

APPROVED

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

May 13, 2003

The Board of Trustees of the North Orange County Community College District met for the Regular Meeting on Tuesday, May 13, 2003, at 5:30 p.m. in the Board Room at the Anaheim Campus.

Board President Leonard Lahtinen called the meeting to order at 5:32 p.m. Board President Leonard Lahtinen led the Pledge of Allegiance to the Flag.

TRUSTEE ROLL CALL - Present: Jeff Brown, Otto Lacayo, Leonard Lahtinen, Molly McClanahan, Donna Miller, Manny Ontiveros, Nancy Rice, and Student Trustees Briana Padilla and Dhruvin Shah. Absent: None.

RESOURCE PERSONNEL PRESENT: Jerome Hunter, Chancellor; Rod Fleeman, Vice Chancellor, Finance & Facilities; Steve Duncan, District Director, Human Resources; Janet Portolan, Vice 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; Ann-Marie Gabel, representing the District Management Association; Andrea Sibley-Smith, representing the School of Continuing Education Academic Senate; Rolando Sanabria representing the Fullerton College Faculty Senate; Jesse Saldana, representing the Cypress College Academic Senate; Barbara Bennett, representing United Faculty; Vickie McPherson, representing CSEA, Chapter #167; Sam Russo, representing ADFAC; Violet Ayon, Recording Secretary.

OTHER ADMINISTRATORS AND EMPLOYEES PRESENT: Lisa Campbell, Darlene Castro, Susan Clifford, Gary Cotter, Glenda Fries, Andrea Hanstein, Linda Lozano, Rod Lusch, Adam O'Connor, Pearl Olmos, Jose Luis Quezada, Joe Racaniello, John Reid, Mike Rios, Dan Tesar, Miguel Vargas, Chris Vijiela, John Vijiela, and Pam Zvonec from Fullerton College; Jim Arbogast, Fernando Bautista, Pam Bettendorf, Richard Bettendorf, Nancy Byrnes, Karen Cant, Michelle Dass, Robert Diaz, Betty Fowke, Phillip Grisotti, Sue Head, Pat Humpres, Mike Kasler, Liana Koeppel, Yoka Koo, Tammy Lord, John Marzolo, Larry Mercadante, Karen Mestemacha, Nancy Miller, Ron Miller, Diane Montano, Gail Munert, Marc Posner, Angie Rios, Mary Rothera, Rebecca Sandoval, Gary Schillo, Susie Simmons, Roger Sims, Rick VanBeynen, Frances Wahl, and Shanin Ziemer from Cypress College; Hank Eggers and Dave Howard from Information Services; Carole Bonnie, Shannon Ellis, Janet Gout, Janet Greer, Jerry Jurado, Melda Lara, Tom Parisi, Robin San Roman, Greg Schulz, Lisa Serizawa, Diana Soleiman, Christine Terry, and Nesredin Turfu

from the School of Continuing Education; Ron Beeler, Sandy Cotter, Monica Farias, Dorothy Owens-Whitehurst, and Fred Williams from the District Offices.

VISITORS PRESENT: Edgar R. Nandkishore, Fullerton College Students Carlos Ayon, Carlos Fuentes, and Sonya Servin.

AGENDA: There being no objections from the Board, Board President Leonard Lahtinen moved the Honoring of Retirees and awarding of Certificates of Commendation to this point in the agenda.

HONORING OF RETIREE: The Board honored Dan Salisbury, District Director, Graphics/Communication, upon his retirement after 38 years of service to the District with a gift of appreciation.

CERTIFICATES OF COMMENDATION: The Board awarded certificates of commendation to Cypress College Forensics Team Member James Chang and to Cypress College Director of Forensics, Liana Koeppel in acknowledgment of Mr. Chang's national, first place award winning speech on "Sustainable Living" at the Interstate Oratory Contest at Rice University. Mr. Change presented his speech to the Board and thanked them for the recognition.

COMMENTS: MEMBERS OF THE AUDIENCE: Board President Leonard Lahtinen provided the members of the public wishing to address the Board with the opportunity to either address the board at this point in the agenda or at the time of discussion for item 5.b, classified personnel matters.

1. **Shanin Ziemer**, Cypress College Child Care Center client, addressed the Board with her concerns regarding the proposed closure of the Cypress College Child Care Center. She asked the Board for its reconsideration of this proposal and to consider information available from the Child Care Center staff and parents that could help maintain the Center.
2. **Sarah Ziemer**, Cypress College Child Care Center student, addressed the Board regarding her attendance at the Child Care Center and asked the Board to keep the Center open.
3. **Yoka Koo**, Cypress College Child Care Center employee, read a letter from a former Cypress College employee regarding the benefits of the services provided by the Child Care Center and urged the Board to maintain the Center open.
4. **Diane Montano**, Cypress College Child Care Center Manager, addressed the Board regarding Cypress College students' need for child care services and noted successes of former Child Care Center students. She noted various possibilities for

acquiring additional funding for the Center and asked the Board to consider other alternatives to augmenting the budget for the Child Care Center.

5. **Shannon Ellis**, CSEA First Vice President, addressed the Board thanking the Board for approval of the contract negotiations. She, however, expressed her displeasure at the inquiry to classified staff to forego future raises and recently negotiated raises because of the State budget crisis. She encouraged the Board to see that the policy of shared governance is followed and to review the facts before deciding to layoff positions.
6. **Tammy Lord**, Cypress College Child Care Center employee, addressed the Board identifying the long-term benefits to Child Care Center children. She asked that solutions be sought to restructure the program and save the children.
7. **Erica Arce**, Cypress College student, addressed the Board with her concern regarding the proposed closure of the Cypress College Child Care Center and the effect the closure would have on her three children and her pursuit of a higher education.
8. **Vickie McPherson**, CSEA President, made the following statement for the record:

If I had to use one word to describe my feelings about NOCCCD, it would be disappointment. Disappointment in the manner in which the District has decided to do business. First of all, shared governance. Does it really work here? Many representatives on the committees in the District are confused as to what they are truly contributing. Initial input is requested of committee members, but the process seems to break down after that. There is no feed back as to where administration is going, and no information is shared back with the groups from administrators in order for the committees to have a chance to give more in depth guidance on the issues before final decisions are made. A perfect example is the closure of Cypress College Child Care Center. The budget committee at Cypress was asked to cast their vote for or against the closure of the Center. But, administration had already sent the word to Human Resources and the employees had already been given their notices before this committee vote had even transpired. As far as I can tell, this is not how shared governance works.

