

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

June 9, 2020

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, June 9, 2020, at 5:30 p.m. via Zoom teleconference and YouTube livestream.

President Ryan Bent called the meeting to order at 5:30 p.m. and led the Pledge of Allegiance to the Flag.

**TRUSTEE ROLL CALL:** Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Jacqueline Rodarte, and Student Trustees Ester Plavdjian and Chloe Reyes. Absent: None.

**RESOURCE PERSONNEL PRESENT:** Cheryl Marshall, Chancellor; Fred Williams, Vice Chancellor, Finance & Facilities; Irma Ramos, Vice Chancellor, Human Resources; Cherry Li-Bugg, Vice Chancellor, Educational Services & Technology; Greg Schulz, President, Fullerton College; JoAnna Schilling, President, Cypress College; Valentina Purtell, President, North Orange Continuing Education; Kai Stearns Moore, District Director, Public & Governmental Affairs; Lisa Gaetje, representing the District Management Association; Jennifer Oo, representing the North Orange Continuing Education Academic Senate; Craig Goralski, representing the Cypress College Academic Senate; Kim Orlijan, representing the Fullerton College Faculty Senate; Mohammad Abdel Haq, representing United Faculty; Dawnmarie Neate, representing CSEA; Lauren Mata, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

**OTHER ADMINISTRATORS AND EMPLOYEES PRESENT:** Paul de Dios and Alex Porter from Cypress College; Gil Contreras, Rod Garcia, Jose Ramon Nuñez, and Joe Ramirez from Fullerton College; Terry Cox from North Orange Continuing Education; and Gail Arriola-Nickell and Danielle Davy from the District Office.

**VISITORS:** Rick Alonzo, Matt Bohanon, Jenny Derry, Brandon Harrison, Alicia Herrera, Carissa Oyedele, Andrew Perez, Deven Rose, and Mario Violich via Zoom teleconference, with public participation provided via YouTube livestream.

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

- A. **Renee Ssensalo**, NOCCCD President of the Black Faculty and Staff Association (BFSA), made a statement to the Board requesting that they acknowledge the systemic institutional racism that exists within the District, including the unfair and unequal hiring towards Black applicants and the unfair treatment of Black employees. The BFSA demanded an action plan for immediate and ongoing change, and the creation of a new vision which demonstrates that “Black Lives do Matter” in the District.

(See Supplemental Minutes #1256 for a copy of the statement.)

- B. **Cynthia Guardado**, Fullerton College Faculty, addressed the Board to demand a call to action to eliminate the racism in the District that she, as a woman of color, has experienced on campus from faculty and students. She asked the Board to create a safe and inclusive space for students, staff, and faculty of color, and to create the necessary long-term plan for training on anti-racism for all district employees.

(See Supplemental Minutes #1256 for a copy of the statement.)

- C. **J. Janaki Parikh**, former Fullerton College Faculty, shared her personal history of discrimination within the District as a bisexual woman of color that resulted in her dismissal. She highlighted the discrimination by her Division Dean, the impact on the tenure process, instances where Campus Safety officers ignored her requests for assistance with disruptive students, and how the District destroyed her 15-year career.

(See Supplemental Minutes #1256 for a copy of the statement.)

- D. **Cristina Arellano Duenas**, Fullerton College Faculty, shared that she has listened to numerous students share their experiences, and while most have been positive, some Anatomy and Physiology students have noted that their professors begin the semester by welcoming students and enforcing a sense of fear by letting them know most of them will not succeed in the course. That act continues to oppress and marginalize students of color who already feel like they don't belong in college and continues to perpetuate institutionalized racism. She stated that they stood in solidarity for the students of NOCCCD who have witnessed and personally experienced racist acts, and with the students of California community colleges with the hope of dismantling institutionalized racism on college campuses to collectively create change for a just, equitable, and inclusive educational system.

(See Supplemental Minutes #1256 for a copy of the statement.)

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

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

**Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

**BLOCK VOTE APPROVAL OF PERSONNEL ITEMS:** It was moved by Trustee Barbara Dunsheath and seconded by Trustee Jacqueline Rodarte that the following personnel items be approved by block vote:

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

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

**CHANCELLOR'S REPORT**

- A. As part of her report, **Chancellor Marshall** made the following statement: “The past two weeks have given all of us a great deal to process emotionally and to think about. We’ve seen and heard many words – some of which were very powerful. From my perspective, for these words to endure, we must act on them. If we don’t, they fade to pure rhetoric.

