

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

June 22, 2021

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, June 22, 2021, at 5:30 p.m. via Zoom teleconference and YouTube livestream.

President Barbara Dunsheath called the meeting to order at 5:31 p.m. Cypress College Student Jordan Sims led the Pledge of Allegiance to the Flag and provided a statement on what democracy means to him.

TRUSTEE ROLL CALL: Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Jacqueline Rodarte, Evangelina Rosales, and Student Trustees Erin Lacorte and Meena Pandian. 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, District Director, Public & Governmental Affairs; Ty Volcy, representing the District Management Association; Damon De La Cruz, representing the Cypress College Academic Senate; Jeanette Rodriguez, representing the Fullerton College Faculty Senate; Christie Diep, representing United Faculty; Joseph Vasquez representing CSEA; Tonya Cobb, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

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

VISITORS: Jordan Sims. Public participation was provided via YouTube livestream.

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

- A. **Pamela Spence**, Anaheim Campus Classified Staff, provided a statement to the Board requesting that they approve decent and fair salary negotiations for classified employees during a negotiations process that has lasted over a year. She stated that the Board would likely approve an increase for executive officers without a thought for classified employees who live paycheck to paycheck. She urged the Board to do what is right and fair for the District's essential workers.

(See Supplemental Minutes #1279 for a copy of the statement.)

- B. **Marwin Luminarias**, Fullerton College Classified Staff, provided a statement to the Board thanking **Greg Schulz** for his leadership at Fullerton College over the last six years and his support of classified professionals. He also urged the Board to direct the District team to negotiate in good faith with CSEA and stop holding retiring classified members hostage. He said all NOCCCD employees deserve fair and competitive compensation and benefits, not just those at the very top.

(See Supplemental Minutes #1279 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 Ryan Bent that the following non-personnel items be approved by block vote:

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

Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Lacorte and Pandian's advisory votes.

BLOCK VOTE APPROVAL OF PERSONNEL ITEMS: It was moved by Trustee Ryan Bent and seconded by Trustee Jeffrey P. Brown that the following personnel items be approved by block:

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

Motion carried with Trustees Bent, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, and Trustee Blount voting no.

CHANCELLOR'S REPORT

- A. **Chancellor Cheryl Marshall** thanked Fullerton College President **Greg Schulz** for his leadership and friendship, and noted that it is hard to see him leave the District.

COMMENTS

- A. **Fred Williams** reported that in response to a report received from United Faculty regarding ending balances, he would provide a listing of ending balances for all 72 districts, not just a selection. He noted that in terms of ending balances, the District is 15th in the State, but is also the fourth largest district in the State. The District's ending balance has decreased and the final amount will be reported by the end of July.
- B. **Valentina Purtell** reported on the addition of two new community partners for course offerings: the Islamic Circle of North America in Fullerton and Leisure World in Los Alamitos. She wished **Greg Schulz** all the best as he begins his tenure at Citrus College. She shared that she has known him for 20 years and noted his patience and persuasive style of leadership. She praised him as a leader who engages with students at a meaningful level, who takes genuine interest in the growth and development of his team, and who sees potential in people, sometimes before they see it themselves.
- C. **JoAnna Schilling** thanked Jordan Sims for leading the Pledge of Allegiance, welcomed Ty Volcy as DMA President, and thanked trustees for attending the "First

Look” tours of the new Cypress College buildings. She also acknowledged **Rebecca Gomez**, retiring Dean of Health Services, for her 15 years of service. She added her voice to the chorus expressing congratulations to **Greg Schulz** describing him as irreplaceable and a leader with honorable integrity. She expressed her honor to have been his colleague and stated that he will continue to transform the lives of Citrus College students just as he has at Fullerton College.

- D. **Greg Schulz** acknowledged the retirement of **Dawnmarie Neate**, former CSEA President and reported that Fullerton College is encouraging students, faculty, and staff to get vaccinated. The College, in partnership with St. Jude Providence Clinic, will host an on-campus vaccine clinic on June 29 that is open to the public.

He noted that it would be his last Board meeting at NOCCCD as he was recently appointed as the Superintendent/President of Citrus College. He thanked the Board and Chancellor Marshall for allowing him the opportunity to serve as President of Fullerton College for six years which he deemed an honor and privilege that he would always cherish. He expressed pride of what the campus community accomplished while working together, and noted what a special place Fullerton College is because of the faculty and staff who make it so. He highlighted their unwavering care and support for students and a commitment to deliver the “Fullerton College experience.”

He expressed his gratitude to **Jean Foster** and **Nitzya Hamblet** for being outstanding colleagues every day, and also expressed the privilege of working with extraordinary leaders including **Rod Garcia, Gil Contreras, Jose Ramon Nuñez, Lisa McPheron, Joe Ramirez, Kim Orlijan, Josh Ashenmiller, Pete Snyder, Marwin Luminarias, Ericka Adakai, Sharon Kelly** and countless other educational leaders who make Fullerton College the place that it is. He thanked the members of Chancellor’s Staff for being outstanding teammates and his NOCE family.