I'm disappointed in the vision some of our administrators seems to have for our District. This vision is clearly reflected in the positions here tonight scheduled for the Board's approval for layoff. I ask you tonight to take a pause, pul the agenda item on layoffs, and give it more consideration. Unless you plan to move towards the type of

District that buys equipment, runs it into the ground, and then junks it, you will be making a serious mistake. We cannot afford this type of vision. And when we start spending more and more on equipment that we used to keep functioning on our own, we will certainly be affecting our students. It is suggested we keep the cuts away from classes and students. But when dollars are diverted to keep replacing equipment, there is less to spend elsewhere. And when there are not enough safe running vehicles to take students to all the functions they participate in, it will impact the students. Field trips and sporting events will be severely impacted as they scramble to provide and pay for bussing. There are two full time mechanics at each campus, and the work never ends. The taxpayers have allowed you to purchase all this valuable equipment for our District, and now you may take action tonight that basically says we wasted your money. And we want to spend even more of those precious tax dollars in the future, even as state budgets are being reduced. And what about the position of Welder/Metal Fabricator? We have something very few Districts have, the ability to take care of ourselves. When there are problems in the tunnels under Fullerton, who you gonna call? How many classrooms will sit, unused, while you wait for replacement items that used to be fabricated by our welder, returning the classrooms to full use before the students even knew something was broken. These proposed change sin operation do not come from someone that wants NOCCCD to stand solid against the challenges of time. These proposals are quick fixes, that I fear will only shorten the life of NOCCCD.

I am severely disappointed that administration has proposed to use our resources to reduce the number of personnel rather than save them. Faculty have stated to me that classified support their services more than any other type of employee. Our numbers have never made it back to earlier times, and now we are heading for reductions again. We do have the resources to carry us through several years. The state may be in crisis, but NOCCCD is not.

Let me close with two final items. One, if you do not share and participate in a true back and forth dialogue between the employees and administrators as we enter this phase of possible downsizing, you can expect the employees to be very vocal at every Board meeting. Two, CSEA has contract provisions for stopping the use of outside contractors. Article 21.10 states specifically that "The District shall not contract any work which would have been done by classified employees on layoff to any public or private agency, corporation, or individual. Neither shall the District use teachers,

students, or volunteers to perform work which would have been done on a continuing basis by classified employees on layoff.”

Please, take this opportunity to pause. There is still time to make prudent decisions. Do not start, especially without full disclosure from all constituents involved, what may very well turn out to be a direction we will all be sorry we went down.

9. **Sarah Hudson**, former Cypress Child Care Center student, informed the Board of the successes achieved by her mother and herself due to the services provided by the Child Care Center. She asked the Board to allow the Child Care Center staff an opportunity to save the Center.
10. **Jim Arbogast**, from Cypress College, submitted the following statement for the record:

On behalf of my fellow classified employees and myself as an individual I want to share with you some of our concerns regarding our Districts management decisions that are resulting in laying off classified employees.

The District’s decision to purchase and renovate the Anaheim Site, has cost our District approximately \$40 million and escalating. Clearly, if our District had NOT made this loft decision, we would NOT be in the dire straits we are in. What was the rational behind the 3-day escrow when this property was being purchased?

The District has four floors I this building that need total renovation to the tune of approximately \$1 million each and is in the process of renovating and renting two of these floors to a competitive educational program whose rent will take 7 years to recoup the renovation costs required to get them into the space. Furthermore their utilities, maintenance and custodial fees will be free. HUD doesn’t even have sweet heart deals like this.

Yet the District wants to lay off Classified Employees!

The District pays the FLMC Consultants \$100,000 per month plus charges them no rent, maintenance or utilities for Building B. The same applies for PCM3 at Cypress at \$60,000 per month who further gets 8% of projects costs. As a matter of fact 30-35% of our bond money is being gobbled up in consultant costs, which means that we’ll have far less to build the buildings as outlined in the Bond Measure that the taxpayers voted for. Our we getting our monies worth?

Yet the District wants to lay off Classified Employees!

The District has a state of the art Child Care facility on this site that is NOT even being used, yet it wants to pull the plug on the Cypress College child Care program and lay off these valued and trained care givers.

Energy conservation should be a strong consideration. It sure is at Long Beach Unified. They have two paid Energy Managers making \$75,000 per year plus benefits. They are in the process of regulating the shut down of every computer in their District during off hours and thereby saving their District \$92,000 per year. This is just the tip of the ice berg.

Years ago I worked with a concerned Vice President at Cypress College to conserve energy. We supported one another and saved approximately \$30,000 over the course of the summer. I have addressed the need to do this again, but the leadership sees the need to lay off classified employees instead.

Eliminating Fridays during the summer months, that we have done before could save energy costs. Saturdays and Sundays should be strongly considered as well.

During tough times summer school has been canceled on two occasions.

These are all valid cost saving measures and there are others, but lay off orders are the order of the day.

Why didn't the District circle the wagons and create a Task Force with its stakeholders such as Classified, Adjunct Faculty and the Faculty Senate last year? Why not utilize its resources and even possibly some of its reserves, instead of resorting to what is clearly emerging as an agenda to lay off classified?

The community and employees of the North Orange County Community College District deserve sound leadership. We need leadership that will dig deep and be resourceful instead of going the easy route and lay off its employees.

BLOCK VOTE APPROVAL: It was moved by Trustee Jeff Brown and seconded by Trustee Nancy Rice to approve by block vote the following items:

Finance & Facilities: 3.a, 3.b, 3.c, 3.e, 3.f, 3.g, 3.i, 3.j, 3.k, 3.l, 3.m
 Instructional Services: 4.a, 4.b, 4.c, 4.d, 4.e
 Human Resources: 5.c, 5.d

Motion carried unanimously, including the Student Trustees' advisory votes.

REPORTS:

- A. **Janet Portolan**, Fullerton College Vice President, **Margie Lewis**, Cypress College President, and **Gary McGuire**, Provost of School of Continuing Education (SCE), reported on activities in their respective areas.

COMMENTS:

1. **Rolando Sanabria**, stated he looks forward to discussions with the District administration in identifying budget reductions that do not affect the students.
2. **Barbara Bennett** announced that this was her last Board meeting attendance as United Faculty President and introduced incoming United Faculty President Lisa Campbell. In addition, she submitted the following statement to the Board for the record:

As my fourth year in the UF presidency comes to a close I am saddened by the state in which labor relations has deteriorated in our district. NOCCCD has had a long history of positive labor relations and we were often asked "How do you do it?" Now unfortunately our district is becoming just like all the others. Administration is pitted against faculty and classified and we are accumulating "horror" stories to share with our peers in neighboring districts. Why the sudden change in labor relations?

That is a good question, one I'm not sure I have the answer to. But I can tell you that it deteriorated quickly this fall in our districts' shared governance committee (Chancellors' Cabinet) when the Chancellor decided he was going to support the elimination of the faculty unions from the district management hiring process. Without going into all the details, suffice it to say that the unions and 2 out of the 3 senates have been fighting to keep the unions listed in the management hiring committee make up.

