**	**38,859**	**40,025**	**41,226**	**42,463**
***MO**	2,712.00	2,793.33	2,877.17	2,963.50	3,052.42	3,143.92	3,238.25	3,335.42	3,435.50	3,538.58
** DA (8 hrs)**	125.20	128.96	132.80	136.80	140.88	145.12	149.44	153.92	158.56	163.28
***** HR**	15.65	16.12	16.60	17.10	17.61	18.14	18.68	19.24	19.82	20.41

Range 11

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**33,528**	**34,534**	**35,570**	**36,637**	**37,736**	**38,868**	**40,034**	**41,235**	**42,472**	**43,746**
***MO**	2,794.00	2,877.83	2,964.17	3,053.08	3,144.67	3,239.00	3,336.17	3,436.25	3,539.33	3,645.50
** DA (8 hrs)**	128.96	132.80	136.80	140.88	145.12	149.52	154.00	158.56	163.36	168.24
***** HR**	16.12	16.60	17.10	17.61	18.14	18.69	19.25	19.82	20.42	21.03

CLASSIFIED SALARY SCHEDULE 4
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 12

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**34,536**	**35,572**	**36,639**	**37,738**	**38,871**	**40,037**	**41,238**	**42,475**	**43,749**	**45,062**
***MO**	2,878.00	2,964.33	3,053.25	3,144.83	3,239.25	3,336.42	3,436.50	3,539.58	3,645.75	3,755.17
**** DA (8 hrs)**	132.80	136.80	140.88	145.12	149.52	154.00	158.64	163.36	168.24	173.28
***** HR**	16.60	17.10	17.61	18.14	18.69	19.25	19.83	20.42	21.03	21.66

Range 13

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**35,568**	**36,635**	**37,734**	**38,866**	**40,032**	**41,233**	**42,470**	**43,744**	**45,056**	**46,408**
***MO**	2,964.00	3,052.92	3,144.50	3,238.83	3,336.00	3,436.08	3,539.17	3,645.33	3,754.67	3,867.33
**** DA (8 hrs)**	136.80	140.88	145.12	149.52	154.00	158.56	163.36	168.24	173.28	178.48
***** HR**	17.10	17.61	18.14	18.69	19.25	19.82	20.42	21.03	21.66	22.31

Range 14

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**36,648**	**37,747**	**38,880**	**40,046**	**41,248**	**42,485**	**43,760**	**45,072**	**46,425**	**47,817**
***MO**	3,054.00	3,145.58	3,240.00	3,337.17	3,437.33	3,540.42	3,646.67	3,756.00	3,868.75	3,984.75
**** DA (8 hrs)**	140.96	145.20	149.52	154.00	158.64	163.44	168.32	173.36	178.56	183.92
***** HR**	17.62	18.15	18.69	19.25	19.83	20.43	21.04	21.67	22.32	22.99

Range 15

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**37,740**	**38,872**	**40,038**	**41,240**	**42,477**	**43,751**	**45,064**	**46,415**	**47,808**	**49,242**
***MO**	3,145.00	3,239.33	3,336.50	3,436.67	3,539.75	3,645.92	3,755.33	3,867.92	3,984.00	4,103.50
**** DA (8 hrs)**	145.12	149.52	154.00	158.64	163.36	168.24	173.36	178.48	183.84	189.36
***** HR**	18.14	18.69	19.25	19.83	20.42	21.03	21.67	22.31	22.98	23.67

CLASSIFIED SALARY SCHEDULE 4
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 16

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**38,868**	**40,034**	**41,235**	**42,472**	**43,746**	**45,059**	**46,410**	**47,803**	**49,237**	**50,714**
***MO**	3,239.00	3,336.17	3,436.25	3,539.33	3,645.50	3,754.92	3,867.50	3,983.58	4,103.08	4,226.17
**** DA (8 hrs)**	149.52	154.00	158.56	163.36	168.24	173.28	178.48	183.84	189.36	195.04
***** HR**	18.69	19.25	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38

