



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Human Resources Advisory Council

Charge: <https://intranet.gcccd.edu/hrac/charge-and-composition.html>

AGENDA

April 24, 2024 @ 1:30 – 3 p.m.

Zoom <https://gcccd-edu.zoom.us/j/88274259181>

Council Members

Name	Title	Attendance
Linda Beam	Chair – Human Resources	<input checked="" type="checkbox"/>
Bernadette Black	Confidential Staff Rep. (GC)	<input checked="" type="checkbox"/>
Cindy Hall	Classified Senate Rep. (GC)	<input checked="" type="checkbox"/>
Colleen Parsons	CSEA Rep. (DS)	<input type="checkbox"/>
Craig Leedham	Conf. Administrators Rep. (DS)	<input checked="" type="checkbox"/>
Jane Kennington	Personnel Commission - Guest	<input checked="" type="checkbox"/>
Karen Marrujo	EEO Site Lead (CC) - Advisory	<input checked="" type="checkbox"/>
Stephanie Gutierrez (proxy for Katie Cabral)	Classified Senate Rep. (CC)	<input checked="" type="checkbox"/>
Manuel Mancillas-Gomez	Academic Senate (CC)	<input type="checkbox"/>
Michael Salvador	EEO/Title IX Director (DS) – Advisory	<input type="checkbox"/>
Moriah Gonzalez-Meeks	Advisory Role (CC)	<input checked="" type="checkbox"/>
Nicole Salgado	Conf. Administrators Rep. (CC)	<input type="checkbox"/>
Perla (Pearl) Lopez	Academic Senate (GC)	<input checked="" type="checkbox"/>
Sharon Sampson	EEO Site Lead (GC) - Advisory	<input checked="" type="checkbox"/>
Wayne Branker	AA Rep. (GC)	<input type="checkbox"/>
Vacant	AA Rep. (CC)	<input type="checkbox"/>
Vacant	AFT Rep.	<input type="checkbox"/>
Vacant	Communications & Public Information Director	<input type="checkbox"/>
Vacant	Classified Senate Rep. (DS)	<input type="checkbox"/>

Meeting Objectives
1.
2.
3.



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Agenda Item	Documents
<p>A. EEO</p> <ul style="list-style-type: none">1) EEO Plan update	<ul style="list-style-type: none">1) Linda Beam shared that Chancellor Neault is reviewing the Plan. Linda is working to make the data more user friendly. Data collection is drawn from MIS, IPED, Workday and Census databases. Upon completion of review, the Plan will be shared with the Council. An extension of time was granted by Dr. Buul. Linda hopes the final review will be in May with a June presentation to the Governing Board.
<p>B. Human Resources Operations</p> <ul style="list-style-type: none">1) Recruitment update2) Personnel Commission update3) HRAC Notes/Agenda on GCCCD Intranet4) Classified Appreciation Day, June 27th	<ul style="list-style-type: none">1) Linda reported that HR will no longer be initiating classified recruitments. They will now go through the Personnel Commission.2) Linda shared that she and Jane Kennington have met with Chancellor's Cabinet, Extended Cabinet, AA, CSEA, and joint Classified Senates to present Road Shows. Linda asked if either of the Academic Senates would be interested in presentation during an upcoming meeting. Perla Lopez said that the Grossmont Senate meeting agenda could not accommodate a 45-minute presentation. Linda mentioned that two Districtwide Road Shows are being scheduled and will be presented via Zoom, for anyone to attend.3) Linda mentioned that HRAC meeting notes, agendas and attachments have been uploaded on the intranet.4) Official Classified Week May 20th – 24th, falls during finals. In the past Classified Appreciation Day was held during Spring Break. This year



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	<p>the district-wide Appreciation Day has been moved to Jun 27th and will be held at Grossmont College. Each college may host a small scale celebration for their Classified during the week of May 20th.</p>
<p>C. Policies/Update Charge</p> <ul style="list-style-type: none">1) Debbie DiThomas - Governance IEPI2) Update Charge Taskforce (HRAC, EEEEOAC & EIET)	<ul style="list-style-type: none">1) The April HRAC - IEPI Governance meeting with Debbie DiThomas meeting notes have been uploaded on the intranet.2) Linda reported that the HRAC and EEOAC charge taskforce met and create a draft charge. Another meeting will be schedule to discuss the information from the DiThomas IEPI meeting for possible inclusion. A suggestion was made to shift to the charge taskforce, as the HRAC meeting was ending early. We were not prepared with documentation, notes, etc. to transition into a taskforce meeting, nor were all parties present.
<p>D. Group Updates</p>	<ul style="list-style-type: none">1) Perla inquired about when the information for the upcoming 4-day work week would be distributed. Craig Leedham said that the information would first be shared with supervisors and then to employees.2) Perla asked if the Grossmont Academic Senate Admin. Assist. I substitution paperwork would be processed by Human Resources or the Personnel Commission? Linda will get back to Perla with an answer. Perla did not know if an active recruitment had begun. Linda noted that our past practices of unlimited continuances of substitutes, out-of-class, and



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	<p>interims will not be permitted. We will be following Ed.Code and filling positions when an active recruitment is in place. Moriah Gonzalez-Meeks asked about grant work. Jane explained that short-term positions are for up to 6 months. Grants are funded year-to-year and those grants continuing will have their classified positions may become permanent. She continued that once the grant funded is expended, there might be layoffs for those positions supported by the grant. However, if there is a position available within the District that this person meets minimum qualifications they may be placed in that vacancy. Depending on their years within the District, they may have the right to bump a person with lower seniority. The new law states that layoff notices have to be sent by March 15th. Also, if laid off, they may qualify as a 39-month re-hire with the first right of refusal of an open position which they meet min. quals. Would the hiring manager have any say in this hire? No, they would be moved by the Personnel Commission. Stephanie Gutierrez asked if foundation employees would be eligible for the position. Jane said they would not. Linda explained that Foundation employees are not District employees. They are addressing these matters currently.</p> <p>3) Linda asked that we schedule a Charge meeting in the near future, as our time is limited today. She will freshen up the draft charges and include in the invite. Moriah asked if it was possible to finalize the EEOAC so that meetings could</p>



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	begin in Fall 2024? Linda concurred this was her goal too.
E. Meeting Notes, etc. 1) March 13, 2024	Attached

Next Meeting Date: May 22nd @ 1:30 – 3 p.m.
Zoom <https://gcccd-edu.zoom.us/j/87909225332>