

APPROVED
MINUTES OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES OF THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

July 28, 2020

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, July 28, 2020, at 5:30 p.m. via Zoom teleconference and YouTube livestream.

President Ryan Bent called the meeting to order at 5:32 p.m. and led the Pledge of Allegiance to the Flag.

TRUSTEE ROLL CALL: Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Jacqueline Rodarte, and Student Trustees Ester Plavdjian and Chloe Reyes. Absent: None.

RESOURCE PERSONNEL PRESENT: Cheryl Marshall, Chancellor; Fred Williams, Vice Chancellor, Finance & Facilities; Irma Ramos, Vice Chancellor, Human Resources; Cherry Li-Bugg, Vice Chancellor, Educational Services & Technology; Greg Schulz, President, Fullerton College; JoAnna Schilling, President, Cypress College; Valentina Purtell, President, North Orange Continuing Education; Kai Stearns Moore, District Director, Public & Governmental Affairs; Lisa McPheron, representing the District Management Association; Jennifer Oo, representing the North Orange Continuing Education Academic Senate; Craig Goralski, representing the Cypress College Academic Senate; Kim Orlijan, representing the Fullerton College Faculty Senate; Christie Diep, representing United Faculty; Dawnmarie Neate, representing CSEA; Lauren Mata, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

OTHER ADMINISTRATORS AND EMPLOYEES PRESENT: Paul de Dios and Alex Porter from Cypress College; Gil Contreras, Rod Garcia, Jose Ramon Nuñez, and Joe Ramirez from Fullerton College; Karen Bautista and Terry Cox from North Orange Continuing Education; and Danielle Davy from the District Office.

VISITORS: Jenny Derry, Eduardo Escobedo, Carissa Oyedele, Andrew Perez, Raphael Villegas, Mario Violich, and Michael Zari via Zoom teleconference, with public participation provided via YouTube livestream.

COMMENTS: MEMBERS OF THE AUDIENCE: The following public comment was received via email and was read into the record by the Recording Secretary:

- A. **Kim Orlijan**, Fullerton College Faculty, provided a statement to the Board where she highlighted a few former students who strengthened their understanding of issues like systemic racism during their time at Fullerton College. She noted that other former students, it seems, failed to learn about racism and the policies that continue to sustain racial inequities. She cautioned that if District leaders do not fully grasp that the roots of racism run deep in its own institution and that to be anti-racist means to recognize racist policies, and then to work towards dismantling them, then those District leaders

will not be able to help move us to be anti-racist institutions, and will instead be barriers and threats to those efforts.

(See Supplemental Minutes #1258 for a copy of the statement.)

BLOCK VOTE APPROVAL OF NON-PERSONNEL ITEMS: It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Jaqueline Rodarte that the following non-personnel items be approved by block vote:

Finance & Facilities: 3.a, 3.b, 3.c, 3.d, 3.e, 3.f, 3.g, 3.h, 3.n
Instructional Resources: 4.a, 4.b, 4.c, 4.d, 4.e, 4.f, 4.h, 4.i

Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian’s advisory votes.

BLOCK VOTE APPROVAL OF PERSONNEL ITEMS: It was moved by Trustee Barbara Dunsheath and seconded by Trustee Stephen T. Blount that the following personnel items be approved by block vote:

Human Resources: 5.a, 5.b, 5.c, 5.d, 5.e, 5.f, 5.g

Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes.

COMMENTS

- A. **Fred Williams** reported that the District received 45 pallets of personal protective equipment from the State and is working to distribute the equipment to the campuses.
- B. **Valentina Purtell** reported that NOCE enrollment is strong and on par with previous terms when in-person instruction occurred and praised faculty for building virtual programs from scratch and re-engaging students. NOCE will host their annual events –management team retreat, faculty flex day, and Opening Day – in a virtual format. She concluded her report by noting the passing of NOCE employee **Chau Nguyen** after her battle with cancer.
- C. **JoAnna Schilling** commended the tremendous work by the Equity Alliance and the Black Faculty and Staff Task Forces who have been working on making recommendations to address systemic racism at Cypress College. She shared preliminary AB 705 data that shows significant percentage increases in completion rates for transfer level English and math with even more promising increases for African-American and Latinx students. She reported that the STEM2 program was named as one of NASA’s top 11 community colleges in the nation for their work as a minority serving institution and congratulated **Yanet Garcia**, her team, and the STEM faculty. For the third year in a row the Long Beach Press Telegram’s readers named Cypress College the best community college.
- D. **Greg Schulz** shared that Fullerton College faculty and staff will be participating on an A2MEND hosted webinar focused on anti-racism that will feature **Ibram Kendi**, **Marc Lamont Hill**, and **Tim Wise** and will take place on August 1. He directed everyone to his written report for additional highlights.