Range 17

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**40,044**	**41,245**	**42,483**	**43,757**	**45,070**	**46,422**	**47,815**	**49,249**	**50,727**	**52,248**
***MO**	3,337.00	3,437.08	3,540.25	3,646.42	3,755.83	3,868.50	3,984.58	4,104.08	4,227.25	4,354.00
**** DA (8 hrs)**	154.00	158.64	163.36	168.32	173.36	178.56	183.92	189.44	195.12	200.96
***** HR**	19.25	19.83	20.42	21.04	21.67	22.32	22.99	23.68	24.39	25.12

Range 18

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**41,244**	**42,481**	**43,756**	**45,068**	**46,420**	**47,813**	**49,247**	**50,725**	**52,247**	**53,814**
***MO**	3,437.00	3,540.08	3,646.33	3,755.67	3,868.33	3,984.42	4,103.92	4,227.08	4,353.92	4,484.50
**** DA (8 hrs)**	158.64	163.36	168.32	173.36	178.56	183.92	189.44	195.12	200.96	206.96
***** HR**	19.83	20.42	21.04	21.67	22.32	22.99	23.68	24.39	25.12	25.87

Range 19

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**42,480**	**43,754**	**45,067**	**46,419**	**47,812**	**49,246**	**50,723**	**52,245**	**53,812**	**55,427**
***MO**	3,540.00	3,646.17	3,755.58	3,868.25	3,984.33	4,103.83	4,226.92	4,353.75	4,484.33	4,618.92
**** DA (8 hrs)**	163.36	168.32	173.36	178.56	183.92	189.44	195.12	200.96	206.96	213.20
***** HR**	20.42	21.04	21.67	22.32	22.99	23.68	24.39	25.12	25.87	26.65

CLASSIFIED SALARY SCHEDULE 4
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 20

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**43,752**	**45,065**	**46,416**	**47,809**	**49,243**	**50,721**	**52,242**	**53,809**	**55,424**	**57,086**
***MO**	3,646.00	3,755.42	3,868.00	3,984.08	4,103.58	4,226.75	4,353.50	4,484.08	4,618.67	4,757.17
**** DA (8 hrs)**	168.24	173.36	178.56	183.92	189.36	195.12	200.96	206.96	213.20	219.60
***** HR**	21.03	21.67	22.32	22.99	23.67	24.39	25.12	25.87	26.65	27.45

Range 21

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**45,072**	**46,424**	**47,817**	**49,251**	**50,729**	**52,251**	**53,818**	**55,433**	**57,096**	**58,809**
***MO**	3,756.00	3,868.67	3,984.75	4,104.25	4,227.42	4,354.25	4,484.83	4,619.42	4,758.00	4,900.75
**** DA (8 hrs)**	173.36	178.56	183.92	189.44	195.12	200.96	206.96	213.20	219.60	226.16
***** HR**	21.67	22.32	22.99	23.68	24.39	25.12	25.87	26.65	27.45	28.27

Range 22

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**46,416**	**47,808**	**49,243**	**50,720**	**52,242**	**53,809**	**55,423**	**57,086**	**58,798**	**60,562**
***MO**	3,868.00	3,984.00	4,103.58	4,226.67	4,353.50	4,484.08	4,618.58	4,757.17	4,899.83	5,046.83
**** DA (8 hrs)**	178.56	183.84	189.36	195.04	200.96	206.96	213.20	219.60	226.16	232.96
***** HR**	22.32	22.98	23.67	24.38	25.12	25.87	26.65	27.45	28.27	29.12

Range 23

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**47,808**	**49,242**	**50,720**	**52,241**	**53,808**	**55,423**	**57,085**	**58,798**	**60,562**	**62,379**
***MO**	3,984.00	4,103.50	4,226.67	4,353.42	4,484.00	4,618.58	4,757.08	4,899.83	5,046.83	5,198.25
**** DA (8 hrs)**	183.84	189.36	195.04	200.96	206.96	213.20	219.52	226.16	232.96	239.92
***** HR**	22.98	23.67	24.38	25.12	25.87	26.65	27.44	28.27	29.12	29.99