On the personal level, I hope all of us continue to critically examine our biases and work diligently to remove any shred of prejudice and racism. I hope that we acknowledge pain with compassion and concern. I hope that, as **Dr. Shaun Harper** states, we build the skills to talk about racism in a constructive way instead of being afraid or embarrassed. I hope we channel our outrage and grief into courageous deeds.

On the organizational level, we still have a long way to go. In some ways we have begun the journey and we must continue to make progress. One of the best things I read was from **John Stankas** who recently completed his term as the Statewide Academic Senate President. He listed tangible actions we can take as an institution including changes to our curriculum, to our hiring processes, and to systemic barriers for our students. He reminded us that we don’t have to have an answer to start a conversation and to avoid “assigning blame” for structural racism.

This past year, the Black Faculty and Staff Association courageously brought to our attention the feelings that they have to “do 150%” to be considered for promotions. With the help of **Dr. Ricky Shabazz** and **Dr. Herb English**, we began to unpack these thoughts and take actions to resolve the issues. We still have a long way to go.

After much debate, we changed our hiring policies and practices to truly be inclusive. Yet, we still struggle to have diverse representatives on hiring committees and to ensure that committee members address their own biases and interview more than a handful of the “usual suspects.” We still have a long way to go.

I applaud our CEOs for supporting and hosting a variety of forums where meaningful dialogue can take place. I have reached out to the Center for Urban Education to inquire about services they can provide district-wide to help all of us have the kind of discussions that will move us forward.

While I have felt outraged, heartbroken, and discouraged at times during the past two weeks, I know that we must continue to address racism and inequities in our District. Our black students matter, our black employees matter, all black lives matter. There is finally a heightened awareness –one I have not seen in my lifetime– of the depth and pervasiveness of the problem. It demands our words and our actions.”

## COMMENTS

- A. **Fred Williams** thanked District and campus finance staff for their hard work on the District tentative budget which will be presented at the June 23 Board meeting.
- B. **Valentina Purtell** reported that it has been a difficult week for the NOCE community who was shaken by the death of **George Floyd**. She stated that diversity is essential for NOCE and real change requires us to commit personally. To that end, the NOCE leadership councils will work on implementing systems leading to cultural changes.

She also welcomed **Jennifer Oo** to her first Board meeting as NOCE Academic Senate President and noted that she was excited to partner with her and her leadership team.

- C. **JoAnna Schilling** stated that it was painful to hear the public comments, and that during this very difficult week there has been a lot of soul searching and heartfelt conversations that have required self-reflection and to ask how we can do better. She vowed to continue to listen and to learn, and to use her position and privilege to continue to support our collective vision of diversity. Cypress College will host a student forum on June 10 led by the Legacy Program and Associated Students, and moderated by **Regina Rhymes** and **Laron Armstead**, with an employee forum the following week. She also shared that all Cypress College students that participated in graduation and purchased regalia received a free photo session, and on June 9 and 10 they are expected on campus to have their personal photo taken.
- D. **Greg Schulz** reported that the campus is filled with a variety of emotions including anger, grief, and fear following the murder of **George Floyd**, but expressed pride regarding the open conversations that the campus continues to have with a shared goal of being an anti-racist campus and leading social justice efforts. On June 10 Fullerton College will host a virtual Zoom conversation about race and justice facilitated by **Dr. Shawn Harper** that will be open to faculty, staff, and students. He shared community concern about Plummer Auditorium being named after Louis Plummer who was affiliated with the KKK, but noted that the facility is not owned by the District. Dr. Schulz shared that the President's Advisory Council voted unanimously to remove the portrait of Mr. Plummer from the series of portraits on display in the Fullerton College Library. He concluded his report by sharing news of the passing of **Gary McRoberts**, faculty emeritus in the Music department at Fullerton College.
- E. **Lisa Gaetje** reported that **DMA** concluded elections and that **Lisa McPheron** will be seated as the new DMA President and **Ty Volcy** as the President Elect. The new leadership will lead DMA on efforts that have been initiated, but not yet completed.
- F. **Jennifer Oo** reported that NOCE is working towards having most adjunct and full-time faculty certified to teach online moving forward.
- G. **Craig Goralski** reported that a record number of faculty will be participating in the 2020 Faculty Leadership Institute and Curriculum Institute sponsored by the Academic Senate for California Community Colleges thanks in part to the support of **President Schilling** and that the Cypress College Academic Senate will meet on June 25 to discuss District and campus COVID-19 responses, and again on July 23. In light of recent events and the calls for institutional change to promote equity and social justice, he shared that he has not done enough to voice the concerns of black, indigenous, and people of color among the faculty ranks at Cypress College in this setting and other governance structures throughout the District. He was too accepting of a status quo that perpetuates structures that promote inequalities, and noted that he must be more committed to representing all faculty, willing to have uncomfortable conversations, and do the hard work in this forum and others to bring about institutional change. He urged the Board and campus and district leaders to do the same.
- H. **Kim Orlijan** reported that while she didn't have an official report, current events led to the drafting of a statement –which she requested be submitted into the record– from the 289 faculty members who have signed it to date. The statement reflected the belief