He concluded his report by thanking the Fullerton College community for teaching him how to be radically student-centered and stated, “Once a Hornet, Always a Hornet.”

- E. **Kai Stearns** welcomed Student Trustees **Erin Lacorte** and **Meena Pandian** and thanked Greg Schulz for being both a leader and a friend.
- F. **Ty Volcy** thanked **Jordan Sims** for leading the Pledge of Allegiance, welcomed the new student trustees, congratulated **Greg Schulz** on his new role as Citrus College Superintendent/President, and thanked **Lisa McPheron** for her leadership as DMA President during the past year.
- G. **Jeannette Rodriguez** personally thanked **Greg Schulz**, who hired her as a faculty member, and stated that it was an honor to work alongside him.

She also read a statement from **Kim Orlijan**, on behalf of the Fullerton College Faculty Senate, congratulating Dr. Schulz and thanking him for his service to Fullerton College and the District. Dr. Orlijan highlighted President Schulz’s efforts to develop and foster meaningful and collaborative working relationships, his genuine and earnest desire for charting the best course for the Fullerton College community, and his eagerness to collaborate with others to make Fullerton College a better place. She praised his example of how a leader should listen, act, and inspire others to do better and to work

together toward the common good, noting his legacy as one of the most impactful leaders of Fullerton College.

- H. **Christie Diep** reported that United Faculty wish **Greg Schulz** all the best and look forward to working with the Fullerton College Acting President. She stated that faculty and classified staff remain the strength of the District and they stand united for respect. She highlighted that three union contracts are expiring and that the District can afford to take care of its employees.
- I. **Joseph Vasquez** wished a happy retirement to **Dawnmarie Neate**, expressed his appreciation for the respect with which **Greg Schulz** treated classified during his tenure, and thanked United Faculty for their support. He stated that the highest paid group in the District giving themselves a raise while telling the lowest paid group that the District doesn't have the money for their raises is a slap in the face and wished that the Board would, at the very least, approve the SERP.
- J. **Student Trustee Erin Lacorte** thanked **Chancellor Marshall** for including a student in the Fullerton College Interim President hiring committee, noted that Fullerton College is experiencing major changes with four deans retiring, and expressed sadness in not being able to serve alongside **President Schulz**, but wished him well.
- K. **Trustee Ryan Bent** expressed his pleasure and appreciation for having worked with Greg Schulz, thanked him for his service to the District, and congratulated on his new appointment. He cautioned the CSEA President about falsely characterizing that executive officers give themselves raises. He noted that the Board wants to give all of the District's unions fair contracts, that the Board makes the decisions related to those matters, and comments should be directed to the Board.
- L. **Trustee Jeffrey P. Brown** shared a regretful goodbye to **Greg Schulz** and praised his dedication to total honesty that has been his immediate response to every situation. While sorry to see him go, he wished him the best at Citrus College.
- M. **Trustee Jacqueline Rodarte** reported on her attendance at the Cypress College tour of the Veterans Resource Center, Student Activities Center, and Science, Engineering, Math Building. She thanked **Greg Schulz** for his service to the District and wished him nothing but the best at Citrus College.
- N. **Trustee Ed Lopez** thanked **Greg Schulz** for his long and dedicated service to the District, noting that he was well-liked by students and staff, and wished him the best of luck at Citrus College.
- O. **Trustee Stephen T. Blount** echoed the congratulatory remarks about **Greg Schulz**.
- P. **Trustee Evangelina Rosales** also congratulated **Greg Schulz** and wished him luck.
- Q. **Trustee Barbara Dunsheath** reminded everyone that the open forums for the chancellor finalists would take place on June 24 and that a link to view the recordings and provide feedback would be available. She praised **Greg Schulz** for his integrity and calm leadership which she admired and emulated.

MINUTES: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Evangelina Rosales to approve the Minutes of the Regular Meeting of June 8, 2021. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Lacorte and Pandian’s advisory votes.**

FINANCE & FACILITIES

Item 3.a: Fred Williams, Vice Chancellor of Finance & Facilities, and Kashu Vyas, District Director of Fiscal Affairs, presented the District’s 2020-21 Tentative Budget that also included a budget update for 2020-21 and outstanding issues.

Budget Update

- The State budget is expected before July 1 and will include changes from the May Revise and trailer bill language.
- The fiscal year closing date is July 31 with the proposed budget presented to the Board on September 14.

2021-22 Tentative Budget

- The tentative budget is a rollover budget that focuses on ongoing resources via the Resource Allocation Model (RAM).
- The budget includes projections of potential costs (i.e., salary increase), which is different from past practice.
- The final analysis of assumptions, position control, and new budget developments will be incorporated prior to the proposed budget presentation in September.

