

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

November 23, 2021

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, November 23, 2021, at 5:30 p.m. via Zoom teleconference and YouTube livestream.

President Barbara Dunsheath called the meeting to order at 5:30 p.m. NOCE Student Mabel Lopez led the Pledge of Allegiance to the Flag and provided a statement on what democracy means to her.

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: Fred Williams, Interim Chancellor; Kashu Vyas, District Director, Fiscal Affairs; Irma Ramos, Vice Chancellor, Human Resources; Cherry Li-Bugg, Vice Chancellor, Educational Services & Technology; Gil Contreras, Interim President, Fullerton College; JoAnna Schilling, President, Cypress College; Valentina Purtell, President, North Orange Continuing Education; Kai Stearns, District Director, Public & Governmental Affairs; Raine Hambly, representing the District Management Association; Jennifer Oo, representing North Orange Continuing Education Academic Senate; Damon De La Cruz, representing the Cypress College Academic Senate; Kim Orlijan, representing the Fullerton College Faculty Senate; Christie Diep, representing United Faculty; Joseph Vasquez, representing CSEA; Dash Johnson, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

OTHER ADMINISTRATORS AND EMPLOYEES PRESENT: Paul De Dios, Ruth Gutierrez, Alex Porter, and Kathleen Reiland from Cypress College; Jeanne Costello and Jose Ramon Nuñez from Fullerton College; Candace Lynch from North Orange Continuing Education; and Danielle Davy, Devin Griffith, Melony Myers, Arturo Ocampo, and Amita Suhrid from the District Office.

VISITORS: Mark Berg, Mabel Lopez, and Curtis Paradzick. Public participation was provided via YouTube livestream.

COMMENTS: MEMBERS OF THE AUDIENCE:

- A. **Rob Grantham**, Cypress College Counselor, addressed the Board to provide individual comments from himself and other counseling members regarding the COLA that has not been allocated to faculty and questioned why managers and other groups received COLA without contingencies, but not faculty. He stated that faculty felt unvalued and not respected.
- B. **Cristina Arellano**, Fullerton College Faculty, addressed the Board regarding the ongoing negotiations process with full-time faculty and COLA. She indicated that COLA

was basic financial compensation and should not require complex negotiations that require faculty to give something in return while the District accrues the second largest reserves in the State.

- C. **Liz Putman**, Cypress College Faculty, addressed the Board to comment on the Cypress College Nursing Program including the success of the programs, the successful graduates, the adverse impact that the lack of full-time faculty has had on the continuity of the program, and the lack of investment in the program's facilities and technology that is causing students to suffer.
- D. **Mohammad Abdel Haq**, Fullerton College Faculty, addressed the Board to comment on the lack of respect in the District and how a true culture of respect results from administrators listening to their faculty when making decisions, instead of making unilateral decisions.
- E. **Michael Klyde**, Cypress College Faculty, addressed the Board to express how tired faculty are and provided examples of non-equities for faculty when compared to nearby colleagues including having to beg for the needed resources even though the money is available. He expressed that faculty are sad and frustrated, and that a thank you from administration is no longer enough.
- F. **Matt Tribbe**, Fullerton College Faculty, addressed the Board to welcome **Dr. Byron Breland** to the District as incoming Chancellor. He provided him with a sense of what he's walking into: an antagonistic relationship with faculty, routine insulting faculty offers, inflation overtaking faculty salaries, working with expired contracts and salary tables, MOUs and nothing to move towards the goal of comparability, and a practice of routinely withholding the State offered COLA. He expressed hope that Dr. Breland will look at these issues and bring sanity and respect to faculty members.
- G. **Aline Gregorio**, Fullerton College Faculty, addressed the Board to ask that they take time to reflect on their leadership and how the last two years have given them an opportunity to witness the excellence of faculty's work during the pandemic. Faculty have received an insulting offer from the District negotiating team that perpetuates low compensation, and she urged the Board to help change the dynamic of negotiations, to renew their commitment to faculty, and establish appreciation that is showed with COLA and fair compensation.
- H. **Katie King**, Fullerton College Faculty, addressed the Board to urge them and **Incoming Chancellor Byron Breland** to treat faculty and students with the honest approach that they are desperately in need of. She highlighted the wage comparability that has been promised to faculty since 2002, unpaid committee work faculty perform, the ill-advised return to work mandate, and dictation in the course scheduling process. She urged the Board to honor COLA that is pre-paid by taxpayers and is instead being dangled in front of faculty unless they agree to class size.
- I. **Anna Katsuki** addressed the Board to provide statements on behalf of faculty members regarding the ongoing struggle with the District related to negotiations. She highlighted the District practice of requesting concessions in exchange for COLA despite historic inflation that results in pushing faculty further down in comparability.