that to remain silent about the recent racist and violent acts which highlight the persistent and systemic racism in the U.S. is tantamount to accepting those acts and that racism. The need to add voices to the powerful anti-racist statements and not stand silently on the sidelines. The ethical obligation to speak out against the white supremacist and deeply rooted systems that have led to the general oppression, inequitable sentencing, disproportionate imprisonment, police profiling, and countless murders of unarmed Black people by police forces. The responsibility to commit to dismantling the racist structures and institutions, and the need to recognize that the institution in which we work contains as its very foundation biases and injustices that privilege some and encumber others. That part of the necessary change involves ensuring the hiring, support, and promotion of Black, indigenous, and people of color employees; the inclusion of culturally sustaining curriculum and pedagogy; the infusion of no-hate and anti-racist education for everyone in our college community; the election of anti-racist and equity-minded trustees. Their standing with African American/Black students and colleagues and against systemic oppression, standing against racism so appallingly exemplified by the recent murders of **George Floyd, Breonna Taylor**, and countless other African Americans, standing in support students of color to increase efforts to provide a safe, equitable learning environment, and standing on the side of justice for people of color in the U.S.

(See Supplemental Minutes #1256 for the full statement.)

- I. **Mohammad Abdel Haq** reported that United Faculty signed temporary COVID-19 MOUs for the Summer and Fall 2020 semesters. Given the on-going national discourse regarding institutional racism, he dedicated his report to addressing faculty of color and called out the District for its repeated failures to address equity and diversity in a meaningful manner. He stated that a budget is a moral document that tells what is prioritized and valued, and the District budget makes it clear that claims of equity and diversity are a farce. The District is not invested in its faculty as evidenced by lack of raises, compensation in comparison to surrounding districts, the disproportionate impact of the lack of health coverage for dependents on faculty of color, and unwillingness to offer salaries that attract qualified faculty of color. He accused District leadership of being complicit in inequity for not speaking up when witnessing racist behavior and stated it is time for action in a meaningful way to support faculty of color. He announced that United Faculty will launch an initiative to create a Racial Justice and Equity Committee with the mission of incorporating a racial justice lens in everything they do.
- J. **Dawnmarie Neate** thanked **Dr. JoAnna Schilling** for including her in the Classified employees week celebration event, and reported that negotiations are complete and in the ratification process. As CSEA moves into the next negotiations she encouraged trustees to take on a larger role in the process and reiterated that the District work with CSEA on campus reopening plans. She also expressed concern with the number of Special Project Managers who could be doing classified work.
- K. **Lauren Mata** read a statement on behalf of the Adjunct Faculty United Executive Board stating they continue to stand by their members and communities in a turmoil due to the systemic racial injustices and police brutality illustrated by the murders of **George Floyd, Breonna Taylor**, and too many others and their support for the peaceful protests that have taken place and for the calls for justice and widespread reforms. She expressed union support for the six points of the call to action, presented by the

California Community College Chancellor's Office, and called upon all faculty, staff, administration, and trustees to not just support passive diversity policies, but active anti-racism practices. She highlighted the effort in the city of Fullerton to change the name of the Plummer Auditorium, and the decision of Fullerton College administration to remove the physical portrait and digital copy of Mr. Plummer from their library collection. She thanked Dr. Marshall, Chancellor's Staff, Campus Presidents, and other campus leaders for their continued dedication and work towards active anti-racism in the District.

