

Human Resources – Area Council Meeting

April 15, 2026, 9:30 – 11 a.m.

J. Miyashiro	M. Peralta	M. Rogers	J. Ishikawa	R. Swain
M. Smith	M. Lopez	R. Gonzalez	N. Streicker	A. Florentino
L. Kohigashi	P. Jones	A. Webb	C. Nguyen	C. Conners

The group engaged in an icebreaker exercise.

The HR Area Council members reviewed a list of department name changes and department abbreviations that have happened over the course of the past several years.

Christina Conners shared a presentation on the differences between FMLA and CFRA leave. Q&A session followed. Area Council members provided feedback on edits to incorporate or remove. Christina will be presenting the finalized presentation to staff during Classified Appreciation Week 2026 and to faculty at a Power-Up Breakout Session prior to Fall PD Day 2026.

The group discussed the fiscal year 2026-27 budget and the possibility of new HR software being implemented in support of the Comprehensive Integrated Plan (CIP) Goal #11 (Strengthen institutional effectiveness through continuous improvement.)

Jane Miyashiro did a presentation on the internal recruitment process. This review was discussed to ensure clarity and consistency across the Area Council members. Historically, internal recruitments (closed to the general public) were a way to provide current employees with an opportunity for promotion and career advancement. Due to retention of the same talent and limited number of outside applicants, EEO data will remain flat with little change, which will need to be explained to the Board. Feedback and edits to the slide deck were provided by the Council members. The finalized slide deck will be presented at the April 2026 President's Meeting.

Amanda Webb reviewed the EER slide deck and sought feedback on any slides that specifically mention the HR Area. The group provided feedback and clarification of processes; edits which will be implemented into the slides for the EEO-related training.

WCAG deadline of April 24, 2026 was shared with the group and it was advised that as good practice, all materials should be made accessible. After the Area Council meeting concluded, an email was received from the CHRO list serv informing all Districts that the WCAG deadline was extended by a year into 2027. This gives the HR Area extra time to work on bringing all web-based materials and content into compliance.