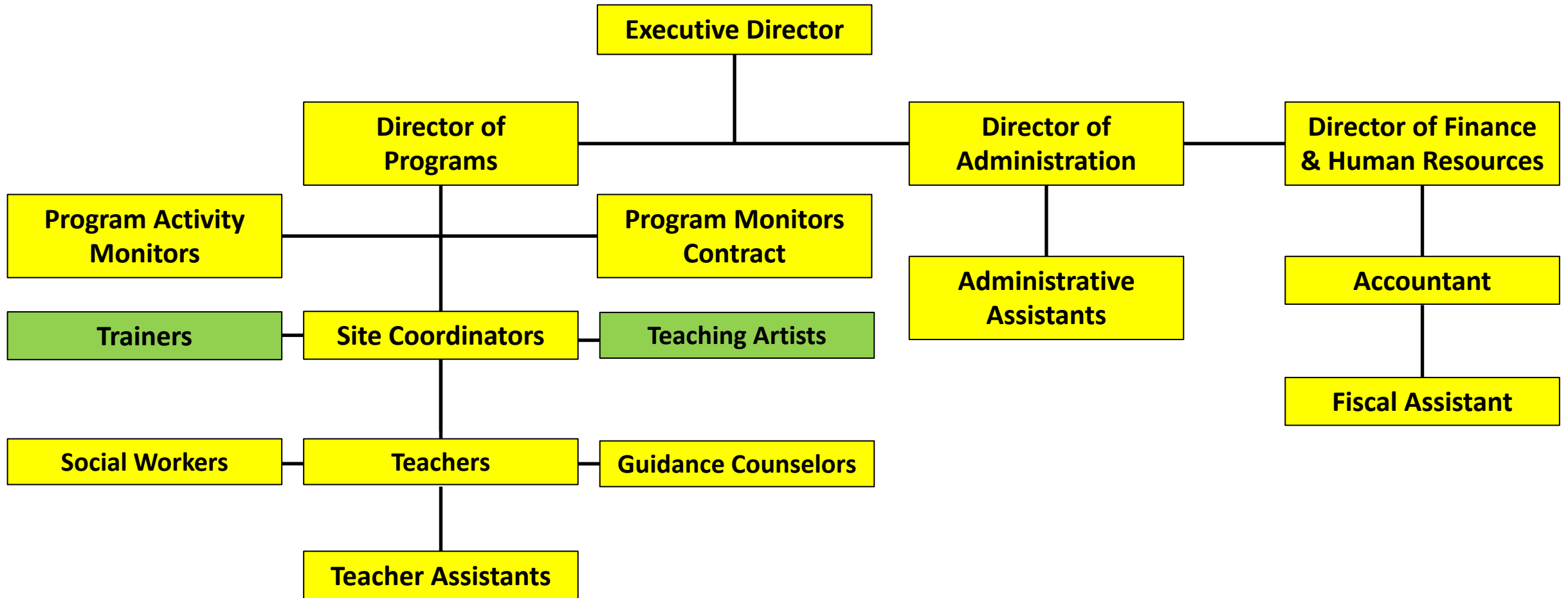


# ORGANIZATIONAL CHART



## LEGEND

- CareerVisions, Ltd.
- CareerVisions, NY
- Community Change, Inc.



## POSITION OBJECTIVES & COMPENSATION

1. **Accountant** – to ensure state and federal tax compliance by accounting for and reporting on all agency income and expenses. \$12,000/year.
2. **Administrative Assistant** – to support the Director of Administration with data entry and documentation tasks. 6 hours per week @ \$35/hour.
3. **Director of Administration** – to oversee the documentation, entry and reporting of program performance data. Inactive/TBD.
4. **Director of Finance & Human Resources** – to oversee the accounts receivables, payables and personnel data systems. Inactive /TBD.
5. **Director of Programs** – to ensure that the company's state contracted programs are compliant and are in alignment with its short and intermediate plans. 14 hours per week @ \$65/hour.
6. **Executive Director** – to oversee all aspects of the company and its long-term plans; to define the short and intermediate term plans of the company. Voluntary.
7. **Fiscal Assistant** – to support the completion of required fiscal reports. Inactive/TBD.
8. **Guidance Counselors/Social Workers** – to support student recruitment, attendance, parent/family community engagement (including quarterly advisory council meetings) and referrals for participants; to provide individual and group sessions to support needs. 6 hours per week @ \$55/hour.
9. **Program Activity Monitors (Educational Liaisons)** – to support teachers in ensuring that they are designing and implementing their activities with integrity to the company's models, format and framework. 6.25 hours per monthly visit @ \$60/hour
10. **Program Contract Monitors (Educational Liaisons)** – to support site coordinators in ensuring that their programs are compliant with company and state rules and regulations. 6.25 hours per monthly visit @ \$60/hour
11. **Site Coordinators** – to oversee the short-term plan and day-to-day operations of a program at sites with at least two teachers. \$60/hour @ 10 hours per week.
12. **Teachers** – school-based staff hired by CCI to recruit students and to design and implement lessons for clubs based on CCI's models. 6 hours per week @ \$55/hour; eligible for \$800 bonus per semester for attending at least 3 training academy sessions and submitting completed model curriculum comprised of replicable, detailed, and unduplicated learning plans aligned with their model (must use a different model each semester).
13. **Teaching Artists** – professional artists who design and implement lessons for students based on CCI's models. Up to 2 hours per session @ \$55/hour; including 1 hour writing/research weekly (bonuses does not apply because of the allocation of time for writing/research).
14. **Teaching Assistants** – high school students/recent graduates who assist teachers in designing and implementing their clubs. 6 hours per week \$25/hour.
15. **Trainers** – professionals from the human service field who facilitate sessions to target audiences to address a particular challenge based on CCI's framework. Trainers include those team members who lead training academies to guide teachers/teaching artists in designing and implementing CCI's framework and models with integrity. \$60/hour for 4.375 hours per scheduled session (1.5 hours for instruction; 2.875 hours for Research & Development).