- E. **Lisa McPheron** attended her first meeting as DMA President and shared that DMA has three focus areas that include addressing COVID-19, learning about anti-racism, and the management reclassification review process.
- F. **Jennifer Oo** reported on enrollment for the NOCE Summer term, efforts to ensure the safety of faculty and students, and NOCE's CARES Act allocation that will allow eligible students to receive more than one disbursement. The August 14 NOCE Opening Day event will feature **Leonor Cadena** speaking on creating an equity-minded culture. The NOCE Academic Senate held a special meeting on June 7 to address the call to action against racism, affirm that Black Lives Matter, and draft a resolution in support, but noted that faculty can only be successful if all members of the District actively participate to create an environment of equity and free of racism.
- G. **Craig Goralski** reported that the Cypress College Academic Senate held the second of two summer meetings on July 23. The Senate held preliminary conversations regarding COVID-19 response planning and their role in equity and diversity, with more robust discussion to occur during the Fall semester with engagement with more faculty.
- H. **Christie Diep** reported that the Board Resource Table is still waiting for a response from the Board regarding the formal complaint letter they sent. She stated that United Faculty is concerned with the comments made by Board President **Ryan Bent** at the last Board meeting, and they continue to be angry that they have not received a raise in 3 years and salaries continue to move to the bottom of comparability charts.
- I. **Dawnmarie Neate** reported on her participation at the virtual CSEA Annual Conference that covered social justice causes and protecting classified jobs. She thanked her colleagues on the Board Resource Table for joining together to share their concerns with the Board, and asked trustees to reflect on their silence when having to confront one of their own. She also expressed her gratitude to staff who continue to sanitize the campuses, maintain grounds, and also to campus safety.
- J. **Lauren Mata** echoed the concerns expressed by members of the Board Resource Table regarding the Board's lack of response to their complaint letter. She reported that Adjunct Faculty United ratified their tentative agreement with the District and shared that her summer goal is to sit down with campus CEOs to discuss plans for bringing faculty back on campus and how to collaborate. She would also like to collaborate with staff districtwide on reemployment preferences to ensure that the pilot program is a success. She reported that AdFac held its first ever anti-racism town hall to discuss sensitive topics related to race and social justice with plans to collaborate on a larger event. Ms. Mata announced that AdFac has endorsed Miguel Alvarez for NOCCCD Trustee Area 4.
- K. **Student Trustee Ester Plavdjian** reported on her work with the Cypress College FITE (From Incarceration to Empowerment) Club and a planned collaboration with the UC Irvine Underground Scholars Initiative, and upcoming Associated Students projects.
- L. **Trustee Barbara Dunsheath** began her report by stating that formal comments regarding the memo received from the Board Resource Table would be shared during the agenda item regarding the Board Assessment Subcommittee.

Dr. Dunsheath reported on her participation in the “Black Minds Matter” weekly webinars by **Luke Woods**, the CCLC weekly webinars regarding COVID-19, and plans to attend the A2MEND anti-racism webinar. She encouraged everyone to read the current issue of the AACCC Rostrum which is about African-American and Black faculty and their voices, and also encouraged everyone to register to vote for the November election which is less than 100 days away and to complete the census. She shared that the Cypress College Foundation Scholarship Ceremony would take place virtually on September 10 to award over \$218,000 in scholarships, with their golf tournament on October 26, and the Americana Awards as a virtual ceremony.

- M. **Trustee Stephen T. Blount** praised Vice Chancellor **Fred Williams** for developing the District Proposed Budget that was easy to understand when he shared it with others and Cypress College President **JoAnna Schilling** on the College’s being named the best community college by the Long Beach Press Telegram.

MINUTES: It was moved by Trustee Stephen T. Blount and seconded by Trustee Jacqueline Rodarte to approve the Minutes of the Regular Meeting of June 23, 2020 with the noted corrections to the discussion regarding Board Policy 3900, Section 9.0 noted on page 121. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian’s advisory votes.**

FINANCE & FACILITIES

Item 3.a: By block vote, authorization was granted to ratify purchase order numbers P0139389 - P0140571 through July 6, 2020, totaling \$11,792,251.28, and check numbers C0051682 - C0051743, totaling \$289,962.71; check numbers F0260250 - F0262607, totaling \$524,482.26; check numbers Q0007307 - Q0007320, totaling \$4,523.41; check numbers 88504348 - 88505552, totaling \$10,000,461.56; check numbers V0031812 - V0031812, totaling \$0.25; check numbers 70108984 - 70109235, totaling \$38,379.82; and disbursements E8868346 - E8874163, totaling \$5,448,754.50, through June 30, 2020.

Item 3.b: By block vote, authorization was granted to participate in the Mandate Block Grant for the fiscal year 2020-21.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or District Director, Fiscal Affairs, to execute the participation request to the Chancellor’s Office on behalf of the District.

Item 3.c: By block vote, authorization was granted to retroactively extend the agreement with the law firm Atkinson, Andelson, Loya, Ruud, and Romo, effective July 1, 2020 through June 30, 2021, at the following hourly rates:

Senior Partners	\$330
Partners/Senior Counsel	\$320
Senior Associates	\$310
Associates	\$300
Electronic Technology Litigation Specialist	\$270
Non-Legal Consultants	\$210
Senior Paralegals/Law Clerks	\$185
Paralegals/Legal Assistants	\$165

Authorization was also granted for reimbursement to the law firm for costs and expenses in connection with the services to be rendered, including but not limited to messenger, mail, expenses, phone charges, photocopying charges, mileage, and travel expenses.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or District Director, Purchasing, to sign the agreement on behalf of the District.

Item 3.d: By block vote, authorization was granted to renew the service agreement with MAAS Companies, Inc. for an initial three-year term, effective October 1, 2020, with a two one-year renewal option. MAAS total fees shall not exceed \$6,876,663 inclusive of reimbursables for the entire five-year duration of the agreement and renewal options.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, to execute the agreement on behalf of the District.

Item 3.e: By block vote, authorization was granted to file the Notice of Completion for the Anaheim Campus LED Lighting Retrofit Project with Illuminart.

Item 3.f: By block vote, authorization was granted to approve the North Orange County Community College District's 2022/23-2026/27 Five-Year Construction Plan and adopt Resolution No. 20/21-01, Anaheim Campus Water Intrusion Project IPP/FPP prepared and submitted in compliance with California Education Code §81800, et. al. and the California Community Colleges Chancellor's Office directives to meet the submittal deadline of August 1, 2020.

Item 3.g: By block vote, authorization was granted to continue the master agreement with Strata Information Group based on mutually agreed-upon hourly rate of \$170 with an estimated increase of \$5 per hour annually, plus agreed upon reimbursables. The agreement will continue through June 30, 2023.

Further authorization was granted for the Vice Chancellor, Finance and Facilities, or the District Director, Purchasing, to execute any agreement and related documents and any amendment to modify the agreement on behalf of the District.

Item 3.h: By block vote, authorization was granted to enter into a retroactive agreement with Pathways of Hope in the amount of \$140,486 from July 1, 2020 through June 30, 2021.