Assumptions and Provisions

- COLA of 4.05%
- SCFF funding based on 2021-22 FTES targets
- Currently does not include increases in health cost rates
- Uses \$3 million from the Irrevocable Trust towards retiree benefits costs
- Assumes no deferrals
- Assumes no Statewide deficit
- Assumes additional one-time funds

Resource Allocation Model: Structural Deficit

Revenues	\$ 228,622,775
Expenditures	\$ 236,630,592
Structural Deficit	(\$ 8,007,817)

Backfill from One-time Sources:

Emergency Funding Provisions	\$ 4,122,445
Transfer in from Carryover	\$ 3,885,372

RAM Projected Costs

Position Control (Permanent Positions)	\$ 164.4 million
Estimate for Dependent Care Coverage Costs for Settled Agreements	\$ 3.8 million
Adjunct Faculty Estimated Activity	\$ 32.4 million
Districtwide & Other Operating Expenses	<u>\$ 28.3 million</u>
	\$ 228.9 million

Additional Estimates:

Full-Time Faculty Salary Negotiations (estimated @4.05%)	\$ 3.2 million
Classified Salary Negotiations (estimated @3.55%)	\$ 1.7 million
Dependent Care Coverage Costs, net of reduction in fringe	\$ 1.5 million
Adjunct Faculty Salary Negotiations (estimated @4.05%)	<u>\$ 1.3 million</u>
	\$ 7.7 million

Outstanding Issues

- Continued enrollment declines
- Funded COLA for 2021-22 is still not determined
- Tentative budget, per the May Revise, includes COLA at 4.05%
- COLA could be 5.07%
- Health rate costs increases may be as high as 15-20% above current rates
- Adjustments to STRS rate and SUI rates
- Clean up position control for retirements

Subsequent to the presentation Vice Chancellor Williams addressed the following questions:

- Clarification on terminology like STRS, PERS, SUI, FTES, COLA, and hold harmless.
- COLA is meant to include increases for all District expenses, not just salaries?
- What planning efforts are the campuses undertaking to address the structural deficits?
- Examples of self-supported services?
- When will the increase in health rates be available?
- Clarification on the adjunct faculty estimated activity?
- To what extent does the FON affect position control?
- What is the District's current FON number?
- If COLA is funded by the State, why does the District have a deficit if it's receiving that funding?
- Why are the current figures not finalized?
- Is the increase for executives included in the budget?
- Is the District possibly looking at a hiring freeze?
- The hold harmless goes through 23-24?
- Do the 20-21 FTES figures take into account COVID?
- Why is the backfill for hold harmless not in 20-21, but there is a projection for 21-22?

Board President Barbara Dunsheath thanked Fred Williams, Kashu Vyas, and their team for their diligent work and for "building the airplane as its flying." She noted that CCLC resources –including the Trustee Handbook, finance handbook, and webinars– are a good place to start to answer questions regarding the complex budget process.

It was then moved by Trustee Ryan Bent and seconded by Trustee Jacqueline Rodarte to approve the Tentative Budget for Fiscal Year 2021-22 for all funds of the District and set a public hearing for September 14, 2021, at the Anaheim Campus Board Room at or about 6:00 p.m. pursuant to §58301 of Title 5, California Code of Regulations, to provide the public with an opportunity to comment on the budget prior to the adoption of the Proposed Budget. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Lacorte and Pandian's advisory votes.**

Item 3.b: By block vote, authorization was granted to renew the property and liability insurance coverage with the Alliance of Schools for Cooperative Insurance Programs (ASCIP) and Schools Excess Liability Fund (SELF) for FY 2021-22 at the estimated amount of \$1,482,286.

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

Item 3.c: By block vote, authorization was granted to extend the agreement with the law firm Atkinson, Andelson, Loya, Ruud, and Romo, effective July 1, 2021 through June 30, 2022, plus reimbursable expenses:

	2021-22
Senior Partners	\$340
Partners/Senior Counsel	\$330
Senior Associates	\$320
Associates	\$310
Electronic Technology Litigation Specialist	\$275
Non-Legal Consultants	\$215
Senior Paralegals/Law Clerks	\$190
Paralegals/Legal Assistants	\$170

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 Authorization is requested for approval to continue with the legal services provided by Tao Rossini, effective July 1, 2021 through June 30, 2024, at the following hourly rates, plus reimbursable expenses:

	2021-22	2022-23	2023-24
Partners	\$330	\$345	\$355
Associates	\$310	\$310	\$310
Paralegals/Legal Assistants	\$185	\$195	\$205
Law Clerks	\$175	\$185	\$195

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.e: By block vote, retroactive approval was granted to enter into an agreement with PPL, Inc. in the amount of \$105,000, effective May 27, 2021 through December 31, 2021.

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

Item 3.f: By block vote, authorization was granted to reject the bid for Bid #1920-10, Heating Hot Water Replacement Parking Lot 10 at Fullerton College and authorize staff to rebid the project.

Item 3.g: By block vote, authorization was granted to enter into an agreement with Pathways of Hope in the amount not to exceed \$230,318, from July 1, 2021 through June 30, 2022.