In addition to the “fight” going on in Chancellor’s Cabinet, the negotiating team and the grievance reps have noticed a change in the Vice Chancellor of Human Resources. Interested Based Bargaining (IBB) is not being used as the basis for negotiating the contract. A month of negotiations was wasted proving that the unions have a right to bargain salary at the beginning of every year. Items have been misrepresented in negotiations between our union and the CSEA union. Often the Vice Chancellor isn’t available to negotiate, so not much has been accomplished. In cases where the contract has been blatantly violated, the Vice Chancellor sided with management instead of working on a resolution. Every time there is a grievance, whether it’s in the informal stage or the formal stage, the district consults with its’ lawyers. The lawyers in turn bill the district \$165 per hour for their services. Then, rather than trying to resolve the grievance, the district spends thousands of dollars fighting it till it ends up in arbitration. When you do this over and over, the bills start adding up!

To give you an example of just how absurd things have gotten, at Fullerton College, our grievance rep was placed on medical leave the second week of the spring semester. Not knowing when she would return UF was forced to find a replacement. The Public Employee Relations Board (PERB) stipulates that the union must represent its’ membership. The UF contract stipulates that each campus will have a grievance rep and will receive a minimum of 20% reassign time. UF found a replacement and notified administration. While our contract is silent on mid semester changes, the administration claims that it can’t happen because they have to be notified the previous academic year of any changes. So in essence UF cannot change grievance reps, therefore forcing the union to violate PERB laws and leaving faculty unrepresented. It doesn’t seem to matter that this was an emergency situation, and it doesn’t seem to matter that changes have been made in the past. In United Faculty’s view, this administration is more concerned with fighting the unions instead of working together to resolve issues. As a side note, today I received the denial of our formal grievance on this issue. Since the district has denied it the union will be forced to take this matter to arbitration. Thus, spending thousands of dollars in court fees, lawyer fees, and arbitrators’ fees. Does this sound logical to you?

In addition, the number of grievances have skyrocketed in the last two years. Our grievance reps used to get 20% reassign time per semester. Two years ago the union had to increase it to 40% because of the increase in the amount of grievances. This additional amount of time is a cost to the union and not the district! I know that

the Chancellor believes that if there is a grievance process, then it should be used. Wouldn't we have a better relationship if the Chancellor made it clear that management will work with faculty to resolve grievances before they get to the formal stage? That message would go along way in setting the tone for positive labor relations.

Last year shared governance committees carried on as usual and decisions were made with input from all the various constituencies. This year shared governance has disappeared. When Gov. Davis proposed his mid-year cuts, Chancellor's Staff (the college Presidents/Provost and the Vice Chancellors) immediately starting making decisions, without input from the various constituencies. Those decisions were then carried to the campus level where campus managers were informed. This process has continued all spring. No discussions or decisions are made at DPC - the committee charged with making district wide budget decisions! At Fullerton, the process has been to ignore the budget cuts suggested by the budget committee. At Cypress, the process is to seek approval for cuts one piece at a time and only after management has already decided what to cut. School of Continuing Education may be the only place where all the constituencies have a voice in the decision making.

Then to top it off, district administration has started engaging in scare tactics. One college president publicly stated that the district was going to give all faculty March 15th lay off notices next year. How stupid is this? **First of all**, we don't know what the Legislature will due with the budget for next year. We won' t know for some time. It is premature to talk about laying off all 540 (approx. What our numbers will be after retirements) faculty. **Second**, if all of the faculty are laid off, then there will be no one to generate any money to pay for management and classified salaries. So why isn't management talking about laying off every person in the district and just closing the doors?

Third, for every faculty member who receives a March15th lay off notice, they are entitled to a court appearance. CCA/CTA has already stated that they will represent every member in the state that receives a lay off notice. Therefore, the district will have to pay their lawyers to explain to a judge why every faculty member in the district received a lay off notice. (Are you getting the picture? The districts' lawyers are getting paid hundreds of thousands of dollars - money that faculty generate!).

Fourth, Article 25.1 of the UF collective bargaining agreement states:

In recognition of the District's investment in its tenure faculty, it is the intent of the District and the Association to establish procedures that will facilitate the retention and productive reassignment of tenured Unit Members where either demonstrable declines in enrollment specific to a program/area are, or are projected to be, such that the services of all tenured Unit Members regularly assigned within a program/area cannot be supported **or** when the District determines to eliminate a particular kind of service which in effect eliminates the need for the services of tenured Unit Members assigned within a program/area.

This means that if the district chooses to do away with a particular program/area, then it must retrain all the tenured faculty in that program/area at the districts' expense. Now in tough budgetary times, does this make any sense to you?

So all in all, the general attitude from administration this year has been very different and the trust that we used to have is gone! My hope is that we can restore that trust and return to those years of positive labor relations where faculty are valued.

3. **Jesse Saldana** introduced Steve Gold as the incoming Academic Senate President for Cypress College. In addition, he reported on the Academic Senate's concern regarding the broken budget reduction process.
4. **Sam Russo** addressed the Board regarding "preferred consideration" for continuing part-time faculty employees and the commitment of these employees to the District.
5. **Student Trustee Briana Padilla** reported on the participation of four Cypress College students at the recent CALSACC conference.
6. **Student Trustee Drew Shah** reported on Fullerton College Associated Study Body activities and introduced incoming Student Trustee Carlos Ayon.
7. **Trustee Jeff Brown** thanked the audience for their attendance and participation at the Board meeting.
8. **Trustees Molly McClanahan and Trustee Donna Miller** thanked the Student Trustees for their participation on the Board throughout the 2002-03 year. In

addition, they thanked outgoing United Faculty President Barbara Bennett and Cypress College Academic Senate President Jesse Saldana for their service to the District and students.

9. **Trustee Nancy Rice** encouraged the faculty and classified staff to continue sharing information with the Board.
10. **Trustee Leonard Lahtinen** encouraged all staff to attend the May 27 tentative budget workshop.

MINUTES: It was moved by Trustee Nancy Rice and seconded by Trustee Manny Ontiveros to accept as submitted the minutes of the Regular Board meeting held on April 22, 2003. **Motion carried unanimously, including the Student Trustees' advisory vote.**

FIRST CLOSED SESSION: At 7:18 p.m. Board President Leonard Lahtinen adjourned the meeting to closed session per Government Section 54957: Public Employee Discipline/Dismissal/Release.

RECONVENE OPEN SESSION: At 8:37 Board President Leonard Lahtinen reconvened the meeting in open session.

FINANCE & FACILITIES

Item 3.a: By the block vote, authorization was granted to ratify purchase order numbers P0015873 through P0017073 through April 25, 2003, totaling \$2,271,065.26 and check numbers C0005152 through C0005300, totaling \$77,939.23 and check numbers F0080729 through F0081250, totaling \$298,579.93 and check numbers 88102979 through 88106621, totaling \$7,378,905.02 and check numbers V0030037 through V0030049 totaling \$6,320.00 from April 1, 2003, through April 30, 2003.

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

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

Item 3.d: Upon clarification on a few adjustments to the Orange County Department of Education records to be consistent with District records, it was moved by Trustee Leonard Lahtinen and seconded by Trustee Molly McClanahan to adjust revenue and expenditure budgets, adopt resolutions to adjust budgets and authorize expenditures within the General Fund \$3,413,830, Child Development Fund \$597,001, Capital Outlay Projects Fund \$14,631,726 and Student Financial Aid Fund \$2,500,000 pursuant to the California Code of Regulations, Title 5, Section 58308.

