

APPROVED

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

February 10, 2004

The Board of Trustees of the North Orange County Community College District met for a Meeting on Tuesday, February 10, 2004, at 5:30 p.m. in the Board Room at the Anaheim Campus

Board President Nancy Rice called the meeting to order at 5:31 p.m. Irv Pickler led the Pledge of Allegiance to the Flag in honor of the military personnel serving in foreign countries.

TRUSTEE ROLL CALL: Present: Jeff Brown, Otto Lacayo, Leonard Lahtinen, Molly McClanahan, Donna Miller, Manny Ontiveros, Nancy Rice, and Student Trustees Carlos Ayon and Karen Johnson. Absent: None.

NOCCCD RESOURCE PERSONNEL PRESENT: Jerome Hunter, Chancellor; Rod Fleeman, Vice Chancellor, Finance & Facilities; Jeff Horsley, Vice Chancellor, Human Resources; Kathleen Hodge, President, Fullerton College; Margie Lewis, President, Cypress College; Gary McGuire, Provost, School of Continuing Education; Donna Hatchett, District Director, Public Affairs; Jack Raubolt, District Director, Information Services; Karen Cant, representing the District Management Association; Andrea Sibley-Smith, representing the School of Continuing Education Academic Senate; Steve Gold, representing the Cypress College Academic Senate; Rolando Sanabria, representing the Fullerton College Faculty Senate; Lisa Campbell, representing United Faculty; Sam Russo, representing Adjunct Faculty United; Shannon Ellis, representing CSEA; Violet Ayon, Recording Secretary.

OTHER ADMINISTRATORS AND EMPLOYEES PRESENT: Gabriela Aguirre, Ronald Assef, Susan Beers, George Carrington, Susan Clifford, Stephen Crocoll, Errol Gabay, Chris Gomber, Susan Harris, Sophie Kenneth, Linda Lozano, Eric Mendoza, Gene Murphy, Pearl Olmos, Stephen Plett, Janet Portolan, John Reid, David Riley, Mike Rios, Bob Simpson, Mike Sprague, Mark Stinson, Miquel Vargas, Gerardo Villalobos, Ion Vijeilo, from Fullerton College; Jim Arbogast, Matt Carnes, Virginia Derakhshanian, Regina Ford, Andrew Gheorghe, Joe Martinez, Rebecca Sandoval from Cypress College; Teresa DeWitt, Robin SanRoman, and Greg Schulz from the School of Continuing Education; Ron Beeler, Sandy Cotter, Ann-Marie Gabel, Dorothy Owens-Whitehurst, John SanRoman, and Fred Williams from the District Offices.

VISITORS: Irv Pickler, Paul Secord.

PUBLIC COMMENTS: Members of the Audience:

- A. **Ed Holt**, Fullerton College custodian, addressed the Board with concerns regarding custodial staffing needs. He emphasized the custodial staff's diminishing numbers and increased workload and asked the Board's assistance in increasing the number of custodial staff.
- B. **Mike Sprague**, Fullerton College equipment operator, addressed the Board with concerns regarding custodial staffing needs and management's handling of custodial personnel matters. He emphasized the custodial staff's dedication and commitment to Fullerton College.
- C. **Sophie Kenneth**, Fullerton College custodian, addressed the Board with concerns regarding custodial staffing needs and the custodial staff's commitment to serve the Fullerton College community. She emphasized the need for more consideration of the custodial staff in order to maintain an appropriate level of service.
- D. **Susan Harris**, Fullerton College custodian, presented the Board with concerns regarding custodial staffing needs, their inability to continue providing the same level of custodial services when custodial positions are eliminated or transferred from the evening shift, the average square footage for each custodian is already at 34,000 square feet, and asked for the Board's intervention with management staff. She asked the Board's assistance in directing that placement of custodial staff be retained on, and added to, the evening schedule.

(See Supplemental Minutes #912 for a copy of the presentation.)