CLASSIFIED SALARY SCHEDULE 4
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 24

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**49,248**	**50,725**	**52,247**	**53,815**	**55,429**	**57,092**	**58,805**	**60,569**	**62,386**	**64,257**
***MO**	4,104.00	4,227.08	4,353.92	4,484.58	4,619.08	4,757.67	4,900.42	5,047.42	5,198.83	5,354.75
**** DA (8 hrs)**	189.44	195.12	200.96	206.96	213.20	219.60	226.16	232.96	239.92	247.12
***** HR**	23.68	24.39	25.12	25.87	26.65	27.45	28.27	29.12	29.99	30.89

Range 25

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**50,724**	**52,246**	**53,813**	**55,427**	**57,090**	**58,803**	**60,567**	**62,384**	**64,256**	**66,183**
***MO**	4,227.00	4,353.83	4,484.42	4,618.92	4,757.50	4,900.25	5,047.25	5,198.67	5,354.67	5,515.25
**** DA (8 hrs)**	195.12	200.96	206.96	213.20	219.60	226.16	232.96	239.92	247.12	254.56
***** HR**	24.39	25.12	25.87	26.65	27.45	28.27	29.12	29.99	30.89	31.82

Range 26

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**52,236**	**53,803**	**55,417**	**57,080**	**58,792**	**60,556**	**62,373**	**64,244**	**66,171**	**68,156**
***MO**	4,353.00	4,483.58	4,618.08	4,756.67	4,899.33	5,046.33	5,197.75	5,353.67	5,514.25	5,679.67
**** DA (8 hrs)**	200.88	206.96	213.12	219.52	226.16	232.88	239.92	247.12	254.48	262.16
***** HR**	25.11	25.87	26.64	27.44	28.27	29.11	29.99	30.89	31.81	32.77

Range 27

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**53,808**	**55,422**	**57,085**	**58,797**	**60,561**	**62,378**	**64,250**	**66,177**	**68,162**	**70,207**
***MO**	4,484.00	4,618.50	4,757.08	4,899.75	5,046.75	5,198.17	5,354.17	5,514.75	5,680.17	5,850.58
**** DA (8 hrs)**	206.96	213.20	219.52	226.16	232.96	239.92	247.12	254.56	262.16	270.00
***** HR**	25.87	26.65	27.44	28.27	29.12	29.99	30.89	31.82	32.77	33.75

CLASSIFIED SALARY SCHEDULE 4
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 28

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**55,416**	**57,078**	**58,791**	**60,555**	**62,371**	**64,242**	**66,170**	**68,155**	**70,199**	**72,305**
***MO**	4,618.00	4,756.50	4,899.25	5,046.25	5,197.58	5,353.50	5,514.17	5,679.58	5,849.92	6,025.42
**** DA (8 hrs)**	213.12	219.52	226.08	232.88	239.92	247.12	254.48	262.16	270.00	278.08
***** HR**	26.64	27.44	28.26	29.11	29.99	30.89	31.81	32.77	33.75	34.76

Range 29

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**57,084**	**58,797**	**60,560**	**62,377**	**64,249**	**66,176**	**68,161**	**70,206**	**72,312**	**74,482**
***MO**	4,757.00	4,899.75	5,046.67	5,198.08	5,354.08	5,514.67	5,680.08	5,850.50	6,026.00	6,206.83
**** DA (8 hrs)**	219.52	226.16	232.96	239.92	247.12	254.56	262.16	270.00	278.16	286.48
***** HR**	27.44	28.27	29.12	29.99	30.89	31.82	32.77	33.75	34.77	35.81

Range 30

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**58,800**	**60,564**	**62,381**	**64,252**	**66,180**	**68,165**	**70,210**	**72,317**	**74,486**	**76,721**
***MO**	4,900.00	5,047.00	5,198.42	5,354.33	5,515.00	5,680.42	5,850.83	6,026.42	6,207.17	6,393.42
**** DA (8 hrs)**	226.16	232.96	239.92	247.12	254.56	262.16	270.00	278.16	286.48	295.12
***** HR**	28.27	29.12	29.99	30.89	31.82	32.77	33.75	34.77	35.81	36.89

