



# Pacifica School District

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*Preparing Students for an Evolving World*

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## MEMORANDUM

*Integrated Services and Human Resources*

Meeting of 06/29/16

**TO:** Wendy S. Tukloff, Ed.D., Superintendent  
For Board of Trustees

**FROM:** Ray Avila, Associate Superintendent

**SUBJECT:** Revised Salary Classification: Director, Facilities, Maintenance and Operations  
(LCAP Goal #1 – Attract & Retain)

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### Recommendation:

It is recommended that the Board approve the revised salary classification for the position of Director, Facilities, Maintenance and Operations (FMO) that changes the salary range from 32 to 37.

### Background:

The current salary classification (Director I, FMO) for this job description is on the Classified Management Salary Schedule. This position has taken on more responsibility during this past school year in relation to the supervision and evaluation of the District's custodial staff and overseeing the duties and responsibilities of the Lead Custodian position. This information was shared with the trustees at the February 9<sup>th</sup>, 2016 Board Work Study. Staff recommended this position be reclassified in terms of salary range, as of July 1, 2016, which will allow for a salary increase that supports the Director, FMO job duties consistently implemented by the employee in this position.

This salary classification revision will place this position from range 32 to range 37 on the Classified Management Salary Schedule. LSMA was provided notice of the proposed changes to this job description, and confirmed agreement with the changes.

A copy of the Classified Management Salary Schedule with revisions is attached for the Board to review.