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

INSTRUCTIONAL RESOURCES

Item 4.a: By block vote, authorization was granted to ratify the amendment of the 2021-24 NOCCCD and Fullerton Joint Union High School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

HUMAN RESOURCES

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

RESIGNATION

Schulz, Gregory	FC	President Eff. 06/30/2021 PN FCX999
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NEW PERSONNEL

Hampton, Bradley	CC	Vocal Jazz & Theory Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/19/2021 PN CCF925
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Perkins, Deborah	NOCE	Director, Student Equity and Success 12-month Position (100%) Range 24, Column D Management Salary Schedule Eff. 06/23/2021 PN SCM976
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REHIRE

Phelps, Celeste	CC	Director, Disability Support Services 12-month Position (100%) Range 24, Column G Management Salary Schedule Eff. 07/19/2021 PN CCM998
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TEMPORARY MANAGEMENT CONTRACT

Schoonmaker, Stephen	CC	Interim Dean, Health Sciences 12-month Position (100%) Range 32, Column E + Doctorate Management Salary Schedule Eff. 07/01/2021-12/31/2021
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PN CIM992

TEMPORARY REASSIGNMENT

Contreras, Gilbert	FC	Vice President, Student Services
	To:	FC Acting President 12 Month position (100%) President, Step A + Doctorate Executive Officer Salary Schedule Eff. 06/25/2021-07/31/2021 PN FCX999

VOLUNTARY REASSIGNMENT

Bogan, Mary	FC	Reading Instructor
	To:	FC English Instructor Class B, Step 12 Eff. 08/19/2021 PN FCF832
Salzameda, Bridget	FC	Chemistry Instructor
	To:	FC Interim Dean, Natural Sciences 12-month Position (100%) Range 32, Column B+ Doctorate Management Salary Schedule Eff. 07/01/2021-06/30/2022 PN FIM994

CHANGE IN SALARY CLASSIFICATION

Prell, Megan	NOCE	DSS Non Credit Instructor From: Class C, Step 1 To: Class C, Step 2 Eff. 01/14/2021
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LEAVE OF ABSENCE

Arman, Nick	FC	Counselor Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 05/19/2021-07/07/2021
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TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2021 SUMMER INTERSESSION

Baloy, Czarina Al	CC	Column 3, Step 1
Casillas, Francisco	FC	Column 1, Step 1
Weckerly, Michelle	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2021 FALL SEMESTER

Brothwell, Eric	CC	Column 2, Step 1
Charlston, Hayan	FC	Column 3, Step 1
Hernandez, Desiree	FC	Column 1, Step 1
Le, Dream	CC	Column 1, Step 1
Lertpanit, Long	CC	Column 1, Step 1
Mack, Jillian	FC	Column 1, Step 1
McFarland, Garrett	NOCE	Column 2, Step 2
Palmer, Cleveland	CC	Column 1, Step 1
Wilcox, Erin	CC	Column 3, Step 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Baaz Medina, Maria	CC	Column 1, Step 1
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TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Angelov, Katalin	CC	Planning Meetings for Fine Arts Building Remodel Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 20 hours Eff. 06/14/2021-08/18/2021
Carter, Kelly	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class C Not to exceed 2 hours Eff. 06/03/2021
Coronado, Michael	CC	Planning Meetings for Fine Arts Building Remodel Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class C Not to exceed 20 hours Eff. 06/14/2021-08/18/2021
Galich, Jennifer	CC	Nursing Department Mandatory Orientation and Training at Clinical Sites Lecture Rate, Regular and Contract Faculty Overload Teaching Schedule Class F Not to exceed 3 hours Eff. 06/08/2021
Gopar, Gary	CC	Planning Meetings for Fine Arts Building Remodel

		Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 20 hours Eff. 06/14/2021-08/18/2021
Jackson, Donald	CC	Planning Meetings for Fine Arts Building Remodel Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 20 hours Eff. 06/14/2021-08/18/2021
Lakeman, Christina	NOCE	Hiring Committee Service Adjunct Faculty Salary Schedule Column 2, Step 3 Not to exceed 30 hours Eff. 06/01/2021-06/02/2021
Magginetti, Giovanni	CC	Title V Summer Training Stipend not to exceed \$75.00 Eff. 05/25/2021
Maher, Anthony	CC	Planning Meetings for Fine Arts Building Remodel Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 20 hours Eff. 06/14/2021-08/18/2021
McMillan, Marcus	CC	Planning Meetings for Fine Arts Building Remodel Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 20 hours Eff. 06/14/2021-08/18/2021
Ortega, Ryan	CC	Nursing Department Mandatory Orientation and Training at Clinical Sites Lecture Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 3 hours Eff. 06/08/2021
Pham, Thu	CC	Nursing Department Mandatory Orientation and Training at Clinical Sites Lecture Rate, Regular and Contract Faculty