Range 31

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**60,564**	**62,381**	**64,252**	**66,180**	**68,165**	**70,210**	**72,317**	**74,486**	**76,721**	**79,022**
***MO**	5,047.00	5,198.42	5,354.33	5,515.00	5,680.42	5,850.83	6,026.42	6,207.17	6,393.42	6,585.17
**** DA (8 hrs)**	232.96	239.92	247.12	254.56	262.16	270.00	278.16	286.48	295.12	303.92
***** HR**	29.12	29.99	30.89	31.82	32.77	33.75	34.77	35.81	36.89	37.99

CLASSIFIED SALARY SCHEDULE 4
3% Between Steps

*** Monthly = Yearly / 12** **** Daily = Hourly x 8** ***** Hourly = Yearly / 2080**

Range 32

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**62,388**	**64,260**	**66,187**	**68,173**	**70,218**	**72,325**	**74,495**	**76,729**	**79,031**	**81,402**
***MO**	5,199.00	5,355.00	5,515.58	5,681.08	5,851.50	6,027.08	6,207.92	6,394.08	6,585.92	6,783.50
**** DA (8 hrs)**	239.92	247.12	254.56	262.24	270.08	278.16	286.48	295.12	304.00	313.12
***** HR**	29.99	30.89	31.82	32.78	33.76	34.77	35.81	36.89	38.00	39.14

Range 33

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**64,248**	**66,175**	**68,161**	**70,206**	**72,312**	**74,481**	**76,715**	**79,017**	**81,387**	**83,829**
***MO**	5,354.00	5,514.58	5,680.08	5,850.50	6,026.00	6,206.75	6,392.92	6,584.75	6,782.25	6,985.75
**** DA (8 hrs)**	247.12	254.48	262.16	270.00	278.16	286.48	295.04	303.92	313.04	322.40
***** HR**	30.89	31.81	32.77	33.75	34.77	35.81	36.88	37.99	39.13	40.30

Range 34

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**66,180**	**68,165**	**70,210**	**72,317**	**74,486**	**76,721**	**79,022**	**81,393**	**83,835**	**86,350**
***MO**	5,515.00	5,680.42	5,850.83	6,026.42	6,207.17	6,393.42	6,585.17	6,782.75	6,986.25	7,195.83
**** DA (8 hrs)**	254.56	262.16	270.00	278.16	286.48	295.12	303.92	313.04	322.48	332.08
***** HR**	31.82	32.77	33.75	34.77	35.81	36.89	37.99	39.13	40.31	41.51

Range 35

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR (12 Mos)	**68,172**	**70,217**	**72,324**	**74,493**	**76,728**	**79,030**	**81,401**	**83,843**	**86,358**	**88,949**
***MO**	5,681.00	5,851.42	6,027.00	6,207.75	6,394.00	6,585.83	6,783.42	6,986.92	7,196.50	7,412.42
**** DA (8 hrs)**	262.24	270.08	278.16	286.48	295.12	304.00	313.12	322.48	332.16	342.08
***** HR**	32.78	33.76	34.77	35.81	36.89	38.00	39.14	40.31	41.52	42.76

EXHIBIT C

IMPERIAL COMMUNITY COLLEGE DISTRICT

2012–2013 LOWER INCLUDED CLASSIFICATIONS FOR REASSIGNMENT AT LAYOFF

Instructions: Lower included classifications are those job classifications that have duties and/or minimum qualifications that are included or encompassed in the duties and/or minimum qualifications designated for the senior classification. Each occupational group identified by a capital letter is a lower included classifications category. Reassignment at layoff (bumping) shall take place with each lower included classification category.

