



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

MEETING: Regular Meeting in October 2022

DATE: Tuesday, October 25, 2022, at 5:30 p.m.

PLACE: Anaheim Campus Board Room
1830 W. Romneya Drive, Anaheim, CA 92801

Access to the Board of Trustees meeting is available via the District YouTube channel by clicking on the following livestreaming link and selecting the “LIVE” video option:

<https://www.youtube.com/channel/UCsguBf7ndfQVQ6n0v9hrfiQ>

Welcome to this meeting of the North Orange County Community College District Board of Trustees. Anyone wishing to attend this meeting virtually may do so via the YouTube link listed on the agenda.

The Board respects the rights of members of the public to comment on matters under its jurisdiction. Members of the public may address the Board by completing a yellow card entitled, “Request to Address Board of Trustees” and submit it to the Recording Secretary. These cards are available at the podium outside the Board Room.

Members of the public may address the Board regarding items on the agenda as these items are taken up by the Board. Those wishing to address matters not on the agenda can do so immediately prior to the adjournment to closed session or, in the absence of a closed session, at the conclusion of all other public session business. Public comments must comply with the three-minute time limit.

The Board reserves the right to change the order of the agenda items as the need arises. All Board meetings, excluding closed sessions, are electronically recorded.

AGENDA:

1. a. **Pledge of Allegiance to the Flag**
- b. **Board of Trustees Roll Call**
- c. **Consider Non-Personnel block-vote items indicated by [] in Section 3**
- d. **Consider Personnel block-vote items indicated by [] in Section 4**
 Agenda items designated as block-vote items with [] are considered by the Board to either be routine or sufficiently supported by back-up information that additional discussion is not required. Therefore, there will be no separate discussion on these items before the Board votes on them.

 Block vote items will be enacted by one motion. Exceptions to this procedure may occur if a Board member requests a specific item be removed from block-vote consideration for separate discussion or if an individual wishes to comment on a block-vote item. During either scenario the Board President will remove the item from block-vote consideration for separate discussion and a separate vote.

 Public records related to the public session agenda, that are distributed to the Board of Trustees less than 72 hours before a regular meeting, may be inspected by the public by contacting the Chancellor’s Office, 1830 W. Romneya Drive, Anaheim, CA 92801, during regular business hours (8:00 a.m. – 5:00 p.m.).
- e. **Chancellor’s Report**
 - * **“Journey in Equity” Presentation – Part III**
2. a. **Approval of Minutes of the Regular Meeting of October 25, 2022.**

- b. **FIRST CLOSED SESSION** (only if needed)

3. **FINANCE & FACILITIES**

- [a] It is recommended that the Board approve Change Order #1 in the amount of \$57,000 with Illuminart Group increasing the contract from \$164,159 to \$221,159.
- [b] Authorization is requested to allow the Fullerton College Physical Education Division to host the Athletic Hall of Fame on the college campus Friday, April 14, 2023, and allow the purchase and serving of alcoholic beverages to attendees.

4. **HUMAN RESOURCES**

- [a] Request approval of the following items concerning academic personnel:

- Change in Salary Classification
- Additional Duty Days @ Per Diem
- Leaves of Absence
- Postponement of Sabbatical Leave
- Temporary Academic Hourly
- New Academic Management Job Description

- [b] Request approval of the following items concerning classified personnel:

- Termination
- New Personnel
- Rehire
- Voluntary Changes in Assignment
- Professional Growth & Development
- Leaves of Absence

- [c] Request approval of Professional Experts.

- [d] Request approval of short-term, tutors, interpreters and readers, professional medical employees, work-study/work experience, full-time students, and substitute (hourly) personnel.

- [e] Request approval of Volunteers.

5. **GENERAL**

- a. It is recommended that the Board adopt Resolution No. 22/23-07 to declare that the week of November 8-12, 2022 be observed as Veterans Appreciation Week.
- b. It is recommended that the Board receive the “Summary and Recommendations on Improving the State of Fullerton College” agenda item submitted by a member of the public.
- c. It is recommended that the Board discuss any potential future agenda items.