- E. **David Riley**, Fullerton College instructor, addressed the Board regarding the recommendation not to extend tenure to a probationary math faculty member and advocated the Board's consideration to grant tenure for the math instructor. He cited the instructor's teaching skills and rapport with students as outstanding, in addition to his active involvement in campus committees and programs, and asked the Board's consideration of suspending action on the recommendation for not granting tenure.
- F. **Nick Huerta**, Fullerton College instructor, read a letter from Dana Clahane, Fullerton College instructor, advocating on behalf of a probationary math instructor and requested consideration of granting tenure to the faculty member.
- G. **Mike Judy**, Fullerton College instructor, addressed the Board regarding the recommendation not to extend tenure to a probationary math faculty member and asked the Board to convene a new Tenure Review Committee for the probationary math instructor due to the injustices by the present committee.

- H. **Stephen Plett**, Fullerton College instructor, addressed the Board regarding the recommendation not to extend tenure to a probationary math faculty member and asked the Board to ratify the recommendation being made by the Tenure Review Committee.
- I. **Al Crocoll**, Fullerton College instructor, addressed the Board regarding the recommendation not to extend tenure to a probationary math faculty member. He stated that not granting tenure to the probationary math instructor would be a great loss to students.
- J. **Ben Zandy**, Fullerton College instructor, addressed the Board regarding the recommendation not to extend tenure to a probationary math faculty member. He disagrees with the recommendation based on his personal observations and student evaluations of the instructor and asked the Board to consider talking to those individuals involved with the probationary math instructor before taking any action on the recommendation.

BLOCK VOTE APPROVAL: It was moved by Trustee Otto Lacayo and seconded by Trustee Leonard Lahtinen that the following items be approved by block vote:

Finance & Facilities:	3.a, 3.c, 3.d, 3.e
Instructional Services:	4.a, 4.b, 4.c, 4.d, 4.e, 4.f, 4.h, 4.i
Human Resources:	5.a, 5.b, 5.c, 5.d, 5.e, 5.f

Motion carried unanimously by those members present, including the Student Trustees' advisory votes.

REPORTS:

- A. As a part of the **Chancellor's Report**, certificates of commendation were presented to Gene Murphy, Fullerton College Football Coach, on his selection as State Football Coach of the Year Region IV, and Mission Conference Football Coach of the Year, and to Scott Pickler, Cypress College Baseball Coach, on his selection as State Baseball Coach of the Year and Mission Conference Baseball Coach of the Year.
- B. **Kathleen Hodge**, Fullerton College President; **Margie Lewis**, Cypress College President, and **Gary McGuire**, School of Continuing Education Provost, reported on activities and events at their respective areas. In response to concerns expressed at a previous meeting regarding adjunct faculty evaluations, Dr. Lewis reported that by the end of the spring semester 70% of the Cypress College adjunct faculty will have been evaluated. Dr. Hodge noted that all adjunct faculty will be evaluated by the end of the spring semester and Dr. McGuire reported that 68% of the adjunct faculty in the School of Continuing Education have been evaluated since the implementation of the Adjunct Faculty United contract.

As a part of her report, Dr. Lewis introduced Regina Ford, the new Cypress College Registrar.

COMMENTS:

- A. **Sam Russo**, thanked the college presidents and provost for the implementation of evaluations of adjunct faculty. In addition, he announced the establishment of the Kaye Lennon Scholarship for SCE students continuing their education at Fullerton College or Cypress College.
- B. **Shannon Ellis**, reported on the survey of classified staff and found that workload is a common issue throughout the District. She also expressed CSEA's disagreement with the establishment of 45% positions, which do not qualify for medical benefits, at the Cypress College Admissions & Records Office.
- C. **Student Trustee Karen Johnson** reported that the Associated Students is conducting Club Rush, is sponsoring a political action table for voter registration, and is sponsoring a Candidate's Forum on February 25 for senators and assembly persons.
- D. **Student Trustee Carlos Ayon** also reported on the Club Rush activities at Fullerton College, and the sale of bricks from the old Student Center, which was razed to make room for the new Library/Learning Resource Center.
- E. **Trustee Leonard Lahtinen** commended staff on the full utilization of classrooms at the Anaheim Campus and reported on his participation on the District's Foundation of North Orange County and the Foundation's support of Proposition 55.

