

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

October 10, 2017

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, October 10, 2017, at 5:30 p.m. in the Anaheim Campus Board Room.

Board President Molly McClanahan called the meeting to order at 5:30 p.m., led the Pledge of Allegiance to the Flag, and observed a moment of silence in remembrance of two NOCCCD students who were killed in the Las Vegas shooting last week – Andrea Castilla and Rocio Guillen.

**TRUSTEE ROLL CALL:** Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Molly McClanahan, Jacqueline Rodarte, and Student Trustees Daniel Sebastian and Andrew Washington. 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; Deborah Ludford, District Director, Information Services; Eldon Young, representing the District Management Association; Adam Gottdank, representing the North Orange Continuing Education Academic Senate; Bryan Seiling representing the Cypress College Academic Senate; Pete Snyder, representing the Fullerton College Faculty Senate; Dana Clahane, representing United Faculty; Rod Lusch, representing CSEA; Kent Stevenson, representing Adjunct Faculty United; and Jean Foster, Recording Secretary.

**OTHER ADMINISTRATORS AND EMPLOYEES PRESENT:** Darin Acierno, Starla Battiast, Lisa Campbell, Gilbert Contreras, Rod Garcia, Cyndi Grein, Karen McDowell, Melisa McLellan, Lisa McPheron, Linda Millikan, Jose Ramon Nuñez, Melinda Taylor, from Fullerton College; Santanu Bandyopadhyay, Steve Banneck, Deann Burch, Philip Dykstra, Michael Flores, Donna Landis, Ty Volcy, and Barbara Woolner from Cypress College; Terry Cox, Lynda Gunderson, Tina King, Judy Matthews, Diane Mendoza, Ivan Stanojkovic, and JoAnn Stehly from North Orange Continuing Education; and Sandy Cotter, Danielle Davy, Victoria Deemer, Ivy Hwee, Julie Kossick, Vickie McPherson, Arturo Ocampo, Tami Oh, Beth Stokes, Kashu Vyas, Lucinda Wallis, and Rick Williams from the District Office.

**VISITORS:** Greg Gillespie, Kimberly Gleason, Jeff Irmena, Dan Keenan, Susan Lamb, Pam Luster, Jeff Mizakawa, Christopher Sanchez, Richard Santos, Bill Turini, David Umstod, Katrina VanderWoude, and Denise Whisenhunt.

**COMMENTS: MEMBERS OF THE AUDIENCE:**

- A. **Christopher Sanchez**, former Fullerton College Student Trustee and current policy advocate for CHIRLA addressed the board in support of a DACA

amendment that would call not only for the support of DACA students, but also promote legislative change.

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

Finance & Facilities: 3.a, 3.d, 3.e, 3.g, 3.h  
Instructional Resources: 4.a, 4.c, 4.d

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

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

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

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

## REPORTS

- A. **Chancellor's Report:** Chancellor Marshall introduced the Accreditation Team and thanked them for their positive and productive work. She also said her heart goes out to those having been affected by the shooting in Las Vegas and the fires in the Anaheim area.

(See Supplemental Minutes #1202 for a copy of the Chancellor's full report.)

## COMMENTS

- A. **Greg Schulz**, Fullerton College President; **JoAnna Schilling**, Cypress College President; and **Valentina Purtell**, North Orange Continuing Education Provost reported on activities from their respective campuses.

As part of his report, **Greg Schulz** introduced **Elaine Lipiz Gonzalez**, the new Fullerton College Dean of Student Support Services.

- B. **Eldon Young** reported working on professional development ideas and activities for DMA members. He is looking to hold a one-day workshop in January and will be meeting with Professional Development Special Projects Director **Amita Suhrid** regarding possible speakers and activities.

- C. **Adam Gottdank** thanked **Valentina Purtell** and **JoAnna Schilling** for sharing the stories of **Andrea Castilla** and **Rocio Guillen** in their reports. Members of NOCE Academic Senate have discussed coordination of SLO's, professional development and the academic calendar. Many members support moving to a semester calendar. This would mean a change to faculty contracts and curriculum.