- J. **Ellie Ahmadi** addressed the Board to provide a statement on behalf of Fullerton College Faculty **Rosie Kar** that expressed concern with students being asked to come back to campus for the Spring semester when only 15% of them requested that. She questioned how faculty were expected to handle issues related to close physical proximity, students refusing to cooperate, and lack of offices for office hours.
- K. **Irene Arellano** addressed the Board to provide a statement on behalf of Fullerton College Faculty **Archie Delshad** regarding the District's offer to United Faculty. It has been 10 years since the District agreed to work towards comparability all while benefiting in millions of dollars of aid and hold harmless funding that has accumulated and represents potential faculty salaries. Faculty should not have to beg for the COLA that is being held hostage. He urged the District to evaluate what really matters and provide faculty with a fair contract above the 75th percentile.

Board President Barbara Dunsheath noted that it is the policy of the Board to not respond to public comments, but expressed appreciation for those voicing their concerns and stated that the Board is limited in what can be said during the ongoing negotiation process.

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

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

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 Evangelina Rosales and seconded by Trustee Jacqueline Rodarte that the following personnel items be approved by block vote:

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

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

CHANCELLOR'S REPORT

- A. **Chancellor's Report: Interim Chancellor Fred Williams** reported that the December 4 Citizens' Oversight Committee meeting would include the new members appointed to serve in the community member, college support organization, and student roles. The District continues to seek appointees to serve in the senior organization and taxpayer organization capacities. Interim Chancellor Williams also reminded the Board that the District negotiating team has presented a comprehensive proposal to United Faculty that includes COLA.

COMMENTS

- A. **Irma Ramos** responded to the public comments that the District has a collective bargaining agreement that includes negotiations with the representatives, not during

Board meetings. She clarified that negotiations with the other collective bargaining groups included comprehensive agreements and not just a pass through of COLA.

