

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

9/26/2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Custodian Position #: CL-00084 FTE: 1.0 Level: CL-23 Department: Operations	1. Key responsibilities of position: <ul style="list-style-type: none"> ○ Sweep, scrub, mop and wax floors; vacuum and shampoo rugs and carpets in classrooms, offices, workshops and other work areas. Clean, dust and polish furniture and woodwork including desks, cabinets and tables; wash windows, chalkboards and walls. Empty and clean waste receptables and pencil sharpeners and recycle containers; pick up paper; pick up trash containers and empty into large bins. 2. Current status of position: Vacant <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) 3. Strategic Staffing Rationale: Please address at least one of the following items: <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services Without this position, Operations is at risk of being unable to maintain offices, clean classrooms, and other instructional spaces b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input checked="" type="checkbox"/> Health and safety priorities Health and safety starts with clean restrooms, floors & trash cans e. <input type="checkbox"/> Essential supervision
		4. Budget Impact – Please specify the following: <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1427601-2110 ○ Annual Salary at Step B: \$42,852 plus benefits

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

September 26, 2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Faculty - Engineering Position #: Z-00006976 FTE: 1.0; 10-months Department: Engineering & Physical Sci.	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ This position will be tasked with teaching classes, collaborating with faculty to update curriculum as needed to make it more culturally relevant and incorporate equity-minded teaching practices into their classes. The department is specifically looking for someone who is committed to growing the program, working with SDSU and UCSD to increase the transfer pipeline, and can help lead them in building ZTC materials for several classes. <p>2. Current status of position:</p> <p>Vacant due to unsuccessful tenure</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) <p>3. Strategic Staffing Rationale:</p> <p>Please address at least one of the following items:</p> <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services This is a robust program that needs to replace full-time faculty, and per the FHPC 25-26 list. b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input type="checkbox"/> Health and safety priorities e. <input type="checkbox"/> Essential supervision
		<p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1455801-1110 ○ Annual Salary at Step B: \$85,765 plus benefits

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

9.26.2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Evaluations Advisor Position #: CL-00652 FTE: 1.0 Level: 38 Department: Admissions and Records	1. Key responsibilities of position: <ul style="list-style-type: none"> ○ Under the direction of an assigned manager, plans and organizes the duties related to the Evaluations Office; analyzes and interprets state regulations and district policies and procedures for college divisions/departments and students; within the evaluation, graduation and transfer processes, advise students in achieving their educational goals 2. Current status of position: <p style="margin-left: 40px;">Vacant 12.30.2025 (official retirement date); November 19th last work day</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) 3. Strategic Staffing Rationale: Please address at least one of the following items: <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services Replacing the retiring advisor is critical to sustain timely student support. b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input type="checkbox"/> Health and safety priorities e. <input type="checkbox"/> Essential supervision
		4. Budget Impact – Please specify the following: <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1432001-2110 ○ Annual Salary at Step B: \$66,756 plus benefits

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

September 26, 2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Faculty - Mathematics Position #: IN-00153 FTE: 1.0; 10-months Department: Mathematics	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ This position will be a member of the Mathematics Department and tasked with teaching classes, but specifically some of the higher numbered classes. By collaborating with Mathematics faculty this person will work with others to update curriculum as needed to make it more culturally relevant and incorporate equity-minded teaching practices into their classes. The department is specifically looking for someone who can help lead them in the transformative work as well as building ZTC materials for the STEM classes. <p>2. Current status of position:</p> <p>Vacant due to retirement.</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) _____ <p>3. Strategic Staffing Rationale:</p> <p>Please address at least one of the following items:</p> <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services This is a robust program that needs to replace retired full-time faculty. b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input type="checkbox"/> Health and safety priorities e. <input type="checkbox"/> Essential supervision <p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1456001-1110 ○ Annual Salary at Step B: \$85,765 plus benefits

