

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

November 29th, 2022

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title: A.R.C. Counselor</p> <p>Position #: CN-00051</p> <p>FTE: 1.0</p> <p>Level: Faculty Non-Classroom</p> <p>Department: Accessibility Resource Center (A.R.C.)</p>	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ Demonstrated experience and ability to interpret, articulate and implement a variety of regulations, policies and procedures, concerning community college Disabled Student Programs and Services (DSPS). ○ Knowledge and expertise working with adults who have disabilities such as acquired brain injury, intellectual disabilities, hearing impairment, learning disabilities, mobility impairments, psychological disability, speech and language disabilities and visual disabilities. ○ Knowledge and experience in assigning appropriate academic accommodations to disabled students with respect to their educational limitations and academic needs. ○ Knowledge of assistive technology in accommodating disability conditions. ○ Knowledge and experience interpreting IEP's, medical, psychological and rehabilitation reports. ○ Experience in the development of educational and career plans at the community college or university level. ○ Experience in the development of educational and career plans at the community college or university level. ○ Experience counseling students about community college options including certificate, associate's degree and/or transferring to four-year institutions. <p>2. Current status of position:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Filling a replacement position included in the budget ○ Filling a restructured position included in the budget <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes / No ■ Org Mod approval date _____ ○ Filling a new position <ul style="list-style-type: none"> ■ Has an Org Mod been approved? Yes / No ■ Org Mod approval date _____ ○ Other (please specify) <p>3. Strategic Staffing Rationale: Please address at least one of the following items:</p> <ul style="list-style-type: none"> ○ <input checked="" type="checkbox"/> Legal mandates-Title V mandates require that disability support services programs deliver services in a timely manner. As a result, this position is critical to the day to day student support needs of the A.R.C. department. Due to our mandates and regulations, it is imperative that we have counseling faculty available to approve and provide

academic accommodations to students who present with a myriad of disabilities. Presently, we have 1 full-time counselor among our faculty team members. This position has continuously been back filled by adjuncts. We are in dire need of 2 full-time counseling positions. Presently, the A.R.C. serves close to 800 students, growing rapidly in numbers since the Pandemic. As a result, we have a 1:800 ratio for our one full time faculty counselor. **There are no faculty among the A.R.C. team who have re-assigned time.** As it relates to staffing, Carl Fielden is a full-time Learning Disabilities Specialist who teaches PDSS courses “within” his full-time load. Patrice Braswell (formerly a DSP&S Specialist) is the full-time A.R.C. Coordinator, **without any re-assigned time as well.** According to Title V mandates, and regulations, all disability support programs within California Community Colleges must have a full-time Coordinator to oversee the day to day operations of the department, which encompass managing the human and fiscal resources.

- Accreditation requirements
- Health and safety priorities
- Critical threshold of instruction or support services
- Essential supervision

4. Budget Impact – Please specify the following:

- Is position included in the current budget? Yes / **No- However, funds have been identified within the A.R.C. categorical restricted budget for this position. This has been verified by our Grossmont College Budget Analyst, Carol Rapolla.**
- Funding Source? Unrestricted / **Restricted**
- Smartkey and Salary Object: **1335091-1220**
- Annual Salary at Step B: \$64,035