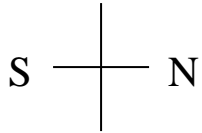
6. COMMENTS

- a. Chancellor's Staff Comments
- b. Resource Table Personnel Comments
- c. Members of the Board of Trustees Comments
- d. Public Comments on Non-agenda Items

7. ADJOURN TO CLOSED SESSION: Per the following sections of the Government Code:

- a. 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.
- b. Per Section 54957: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE.
- c. Per Section 54957: PUBLIC EMPLOYEE: Fullerton College President.
- d. Per Section 54956.9(d)(2): CONFERENCE WITH LEGAL COUNSEL: ANTICIPATED LITIGATION: One (1) Potential Case.

It is the intention of the North Orange County Community College District to comply with the Americans with Disabilities Acts (ADA) in all respects. If, as an attendee or a participant at this meeting, you will need special assistance, the North Orange County Community College District will attempt to accommodate you in every reasonable manner. Please contact the Chancellor's Office, at (714) 808-4797, at least 48 hours prior to the meeting to inform us of your particular needs so that appropriate accommodations may be made.



Board Room Seating Arrangement

Jacqueline Rodarte,
President

Ed Lopez,
Vice President

Evangelina Rosales,
Secretary

Jeffrey P. Brown,
Board Member

Stephen T. Blount,
Board Member

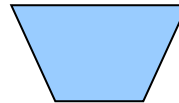
Ryan Bent,
Board Member

Dr. Barbara Dunsheath,
Board Member

Kisha Mehta,
Student Member CC

Dr. Byron D. Clift Breland,
Chancellor

Paloma Foster,
Student Member FC



Dr. JoAnna Schilling,
President CC

Alba Recinos,
Recording Secretary

Dr. Monte E. Perez,
Interim President FC

Valentina Purtell,
President NOCE



Audience Seating

Constituent Group
Representatives

Chancellor's Staff

Entrance



NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: October 25, 2022 Resolution
Information
Enclosure(s)
SUBJECT: Change Order #1
Illuminart Group to Install Electric Vehicle
Charging Stations at the Anaheim Campus

BACKGROUND: On February 22, 2022, the Board approved to enter into an agreement with Illuminart Group for \$164,158.20 to furnish and install ten (10) electric vehicle charging stations at the Anaheim Campus. The amount of \$164,158.20 amount is inclusive of the cost of the chargers, architectural and engineering fees, DSA fees and installation. The Anaheim Public Utilities has reserved a rebate in the amount of \$100,000 for the installation of the charging stations.

During installation of the conduits, the contractor noted a number of design issues that did not meet the requirements of the National Electrical Code and the project was put on hold. The original Electrical Engineer could not be reached for direction. The contractor eventually had to secure the services of another Electrical Engineer so as not to further delay the project. The new Electrical Engineer made several changes to the design to ensure that the project is code compliant. The contractor proposed to make the changes for an additional cost of \$64,767.76. However, upon discussion with the District, the contractor agreed to reduce the cost by \$7,767.76 from \$64,767.76 to \$57,000.

It is, therefore, requested that the Board approve Change Order #1 for Illuminart in the amount of \$57,000. It is also requested that the Board authorize to amend the contract with Illuminart and increase the contract amount by \$57,000 from \$164,158.20 to \$221,158.20.

This agenda item was submitted by Cora Baldovino, Manager, District Facilities Planning, Maintenance & Construction Contracts, and Jenney Ho, District Director, Purchasing.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction 3) Stewardship of Resources – NOCCCD will promote a shared vision of responsible stewardship of District resources through transparent and inclusive decision-making and integrated planning.

How does this relate to Board Policy: This item is submitted in accordance with Board Policy 6330, Purchasing/Warehouse.

FUNDING SOURCE AND FINANCIAL IMPACT: The cost of change order #1 will be charged to Capital Outlay funds.

