

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

August 28, 2018

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, August 28, 2018, at 5:30 p.m. in the Anaheim Campus Board Room.

Board Vice President Jeffrey P. Brown 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, Molly McClanahan, and Student Trustee Pascual Castillo. Jacqueline Rodarte arrived at 6:16 p.m. Absent: None.

**RESOURCE PERSONNEL PRESENT:** Cheryl Marshall, Chancellor; Fred Williams, Vice Chancellor, Finance & Facilities; Irma Ramos, Vice Chancellor, Human Resources; Greg Schulz, President, Fullerton College; JoAnna Schilling, President, Cypress College; Valentina Purtell, Provost, North Orange Continuing Education; Kai Stearns Moore, District Director, Public & Governmental Affairs; Richard Fee, representing the District Management Association; Craig Goralski, representing the Cypress College Academic Senate; Josh Ashenmiller, representing the Fullerton College Faculty Senate; Dana Clahane, representing United Faculty; Rod Lusch, representing CSEA; Kent Stevenson, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

**OTHER ADMINISTRATORS AND EMPLOYEES PRESENT:** Carlos Ayon, Gil Contreras, Rod Garcia, Dawnmarie Neate, and Jose Ramon Nuñez from Fullerton College; Phil Dykstra from Cypress College; Karen Bautista, Terry Cox, Martha Gutierrez, Esther Landin, and Stephanie Paramore from North Orange Continuing Education; and Simone Brown Thunder, Julie Kossick, Victor Manchik, Tami Oh, Amita Suhrid, Kashu Vyas, and Rick Williams from the District Office.

**VISITORS:** Geoff Hurst, Nicola Perry, and Wayne Sass.

**COMMENTS: MEMBERS OF THE AUDIENCE:**

- A. **Wayne Sass**, Fullerton resident and Deacon of the General Assembly and Church of the Firstborn, addressed the Board to share the Church's longstanding interest in purchasing a lot belonging to Fullerton College.

**BLOCK VOTE APPROVAL OF PERSONNEL ITEMS:** It was moved by Trustee Molly McClanahan and seconded by Trustee Ryan Bent that the following personnel items be approved by block vote:

Human Resources: 4.a, 4.b, 4.c, 4.d, 4.e

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

## COMMENTS

- A. **Richard Fee** reported on the first DMA meeting of the year, use of last year's management survey to develop an action plan for this year, and plans to incorporate new technology to communicate with DMA membership.
- B. **Craig Goralski** shared that his Cypress College Opening Day remarks highlighted his goals for the College's Academic Senate including robust communication and campus-wide engagement. He reported that the Senate recognized **Cindy Shrout**, **Wayne Chang**, and **Regina Rhymes** for receiving faculty awards during the spring semester; had presentations by **Dr. Schilling** and Past Senate President **Bryan Seiling**; and discussed Winter Intersession and committee representatives.
- C. **Josh Ashenmiller** reported that while the Fullerton College Faculty Senate has not met yet, they did hold an informal retreat last week.
- D. **Dana Clahane** stated that his comments at the August 14 Board meeting were that part of the District's ending balances should be used for on-going increases.
- E. **Kent Stevenson** reported that he conducted an anonymous survey in his two classes and discovered that many of his pre-college level students either have large amounts of student loan debt or plan to apply for student loans.
- F. **Student Trustee Pascual Castillo** reported that the first week of classes at Fullerton College went well and that he has been in touch with the Cypress College Associated Students regarding an event for incoming students.
- G. **Trustee Stephen T. Blount** congratulated Trustee Ryan Bent on his Opening Day speech which he felt was genuine and encouraging.
- H. **Trustee Molly McClanahan** stated her appreciation for receiving the CEO reports in advance of Board meetings and commented on each, including Cypress College being designated a *Center for Academic Excellence for Cyber Security* by the National Security Agency.
- I. **Trustee Ryan Bent** reported on his attendance at the Fullerton College Convocation and Cypress College Opening Day events and congratulated the Colleges for doing a great job.
- J. **Trustee Barbara Dunsheath** congratulated Cypress College on being honored with a cyber security recognition and shared that the Cypress College Foundation will host their annual golf tournament on October 1.
- K. **Trustee Jeffrey P. Brown** commented on the high cost of textbooks and the use of Open Educational Resources (OER), and asked faculty to keep those costs in mind the cost and look for ways to actively reduce them for students.

**MINUTES:** It was moved by Trustee Ryan Bent and seconded by Trustee Barbara Dunsheath to approve the Minutes of the Regular Meeting of August 14, 2018 as amended with the correction to Dana Clahane's report on page 48. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustee Castillo's advisory vote.**

## STUDY SESSION

**Item 3.a:** The Board conducted a study session to provide updates on the structural analysis recommendations, Supplemental Early Retirement Program (SERP), and organizational restructure. Chancellor Marshall introduced the study session by outlining the planning that occurred in Chancellor's Staff, while the study session discussion addressed the following topics:

### Update on the SERP

The Board received a listing of the SERP retirements by site and category, the hiring status for the vacancies created by the SERP (not including faculty), the savings and costs for 2018-19 (estimated at \$7.7 million), and the cost for the annuity and commissions associated with the SERP.

### Vacancies and Trends

The number of employees by category since 2009 were provided, including a breakdown between General Fund positions and categorically funded positions, as well as ongoing efforts to both reduce the large number of Special Project Managers who have been in place longer than the intended two years and to move duties and/or create permanent positions. Data comparing the District to other similar sized districts highlighted that NOCCCD ratios for full-time employees to Full Time Equivalent Student (FTES) were comparable to the comparisons, and that the District had the highest faculty per FTES and lowest number of classified support staff during the 2015-16 and 2016-17 years.

