

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

22 May 2018

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title ESL Instructor – Tenure Track</p> <p>Unit/Classification AFT</p> <p>Position #</p> <p>FTE 1.00</p> <p>Department English as a Second Language</p>	<ol style="list-style-type: none"> 1. What will the position do? Among other things, we would expect the candidate for a Generalist Composition position to do the following: <ul style="list-style-type: none"> o Teach a wide variety of ESL courses; o Collaborate with other full-time ESL faculty to design curriculum, develop SLO assessment strategies, engage in College leadership, and participate in varied Department-initiated projects; o Participate in the Department’s innovative acceleration and co-requisite work (as part of implementation of AB 705); 2. Current status of position? <ul style="list-style-type: none"> o Filling a vacancy 3. Strategic Staffing Rationale <ol style="list-style-type: none"> a. Critical threshold of educational or support services This hire is crucial. The Department desperately needs the influx of new full-time faculty to take the place of retirees, to sustain current projects, and, more importantly, to anticipate future needs, create and support new initiatives and grants, and develop innovative activities and curriculum to support our students and our College. 4. Budget Impact – Identify the Following: <ol style="list-style-type: none"> a. Specify whether the position is included or not included in the current budget Included b. Key code and Object code 1375803 c. Fiscal Impact: <ol style="list-style-type: none"> i. Salary amount \$45,439 (Class 1, Step 1) to \$78,456 (Class VII, Step 10) ii. Includes benefits, or not Unknown d. RAF impact (check one): <ul style="list-style-type: none"> <input type="checkbox"/> Include in RAF calculation <input checked="" type="checkbox"/> No impact – replacement (vacant one year or less) <input type="checkbox"/> No impact – funded by _____ Restricted Funds <input type="checkbox"/> No impact – funded by _____ <input type="checkbox"/> No impact – restructure within existing funds <input type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number