- L. **Student Trustee Chloe Reyes** encouraged everyone wanting to spread love, to listen to those in pain who have been systematically oppressed, and do more than say that we hear them, and instead fight for them. She noted that the new normal is reading, watching, listening, and advocating for Black lives and building of informing inclusion, equality, and growth.
- M. **Trustee Ed Lopez** stated that he appreciated the sentiments expressed on social justice and looked forward to the actions that can be taken and other structural reforms.
- N. **Trustee Jeffrey P. Brown** reported that the District Audit Committee met with the District auditors with the audit report expected in October. He thanked Chancellor Marshall for her statement and for the information that the District has already been engaged in, despite there still being a ways to go.
- O. **Trustee Barbara Dunsheath** thanked everyone for their comments and mentioned the importance of speaking up and being heard. She reported on her participation at an emergency meeting of the CCCT and CEO Boards where a resolution was adopted affirming the commitment to student success for African American and Black students which she noted was a beginning step for a long road ahead.
- P. **Trustee Jacqueline Rodarte** thanked everyone who commented and stated that she looked forward to the actions that we are going to take. She expressed hope that the six points of the State Chancellor's Office "Call to Action" becomes a living document, and that the graduation requirement for cultural diversity can be consistent across the District between both colleges.
- Q. **Trustee Ryan Bent** thanked the Dell Corporation for donating computers to NOCE.

**MINUTES:** It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to approve the Minutes of the Regular Meeting of May 26, 2020. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

## **FINANCE & FACILITIES**

**Item 3.a:** By block vote, authorization was granted to ratify purchase order numbers P0139001 - P0139478 through May 13, 2020, totaling \$3,387,017.03 and check numbers C0051611 - C0051681, totaling \$117,544.76; check numbers F0248038 - F0260249, totaling \$7,367,035.03; check numbers Q0006940 - Q0009353, totaling \$52,151.80; check numbers 88503599 - 88504347, totaling \$14,147,309.71; check numbers V0031801 - V0031811 totaling \$16,873.00; check numbers 70101530 - 70108983, totaling \$306,032.61; and disbursements E8861316 - E8868345, totaling \$3,554,637.79, through May 31, 2020.

**Item 3.b:** By block vote, authorization was granted to make adjustments to the General Fund and Child Development Fund revenue and expenditure budgets in accordance with the revised fiscal year 2019-2020 allocations and adopt resolutions to adjust budgets and authorize expenditures within the General Fund and Child Development Fund pursuant to the California Code of Regulations Title 5, §58308.

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

**Item 3.c:** By block vote, authorization was granted for the 2019-2020 General Fund and Capital Outlay Fund transfers netting to the amount of \$1,086,738 and adopt the resolution showing the summary, pursuant to the California Code of Regulations, Title 5, §58307.

**Item 3.d:** By block vote, authorization was granted to adopt the resolution authorizing the County Superintendent of Schools to make any necessary transfers between contingencies and expenditure classifications.

**Item 3.e:** By block vote, authorization was granted to renew the property and liability insurance coverage with the Alliance of Schools for Cooperative Insurance Programs (ASCIP) and Schools Excess Liability Fund (SELF) for FY 2020-21 at the estimated amount of \$1,448,535.

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

**Item 3.f:** By block vote, authorization was granted to enter into an agreement with Arthur J. Gallagher & Co. to purchase excess Workers' Compensation insurance coverage through Safety National Casualty Corporation beginning July 1, 2020, through June 30, 2021, at the rate of 0.1074 per \$100 payroll with \$500,000 SIR and \$6,000 for the broker fee.

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

**Item 3.g:** By block vote, authorization was granted for the institutional memberships exceeding \$1,000 for the 2020-2021 school year for the organizations listed.

**Item 3.h:** By block vote, authorization was granted to amend the consulting agreement with Gatzke, Dillon, & Balance LLP for an additional \$21,800, for a total budget of \$207,800.

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

**Item 3.i:** By block vote, authorization was granted to approve the opt-out Cypress College Student Fee increase from \$7.00 to \$13.00 effective and implemented in the Fall 2020 semester registration.