Trustees inquired about how secure some of the categorical funding streams like Equity, Basic Skills, and SSSP are; the consolidation of funds and the benefits of integration; and the process used to determine which classified positions should be added and how they are addressed.

### Restructuring Process

Chancellor Marshall noted that the District's goal is to become an organization that fully supports the student educational journey by using the Guided Pathways framework as a model for serving students. Use of the framework should also position the District well in terms of the new State funding formula that calculates 40% of funding on student performance metrics. Planning to date has included the identification of tasks that no longer need to be done, eliminating bureaucracy, increasing efficiency, and reducing operational costs by centralizing appropriate functions.

### Recommendations for New Positions

Chancellor Staff has prioritized the following three areas for additional staffing:

*Professional Development:* Hiring a permanent District Director of Professional Development and one support staff member to maintain the existing programs, establish

a permanent Districtwide Professional Development Program, and support to address critical needs.

*Grants:* The establishment of a District Grants Office with the hiring of a Director in the next year, and adding support staff in year two, in order to have a coordinated, proactive approach to seeking grants, including grant support and monitoring.

*Districtwide Advancement & Fundraising:* In the future, the District may benefit from having a full-time director to support fundraising efforts, work in collaboration with the College Foundations, and continue the existing work of the temporary manager in garnering major donations and gifts for the Colleges.

During the discussion, trustees asked if adding these positions would result in a net increase and how that would impact the goal of reducing costs; the potential of a self-sustaining grants office; and the need to have a grants function. Individual trustees also expressed their support for investing in the professional development and grants functions.

### Other District Changes

The high-level discussion centered on where the District is trying to go and included the following updates:

*Human Resources:* The campus Personnel Specialists now report to Human Resources, but the long-term goal includes offices at the campuses with management positions to support the campuses with guidance and direction.

*Fiscal Services:* The focus resulting from the SERP was to develop standards for positions and identify needed positions. As a result, the single SERP retirement management position will be replaced with a lower management position (Manager of District Facilities Planning, Maintenance and Construction Contracts) with an added Manager of Custodial Services position to provide supervision during all shifts at the Anaheim Campus. In the future the possibility of providing growth or promotional opportunities for the custodial staff will also be evaluated.

*Public & Governmental Affairs:* This area had two SERP retirements and recommended filling one with a new District Mail Coordinator position. There will also be a future recommendation for a Multi-Media Specialist to create photo, video, and website content.

*Educational Services & Technology:* The District Director of Information Services, vacant due to the SERP, will not be replaced, and the savings will be used to reorganize the department to include four directors (Director of Information Technology Infrastructure and Support; Director of Enterprise Application Support and Development; Director of Research and Data Management; and Director of Workforce and Economic Development). Additionally, the Colleges' catalog work will be consolidated under one position that will be housed at the District in the Educational Services & Technology department.

During the discussion there were questions regarding how the catalog and scheduling work would be divided and the discussions that took place to arrive at the decision.

### Use of One-Time Funds

Chancellor Marshall provided a brief update on how one-time funds are being used to invest in initiatives that will position the District for the future, covering anticipated deficits, and savings for the coming year. In 2017-18, one-time funds totaled \$45 million and \$16 million were allocated to various line items that resulted in a \$28 million balance rolled forward to 2018-19.

During the discussion, the Board suggested that the title for the Board Discretionary Fund be reconsidered since the title is misleading if those funds are intended to cover fiscal emergencies.

### Position Control and Staffing Standards

A workgroup was formed and tasked with developing recommendations for a systemic approach to position control and the application of staffing standards. Thus far, the group has identified key elements necessary for a reporting tool, drafted the "Use of Categorical Funds for Salaries and Benefits," and gathered examples of staffing standards from other districts.

In preparation of the 2018-19 budget, the budget centers reviewed their budgets and removed all vacancies to allow for a more accurate assessment of personnel costs. Dr. Marshall reported that due to the unknown impact of the new funding formula, including the FON, it is difficult to set targets for staffing levels and related costs.

### Status of College Restructuring

*Cypress College:* President JoAnna Schilling outlined the overall organizational changes that took place at Cypress College including the net loss of 12 positions, the process used, proposed changes, and the remaining gaps and challenges that include personnel costs and additional staffing in grants, the Foundation Office, and communication and research offices. Trustees requested clarification on the net loss of 12 positions and whether that would be offset by the proposed new positions, and the fiscal implications of the new hires.

*Fullerton College:* President Greg Schulz provided an overview of the Fullerton College organizational changes due to vacant positions and the prioritization resulting from the 57 SERP retirements at the College, the process undertaken, and new ideas in their organizational reporting structure including the possibility of adding an Associate Dean for the Humanities division. Trustees inquired about fiscal implications not being included and Dr. Schulz noted that the work is not completed yet, but is being tracked.

*North Orange Continuing Education:* Provost Valentina Purtell shared a synopsis of the SERP results at NOCE, next steps, and financial implications. She outlined the progress made in institutionalizing special project managers, the Adult Education (formerly AEBG) program structure, transition of the Campus Safety Director to NOCE (from District Services), and structural reorganization challenges facing NOCE due to competing priorities of the operational budget. Trustees commended NOCE for their narrative description and for placing the discussion within the context of their budget.

