

**APPROVED**

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

August 28, 2007

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, August 28, 2007, at 5:30 p.m. at the Board Room at the Anaheim Campus.

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

**TRUSTEE ROLL CALL** - Present: Jeff Brown, Barbara Dunsheath, Leonard Lahtinen, Molly McClanahan, Donna Miller, Manny Ontiveros, and Student Trustee David Adame and Student Trustee Sabrina Tinsay. Absent: Michael Matsuda.

**RESOURCE PERSONNEL PRESENT**: Jerry Hunter, Chancellor; Jeff Horsley, Vice Chancellor, Human Resources; Fred Williams, Vice Chancellor, Finance & Facilities; Kathie Hodge, President, Fullerton College; Mike Kasler, President, Cypress College; Gary McGuire, Provost, School of Continuing Education; Christie Noring, District Director, Public Affairs; Debbie Ludford, District Director, Information Services; Carol Mattson, representing the District Management Association; Cherie Dickey, representing the Cypress College Academic Senate; Andrea Sibley-Smith, representing the School of Continuing Education Academic Senate; Ken Collins, representing the Fullerton College Faculty Senate; Dale Craig representing United Faculty; Rod Lusch, representing CSEA; Sam Russo, representing Adjunct Faculty United; and Violet Ayon, Recording Secretary.

**OTHER ADMINISTRATORS AND EMPLOYEES PRESENT**: Albert Abutin, Jackie Boll, Larry Buckley, Lisa Campbell, Pillar Ellis, Peter Fong, Mark Greenhalgh, Adela Lopez, Adam O'Connor, and Janet Portolan from Fullerton College; Karen Cant, Dao Do, Bob Simpson from Cypress College; Denise Larsen and Terrie Taylor from the School of Continuing Education; and Monica Farias, Tami Oh, and Dorothy Owens-Whitehurst from the District Offices.

**VISITORS**: Sally Clausen, Linda Daly, Michelle Olivier, and Nicole Wells.

**COMMENTS: MEMBERS OF THE AUDIENCE:**

A. Rod Lusch submitted the following statement for the record:

The California School Employees Association (CSEA) and the North Orange County Community College District (NOCCCD) have finally reached a tentative agreement on a successor collective bargaining agreement after more than three years of negotiations. Subsequently it was ratified by CSEA's membership on August 14. The CSEA Negotiating Team recommended ratification of the agreement as obliged by law subsequent

to a tentative agreement, but not because we were happy with it. In truth we are not happy with it but we recommended ratification because this agreement is the best we could hope for considering the environment that has been created by the Board of Trustees and administration. For the last three years CSEA has been negotiating under the implied and occasionally specific threat by the District to impose "Last best and final" in order to get its way. Yes, we came to agreement, but not because it was amicable or reasonable. The District's approach to negotiations is "Win at any cost." Unfortunately, you cannot retain trustworthiness or integrity if winning at any cost is your goal.

It has never been clear if the attack on CSEA's contractual rights that have existed for over twenty-five years was initiated by the Board of Trustees or by administration. The point is moot, as CSEA had tried to reason with the Board of Trustees on several occasions only to receive more of the same tactics at the negotiating table. Interestingly enough, the majority of the Board of Trustees promote themselves as "Labor friendly" when running for office. The term "Labor friendly" of course does not mean that a union should expect favors or contractual rights that places administration at a disadvantage. But it does imply that there is no agenda or tactic that would be employed in order to suppress the ability of hard working employees to engage management, if not in partnership, at least on a level playing field. The Collective Bargaining Agreement that had previously existed between us had never disadvantaged administration. Administration had on many instances simply not tried to utilize the provisions that were available and then would claim that they had no remedy for a complaint. The restrictions and controls that the District pursued in negotiations were unnecessarily extreme and for its part the majority of those only resulted in superficial compromise. Anyone would expect a "Labor friendly" trustee would not allow that kind of action to happen.

In a private conversation with an administrator I was asked if I was happy with the agreement. I answered, "Suppose someone hands you a check and then pulls out a gun and points it at you. This person then tells you that you now have a choice, to be shot in the head or in the knees." I then asked the administrator, "Which choice would make you happy?"

For years CSEA and the NOCCCD have had a relationship based on cooperation, respect and a mutual interest in our educational mission. It is a shame that the NOCCCD has now chosen to create an environment where a relationship of conflict between us may be unavoidable.