RECOMMENDATION: It is recommended that the Board approve Change Order #1 in the amount of \$57,000 with Illuminart Group increasing the contract from \$164,159 to \$221,159. Authorization is further requested for the Vice Chancellor, Finance & Facilities, or District Director, Purchasing to execute the amendment to the agreement on behalf of the District.

Fred Williams

Recommended by

B. V. dist Buhl

Approved for Submittal

3.a.2

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: October 25, 2022 Resolution _____
Information _____
Enclosure(s) _____
SUBJECT: Fullerton College Physical Education
Division Request to Host Athletic Hall of
Fame and Serve Alcoholic Beverages

BACKGROUND: The Fullerton College Physical Education Division proposes to host the Athletic Hall of Fame on the Fullerton College campus Friday, April 14, 2023, 5:00 – 11:00 P.M. The Fullerton College Athletic Hall of Fame was established in 2005 to celebrate, recognize, and honor accomplishments of individuals who have made significant contributions as a student-athlete, coach, or friend to the rich tradition of the Fullerton College Athletic Program. The members of the Fullerton College Athletic Hall of Fame have distinguished themselves among the hundreds of coaches, staff members, and student-athletes who have excelled at Fullerton College and epitomize the college's great athletic history.

The Physical Education Division is requesting permission to serve alcoholic beverages, including beer and wine, to the guests. The Division will obtain all required permits including the City of Fullerton and the State of California Alcoholic Beverage Control approval. The Division will be responsible for all costs associated with the event, including insurance and permits.

This Board item was prepared by Dr. David Grossman, Dean of Physical Education.

How does this relate to the five District Strategic Directions? This item is related to District Strategic Direction 4) Collective Impact & Partnerships – NOCCCD will develop and sustain collaborative projects and partnerships with educational institutions, community-based organizations, and businesses to create positive change in the region.

How does this relate to Board Policy: This item relates to Board Policy 3560 Alcoholic Beverages.

FUNDING SOURCE AND FINANCIAL IMPACT: None

RECOMMENDATION: Authorization is requested to allow the Fullerton College Physical Education Division to host the Athletic Hall of Fame on the Fullerton College campus Friday, April 14, 2023, and allow the purchase and serving of alcoholic beverages to attendees.

Fred Williams

Recommended by


Approved for Submittal

3.b

Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 25, 2022

SUBJECT: Academic Personnel

Action	<u>X</u>
Resolution	_____
Information	_____
Enclosure(s)	<u>X</u>

BACKGROUND: Academic personnel matters within budget.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by

B. V. dist Bruch

Approved for Submittal

4.a.1

Item No.

CHANGE IN SALARY CLASSIFICATION

Brooks, Tami	FC	Psychology (ADJ) From: Column 1, Step 1 To: Column 3, Step 1 Eff. 08/22/2022
Hazzard, Matthew	FC	Music (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 08/22/2022
Johnson, Ayrika	FC	Stagecraft (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 08/22/2022
Ly, Jennifer	FC	Counselor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/22/2022

ADDITIONAL DUTY DAYS @ PER DIEM

Austin, Phil	FC	Asst. Coach, Basketball	11 days
Byrnes, Tim	FC	Asst. Coach, Women's Water Polo	6 days
Webster, Perry	FC	Head Coach, Basketball	15 days

LEAVE OF ABSENCE

@00010022	NOCE	Faculty Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 09/14/2022-10/14/2022
@00087037	CC	Faculty Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 09/30/2022-10/07/2022
@01238523	FC	Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 09/14/2022-12/14/2022

Academic Personnel
October 25, 2022

@01565952 CC Family Medical Leave (FMLA/CFRA) (100%)
Paid Leave using Regular and Supplemental
Sick Leave until Exhausted; Unpaid thereafter
Eff. 06/01/2022-08/11/2022

POSTPONEMENT OF SABBATICAL LEAVE

Burger, Markus FC Music Instructor
From: 2023 Spring Semester/2023 Fall
Semester
To: 2023 Fall Semester/2024 Spring
Semester