### Summary and Next Steps

Chancellor Marshall noted that tremendous amounts of planning and discussions have occurred which take into account future needs and the long-term health and success of

the District. Next steps will include further discussions with constituent and shared governance groups, analysis of the new funding formula to determine future revenue, developing a 3-5 year staffing plan, the creation of standardized reports for tracking positions and costs, and preparing job descriptions for approved positions.

The study session concluded with the Board expressing their gratitude to Chancellor Marshall for the information provided and to everyone for their participation in the conversation.

## **HUMAN RESOURCES**

**Item 4.a:** By block vote, authorization was granted for the following academic personnel, which are within budget:

### PHASE-IN RETIREMENT

Jianto, Susana	CC	Computer Information Systems Instructor Cancellation of phase-in retirement and return to full-time (100%) status Eff. 08/16/2018
Sallade, Douglas	CC	Air Conditioning/Refrigeration Instructor Cancellation of phase-in retirement and return to full-time (100%) status Eff. 08/16/2018

### NEW PERSONNEL

Spitler, Patricia	CC	Health Information Technology Instructor/Program Director Second Year Probationary Contract Class B, Step 11 Eff. 08/16/2018 PN CCF875
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### TEMPORARY CONTRACT

Reyes, Tommy	FC	Architecture Instructor Temporary Contract (100%) Pursuant to E.C. 87482 Class E, Step 1 Eff. 08/16/2018-05/25/2019
Smith, Benjamin	FC	Architecture Instructor Temporary Contract (100%) Pursuant to E.C. 87482 Class B, Step 1 Eff. 08/16/2018-12/08/2018

### CHANGE IN SALARY CLASSIFICATION

Abadzhyan, Susanna	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Abraham, George	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Abutin-Mitsch, Jeannie	FC	Counselor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Acevedo, Cristina	FC	English Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Acevedo, Ruby	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Acosta, Arleen	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Adams, Brian	CC	Psychology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Aguirre, Anna	FC	Cosmetology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ali, Alefiyah	CC	Biological Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Altebarmakian, Tamar	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Alvarez, Jessica	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Alvarez, Jose	CC	Physical Education Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Alvarez-Morales, Angela	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Amescua, Juan	CC	Sociology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Armstrong, Eric	CC	Mathematics Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Arriola-Nickell, Gail	CC	Art Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Barragan, Valeria	CC	Foreign Language Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Becerra, Christopher	FC	Child Devel. & Family Life Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Beck, Anne-Marie	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 (Schedule B) And Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 (Schedule A) Eff. 08/20/2018



Beierle, Mary	CC	Art Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Bejarano, Danielle	FC	Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 (Schedule A) Eff. 8/20/2018
Bejarano, Danielle	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 (Schedule B) Eff. 08/20/2018
Benson, Michael	FC	Machine Technology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Berry, Melissa	FC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Bischoff, Brice	FC	Photography Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Bove, Gina Louise	FC	English Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Brady, Jane	FC	Cosmetology Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Broberg, Duane	CC	Music Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Brooks, Brian	FC	Radio Television Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018

Bukauskas, Donatas	FC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Burg, Brian	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Card, Margaret	FC	Counselor Temporary Contract (100%) From: Class B, Step 1 To: Class B, Step 7 Eff. 07/01/2018-06/30/2019
Card, Margaret	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Cardiel, Juan	NOCE	High School Program Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Carrell, Kenneth	CC	Forensics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Castellanos, Jayme	FC	Radio Television Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Cedeno, Jose Miguel	FC	Mathematics Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Chang, Bethany	FC	English Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Chang, Wayne	CC	Biological Sciences Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018

Chavez-Appel, Mercedes	CC	Forensics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Chen, Kevin	CC	Chemistry Instructor (ADJ) From: Column 2, Step 1 To: Column 3, Step 1 Eff. 08/20/2018
Chhabra, Monique	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Choe, Tom	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Chrispens, Adriana	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Cobb, Tonya	CC	ESL Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Cohn, Irene	FC	Counselor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Colby, Kathryn	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Collins, Raheem	NOCE	Literacy Lab Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Conrad, Bradley	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Cook, Matthew	FC	Music Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Cortes, Victoria	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Craig, Judy	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Cretney, Carly	FC	Sociology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Crocoll, Allan	FC	Mathematics Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Crossland, Paige	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Croteau, Ronald	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Crumb, Linda	CC	Health Information Technology Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Curtin, Brian	CC	Music Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Cutkomp, Jeffrey	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Czerniawski, Jennifer	FC	Psychology Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Dane, Kristine	FC	Administration of Justice Instructor (ADJ) From: Column 3, Step 3 To: Column 3, Step 4 Eff. 08/20/2018
Daniels, Brittany	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Daren, June	FC	Construction Technology Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Datu, Ruth	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Datu, Ruth	CC	Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Daugherty, Sarah	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Daum, Gordon	FC	Business Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Davis, Melanie	FC	Speech Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Dedic, Breann	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Dedic, Brreann	FC	Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
De La Cruz, Gabriela	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Deon, Letitia	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Dieckhoff, Marie	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Ding, Zuoliu	FC	Mathematics Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Dinh, Uyen	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Disner, Evy	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 9/10/2018
Don Vito, Michelle	FC	Art Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Dvorak, Susan	FC	Radio/Television Instructor (ADJ) From: Column 1, Step 14 To: Column 1, Step 15 Eff. 08/20/2018
Eapen, Beena	CC	Nursing Instructor From: Class B, Step 1 To: Class B, Step 9 Eff. 08/16/2018