Further authorization was granted for the Vice Chancellor, Finance and Facilities or District Director, Purchasing, to execute the agreement on behalf of the District.

Item 3.i: Trustee Jeffrey P. Brown inquired why the extension of the consultant agreement with Porter Consulting through September 2021 was necessary if plans include the hiring of a District Project Manager prior to that date who should be able to oversee the Cypress College SEM/VRC project once in place. He stated that while he could understand needing the consultant while the position is vacant, it did not make sense to hire someone permanently and still need the consultant.

District and Cypress College staff stated there is currently not enough staff at Cypress College to oversee the project and those on the horizon, that Porter Consulting has done a good job to date, and that they will also work to provide training and onboard the new hire. Noting the

30-day notice to cancel the contract, trustees suggested the possibility of receiving a Board report at the six-month mark to see if there is a need to continue with the contract.

It was moved by Trustee Barbara Dunsheath and seconded by Trustee Jacqueline Rodarte to retroactively extend the consultant agreement with Porter Consulting, LLC at an hourly rate of \$185 for project management services, effective July 1, 2020 through September 30, 2021, for an amount not to exceed \$474,601, and to include an update to the Board in six months. Should there be a further need for the consultant's services, the District and Porter Consulting, LLC (Parties) shall have the option to renew the agreement on a month-to-month basis. The Parties mutually understand that the agreement may be terminated by either party upon thirty (30) days' written notice.

Motion carried with Trustees Bent, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes, and Trustee Blount voting no.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or District Director, Purchasing to execute the agreement on behalf of the District.

Item 3.j: Alex Porter, Fred Williams, and Michael Zari conducted a presentation outlining the status of the Science, Engineering and Math project and the Veteran's Resource Center, Student Activities Center, Tribute Garden/Memorial Bridge, and Pond Refurbishment at Cypress College. The presentation included a construction overview, timelines for the projects, and a financial update for each project that included cost summaries, a breakdown of the funding sources, soft costs, and use of contingency dollars to date. It was noted that an update to the Board is provided on a monthly basis and that due to COVID-19 there have been additional costs of \$700,000 to cover mandatory on-site testing when necessary to mitigate contamination.

Subsequent to the discussion, trustees thanked the presenters for the information and sharing the progress made to date.

(See Supplemental Minutes #1258 for a copy of the presentation.)

Item 3.k: It was moved by Trustee Stephen T. Blount and seconded by Trustee Barbara Dunsheath to approve Change Order No. 2 for Project #2016-13, Cypress College Veterans Resource Center, Student Activities Center, Tribute Garden/Memorial Bridge, and Pond Refurbishment, with Sundt Construction, Inc., in the total amount of \$222,333 increasing the contract from \$92,429,587 to \$92,651,920. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

Further authorization was granted for the Vice Chancellor, Finance & Facilities, or the District Director, Purchasing, to execute the change orders on behalf of the District.

Item 3.l: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Jeffrey P. Brown to amend the architectural consultant services agreement with LPA, Inc. for the Science, Engineering, & Math project at Cypress College to increase the contract amount by \$105,905 from \$4,721,981 to \$4,827,885. The total contract value for services is \$5,288,575. All other terms of the agreement remain the same. **Motion carried with Trustees Bent,**

Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.

Further authorization was granted for the Vice Chancellor, Finance & Facilities, to execute the amendment to the agreement on behalf of the District.

Item 3.m: It was moved by Trustee Barbara Dunsheath and seconded by Trustee Jacqueline Rodarte to amend the architectural consultant services agreement with LPA, Inc. for the expansion of the Veterans' Resource Center including the Veterans' Memorial Plaza and renovation of the Student Activities Center project and increase the contract amount by \$52,722 from \$1,149,895 to \$1,202,617. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

Further authorization was granted for the Vice Chancellor, Finance & Facilities, to execute the amendment to the agreement on behalf of the District.

Item 3.n: By block vote, authorization was granted to file the Notice of Completion for Bid #1920-09, Fullerton College 300-500 Sewer Replacement Project with Los Angeles Engineering, Inc. and pay the final retention payment when due.

INSTRUCTIONAL RESOURCES

Item 4.a: By block vote, authorization was granted to approve the amendment to the 2020-2021 Cypress College and Garden Grove Unified School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.b: By block vote, authorization was granted to approve to approve the amendment to the 2020-2021 Cypress College and Los Alamitos Unified School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.c: By block vote, authorization was granted to approve the amendment to the 2018-2021 NOCCCD and Placentia Yorba Linda Unified School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.d: By block vote, authorization was granted to approve the summary of curriculum changes for Fullerton College, to be effective Fall 2020 or Fall 2021. The curricula have been signed by the Campus Curriculum Committee Chairperson and the President, and have been approved by the District Curriculum Coordinating Committee.

Item 4.e: By block vote, authorization was granted to authorize Karen Bautista serve as the NOCCCD Alternative Board Designee at the NOCRC Executive Committee meetings.

Item 4.f: By block vote, authorization was granted to enter into a cooperative agreement with the Department of Rehabilitation for the NOCE College to Career Program from July 1, 2020 through June 30, 2023 in the amount of \$290,000.

Item 4.g: The Board received and reviewed the NOCE Guided Pathways Scale of Adoption Assessment (SOAA) Progress Report. During the discussion, trustees commended the thoroughness of the report and thanked staff for their work.

Item 4.h: By block vote, authorization was granted to approve the amendment to the 2019-21 NOCCCD and Anaheim Union High School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

Item 4.i: By block vote, authorization was granted to approve the summary of curriculum changes for Cypress College, to be effective Summer 2020, Fall 2020, and Fall 2021. The curricula have been signed by the Campus Curriculum Committee Chairperson and the President, and have been approved by the District Curriculum Coordinating Committee.