**Item 3.j:** By block vote, authorization was granted to award Bid #1920-16, Piazza Deck Repairs project at Cypress College to Howard Ridley Co, Inc. as the lowest overall responsive and responsible bidder in the amount of \$250,175 including \$50,000 Allowance.

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

**Item 3.k:** By block vote, authorization was granted to amend the architectural services agreement with Westberg & White for the Renovation of the Existing Baseball Field and Supporting Structures at Cypress College in the amount of \$40,000. The amended amount will bring the total contract to \$169,000 plus \$2,000 reimbursable expenses. The term of the agreement shall be extended through December 31, 2020.

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

**Item 3.l:** By block vote, authorization was granted to award Bid #1920-15, Baseball Filed Improvements at Cypress College to JRH Construction Company, Inc. as the lowest overall responsive and responsible bidder in the amount of \$1,828,961, including \$180,000 Allowance.

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

**Item 3.m:** The Board received and reviewed the management letters and annual audits for the District Foundation, Cypress College Foundation, and Fullerton College Foundation for fiscal year 2018-2019. Alicia Herrera, Brandon Harrison, and Rick Alonzo, with EideBailly, provided highlights of each of the Foundations.

The District Foundation, under internal financial control by District management, received an unmodified opinion, free of material noncompliance, with no adjustments.

The Fullerton College Foundation has \$2.13 million in net assets, but unrestricted dollars are negative \$2.3 million due to overspent donor restricted assets, and are running a negative operation deficit. The management letter the Foundation received is due to the uncommon practice of using net assets for operations which can lead to insufficient assets in the future. To remedy the operational deficit, the Foundation needs to lower expenses or increase revenue, but a \$2.3 million deficit is difficult to remedy without immediate action to address it.

Trustees inquired how much the Fullerton College Foundation paid in scholarships and for operations; whether the use of funds with donor restrictions to pay for ongoing expenses is legal, in violation of restrictions, or an accounting problem; the number of foundation employees; whether the audit has been shared with the Foundation Board; whether the Foundation Board has received audit information in the past; what role or type of control the NOCCCD Board has over the Foundation; whether the District would assume liability of the Foundation's debt; whether the District could simply cut ties and have a separate foundation.

Trustees also expressed concern with the amount of operational costs in personnel and general expenses exceeding scholarships; with the potential for not having adequate resources if current trends continue; and the need to have ongoing attention and an action plan. Trustee Jacqueline Rodarte, the Board's appointment to the Fullerton College Foundation Board, shared her concerns as well and noted that she would voice them at the upcoming Foundation meeting.

The Cypress College Foundation received an unmodified opinion with no adjustments and a management letter to address the deficit in unrestricted net assets. The Foundation had approximately \$3.5 million in net assets, with \$3.8 million in restricted net assets and \$336,000 in the unrestricted category. Similar to the Fullerton College Foundation, the Cypress College Foundation is borrowing money from the restricted account, which is not a good practice. However, auditors noted that the amount is easier to address when you note that the Foundation generates about \$1.1 million in the unrestricted category.

President JoAnna Schilling clarified that the Cypress College Foundation finding has occurred for quite a few years and is the result of the Foundation having received a Title V grant that required matching funds of \$1.5 million. The money was moved from restricted accounts to match the Title V funds and resulted in the deficit finding, but the Foundation is cognizant of the fact that they need to raise more unrestricted funds to compensate for it.

Trustee Barbara Dunsheath, who sits on the Cypress College Foundation Board, stated that the Foundation has consistently increased its overall net assets for the past ten years and that the Board as a whole reviews financial statements at every meeting.

**Item 3.n:** By block vote, authorization was granted to approve the donation of 100 loaner laptops from Dell Computer Company for the North Orange Continuing Education Disability Support Services students through December 31, 2020.

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

## **INSTRUCTIONAL RESOURCES**

**Item 4.a:** By block vote, authorization was granted to approve the summary of curriculum changes for Cypress College, to be effective Fall 2020, Summer 2021 and Fall 2021. The curricula have been signed by the Campus Curriculum Chairperson and the College President, and have been approved by the District Curriculum Coordinating Committee.

**Item 4.b:** By block vote, authorization was granted to formally approve the revised Cypress College mission statement in order to satisfy accreditation requirements.