Resolutions adopted (See Supplemental Minutes #894).

Item 3.e: By the block vote, authorization was granted to approve the enclosed 2002-03 General Fund, Child Development Fund, Capital Outlay Projects Fund, and Bond Fund Budget Transfers netting to the amount of \$23,193,227 and adopt the Resolutions showing the summary, pursuant to the California Code of Regulations, Title 5, Section 58307.

Resolutions adopted (See Supplemental Minutes #894).

Item 3.f: By the block vote, authorization was granted to participate in a cooperative bid through the Foundation for California Community Colleges Agreement #EDV729, and purchase a server, software, support and maintenance subscription from Sysix Technologies at a cost of \$87,595.57, plus appropriate tax and shipping.

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

Item 3.g: By the block vote, authorization was granted to award PW 0203-306, Districtwide Miscellaneous Construction Projects Contract to 2H Construction, as the lowest overall responsive and responsible bidder, and issue the agreement as follows:

To furnish work, labor, materials, equipment and services necessary for completion of projects assigned to the bidder if the bidder is awarded a contract pursuant to the bid proposal with the mark-up on Direct Costs of 3.36%.

Further authorization was granted for the Vice Chancellor, Finance and Facilities, to execute the agreements for the District and approve any further specification changes up to 10% of the contract amount for the District.

Item 3.h: Upon a request for clarification on a change order, it was moved by Trustee Molly McClanahan and seconded by Trustee Otto Lacayo to grant authorization for for the various change orders for public works projects listed per the Change Order Request.
Motion carried unanimously, including the Student Trustees' advisory vote.

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

Item 3.i: By the block vote, authorization was granted to file the Notice of Completion for PW 0102-209, with the following contractors and release the final retention payment when due:

Bid Package #	Bid Package Description	Contractor Name
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5	Finish Carpentry & Casework	S & H Cabinets
9	Doors, Frames & Hardware	Estrada Hardware Company
10	Specialty Doors	Partitions Specialties, Inc.
14	Acoustical Ceilings	Environmental Acoustics
16	Wall Finishes	Wilson and Hampton Painting
27	HVAC	Sheldon Mechanical
28	Electrical	Sage Electric Company

Item 3.j: By the block vote, authorization was granted to file the Notice of Completion for PW 0102-221, NOCCCD, Anaheim Campus - Site Work, with the following contractors and release the final retention payment when due:

Bid Package #	Bid Package Description	Contractor Name
1	Site	Norse Corporation
2	Asphalt	JB Bostick Company, Inc.

Item 3.k: By the block vote, authorization was granted a resolution be adopted to establish a Special Revenue Fund - Culinary Auxiliary Program as described in the California Community College Budget and Accounting Manual, to account for revenue and expenses related to the Culinary Arts Program.

Resolution adopted (See Supplemental Minutes #894).

Item 3.l: By the block vote, authorization was granted to increase the estimated cost for the services with National Computer Systems for basic tax reporting service from an amount not to exceed \$40,000 to an amount not to exceed \$47,000.

Item 3.m: By the block vote, authorization was granted to accept new income and establish budgets for the Culinary Auxiliary program in the amount of \$83,678 and the Anaheim Campus Parking fund, in the amount of \$25,000. Further authorization was granted to adopt Resolutions to accept revenue, adjust budgets, and authorize expenditures within the General Fund and the Anaheim Campus Food Services Fund, pursuant to the California Code of Regulations, Title 5, Section 58308.

Resolutions adopted (See Supplemental Minutes #894).

INSTRUCTIONAL RESOURCES

Item 4.a: By block vote, authorization was granted to accept grant funds, transfer funds and/or enter into agreements, adopt resolutions to accept new income, establish budgets, and authorize 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	Child Development Center – General Child Care Contract Increase	7/1/02 to 6/30/03	Increase of \$28,538. Total of \$742,088	For the agreements and any amendments to modify the agreement, and any related documents: Chancellor or Vice Chancellor, Finance and Facilities and for any related documents: District Director, Fiscal Affairs
SCE	English as a Second Language Program – AEFLA 231 Contracts (One-Time Funding)	1/1/03 to 9/30/03	\$7,500 for Surveys and \$27,521 for the Technology Plan	For the agreements and any amendments to modify the agreement, and any related documents: Chancellor or Vice Chancellor, Finance and Facilities and for any related documents: District Director, Fiscal Affairs

Item 4.b: By the block vote, authorization was granted for the Fullerton College Associated Students (A.S.) to award A.S. leadership scholarship monies to those students who have met all the eligibility requirements for the leadership scholarships for the fall or spring semester. The total amount to be expended for all scholarships will not exceed \$7,000.

Item 4.c: By the block vote, authorization was granted for the Cypress College Foundation to host a Cypress College Foundation Scholarship Fundraiser/Cypress Chamber of Commerce Mixer on Thursday, July 24, 2003, in the area near the Duck Pond. All costs associated with the event will be paid by the Foundation. All proceeds will go to student scholarships. Wine and beer may be served to invited guests, in accordance with all appropriate alcoholic beverage laws.

Item 4.d: By the block vote, authorization was granted to accept new income and to make adjustments to expenditure and revenue budgets that net \$151,203 for the Fullerton and

Cypress College EOPS programs, Fullerton College CalWORKs program and the School of Continuing Education Non-Credit Matriculation program.

Further, the Board adopted a resolution to accept income, adjust the budgets, and authorize expenditures within the General Fund, pursuant to the California Code of Regulations, Title 5, Section 58308.

Item 4.e: By the block vote, authorization was granted for the Fullerton College Physical Education Department to conduct field trips to Bonaire Island in the Netherlands Antilles or local Mexico weekend trips. July 25 to August 8, 2003, to offer students the opportunity to experience the aspects of SCUBA diving and Kayaking in a foreign, tropical environment with students paying their own expenses.

HUMAN RESOURCES

Item 5.a: Upon Board President Lahtinen's reading of the resignation letter from Dr. Michael Viera and identification of the Interim Fullerton College President, it was moved by Trustee Leonard Lahtinen and seconded by Trustee Otto Lacayo to grant authorization for the following academic personnel matters, which are within budget:

RETIREMENT

Hayes-Williams, Jerrilyn	CC	Office Administration/WP Instructor Eff. 06/02/2003
Mercadante, Larry	CC	Interim Dean, Science, Engineering & Mathematics Eff. 07/01/2003

RESIGNATION

Viera, Michael J.	FC	President Eff. 05/31/2003
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PHASE-IN RETIREMENT

Schaefer, Sandra	CC	Reading Instructor Change in Phase-In Retirement Contract From: Fall Sem 90.00% / Spring Sem 90.00% To: Fall Sem 53.33% / Spring Sem 53.33% Eff. 08/15/2003
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NEW PERSONNEL