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2022 FALL SEMESTER

Hoang, Christine CC Column 3, Step 1
Maldonado, Gabrielle CC Column 1, Step 1
Reyes, Julia CC Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Williams, Courtney NOCE Online Teaching Certificate Training
Stipend not to exceed \$250.00
Eff. 09/01/2022-09/30/2022

NEW ACADEMIC MANAGEMENT JOB DESCRIPTION

Director, Distance Education
Range 21
Management Salary Schedule

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT JOB DESCRIPTION

Job Title:	Director, Distance Education	Range: 21 (AC)	Management Schedule
Date Revised:		Date Approved:	

PRIMARY PURPOSE

Under the direction of a college Vice President, Instruction or designee, the Director, Distance Education is responsible for performing a variety of administrative, technical, technical support, and staff training duties related to the functions and activities of campus educational technology, online learning systems, and distance education programs.

ESSENTIAL FUNCTIONS

Examples of essential functions are interpreted as being descriptive and not restrictive in nature.

1.	Perform varied and responsible duties in the development, organization, implementation of policies and administration of educational technology systems for the delivery of online learning and other programs as assigned for all modes of course delivery (face-to-face, online, and hybrid).
2.	In collaboration with faculty and staff, formulate and develop goals, objectives, policies, and procedures to enhance, promote, and implement up-to-date educational technology usage on campus, via learning management systems and through other distance education software aligned with the District's Educational Master Plan and Diversity Equity, and Inclusion and Anti-racism goals.
3.	Administer and maintain applicable learning management systems to serve the learning needs of the college for online delivery of academic and student services distance education to promote student success.
4.	Understand universal design principles and guidelines, and relevant policies and laws related to accessibility standards.
5.	Conduct ongoing program review and planning analyses to assess changing trends in educational technology, and to assess the educational technology needs of the campus; collaborate and share data with appropriate campus and District staff on distance education enrollment and success. Provide leadership in implementing new technologies as needed.
6.	Facilitate compliance with current state and federal laws, education code governing online learning and distance education courses, and accreditation standards that promote equity and success to support the diverse needs of all students, including federal ADA accessibility laws and 508 compliance; copyright and intellectual property rights; regular effective contact; and learning management systems.
7.	In collaboration with the Vice President, Instruction, Dean or designee, campus Professional Development and District Professional Development, schedule, develop, and deliver workshops, trainings, and staff consultations on the use of educational technology and the learning management systems.
8.	Create, develop, and provide training materials related to learning management system usage and educational technologies through regular and effective communication with the campus via materials, information, and activities.
9.	Oversee and provide as appropriate ongoing technical support for staff and students for the related educational technology systems and software.
10.	Create, support, and maintain the department website and department physical resources.
11.	Train, supervise, evaluate and direct the work of staff as assigned; participate in selection and hiring processes.

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
JOB DESCRIPTION**

12.	Attend a variety of administrative and staff meetings; serve on committees and execute special projects; coordinate programs and services with District and college faculty and staff. Serve as the primary contact and provide accurate and appropriate information to California Community College Chancellor's Office with relation to online and distance education internal and external reports.
13.	Develop and prepare the annual preliminary department budgets; monitor and control budget expenditures; direct the preparation and maintenance of detailed and comprehensive reports, records and files regarding programs, operations, and activities.
14.	Assist in complex reporting and research activities; review and process documents and records related to primary function; perform a wide variety of complex tasks requiring specialized knowledge and involving frequent and responsible public contacts.
15.	Oversee the daily operations of an office environment, including generating and answering emails and voicemails, filing, and making travel and professional development arrangements.
16.	Determine appropriate demand for office equipment and supplies in accordance with established campus and/or District policies.
17.	Engage in personal professional development, including taking courses to keep current on emerging technologies and standards, attend professional conferences, and develop expert level skills through practical use of educational technology systems; remain current with regional and national developments in distance education and update faculty and staff of these developments.
18.	Demonstrate sensitivity to and understanding of the disabilities and diverse academic, socio-economic, cultural, and ethnic backgrounds of staff and students.
19.	Provide leadership in District/College efforts to increase the diversity of faculty and staff, to address student achievement gaps, and in the creation of a welcoming and inclusive work and educational environment.
20.	Assist and promote the growth and success of a diverse population of students and employees through the development of interculturally competent and equity minded management and leadership abilities. The ideal candidate should have experience in this area with African Americans, Latinx, Native Americans, Pacific Islanders and other disproportionately impacted students and employees.
21.	Perform related duties as assigned.

