



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Human Resources Advisory Council

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

AGENDA

August 28, 2024 @ 1:30 – 3 p.m.

Zoom <https://gcccd-edu.zoom.us/j/86598261479>

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 type="checkbox"/>
Colleen Moreno	CSEA Rep. (DS)	<input checked="" type="checkbox"/>
Craig Leedham	Conf. Administrators Rep. (DS)	<input checked="" type="checkbox"/>
Karen Marrujo	Academic Senate (CC)	<input checked="" type="checkbox"/>
Katie Borts	Director Human Resources (DS)	<input checked="" type="checkbox"/>
Katie Cabral	Classified Senate Rep. (CC)	<input checked="" type="checkbox"/>
Michael Salvador	EEO/Title IX Director (DS) – Advisory	<input checked="" type="checkbox"/>
Moriah Gonzalez-Meeks	Advisory Role (CC)	<input checked="" type="checkbox"/>
Nicole Salgado	Conf. Administrators Rep. (CC)	<input checked="" type="checkbox"/>
Perla (Pearl) Lopez	Academic Senate (GC)	<input checked="" type="checkbox"/>
Sharon Sampson	Advisory Role (GC)	<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"/>
Guests:		
Jane Kennington	Personnel Commission - Guest	<input checked="" type="checkbox"/>
Jessica Moore	Professional Development Specialist - Guest	<input checked="" type="checkbox"/>
Meeting Recorder:		
Kimberly Gioscia	Executive Assistant	<input checked="" type="checkbox"/>



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Agenda Item	Documents
<p>A. EEO/Title IX</p> <ol style="list-style-type: none">1) Title IX Updates<ol style="list-style-type: none">a) BP/AP – 1st readb) Kansas Case2) EEO Certification<ul style="list-style-type: none">• 2022-2023 Fiscal• 2023-2024 EEO Plan3) Title 5 DEIAA Job Descriptions	<p>AP 3430 – Prohibition of Harassment (Draft 2024) AP 3433 – Prohibition of Sex Discrimination under Title IX (Draft 2024) AP 3434 – Responding to Sex Discrimination under Title IX (Draft 2024) BP 3433 – Prohibition of Sex Discrimination under Title IX (Draft 2024) BP 5500 – Student Conduct (Draft 2024)</p> <p>1) a) Linda touched on each of the First Read AP/BP's listed above. A "clean" copy, all edits accepted, will be emailed to the Council for reference. These will be discussion at the September meeting.</p> <p>Summary: The Impact of State of Kansas v. Cordona</p> <p>1) b) Linda gave an overview of the ruling and how it affects Grossmont College. Cuyamaca College falls under the current 2020 Interim Title IX regulations.</p> <p>2) Linda stated that we are required to use a new process to gather the data for the EEO Certification Report. Not all data aligned with MIS submissions, so an audit is being performed to verify prior to sharing with HRAC. The certification includes a fiscal component for 2022-2023 and the certification for 2023-2024. Once completed, the form will either be emailed to the HRAC Council for a straw vote or placed on the September HRAC agenda for discussion.</p> <p>Title 5 DEIAA</p> <p>3) Linda shared that the current job descriptions and evaluations are now required to the DEIAA competencies added. The District is meeting with all the collective bargaining units to discuss this matter. A discussion</p>



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	ensued as to “how” the competencies would be measured? Linda will email a revised document adding “abilities” and “ability” to the proposed language to the HRAC Council.
B. Human Resources Operations <ol style="list-style-type: none">1) Recruitment update2) Personnel Commission update3) Professional Development update	<ol style="list-style-type: none">1) Linda restated that academic recruitments will remain with Human Resources and classified recruitments will be processed through the Personnel Commission.2) Jane Kennington shared that the first batch of 15 recruitments were finishing their qualifying and final interviews. There are 23 additional positions, 10 opened and 13 closed. Jane foresees 3-4 new positions opening weekly. Perla asked if more PC Information Sessions would be offered in the near future. Possibly one during spring 2025 Flex Week? Since May 2024, 6 PC Information Sessions have been held. Perla stated the presentation were too lengthy to hold during regular Academic Senate meetings.3) Jessica Moore was introduced and welcomed by the Council. She spoke about creating a master training calendar to assist in tracking trainings. Linda mentioned that the Classified Professionals Day held in May had over 100 attendees and was a great success.
C. Policies/Update Charge <ol style="list-style-type: none">1) Governance IEPI Training (August 30th)2) Update - Charge Workgroup HRAC & EEOAC<ol style="list-style-type: none">a) Establish meeting dates/times 9/4?3) Establish HRAC meeting calendar	<ol style="list-style-type: none">1) Linda announced the upcoming the IEPI Training session on August 30th at Cuyamaca College and hopes all will attend.



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	<p>2) Linda is hoping to meet with the workgroup in the next few days. Kimberly will work on getting this scheduled.</p> <p>3) Linda proposed changing the November and December meetings dates do to the holidays. The group agreed on November 20th and December 11th with a change in time to 1 – 2:30 p.m. Kimberly will send out new invites for these two dates.</p>
D. Group Updates	<p>1) Katie Cabral asked if the Student Salary Schedules would be increased by 7% too. Linda acknowledged the student's concerns and noted that the District is in compliance.</p>
E. Meeting Notes, etc. 1) May 22, 2024 2) HRAC Meeting Calendar	<p>Meeting Notes – 5-22-24</p>

Next Meeting Date: September 25th @ 1:30 – 3 p.m.