Earle, Gwendolyn	FC	Business Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Estrada, David	FC	English Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Famolaro, Felix	NOCE	Construction Education Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Farooqui, Firdous	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Fike, Lawrence	FC	Philosophy & Religious Studies Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Filimon, Ilinca	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Flores, Jessica	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Forsythe, Chris	CC	Forensics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Fraidany, Apollo	FC	CIS Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Frias, Mayra	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Gable, Mary	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Garcia, Devon	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Garcia, Jacqueline	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Garcia, Jessica	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Gargano, Amanda	CC	Culinary Arts Instructor From: Class D To: Class E Eff. 08/16/2018
Gebhard, Tiffany	FC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Godwin, Angelina	CC	Foreign Language (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Gonzalez-Brown, Matthew	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Gracia-Iris, Holly	CC	Physical Education Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Gurrola, Deanna	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018



Guzman, Steven	FC	Radio/Television Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Hacholski, Matthew	CC	History Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Hadobas, Paul	CC	Theatre Arts Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Haig, Jeffrey	FC	Business Instructor (ADJ) From: Column 3, Step 3 To: Column 3, Step 4 Eff. 08/20/2018
Hall, Jennifer	CC	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Haritwal, Tushita	FC	Speech Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Haro, Maria	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Herrera, Melissa	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Hipp, Erica	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Ho, Anh	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Ho, Huong	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2
Hoang, Christine	CC	Nursing Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Hogan, Faith	CC	CIS Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Huerta, Liliana	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Huss, Bradley	CC	Biological Sciences Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Hutting, Anthony	CC	Physical Education/Baseball Instructor From: Class C To: Class D Eff. 08/16/2018
Huynh, Paul	CC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Huynh, Timothy	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Jackson, Donald	CC	Technical Theater and Design Instructor From: Class B, Step 1 To: Class B, Step 5 Eff. 08/16/2018
Jackson, Michael	CC	Physical Education Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018

Jacobs, Jennifer	CC	Theatre Arts Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Jenkins, Sabrina	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Jenkins Orr, Lynne	NOCE	Older Adult Program Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Ji, Seung	FC	Physics Instructor Temporary Contract (100%) From: Class B, Step 1 To: Class F, Step 3 Eff. 08/16/2018
Johnson, Jacqueline	FC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Johnston, Jacquelyn	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Juarez, Vanessa	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Kane, Edward	CC	Librarian (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Kao, Hui Chuan	FC	Music Instructor (ADJ) From: Column 3, Step 3 To: Column 3, Step 4 Eff. 08/20/2018
Kassman, Steve	FC	Mathematics Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018

Kaur, Manpreet	NOCE	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Kim, Lena	FC	Music Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Kim, Robin	NOCE	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Kimura, Judith	CC	Foreign Language Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Koci, Kenneth	FC	Mathematics Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Lakeman, Christina	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Lam, Mymy	CC	Counselor From: Class C To: Class D Eff. 07/01/2018
Larson, Mary Ann	CC	Psychology Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Le Cornet, Karen	CC	Foreign Language Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Lee, David	CC	Psychology Instructor (ADJ) From: Column 1, Step 1 To: Column 3, Step 1 Eff. 08/20/2018

Lee, Eugene	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Linen, Joshua	NOCE	Older Adult Program Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Little, Darlene	CC	Physical Sciences Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Livingston, Richard	FC	Philosophy & Religious Studies Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Loudon, Joshua	FC	Anthropology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ly, Jennifer	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ly, Tuyen	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Lynch, Dixie	CC	Court Reporting Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Lyrse, Barry	CC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Macias, Raymond	CC	Biological Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

MacLean, Daphne	FC	Mathematics Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Magnesi, Miles	CC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Mai, Timothy	FC	Computer Science Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Martin, James	CC	Culinary Arts Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Martin, Daniel	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Martin, Karen	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Martinez, Brenda	FC	Foreign Language Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Martinez, Gabriel	FC	Physical Education Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Masson, Sandy	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Matsumiya, Teresa	FC	Mathematics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Mays-Larson, Phyllis	CC	Chemistry Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
McMath-Akers, Lisa	FC	Biological Sciences Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
McNay, Sally	CC	Nursing Instructor From: Class C To: Class D Eff. 08/16/2018
McNicoll, Joseph	FC	Horticulture Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Mendoza, Marcela	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Miller, Joy	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Mishal, Amit	FC	Mathematics Instructor (ADJ) From: Column 2, Step 1 To: Column 3, Step 1 Eff. 08/20/2018
Moon, Hochin	FC	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Morrison, Anna	CC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Morrow, Mareena	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Mortenson, Autumn	FC	Physical Education Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Muoio, Ryan	CC	Physical Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Myers, Victoria	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Navarro, Oscar	FC	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Navarro, Rocio	NOCE	Counselor, DSPS From: Class C To: Class D Eff. 07/01/2018
Nesheiwat, Abraham	CC	Forensics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Netzer, Jeffrey	FC	Art Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Nguyen, Christina	FC	Speech Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Nguyen, Dai	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Nguyen, Yvette	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018



Nia, Halleh	FC	Speech Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ninh, Joseph	FC	Mathematics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Oo, Jennifer	NOCE	Allied Health Instructor From: Class B To: Class C Eff. 09/06/2018
Orr, John	FC	English Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018
Ovesen, Elizabeth	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ozaeta Hernandez, Ivan	FC	Physics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Pabla, Hardeep	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Pai, Ronald	FC	Mathematics Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018
Pappas, Gus	FC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Parseghian, Levon	CC	English Instructor Temporary Contract From: Class B, Step 1 To: Class D, Step 10 Eff. 08/16/2018