- B. **Valentina Purtell** thanked **Mabel Lopez** for leading the Pledge of Allegiance and representing NOCE. She reported that information on the COVID-19 vaccine mandate has been translated into the top six languages spoken by NOCE students to assist bilingual students with the campus clearance and check-in processes, and that food distribution and emergency aid for students will be available in December with referrals to other resources during the winter break closure. She also highlighted the publication of the NOCE Spring class schedule, the launch of virtual drop-in student services, and thanked **Candace Lynch** for her work as the NOCE Professional Development Coordinator. She concluded her report by wishing all a happy Thanksgiving.
- C. **JoAnna Schilling** shared that the Cypress College Women's Volleyball and Soccer teams were named Orange Empire Conference championships and reported on her attendance at the Hispanic Chamber Estrella Awards. She expressed her deep appreciation for all of the faculty despite the difficult comments voiced to the Board, and clarified that the Institutional Research team never denies requests that they can fulfill. She reported on the continued success of the T-TEN program including the awarding of a \$10,000 CNCDA scholarship to T-TEN student **Vincent Lagasca** for being named Outstanding Student of the Year and wished everyone a happy Thanksgiving with an opportunity to celebrate with their loved ones.
- D. **Gil Contreras** reported on the success of the Fullerton College Veterans Golf Classic and thanked **Nick Arman, Elaine Lipiz Gonzalez, Rod Garcia**, and the entire planning team for making it such a successful event. He thanked **Trustee Evangelina Rosales** for allowing his team to showcase the amazing work taking place in the Fullerton College Career and Technical Education areas, and also thanked **Jeanne Costello** for her work on professional development on campus and throughout the State. He announced that the Men's Soccer season unfortunately ended earlier that day in a double overtime loss and wished all a happy Thanksgiving.
- E. **Raine Hambly** congratulated the Board on their selection of **Dr. Byron Breland** as the next Chancellor, welcomed him to the District, and noted that the District Management Association looks forward to working with him and supporting his leadership.
- F. **Jennifer Oo** reported on NOCE Academic Senate work on the NOCE Distance Education Plan, accreditation, the "Kindness Confetti" and "Kudos to Colleagues" campaigns, and plans to develop a student scholarship to assist with books, parking, and necessary supplies.
- G. **Damon De La Cruz** welcomed **Dr. Byron Breland** on behalf of the Cypress College Academic Senate and stated that he looks forward to working with him in the future.
- H. **Kim Orlijan** reported that the Fullerton College Faculty Senate endorsed the Institutional Integrity Committee's recommendation to revise the Fullerton College Mission Statement to include a focus on anti-racism. She thanked **Jeanne Costello** and the professional development committee for their stellar work and longstanding commitment to DEIA-centered opportunities. She congratulated **Dr. Byron Breland** on his appointment as the next Chancellor and looked forward to his leadership.

Dr. Orlijan noted that it was her last Board meeting at the resource table and thanked the Board and other members of the resource table for the experience that allowed her to learn a great deal about the District. **Jennifer Combs** will attend Board meetings as she begins her term as Fullerton College Faculty Senate President.

- I. **Christie Diep** welcomed **Dr. Byron Breland** on behalf of United Faculty and stated that she is honored to represent her colleagues who addressed the Board during public comments. She noted that faculty are the core of the District and deserve the State provided COLA and comparable salaries.
- J. **Joseph Vasquez** stated that CSEA stands with United Faculty and urged the Board to ratify a contract with them. He welcomed **Dr. Byron Breland** to the District and noted he looked forward to working with him. He requested assistance in scheduling EEAR meetings with Human Resources that have recently been canceled, and reported a contract breach with the manner in which the District notified classified members of their excessive vacation.
- K. **Dash Johnson** welcomed **Dr. Byron Breland** to the campus community and looked forward to continuing meetings with him on behalf of Adjunct Faculty United, and expressed support for United Faculty, CSEA, and other labor organizations in the District. He voiced appreciation for adjunct faculty professional development opportunities, and the need for more opportunities that include equitable stipends.
- L. **Student Trustee Erin Lacorte** welcomed **Dr. Byron Breland** and expressed a desire to promote a student centered, DEIA and anti-racist community alongside him. Student Trustee La Corte also reported on a Fullerton College vaccine clinic on December 1, attendance at the Pluralism, Inclusion, and Equity (P.I.E.) Series event, and being elected as Secretary for the Student Senate for California Community Colleges.
- M. **Student Trustee Meena Pandian** congratulated **Dr. Byron Breland** on his appointment, noting she looks forward to working with him to continue to empower student voices. She reported on the status of the Cypress College Thanksgiving Food Drive and the Jacket and Blanket Drive, and expressed her gratitude to **JoAnna Schilling, Paul de Dios, Alex Porter, and Marc Posner** for their continuous support of Associated Students that allows them to do what they do on campus.
- N. **Trustee Stephen T. Blount** welcomed Dr. Breland to the District and noted his pleasure at seeing NOCE offer a new bookkeeping course.
- O. **Trustee Evangelina Rosales** reported on her recent tours of the Cypress College Career & Technical Education (CTE) and Maintenance & Operations (M&O) departments and the Fullerton College CTE division. She also congratulated **Dr. Byron Breland** on his selection as the next District Chancellor.
- P. **Board President Barbara Dunsheath** shared that the Americana Awards will take place on March 26, 2022, thanked Adjunct Faculty United for donating to both college foundations, and thanked **Kim Orlijan** for her service. She also reported on her attendance at the CCLC Annual Convention which included a meeting of the California Community Colleges Women's Caucus and congratulations from convention attendees on the District's selection of **Dr. Byron Breland** as its next Chancellor.