- B. Adela Lopez**, from Fullerton College, addressed the Board to extend an invitation on behalf of the Latino Faculty/Staff Association to the September 13, 2007, 4<sup>th</sup> Annual "Bienvenidos" (Welcome) to Fullerton College. The Latino group "Breath of Fire" will perform at noon in the Wilshire Auditorium a play entitled "Nine Digits Away from my Dream," which was written by a Fullerton College student.

**BLOCK VOTE:** It was moved by Trustee Barbara Dunsheath and seconded by Trustee Manny Ontiveros to approve by block vote the following items:

Finance & Facilities: 3.a, 3.b, 3.c, 3.d

Instructional Resources: 4.a

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

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

## REPORTS:

- A. As a part of the Chancellor's Report, the following retirees were honored for their years of services to the District: **Sally Clausen** from Fullerton College ( 18 years) and **Michelle Olivier** from the Anaheim Campus (15 years).
- B. Also as a part of the Chancellor's Report, **Vice Chancellor Fred Williams** announced that on August 24 the Governor signed the 2007-08 State Budget. This budget provides an ongoing increase of \$377 million in Proposition 98 state general funds for community colleges, a 4.53% cost-of-living increase, a number of other increases in various ongoing funds, and additional one-time funds for designated purposes. However, the Governor vetoed the following items: 1) \$13.8 million increase for Career Development and College Preparation, 2) \$33.1 million to support the "Basic Skills Initiative"; 3) \$4.0 million for the Part-Time Faculty Health Insurance Program; and 4) \$1.5 million for Construction College. The District's 2007-08 Proposed Budget will be presented for the Board's consideration at its September 25 meeting.
- C. **Chancellor Hunter** asked the Board's direction regarding its appointment of representatives to the Orange County Community College Legislative Task Force. The Board suggested Trustee Michael Matsuda continue as the Trustee Representative and that Wayne Wedin continue as the Board's Community Representative for the 2007-08 year. This item will be agendaized for the Board's action at the next meeting.
- D. Also included as a part of the Chancellor's Report, **Deborah Ludford** reported on Cypress College's implementation of CCCTran - the California Community College's Electronic Transcript Exchange Project, which allows students to have electronic transcripts sent securely to a college or university that accepts electronic transcripts.
- E. **Gary McGuire**, Provost of the School of Continuing Education; **Mike Kasler**, Cypress College President; and **Kathie Hodge**, Fullerton College President, reported on activities from their respective areas.

As a part of her report, Dr. Hodge introduced the following individuals in their new appointments at Fullerton College: **Peter Fong**, Interim Vice President of Student Services; **Jackie Boll**, Dean of the Library/Learning Resources Center; **Lisa Campbell**, Dean of Counseling; **Pilar Ellis**, Director of International Student Center; **Albert Abutin**, Registrar; and **Mark Greenhalgh**, Interim Dean of Math & Computer Science. In addition, she

announced that **Carlene Gibson** will serve as the Interim Dean of Student Support Services.

As a part of his report, Dr. Kasler introduced the following individuals in their new appointments at Cypress College: **Dao Do**, Interim Director of Budget & Finance; **Karen Cant**, Interim Vice President of Support & Planning; and **Bob Simpson**, Interim Executive Vice President.

#### COMMENTS:

- A. **Ken Collins** extended an invitation to the Board to attend the first 2007-08 Fullerton College Faculty Senate meeting next Thursday, September 6, at 3:00 p.m.
- B. **Student Trustee Sabrina Tinsay** introduced Nicole Wells, Cypress College Associated Students President, and she reported on various Cypress College campus activities.
- C. **Student Trustee David Adame** reported on a number of Fullerton College campus activities.
- D. **Trustee Manny Ontiveros** reported on his meeting with Mayela Montenegro, a representative from Assemblyman Jose Solorio's office.
- E. **Trustee Leonard Lahtinen** commended District staff on a report regarding the District's response to the "Lessons Learned" identified in the Orange County Grand Jury's Report on the Anaheim Union High School District's Bond Program. He then submitted the following for the record:

And I guess I would start with a rhetorical question, "Are we doing enough in our District?" And I think we all received a copy of an article that was in the *Los Angeles Times* regarding some state education officials and their concern about the disparity in the state of California between white students and Latino and Black students. And the state of California Superintendent of Public Instruction Jack O'Connell made a couple of comments about this and said that there's just persistent achievement gaps in our system that California cannot afford to accept. And, of course, Superintendent O'Connell is directly responsible for or relates to K-12 schools in the State of California but I think some of his concerns would apply to you knowing the situations we have in community colleges too. And O'Connell particularly referred to some comparisons between racial groups and he said that many educators and leaders in the state of California have an assumption that's not correct: that Latino and Black students' low scores are due to the effects of poverty. He says the data shows that's not true. It's not a matter of poverty and the poor scoring lower, because the same thing applies to Black and Latino students who are not designated as poor. They're performing below White students too and at or near the poverty level even though they're not in that category. So O'Connell pointed out these are not economic achievement gaps, they are racial achievement

gaps. And so that caught my attention and again I'm asking the rhetorical question, "Are we doing enough in this district?"

At the opening day of the two colleges, I thought Chancellor Hunter had some very interesting remarks that again caught, you know touched a nerve with me when he pointed out, I think in speaking at Fullerton College, that as a high school student he was moved from Georgia to Santa Barbara and as a high school student in Santa Barbara was affiliating with all white classes and classmates and was just a very different experience and situation for him. That was a little bit difficult I think for him to adjust to and get accustomed to. And then, I think in his remarks at Cypress College Chancellor Hunter pointed out that his daughter, his daughter the next generation attending San Diego High School, had a problem getting accepted in an advanced placement class, again because of color. And I don't, I try to be, I try to be understanding and connect with some of these types of problems that folks of color face and you know I'm admittedly a WASP, a White Anglo Saxon Protestant, and I'm not sure that I can really understand some of the things that our students and our colleagues go through who are not like some of the rest of us.

And so, I just wanted to, well another example would be the student at Cypress College, Mario, this amazing story that he has. A Latino, an ex-con who has found a connection at Cypress College, and it's just amazing what the atmosphere at Cypress College has provided for him to succeed as a college student. Something that he never anticipated, I think, I don't think when he was involved in gangs and all kinds of problems. So again, I think Mario may be an example of, an answer, of the question, "Are we doing enough?" In his case, I think we are doing enough and doing a lot for him.

At Fullerton College this past year, I think Trustee Matsuda was involved in helping or participating in a panel discussion on the Mendez vs. Westminster case and there were people in that panel discussion who were part of the Mendez family and who were part of that situation back in the fifties when there were segregated schools in Westminster – right here in Orange County. And Adela Lopez just mentioned this play that's going to be taking place at Fullerton College that sounds like it will be very interesting. In fact, when I attended that panel discussion on Mendez vs. Westminster at Fullerton College and folks on that panel were talking about their experiences, we are up in age adults now, but who were kids back in the fifties in the City of Westminster, they were describing how their families were being treated and so on. It kind of took me back to my high school days. I grew up in Madison Wisconsin, I went to a school that was a downtown integrated school, a very integrated school and I got involved in promoting what we call Brotherhood Week back in the forties, late forties and early fifties back in the Midwest.

I don't know, when I go back to our vision statements for our district, for the District, "Our college community as the celebrated choice of diverse learners," and I hope that's true. Are we doing enough? Are we really making this District the celebrated choice of diverse learners? Cypress College promoting student learning success and celebrating diversity...the School of Continuing Education serving the diverse needs of individuals, business and the community. And so, all of these things seemed to strike a cord with me just recently and I wanted to vent a little bit I guess. And again I ask the rhetorical question, "Are we doing enough?" The question I'm not expecting anybody to answer tonight but I think it's a question we all need to keep in mind as we look at our staff and our student population. Are we doing enough for everybody? Thank you.

- F. **Trustee Barbara Dunsheath** commended staff on the *2007 Building Progress Report* publication, which provides an overview of the District's Facilities Bond Program and was recently mailed to all residents in the District's service area.

**MINUTES:** It was moved by Trustee Leonard Lahtinen and seconded by Trustee Manny Ontiveros that the Minutes of the Regular Meeting of August 14, 2007, be approved as submitted. **Motion carried unanimously by those members present, including the Student Trustees' advisory votes.**

#### **FINANCE & FACILITIES:**

**Item 3.a:** By the block vote, ratified change orders for the public works projected listed per the Change Order Request, with a total of \$141,846.14.

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

**Item 3.b:** By the block vote, authorization was granted to file of the Notice of Completion of Work for PW0506-603, Cypress College, Elevator Project, with Neil Edwards Construction Co., Inc., and to release the final retention payment when due.