## **HUMAN RESOURCES**

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

### RETIREMENT

Nauer, Kathleen	FC	Art/Computer Graphics Instructor Eff. 07/22/2020 PN FCF797
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### NEW PERSONNEL

Teer, Stephanie	CC	Director, Educational Partnerships and Programs (Dual Enrollment) 12-month Position (100%)
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Range 20, Column G  
 Management Salary Schedule  
 Eff. 07/01/2020  
 PN CCM696

Young, Annette                      CC      Librarian – Online Learning  
 First Year Probationary Contract  
 Class B, Step 1  
 Eff. 08/20/2020  
 PN CCF722

#### TEMPORARY MANAGEMENT CONTRACT

Vakil, David                      CC      Interim Dean, Science, Engineering and Math  
 12-month Position (100%)  
 Range 32, Column G  
 Management Salary Schedule  
 Eff. 07/01/2020-06/30/2020  
 PN CIM984

#### EXTENSION OF TEMPORARY MANAGEMENT CONTRACT

Verduzco, Gisela                      CC      Interim Director, Student Success  
 and Support Programs  
 Range 24, Column C  
 Management Salary Schedule  
 Eff. 07/01/2020-09/11/2020

#### CHANGE IN SALARY CLASSIFICATION

Gabaldon, Nadia                      FC      Learning Disabilities Specialist  
 Temporary Contract (100%)  
 Pursuant to E.C. 87482  
 Class D, Step 10  
 Eff. 03/02/2020-06/30/2020

#### MANAGEMENT PROFESSIONAL GROWTH AND DEVELOPMENT

Gaetje, Lisa                      CC      Dean, Social Sciences  
 Doctoral Stipend (\$3500)  
 Eff. 07/01/2020

#### TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2020 FALL SEMESTER

Peters, Jennifer                      CC      Column 2, Step 1

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

#### RESIGNATION

Guzman, Ines                      CC                      Campus Safety Officer  
 12-month position (100%)  
 Eff. 06/09/2020  
 PN CCC876

### NEW PERSONNEL

Altoma, Noor                      CC                      Special Project Coordinator, Transfer Coach Title V  
 Temporary Management Position (100%)  
 Range 1, Special Project Admin Daily Rate Schedule  
 Eff. 07/01/2020 – 06/30/2021  
 PN CCT999

Fayad, Sabrina                      CC                      Receptionist  
 12-month position (50%)  
 Range 29, Step A + 5% Shift  
 Classified Salary Schedule  
 Eff. 06/10/2020  
 PN CCC893

Loon, Lesley-Anne                      CC                      Administrative Assistant III, College Foundation  
 12-month, position (100%)  
 Range 41, Step C  
 Classified Salary Schedule  
 Eff. 06/10/2020  
 PN CCC694

### REHIRES

Ali, Mir                                      CC                      Special Projects Director/Medical Director and  
 Supervising Physician of CC Health Center  
 Temporary Management Position (31%)  
 Range 3, Special Project Admin Daily Rate Schedule  
 Eff. 07/01/2020 – 06/30/2021  
 PN CCT994

Avila, Brandi                              FC                      Special Project Manager, UMOJA  
 Temporary Management Position (100%)  
 Range 2, Special Project Admin Daily Rate Schedule  
 Eff. 07/01/2020 – 06/30/2021  
 PN FCT976

Fierro, Deniz                              FC                      Special Project Director, Promise Program/SDSI  
 Temporary Management Position (100%)  
 Range 3, Special Project Admin Daily Rate Schedule  
 Eff. 07/01/2020 – 06/30/2021  
 PN FCT969

Flores, Stephanie                      CC                      Special Project Manager, Dual Enrollment  
 Temporary Management Position (100%)  
 Range 2, Special Project Admin Daily Rate Schedule

		Eff. 07/01/2020 – 06/30/2021 PN CCT725
Garcia, Yanet	CC	Special Project Director, STEM Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 12/30/2020 PN CCT993
Ghatikar, Rachel	CC	Special Project Manager, College Foundation Temporary Management Position (100%) Range 2, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN CCT718
Juarez Valencia, Daniela	CC	Special Project Coordinator, Dual Enrollment Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN CCT721
Mejia, Rosa	CC	Special Project Coordinator, STEM Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN CCT722
Mulholland, Grainne	FC	Special Projects Director/Medical Director and Supervising Physician of FC Health Center Temporary Management Position (31.41%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN FCT983
Payan-Hernandez, Martha	FC	Special Projects Director/CTE Temporary Management Position (100%) Range 3, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN FCT971
Perret-Martinez, Erika	CC	Special Project Coordinator, College Foundation Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN CCT713
Rocha, Sandra	CC	Special Project Coordinator, Dual Enrollment Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN CCT716

