



**RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT**

**HUMAN RESOURCES COMMITTEE**

**November 8, 2023**

**Via Zoom: <https://rscsd-edu.zoom.us/j/81930810697>**

Meeting ID #819 3081 0697

3:30 – 5:00 p.m.

**AGENDA**

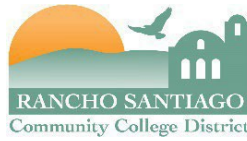
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| 1. Welcome   | Winter  |
| 2. Approval of Minutes – <b>ACTION</b><br>a. October 11, 2023 Meeting            | Winter  |
| 3. Faculty Obligation Number (FON) – <b>INFORMATION</b>                          | Winter  |
| 4. Office of Diversity, Equity, and Inclusion (ODEI) Update – <b>INFORMATION</b> | Camacho |
| 5. Other   |         |

**Next Meeting:**

Wednesday, December 13, 2023

3:30 – 5:00 p.m.

**The mission of the Rancho Santiago Community College District is to provide quality educational programs and services that address the needs of our diverse students and communities.**



**HUMAN RESOURCES COMMITTEE  
(HRC)**

**Via Zoom – District Office**

**3:30 – 5:00 p.m.**

**Minutes for October 11, 2023**

Members Present: Maria Garcia, Dr. Jason Parks, Denise Salcido, Jonae Varela, Dr. Merari Weber, Alistair Winter and John Zarske

Members Absent: Morrie Barembaum, Rene Beiza, Dr. Mikaila Brown, Zina Edwards, Sil Han Jin, Dr. Jeannie Kim, Dr. Jeffrey Lamb, Charlie Malone, Dr. Annebelle Nery, Nancy Tanner

Guest: Jenna Cooper

1. Welcome

The meeting was called to order at 3:36 p.m. Mr. Winter led the meeting.

2. Approval of the Minutes from May 10, 2023 Meeting-ACTION

It was moved by Ms. Salcido and seconded by Dr. Parks to approve the September 13, 2023 minutes with an amendment.

3. Board of Trustees Presentation – INFORMATION

A PowerPoint presentation regarding People & Culture Operations was shared with the Board of Trustees in August and shared with the Board Institutional Effectiveness Committee back in May. Part-time faculty hiring is up 75% this year. A total of 350 part-time faculty were hired. Please contact Alistair regarding any questions.

4. DEIA Evaluation for Employee Groups – INFORMATION AND DISCUSSION

There are new regulations from the Chancellor's Office to establish a DEIA competency and framework to serve as a minimum standard in evaluating all community college employees. Mr. Winter reviewed the document from the Chancellor's Office titled, "Diversity, Equity, and Inclusion Competencies and Criteria Recommendations" to use as a guideline. The plan is to work with the unions on competencies and to build an evaluation process. Please share the documents with your constituents.

5. Other

- Ms. Varela suggested changing the committee's name. Mr. Winter will look into this suggestion.
- On October 23<sup>rd</sup>, Mr. Beiza will be the point person at the District for Professional Development.
- The Joint Benefits Committee (JBC) made a recommendation for health benefits. They recommended remaining with Anthem Blue Cross and changing to Delta Dental.
- Open Enrollment is scheduled to start on October 24<sup>th</sup> pending approval by the Board.

Adjourned at 4:09 p.m.

Next HRC Meeting:

Wednesday, November 8, 2023 Via Zoom, 3:30 – 5:00 p.m.