**Item 3.c:** By the block vote, authorization was granted to participate in the California Integrated Telecommunications Network II Contracts (CALNET2), to purchase telecommunication equipment and services for various sites throughout the District, effective August 29, 2007, through August 29, 2012.

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

**Item 3.d:** By the block vote, the Board changed the public hearing date for the District's 2007-08 Proposed Budget from September 11 to September 25, 2007, to be held at the Anaheim Campus Board Room at or about 5:30 p.m. pursuant to §58301 of Title 5, California Code of Regulations, to provide the public with an opportunity to comment on the budget prior to the adoption of the Proposed Budget.

**INSTRUCTIONAL RESOURCES:**

**Item 4.a:** By the block vote, the Board authorized Cypress College to accept various equipment donations from Fumio Ogoshi for use in the Science, Engineering and Math Division.

**HUMAN RESOURCES:**

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

RETIREMENTS

Crawford, James R.	SCE	Non Credit DSPS Instructor Eff. 06/18/2008 PN SCF996
Leavell, Charles Z.	FC	Instructor Anatomy/Physiology Eff. 01/09/2008 PN FCF842

RESIGNATION

Mazzotta, Casey	FC	Physical Education Instructor Eff. 08/20/2007 PN FCF818
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LONG-TERM SUBSTITUTE

Alvarez, Javier	FC	Art Instructor Leave of Absence Replacement (100%) Class B, Step 1 + stipend in lieu of benefits Eff. 08/17/2007-12/20/2007
Nielson, Christopher	FC	English Instructor Leave of Absence Replacement (100%) Class B, Step 5 + stipend in lieu of benefits Eff. 08/16/2007-12/20/2007

TEMPORARY MANAGEMENT CONTRACT

Gibson, Carlene	FC	Interim Dean, Student Support Services Not to exceed \$10,302.58 per month + stipend in lieu of benefits Eff. 09/04/2007-12/21/2007 PN FCM975
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		To: Class D Eff. 08/15/2007
Dahle, Steven	FC	Music Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 2 Eff. 08/20/2007
Davison, John	CC	Chemistry Instructor Sabbatical Replacement (100%) From: Class B, Step 1 To: Class F, Step 10 Eff. 08/15/2007-12/20/2007
De Roo, Robin	CC	Chemistry Instructor From: Class B, Step 1 To: Class C, Step 9 Eff. 08/15/2007
Gebhard, Tiffany	FC	English Instructor Long Term Substitute Sabbatical Replacement (100%) From: Class B, Step 1 To: Class B, Step 3 Eff. 08/16/2007-12/20/2007
Gottdank, Adam	SCE	Counselor, Vocational/DSPS From: Class B, Step 1 To: Class F, Step 7 Eff. 07/25/2007
Gutierrez, Ruth	CC	Reading Instructor From: Class B, Step 1 To: Class D, Step 10 Eff. 08/15/2007
Henke, William	FC	Art/Ceramics Instructor From: Class B, Step 1 To: Class E, Step 10 Eff. 08/15/2007
Kang, Sunny	FC	Mathematics Instructor Sabbatical Replacement (100%) From: Class B, Step 1 To: Class B, Step 10 Eff. 08/15/2007-12/20/2007

Karian, Carol	FC	Child Development/Family Instr. (ADJ) From: Column 1, Step 0 To: Column 1, Step 1 Eff. 08/20/2007
Kamikawa, Jill	FC	Librarian Long Term Substitute Personal Leave Replacement (100%) From: Class B, Step 1 To: Class C, Step 5 Eff. 08/17/2007
Kilroy, James	CC	English (ADJ) From: Column 2, Step 0 To: Column 2, Step 1 Eff. 08/20/2007
Klyde, Michael	CC	Automotive Tech Instructor From: Class B, Step 1 To: Class E, Step 10 Eff. 08/15/2007
Lopez, Connie	FC	Cosmetology Instructor From: Class D To: Class E Eff. 08/15/2007
Marcus, Ted	CC	Chemistry Instructor (ADJ) From: Column 3, Step 0 To: Column 3, Step 1 Eff. 08/20/2007
Marquardt, Marcus	CC	Psychiatric Tech Instructor From: Class B, Step 1 To: Class B, Step 10 Eff. 08/15/2007
McLean, Danissa	FC	English Instructor Long Term Substitute Sabbatical Replacement (100%) From: Class B, Step 1 To: Class B, Step 7 Eff. 08/16/2007-12/20/2007
Mierop, John	FC	Speech Instructor (ADJ) From: Column 1, Step 0 To: Column 1, Step 1 Eff. 08/20/2007