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

8/26/2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Mental Health Counselor Position #: New FTE: 1.0 Level: Class IV Department: Student Engmt. & Belonging	1. Key responsibilities of position: <div style="margin-left: 20px;"> <input type="radio"/> The Mental Health Counselor position is essential to our program and the campus since we have a critical need to provide mental health counseling for students. Based on the data for 2023-2024, there is a need for this position to support students. In the 2023-2024 academic year, the Personal Counselors conducted 588 therapeutic sessions. This number highlights the high utilization of services, including support for multiple students in mental health crises. National data further supports this trend, with studies indicating rising rates of anxiety, depression, and stress among college students. </div> 2. Current status of position: <div style="margin-left: 20px;"> We only have adjunct Mental Health Counselors </div> <div style="margin-left: 20px;"> <input type="radio"/> <input type="checkbox"/> Filling a replacement position included in the budget <input type="radio"/> <input type="checkbox"/> Filling a restructured position included in the budget <div style="margin-left: 20px;"> <input checked="" type="checkbox"/> Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> <input checked="" type="checkbox"/> Org Mod approval date _____ </div> <input checked="" type="radio"/> <input checked="" type="checkbox"/> Filling a new position <div style="margin-left: 20px;"> <input checked="" type="checkbox"/> Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Org Mod approval date _____ </div> <input type="radio"/> <input type="checkbox"/> Other (please specify) </div> 3. Strategic Staffing Rationale: Please address at least one of the following items: <div style="margin-left: 20px;"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services The Mental Health Counselor position is essential to our program and the campus since we have a critical need to provide mental health b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input checked="" type="checkbox"/> Health and safety priorities This position will provide support during crisis intervention situations. e. <input type="checkbox"/> Essential supervision </div> 4. Budget Impact – Please specify the following: <div style="margin-left: 20px;"> <input type="radio"/> Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> <input type="radio"/> Funding Source? Unrestricted <input type="checkbox"/> /Restricted <input checked="" type="checkbox"/> <input type="radio"/> Smartkey and Salary Object: #1425899-1220 <input type="radio"/> Annual Salary at Step B: \$94,342 <input checked="" type="checkbox"/> plus benefits </div>

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

9/26/2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Faculty - Social Work Position #: IN-00157 FTE: 1.0; 10 Months Level: Department: Social & Behavioral Sci.	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ Teach Social Work Classes ○ Develop curriculum ○ Support implementation and work with department chair to coordinate Social Work grants ○ Author Social Work program review ○ Support the department in planning and evaluating the program ○ Participate in campus and district professional activities ○ Perform duties consistent with those stated in the faculty agreement <p>2. Current status of position:</p> <p>Establish New Position in Social Work; Position #IN-00157 (vacant due to retirement of N. Jennings)</p> <ul style="list-style-type: none"> ○ <input type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input checked="" type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input checked="" type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) <p>3. Strategic Staffing Rationale: Please address at least one of the following items:</p> <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services Support student needs and meet workforce demands b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input type="checkbox"/> Health and safety priorities e. <input type="checkbox"/> Essential supervision
		<p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1463602-1110 ○ Annual Salary at Step B: \$85,765

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

9/26/2025

Date

Site	Position	Justification
<input type="checkbox"/> GC <input checked="" type="checkbox"/> CC <input type="checkbox"/> DS	Please include: Position Title: Specialty Lab Technician II-ESL Position #: IA-00113 FTE: .75; 10-month Level: Range 25 Department: AHSS	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ Assist with lab orientations, and collect and organize data regarding the students' usage of the ESL lab. Clerical duties as needed. Related duties as assigned. Examples of duties: Individual and small group skill development both receptive and expressive, preparation and distribution of ESL materials, basic computer and software instruction, and providing oversight during open lab hours. <p>2. Current status of position:</p> <p style="padding-left: 20px;">Vacant due to retirement</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ <input type="checkbox"/> Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes <input type="checkbox"/> /No <input type="checkbox"/> ■ Org Mod approval date _____ ○ <input type="checkbox"/> Other (please specify) <p>3. Strategic Staffing Rationale:</p> <p style="padding-left: 20px;">Please address at least one of the following items:</p> <ul style="list-style-type: none"> a. <input checked="" type="checkbox"/> Critical threshold of instruction and support services Maintain currency of the instructional lab. Schedule classes and open lab time. b. <input type="checkbox"/> Legal mandate c. <input type="checkbox"/> Accreditation requirements d. <input type="checkbox"/> Health and safety priorities e. <input checked="" type="checkbox"/> Essential supervision It is essential to have supervision and support when students use the computer lab. <p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> ○ Is position included in the current budget? Yes <input checked="" type="checkbox"/> /No <input type="checkbox"/> ○ Funding Source? Unrestricted <input checked="" type="checkbox"/> /Restricted <input type="checkbox"/> ○ Smartkey and Salary Object: 1451404-2210 ○ Annual Salary at Step B: \$28,410 plus benefits