Entezampour, Mo	CC	Dean, Science, Engineering & Mathematics 12 month - 100% Contract Range 25, Step H + Doctorate Management Salary Schedule Eff. 07/14/2003
Ludford, Deborah R.	FC	Dean, Business and Computer Information Systems 12 month - 100% Contract Range 25, Step G Management Salary Schedule Eff. 07/01/2003
Schauerman, Sam	FC	Interim President, Fullerton College Temporary Management Contract Not to exceed \$12,500 per month Eff. 6/02/2003-12/31/2003

REHIRE

Aguirre, Yolanda	FC	Cal/WORKs Counselor Temporary Contract (75%) Specially-funded pursuant to E.C. 87470 Class B, Step 06 + Stipend in lieu of benefits Eff. 07/01/2003-06/30/2004
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PROMOTION

Young, Eldon	CC	English Instructor To: CC Division Dean, Language Arts/Library 12 month - 100% Contract Range 25, Step H Management Salary Schedule Eff. 7/01/2003
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EXTENSION OF CONTRACT

O'Brien, Patrick	CC	Extension of Temporary Management Contract \$325.89 per day, as needed Eff. 02/01/2003-04/30/2003
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TEMPORARY REASSIGNMENT

Willoughby, Dan	FC	English as a Second Language Instructor To: CC Interim Dean, Social Science Division Range 25, Step H, 11 Months (100%) Management Salary Schedule Eff. 07/01/2003-05/31/2004
Clifford, Susan	FC	Dean, Academic Services To: FC Interim Executive Vice President, Educational Programs & Student Services Range 28, Step G + Doctorate Eff. 05/14/2003-06/30/2004

CHANGE IN SALARY CLASSIFICATION

Wilson, Heather	CC	Nursing Instructor (ADJ) From: Grade 1 To: Grade 2 Eff. 03/25/2003
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ADDITIONAL DUTY DAYS @ PER DIEM

Bassi, Lisa	FC	Head Coach, Softball	15 days
Bevec, Gina	FC	Women's Hd Coach, Track & Field	15 days
Carroll, Constance	FC	Women's Head Coach, Badminton	13 days
Fuscardo, James	FC	Head Coach, Baseball	15 days
Giles, Scott	FC	Women's Head Coach, Tennis	13 days
Kiefer, James	FC	Men's Hd Coach, Track & Field	15 days
Landry, Erin	FC	Dance	8 days
See, Roger	FC	Men's Head Coach, Tennis	13 days
Snyder, Peter	FC	Men's & Wmn's Hd Coach, Swim	13 days
Whalen, Kathleen	FC	Dance	8 days

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-EFFECTIVE 2003 SPRING SEMESTER, SPRING TRIMESTER

Boon, Danny	SCE	SCE Hourly Rate
Bosek, Nicole	SCE	SCE Hourly Rate
Cooper, Chelsea	CC	Grade 2
Galvez, Delmy	SCE	SCE Hourly Rate
Guerrero, Laura	SCE	SCE Hourly Rate
Huggins, Barbara	CC	Grade 1
Miller, Deborah	SCE	SCE Hourly Rate
Mock, James	FC	Grade 1

Perez, Carlos	SCE	SCE Hourly Rate
Rosa, Melanie	CC	Grade 1
Silvers, Leanna	SCE	SCE Hourly Rate

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-EFFECTIVE 2003 SUMMER SESSION, SUMMER INTERSESSION

Aguilar, Danny	SCE	SCE Hourly Rate
Carlson, Rosalin	SCE	SCE Hourly Rate
Daigle, Maurice	SCE	SCE Hourly Rate
Draftan, Merry	SCE	SCE Hourly Rate
Kabir, Masud	SCE	SCE Hourly Rate
Klem, Kaye	SCE	SCE Hourly Rate
Martinez, Marcia	SCE	SCE Hourly Rate
Melkon, Aline	SCE	SCE Hourly Rate
Perry, Melissa	SCE	SCE Hourly Rate
Romero, Linda	FC	Grade 1
Shahid, Quamrul	SCE	SCE Hourly Rate
Schoettle, Timothy	CC	Grade 1
Schulz, Denise	SCE	SCE Hourly Rate
Spero, Mark	SCE	SCE Hourly Rate
Spillman, Michael	SCE	SCE Hourly Rate
Swick, Janice	SCE	SCE Hourly Rate
Thompson, Amalia	SCE	SCE Hourly Rate

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-EFFECTIVE 2003 FALL SEMESTER, FALL TRIMESTER

Bowers, Cherie	FC	Grade 1
Dobrotin, Mischa	SCE	SCE Hourly Rate
Fletcher, Donna	FC	Grade 1
Frechen, Richard	CC	Grade 1
Lamb, Shalini	CC	Grade 1
Pazos, Juan	FC	Grade 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL-EFFECTIVE 2003 SUMMER SESSION

Andren, Nancy	CC	Grade 1	Hourly Librarian
Anderson, Katherine	CC	Grade 1	Hourly Librarian
Beck, Melissa	CC	Grade 1	Hourly Librarian
Bedard, Dana	CC	Class D, Step 16	Hourly Counselor
Brownlee, Diane	CC	Grade 1	Hourly Librarian
Carter, Kelly	CC	Class C, Step 13	Hourly Counselor
Collins, Renee	CC	Class B, Step 08	Hourly Counselor

Cooper, Thomas	CC	Grade 1	Hourly Counselor
DeMarkey, Nina	CC	Grade 1	Hourly Counselor
Dooley, George	CC	Class E, Step 26	Hourly Counselor
Dugan, Michele	CC	Grade 1	Hourly Counselor
Easton, Sharon	CC	Class B, Step 08	Hourly Counselor
England, Jean	CC	Class D, Step 07	Hourly Counselor
Ford, Regina	CC	Grade 2	Hourly Counselor
Gabourie, Lillian	CC	Class E, Step 19	Hourly Counselor
Grantham, Robert	CC	Class C, Step 06	Hourly Counselor
Huerta, Phillip	CC	Grade 1	Hourly Counselor
Jepson, Jane	CC	Class E, Step 09	Hourly Counselor
Kam, Barbara	CC	Grade 1	Hourly Counselor
Laguana-Ferriac, Renay	CC	Class E, Step 06	Hourly Counselor
Langrell, Jenny	CC	Class D, Step 09	Hourly Librarian
Lawson, Velia	CC	Class D, Step 21	Hourly Counselor
Mattson, Carol	CC	Class C, Step 06	Hourly Counselor
Michelle, Deborah	CC	Class B, Step 06	Hourly Counselor
Milburn, Joyce	CC	Grade 1	Hourly Counselor
Morgan, Carl	CC	Grade 1	Hourly Librarian
Mosqueda-Ponce, T.	CC	Class F, Step 26	Hourly Counselor
Nadell, Robert	CC	Class B, Step 23	Hourly Counselor
Nelson, Kristine	CC	Class D, Step 19	Hourly Counselor
Nordee, Thomas	CC	Class D, Step 29	Hourly Counselor
Owens, Cynthia	CC	Class E, Step 20	Hourly Counselor
Patterson, Ila	CC	Grade 1	Hourly Counselor
Payne, Alice	CC	Class C, Step 20	Hourly Counselor
Pelletier, Daniel	CC	Class C, Step 10	Hourly Counselor
Porter, Deidre	CC	Class B, Step 11	Hourly Counselor
Rossier, Roger	CC	Grade 3	Hourly Counselor
Taylor, Regina	CC	Grade 1	Hourly Counselor
Tyrell, Don	CC	Class D, Step 41	Hourly Counselor
Veltman, Michael	CC	Grade 2	Hourly Counselor
Vo, Thu Hang	CC	Class B, Step 08	Hourly Counselor