			Overload Teaching Schedule Class F Not to exceed 3 hours Eff. 06/08/2021
Pueblos, Daniel	CC		Title V Summer Training Stipend not to exceed \$75.00 Eff. 05/25/2021
Schulps, Molly	CC		Planning Meetings for Fine Arts Building Remodel Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class C Not to exceed 20 hours Eff. 06/14/2021-08/18/2021
Vo, Thu-Hang	CC		Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 2 hours Eff. 06/03/2021

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

RETIREMENT

Neate, Dawnmarie	FC		IT Services Coordinator I 12-month position (100%) Eff. 07/01/2021 PN FCC715
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NEW PERSONNEL

Spencer-Lonetti, Anna	CC		Special Project Director, Mental Health Services Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2021 – 06/30/2022 PN CCT705
Velasco, Zoot	FC		Executive Director, College Foundation and Community Relations 12-month position (100%) Range 25, Column C Management Salary Schedule Eff. 06/24/2021 PN FCM943

Ventura, Bryan	CC	Director, Institutional Research & Planning 12-month position (100%) Range 30, Column G Management Salary Schedule Eff. 07/19/2021 CCM963
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REHIRES

Flores, Nancy	NOCE	Special Projects Coordinator, Campus Communication Temporary Management Position (100%) Range 1, Special Project Daily Rate Schedule Eff. 07/01/2021 – 06/30/2022 PN SCT968
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Hunter, Brent	FC	Special Projects Director, FC Planned Giving Temporary Management Position (100%) Range 3, Special Project Daily Rate Schedule Eff. 07/01/2021 – 09/30/2021 PN FCT981
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Kiesselbach, Kenneth	NOCE	Special Projects Manager, CAEP Temporary Management Position (100%) Range 2, Special Project Daily Rate Schedule Eff. 07/01/2021 – 12/31/2021 PN SCT967
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Mora, Denise	NOCE	Special Projects Coordinator, CTE Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2021 – 12/31/2021 PN SCT957
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Rivera, Hilda	NOCE	Special Projects Coordinator, CAEP/AEBG ESL Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2021 – 06/30/2022 PN SCT968
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EXTENSION OF CONTRACT

Padilla, Jayme	FC	Evaluator (100%) Extension of Temporary Change in Assignment To: FC Executive Assistant II 12-month position (100%) Range 44, Step B + 10% Longevity Classified Salary Schedule Eff. 07/01/2021 – 08/31/2021
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Ramirez, Joseph	FC	Sr. Research and Planning Analyst (100%) Extension of Temporary Change in Assignment To: FC Interim Dir., Inst. Research/Planning 12-month position (100%) Range 30, Column C + Doctorate Management Salary Schedule Eff. 07/01/2021 – 07/23/2021 Eff. 07/01/2021 – 08/31/2021
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VOLUNTARY CHANGES IN ASSIGNMENT

Arenas, Gonzalo	CC	Instructional Assistant (100%) Permanent Increase in Months Employed From: 11-months To: 12-months PN CCC696
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Del Campo, Veronica	CC	Administrative Assistant (100%) Permanent Increase in Months Employed From: 11-months To: 12-months PN CCC735
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Georgieva-Cauble Tanya	CC	Instructional Aide (100%) Permanent Increase in Months Employed From: 10.5-months To: 12-months PN CCC775
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Megginson, Zoe	CC	Instructional Aide (100%) Permanent Increase in Months Employed From: 10.5-months To: 12-months PN CCC922
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Peery, Kevin	CC	Instructional Assistant (100%) Permanent Increase in Months Employed From: 11-months To: 12-months PN CCC740
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Rodriguez Valadez, Juan	CC	Instructional Aide (100%) Permanent Increase in Months Employed From: 10.5-months
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To: 12-months
PN CCC692

RECLASSIFICATION

Armijo, Gabriel	FC	<p>Campus Safety Officer 12-month position (100%) Range 31, Step C</p> <p>To: Campus Safety Officer II 12-month position (100%) Range 36, Step C Classified Salary Schedule Eff. 10/01/2020 PN FCC853</p>
Borillo, Maureen	NOCE	<p>IT Specialist, Systems Applications 12-month position (100%) Range 44, Step D</p> <p>To: IT Project Leader 12-month position (100%) Range 57, Step D Classified Salary Schedule Eff. 10/01/2020 PN SCC887</p>
Brown, Alexander	FC	<p>Student Services Specialist, Int'l Students Center 12-month position (100%) Range 36, Step D</p> <p>To: International Students Services Coord. 12-month position (100%) Range 41, Step D Classified Salary Schedule Eff. 10/01/2020 PN FCC670</p>
Brown, Jonathan	FC	<p>Campus Safety Officer 12-month position (100%) Range 31, Step E + 10% Longevity</p> <p>To: Campus Safety Officer II 12-month position (100%) Range 36, Step E + 10% Longevity Classified Salary Schedule Eff. 10/01/2020 PN FCC866</p>
Cano, Carlos	FC	<p>Campus Safety Officer 12-month position (100%)</p>