MINUTES: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Evangelina Rosales to approve the Minutes of the Special Meeting of November 4, 2021. **Motion carried with Trustees Blount, Brown, Dunsheath, Rodarte, and Rosales voting yes, including Student Trustees Lacorte and Pandian’s advisory votes, and Trustee Bent and Lopez abstaining.**

It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Evangelina Rosales to approve the Minutes of the Special Closed Session Meeting of November 6, 2021. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Lacorte and Pandian’s advisory votes.**

It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Ryan Bent to approve the Minutes of the Regular Meeting of November 9, 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: By block vote, authorization was granted to adopt a resolution establishing separate bank, saving, clearing, and revolving accounts pursuant to the California Community College Budget and Accounting Manual as authorized by §84030 of the Education Code, and in accordance with Education Code §58311 of Title 5 of the California Code of Regulations.

Item 3.b: By block vote, authorization was granted to extend the contract with PlanNet Consulting to June 30, 2022 and increase the contract amount by \$111,150, from \$372,840 to \$483,990.

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

Item 3.c: By the block vote, authorization was granted for Fullerton College to accept donations to its division, departments, and/or programs.

Item 3.d: By block vote, authorization was granted to for North Orange Continuing Education to accept a donation to its Disability Support Services program.

Item 3.e: By block vote, authorization was granted to approve an institutional membership to the VR/AR Association for Fullerton College beginning December 1, 2021 through November 30, 2022, at a cost not to exceed \$1,800.

INSTRUCTIONAL RESOURCES

Item 4.a: The Board received and reviewed highlights relating to the Cypress College 2021-22 Professional Development Program.

During the discussion for this item, Board President Barbara Dunsheath commended all of the professional development programming for being thorough and extensive. Representatives from the three campus professional development committees—Ruth Gutierrez, Jeanne Costello, and Candace Lynch—addressed inquiries regarding attendance, feedback, use of skills learned, advocacy for inclusion of mental health components, and

efforts to increase participation in activities like paying adjunct faculty to attend Flex Day activities. Dr. Dunsheath concluded the discussion by noting that as institutions of learning it is important to model continuous learning.

Item 4.b: The Board received and reviewed highlights relating to the Fullerton College 2021-22 Staff Development Program.

Item 4.c: The Board received and reviewed highlights relating to the NOCE 2021-22 Professional Development Program.

Item 4.d: The Board received and reviewed highlights relating to the District Services 2020-21 Professional Development Program.

Item 4.e: By block vote, authorization was granted to approve the summary of curriculum changes for NOCE to be effective Spring 2022 and Fall 2022. The curricula have been signed by the Campus Curriculum Chairperson, and the NOCE 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:

CHANGE IN SALARY CLASSIFICATION

Cheng, Vanessa	CC	Biological Science Instructor (ADJ) From: Column 1, Step 1 To: Column 3, Step 1 Eff. 08/23/2021
Doria, Alaric	CC	Physics Instructor From: Class B, Step 1 To: Class B, Step 3 Eff. 08/19/2021

ADDITIONAL DUTY DAYS @ PER DIEM

Austin, Phil	FC	Asst. Coach, Men's Basketball	11 days
Foster, Marcia	FC	Head Coach, Women's Basketball	15 days
Webster, Perry	FC	Head Coach, Men's Basketball	15 days

PAYMENT FOR INDEPENDENT LEARNING CONTRACTS FALL 2021

Assef, Celia	FC	\$30.00
Balma, Jodi	FC	\$60.00
Keller, Jonathan	FC	\$10.00
Langlois, Jessica	FC	\$20.00
O'Brien, Daniel	FC	\$30.00