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL-EFFECTIVE 2003 FALL
SEMESTER

Bedard, Dana	CC	Class D, Step 17	Hourly Counselor
Carter, Kelly	CC	Class C, Step 14	Hourly Counselor
Collins, Renee	CC	Class B, Step 09	Hourly Counselor
Cooper, Thomas	CC	Grade 1	Hourly Counselor
DeMarkey, Nina	CC	Grade 1	Hourly Counselor
Dooley, George	CC	Class E, Step 27	Hourly Counselor
Dugan, Michele	CC	Grade 1	Hourly Counselor

Easton, Sharon	CC	Class B, Step 09	Hourly Counselor
England, Jean	CC	Class D, Step 08	Hourly Counselor
Ford, Regina	CC	Grade 2	Hourly Counselor
Gabourie, Lillian	CC	Class E, Step 20	Hourly Counselor
Grantham, Robert	CC	Class C, Step 07	Hourly Counselor
Huerta, Phillip	CC	Grade 1	Hourly Counselor
Jepson, Jane	CC	Class E, Step 10	Hourly Counselor
Laguana-Ferriac, Renay	CC	Class E, Step 07	Hourly Counselor
Lawson, Velia	CC	Class D, Step 22	Hourly Counselor
Mattson, Carol	CC	Class C, Step 07	Hourly Counselor
Michelle, Deborah	CC	Class B, Step 07	Hourly Counselor
Milburn, Joyce	CC	Grade 1	Hourly Counselor
Mosqueda-Ponce, T.	CC	Class F, Step 27	Hourly Counselor
Nadell, Robert	CC	Class B, Step 23	Hourly Counselor
Nelson, Kristine	CC	Class D, Step 19	Hourly Counselor
Nordee, Thomas	CC	Class D, Step 30	Hourly Counselor
Owens, Cynthia	CC	Class E, Step 21	Hourly Counselor
Patterson, Ila	CC	Grade 1	Hourly Counselor
Payne, Alice	CC	Class C, Step 21	Hourly Counselor
Pelletier, Daniel	CC	Class C, Step 11	Hourly Counselor
Porter, Deidre	CC	Class B, Step 12	Hourly Counselor
Rossier, Roger	CC	Grade 3	Hourly Counselor
Taylor, Regina	CC	Grade 1	Hourly Counselor
Tyrrell, Don	CC	Class D, Step 42	Hourly Counselor
Veltman, Michael	CC	Grade 2	Hourly Counselor
Vo, Denise	CC	Class B, Step 09	Hourly Counselor

TEMPORARY ACADEMIC HOURLY-SUBSTITUTES-2003 SPRING SEMESTER,
SPRING TRIMESTER

Baxter, Joseph	CC	Grade 1
McCament, David	CC	Grade 2
Nguyen, William	FC	Grade 1
Phillips, Jomarie	CC	Grade 1
Ramos, James	FC	Grade 1
Rogus, Linda	CC	Grade 1

TEMPORARY ACADEMIC HOURLY PERSONNEL-SPECIAL SERVICES

Allison, Minnie	CC	Administer Mathematics Proficiency Exams Class E Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
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Bedard, Dana	CC	Athletic Learning Communities Project Counselor Eff. 2003 Spring Semester Stipend not to exceed \$600
Clancy, Lee	SCE	Administer Mathematics Proficiency Exams Class B Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
Gibby, Cheryl	CC	Administer Mathematics Proficiency Exams Class E Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
Gold, Stephen	CC	Administer Mathematics Proficiency Exams Class B Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
Hamman, Elizabeth	CC	Administer Mathematics Proficiency Exams Class B Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
Mao, Chaolin	CC	Administer Mathematics Proficiency Exams Class F Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
Petrie, David	CC	Administer Mathematics Proficiency Exams Class E Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
Plett, Christina	CC	Administer Mathematics Proficiency Exams Class E Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule

		Eff. 2003-2004 academic year
Shrout, Cynthia	CC	Administer Mathematics Proficiency Exams Class E Lecture Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year
Siragusa, Chris	CC	Administer Mathematics Proficiency Exams Class E Regular Rate, Regular and Contract Faculty Overload Teaching Salary Schedule Eff. 2003-2004 academic year

VOLUNTEER PERSONNEL WITHOUT PAY

Hoffman, Matt	CC	Musical Accompanist, Fine Arts Division Eff. 05/07/2003-05/17/2003
Jaques, Ben	CC	Musical Accompanist, Fine Arts Division Eff. 05/07/2003-05/17/2003

Motion carried unanimously, including the Student Trustees' advisory votes.

Item 5.b: The following individuals addressed the Board regarding the proposed layoffs:

1. **Phillip Grisotti**, from Cypress College, addressed the Board regarding the proposed layoff of two auto mechanic positions, one each at Cypress College and Fullerton College. He urged the Board to vote against the proposed layoffs.
2. **Rod Lusch**, Welder/Metal Fabricator at Cypress College and Fullerton College, submitted the following statement for the record:

My name is Rod Lusch and I am currently the Welder/Metal Fabricator for Cypress and Fullerton Colleges. I am making this statement for the record.

Part of your agenda tonight is concerned with approving my lay off along with a couple of my colleagues. You may not be aware that the District had been in negotiations with CSEA over my relocation to the Anaheim Campus due to the sale of the La Habra property. During the course of those negotiations an offer was made to combine my current trade position with an HVAC trade position. I accepted the offer made by the District. In an

effort to ensure that all parties were entering the agreement with eyes open I disclosed some of the conflicts that the proposed management supervisor and myself have had previously in a similar relationship. However, I assured the negotiating administrators that I would have no problem working for the manager they wanted to place me under and that I would make every effort to make the working arrangement succeed.

The only thing we had to work out was the shop accommodations and the specifics of the job description. On April 4, 2003 I delivered a counter proposal to what the District had proposed in February. I made several inquiries on what was happening with the information I provided and was told each time by the administrator that he had been very busy but would take care of it soon.

Even though on February 6, 2003 I had accepted the District's offer of combining the two trade positions, on April 30, 2003 I thought it prudent to formally accept it in writing. I also left a message asking that the negotiating administrator to call me that day when he had a couple of moments. He never called me back. On May 5, 2003 I was informed that I was to be laid off.

In CSEA's and my opinion these administrators were bargaining in bad faith. This lay off is going to cost me a lot of money, threatens my family's well being and requires that I respond.