Range 31, Step E + 10% Longevity + PG&D

To: Campus Safety Officer II
12-month position (100%)
Range 36, Step E + 10% Longevity+ PG&D
Classified Salary Schedule
Eff. 10/01/2020
PN FCC751

Cortez, Michael

FC

IT Specialist, Systems Applications
12-month position (100%)
Range 50, Step E + 20% Longevity

To: Systems Analyst Applications
12-month position (100%)
Range 60, Step E + 20% Longevity
Classified Salary Schedule
Eff. 10/01/2020
PN FCC952

Dzida, Albert

FC

Campus Safety Officer
12-month position (100%)
Range 31, Step E + 5% Longevity

To: Campus Safety Officer II
12-month position (100%)
Range 36, Step E + 5% Longevity
Classified Salary Schedule
Eff. 10/01/2020
PN FCC741

Gonzalez, Rolando

FC

Campus Safety Officer
12-month position (100%)
Range 31, Step E + 10% Shift

To: Campus Safety Officer II
12-month position (100%)
Range 36, Step E + 10% Shift
Classified Salary Schedule
Eff. 10/01/2020
PN FCC699

Gutierrez Gamboa,
Daniel

FC

Campus Safety Officer
12-month position (100%)
Range 31, Step E + 5% Longevity

To: Campus Safety Officer II
12-month position (100%)
Range 36, Step E + 5% Longevity
Classified Salary Schedule
Eff. 10/01/2020

PN FCC633

Heine, Tracey	CC	<p>Laboratory Technician, Culinary Arts 11-month position (100%) Range 36, Step E + 15% Longevity</p> <p>To: Culinary Laboratory Coordinator 11-month position (100%) Range 40, Step E + 15% Longevity Classified Salary Schedule Eff. 10/01/2020 PN CCC792</p>
Herrera, Erubiel	FC	<p>Campus Safety Officer 12-month position (100%) Range 31, Step E + 5% Longevity</p> <p>To: Campus Safety Officer II 12-month position (100%) Range 36, Step E + 5% Longevity Classified Salary Schedule Eff. 10/01/2020 PN FCC824</p>
Louie-Jeu, Kim	FC	<p>Evaluator 12-month position (100%) Range 37, Step E + 20% Longevity + PG&D</p> <p>To: Admissions and Records Coordinator 12-month position (100%) Range 40, Step E + 20% Longevity + PG&D Classified Salary Schedule Eff. 10/01/2020 PN FCC864</p>
Plescher, Sarah	FC	<p>Admissions and Records Technician 12-month position (100%) Range 33, Step E + 5% Longevity</p> <p>To: Admissions and Records Specialist 12-month position (100%) Range 36, Step E + 5% Longevity Classified Salary Schedule Eff. 10/01/2020 PN FCC999</p>
Rodriguez Valadez, Juan	CC	<p>Instructional Aide, LRC and MLC 10.5 month position (100%) Range 30, Step E + PG&D</p> <p>To: Instructional Assistant, LRC and MLC</p>

10.5 month position (100%)
 Range 36, Step E + PG&D
 Classified Salary Schedule
 Eff. 10/01/2020
 PN CCC692

Serrato, Melissa	FC	<p>Campus and Marketing Outreach Assistant 12-month position (100%) Range 36, Step E + 5% Longevity</p> <p>To: Communications Specialist 12-month position (100%) Range 40, Step E + 5% Longevity Classified Salary Schedule Eff. 10/01/2020 PN FCC653</p>
Sixtos, Danielle	FC	<p>Admissions and Records Technician 12-month position (100%) Range 33, Step D</p> <p>To: Admissions and Records Specialist 12-month position (100%) Range 36, Step D Classified Salary Schedule Eff. 10/01/2020 PN FCC982</p>
Solis, Brian	FC	<p>Campus Safety Officer 12-month position (100%) Range 31, Step D + 10% Shift</p> <p>To: Campus Safety Officer II 12-month position (100%) Range 36, Step D + 10% Shift Classified Salary Schedule Eff. 10/01/2020 PN FCC797</p>
Stoermer, Curtis	FC	<p>Admissions and Records Technician 12-month position (100%) Range 33, Step E + 5% Longevity</p> <p>To: Admissions and Records Specialist 12-month position (100%) Range 36, Step E + 5% Longevity Classified Salary Schedule Eff. 10/01/2020 PN FCC642</p>

Tran, Long	FC	IT Technician II 12-month position (100%) Range 44, Step E + 15% Longevity + PG&D To: IT Services Coordinator I 12-month position (100%) Range 48, Step E + 15% Longevity + PG&D Classified Salary Schedule Eff. 10/01/2020 PN FCC902
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PROFESSIONAL GROWTH & DEVELOPMENT

