

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

5/12/14

Date

Site	Position	Justification
CC	Child Development Center (CDC) Technician CL-XXXXX 1.0 FTE	<ul style="list-style-type: none"> • What will the position do? Under the direction of the assigned Child Development Center Coordinator (Supervisor), perform a variety of specialized duties related to the operation of the CD Center. The person in this position will qualify to temporarily replace the Coordinator (supervisor) when the Coordinator is away from the Center on business or leave. This position is an essential support service for operation of the Child Development Center and is necessary to maintain compliance with the Community Care Licensing (Title 22) and Title 5 requirements for a child development center. • Current status of position? <ul style="list-style-type: none"> ○ Requesting new position ○ Org Mod is in process • Strategic Staffing Rationale Please address at least one of the following items when answering the questions below (provide specific details): <ul style="list-style-type: none"> ○ Legal mandates: Community Care Licensing (Title 22) and Title 5 regulations require qualified, appropriate level, staff be present at all times; this position will meet that requirement for time when the current supervisor (CDC Coordinator) is absent from the CDC meeting other regional and college obligations. ○ Critical threshold of educational or support services: Titles 5 and 22 have specific reporting requirements that must be conducted regularly and will be one of the duties of this position • Present a rationale that includes one or more of the following: Workload distribution is severely impacted by not filling this position; the current CDC Coordinator is the only legally-qualified staff, not working directly with the children, available to supervise the center. Without this position a CDC teacher would need to perform those supervisory duties when the Coordinator is fulfilling other regional and college obligations. The district mission statement is to “provide outstanding learning opportunities that prepare students to meet community needs and future challenges of a complex, global society”. Accepting this request for an organizational modification acknowledges that we are aware of future challenges and changing needs in our complex micro-society. In order for the Child Development Center to provide comprehensive child development and support services that integrate the Child Development Center and the support needed to the instructors and coordinators of this program reflects the district values of <i>Pursuit of Excellence and Continuous Improvement and Integrity</i> for this area of the college. • Budget Impact – <ul style="list-style-type: none"> ○ Included in current year budget

Site	Position	Justification
CC	<p>Life Sciences, Biological Sciences, Genomics, Bioinformatics & Biotechnology Technician</p> <p>IA-XXXXX 1.0 FTE</p>	<ul style="list-style-type: none"> • What will the position do? <ul style="list-style-type: none"> ○ Coordinate and schedule laboratory use, participate in budget preparation and control and perform lead duties. ○ Coordinate with other science technicians to ensure the proper set up and turnaround of materials and equipment for all scheduled science labs. ○ Work with department faculty to develop, validate and implement unique experimental systems for student classes utilizing a wide variety of sophisticated analytical equipment such as High Performance Liquid Chromatography, Gas Chromatography, GC Mass Spec., Fourier Transform Infrared Spectroscopy, Atomic Absorption Spectroscopy, PCR Thermocyclers, DNA Sequencers Gel Electrophoresis equipment, Scanning Electron Microscope, Nuclear Magnetic Resonance Spectrophotometer, Real Time PCR, Western Blot, etc. • Current status of position? <ul style="list-style-type: none"> ○ Requesting new position – conversion of former classified hourly position. • Strategic Staffing Rationale <ul style="list-style-type: none"> ○ This position is necessary for maintaining a critical threshold of educational and support services • Present a rationale that includes one or more of the following: <ol style="list-style-type: none"> 1. What impact will the position (or not filling the position) have on workload distribution within the work unit? Our discipline should operate from 7 AM to 11 PM, Monday through Thursday and from 7 AM to 5 PM on Friday. We currently have limited night laboratory classes because of funding that was deleted so we have no help at night. Consequently, we have eliminated most of our night schedule of classes because we cannot afford to have these classes operating without a responsible full-time technician present. 2. Is there other information that should be considered when analyzing and evaluating this request? This position, along with another technician position for the Biological Sciences, is listed on the MOU between the District and CSEA as a position that will be filled in the 2013-14 academic year. • Budget Impact – This position will be included in the 2014-2015 budget.