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Ramalho, Kaitlyn	CC	Column 1, Step 1
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TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Baloy, Czarina	CC	Dental Hygiene Mandatory Adjunct Training Column 3, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Catalano, Meghan	CC	Dental Hygiene Mandatory Adjunct Training Column 1, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Cruz, Tammy	CC	Dental Hygiene Mandatory Adjunct Training Column 1, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Falls, Emily	CC	Dental Hygiene Mandatory Adjunct Training Column 1, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Im, Robin	CC	Dental Hygiene Mandatory Adjunct Training Column 3, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Kazim, Amir	CC	Dental Hygiene Mandatory Adjunct Training Column 3, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Lelesi, Peggy	CC	Dental Hygiene Mandatory Adjunct Training Column 1, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
McKnight, Lisa	CC	Dental Hygiene Mandatory Adjunct Training Column 1, Step 3 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022

Namiri-Kalantari, Ryan	CC	Supervising Dentist (DH Program) Column 3, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Eff. Fall 2021
		Dental Hygiene Mandatory Adjunct Training Column 3, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Rafferty, Jennifer	CC	Dental Hygiene Mandatory Adjunct Training Column 1, Step 5 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Smith-Norman, Ravipan	CC	Dental Hygiene Mandatory Adjunct Training Column 3, Step 3 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Van, Jennifer	CC	Dental Hygiene Mandatory Adjunct Training Column 1, Step 3 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022
Welch-Wheatley, Janine	CC	Dental Hygiene Mandatory Adjunct Training Column 3, Step 5 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 5 hours Eff. 01/20/2022

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

RETIREMENT

Bataran, Sharon	CC	Heath Services Administrative Assistant 12-month position (100%) Eff. 12/31/2021 PN CCC911
Bustos, Raymond	FC	Financial Aid Technician 12-month position (100%) Eff. 12/31/2021 PN FCC969

Jeffredo, Marcia	CC	Locksmith 12-month position (100%) Eff. 12/31/2021 PN CCC969
Jenkins, Jana	FC	Health Services Specialist 11-month position (100%) Eff. 12/31/2021 PN FCC882
Kehoe, John	FC	Landscape Coordinator 12-month position (100%) Eff. 12/31/2021 PN FCC875
Kelly, Sharon	FC	Executive Assistant II 12-month position (100%) Eff. 12/31/2021 PN FCC662
Kraft, George	CC	Carpenter 12-month position (100%) Eff. 12/31/2021 PN CCC949
Morgan, Robert	FC	Facilities Custodian II 12-month position (100%) Eff. 12/31/2021 PN FCC664
Nickell, James	FC	Laboratory Technician, Art Gallery 10-month position (75%) Eff. 06/30/2022 PN FCC822
Peto, Anna Marie	CC	Administrative Assistant III 12-month position (100%) Eff. 12/31/2021 PN CCC851
Ramos, April	FC	Bookstore Shipping/Receiving Specialist 12-month position (100%) Eff. 12/31/2021 PN FCC905
Rodriguez, Steven	AC	Payroll Specialist 12-month position (100%) Eff. 06/30/2022 PN DEC974

Schneider, Gary	AC	IT Technician II 12-month position (100%) Eff. 12/31/2021 PN ISC996
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NEW PERSONNEL