He also congratulated everyone who played a part in the Anaheim Pledge program. Dr. Gottdank read aloud a resolution passed by the NOCE Academic Senate in support of DACA students.

- D. **Bryan Seiling** stated that he was enjoying the accreditation visit and the preparation process that it required, and thanked the Accreditation Team for their work. The Cypress College Academic Senate is working on a resolution showing support of DACA students and expects the Board to do the same. He remarked that dual enrollment and guided pathways are allowing the District to build a model of education for the future thanks in part to the leadership of Drs. Schilling and Marshall.
- E. **Pete Snyder** praised the accreditation visit and said that Fullerton College faculty are engaged and enjoying the process. He thanked Dr. Schulz on behalf of the counseling faculty who were able attend a Guided Pathways Conference. Several Fullerton College faculty members were at the Anaheim Pledge Ceremony and appreciated the opportunity to be there. On October 14, the Academic Senate will be hosting the Academic Senate for the California Community Colleges Area D on campus.
- F. **Dana Clahane** reported that United Faculty passed a resolution for DACA students that is very similar to the one written by the NOCE Academic Senate. United Faculty will be holding elections for site reps at both Cypress and Fullerton College.
- G. **Rod Lusch** thanked **JoAnna Schilling** for inviting him to the Anaheim Pledge Ceremony and for including classified employees in this event. He also thanked the Accreditation Team for their work this week.
- H. **Kent Stevenson** said he concurred with his colleagues in regards to supporting DACA students, the sad loss of life from the Las Vegas shooting tragedy, and the disruption caused by the Anaheim fires.
- I. **Student Trustee Daniel Sebastian** reported that Associated Student Government held a very successful Cedar Sinai blood drive. The theme was “Be a Hero” and over 300 students donated blood. Associate Student Government is also working with the Cypress College IT department to get charging stations installed on campus for student use.
- J. **Student Trustee Andrew Washington** thanked everyone for echoing the same concerns for the Las Vegas shooting victims as well as the Anaheim fire. Club Rush and an LGBTQ forum is happening on campus this week.
- K. **Trustee Stephen T. Blount** remarked that he attended the Orange County School Boards Association dinner meeting and the Anaheim Pledge Ceremony. He stated that the accreditation visit was a positive event for the District and also expressed concern with the fire in Anaheim and those affected.
- L. **Trustee Ryan Bent** stated the he knew Las Vegas shooting victim and former Fullerton College student **Rocio Guillen** personally and thought very highly of her. They had been co-workers years ago at Disneyland.

- M. **Trustee Jacqueline Rodarte** thanked the Colleges for having counseling services available to students who felt impacted by the Las Vegas shooting and area fires. She also thanked everyone in the District who played a role in getting the Anaheim Pledge to fruition and encouraged everyone to attend the Fullerton College President's Gala on November 11 to help our students.
- N. **Trustee Barbara Dunsheath** recommended that everyone read *The Campaign for College Opportunity* report concerning completion and transfer rates. She also attended the Community College League of California Advisory Committee on Education Services meeting and reported learning there are multiple ways for trustees to access the material required to pass the trustee effectiveness training.

**MINUTES:** It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Ryan Bent to approve the Minutes of the Regular Meeting of September 26, 2017 as amended.

**Motion carried with Trustees Bent, Blount, Brown, Lopez, and Rodarte voting yes, including Student Trustees Sebastian and Washington's advisory votes, and Trustees Dunsheath and McClanahan abstaining.**

During the discussion, Trustee Ryan Bent requested that the "Additional Information" provided to trustees in advance of Board meetings be included with the meeting's supplemental minutes and posted on the District website with the other Board meeting information.

