

Addendum to RFP

- The positions at the College are a combination of those represented and not represented through collective bargaining agreements. The College’s compensation policy provides adherence to all state, local, and federal laws; commitment to pay equity; and, standards for pay differentials that are based on job qualifications, market conditions and job duties. The College has used ranges and bands to provide competitive and fair compensation. Through the study being sought, ranges, bands, and rubrics are permissible. Staff are paid hourly or salaried and coaching staff are paid a stipend. Girard College has not participated in an industry specific survey in the last two years.
- The following are non-represented and coaching positions

Admissions Manager	Non-Union (NON)
Assistant Dean of Residential Life	Non-Union (NON)
Assistant Dean of Residential Life	Non-Union (NON)
Assistant Dean of Residential Life	Non-Union (NON)
Assistant Principal of Instruction for High School	Non-Union (NON)
Assoc Dir Human Resources	Non-Union (NON)
AV Print Specialist	Non-Union (NON)
Behavior Support Specialist	Non-Union (NON)
Database Specialist	Non-Union (NON)
Dir. Historical Resources	Non-Union (NON)
Director of Admissions	Non-Union (NON)
Director of Athletics	Non-Union (NON)
Director of Business Services	Non-Union (NON)
Director of Campus Operations	Non-Union (NON)
Director of Campus Safety & Security	Non-Union (NON)
Director of Culture	Non-Union (NON)
Director of Development	Non-Union (NON)
Director of Finance and Compliance	Non-Union (NON)
Director of Marketing & Brand Communication	Non-Union (NON)
Director of Student Success	Non-Union (NON)
Director of Technology	Non-Union (NON)
DIRECTOR, DATA STRATEGY & IMPACT	Non-Union (NON)
Executive Assistant to President	Non-Union (NON)
Executive Assistant to Vice President of Operations	Non-Union (NON)
Executive Assistant to Vice President of Student Experience	Non-Union (NON)

Facilities Coordinator	Non-Union (NON)
Family Engagement Coordinator	Non-Union (NON)
Instructional Coach E/M	Non-Union (NON)
Manager of Alumni & Donor Relations	Non-Union (NON)
Medical Assistant	Non-Union (NON)
Officer In Charge	Non-Union (NON)
Officer In Charge	Non-Union (NON)
Out of School Time Program Coordinator	Non-Union (NON)
Overnight Residential Manager	Non-Union (NON)
Paraprofessional	Non-Union (NON)
Paraprofessional	Non-Union (NON)
President Girard College	Non-Union (NON)
Principal of Elementary Middle School	Non-Union (NON)
Principal of High School	Non-Union (NON)
Recruitment Manager	Non-Union (NON)
School Nurse RN	Non-Union (NON)
Security Guard	Non-Union (NON)
Security Guard	Non-Union (NON)
Security Guard	Non-Union (NON)
Security Guard	Non-Union (NON)
Security Guard	Non-Union (NON)
Security Guard	Non-Union (NON)
Senior Manager, Campus Experiences	Non-Union (NON)
Senior Security Officer	Non-Union (NON)
Senior Security Officer	Non-Union (NON)
Senior Security Officer	Non-Union (NON)
Social Worker Licensed Clinical	Non-Union (NON)
Social Worker Licensed Clinical	Non-Union (NON)
STEM Director	Non-Union (NON)
Systems Administrator	Non-Union (NON)
Vice President of Operations	Non-Union (NON)
Vice President of Student Experience	Non-Union (NON)
Head Boys Varsity Soccer	Coach
Head Middle School Girls Basketball Coach	Coach
Head Girls V Basketball	Coach
Assistant Football Coach High School	Coach
Asst. Coach Indoor Outdoor Track	Coach
Head High School Varsity Rowing Coach	Coach
Assistant Athletic Trainer	Coach
Head Coach Varsity Co-ed Cheerleading	Coach

Head Coach Flag Football Middle & High School	Coach
Head Coach Indoor Outdoor Track	Coach
Assistant Boys Varsity Basketball Coach	Coach
Assistant Football Coach High School	Coach
Athletic Trainer	Coach
Assistant Varsity Boys Baseball Coach	Coach
Head Coach Volleyball Program Middle School	Coach
Assistant Girls Varsity Basketball Coach	Coach
Head Varsity Girls Tennis Coach	Coach
Head Coach Varsity Girls Volleyball	Coach