Patrick-Norng, Michelle	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Pederson, Blake	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Peluso, Stephen	FC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Perez, Zavier	FC	Paralegal Studies Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Peterson, Lucas	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Pham, Jacqueline	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Piazza, Stephanie	FC	Reading Instructor From: Class D To: Class E Eff. 08/16/2018
Pietrzak, Edyta	NOCE	DSPS Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Pineda, Edward	CC	Mathematics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Pomeroy, Diana	CC	Physical Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Ramirez, Yvette	FC	Speech Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Ramos, Jovana	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Rasch, Kaylan	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Raval, Gira	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Ray, Eric	FC	Music Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Reed, Cyrian	CC	Dance Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Reeves, Mallory	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Reyes, Tommy	FC	Construction Technology Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Reza, Adriana	CC	Management/Marketing Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Rho, Gina	FC	English Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018

Richards, Heather	FC	English Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Rios, Veronica	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Robertson, Scott	CC	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Robinson, Christopher	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Rodriguez, Daniela	FC	Counselor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Rogers, Corinne	FC	Cosmetology Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Rosales, Alexandria	FC	Counselor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Ross, Damian	FC	Art Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Salcedo, Joel	FC	Speech Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Salsitz, Maureen	CC	Anthropology Instructor (ADJ) From: Column 2, Step 1 To: Column 3, Step 2 Eff. 08/20/2018

Sanchez, Adrienne	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Sandor, Katalin	FC	Cosmetology Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Sanford, Juana	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Santana, Denise	CC	Dental Hygiene Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Sattler, Tracy	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Sayed, Donna	FC	Business Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Scheys, Rene	FC	Speech Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Sersea, Ioan	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Shahin, Mohammad	FC	Chemistry Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Sharar, Erica	FC	Biological Sciences Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Sheridan-Solis, Ann	CC	Accounting Instructor From: Class B To: Class C Eff. 08/16/2018
Shields, Julie	NOCE	Pharmacy Technician Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Siddiq, Aisha	CC	Chemistry Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Simmons, James	CC	Music Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Skiles, Pamela	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 (Schedule A) To: Column 2, Step 2 (Schedule B) Eff. 08/20/2018
Smith, Fawn	NOCE	Medical Records Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 2 Eff. 09/10/2018
Stapleton, William	NOCE	High School Program Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Stasiuk, Pedro	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Sullivan, Michael	FC	Horticulture Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Swenson, Mitchell	FC	Foreign Language Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018

Tapia, Jessica	FC	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Terrazas, Cassandra	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Thai, Will	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Tharani, Deepa	CC	Counselor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018
Thompson, Kimberly	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Torres, Hilario	NOCE	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Torres, Ty	FC	Speech Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Touyanou, Rosemary	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Tran, Cindy	FC	Business Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Tran, Maria	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Tran, Michael	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Tran, Phien	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Tran, Stephanie	CC	English Instructor From: Class C To: Class D Eff. 08/16/2018
Tran, Timothy	CC	Psychology Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Trokkos, Mireille	FC	English Instructor (ADJ) From: Column 3, Step 4 To: column 3, Step 5 Eff. 08/20/2018
Tseng, Anh	NOCE	Literacy Lab Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Ulloa, Daniel	CC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Vandervort, Kimberly	FC	English Instructor From: Class B To: Class C Eff. 08/16/2018
Vandruff, Marshall	FC	Art Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Van Herk, Tracy	CC	Physical Education Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018



Vidal, Jared	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Vidal, Maria	NOCE	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Villarreal, Lorena	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Vu, David	NOCE	Medical Device Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Walker, Lynn	CC	Speech Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Walsh, Constance	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Warner, Benjamin	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Washington, Warren	CC	Psychology Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Watts, Suzanne	CC	English Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Weber, Kevin	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018

Weinraub, Jeremy	FC	Accounting Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Westerbeek, Amanda	FC	Librarian (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
White, Wesley	CC	Mathematics Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Wiley, Edward	NOCE	Pharmacy Technician Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Willett, Jacqueline	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Wilson, Jayme	FC	Business Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Wilson, Kristine	FC	Business Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Witt, Sharon	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Worthington, Aida	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Yano, James	FC	Chemistry Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Yeganeh Shakib, Reza	FC	History Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Zelaya, Iris	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Zier, Jennifer	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Zimprich, Abbra	CC	Dental Hygiene Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

#### LEAVES OF ABSENCE

Cho, Leonard	FC	Mathematics Instructor Load Banking Leave With Pay (33.33%) Eff. 2018 Fall Semester
Nguyen, Gregory	FC	Mathematics Instructor Load Banking Leave With Pay (10.00%) Eff. 2018 Fall Semester
Perez, Wendy	FC	Cosmetology Instructor Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted: Unpaid thereafter Eff. 07/18/2018-07/26/2018
Peterson, Queen	FC	Counselor Load Banking Leave With Pay (6.20%) Eff. 2018 Fall Semester

#### ADMINISTRATIVE LEAVE WITH PAY

@00504805	FC	Business Management Instructor Eff. 08/17/2018 until further notice
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#### TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2018 FALL SEMESTER, TRIMESTER