## **FINANCE & FACILITIES**

**Item 3.a:** By block vote, authorization was granted to ratify purchase order numbers P0119083 - P0120296 through September 21, 2017, totaling \$3,762,853.17, and check numbers C0046059 - C0046333, totaling \$457,699.40; check numbers F0216540 – F0217689, totaling \$566,228.76; check numbers Q0005770 - Q0005804, totaling \$2,743.00; check numbers 88468839 - 88469845, totaling \$6,873,916.84; check numbers V0031449 - V0031449, totaling \$1,470.00; check numbers 70082969 - 70084758, totaling \$408,495.45; and disbursements E8703887- E8709085, totaling \$5,626,327.14, through September 30, 2017.

**Item 3.b:** The Board received and reviewed the 2016-17 Travel Expense Report.

During the discussion, Trustee Ryan Bent asked how the department travel budgets are determined each year, and Vice Chancellor Fred Williams responded that each campus receives their budget and then allocates it to the departments who then determine how to use it. Trustee Stephen T. Blount requested additional employee information and a listing of conference acronyms that spells out the full name of the conference and sponsoring organizations for the report. He also requested additional information regarding the out-of-country travel by Markus Burger.

**Item 3.c:** Subsequent to a presentation by Rod Garcia, Fullerton College Vice President of Administrative Services, outlining the use of the design-build contracting method, it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to adopt a resolution approving the use of the design-build contracting method for the New Instructional Building at Fullerton College.

Trustee Stephen T. Blount thanked David Umstod for such a clear and concise presentation and said the design-build contracting method would cut down on change orders and save the district money. Trustee Jeffrey P. Brown asked why Cypress College opted to use the construction manager at risk delivery method instead of design-build for its projects, and requested that Vice Chancellor Williams report back.

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

**Item 3.d:** By block vote, authorization was granted to file the Notice of Completion for RFP #2016-01, Cypress College Central Plant and Thermal Energy Storage Project, with Plumbing, Piping & Construction, Inc. and pay the final retention payment when due.

**Item 3.e:** By block vote, authorization was granted to amend the testing service agreement with Koury Engineering & Testing, Inc. for the Cypress College Central Plant & Thermal Energy Storage Tank project to the amount of \$91,762. The term of the agreement was from July 20, 2016 to October 31, 2017.

**Item 3.f:** It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Ryan Bent to award the contract for the Network Refresh – Design Phase to Shandam Consulting in the amount of \$261,690. The term of contract will begin October 16, 2017 and end May 31, 2018.

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

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

**Item 3.g:** By block vote, authorization was granted to enter into an agreement with Civitas Learning, Inc. for the Illume Insights Platform in the amount of \$50,000 for a one-time implementation fee and \$136,735 for a one-year subscription fee. The subscription fee may be renewed depending upon the successful implementation of the software and its benefits to improve student outcomes.

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

**Item 3.h:** By block vote, authorization was granted to enter into an agreement with Collaborative Brain Trust to provide Organizational Structure Review Services in the amount of \$95,270 including travel expenses and 15% contingency. The agreement will be effective October 11, 2017 through June 30, 2018.

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, the Board approved the summary of curriculum changes for Cypress College, to be effective Fall 2018. The curricula have been signed by the Campus Curriculum Chairperson and the College President, and have been approved by the District Curriculum Coordinating Committee.

(See Supplemental Minutes #1202 for a copy of the curriculum summary.)

**Item 4.b:** It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to retroactively authorize the travel and conference cost of \$1,237.45 for one full time anthropology professor from Cypress College to attend a conference in Vancouver, BC, Canada.

During the discussion, Trustee Stephen T. Blount questioned why the request for reimbursement to the employee took so long to come to the Board for approval.

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

**Item 4.c:** By block vote, authorization was granted for Fullerton College to accept donations to its divisions, departments, and library.

(See Supplemental Minutes #1202 for a copy of the donation list.)

**Item 4.d:** By block vote, authorization was granted to allow the Fullerton College Foundation to host the President's Gala on the Fullerton College campus on November 11, 2017, and to allow them to serve alcoholic beverages to attendees.