HUMAN RESOURCES

Item 5.a: By block vote, authorization was granted for the following academic personnel matters which are within budget:

NEW PERSONNEL

Fraboni, Americo	FC	Organic Chemistry Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/20/2020 PN FCF593
Lopez, Corinna	NOCE	ESL Non-Credit Instructor (EL Civics) First Year Probationary Contract Class B, Step 1 Eff. 08/13/2020 PN SCF965
Yu, Kenneth	NOCE	Older Adults Program Non-Credit Instructor Second Year Probationary Contract Class E, Step 11 Eff. 08/13/2020 PN SCF981

EXTENSION OF TEMPORARY MANAGEMENT CONTRACT

Perkins, Deborah	NOCE	Interim Director, Student Equity and Success Range 24, Step D (100%) Management Salary Schedule Eff. 07/01/2020-04/20/2021
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CHANGE IN SALARY CLASSIFICATION

Ahmed, Md Riffat	NOCE	Non Credit Business Education Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 2 Eff. 08/17/2020
Angelov, Katalin	CC	Art Instructor From: Class D

		To: Class E Eff. 08/20/2020
Beu, Kurt	CC	Automotive Technology Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 2 Eff. 08/24/2020
Chan, Theodore	FC	Chemistry Instructor From: Class D To: Class E Eff. 08/20/2020
Coronado, Michael	CC	Journalism Instructor From: Class B To: Class C Eff. 08/20/2020
Curiel, Larry	CC	Sociology Instructor From: Class B To: Class C Eff. 08/20/2020
Delshad, Archie	FC	Political Science Instructor From: Class E To: Class F Eff. 08/20/2020
Deon, Letitia	CC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 2 Eff. 08/24/2020
Garcia, Amy	FC	Reading Instructor From: Class D To: Class E Eff. 08/20/2020
Heimes, Peter	NOCE	Non Credit Basic Skills Instructor (ADJ) From: Column 1, Step 3 To: Column 2, Step 3 Eff. 08/17/2020
Hill, Garet	CC	Mathematics Instructor From: Class B To: Class C Eff. 08/20/2020
Ji, Shinah	CC	Nursing Instructor From: Class C To: Class D Eff. 08/20/2020

Jo, Jiewoon Jeannie	CC	Marketing Instructor From: Class B To: Class C Eff. 08/20/2020
Keller, Jonathan	FC	Construction Technology Instructor From: Class C To: Class D Eff. 08/20/2020
Nevarez, Rachel	FC	Fashion Technology Instructor From: Class B To: Class C Eff. 08/20/2020
Olivos-Munoz, Tamara	NOCE	Non Credit ESL (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 08/17/2020
Phillips, Dewetha	CC	Nursing Instructor (ADJ) From: Column 1, Step 1 To: Column 3, Step 1 Eff. 08/24/2020
Ramirez, Cynthia	NOCE	Non Credit Basic Skills Instructor (ADJ) From: Column 1, Step 3 To: Column 2, Step 3 Eff. 08/17/2020
Rodriguez, Luciano	FC	Computer Science Instructor From: Class B To: Class F Eff. 08/20/2020
Sheridan-Solis, Ann	CC	Accounting Instructor From: Class C To: Class D Eff. 08/20/2020
Tran, Brandon	FC	Accounting Instructor From: Class C To: Class D Eff. 08/20/2020

PAYMENT FOR INDEPENDENT LEARNING CONTRACT

Chiaromonte, Thomas	FC	\$30.00
Cuatt, Benjamin	FC	\$10.00
Daniel, William	FC	\$30.00
Guardado, Cynthia	FC	\$20.00

Kirby, Brendon	FC	\$10.00
Lee, Callista	FC	\$10.00
Lopez, Brian	FC	\$10.00
Minton, Jeffrey	FC	\$10.00
Nevarez, Rachel	FC	\$10.00
Seidel, Jay	FC	\$60.00
Young, Renee	FC	\$10.00

LEAVES OF ABSENCE

Chan, Theodore	FC	Chemistry Instructor Load Banking Leave With Pay (6.67%) Eff. 2020 Fall Semester
Draganov, Torri	CC	Chemistry Instructor Load Banking Leave With Pay (6.67%) Eff. 2020 Fall Semester
Gotoh, Akiko	CC	Chemistry Instructor Load Banking Leave With Pay (16.67%) Eff. 2020 Fall Semester

POSTPONEMENT OF SABBATICAL LEAVE

Graves, Gary	FC	Business Management Instructor From: 2021 Spring Semester To: 2022 Spring Semester
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TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2020 SUMMER INTERSESSION

Mathur, Sneha	CC	Column 1, Step 1
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TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2020 FALL SEMESTER

Albright, Austin	FC	Column 1, Step 1
Khamo, Vani	FC	Column 1, Step 1
Stanojkovic, Ivan	NOCE	Column 2, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Adams, Virgil	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020
Afra, Maha	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020
Austin, Phil	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020

Balma, Jodi	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class D Not to exceed 5 hours Eff. 06/01/2020 - 06/30/2021
Bove, Gina	FC	Hiring Committee Service Adjunct Faculty Salary Schedule Column 2, Step 2 Not to exceed 25 hours Eff. 05/28/2020 - 08/19/2021
Brydges, Michael	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Cadena, Maria Leonor	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Carnahan, Alanna	FC	Dual Enrollment Faculty Training Stipend not to exceed \$50.00 Eff. 06/04/2020
Chan, Theodore	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class D Not to exceed 11 hours Eff. 06/19/2020 - 06/22/2021
Cherney, Julia	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 15 hours Eff. 05/26/2020 - 08/19/2020
Clark, Lisa	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Cobb, Tonya	CC	ESL Retraining for New Course Sequence Stipend not to exceed \$200.00 Eff. 06/02/2020-06/04/2020
Collins, Lori	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B

		Not to exceed 5 hours Eff. 05/27/2020 - 06/30/2020
Cutrona, Piero Sergio	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
De Dios, Angela	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
De La Cruz, Damon	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020
		Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class F Not to exceed 5 hours Eff. 05/27/2020 - 06/30/2020
Delgado, Ziza	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Donahue, Dustin	FC	Dual Enrollment Faculty Training Stipend not to exceed \$50.00 Eff. 06/04/2020
Edwards, Arnette	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Estrada, Steven	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020
		Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Farol, Ronald	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 25 hours Eff. 05/28/2020 - 08/19/2020
Fernandez, Christopher	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty

		Overload Teaching Schedule Class B Not to exceed 11 hours Eff. 06/19/2020 - 06/22/2021
Fouquette, Danielle	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 5 hours Eff. 06/01/2020 - 06/30/2021
Gonzalez, Amber	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Grande, Jolena	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
		Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 20 hours Eff. 05/27/2020 - 06/30/2020
Gray, Richard	CC	ESL Retraining for New Course Sequence Stipend not to exceed \$200.00 Eff. 06/02/2020-06/04/2020
Guardado, Cynthia	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Guttierrez, Ruth	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020
Henderson, Angela	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 5 hours Eff. 06/01/2020 - 06/30/2021
Howard, Donivan	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020

Hutting, Anthony	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Jones, Sarah	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Lawrence, Roberta	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 15 hours Eff. 05/26/2020 - 08/19/2020
Letcher, Annette	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020
Marquardt, Marcus	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class D Not to exceed 5 hours Eff. 05/27/2020 - 06/30/2020
Matthis, Greg	CC	ESL Retraining for New Course Sequence Stipend not to exceed \$200.00 Eff. 06/02/2020-06/04/2020
McGuthry, Katheryn	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Moady, Alireza	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Molnar, Peter	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Nobles, Stephanie	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class C Not to exceed 11 hours Eff. 06/19/2020 - 06/22/2021
Nusbaum, David	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00

		Eff. 07/23/2020 - 08/18/2020
Orlijan, Kim	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Owen Driggs, Janet	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Peterson, Queen	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Pham, Thu	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Porter, Deidre	CC	Equity Leadership Alliance Stipend not to exceed \$300.00 Eff. 06/15/2020, 06/24/2020 and 07/30/2020
		Title V Peer Data Coach Training Stipend not to exceed \$100.00 Eff. 08/04/2020 - 08/18/2020
Reyna, Bryan	CC	ESL Retraining for New Course Sequence Stipend not to exceed \$200.00 Eff. 06/02/2020-06/04/2020
Rodriguez, Jeanette	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Rosati, Stephanie	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Salzameda, Bridget	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class F Not to exceed 11 hours Eff. 06/19/2020 - 06/22/2021
Shahin, Mohammad	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 11 hours Eff. 06/19/2020 - 06/22/2021

Silva, Joel	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 15 hours Eff. 05/26/2020 - 08/19/2020
Smith, Arnetta	FC	Equity Leadership Alliance Stipend not to exceed \$100.00 Eff. 06/15/2020
Smith, Susan	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 5 hours Eff. 05/26/2020 - 06/30/2020
Snyder, Peter	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class F Not to exceed 5 hours Eff. 06/01/2020 - 06/30/2021
Tran, Stephanie	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Velasco, Kendra	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 15 hours Eff. 05/26/2020 - 08/19/2020
Villasenor, Carole Doreen	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class C Not to exceed 5 hours Eff. 05/27/2020 - 06/30/2020
Wada, Kathryn	CC	Title V Peer Data Coach Training Stipend not to exceed \$750.00 Eff. 07/23/2020 - 08/18/2020
Westerbeek, Amanda	FC	Dual Enrollment Faculty Training Stipend not to exceed \$50.00 Eff. 06/04/2020
Yimenu, Tilahun	FC	Hiring Committee Service

Eff. 08/03/2020
PN FCC572

Gutierrez, Nicholas	CC	Special Project Coordinator, Veterans Center Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN CCT710
Truong, Pryscilla	CC	Special Project Coordinator, Charger Experience Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 08/01/2020 – 06/30/2021 PN CCT720

VOLUNTARY CHANGES IN ASSIGNMENT

Arroyo, Hilda	NOCE	Admissions & Records Technician (100%) Temporary Decrease in Percent Employed From: 50% To: 100% Eff. 07/01/2020
Dominguez, Ernesto	CC	Administrative Assistant II (100%) Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2020 – 07/31/2020
Gonzales, Vanessa	CC	Accounting Technician (100%) Extension of Temporary Change in Assignment To: Administrative Assistant III 12-month position (100%) Range 41, Step D + 10% Longevity + PG&D Classified Salary Schedule Eff. 07/01/2020 – 09/30/2020
Haddad, Eileen	CC	Senior Research and Planning Analyst (100%) Extension of Temporary Change in Assignment To: Interim Dir., Institutional Research and Planning 12-month position (100%) Range 30, Column B + Doctorate Management Salary Schedule Eff. 07/01/2020 – 06/30/2021

Isaac, George	AC	<p>IT Specialist, Systems Applications (100%)</p> <p>Temporary Change in Assignment To: IT Project Leader 12-month position (100%) Range 57, Column A + 5% Longevity+ PG&D Classified Salary Schedule Eff. 07/01/2020 – 06/30/2021</p>
Khan, Tamara	FC	<p>Health Services Specialist (50%)</p> <p>Extensions of Temporary Increase in Percentage and Months Employed From: 9-months, 50% To: 10-months, 80% Eff: 07/01/2020 – 06/30/2021</p>
Mix, Christina	CC	<p>Administrative Assistant III (100%)</p> <p>Extension of Temporary Change in Assignment To: Executive Assistant III 12-month position (100%) Range 30C, Step D Confidential Salary Schedule Eff. 07/01/2020 – 09/30/2020</p>
Ramirez, Fabiola	FC	<p>Administrative Assistant I (100%)</p> <p>Extension of Temporary Change in Assignment To: Administrative Assistant II 12-month position (100%) Range 36, Step E + 5% Longevity + PG&D Classified Salary Schedule Eff. 07/01/2020 – 12/31/2020</p>
Resendiz, Beatriz	FC	<p>Student Services Technician (100%)</p> <p>Extension of Temporary Change in Assignment To: EOPS Program Coordinator 12-month position (100%) Range 40, Step C + 5% Longevity Classified Salary Schedule Eff. 07/01/2020 – 12/31/2020</p>
Tucker, Rachel	FC	<p>Clerical Assistant I (40%)</p> <p>Return to Regular Assignment Eff. 12/31/2020</p>