Arias Carbajal, Maria	FC	Facilities Custodian I 12-month position (100%) Range 27, Step C Classified Salary Schedule Eff. 12/01/2021 PN FCC739
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Bongco, Timothy	FC	Interim Director, Child Development & Educational Studies Laboratory School 12-month position (100%) Range 18, Column A Management Salary Schedule Eff. 12/01/2021 PN FCM947
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Chomchuenjitra, David	NOCE	Grants and Special Projects Assistant 12-month position (100%) Range 41, Step D Classified Salary Schedule Eff. 12/01/2021 PN SCC831
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Islas, Leonardo	NOCE	Instructional Assistant, ESL 12-month position (40%) Range 36, Step E Classified Salary Schedule Eff. 12/01/2021 PN SCC991
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Ku Chi, Nubia	NOCE	Instructional Assistant, ESL 12-month position (40%) Range 36, Step E Classified Salary Schedule Eff. 12/01/2021 PN SCC828
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Mendez, Ronald	FC	Facilities Custodian I 12-month position (100%) Range 27, Step E Classified Salary Schedule Eff. 12/01/2021 PN FCC747
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Orozco Victoria, Laura	FC	Facilities Custodian I 12-month position (55%) Range 27, Step E Classified Salary Schedule Eff. 12/01/2021 PN FCC990
Ponce, Yolanda	NOCE	Instructional Assistant, ESL 12-month position (40%) Range 36, Step B Classified Salary Schedule Eff. 12/01/2021 PN SCC896
Sanchez, Jose	CC	Director, Academic Computing Technologies 12-month Position (100%) Range 25, Column A Management Salary Schedule Eff. 01/04/2022 PN CCM972
Sanchez-Landeros, Belinda	FC	Student Services Specialist, Transfer Center 12-month position (100%) Range 36, Step B Classified Salary Schedule Eff. 11/29/2021 PN FCC563
Somiari, Sylvia	NOCE	Instructional Assistant, ESL 12-month position (40%) Range 36, Step E Classified Salary Schedule Eff. 12/01/2021 PN SCC924

REHIRES

Mora, Denise	NOCE	Special Projects Coordinator, CTE Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 01/01/2021 – 06/30/2022 PN SCT957
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PROMOTION

Serna, Ingrid	FC	Student Services Specialist 12-month position (100%) PN FCC632
		To: Care Coordinator 12-month position (100%)

Range 40, Step B
Classified Salary Schedule
Eff. 12/01/2021
PN FCC585

TRANSFER

Kim, AeYoung	CC	<p>From: Executive Assistant, Vice President of Administrative Services Office 12-month position (100%) PN CCC923</p> <p>To: Executive Assistant, President's Office 12-month position (100%) Eff. 11/24/2021</p>
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VOLUNTARY CHANGES IN ASSIGNMENT

Douglass, Julie	FC	<p>Instructional Assistant (100%)</p> <p>Temporary Increase in Months Employed From: 10 months To: 10 months + 5 days Eff. 01/03/2022 – 01/07/2022 PN FCC998</p>
Ponce, Yolanda	FC	<p>Instructional Assistant (40%)</p> <p>Temporary Change in Assignment To: Instructional Assistant 12-month position (40%)</p> <p>Administrative Assistant II 12-month position (60%) Range 36, Step B Classified Salary Schedule Eff. 12/01/2021 – 03/15/2022 PN FCC709</p>

PROFESSIONAL GROWTH & DEVELOPMENT

Yanez, Julie	FC	<p>Student Services Technician (45%) 2nd Increment (\$180) Eff. 07/01/2022</p>
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STIPEND FOR ADDITIONAL AMINISTRATIVE DUTIES

Asavakulpanus, Nipa	AC	<p>Accounting Specialist 6% Stipend Eff. 11/01/2021 – 12/31/2021</p>
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LEAVES OF ABSENCE

@00003374	FC	Administrative Assistant II (100%) Military Leave With Pay Uniformed Services Employment and Reemployment Rights Act (USERRA) Eff. 10/04/2021 10/22/2021 (Consecutive Leave)
@01827224	FC	Administrative Assistant II (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 11/19/2021 – 12/09/2021 (Consecutive Leave)
@01148764	FC	Student Services Specialist, Counseling (100%) Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 11/15/2021 – 02/11/2022 (Consecutive Leave)
@01560167	CC	Financial Aid Coordinator (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 11/17/2021 – 12/14/2021 (Consecutive Leave)
@01223090	FC	Campus Safety Officer(100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 10/15/2021 – 01/24/2022 (Consecutive Leave)

REVISED MANAGEMENT JOB CLASSIFICATION

Director, Academic Computing and Technologies
From: Academic Management
To: Classified Management

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

(See Supplemental Minutes #1288 for a copy of the professional expert personnel listing.)

