



**Human Resources Advisory Council
Minutes
Thursday, February 25, 2021
(1:30 – 3:00 pm)**

Chair: Tim Corcoran - Vice Chancellor, Human Resources

Alyssa Brown
Anaid Northcraft
Anne Krueger
~~Bernadette Black~~
~~Cheryl Detwiler~~
~~Caroline Althaus~~
Cindy Hall
Craig Leedham

Denise Schulmeyer
~~Manuel Mancillas-Gomez~~
~~Lida Rafia~~
~~Michael Copenhaver~~
Natalija Worrell
~~Nicole Salgado~~
Pearl Lopez
~~Sahar Abushaban~~

Recorder: Jane Galarneau

Topic	Presenter
<ul style="list-style-type: none"> • AP/BP Review <ul style="list-style-type: none"> I. AP 5203 (No associated BP) – Lactation Accommodation II. AP/BP 3410 Nondiscrimination III. AP/BP 3518 Child Abuse Reporting IV. AP/BP 7320 Fingerprinting V. AP/BP 7336 Certification of Freedom from Tuberculosis VI. BP 7510 Domestic Partners (No AP) 	<p>Not for HRAC – should be forwarded to SISC</p> <p>Approved to move forward to DEC with addition of the term “immigration status” on page one.</p> <p>This AP/BP needs some work before moving forward to DEC</p> <p>Approved to move forward to DEC</p> <p>Need to confirm this AP/BP conforms to the new legal mandates</p> <p>Approved to move forward to DEC</p>

<p>VII. Evaluations for Staff and Management</p> <p>VIII. Classified Professionals Day/Week</p>	<p>Alyssa announced that the implementation of Evaluations for Staff and Management in Workday has gone very well. She said that in the past we would usually get about 30% completion rate but now Grossmont is at 71%, the District is at 73% and Cuyamaca is at 94% completion rate.</p> <p>Alyssa outlined the new format for Classified Professionals Day which will now be virtual as well as continue for several days instead of just one day. The schedule will begin the week of March 29th and topics will include, Trust Building, Conflict Resolution and Anti-Racism.</p>
<p>IX. Benefits</p>	<p>Anaid let the group know that because of the Covid Relief Fund, anyone with an FSA account for 202 will be allowed to use those funds through end of the year (Dec 31, 2021). Anyone with an FSA for 2021 will have until Dec 31, 2022 to use those funds.</p> <p>She also relayed that the dependent care age limit increased from 13 years of age to 14 years and anyone who paid for a 14-year-old last year can now submit for reimbursement of those payments.</p>
<ul style="list-style-type: none"> • Group Updates 	<p>Natalija asked if anyone knew how much the District saved by implementing the new benefit plan changes. Craig let us know that the savings will be approximately 1 million dollars</p> <p>Pearl asked if evaluations were mandatory and Alyssa let her know that yes, they are mandatory. Pearl suggested getting that word out to all Chairs and Coordinators to assist in completion of those evaluations.</p> <p>Cindy thanked Anne for all her communications regarding Covid 19 and vaccinations.</p>
<ul style="list-style-type: none"> • Next Meeting – March 24, 2021 	