## **HUMAN RESOURCES**

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

### CHANGE IN RETIREMENT DATE

Egigian, Ruth	FC	Foreign Language Instructor From: 06/01/2017 To: 06/01/2018 PN FCF665
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### PROMOTION

Lipiz Gonzalez, Elaine	CC	Manager, EOPS  To: FC Dean, Student Support Services Range 32, Column B + Doctorate (100%) Management Salary Schedule Eff. 10/11/2017 PN FCM975
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### CHANGE IN SALARY CLASSIFICATION

Arndt, Nadine	FC	English Instructor (ADJ)
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From: Column 1, Step 1  
 To: Column 1, Step 2  
 Eff. 08/28/2017

Sheehan, Michael FC Digital Art Foundation Instructor  
 From: Class B, Step 1  
 To: Class B, Step 9  
 Eff. 08/24/2017

### LEAVES OF ABSENCE

Egigian, Ruth FC Foreign Language Instructor  
 Personal Leave Without Pay (100%)  
 Eff. 2017 Fall Semester

Wahbe, Randa CC English Instructor  
 Family Medical Leave (FMLA/CFRA)  
 (Intermittent)  
 Paid Leave using Regular and Supplemental  
 Sick Leave until Exhausted: Unpaid thereafter  
 Eff. 08/24/2017-10/29/2017

### ADDITIONAL DUTY DAYS @ PER DIEM

Austin, Phil	FC	Asst. Coach, Football	11 days
Aviles, Greg	FC	Head Coach, Men's Soccer	13 days
Bevec, Gina	FC	Head Coach, M&W Cross Country	13 days
Byrnes, Tim	FC	Head Coach, Football	15 days
Campbell, Garrett	FC	Asst. Coach, Football	11 days
Crooks, Brian	FC	Asst. Coach, Football	11 days
Lewin, Pamela	FC	Head Coach, Women's Soccer	13 days
Plum, Alix	FC	Director of Dance Productions	4 days
Price, Rhett	FC	Head Coach, Men's Water Polo	13 days
Rapp, Edward	FC	Asst. Coach, Volleyball	8 days
Rosa, Melanie	FC	Director of Dance Productions	4 days
Sheil, Sean	FC	Asst. Coach, M&W Cross Country	8 days
Snyder, Pete	FC	Asst. Coach, Women's Water Polo	8 days

### PAYMENT FOR WORK EXPERIENCE CONTRACTS FALL 2017

De la Cruz, Damon CC \$750.00

### TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2017 FALL SEMESTER, TRIMESTER

Catalan, Briseida	NOCE	Column 2, Step 1
Centazzo, Andrea	NOCE	Column 2, Step 1
Gomez, Patricia	FC	Column 1, Step 1
Landsberg, Maria	NOCE	Column 2, Step 1
Wilmington, Chenille	NOCE	Column 2, Step 1
Yoo, Joy	NOCE	Column 2, Step 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Zier, Jennifer                      CC      Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Culberson, Tasha                      FC      Column 2, Step 1

Gonzalez Phelps, Micha                      FC      Column 1, Step 1

Tse, Courteney                      NOCE      Column 2, Step 1

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

RESIGNATION

Morales, Jessica                      CC                      Evaluator Specialist  
12-month position (100%)  
Eff. 09/08/2017  
PN CCC998

NEW PERSONNEL

Pham, Andy                      CC                      Special Project Coordinator, Business and CIS  
Temporary Management Position (100%)  
Range 2, Special Project Admin Daily Rate  
Eff. 10/11/2017-06/30/2018  
PN CCT726

Smith, Lori                      FC                      Administrative Assistant II  
12-month position (100%)  
Range 36, Step B  
Classified Salary Schedule  
Eff. 10/11/2017  
PN FCC697

PROMOTION

Bandak, Michelle                      CC                      Accounting Technician  
12-month position (100%)  
PN CCC956

To:      CC Accounting Specialist  
12-month position (100%)  
Range 40, Step D + 10% Longevity + PG&D  
Classified Salary Schedule  
Eff. 10/11/2017  
PN CCC906