Albrecht, Mary Helen	NOCE	Instructional Assistant, Learning Center (60%) 1 st Increment (\$240) 2 nd Increment (\$240) Eff. 07/01/2021
Aponte, Zola	CC	Instructional Assistant, Career Center (100%) 6 th Increment (\$400) Eff. 07/01/2021
Davis, Julia	AC	Human Resources Technician (100%) 4 th Increment (\$400) Eff. 07/01/2021
Galvez, Curtis	AC	IT Security Analyst/System Administrator (100%) 2 nd Increment (\$400) 3 rd Increment (\$400) Eff. 07/01/2021
Kagawa, Marcie	CC	Communications Specialist (100%) 4 th Increment (\$400) Eff. 07/01/2021
Nava, Crystal	NOCE	Student Services Technician (100%) 1 st Increment (\$400) 2 nd Increment (\$400) Eff. 07/01/2021
Wiederholt, Kristen	FC	Administrative Assistant II (100%) 1 st Increment (\$400) 2 nd Increment (\$400) Eff. 07/01/2021

LEAVES OF ABSENCE

Bonilla, Irma	FC	Campus Safety Officer Coordinator (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter
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Eff. 05/04/2021 – 06/11/2021 (Consecutive Leave)

@01629223	AC	Facilities Custodian I (100%) SB 95 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 03/03/2021 (8 hours); 03/24/2021 (8 hours)
Diaz, Luis	CC	Groundskeeper (100%) Classified Staff Development Leave With Pay Eff. 08/01/2021 – 09/30/2021
Galvez, Curtis	AC	IT Security Analyst/Systems Administrator Unpaid Personal Leave Eff. 05/03/2021 – 06/04/2021
Legaspi, Connie	CC	Administrative Assistant I (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 05/16/2021 – 05/30/2021 (Consecutive Leave)
@01137290	CC	Facilities Custodian I (100%) SB 95 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 05/24/2021 (8 hours); 05/25/2021 (8 hours); 05/27/2021 (8 hours)
Sanchez, Alicia	FC	Administrative Assistant II (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 06/04/2021 – 06/13/2021 (Consecutive Leave)
Sloan, Crystal	NOCE	Account Clerk II (100%) Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 07/15/2021 – 10/07/2021 (Consecutive Leave)

STIPEND FOR ADDITIONAL ADMINSTRATIVE DUTIES

Arredondo, Amabel	NOCE	Administrative Assistant I (100%) Extension of 6% Stipend Eff. 07/01/2021 – 06/30/2022
Booze, David	CC	Registrar (100%) Extension of 10% Stipend Eff. 10/01/2021 – 12/31/2021
Sanchez, Lizeth	AC	Human Resources Coordinator (100%) Extension of 6% Stipend

Eff. 07/01/2021 – 06/30/2022

NEW CLASSIFIED JOB DESCRIPTION

Campus Safety Officer II
Range 36
Classified Salary Schedule

Culinary Laboratory Coordinator
Range 40
Classified Salary Schedule

International Student's Services Coordinator
Range 41
Classified Salary Schedule

REVISED CLASSIFIED JOB DESCRIPTION

Campus Safety Officer Coordinator
Range 40
Classified Salary Schedule

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 #1279 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 #1279 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 #1279 for a copy of the volunteer listing.)

Item 5.f: Board President Barbara Dunsheath introduced discussion on the salary increase, benefits adjustment, salary column advancements, updated salary schedules, and contract extensions for executive officers. She provided comparability information shared with trustees, via their weekly Board Letter, noting that other employee groups received a 15.3% increase while the recommendation for executive officers is a 12.91% increase. She also noted that per the executive officer contracts, they are to receive what managers receive.

Trustees made the following inquiries and statements:

- How were the comparable districts selected? (All multi-college districts in Southern California with the exception South Orange County which is a basic aid district. Single college districts were not included because they don't have Vice Chancellors so the comparison wouldn't be equivalent.)
- In the past, other districts were used for comparison. Why wasn't that followed? (In the past only Orange County districts were used, but in order to get a sense and fair

assessment of what Southern California multi-college districts are paying the list was revised.)

- District executives make more than the CEO of the State of California and when viewed in that context, the salaries are too high in the District, and in community colleges in general and higher education.
- The proposed increases would put the District ahead of most of the other districts in the second year and that second year increase seems excessive.
- If the idea is comparability, the District is overshooting it and should aim to set an example with the executive staff.
- How does this make the District more competitive if executives are getting an increase, but not the other groups?
- Where is the funding for the increases coming from? (From the general fund.)

In response to the inquiries, the Chancellor and her staff noted that other groups have been a priority and have either already been negotiated or are currently at the table, but executive officers have not received a raise in three years; that executives have received the exact same increase as managers for the last 15 years; that the District will be recruiting for a College President and needs to be able to recruit the best candidates; and that the shifting of the fringe must also be taken into account.

Board President Dunsheath concluded the discussion by stating that the recommendation is not as comparable to what the other groups have received and the perceptions being voiced aren't necessarily facts. The motion before the Board is comparable to other districts in the area and to what other employees in the District are getting. If the District wants to get the best of upper management then the District needs to have competitive salaries with surrounding districts.

