

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

4/7/2014)

Date

Site	Position	Justification
GC	Child Development (CD) Center Aid CL-00019 0.9FTE	<ul style="list-style-type: none"> • What will the position do? The Child Development Center Aide provides the necessary support for the Child Development Center by assisting the Child Development Assistant Sr. with classroom duties. • Current status of position? <ul style="list-style-type: none"> ○ The position is vacant due to a resignation. • Strategic Staffing Rationale This position is required to meet legal mandates regarding child to staff ratios that must be met per licensing and Title 5 requirements. The Child Development Center is a Title 5 funded preschool, so it must provide lower ratios than the Title 22 state requirements. Moreover in the Infant, Toddler and Two-year old classrooms, there must be a 1:3 in infant area, and 1:4 ratios in the toddler area to meet the PITC Infant/Toddler demonstration site funding requirements. • Budget Impact – <ul style="list-style-type: none"> ○ The position is included in the current 13/14 budget
GC	Custodian CL-00085 Administrative Services	<ul style="list-style-type: none"> • What will position do? This position is responsible for maintaining the cleanliness of campus facilities, and assisting in setting up college and community events that are held on campus. The position is also responsible for opening and securing the campus. • Current status of position? This position is currently vacant due to a resignation. • Strategic Staffing Rationale: This position is necessary for maintaining a critical threshold of educational and support services and maintaining a safe environment for students • Present a rational that includes the following (where applicable): <ol style="list-style-type: none"> 1. Will the position increase student access, progress, and success? How? This position is critical to ensure the cleanliness and safety of Grossmont 's facilities. This position also assists with college and community special event set-ups and coordination. Without this position we would not be able to provide the support necessary to maintain the cleanliness of college facilities. 2. What impact will the position (or not filling the position) have on workload distribution within the work unit? The cleanliness of campus facilities has a direct impact on the entire educational and work environment. Not filling the position substantially reduces services to students and increases the chance of student injury and liability to the district. The custodial crew has already absorbed an increase in workload due to vacancies and increased facility space and cannot absorb an additional increase in their assigned cleaning areas.

		<p>3. Is there other information that should be considered when analyzing and evaluating this request? The sheer volume of classes and labs require constant cleaning and maintenance. We have also had a substantial increase in special event set ups and office moves that would make it impossible to cover with the current custodial crew. Grossmont's custodial crew provides 24 hour coverage Monday through Friday and also has a Sunday night crew to clean facilities that were used over the weekend. We would not be able to maintain this level of service without replacing this position.</p> <ul style="list-style-type: none">• Budget Impact – This position is funded in the current year unrestricted general fund.
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