PROFESSIONAL GROWTH & DEVELOPMENT

Abutin, Roxanne	NOCE	Student Services Tech/SSSP (100%) 3 rd Increment (\$400) Eff. 07/01/2020
Barbaro, Danielle	NOCE	Alternate Media Specialist (100%) 5 th Increment (\$400) Eff. 07/01/2020
Bates, Miranda	NOCE	Campus Marketing /Outreach Assistant (100%) 2 nd Increment (\$400) Eff. 07/01/2020
Dowdle, Temperence	CC	Student Services Specialist, Counseling (100%) Doctoral Stipend (\$3500) Eff. 07/01/2020
Feaster, Joshua	NOCE	Instructional Assistant/DSS (100%) 2 nd Increment (\$400) Eff. 07/01/2020
Fisher, Shauna	FC	Administrative Assistant II (100%) 3 rd Increment (\$400) Eff. 07/01/2021
Martinez Stluka, Rena	FC	Registrar (100%) 5 th Increment Eff. 07/01/2020
Orellana, Samy	AC	IT Security Analyst/Systems Admin (100%) 4 th Increment (\$400) Eff. 07/01/2020
Prell, Megan	NOCE	Instructional Aid/DSS (75%) 3 rd Increment (\$300) 4 th Increment (\$300) Eff. 07/01/2020
Somoano, Dominique	CC	Administrative Assistant I (100%) 1 st increment (\$400) Eff. 07/01/2020

STIPEND FOR ADDITIONAL ADMINISTRATIVE DUTIES

Gomez, Edgar	FC	Health Services Assistant (100%) Extension of 6% Stipend Eff. 07/01/2020 – 12/31/2020
Schoepf, Julie	NOCE	Executive Assistant III (100%) Extension of 6% Stipend Eff. 07/01/2020 – 06/01/2021
Tee, Lee Yean	NOCE	Accounting Technician (100%)

Extension of 6% Stipend
Eff. 07/01/2020 – 12/31/2020

Triefenbach, Laurie AC Catalog & Schedule Coordinator (100%)
Extension of 6% Stipend
Eff. 07/01/2020 – 12/31/2020

LEAVES OF ABSENCE

Aguilar, Freddy FC Electrician (100%)
Family Medical Leave (FMLA/CFRA/FFCRA)
Paid Leave Using FFCRA Until Exhausted; Unpaid
Thereafter
Eff. 06/20/2020 – 07/04/2020

Anzures, Remedios CC Facilities Custodian I (100%)
Family Medical Leave (FMLA/CFRA/FFCRA)
Paid Leave Using FFCRA Until Exhausted; Unpaid
Thereafter
Eff. 06/24/2020 – 07/07/2020

Aponte, Zola CC Instructional Assistant, Career Center (100%)
Family Medical Leave (FMLA/CFRA/CAPDL)
Paid Leave Using Regular and Supplemental Sick
Leave Until Exhausted; Unpaid Thereafter
Eff. 06/20/2020 – 08/12/2020 (Consecutive Leave)

Bonilla, Irma FC Campus Safety Officer Coordinator (100%)
Family Medical Leave (FMLA/CFRA/FFCRA)
Paid Leave Using FFCRA Until Exhausted; Unpaid
Thereafter
Eff. 06/15/2020 – 06/18/2020; 07/06/2020 –
07/10/2020

Carnes, Matthew CC Facilities Custodian I (100%)
Family Medical Leave (FMLA/CFRA)
Paid Leave Using Regular and Supplemental Sick
Leave Until Exhausted; Unpaid Thereafter
Eff. 06/15/2020 – 06/24/2020 (Consecutive Leave)

Cazales, Yadira CC Production Center Coordinator (100%)
Unpaid Personal Leave
Eff. 06/15/2020 – 07/12/2020

Coman, Lidia CC Auto Technology Coordinator (50%)
Lab Technician, Auto Technology (50%)
Family Medical Leave (FMLA/CFRA/FFCRA)
Paid Leave Using FFCRA Until Exhausted; Unpaid
Thereafter
Eff. 06/24/2020 – 07/07/2020

Evans, Malyna	NOCE	Admissions and Records Technician (100%) Family Medical Leave (FMLA/CFRA/CAPDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 06/29/2020 – 08/23/2020 (Consecutive Leave)
Fowler, Anthony	CC	Manager, Maintenance/Operations Military Leave With Pay (USERRA) Eff. 07/20/2020 – 08/31/2020
Gonzales, Daniel	CC	Facilities Custodian I (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using FFCRA Until Exhausted; Unpaid Thereafter Eff. 06/26/2020 – 07/09/2020
Hwee, Ivy	AC	District Manager, Fiscal Affairs (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using FFCRA Until Exhausted; Unpaid Thereafter Eff. 06/26/2020 – 07/09/2020
Jara, Jaqueline	FC	Admissions and Records Technician (100%) Family Medical Leave (FMLA/CFRA/CAPDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 07/07/2020 – 09/13/2020 (Consecutive Leave)
Ochoa, Victor	CC	Facilities Custodian I (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using FFCRA Until Exhausted; Unpaid Thereafter Eff. 06/24/2020 – 07/07/2020
Reyes, Linnet	FC	Facilities Custodian Coordinator II (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using FFCRA Until Exhausted; Unpaid Thereafter Eff. 06/26/2020 – 07/09/2020
Salcedo, Jacqueline	AC	Accounting Technician (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using FFCRA Until Exhausted; Unpaid Thereafter Eff. 06/30/2020 – 07/13/2020