It was then moved by Trustee Jeffrey P. Brown and seconded by Trustee Jacqueline Rodarte to approve the following salary increase and benefits adjustment for Executive Officers for the 2021-22 and 2022-23 fiscal years and salary column advancements, updated Executive Officer Salary Schedules, and contract extensions:

Adjustment for the 2021–22 Fiscal Year – Effective July 1, 2021

Executive Officers will be provided an on-schedule salary increase of 4.05% for COLA, plus 2%, which is associated with the reduction in annual fringe benefits allowance and to equalize with the other groups, and 2% for shifting the contractual fringe benefits allotment, for a total of 8.05%, across the schedule.

The \$4,646.10 annual fringe benefit dollar allowance shall be the same as that which is provided for the District's twelve-month management employees. The District will contribute a maximum up to \$8,058.00 towards dependent care medical premiums. The above amounts are in addition to the standard medical benefits available to District employees.

Salary Column Advancements

JoAnna Schilling, President, Cypress College, from step E to F, two hundred fifty-three thousand, seven hundred thirty-eight dollars (\$253,738).

Valentina Purtell, President, North Orange Continuing Education, from step F to G, two hundred sixty-three thousand, two hundred twenty-one dollars (\$263,221).

Adjustment for the 2022–23 Fiscal Year – Effective July 1, 2022

Executive Officers will be provided an on-schedule salary increase of 1.28% for COLA and 3.12%, which is associated with the reduction in annual fringe benefits allowance and to equalize with the other groups, for a total of 4.4%, across the schedule.

Executive Officer Salary Schedule

The Executive Officer Salary Schedule will reflect an 8.05% on-schedule increase effective July 1, 2021.

The Executive Officer Salary Schedule, effective July 1, 2022, will reflect a 4.4% on-schedule increase.

Contract Extensions

The contract period is extended through June 30, 2024 and the original employment contracts amended to reflect the salary increases and extension for the following Executive Officers:

Fred Williams, Vice Chancellor, Finance and Facilities
Irma Ramos, Vice Chancellor, Human Resources
JoAnna Schilling, President, Cypress College
Valentina Purtell, President, North Orange Continuing Education
W. Cherry Li-Bugg, Vice Chancellor, Educational Services and Technology

Motion carried with Trustees Bent, Brown, Dunsheath, and Rodarte voting yes, and Trustees Blount, Lopez, and Rosales voting no.

(This action was orally reported by the Board President Barbara Dunsheath per the Brown Act, at California Government Code section 54953(c)(3), as amended.)

GENERAL

Item 6.a: It was moved by Trustee Stephen T. Blount and seconded by Trustee Evangelina Rosales to adopt revised BP 2715, Code of Ethics/Standards of Practice.

In the ensuing discussion, it was moved by Student Trustee Meena Pandian and seconded by Trustee Evangelina Rosales to amend Section 3.1 to read, “Student representatives shall be allowed to serve on ad hoc committees when interest is expressed by a student representative or at the recommendation of a Board member. The allowing of these appointments is to be determined by a majority vote of the Board.”

Trustees noted that appointments to ad hoc committees are the purview of the Board President; that the revision would not align with other board policies; that student trustees could serve on committees, but not on those pertaining to matters similar to personnel issues; that the amendment should be discussed regarding BP 2220, Committees of the Board instead; that matters involving students should include a student on the committee; the issue with a potential deadlock vote if a student was added as a fourth committee member; and a preference to not add language that would exclude or include student representatives.

Subsequent to the discussion, the **motion failed with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting no, Student Trustee Lacorte’s advisory vote in favor, and Student Trustee Pandian abstaining.**

After noting a grammatical correction to Section 2.2, the original **motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Lacorte and Pandian's advisory votes.**

Item 6.b: The Board received as information the May 15, 2021 Board Retreat Summary and the Clarification of Governing Board Meetings Protocol that were developed as a result of the retreat.

Board President Barbara Dunsheath stated that for accreditation purposes the Board must use their evaluation for improving performance. During the discussion, trustees noted the poor perception of the Board by some, low staff morale, the need for self-reflection, how harmful language can be, clarification on who provided responses, and the need for additional Board retreats that also include student trustees and a future agenda item to assist in the ongoing work.

Item 6.c: Board President Barbara Dunsheath asked if there were any requests for potential future Board agenda items and there were none.

CLOSED SESSION: At 8:27 p.m., Board President Barbara Dunsheath 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 54957: PUBLIC EMPLOYEE APPOINTMENT: Chancellor

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

Trustee Stephen T. Blount left the meeting at 9:50 p.m. and did not return.

RECONVENE MEETING: At 10:13 p.m., Board President Barbara Dunsheath reconvened the meeting in open session.

ADJOURNMENT: At 10:13 p.m., it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Ryan Bent to adjourn the meeting. **Motion carried with Trustees Bent, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes.**