MINUTES: It was moved by Trustee Molly McClanahan and seconded by Trustee Manny Ontiveros to approve the minutes of the Regular Meeting of January 27, 2004, as submitted. **Motion carried unanimously, including the Student Trustees' advisory votes.**

FINANCE & FACILITIES:

Item 3.a: By the block vote, authorization was granted to ratify purchase order numbers P0021315 through P0021604 through January 27, 2004, totaling \$2,449,572.13 and check numbers C0006799 through C0007160, totaling \$656,418.84 and check numbers F0083792 through F0084321, totaling \$923,176.89 and check numbers 88132727 through 88134077, totaling \$4,648,762.67 and check numbers V0030159 through V0030164, totaling \$3,299.94 from January 1, 2004, through January 31, 2004.

Item 3.b: Upon a presentation by representatives from the auditing firm and a review of the findings, the Board accepted and reviewed the annual audits of the District for fiscal year 2002-2003.

Item 3.c: The Board reviewed the District's Quarterly Financial Status Report for the quarter ended December 31, 2003 as required by Section 58310 of Title 5.

Item 3.d: The Board received the Quarterly Investment Report for the quarter ended December 31, 2003.

Item 3.e: By the block vote, authorization was granted to participate in a cooperative bid with the County of Los Angeles Master Agreement Number 41421 with Office Depot, for the purchase of office supplies for various sites throughout North Orange County Community College District. The contract expires June 30, 2006.

Further authorization was granted for the Director of Purchasing to execute the agreement on behalf of the District.

INSTRUCTIONAL SERVICES:

Item 4.a: By the block vote, authorization was granted to accept funds, transfer funds and/or enter into agreements, adopt resolutions to accept new income, establish and/or revised budgets, and authorized expenditures within the General Fund, pursuant to the California Code of Regulations, Title 5, Section 58308, and authorize the Vice Chancellor, Finance and Facilities to execute the agreement and to sign any related documents on behalf of the District, as follows:

SITE	PROJECT NAME	LENGTH OF CONTRACT	TOTAL CONTRACT	AUTHORIZED SIGNATORIES ON BEHALF OF DISTRICT
FC	Grant Agreement for Fullerton College Math & Science Department for MESA Community College Program	7/01/03 B 6/30/04	\$37,898	For the agreements and <u>any amendments to modify the agreement, and any related documents</u> : Chancellor or Vice Chancellor, Finance and Facilities and for <u>any related documents</u> : District Director, Fiscal Affairs

FC	Contract for Fullerton College	7/1/03 B 6/30/04	\$2,789	For the agreements and <u>any amendments to</u>
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	Child Development Center for Child Development Instructional Materials			<u>modify the agreement, and any related documents:</u> Chancellor or Vice Chancellor, Finance and Facilities and for <u>any related documents:</u> District Director, Fiscal Affairs
SCE	Grant Agreement for School of Continuing Education for English Literacy & Civics Education Grant	7/1/03 B 6/30/04	\$107,006	<u>For the agreements and any amendments to modify the agreement, and any related documents:</u> Chancellor or Vice Chancellor, Finance and Facilities and for <u>any related documents:</u> District Director, Fiscal Affairs
SCE	Grant Agreement for School of Continuing Education for Adult Education & Family Literacy Act 225/231 (AEFLA)	7/1/03 B 6/30/04	\$475,425	<u>For the agreements and any amendments to modify the agreement, and any related documents:</u> Chancellor or Vice Chancellor, Finance and Facilities and for <u>any related documents:</u> District Director, Fiscal Affairs
CC	Grant Agreement for Cypress College Counseling and Student Development Division for California Articulation Number (CAN) System	7/1/03-5/15/04	\$5,000	<u>For the agreements and any amendments to modify the agreement, and any related documents:</u> Chancellor or Vice Chancellor, Finance and Facilities and for <u>any related documents:</u> District Director, Fiscal Affairs

Item 4.b: By the block vote, authorization was granted for Cypress College to host the 21st Annual High School Senior Day on March 25, 2004 and for expenditures not to exceed \$5,000 for refreshments, lunch, supplies and recruitment materials.

Authorization was also granted to enter into agreements with, among others, the Anaheim Union High School District, Fullerton Joint High School District and Los Alamitos Unified School District to provide transportation for students to Cypress College.