CORRECTION TO TITLE AND RATE FOR BOARD AGENDA OF JUNE 23, 2020

Eberhart, Laurie	NOCE	From: Special Projects Manager, OC Work Based Learning and Job Placement
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Temporary Management Position (100%)
 Range 2, Special Project Admin Daily Rate Schedule
 Eff. 07/01/20201 – 12/31/2020
 PN SCT951

To:
 Special Projects Director, OC Work Based
 Learning and Job Placement
 Temporary Management Position (100%)
 Range 3, Special Project Admin Daily Rate Schedule
 Eff. 07/01/20201 – 12/31/2020
 PN SCT951

Roberts, Nicole

NOCE

From: Instructional Assistant/DSS
 11-month position (75%)
 Range 36, Step E
 Classified Salary Schedule + 5% Longevity
 Eff. 07/01/2020
 PN SCM836

To: Instructional Assistant/DSS
 11-month position (75%)
 Range 36, Step C
 Classified Salary Schedule + 5% Longevity
 Eff. 07/01/2020
 PN SCM836

Item 5.c: By the block vote, authorization was granted for the assignment of professional expert personnel per the professional expert listing.

(See Supplemental Minutes #1258 for a copy of the professional expert personnel listing.)

Item 5.d: By the block vote, authorization was granted for the hourly listing.

(See Supplemental Minutes #1258 for a copy of the hourly personnel listing.)

Item 5.e: By the block vote, authorization was granted for the assignment of volunteers per the volunteer listing.

(See Supplemental Minutes #1258 for a copy of the volunteer listing.)

Item 5.f: By the block vote, authorization was granted to approve the Tentative Agreement with respect to negotiations for the 2019-2020 fiscal year, inclusive of all terms and conditions specified in the written Tentative Agreements between CSEA and its Chapter #167 and the District.

(See Supplemental Minutes #1258 for a copy of the Tentative Agreement.)

Item 5.g: By the block vote, authorization was granted to approve the negotiated Tentative Agreement inclusive of all terms and conditions specified in the written Tentative Agreement between Adjunct Faculty United and the District.

(See Supplemental Minutes #1258 for a copy of the Tentative Agreement.)

Item 5.h: It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Stephen T. Blount to adopt Resolution No. 20/21-03 for the elimination and layoff of the classified position effective September 30, 2020. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes.**

(See Supplemental Minutes #1258 for a copy of the resolution.)

GENERAL

Item 6.a: It was moved by Trustee Barbara Dunsheath and seconded by Trustee Jacqueline Rodarte to adopt the NOCCCD Educational and Facilities Master Plan 2021-2030.

During the discussion, Trustee Ryan Bent stated his desire to have a long-term document that is non-partisan and uncontroversial, and recommended that two items that were added to the Diversity, Equity, Inclusion, and Anti-Racism chapter after the last presentation to the Board be removed. The items on page 74 included the Black Lives Matter image and the mention of George Floyd. In response, all remaining trustees and student trustees expressed their support for the document to remain unchanged in order to capture the historical moments that took place during the time it was prepared and approved.

Trustees also agreed to amend the language for the “Develop a Common Vocabulary for DEI&A Concepts and Components” bullet on page 79 to include “civilly and” in order for the statement to read, “A common vocabulary would allow students, faculty, staff, and administrators to converse civilly and easily on key concepts...” With that noted correction, the **motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian’s advisory votes.**

Item 6.b: It was moved by Trustee Stephen T. Blount and seconded by Trustee Jacqueline Rodarte to formally rescind the delegation of emergency authority originally granted to the Chancellor by Resolution No. 2019/20-17 to respond to COVID-19.

Subsequent to Chancellor Marshall stating that she had no reservations with the authority being rescinded, the **motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian’s advisory votes.**

Item 6.c: It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Jacqueline Rodarte to adopt the following proposed, revised Board Policies:

- BP 3720, Computer and Electronic Communication Systems
- BP 3810, Claims Against the District

Subsequent to correcting a misspelling in Section 3.0 of BP 3810, the **motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian’s advisory votes.**

Once adopted by the Board of Trustees, the revised policies will be placed on the District’s website, where they will be readily accessible by students, employees, and the general public.

Item 6.d: The Board received and reviewed the Board Assessment Subcommittee's review of the 2020 Board Assessment. Trustee Barbara Dunsheath –who served on the subcommittee along with Trustees Ryan Bent and Stephen T. Blount– read the following prepared comments that she submitted for the record to begin the discussion:

“First and foremost, I care deeply about community colleges and their role in democratic education, in particular, this district, NOCCCD. As a member of the Board of Trustees I hope to model various principals contained within my “Philosophy of Education Statement,” specifically, life-long learning, ethical and moral action, critical questioning, embrace diversity, and the belief in innate goodness of all people. My personal beliefs align with district values of service, professionalism, respect and inclusiveness.

I have spent considerable time thinking through the best path forward for improving this board. While I understand that each board member brings a unique perspective, I quote Lincoln's first inaugural address as he pleaded for calm and cool deliberation to the better angels of our nature, for all board members to consider mindfully our actions and recognize that when we act, it is in part a reflection of all.

My thoughts are mine alone, however I fully recognize that any official action that needs to transpire must be the will of the board as a whole. Any action to censure a member must stem from the board as a whole, with the recognition that a formal complaint may be filed from anyone. (BP 2175 – 1.2 “Recognize that the Board acts as a whole.”)

The Board evaluation was completed in May 2020 and does not reflect the changing social/political environment that has erupted following the murder of George Floyd, nor the turmoil exhibited at the June 9, 2020 and June 23, 2020 Board meetings and afterwards. I believe that the heightened national climate is influencing Board actions, as well district members' reactions.

On top of tumultuous national debates about race, our district is at impasse with United Faculty and that has further eroded a mutually respectful relationship between various district entities.

So what does one do?

First, start with yourself. “Everyone thinks of changing the world, but no one thinks of changing themselves.” – Leo Tolstoy.