Tran, Luu	CC	Special Project Coordinator, Student Equity and Achievement Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 07/01/2020 – 06/30/2021 PN CCT981
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### PROMOTION

Lindley, Evelyn	CC	Administrative Assistant I 12-month position (100%) PN CCC843  To: Administrative Assistant II 12-month position (100%) Range 36, Step E Classified Salary Schedule Eff. 07/01/2020 PN CCC684
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### VOLUNTARY CHANGES IN ASSIGNMENT

Abutin, Allan	AC	IT Project Leader, (100%)  Temporary Change in Assignment To: NOCE Interim Manager, Instructional Technology Services (100%)  12-month position (100%) Range 19, Column G + PG&D Management Salary Schedule Eff. 06/10/2020 – 06/30/2020
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### PROFESSIONAL GROWTH & DEVELOPMENT

Hampton, Bradley	CC	Piano Accompanist (100%) 1 <sup>st</sup> increment (\$400) Eff. 07/01/2020
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### LEAVES OF ABSENCE

Aguilar, Freddy	FC	Electrician (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 03/18/2020 – 05/31/2020 (Consecutive Leave)
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Aponte, Zola	CC	Instructional Assistant, Career Center (100%) Family Medical Leave (FMLA/CFRA/PDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter
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		Eff. 06/29/2020 – 08/18/2020 (Consecutive Leave)
Jara, Jacqueline	FC	Admissions and Records Technician (100%) Family Medical Leave (FMLA/CFRA/PDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 07/06/2020 – 08/16/2020 (Consecutive Leave)
Nichols, Steven	FC	Facilities Custodian II (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using Families First Corona Virus Response Act Until Exhausted; Unpaid Thereafter Eff. 05/26/2020 – 05/28/2020 (Consecutive Leave)
Willie, Gemena	FC	Admissions and Records Technician (100%) Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 06/25/2020 – 08/19/2020 (Consecutive Leave)

#### STIPEND FOR ADDITIONAL ADMINSTRATIVE DUTIES

Land, Michael	CC	IT Service Coordinator I (100%) Extension of 6% Stipend Eff. 07/01/2020 – 12/31/2020
McKeown, William	CC	IT Service Coordinator I (100%) Extension of 6% Stipend Eff. 07/01/2020 – 12/31/2020
Neate, Michael	FC	IT Specialist, Network (100%) Extension of 6% Stipend Eff. 07/01/2020 – 12/31/2020
Nguyen, Hai	FC	IT Specialist, Network (100%) Extension of 6% Stipend Eff. 07/01/2020 – 12/31/2020
Pham, Tony	FC	IT Specialist, Network (100%) Extension of 6% Stipend Eff. 07/01/2020 – 12/31/2020

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

(See Supplemental Minutes #1256 for a copy of the professional expert personnel listing.)

**Item 5.d:** By the block vote, authorization was granted for the hourly listing.

(See Supplemental Minutes #1256 for a copy of the hourly personnel listing.)

## GENERAL

**Item 6.a:** The Board received and reviewed the Draft Educational and Facilities Master Plan (EFMP) 2021-2030. Consultants provided an overview of the EFMP planning process, the strategic directions and goals that resulted from the last 12 months of work, and provided examples from each campus of how the plan is intended to work. Presentation highlights included the following:

Mission: The mission of the North Orange County Community College District is to serve and enrich our diverse communities by providing a comprehensive program of educational opportunities that are accessible, relevant, and academically excellent. We are unequivocally committed to student success and lifelong learning.

Vision: Our diverse learners will be prepared to shape their futures and become engaged in our democracy.

Core Values: Service, High Standards, Adaptability, Professionalism, Stewardship, Respect, and Inclusiveness.

Strategic Directions: Student Experience & Success; Employee Experience; Stewardship of Resources; Collective Impact & Partnerships; and Physical Environment.