VOLUNTARY CHANGES IN ASSIGNMENT

Fajardo, Karla                      CC                      Clerical Assistant II (100%)



Extension of Temporary Change in Assignment  
 To: CC Admissions and Records Technician  
 12-month position (100%)  
 Range 33, Step E + 10% Longevity + PG&D  
 Classified Salary Schedule  
 Eff. 10/02/2017 – 03/02/2018

Garrett, Brad FC Skilled Maintenance Assistant (100%)

Temporary Change in Assignment  
 To: FC Skilled Maintenance Mechanic  
 12-month position (100%)  
 Range 41, Step C  
 Classified Salary Schedule  
 Eff. 09/20/2017 – 03/21/2018

San Roman, John NOCE Facilities Custodian I  
 10-month position (100%)  
 PN SCC964

Permanent Lateral Transfer  
 To: CC Facilities Custodian I  
 12-month position (100%)  
 Eff. 10/02/2017  
 PN CCC870

#### PROFESSIONAL GROWTH & DEVELOPMENT

Boss, Brian FC Student Services Specialist (100%)  
 2<sup>nd</sup> Increment (\$350)  
 Eff. 07/01/2018

Tran, Kevin FC Student Services Specialist (100%)  
 5<sup>th</sup> Increment (\$350)  
 Eff. 07/01/2021

#### LEAVES OF ABSENCE

Cruz, Carrie FC Clerical Assistant I (100%)  
 Family Medical Leave (FMLA/CFRA)  
 Paid Leave Using Sick Leave and Supplemental  
 Sick Leave Until Exhausted; Unpaid Thereafter  
 Eff. 04/24/2017 – 10/11/2017 (Consecutive Leave)

Jara, Jacqueline FC Admissions and Records Technician (100%)  
 Family Medical Leave (FMLA/CFRA/PDL)  
 Paid Leave Using Sick Leave and Supplemental  
 Sick Leave Until Exhausted; Unpaid Thereafter  
 Eff. 09/09/2017 – 12/11/2017 (Consecutive Leave)

Jenkins, Jana	FC	Health Services Specialist (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 08/25/2017 -- 02/01/2018 (Intermittent Leave)
Martinez, Sal	CC	Facilities Custodian I (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Sick Leave and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 10/07/2017 – 10/04/2017 (Consecutive Leave)
Miller, John	FC	Accounting Technician (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 10/09/2017 -- 10/23/201 (Consecutive Leave)
Ramirez, Fabiola	FC	Administrative Assistant I (100%) Family Medical Leave (FMLA/CFRA/PDL) Paid Leave Using Sick Leave and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 10/16/2017 – 12/02/2017 (Consecutive Leave)
Sanchez, Anita	NOCE	Instructional Assistant (100%) Family Medical Leave (FMLA/CFRA/PDL) Paid Leave Using Sick Leave and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 09/09/2017 – 12/11/2017 (Consecutive Leave)

**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 #1202 for a copy of the professional expert personnel listing.)

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

(See Supplemental Minutes #1202 for a copy of the hourly personnel listing.)

**Item 5.e:** By the block vote, authorization was granted for the assignment of volunteers per the volunteer listing.

(See Supplemental Minutes #1202 for a copy of the volunteer listing.)

**Item 5.f:** The Board received information, which included a presentation by Keenan Financial Services, on the Supplemental Early Retirement Plan (SERP) as an incentive to eligible employees to retire from the District between May 1, 2018 and July 31, 2018.

After the presentation, trustees noted that this is a pro forma of what might be offered in regards to salary and percentage examples, that each employee must look at their own individual situation in order to know what to expect, and that actual amounts might be higher or lower than the examples given. In response to a question on what was meant by “base salary” it was stated that in this initial run, the base salary did not include overload or longevity, but both remain part of the conversation. It was suggested that the Board make a decision on the SERP in February 2018 and that letters of intent from retirees would be due February 5. The District would then have one week to gather information to present to the Board for their approval.

