

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT  
STRATEGIC HIRE REQUEST**

**8/13/18**

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	<p><b>Please include:</b></p> <p>Position Title <b>Counselor, DSPS</b></p> <p>Unit/Classification AFT/IN11</p> <p>Position #: <b>New Position</b></p> <p>FTE: 1.0</p> <p>Department: <b>DSPS</b></p>	<ol style="list-style-type: none"> <li><b>1. What will the position do?</b> <ul style="list-style-type: none"> <li>o Working with adults who have disabilities such as acquired brain injury, intellectual disabilities, hearing impairment, learning disabilities, mobility impairments, psychological disability, speech and language disabilities and visual disabilities.</li> <li>o Assigning appropriate academic accommodations to disabled students with respect to their educational limitations and academic needs.</li> <li>o Knowledge of assistive technology in accommodating disability conditions.</li> <li>o Interpreting IEP's, medical, psychological and rehabilitation reports.</li> <li>o Development of educational and career plans at the community college or university level.</li> <li>o Working with individuals and groups in providing personal and crisis counseling.</li> </ul> </li>   <li><b>2. Current status of position?</b> <ul style="list-style-type: none"> <li>o New position. This position will replace a full-time faculty retirement.</li> </ul> </li>   <li><b>3. Strategic Staffing Rationale</b>            Please address at least one of the following items when answering the questions below (provide specific details):           <ol style="list-style-type: none"> <li>a. Legal mandates</li> <li>b. Critical threshold of educational or support services</li> </ol> <p>DSPS serves the 1500+ students in the program which is roughly 16% of the colleges' total population. In 2014, Senator Marty Block introduced SB 1369, the Community Colleges Disability Services Program, which led to the amendment of article 6 of section 84851 of the education code which states – "regulations adopted by the board of governors shall provide for the apportionment of funds to each community college district to offset the direct excess cost of providing students with disabilities educational programs at community college districts with academic adjustments, auxiliary aids and <u>services</u>, in compliance with all applicable requirements of federal and state nondiscrimination laws".</p> </li>   <li><b>4. Budget Impact – Identify the Following:</b> <ol style="list-style-type: none"> <li>a. Position is included in the 2018-2019 budget</li> <li>b. Key code and Object code: 1435501-1220</li> <li>c. Fiscal Impact:               <ol style="list-style-type: none"> <li>i. Salary amount: \$70,704 plus benefits</li> </ol> </li> <li>d. RAF impact (check one):               <ul style="list-style-type: none"> <li><input type="checkbox"/> Include in RAF calculation</li> <li><input type="checkbox"/> No impact – replacement (vacant one year or less)</li> <li><input type="checkbox"/> No impact – funded by _____ Restricted Funds</li> <li><input type="checkbox"/> No impact – funded by _____</li> <li><input type="checkbox"/> No impact – restructure within existing funds</li> <li><input checked="" type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number</li> </ul> </li> </ol> </li> </ol>

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<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	<p><b>Please include:</b></p> <p>Position Title: <b>Instructor, Child Development</b></p> <p>Unit/Classification: <b>AFT/IN10</b></p> <p>Position #: <b>IN-00200</b></p> <p>FTE: 1.0</p> <p>Department: <b>Child Development</b></p>	<p><b>1. What will the position do?</b></p> <ul style="list-style-type: none"> <li>○ Perform all duties of full-time Instructional faculty (Child Development)</li> </ul> <p><b>2. Current status of position?</b></p> <ul style="list-style-type: none"> <li>○ Filling a vacancy. This position will replace a full-time faculty retirement.</li> </ul> <p><b>3. Strategic Staffing Rationale</b> Please address at least one of the following items when answering the questions below (provide specific details):</p> <p><b>Critical threshold of educational or support services:</b> As the Child development program continues to grow enrollment, and with a historic need for replacing former positions that retired out, the need to support the delivery is imperative for an additional faculty position.</p> <p><b>4. Budget Impact – Identify the Following:</b></p> <ul style="list-style-type: none"> <li>○ Position is included in the 2018-2019 budget</li> <li>○ Key code and Object code: 1461001-1110</li> <li>○ Fiscal Impact:             <ul style="list-style-type: none"> <li>i. Salary amount : \$64,277 plus benefits</li> </ul> </li> <li>○ RAF impact (check one):             <ul style="list-style-type: none"> <li><input type="checkbox"/> Include in RAF calculation</li> <li><input type="checkbox"/> No impact – replacement (vacant one year or less)</li> <li><input type="checkbox"/> No impact – funded by _____ Restricted Funds</li> <li><input type="checkbox"/> No impact – funded by _____</li> <li><input type="checkbox"/> No impact – restructure within existing funds</li> <li><input checked="" type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number</li> </ul> </li> </ul>

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<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	<p><b>Please include:</b></p> <p>Position Title:  <b>Instructor,            Kumeyaay            Studies</b></p> <p>Unit/Classification:  <b>AFT/IN10</b></p> <p>Position #:  <b>New Position</b></p> <p>FTE: <b>1.0</b></p> <p>Department:  <b>History, Social &amp;            Behavioral            Sciences</b></p>	<p><b>1. What will the position do?</b></p> <ul style="list-style-type: none"> <li>○ The position will perform all duties of full-time instructional faculty in the interdisciplinary program of Kumeyaay Studies.</li> <li>○ Work with department chairs in scheduling classes, identifying goals, establishing degree pathways.</li> <li>○ Mentor and assist part-time faculty</li> <li>○ Serve as liaison with Kumeyaay Community College</li> <li>○ Complete program review reports and SLO assessments</li> </ul> <p><b>2. Current status of position?</b></p> <ul style="list-style-type: none"> <li>○ New position. This position will replace a full-time faculty retirement.</li> </ul> <p><b>3. Strategic Staffing Rationale</b>            Please address at least one of the following items when answering the questions below (provide specific details):</p> <p>This position is essential to develop and support an interdisciplinary program that offers courses in a variety of disciplines. Currently, the lack of a full-time faculty member who can ensure that college policies, procedures, and academic standards are being followed in a consistent manner creates many challenges. The unique partnership with Kumeyaay Community College and the promising educational opportunities that this relationship entails would benefit from the dedicated attention of a full time faculty who can serve as a liaison with KCC and the various department chairs who oversee disciplines that offer Kumeyaay Studies courses</p> <p><b>4. Budget Impact – Identify the Following:</b></p> <ul style="list-style-type: none"> <li>a. Position is included in the 2018-2019 budget.</li> <li>b. Key code and Object Code: 1453401-1110</li> <li>c. Fiscal Impact:               <ul style="list-style-type: none"> <li>○ Salary amount: \$64,277 plus benefits</li> </ul> </li> <li>d. RAF impact (check one):               <ul style="list-style-type: none"> <li><input type="checkbox"/> Include in RAF calculation</li> <li><input type="checkbox"/> No impact – replacement (vacant one year or less)</li> <li><input type="checkbox"/> No impact – funded by _____ Restricted Funds</li> <li><input type="checkbox"/> No impact – funded by _____</li> <li><input type="checkbox"/> No impact – restructure within existing funds</li> <li><input checked="" type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number</li> </ul> </li> </ul>

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