Group A: Secretary/Clerical Group	Range
1. Administrative Secretary	18
2. Instructional Support Specialist	18
3. Staff Secretary III	16
4. Staff Secretary II	12
5. Instructional Support Assistant	12
6. Instructional Support Assistant/POST Law Enforcement Programs	12
7. Financial Aid Assistant/Receptionist	11
8. Staff Secretary I	10
9. Student Services Assistant (Parking)	10
10. Office Assistant III	09
11. Office Assistant III (Student Support Services)	09
12. Office Assistant III (Upward Bound)	09
13. Mail Room/Office Assistant	08
14. Office Assistant II	08

Group B: Administrative Technician/Specialist Group	Range
1. Grant Program Specialist	35
2. Purchasing and Receiving Coordinator	19
3. College Foundation Coordinator	19
4. Instructional Assistant/Curriculum Specialist	18
5. Parking Control Officer	18

Group C: Student Services Group	Range
1. Student Employment Specialist	22
2. Financial Aid Officer	20
3. Student Services Specialist (Evaluator)	19
4. Student Services Specialist (Admissions and Records)	18
5. Student Services Specialist (Student Affairs)	16
6. Admissions and Records Technician	14
7. Assessment Center Technician	14
8. Financial Aid Technician	14
9. Student Services Technician (Extended Campus)	13
10. Student Services Technician (Counseling Services)	13
11. Student Services Representative (Extended Campus)	11

EXHIBIT C

IMPERIAL COMMUNITY COLLEGE DISTRICT

2012–2013 LOWER INCLUDED CLASSIFICATIONS FOR REASSIGNMENT AT LAYOFF

Instructions: Lower included classifications are those job classifications that have duties and/or minimum qualifications that are included or encompassed in the duties and/or minimum qualifications designated for the senior classification. Each occupational group identified by a capital letter is a lower included classifications category. Reassignment at layoff (bumping) shall take place with each lower included classification category.

Group D: Accounting Services Group	Range
1. Accountant **(inactive)**	24
2. Accounting Coordinator	19
3. Accounting Technician	15
4. Budget Technician	14
5. Cashier	11

Group E: Information Processing Group	Range
1. Senior Computer Programmer/Data Analyst	32
2. Enterprise Systems Specialist	26
3. Systems Analyst	26
4. Technology Support Tech	23
5. Information Tech Support Spec	21
6. Microcomputer Media Technician	21
7. Microcomputer Lab Assistant	12

Group F: Library Services Group	Range
1. Library Technician III (Circulations)	14
2. Library Technician III (Technical Process)	14
3. Library Technician I	08

Group G: Tutorial Services Group	Range
1. Math Lab Instructional Specialist	24
2. Language Lab Coordinator	17
3. Learning Support Services Coordinator	17
4. Reading/Writing Lab Coordinator	17
5. Learning Services Tech (R/W Lab)	15
6. Math Lab Assistant	10

Group H: Automotive/Mechanical Group	Range
1. Vehicle and Equipment Mechanic	19
2. Tool Room/Auto Shop Technician	14

Group I: Custodial Group	Range
1. Custodial Supervisor	18
2. Lead Custodian	11
3. Custodian	08

EXHIBIT C

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2012–2013 LOWER INCLUDED CLASSIFICATIONS FOR REASSIGNMENT AT LAYOFF

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Group J: Grounds Maintenance Worker	Range
1. Grounds Maintenance Supervisor	19
2. Grounds Maintenance Worker	11

Group K: Skilled Crafts Worker Group	Range
1. Maintenance Worker III/HVAC	24
2. Maintenance Worker II/Locksmith	19
3. Maintenance Worker II	18

Group L: Child Care Group (No lower included classification)	Range
1. Preschool /Infant/Toddler Teacher	13

Group M: Professional/Paraprofessional Group (No lower included classification)	Range
1. Water Systems Treatment Specialist	30
2. Athletic Trainer	25
3. Publications Design Coordinator	25
4. Work Ability III (Career Development Specialist)	22
5. Coordinator of Academic Support Services	19
6. Science Lab Technician	16
7. Nursing Simulations & Computer Lab Technician	14

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