Ao, Li	CC	Column 1, Step 1
Alexander, Tamara	CC	Column 3, Step 1

Andres, Amanda	CC	Column 1, Step 1
Bayz, Kalthoum	FC	Column 1, Step 1
Bradley, Michael	CC	Column 1, Step 1
Bustos, Idalith	CC	Column 1, Step 1
Castillo, Kimberly	CC	Column 2, Step 1
Chidester, Katherine	FC	Column 1, Step 1
Choe, Christine	CC	Column 3, Step 1
Conn, Jeffery	FC	Column 1, Step 1
Damer, Mouminat	CC	Column 1, Step 1
Do, Khuong	CC	Column 1, Step 2
Gardea, Raul	CC	Column 1, Step 1
Gentry, Anna Cherie	CC	Column 1, Step 1
Giacalone, Anthony	FC	Column 1, Step 1
Gladys, Collin	CC	Column 2, Step 1
Gould, Sam	CC	Column 1, Step 1
Hale, Raelynne	FC	Column 3, Step 1
Hutzel, William	CC	Column 1, Step 1
James, Jacqueline	FC	Column 1, Step 1
Jameson, Melissa	CC	Column 1, Step 1
Javier, Alnald	FC	Column 3, Step 1
Jimenez, Julio	CC	Column 1, Step 1
Johnson, Chrystal	CC	Column 1, Step 1
Johnson, Nathanael	FC	Column 1, Step 1
Jones, Monik	CC	Column 1, Step 1
Kaeser, Amy	FC	Column 1, Step 1
Kaida, Garrett	FC	Column 1, Step 1
Keen, Phillip	FC	Column 1, Step 1
Lawson, Bryan	CC	Column 1, Step 1
Lee, Bernard	FC	Column 1, Step 1
Lillo, Tawnee	FC	Column 1, Step 1
Lozano, Elizabeth	CC	Column 1, Step 1
Lusk, Douglas	FC	Column 3, Step 1
Malone, Tyler	CC	Column 1, Step 1
Martinez, Michael	FC	Column 1, Step 1
Mishler, Katherine	CC	Column 1, Step 1
Mishra, Sucharita	CC	Column 1, Step 1
Moe, Jaclyn	FC	Column 1, Step 1
Moreland, Eddie	CC	Column 1, Step 1
Morris, Kelly	CC	Column 1, Step 1
Moses, Kathleen	FC	Column 1, Step 1
Muller, Nicole	CC	Column 1, Step 1
Nguyen, Bien	CC	Column 1, Step 1
Nguyen, Mingthong	FC	Column 1, Step 1
Olmos, Leticia	CC	Column 1, Step 1
Osle, Janessa	CC	Column 1, Step 1
Park, Sung	CC	Column 1, Step 1
Patrick, Lisa	FC	Column 3, Step 1
Pedroza, Tatiana	CC	Column 1, Step 1
Perkins Walker, Cheryl	FC	Column 1, Step 1
Plett, Anna	FC	Column 1, Step 1

Quezada, Mario	CC	Column 1, Step 1
Ramedani, Parvin	CC	Column 2, Step 1
Ramirez, Rosa	CC	Column 1, Step 1
Rinaldi, Francesca	FC	Column 2, Step 1
Ripper, Sarah	FC	Column 2, Step 1
Robles, Emily	CC	Column 1, Step 1
Roman, Rogelio	CC	Column 1, Step 2
Samuels, Macleana	CC	Column 2, Step 1
Sears, Gabriel	FC	Column 1, Step 1
Segovia, Ronal	CC	Column 1, Step 1
Serrano Cardenas, Kendra	CC	Column 1, Step 1
Shogren, Michael	FC	Column 3, Step 1
Slavens, Jesse	CC	Column 3, Step 1
Steffen, Tamara	FC	Column 1, Step 1
Stickland, Ronnie	CC	Column 1, Step 1
Streeter, Kathryn	FC	Column 1, Step 2
Swayzer, Luellen	FC	Column 1, Step 1
Taylor, Vincent	CC	Column 3, Step 1
Torres, Elizabeth	CC	Column 1, Step 1
Torres, Monica	FC	Column 1, Step 1
Valentine, Thomas	CC	Column 2, Step 1
Vaughan, Susanna	FC	Column 1, Step 1
Villavicencio, Marina	FC	Column 3, Step 1
Vizenor, Ashley	FC	Column 1, Step 1
Wang, Patrick	CC	Column 2, Step 1
Wintersole, William M.	CC	Column 2, Step 1
Withrow, Gwenn	CC	Column 1, Step 5
Wu, Michael	CC	Column 1, Step 1
<u>TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL</u>		

Canas, Fritzie	CC	Column 1, Step 1
Cho, Richard	FC	Column 1, Step 1
Murphy, Juliet	CC	Column 2, Step 1
Pastrana, Ruby	CC	Column 1, Step 1
Schonken, Michelle	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Hefferan, Tracy	NOCE	Column 2, Step 1
King, Hailey	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Adams, Brian	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Adams, Virgil	CC	Course Redesign Stipend not to exceed \$100.00

Eff. 05/01/2018-07/24/2018

Aguilera, Peter	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ahrens, Jeremy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ali, Alefyiah	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Altebarmakian, Tamar	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Armale, Ron	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Armstrong, Eric	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Aronna, Alejandro	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Asbell, Jessica	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Badal, Gloria	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Baltazar, Ramon	NOCE	ESL Integrated Education and Training (First Line Manager Workshops) Stipend not to exceed \$1260.00 Eff. 05/01/2018-06/30/2018
Barragan, Valeria	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Barretto, Jacqueline	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Bauer, Jill	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Bernstein, Denise	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Bladh, Eric	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Boles, Ian	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Borla, Linda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Bradley, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Brydges, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Cadilli, Jolina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Campbell, Justin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Carrell, Kenneth	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Chen, Kevin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Cho, Richard	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Clarke, Lance	CC	Course Redesign Stipend not to exceed \$100.00