Further authorization was granted for the Cypress College President, or designee, to execute any necessary agreements on behalf of the District.

Item 4.c: By the block vote, authorization was granted for the Fullerton College Natural Sciences Division use of a college SUV and to conduct the optional, out-of-country field trip to San Luis Gonzaga, Baja California, Mexico for the CRN24247 ENV5 198DF field course to study marine science and natural history of plants and animals, April 3-10, 2004.

Item 4.d: By the block vote, authorization was granted to enter into a travel agreement with Journeys of Discovery for the Fullerton College and Cypress College 2004 Summer Semester Abroad, June 7 through July 11, 2004, in London, England. The basic program fee of \$3,995, which is to be paid by each student, includes airfare, excursions, housing, some meals and orientation.

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

Item 4.e: By the block vote, authorization was granted for Fullerton College to sponsor a 90th Anniversary Celebration week-long series of events from April 26 through April 30, 2004.

Further authorization was granted for expenditures not to exceed \$6,000 for activities and supplies and for the College President to execute related agreements on behalf of the District.

Item 4.f: By the block vote, authorization was granted for Cypress College to sponsor a Parent Night for approximately 200 persons on April 20, 2004, and to pay for related costs not to exceed \$2,000 for advertising, mailing, promotional items, refreshments and supplies.

Item 4.g: Upon clarification on the cost for the event, it was moved by Trustee Jeff Brown and seconded by Trustee Leonard Lahtinen to grant authorization for the Fullerton College Planning and Consultative Council planning retreat for approximately 60 participants at the Embassy Suites in Brea on March 12, 2004, and for expenditures not to exceed \$3,000 for supplies, a setup fee, and food.

Further authorization was granted for the Fullerton College President to execute the agreements on behalf of the District for the Planning and Consultative Council Planning Retreat.

Item 4.h: By the block vote, authorization was granted for the Cypress College Fine Arts Division/Journalism Department optional, out-of-state field trip to Las Vegas, Nevada, March 4-7, 2004, to attend the National College Newspaper Convention.

Item 4.i: By the block vote, authorization was granted for expenditures related to the welcome receptions for Dr. Kathleen Hodge to be held on Thursday, February 19, 2004

from 1:30 to 3:30 in the Social Sciences Conference Room at Fullerton College and from 4:30 to 6:30 p.m. at the Fullerton Museum Center, for a total cost not to exceed \$4,000 for refreshments, entertainment, and invitations.

HUMAN RESOURCES:

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

LEAVE OF ABSENCE WITH PAY

Kashi, Barbara	CC	English Instructor Load Banking Leave From: 13.34% To: 20.00% Eff. 2004 Fall Semester
Phillips, James	CC	Economics Instructor Load Banking Leave (6.67%) Eff. 2004 Spring Semester
Polizzi, Nicholas	CC	Geography Instructor Load Banking Leave (6.67%) Eff. 2004 Spring Semester
Reynolds, Carol	FC	Nutrition & Foods Instructor Load Banking Leave (3.34%) Eff. 2004 Fall Semester

FACULTY SABBATICAL LEAVES

Bassi, Lisa	FC	Physical Education Instructor Eff. 2004 Fall Semester
Capsuto, Michael	CC	Accounting Instructor Eff. 2004 Fall Semester
Chiaromonte, Thomas	FC	Early Childhood Education Instructor Eff. 2004 Fall Semester
Felender, Julie	FC	Psychology Instructor Eff. 2004 Fall Semester
Foster, Samuel	FC	Chemistry Instructor Eff. 2004 Fall Semester

Hughes, Deidre	FC	English Instructor Eff. Academic Year 2004-2005
Owens, Cynthia	CC	Specialist/Learning Disabilities Eff. 2004 Fall Semester
Phelan, Robert	FC	Speech Instructor Eff. 2004 Fall Semester
Polizzi, Nicholas	CC	Geography Instructor Eff. 2005 Spring Semester
Stanger, Claudia	FC	English Instructor Eff. Academic Year 2004-2005
Trujillo, Tamara	FC	English Instructor Eff. 2004 Fall Semester
Vincent, Leonard	FC	Biological Science Instructor Eff. Fall 2004 Semester