Administration claims that the 4.2 million dollars is too much to be spending for the retiree benefits. That the agreement that we have with the District is a bad thing and the actuarial report shows that the so-called un-funded liability is 70 million dollars.

An actuarial report is a doomsday forecast. It poses the question that if everything goes wrong that could possibly go wrong will you be covered. The answer for the reasonable person is that you never have been, you are not and never will be. I have provided you with a copy of the Secured Retiree Benefit Fund Agreement. Article I, Establishment and Purpose of the Fund, Section 2 states "The purpose of the Fund, pursuant to this Agreement, is **to aid the District** in paying the Health Insurance Plan premiums for Eligible Retirees." The authors knew at the time that the Fund would not be able carry the entire burden and never intended that it should. In the Agreement the Health Insurance Plan cost to the District is called the contractual obligation not the un-funded liability. The Agreement provides

mechanisms to negotiate the operation of the Fund and modifications to the Agreement. What the District should be approaching the unions about is to use the Fund to make its contractual obligation more manageable. Currently there is a demand to bargain on the monies from the sale of the Yorba Linda and La Habra properties. While it would be prudent to put proceeds of the sales in the Secured Retiree Benefit Fund we also believe some of those monies should go to save jobs.

The state budget is in dire straits but the District's budget is actually quite healthy. I am shocked when an administrator states that the one-time funds should not be used to save jobs. That instead the District should wait for an emergency. How would he define an emergency? Would it be when his salary, benefits, perks or job was at stake?

It appears that the administrators intend to use the state budget as an excuse to reorganize and wherever possible privatize. Privatization is something that managers like to sell when managers do not know how to manage. Contractors will bid at an attractively low price for a service. The contractors may even keep the price down long enough for an institution to dismantle its ability to provide the service itself. Once the institution has lost its ability to provide the service the contractor will gouge and bleed the budget for all its worth in the knowledge that it is too expensive for the institution to reinstate its ability to be self-reliant. Hidden costs will emerge and they will prey on your inability to foresee every circumstance. The contractors may even conspire with each other to drive the costs higher. Contractors have no investment in this District and will treat it accordingly. Classified employees are invested in the District and as such care about its future and are proud of the service they provide.

Administrators come and go, classified and faculty has on average more longevity in this district. One administrator while discussing options for the retiree benefits in committee stated that what happens to it is not important to him, as he already had his benefits secured for retirement and did not plan on being here that long. In the end you are the ones who are accountable and we have long memories. Please do the right thing by us and use the monies that are available to save jobs. We want to work with you to find ways of dealing with the budgetary challenges so that we can continue to serve the students and the community. We want to sing your praises not curse your folly.

3. **Mike Rios**, Fullerton College Vehicle Equipment Coordinator, addressed the Board regarding the proposed layoff of his position. He identified the various areas throughout the District to which he provides services and urged the Board to not approve any layoffs until all sources of funding are researched.
4. **John San Roman**, Fullerton College Vehicle Mechanic, addressed the Board with his concerns regarding the proposed layoffs and asked the Board to reconsider other options than layoffs.
5. **Fran Wahl**, from Cypress College, addressed the Board with her gratitude for the opportunity for staff to express their concerns regarding the budget reductions. She asked the Board to wait until the final state budget is known before approving the layoff of any positions.
- F. **Chancellor Hunter** stated his regret that budget reductions are necessary and emphasized that the recommendations were not easy to make, but reflect the best judgment and responsibility of the administration to respond to unavoidable budget reductions. He stated that the Board is having to make the best decision possible based on the expected state budget, which will significantly impact the District, and he asked resource personnel to provide additional information.
- G. **Dr. Margie Lewis** noted the importance and value of the Cypress College Child Care Center, however, with every indication being a significant state budget reduction will greatly impact Cypress College, the College can no longer continue subsidizing the Child Care Center. The funds initially identified for a new Child Care Center would become available for classroom and lab remodeling. She identified the process used at Cypress College in coming to the decision to close the Child Care Center, which included the college's Planning and Budget Committee and the President's Advisory Council--both of which are shared governance groups and based the decision on the need to address budget reductions with as little impact on instruction as possible.
- H. **Janet Portolan**, identified the campus collaborative process in identifying programmatic reductions and support services before requiring a reduction in personnel. She noted the work of the Budget Development Work Group of the Planning and Consultative Council (PCC), which is the shared governance group on campus, and which deferred the final decision on program reductions to the President's Staff, with agreement that minimizing the impact on students would be the overriding principle in the reductions. She stated that the college acknowledges that services will have to be reduced and to be without some of the support services will not be ideal, but will have to be accepted. The campus has had to prioritize the types of services to be provided on campus and the decision was made on identifying the less essential trades.

Trustee Molly McClanahan read a number of quotes regarding the eroding tax base, increased medical benefits costs, low economy, etc. and identified these as issues impacting the difficult choices the Board has to make.

It was moved by Trustee Otto Lacayo and seconded by Trustee Donna Miller to remove from agenda item 5.b the layoff of the Vehicle & Equipment Mechanic Coordinator positions at Cypress and Fullerton colleges and the Welder/Metal Fabricator positions at Fullerton and Cypress colleges for now. **Motion carried unanimously, including the Student Trustees' advisory votes.**

Board President Leonard Lahtinen clarified that the proposed lay off of the Vehicle & Equipment Mechanic Coordinator and Welder/Metal Fabricator positions at the two colleges will reappear on the May 27 Board meeting agenda.

Trustee Nancy Rice moved and Trustee Molly McClanahan seconded that the Board approve the balance of agenda item 5.b, classified personnel matters, which are within budget.

RETIREMENTS

Fowke, Robert	FC/CC	Pool Mechanic/Irrigation Spec (100%) Eff. 6/09/2003
Silva, Gilibaldo	CC	Grounds Athletic Field Specialist (100%) Eff. 6/01/2003
Staley, Nancy	WILS	SCE Student Records Tech (100%) Eff. 5/23/2003
Staley, Richard	AC	Printer (100%) Eff. 7/31/2003

NEW PERSONNEL

Sanchez, Patricia	FC	Executive Assistant 12-month position (100%) Range 41, Step A Eff. 5/12/2003
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CONTRACT EXTENSION

Stoner, Christine	FC	Special Projects Coordinator/Economic Development Specialist Temporary Management Position (100%)
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Range 1, Spec Proj Adm Daily Rate
Schedule+stipend in lieu of benefits
Eff. 6/01/2003 - 6/30/2003

VOLUNTARY CHANGES IN ASSIGNMENTS

Arroyo, Hilda	FC	Administrative Assistant I (100%) Temporary Increase in Months Employed From: 11 Months To: 12 Months Eff. 6/01/2003 - 6/30/2003
Brandes, Raeane	AC	Accounting Specialist (100%) Return to Regular Assignment Eff. 5/01/2003
Grein, Cyndi	AC	Accounting Specialist (100%) Return to Regular Assignment Eff. 5/01/2003