		Eff. 05/01/2018-07/24/2018
Cobb, Tonya	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Covey, Kendyl	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Cummins, Megan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Daigle, Maurice	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Dedios, Angela	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Diep, Christie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Eaves, Stephanie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Eckenrode, Adam	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Embrey, Nicole	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Eperjesi, Kevin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Famolaro, Felix	NOCE	ESL Integrated Education and Training (Electrical Trainee Workshops) Stipend not to exceed \$1260.00 Eff. 05/01/2018-06/30/2018
Flores, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018



Floyd, Becky	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Folayan, Elaine	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Forsythe, Chris	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gabriel, Diane	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Garcia, Claudia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gauthier, Allan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Godwin, Angelina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Goralski, Craig	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gordula, Michelle	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gutierrez, Daniella	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gutierrez, Ruth	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Hacholski, Matthew	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Halahmy, David	CC	Course Redesign Stipend not to exceed \$100.00

Eff. 05/01/2018-07/24/2018

Hall, Angel	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Harris, Jonathan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Hartstein, Scott	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Heusser, Will	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ho, Jen Y.	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Hoang, Christine	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Huynh, Paul	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Huynh, Timothy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ingersoll, Brittany	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Jacobsen, David	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Jasso, Steve	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Jones, Sarah	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Kalamian, Jenifer	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kane, Edward	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kaufman, Bret	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kdeiss, Raymond	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kelley, Paul	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kensinger, David	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kobayashi, Brian	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Koeppel, Liana	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Latif, Alia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Le Comet, Karen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Le, Due	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Lee, David	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Lee, Eunju	CC	Course Redesign Stipend not to exceed \$100.00

Eff. 05/01/2018-07/24/2018

Lehmeier, Marisa	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Letcher, Annette	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Loy, Amy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Lucier, Bradley	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Iwu, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ly, Tuyen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Magginetti, Jaclyn	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Martin, Kim	NOCE	ESL Integrated Education and Training (Early Childhood Education Workshops) Stipend not to exceed \$1050.00 Eff. 05/01/2018-06/30/2018
Martinez, Randy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Matthews, Craig	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
McAlister, Kathleen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Melodia, Joseph	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Merlo, Adrienne	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Morgan, Kaitlin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Moriarty, Kathleen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Murray, Dawn	NOCE	ESL Integrated Education and Training (Medical Assistant Workshops) Stipend not to exceed \$1260.00 Eff. 05/01/2018-06/30/2018
Nabahani, Melanie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Navarro, Art	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Nguyen, Hanh T. (Alex)	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Norman, Denise	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Odebunmi, Mary	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Oh, Jennifer	NOCE	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class C Not to exceed 15 hours Eff. 08/01/2018-09/08/2018
Omos, Leticia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ortega, Ryan	CC	Course Redesign Stipend not to exceed \$100.00

Eff. 05/01/2018-07/24/2018

Owen Driggs, Janet	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Paek, Sylvia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Pham, Thu	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Pomeroy, Diana	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Powell, Laura	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Prempeh, Nyame-Tease	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Puma, Jessica	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Reeves, Mallory	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Rhymes, Regina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Richey, Deborah	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Robertson, Alison	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Roby, Scott	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Rocha, Nina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Romero, Maria	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Salsitz, Maureen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Samuels, Charlotte	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Sandoval, Carlos	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Sandoval, Evelyn	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Schmid, Andrea	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Schonken, Michelle	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Sheih, Harrison	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Shyrokova, Anna	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Sidhu, Parwinder	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Simmons, Samantha	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Smith, Susan	CC	Course Redesign Stipend not to exceed \$100.00

		Eff. 05/01/2018-07/24/2018
Sonne, Kathryn	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Subramaniam, Brinda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tahir, Mujib	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Talwar, Ambika	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tapia, James	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Taylor, Vincent	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Teipe, William	NOCE	ESL Integrated Education and Training (Administrative Assistant Workshops) Stipend not to exceed \$420.00 Eff. 05/01/2018-06/30/2018
Tolentino, Lynette	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tran, Hoa	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tran, Stephanie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Uberoi, Niharika	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ura, Masako	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018



Velarde, Reyna	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Wada, Kathy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Wahbe, Randa	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Walker, Jane	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ward, Amy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Warren, Ann	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Washington, Warren	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Watkins, James	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Watts, Suzanne	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Wetrick, Amanda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Williams, Marredda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Winston, Greg	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Witt, Jason	CC	Course Redesign Stipend not to exceed \$100.00

Eff. 05/01/2018-07/24/2018

Young, Brandy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Young, Martin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Yu, Andy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Zeoli, Katie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

**Item 4.b:** by block vote, authorization was granted for the following classified personnel matters which are within budget:

RESIGNATIONS

Banks, Antonio	FC	Special Project Manager/UMOJA Temporary Management Position (100%) Eff. 07/18/2018 PN FCT976
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PROBATIONARY RELEASE

@01754058	CC	12-month position (100%) Eff. 08/16/2018 PN CCC697
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CHANGE IN HIRE DATE

Shields, Jennifer	FC	Administrative Assistant II Classified Position (100%) From: 08/20/2018 To: 08/15/2018 PN FCC766
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NEW PERSONNEL

Abreu, Kassandra	CC	Special Project Administrator, Welcome Center and Pledge Center Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 09/01/2018 – 06/30/2019 PN CCT999
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Galaviz, Myra	FC	Financial Aid Coordinator 12-month position (100%) Range 40, Step E Classified Salary Schedule Eff. 08/15/2018 PN FCC600
Hao, Mark	FC	Financial Aid Technician 12-month position (100%) Range 36, Step B Classified Salary Schedule Eff. 08/15/2018 PN FCC603
Kim, Edward	FC	Laboratory Technician, Horticulture 12-month position (100%) Range 36, Step A Classified Salary Schedule Eff. 08/29/2018 PN FCC872
Rodriguez, Felipe	FC	Financial Aid Technician 12-month position (100%) Range 36, Step C Classified Salary Schedule Eff. 08/15/2018 PN FCC818
Tran, Luu	CC	Special Project Coordinator, SSSP Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 09/01/2018 – 06/30/2019 PN CCT981