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2004 SPRING SEMESTER,
TRIMESTER

Baca, Richard	FC	Column 1, Step 1
Bellinger, Nancy	SCE	SCE Hourly Rate
Bunnell, Joe	SCE	SCE Hourly Rate
De Los Santos, Ruth	SCE	SCE Hourly Rate
Felton, Kelly	CC	Column 1, Step 1
Hale, Elisabeth	SCE	SCE Tuition Rate
Mills, Maxine	SCE	SCE Hourly Rate
Muszynski, Laura	FC	Column 1, Step 1
Perez, Stephanie	SCE	SCE Hourly Rate
Rellick, Gerald	FC	Column 3, Step 1
Rice, Charlene	CC	Column 1, Step 1
Riedell, Ron	CC	Column 1, Step 1
Small, Peter	SCE	SCE Hourly Rate
Smith, Carol	FC	Column 1, Step 2
Wakefield, Ralph	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Ackroyd, Beate	CC	Column 1, Step 1
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Silvers, Leeanna	FC	Column 1, Step 1
Tyler, Darcy	CC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Heusser, Willis	CC	Online Academy Eff. 03/07/2003-12/20/2003 Not to exceed \$880.00
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Item 5.b: By the block vote, authorization was given for the following classified personnel matters, which are within budget:

RETIREMENT

Bonnie, Carole	SCE	Account Clerk II (100%) Eff. 4/01/2004
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RESIGNATIONS

Bargas, Anjanette	CC	Duplication Equipment Operator (50%) Eff. 1/28/2004
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Hower, Heidi	SCE	Instructional Aide (75%) Eff. 1/30/2004
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Orozco, Yolanda	CC	Financial Aid Technician (100%) Eff. 2/06/2004
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VOLUNTARY CHANGES IN ASSIGNMENT

Barrios, Melisa	CC	Administrative Assistant III (100%) Range 41, Step A (\$3,109) Extension of Temporary Assignment Eff. 1/21/2004 - 3/31/2004
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PROFESSIONAL GROWTH & DEVELOPMENT

Arick, Patricia	AC	Account Clerk II (100%) 3 rd Increment (\$350) Eff. 7/01/2005
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Majdalawi, Abed	CC	IT Technician (100%) 4 th Increment (\$350) Eff. 7/01/2005
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Megginson, Zoe	CC	Instructional Aide (100%) 3 rd Increment (\$350) Eff. 7/01/2005
Minoux, Eva	FC	Administrative Assistant I (100%) 1 st Increment (\$350) Eff. 7/01/2004
Pratt, Lynette	FC	Administrative Assistant I (100%) 1 st Increment (\$350) Eff. 7/01/2004 2 nd Increment (\$350) Eff. 7/01/2005
Sanchez, Sandra	SCE	Clerical Assistant I (50%) 3 rd Increment (\$175) Eff. 7/01/2005
Ung, Scott	FC	IT Technician (100%) 2 nd Increment (\$350) Eff. 7/01/2004

VOLUNTEER PERSONNEL WITHOUT PAY

Facer, Carolyn	FC	Tutoring Center Workshop Eff. 2/05/2004 (1 day)
Frank, Gary	FC	Tutoring Center Eff. 1/23/2004 - 5/17/2004
Mednick, Shelley	FC	FC Assistant to Student Spring semester, 2004
Nissen, Tim	FC	Tutoring Center Eff. 1/23/2004 - 5/17/2004

Item 5.c: By the block vote, authorization was given for the following Professional Experts and Independent Contractors to perform various services as indicated:

PROFESSIONAL EXPERTS

Blas, Dennis	CC	Project Expert Assistant Coach, Women's Softball Team
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Carter, Kelly	CC	Level A, Eff: 01/28/04 to 05/28/04 Technical Expert II, Not to Exceed \$210 Hire Me! Professional Perspective Workshops Level C, Eff: 02/07/04 to 02/21/04
Chavez, Mark	FC	Project Expert Assistant Coach for Baseball Program Level A, Eff: 01/28/04 to 06/30/04
Davis, Georgette	SCE	Technical Expert II VESL Curriculum Development Level C, Eff: 02/02/04 to 06/30/04
Earl, Colleen	SCE	Technical Expert II VESL Curriculum Development Level C, Eff: 02/02/04 to 06/30/04
Garcia, David	SCE	Project Expert Café Cypress Level A, Eff: 01/28/04 to 06/30/04
Jackson, Jacqueline	FC	Project Manager EOPS Consultant Level C, Eff: 12/11/03 to 01/13/04
Kasimoff, Denise	SCE	Project Expert Business Outreach for WpLRC/TDI Level A, Eff: 01/26/04 to 06/30/04
Kvaska, Chris	SCE	Project Coordinator Transition Program - SCE Level B, Eff: 11/22/03 to 12/22/03
Lynch-Thompson, C.	SCE	Technical Expert II Project Shine Level C, Eff: 02/02/04 to 05/28/04
Lynch-Thompson, C.	SCE	Technical Expert II EI Civics Curriculum Development Level C, Eff: 02/02/04 to 06/30/04
Puoci, Michael	FC	Technical Expert II MultiMedia/Entertainment/New Media Consortium Level C, Eff: 02/02/04 to 05/30/04

Citizens Oversight Committee for the District's bond projects. **Motion carried unanimously, including the Student Trustees' advisory votes.**

Item 6.c: It was moved by Trustee Leonard Lahtinen and seconded by Trustee Manny Ontiveros that the Board adopt Resolution 03/04-13, in Support of Proposition 57, The Economic Recovery Bond Act. **Motion carried unanimously, including the Student Trustees' advisory votes.**

(See Supplemental Minutes #912 for a copy of the resolution.)

Item 6.d: It was moved by Trustee Leonard Lahtinen and seconded by Trustee Donna Miller that the Board adopt Resolution 03/04-14, in Support of Proposition 58, The California Balanced Budget Act. **Motion carried unanimously, including the Student Trustees' advisory votes.**

(See Supplemental Minutes #912 for a copy of the resolution.)

Item 7: PUBLIC HEARING: Final Fullerton College Environmental Impact Report. At 7:13 p.m., Board President Nancy Rice convened the Public Hearing on the Final Fullerton College Environmental Impact Report. Ms. Rice stated that the Environmental Impact Report was completed on January 5, two public hearings have been held, and that public review of the document has been completed. Final action on the report was postponed until this meeting to ensure that the legal obligations were met for final notification of the District's responses to comments made regarding the Environmental Impact Report.

In the ensuing discussion, clarification was provided on the following: a) that the consideration of lot B for a parking structure was fulfilled in the Final EIR and b) the health expert's finding that the air quality and emissions control relating to the parking structure was found to have no significant air quality impact.

At 7:37 p.m., Board President Nancy Rice declared the Public Hearing closed. It was moved by Trustee Donna Miller and seconded by Trustee Manny Ontiveros that the Board certify the Final Fullerton College Environmental Impact Report. **Motion carried unanimously, including the Student Trustees' advisory votes.**

CLOSED SESSION: At 7:38 p.m., Board President Nancy Rice adjourned the meeting to closed session per the following sections of the Government code:

Per Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR JEFF HORSLEY, VICE CHANCELLOR, HUMAN RESOURCES, - Employee Organization: United Faculty/CCA/CTA/NEA, Adjunct Faculty United Local 6106, CSEA Chapter #167, and Unrepresented Employees.

Per Section 54957: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE.

Receipt of statements of evaluation, receipt of recommendations of Chancellor and College President; consideration of statements of evaluation and recommendations regarding probationary faculty members.

Per Section 54957: PUBLIC EMPLOYEE PERFORMANCE EVALUATION - CHANCELLOR

RECONVENE OPEN SESSION: At 10:10 p.m., Board President Nancy Rice reconvened the meeting in open session and reported the following action taken in closed session:

In closed session, the Board took action to notify two probationary faculty employees of non-reemployment for the following academic year pursuant to Education Code sections 87607, 87609, and 87610.

ADJOURNMENT: At 10:12 p.m., it was moved by Trustee Molly McClanahan and seconded by Trustee Donna Miller to adjourn the meeting. **Motion carried unanimously.**

Otto Lacayo, Secretary

Board of Trustees