(See Supplemental Minutes #1202 for a copy of the full presentation.)

**Item 5.g:** The Board received and reviewed the NOCCCD Institutional Commitment to Diversity Seven Year Report 2010/11 – 2016/17 as presented by the District Office of Human Resources. Arturo Ocampo, District Director, Diversity and Compliance, conducted a presentation which included the diversity composition of the 2017-18 full-time faculty recruitment cycle; a comparison of demographics between NOCCCD and the California Community College System and the other Orange County community college districts; recruitment efforts; applicant data; employee demographics; and the District’s institutional commitment to diversity.

Trustee Jacqueline Rodarte asked if the District did something differently that led to the increase in diversity in hiring. Mr. Ocampo said the District has focused on improving diversity in hiring by training EEO representatives who will be on each hiring committee, including diversity experience in the minimum qualifications for applicants, Hire Me Workshops that include more emphasis on diversity skills, and asking questions related to diversity on reference checks. Mr. Ocampo said he believes the biggest stumbling block to achieving diversity is bias on search committees, but that the District continues to make good progress towards addressing this issue.

Trustee Jacqueline Rodarte asked about outreach to graduate programs in order to provide a pipeline for future faculty. Mr. Ocampo explained that the District is looking to develop an intern program and as well as building stronger relationships with local graduate programs and their students. Trustee Jeffrey P. Brown remarked that in hiring faculty, we look for experience and most graduate students do not have that, and asked if it is fair to target graduate students as candidates when they probably will not be hired? Mr. Ocampo suggested that a district intern program where new graduates can get experience would be a good way to connect with potential candidates and provide them with the necessary background to be hired. Most would start as adjunct faculty and will then be part of the pipeline for full-time positions.

Trustee Ryan Bent asked how far back the District’s diversity data goes and was told 30 years. He remarked that faculty turnover is never as fast as student turnover, and much of our older faculty reflect the demographics of 30 or so years ago. He felt the District is doing an excellent job of training employees to decrease bias and improve diversity.

Kent Stevenson asked what data the District has on the size and makeup of the adjunct faculty hiring pool. Mr. Ocampo stated that currently the District does not collect that data. Mr. Stevenson stated that data is important for contract negotiations and that the District should collect and track it.

Trustee Ed Lopez asked about the number of discrimination complaints in hiring and was told that the District has only had one or two.

It was mentioned that the number of applicants who self-reported as Unknown or No Category has dropped significantly. Mr. Ocampo stated that this could be attributed to the fact that in the past, the diversity questions were on a separate sheet and apart from the job application form, whereas now they are part of the application and cannot be skipped. It is now also noted on the form that the information will not be used in hiring and will not be shared with the search committee.

(See Supplemental Minutes #1202 for a copy of the full presentation.)

## **GENERAL**

**Item 6.a:** The Board received for a first reading Resolution No. 17/18-03, In Support of Preserving the Deferred Action for Childhood Arrivals (DACA) Program.

Trustee Jacqueline Rodarte stated that there is concern on our campuses for DACA students and asked for feedback on the resolution. All trustees supported the resolution, with a few minor changes. Discussion revolved around the use of the Cato Institute data reference, and it was ultimately decided to pull that paragraph from the resolution. The edited resolution will return for a vote at the next Board meeting.

**CLOSED SESSION:** Prior to adjourning to closed session, Board President Molly McClanahan directed that the October 24 Board meeting be adjourned in honor of the two students killed in the Las Vegas shootings. At 7:58 p.m., Board President Molly McClanahan 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 59338: FINAL DISTRICT DECISION; APPEALS TO LOCAL GOVERNING BOARD**

**RECONVENE MEETING:** At 9:13 p.m., Board President Molly McClanahan reconvened the meeting in open session.

**ADJOURNMENT:** At 9:15 p.m., it was moved by Trustee Stephen T. Blount and seconded by Trustee Jacqueline Rodarte to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes.**