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

(See Supplemental Minutes #1288 for a copy of the hourly personnel listing.)

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

(See Supplemental Minutes #1288 for a copy of the volunteer listing.)

Item 5.f: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Evangelina Rosales that the Board appoint Dr. Byron D. Cliff Breland to the position of Chancellor of the North Orange County Community College District, effective January 18, 2022, through June 30, 2025, in accordance with the terms and conditions of the employment contract hereby approved. In summary, the employment for the Chancellor includes the following related to salary and compensation paid in the form of fringe benefits:

- Base annual salary of \$358,089 effective January 18, 2022, with 4% increases in each following academic year, resulting in base annual salary of \$372,413 effective July 1, 2022, \$387,310 effective July 1, 2023, and \$402,802 effective July 1, 2024;
- Relocation expenses of \$17,000, less withholding, and \$3,800 per month for transitional houses costs for up to six (6) months or until the Chancellor has purchased a home in the area, whichever is earlier. These expenses must be repaid to the District if the Chancellor seeks to terminate his contract before completing 18 months of employment;
- A yearly optional fringe benefit dollar allowance that is the same as that which is provided by the Board for the District's twelve-month management employees, in addition to standard medical benefits available to all employees;
- 12 sick leave days per year and 26 vacation days per year; and
- District paid dues for two professional organizations of his choice that are reasonably related to the performance of his duties as Chancellor.

Subsequent to Board President Barbara Dunsheath extending a heartfelt welcome to Dr. Breland, highlighting the unanimous support from the Board and search committee, and noting the rather wide buy-in regarding his appointment, the **motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes.**

(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.)

Item 5.g: The Board received and reviewed the District's Institutional Commitment to Diversity Five Year Report 2016-17 through 2020-21. Arturo Ocampo, District Director, Diversity & Compliance, conducted a presentation highlighting applicant and new hire demographics for 2020-21, applicant and new hire demographics five year trends, District employee demographics, District EEO occupational categories by demographics, District comparative data, and District DEIA activities and efforts. Mr. Ocampo noted that the presentation only highlighted portions of the report, but the full report is available on the District's Diversity and Compliance department website. Presentation highlights included:

- Districtwide applicants were 50% diverse and hires were 70% diverse. There was concern that the number of those not disclosing doubled to almost 16%.
- Districtwide the majority of new hires were Latinx (36.2%) and White (30.4%).
- Full-time faculty applicants were 44% diverse and hires were 67% diverse, with 72% of those hired coming from the adjunct faculty ranks.
- Classified/Confidential applicants were 52% diverse and hires were 79% diverse, while administrator/manager applicants were 52% diverse and hires were 53% diverse.
- The District has consistently attracted racially/ethnically diverse applicants over the past 5 years (50% to 68%), and the majority of new hires have also been diverse (62-70%) with an increased rate.

- The percentage of diverse full-time FT faculty applicants has decreased 2.6% over the last five years, but the percentage of diverse full-time faculty hires has increased 16.7% over the same period.
- Five-year trends for full-time faculty reflect a White/Non-Hispanic faculty decreased by 3.9% that can be attributed to retirements, and increases in Latinx, Asian, and African-American percentages.
- EEO occupational categories indicate that Executive/Administration/Management include a White plurality that is somewhat more females than males; Faculty include a White plurality that is more females than males; Professional includes a Latinx majority; Clerical includes a female majority that is White and Latinx; Technical has the highest percentage of Latinx females; Skilled Crafts is majority male that is Latinx and White; and Service/Maintenance is majority male that is Latinx and White.
- District students are more diverse (73%) than employees (52%) with more Latinx students than Latinx employees (47.2% versus 28.5%) and more White Non-Hispanic employees than students (41.8% versus 16.2%).

