



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Human Resources Council

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

AGENDA

February 26th @ 1:30 – 3 p.m.

Zoom - <https://gcccd-edu.zoom.us/j/84039311264>

Council Members

Name	Title	Attendance
Linda Beam	Chair – Vice Chancellor 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 Moreno	California School Employees Association Rep.	<input checked="" type="checkbox"/>
Craig Leedham	Confidential Administrators Rep. (DS)	<input checked="" type="checkbox"/>
Karen Marrujo	Academic Senate President (CC)	<input checked="" type="checkbox"/>
Katie Borts	Director Human Resources	<input checked="" type="checkbox"/>
Katie Cabral	Classified Senate Rep. (CC)	<input checked="" type="checkbox"/>
Perla (Pearl) Lopez	Academic Senate President (GC)	<input type="checkbox"/>
Tammi Marshall	Administrators Association Rep. (CC)	<input checked="" type="checkbox"/>
Victoria Marron	Confidential Administrators Rep. (CC)	<input checked="" type="checkbox"/>
Vacant	Administrators Association Rep. (GC)	<input type="checkbox"/>
Vacant	American Federation of Teachers Guild Rep.	<input type="checkbox"/>
Vacant	ASG Student Representative (GC)	<input type="checkbox"/>
Vacant	ASG Student Representative (CC)	<input type="checkbox"/>
Vacant	Classified Senate Rep. (DS)	<input type="checkbox"/>
Vacant	Faculty-at-Large (GC)	<input type="checkbox"/>
Vacant	Faculty-at-Large (CC)	<input type="checkbox"/>
Guests:		
Jane Kennington	Personnel Commission	<input type="checkbox"/>
Jessica Moore	Professional Development Specialist	<input checked="" type="checkbox"/>
Michael Salvador	EEO/Title IX Director	<input checked="" type="checkbox"/>
Moriah Gonzalez-Meeks		<input checked="" type="checkbox"/>
Sharon Sampson		<input checked="" type="checkbox"/>
Meeting Recorder:		
Kimberly Gioscia	Executive Assistant	<input checked="" type="checkbox"/>



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Agenda Item	Documents
<p>A. Policies/Update Charge</p> <ol style="list-style-type: none">1) AP 2710 Conflict of Interest 2nd Read2) Membership - Constituencies Appointments	<p>1) Discussions continued regarding the intent of the revisions to AP 2710. Linda Beam reiterated that the proposed language came from the Community College League of California templates. Linda shared that the GCCCD Board of Trustees are required by the County of San Diego to file Form 700 - Statement of Economic Interests annually. Disclosures are common practice for individuals in fiduciary positions and/or paid by public funds. Victoria shared that she completed disclosure forms with former employers and placed an example in the chat. Questions regarding self-employment, i.e., Uber, to whom is the disclosure made, part-time and full-time faculty working at another district were asked. Colleen, suggested limiting the scope to overlapping employment, i.e., night job and day job. If a full-time District employee takes a job that conflicts with the time they are working they would be required to disclose this information. Linda said this would be on a “case by case basis”. The intention is to avoid perceived or actual conflicts. AFT and CSEA are aware of this AP and AA is fine with current version, per Tammi. Linda wanted HRC to review AP 2710 before going out to the constituencies. The intent is that employee are fulfilling their obligations. Katie Cabral suggested citing CA Gov. Code 1126 and not update this AP’s language until more specifics are addressed. Tammi suggested it be for “contractual employees” and to exclude part-time, student hourly, professional experts. Linda mentioned there have been employees working at other institutions whose time overlapped with their contractual obligations to our</p>



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	<p>district. A suggestion was made to say “notification” rather than approval. Colleen asked if there was a plan on informing classified employees. Will it be added to job descriptions? Notice should be given ahead of applying, if approval is needed. Possibly a disclaimer before entering into a job. What if they don’t disclose? What are the repercussions? Karen asked what has been the process of sharing information between two public agencies. Moriah feels this is problematic as there is no BP/AP in place regarding the practice of shared information between institutions. Linda explained that typically the district is asked to confirm a work schedule or college employment. Linda noted again that as a public agency we must be mindful of the compensation paid to employees. We are required by law that district employees are not earning two salaries (double dipping) for simultaneous work. Linda said we’ll wordsmith and bring to next month’s meeting. Linda will looking at neighboring colleges for their disclosure of AP 2710. This matter will be on the March agenda with edits.</p> <p>2) Linda shared that all stakeholder groups have been contacted requesting their appointments. Unless, there are objections from the Academic Senates. Moriah asked and received confirmation that approved charge accompanied the request for appointees.</p>