STIPEND FOR ADDITIONAL DUTIES

Bettendorf, Pam	CC	Administrative Assistant III (100%) 6% Stipend Eff. 2/28/2003 - 6/30/2003
March, Sandy	FC	Business Office Specialist (100%) 6% Stipend Eff. 6/18/2003 - 7/07/2003
Martinez, Ruben	CC	Bookstore Operations Specialist (100%) 6% Stipend Eff. 3/01/2003 - 3/30/2003

PROFESSIONAL GROWTH & DEVELOPMENT

Leonard, Linda	FC	Manager, Child Care Center (100%) 2 nd Increment (\$400) Eff. 7/01/2003
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LEAVE OF ABSENCE

Coggi, Anita	CC	Mailroom Clerk (100%) Military Duty with Pay Eff. 5/09/2003 - 5/20/2003
		Military Duty without Pay Eff. 5/21/2003 - 5/22/2003

LAYOFF DUE TO LACK OF FUNDS AND/OR LACK OF WORK

Child Care Teacher I (1 position, 0.50 FTE)	Cypress College Eff. 7/04/2003
Child Care Teacher I (1 position, 0.75 FTE)	Cypress College Eff. 7/04/2003
Child Care Teacher I (1 position, 1.00 FTE)	Cypress College Eff. 7/04/2003
Child Care Teacher I (1 position, 1.00 FTE)	Cypress College Eff. 7/04/2003
Child Care Kitchen Attendant (1 position, 0.40 FTE)	Cypress College Eff. 7/04/2003
Child Care Aide (1 position, 0.35 FTE)	Cypress College Eff. 7/04/2003
Manager, Child Care Center (1 position, 1.00 FTE)	Cypress College Eff. 7/04/2003

VOLUNTEER PERSONNEL WITHOUT PAY

Brown, Joanne	FC	Teacher Intern Program Spring, 2003
Tran, EldesAC	Public Affairs Office	Spring and Summer, 2003

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

Beyer, George	FC	Technical Expert II Jazz Festival Adjudicator Level C, Eff: 04/04/03 to 04/05/03
Bilotta, John J. Web Design for Multimedia	CC	Technical Expert, Not to Exceed \$5,000 Level C, Eff: 05/01/03 to 06/30/03
Choi, Jean	SCE	Technical Expert II Faculty Advisor - EL Civics Level C, Eff: 04/28/03 to 06/27/03
Cruz, Lauren Q.	YL	Project Expert Kids' College Cooking Program Level A, Eff: 04/26/03 to 05/05/03
Dawson, Gabrielle Alcohol and Drug Prevention	CC	Project Expert, Not to Exceed \$3,990 Level A, Eff: 09/03/02 to 05/30/03
Delfante, Ernest	FC	Technical Expert II Jazz Festival Clinician Level C, Eff: 04/04/03 to 04/05/03
Elliott, Marsha	SCE	Project Manager Program Coordinator H.S. Program Level C, Eff: 03/31/03 to 06/29/03
Flores, Christy E.	FC	Technical Expert II Title V Learning Communities Development Level C, Eff: 04/23/03 to 06/30/03
Gonzalez, Elvia M.	AC	Project Expert Family Literacy Level A, Eff: 03/17/03 to 06/30/03
Hunyadi, Nancy S.	SCE	Project Manager SCE Anaheim Culinary Coordinator Level C, Eff: 04/23/03 to 05/23/03
Hutchinson Cervantes, M.	CC	Technical Expert II, Not to Exceed \$150 Foster Care Education Level C, Eff: 05/15/03 to 05/15/03

King, Joan H. Enhancing Student Success	CC	Technical Expert, Not to Exceed \$700 Level C, Eff: 03/17/03 to 06/30/03
Lopez, David	FC	Technical Expert I Present Automotive Technology Curriculum/Stnds Level B, Eff: 04/21/03 to 05/29/03
McNamara, Ray	FC	Technical Expert II Jazz Festival Clinician Level C, Eff: 04/04/03 to 04/05/03
Musso, Vanessa M. Teacher Preparation Program Project	CC	Technical Expert II, Not to Exceed \$5,000 Level C, Eff: 01/21/03 to 05/30/03
Nordquist, Douglas A.	FC	Technical Expert I Assistant Coach - Track Field/Cross Ctry Level B, Eff: 04/23/03 to 06/30/03
Perez, Christie D.	FC	Project Expert Assistant Coach - Badminton Level A, Eff: 04/09/03 to 06/30/03
Stine, Matthew	FC	Project Expert Assistant Coach - Baseball Level A, Eff: 04/09/03 to 06/30/03
Vandruff, Marshall	FC	Technical Expert II Artist in Residence Program Level C, Eff: 03/17/03 to 04/10/03
Wilson, Richard C. Alcohol and Drug Prevention	CC	Project Manager, Not to Exceed \$7,000 Level C, Eff: 09/01/02 to 05/28/03

INDEPENDENT CONTRACTORS

Maki Ph.D., Peggy	CC/FC	Fall 2003 Convocation, Workshop Facilitator Not to exceed \$6,000 August 14-15, 2003
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Item 5.d: By the block vote, authorization was given to employ the hourly personnel for the dates indicated and contracting out of the following specialists for the EOPS and

Disabled Student Centers in accordance with the Agreement between the District and CSEA.

(See Supplemental Minutes #894 for a listing of hourly personnel.)

GENERAL

Item 6.a: It was moved by Trustee Otto Lacayo and seconded by Trustee Manny Ontiveros that the Board adopt Resolution 02/03-10 Student Trustee Absence, verifying that Student Trustee Dhruvin Shah was ill on April 22, 2003, and therefore, eligible to receive compensation for the Board meeting held on that date. **Motion carried unanimously, including the Student Trustees' advisory votes.**

Item 6.b: The Board received for a first reading proposed Board Policy 7120, Recruitment and Hiring, and related procedures.

CLOSED SESSION: At 9:37 p.m., Board President Leonard Lahtinen 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.

Per Section 54957: PUBLIC EMPLOYEE EVALUATION: CHANCELLOR

Per Section 54945.8: CONFERENCE WITH REAL PROPERTY NEGOTIATOR Rod Fleeman, Vice Chancellor, Finance & Facilities, regarding:

Property:	1830 W. Romneya Drive Anaheim, CA 92801
Negotiating Parties:	Liberty Training Institute
Under Negotiation:	Terms and Conditions

RECONVENE OPEN SESSION: At 11:05 p.m., Board President Leonard Lahtinen reconvened the meeting in open session and reported the following action taken in closed session:

It was moved by Trustee Manny Ontiveros and seconded by Trustee Molly McClanahan to direct the Chancellor or his designee to notify an academic administrator of the non-renewal of his employment contract at the conclusion of the current academic year. **Motion carried unanimously.**

ADJOURNMENT: At 11:26 p.m., it was moved by Trustee Donna Miller and seconded by Trustee Jeff Brown to adjourn the meeting. **Motion carried unanimously.**

Otto Lacayo, Secretary
Board of Trustees