Molina, Rosa	FC	Cosmetology Instructor From: Class D To: Class E Eff. 08/15/2007
Nabahani, Melanie	CC	English Instructor From: Class C To: Class D Eff. 08/15/2007
Nguyen, Gregory	FC	Mathematics Instructor From: Class C To: Class D Eff. 08/15/2007
Ogoshi, Fumio	CC	Biological Science Instructor From: Class B, Step 1 To: Class F, Step 4 Eff. 08/15/2007
Ramos, Larry	CC	Automotive Collision Repair Instructor From: Class B, Step 1 To: Class B, Step 10 Eff. 08/15/2007
Randazzo, Victoria	CC	Nursing Instructor Long Term Substitute Sabbatical Replacement (100%) From: Class B, Step 1 To: Class B, Step 6 Eff. 08/21/2007-12/20/2007
Rosenblum, Lenny	FC	CIS Instructor (ADJ) From: Column 1, Step 0 To: Column 1, Step 1 Eff. 08/20/2007
Simpson, Robert	CC	Interim Executive Vice President From: Range 39, Step A To: Range 39, Step E Eff. 08/15/2007-06/30/2008
Smith, Douglas	FC	Foreign Language Instructor Long Term Substitute Sabbatical Replacement (100%) From: Class B, Step 1 To: Class E, Step 4 Eff. 08/15/2007-12/20/2007

Swytak, Judith	CC	Nursing Instructor From: Class C To: Class D Eff. 08/15/2007
Young, Renee	FC	Fashion Instructor From: Class B, Step 1 To: Class E, Step 9 Eff. 08/15/2007

PAYMENT FOR INDEPENDENT LEARNING CONTRACT

Freer, Carolee	CC	\$60.00
Greico, Laura	CC	\$ 5.00

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2007 FALL SEMESTER, TRIMESTER

Connelly-Oshiro, Patricia	SCE	Column 1, Step 2
DeJong, Michael	FC	Column 1, Step 0
DeVries, Peter	FC	Column 1, Step 0
Everett, Michael	FC	Column 1, Step 0
Ho, Yishin	FC	Column 1, Step 0
Loh, Theresa	FC	Column 1, Step 0
Nguyen, Kelly	CC	Column 1, Step 0
Parker, Arlene	CC	Column 1, Step 0
Rho, Gina	FC	Column 1, Step 0
Sepulveda, Christine	CC	Column 1, Step 0
Smith, Kristin	FC	Column 1, Step 0
Smith, Harold	CC	Column 1, Step 0
Strand, Margith	CC	Column 2, Step 0
Tseng, Wendy	FC	Column 1, Step 0
Verret, Joseph	CC	Column 3, Step 0

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

NEW PERSONNEL

Bernal, Joseph	AC	Production Center Specialist 12-month position (100%) Range 29, Step A Eff. 9/05/2007 PN DEC972
Cruz, Pete	AC	Special Projects Director/Finance & Facilities Temporary Management Position (100%) Range 3, Spec Proj Adm Daily Rate Schedule+stipend in lieu of benefits

Eff. 8/29/2007 – 6/30/2008  
PN DET996

Kimble, Kimberly                   AC   Office Coordinator  
12-month position (100%)  
Range 40, Step E  
Eff. 9/04/2007  
PN DEC943

Nieto, Joe                           AC   Printer  
12-month position (100%)  
Range 37, Step E  
Eff. 9/04/2007  
PN DEC968

Oja, Michelle                       CC   Research Analyst  
12-month position (100%)  
Range 52, Step A  
Eff. 9/04/2007  
PN CCC749

#### PROMOTIONS

McPherson, Vickie               AC   Payroll Specialist  
12-month position (100%)  
PN DEC984

To:   AC Human Resources Specialist  
12-month position (100%)  
Range 24C, Step E+15% Long+PG&D  
Eff. 9/01/2007  
PN DEN994

Peters, Lowell Carl               AC   Facilities Custodian I  
12-month position (100%)  
PN DEC955

To:   FC Facilities Assistant  
12-month position (100%)  
Range 28, Step D  
Eff. 8/29/2007  
PN FCC917

Topete, Alba                       AC   Administrative Assistant II  
12-month position (100%)  
PN DEC973

To:   AC Executive Assistant II