In the ensuing discussion, trustees inquired about applicants who did not declare race on their applications; the decrease in the diversity of applicants; District efforts to solicit applicants among affinity professional group organizations; concern about a potential bias against non-diverse applicants based on the figures presented; clarification on the role and training provided for EEO representatives on hiring committees; availability of statistics for hires that are disabled; the availability of a general exit survey that can be shared with the Board; the use of a multi-ethnicity box for biracial applicants; and the collection of data on faculty that did not receive tenure or left before getting tenure. Trustees expressed appreciation for the work of Mr. Ocampo and his department, and requested follow-up information regarding exit interviews and data on the disclosure of race and ethnicity for applicants and hires.

(See Supplemental Minutes #1288 for a copy of the report and presentation.)

GENERAL

Item 6.a: It was moved by Trustee Evangelina Rosales and seconded by Trustee Jeffrey P. Brown that the Board establish Tuesday, December 14, 2021, as the date of its Organizational Meeting and to so inform the County Superintendent. The Board reviewed the suggested 2022 calendar of meetings and made no additional revisions to the schedule. **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: It was moved by Trustee Evangelina Rosales and seconded by Trustee Jeffrey P. Brown that the Board adopt Resolution No. 21/22-12 reauthorizing remote teleconference Board meetings through December 23, 2021, pursuant to AB 361 and resume in-person Board meetings beginning in January 2022. **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.c: It was moved by Trustee Stephen T. Blount and seconded by Trustee Jacqueline Rodarte that the Board adopt the following proposed, revised Board Policies:

- BP 4010, Academic Calendar
- BP 4021, Educational Program Discontinuance

- BP 4025, Philosophy and Criteria for Associate Degree and General Education
- BP 4027, Philosophy and Criteria for Continuing Education
- BP 4030, Academic Freedom
- BP 4050, Articulation
- BP 4060, Delineation of Functions Agreements
- BP 4070, Course Auditing and Auditing Fees

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

The revised Board Policies are available on the District's website, where they are readily accessible by students, employees, and the general public.

Item 6.d: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount that the Board appoint Fiza Valiulla to serve on the Citizens' Oversight Committee for the North Orange County Community College District bond projects for a term of two years (November 2021 – November 2023), and for a maximum of three consecutive terms, without compensation, as a Student Organization representative. **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.e: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount that the Board adopt Resolution No. 21/22-13, Trustee Absence, and Resolution No. 21/22-14, Trustee Absence, verifying that Trustees Ryan Bent and Ed Lopez were absent on November 4, 2021 due to hardship and, therefore, eligible to receive compensation for the Special Board meeting held on that date. **Motion carried with Trustees Blount, Brown, Dunsheath, Rodarte, and Rosales voting yes, including Student Trustees Lacorte and Pandian's advisory votes, and Trustees Bent and Lopez abstaining.**

Signed affidavits from Mr. Bent and Mr. Lopez verifying their absences due to hardship will be on file in the Chancellor's Office.

Item 6.f: Board President Barbara Dunsheath asked if there were any requests for potential future Board agenda items. Student Trustee Erin Lacorte requested to see the results of the investigation of the incident involving Professor Faryha Salim. Board President Barbara Dunsheath responded that since it is a personnel matter it could be subject to closed session.

CLOSED SESSION: At 8:06 p.m., Board President Barbara Dunsheath wished everyone an enjoyable Thanksgiving holiday, adjourned the meeting to closed session per the following sections of the Government Code, and stated that there would not be a read out:

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: Fullerton College President.

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

RECONVENE MEETING: At 9:43 p.m., Board President Barbara Dunsheath reconvened the meeting in open session.

ADJOURNMENT: At 9:43 p.m., it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Evangelina Rosales to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes.**

Prepared By Recording Secretary for
Ed Lopez, Secretary, Board of Trustees