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<p>B. EEO/Title IX</p> <ol style="list-style-type: none">1) Dept. of Ed. – Dear Colleague Letter2) EEOAC Charge – Establish meeting to finalize3) Title 5 DEIAA Performance Evaluation Requirements – Original & Suggested	<ol style="list-style-type: none">1) Linda opened discussions regarding the “Dear Colleague” letter interpretation and its’ affects to our processes. The District is being mindful of the DOE’s suggestion of monitoring institutions’ adherence to certain definitions and should they choose not to follow, there may be consequences. More information is expected in the next few months. Everyone is trying to figure out this recent revised interpretation.2) Linda requested another meeting with this workgroup to finalize the charge. This council will oversee the EEO plan and efforts. Michael Salvador mentioned that Grossmont College and Cuyamaca College were subjected to different Title IX processes because of an injunction. The court in <i>Tennessee v. Cardona</i> struck down the DOE 2024 Biden Title IX rules across the country. Because of that, both colleges—and schools nationwide—have gone back to following the 2020 Title IX rules from the Trump administration. That means definitions from the 2024 version, like those including gender identity, no longer apply. It also means the process has changed again, and we’re now required to hold live hearings with cross-examination for Title IX cases. Michael Salvador mentioned that Grossmont and Cuyamaca Colleges are subject to different processes due to the Tennessee Court ruling that DOE had an overreach in Title IX, Gender Identity, vacating the 2024 rules and now returning to the original 2020 rules which have a narrower interpretation of complaints and eliminates gender as a cause. Linda met with colleagues last week and was informed that California



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	<p>will be scrutinized for transgender laws and policies. Going after CIF in high school but coming to community colleges too. Concerns were voiced and Linda stated the District is staying the course until told otherwise. The upcoming workgroup will be open to all HRC members and previous participants. Kimberly to send out a Doodle Poll to arrange a date.</p> <p>3) Linda reviewed the original document and the revised document. Wants to set aside time at the next meeting to discuss the proposed language. One possibility is one version for faculty and one for classified. This is a Title 5 requirements. Michael asked if we should wait on other guidance in light of the Dear Colleague Letter. Linda stated there is a way to support outreach without trigger words. Wants to keep things moving forward, that depending on what happened at DOE that we have to be mindful of being out of compliance whatever they are deeming and could jeopardize federal financial aid. Moriah supports moving forward. It's been a time since viewing this document. Add to beginning of the agenda. Katie Cabral asked that we add the multi-state guidance document to be link with the DCL.</p>
<p>C. Human Resources Operations</p> <ul style="list-style-type: none">1) Recruitment update2) Professional Development update	<p>2) Jessica Moore reported on January's Classified New Employee Orientations and the next session scheduled in March. AFT group will be during fall flex week. Manager/supervisors meeting was very well received. Will try to hold another training in the summer. Human Resources held "office hours" for those academic managers and their admins. A CPR/AED training was held at Cuyamaca. The Professional</p>



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	Development & Training calendar has been launched and is accessible via the GCCCD website under Human Resources. There is a meeting this week regarding Classified Professional Day.
D. Group Updates	Sharon Sampson asked about a reporting timeline when someone is placed on leave. How long does the District take to make updates for position? Linda shared there is no timeline, as each situation may be different. Communication should occur through the supervisor shared out to that department.
E. Meeting Notes, etc. 1) Black Educators Network February 28 th 5:30 – 8:30 p.m. @ San Diego City College	1) Linda Beam spoke on the upcoming event and asked for volunteers. None able to attend. She also reported attending the January California Community College Registry Job Fair in Los Angeles.

Next Meeting Date: March 26th @ 1:30 – 3:00 p.m.