### PROMOTIONS

Abelon, John	FC	Student Services Technician 12-month position (100%) PN FCC700
		To: FC Financial Aid Technician 12-month position (100%) Range 36, Step E + 10% Longevity Classified Salary Schedule Eff. 08/15/2018 PN FCC603
Flores, Hugo	FC	Student Services Specialist, International Students 12-month position (100%) PN FCC670

To: FC Admissions and Records Coordinator  
 12-month position (100%)  
 Range 40, Step D + PGD  
 Classified Salary Schedule  
 Eff. 08/29/2018  
 PN FCC920

Perez, Olivia FC

Administrative Assistant II  
 12-month position (100%)  
 PN FCC776

To: FC Administrative Assistant III  
 12-month position (100%)  
 Range 41, Step D + 10% Longevity + PGD  
 Classified Salary Schedule  
 Eff. 08/15/2018  
 PN FCC877

#### VOLUNTARY CHANGES IN ASSIGNMENT

Arenas, Gonzalo CC

Instructional Assistant (100%)

Temporary Increase in Months Employed  
 From: 11 months  
 To: 12 months  
 Eff. 07/01/2018 – 07/31/2018

Leos, Nigel

NOCE

Testing and Assessment Specialist (100%)

Temporary Decrease in Percent Employed  
 From: 100%  
 To: 90%  
 Eff. 08/20/2018 – 06/30/2019

Lindley, Korey

CC

Financial Aid Coordinator (100%)

Temporary Change in Assignment  
 To: CC Interim Director, Financial Aid  
 12-month position (100%)  
 Range 20, Column A  
 Management Salary Schedule  
 Eff. 08/13/2018 – 12/31/2018

Marquardt, Summer

FC

Account Clerk II (100%)

Return to Regular Assignment  
 Eff. 08/17/2018

Megginson, Zoe	CC	Instructional Aide (100%)  Temporary Increase in Months Employed From: 10.5 months To: 12 months Eff. 07/01/2018 – 08/15/2018
Peery, Kevin	CC	Instructional Assistant (100%)  Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2018 – 07/31/2018
Rocha, Allyssa	CC	Learning Center Coordinator (100%)  Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2018 – 07/31/2018
Stockwell, Charles	AC	Production Center Specialist (100%)  Extension of Temporary Change in Assignment To: AC District Mailroom Coordinator 12-month position (100%) Range 31, Step E + 20% Longevity + PGD Classified Salary Schedule Eff. 09/02/2018 – 09/28/2018
Young, Lynette	CC	Administrative Assistant II (100%)  Temporary Increase in Months Employed From: 10 months To: 12 months Eff. 08/01/2018 – 12/31/2018  Temporary Increase in Percent Employed From: 80% To: 100% Eff. 08/01/2018 – 12/31/2018
Wong, Jessica	NOCE	Administrative Assistant I (100%)  Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2018 – 06/30/2019

STIPEND FOR ADDITIONAL MANAGEMENT DUTIES

Leonardo, Paulo	AC	Facilities Custodian Coordinator II (100%) 10% Stipend 08/16/2018 – 08/28/2018
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### LEAVES OF ABSENCE

Abelon, John	FC	Student Services Technician (100%) Military Leave With Pay (USERRA) Eff. 07/30/2018 – 08/23/2018 (Consecutive Leave) Eff. 08/24/2018 (4 hours)  Military Leave Without Pay (USERRA) Eff. 08/24/2018 (4 hours) Eff. 08/25/2018 – 09/06/2019 (Consecutive Leave)
Holguin, Rae Lynn	NOCE	Admissions & Records Technician (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 08/14/2018 – 07/10/2019 (Intermittent Leave)

### CORRECTION TO BOARD AGENDA OF AUGUST 14, 2018 PROFESSIONAL GROWTH & DEVELOPMENT

Arredondo, Amabel	NOCE	Administrative Assistant I (100%) From: 3 <sup>rd</sup> increment To: 1 <sup>st</sup> increment Eff. 07/01/2019
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**Item 4.c:** By the block vote, authorization was granted for the assignment of professional expert personnel per the professional expert listing.

(See Supplemental Minutes #1220 for a copy of the professional expert personnel listing.)

**Item 4.d:** By the block vote, authorization was granted for the hourly personnel per the hourly personnel listing.

(See Supplemental Minutes #1220 for a copy of the hourly personnel listing.)

**Item 4.e:** By the block vote, authorization was granted for the assignment of volunteers per the volunteer listing.

(See Supplemental Minutes #1220 for a copy of the volunteer listing.)

### **GENERAL**

**Item 5.a:** Board President Rodarte asked if there were any requests for potential future Board agenda items and there were none.

**CLOSED SESSION:** At 7:39 p.m. Board President Jacqueline Rodarte adjourned the meeting to closed session per the following sections of the Government Code:

**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 9:12 p.m., Board President Jacqueline Rodarte reconvened the meeting in open session.

**ADJOURNMENT:** At 9:12 p.m., it was moved by Trustee Ed Lopez and seconded by Trustee Ryan Bent to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes.**

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Prepared By Recording Secretary for  
Ryan Bent, Secretary, Board of Trustees