In the ensuing discussion, trustees provided feedback on the draft EFMP and were encouraged to share high level commentary, but to provide specific comments to Chancellor Marshall via email. Individual trustees shared their thoughts which included:

- Excitement regarding the opportunity sites
- Praise for the impressive report and dynamic study
- Pleased to hear there is a planned Executive Summary forthcoming
- Liked the evaluation idea
- Liked the core values
- Draw a little more attention to the portion about diversity and inclusion
- Suggestions to makes statements true, they need to be embedded more
- Include an inclusive definition of the District (referenced during planning points and goals) so that it is adopted by everyone across the District
- Liked the idea of a welcoming center
- A takeaway: the changing age demographics in Orange County
- Appreciated the districtwide recommendations for EMP throughout the report
- Ensure that we reach out to groups in our community
- Liked the focus of engaging students in service learning
- Impressed with the feedback and data
- Correct the trustees areas noted in roman numerals to numbers
- The need for 10 year projections on student enrollment related to facility needs

Kim Orlijan, a Steering Committee member, shared her desire to go back in time and recommend a move from diversity and inclusion language to stronger language like anti-racism. Trustee Jacqueline Rodarte voiced support for use of anti-racism and inquired if there was Board support. Board President Ryan Bent stated that he was unfamiliar with the term prior to this week, that is was not currently included in the diversity report, and wanted it referred to Arturo Ocampo for definition and review before integrating it into the EFMP.

Subsequent to the discussion, it was noted that conversations with the Steering Committee would take place before determining next steps. However, it was noted that if the EFMP returns for approval at the July Board meeting, it would be helpful to have another informational item on June 23 with a summary of changes.

**Item 6.b:** The Board reviewed the Citizens' Oversight Committee Bylaws, application, and current committee composition in order to provide recommendations to the appointment process and application.

Trustees discussed increasing committee membership to reflect one student from each of the three campuses, and also increasing community representatives by five in order to have one from each trustee area. There was also discussion on having committee appointments by trustee area with trustees recruiting and nominating people to serve or to assign vacancies to trustees as they come up for appointment from within their trustee area. The general consensus among trustees was that there was a desire to keep the Citizens' Oversight Committee independent and separate since it does not report to the Board.

Trustees also inquired about an online application; whether the law stipulates that it has to be a community college student; whether students can stay on the committee after they graduate; whether all applicants were accepted last time; logistical issues of having too large a committee; requirements regarding where a committee member lives; and the representative categories governed by Proposition 39.

It was suggested by Craig Goralski to embed a mechanism regarding outreach to faculty and staff in the District due to recent Bond Program complaints. Trustees noted that the Committee's role is only to audit, expressed concern with political influence, and noted that per its by-laws the Committee is not responsible for the order of construction projects.

It was agreed that the District would place advertisement in the paper and on the District website, trustees would solicit candidates, and a discussion would take place when the applications are received. The application will be edited to remove the number of representatives from each category and add the age requirement. Applications will be due by the end of July.

**Item 6.c:** Board President Ryan Bent asked if there were any requests for potential future Board agenda items. Trustee Rodarte requested information as to why the Colleges have different names for their cultural diversity requirements. Kim Orlijan shared that the different terminology is a recent development, as Cypress College revised their "multicultural" requirement, and that Fullerton College plans to take the matter up in the fall semester.

Craig Goralski also inquired if there was a timeline for when the Board Evaluation Subcommittee would be addressing the 2020 Board assessment summaries. Board President Ryan Bent noted that the subcommittee was scheduled to meet next week and would attempt to bring back their findings as fast as possible.

**CLOSED SESSION:** At 8:53 p.m., Board President Ryan Bent adjourned the meeting to closed session per the following sections of the Government Code and stated that there would not be a readout:

**Per Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR IRMA RAMOS, VICE CHANCELLOR, HUMAN RESOURCES; Employee Organizations: United**

**Faculty/CCA/CTA/NEA, Adjunct Faculty United Local 6106, CSEA Chapter #167, and Unrepresented Employees.**

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

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

**RECONVENE MEETING:** At 9:54 p.m., Board President Ryan Bent reconvened the meeting in open session.

**ADJOURNMENT:** At 9:54 p.m., it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes.**

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Prepared By Recording Secretary for  
Jacqueline Rodarte, Secretary, Board of Trustees