

Exhibit 1

School Board Agenda Item

July 23, 2019

Executive Summary

Proposed **New** Job Description for the Protective Research Analyst Position

Background: This item is being recommended for School Board **adoption** to meet requirements for new job description.

Position Title: **Protective Research Analyst**

Division/Department: **Safety, Security & Emergency Preparedness**

Pay Grade: **22** Range: **\$57,541 - \$82,394**

Salary Schedule: **BTU-TSP Salary Schedule**

Recommended Policy Status: Non-Chart Job Description – **Final** Reading

Rationale: The job description for Protective Research Analyst has been created in support of the Division of Safety, Security & Emergency Preparedness. This is a critical position that is responsible for performing thorough analysis and research related to the evaluation of information and intelligence that could indicate a potential threat of violence affecting students, staff and District facilities.

The job description defines the performance responsibilities and the minimum education and experience required to perform successfully in the job. An evaluation of the job description was conducted to determine the pay grade assignment of 22 on the BTU-TSP salary structure. There are three Board approved positions associated with this job description.

As part of the process to create and edit job descriptions, Compensation provides the designated Bargaining Unit or Meet and Confer Representative with a copy of the new or revised job description prior to the First Reading. Any feedback received from the Representative is reviewed for consideration and, where applicable, incorporated as part of the job description. The Representative for BTU-TSP was provided a copy of the job description via e-mail on May 30, 2019. Additional feedback was not received prior to submission of this document for approval.

Cost: The salary range associated with staffing this position ranges from \$76,004 to \$105,276, which reflects the salary range minimum and maximum values and fringe expense (17.78% variable + \$8,232 fixed). Note that actual incumbent salary will be determined at time of placement, upon approval of the School Board, and will reflect the candidate's job qualifications, the Employment & Salary Administration Handbook provisions, and pay analysis conducted by Human Resources. This position is funded through the General Fund Balance.

Note: The salary range has been revised due to the recent approval of the 2018 – 2019 Salary Schedule for BTU-TSP.