My thinking is framed in part by my recent reading of Robin Diangelo's *White Fragility* and Ibram Kendi's *How to be an Anti-Racist*. Both authors urge one to begin with the recognition that we are all racist. That we are all framed by our own experiences, points of reference, unconscious biases, our culture, race, ethnicity and power.

First recognize that a binary racist/non-racist does not exist. We are ALL racist, we can only strive to be one or the other. We (a collective we – the district members) are all guilty of micro-aggressions, and we have all consciously or unconsciously made statements that are insensitive to “others”. NOCCCD as an institution, has embedded views and perspectives that systemically has created success gaps among our students as identified in the EFMP. It is ALL of our responsibility to take action.

We need to take action. Lack of action implies complacency with the status quo.

Here are my suggestions, if other members of the board concur, these should be agendized at future meetings:

1. Engage in courageous conversations with empathy. Understand that each of us is at a different level of understanding and acceptance of racial inequalities. I commend the District's participation in the Community College Equity Leadership Alliance, the Black Faculty and Staff Association's Task Force and the Black Mind's Matter webinar series by CSUSD. I would encourage each of my fellow trustees to participate in one or more of these activities as appropriate and that all district members engage in professional development around diversity, equity, inclusion and anti-racism. **A Board study session should be held on diversity, equity, inclusion, and anti-racism.**
2. The Board collectively with the District members **create a "Framework for Racial Equity and Social Justice"** that builds on existing efforts outlined in the college equity plans, the EFMP and mirrors efforts outlined by the CCC Chancellor's Office, LACCD and outlined by Regina Stanback Stroud, Chancellor of Peralta District.
3. **That all Board members review BP 2715.** While a formal complaint has been filed against Trustee Bent, the Board evaluation and reflection on BP 2715 reveals violations of this policy by other board members.
4. **A Board ad hoc committee should be formed to respond to the allegations received July 20, 2020.** I assert that the Board has purview to determine the legitimacy of any and all claims brought to it. I also assert that the simple consideration of censor of a fellow trustee is unprecedented, and extraordinarily rare. Since the complaint has been filed against the President of the Board, as the Board's Vice-President I suggest the ad hoc committee be composed of myself and Trustees Lopez and Brown, per guideline BP 2715, 3.0. "This committee shall within a reasonable period of time, make a report of its finding to the Board for action." "The trustee(s) subject to the charge of misconduct shall not be precluded from presenting information to the committee." The formation of the ad hoc committee is investigatory in nature and should not be construed as admission of guilt nor innocence.

Additional recommendations from the sub-committee on Board Evaluation are listed in agenda item 6.d."

[Emphasis added to highlight the recommendations.]

Trustees thanked Trustee Dunsheath for her reflective statement and discussed whether the formation of an ad hoc committee required formal action by the Board. Trustees were divided on whether the formation of the ad hoc committee to respond to the formal complaint could be formed immediately versus the need to agendized it for a future meeting. It was ultimately agreed that the item would be agendized for the next Board meeting.

Trustee Jacqueline Rodarte expressed support for Trustee Barbara Dunsheath's recommendations, and noted that they referenced two separate policy violations by trustees and requested that both items be addressed.

Trustee Ed Lopez also expressed his support for Trustee Barbara Dunsheath's suggestions and recommended a Board retreat or workshop to further discuss the Board evaluation like

what last occurred in 2017. Ideally, the session would be devoted to looking at the assessment results with action items identified, and open to the public.

Craig Goralski, Cypress College Academic Senate President, stated that the Board Subcommittee's responses to comments appear to be dismissive and that respondents are not being heard or respected. He noted that the same comments are resurfacing from previous years and that the Board's response is not effective.

Item 6.e: The Board received and reviewed Resolution No. 20/21-02, Celebrating the 100th Anniversary of the Passage and Ratification of the 19th Amendment, Providing for Women's Suffrage, to the Constitution of the United States.

During the discussion, Trustee Barbara Dunsheath stated that she requested a first reading so that it could be widely discussed and expressed hope that the academic senates would share it with their constituencies in order to get the support of the District behind it.

No comments or suggestions were recommended and the resolution will return to the next Board meeting for approval.

Item 6.f: Board President Ryan Bent asked if there were any requests for potential future Board agenda items. Trustee Ed Lopez requested an agenda item at the next meeting in order to create an ad hoc committee to address the formal complaint received by the Board regarding trustee misconduct. During the discussion, trustees discussed whether the agenda item should also include the complaint referenced during the discussion of Item 6.d regarding the Board Assessment Subcommittee findings. Chancellor Marshall recommended having two different agenda items in order to avoid any potential violations.

Trustee Barbara Dunsheath recommended that the Board consider a resolution in support of Proposition 15, the Schools and Communities First Initiative which is supported by the California Community College Trustees (CCCT) Board.

Trustee Ed Lopez also recommended that the Board hold a session to discuss the Board assessment findings.

CLOSED SESSION: At 8:28 p.m., Board President Ryan Bent adjourned the meeting to closed session per the following sections of the Government Code and stated that there would not be a readout:

Per Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR IRMA RAMOS, VICE CHANCELLOR, HUMAN RESOURCES; Employee Organizations: United Faculty/CCA/CTA/NEA, Adjunct Faculty United Local 6106, CSEA Chapter #167, and Unrepresented Employees.

Per Section 54957: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Per Section 54956.9(a): CONFERENCE WITH LEGAL COUNSEL: ANTICIPATED LITIGATION: One (1) Potential Case.

Per Section 54957.5: PUBLIC EMPLOYEE PERFORMANCE EVALUATION: CHANCELLOR

RECONVENE MEETING: At 9:46 p.m., Board President Ryan Bent reconvened the meeting in open session.

ADJOURNMENT: At 9:46 p.m., it was moved by Trustee Stephen T. Blount and seconded by Trustee Jacqueline Rodarte to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes.**

Prepared By Recording Secretary for
Jacqueline Rodarte, Secretary, Board of Trustees