OTHER FUNCTIONS

None

WORKING RELATIONSHIPS

The Director, Distance Education maintains frequent contact with District and college administrators, faculty, and staff.

EDUCATION AND EXPERIENCE

Required Qualifications

Master's degree from a regionally accredited institution.

A minimum of two (2) years of formal training or experience related to educational technology, online learning systems, or distance education programs.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT JOB DESCRIPTION

Commitment to diversity. All applicants must have demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and staff. The applicant must be able to demonstrate how their experience with these factors relates to successfully achieving the goals of the position.

Desirable Qualifications

Possession of an advanced degree in a discipline related to educational leadership, online learning, or instructional technology.

Experience in teaching distance education courses.

Experience using learning management systems to teach distance education courses.

Knowledge and ability to problem-solve in a digital environment, including experience with coding and other related computer code and programming elements.

Knowledge of current trends and standards in online teaching and learning, online pedagogy, learning management systems, and other educational technology.

Ability to communicate concepts effectively to users without technical degrees or knowledge.

Experience in shared governance in an educational setting.

High level of critical thinking, problem solving and analytical skills.

High professional standards and strong interpersonal skills.

Effective oral and written communication skills.

Prior experience in approaching work and interactions with colleagues and/or students in an equity minded manner. Ability to provide an inclusive and welcoming work/educational environment.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of online learning environments and course design

Knowledge of best practices for online teaching

Knowledge of the administration of learning management systems

Knowledge of accessibility standards, 508 compliance and ADA laws

Knowledge of California Community Colleges education code for governing distance education programs

Knowledge of appropriate software, programming and databases

Knowledge of a shared governance model

Knowledge of correct English usage, grammar, spelling, punctuation, and vocabulary

Ability to research, interpret, apply and collaborate with colleges on effective strategies in distance education

Ability to develop distance education training, regularly assess its effectiveness, and improve training as appropriate

Ability to collaborate, to perceive needs, and to respond with a wider vision for policies coupled with practical solutions

Ability to keep up to date with laws, standards, and education code governing online learning

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
JOB DESCRIPTION**

Ability to interpret, apply and explain rules, regulations, policies and procedures
Ability to assess, analyze, implement and evaluate research project activities
Ability to analyze situations accurately and adopt an effective course of action
Ability to plan, organize and prioritize work
Ability to meet schedules and timelines
Ability to work independently with little direction
Ability to communicate effectively, both orally and in writing
Ability to create and deliver presentations for a variety of audiences
Ability to supervise, train, and provide work direction to others
Ability to establish and maintain effective working relationships with others

SPECIAL REQUIREMENTS

None

WORKING CONDITIONS

Office environment; subject to frequent interruptions and interaction with internal and external partners. Required to interact with the college community on a regular basis; subject to stand, walk and sit for extended periods of time, subject to lifting (up to 25 lbs. unassisted); sitting for long periods at a time (up to 2-to-3 hours); requires off-site duties and activities.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

Action X

DATE: October 25, 2022

Resolution _____

Information _____

SUBJECT: Classified Personnel

Enclosure(s) X

BACKGROUND: Classified personnel matters within budget.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by

B. V. dist Budm

Approved for Submittal

4.b.1

Item No.

Classified Personnel
October 25, 2022

TERMINATION

@00722553 CC Classified
12-month position (100%)
Eff. 10/26/2022
PN CCC907

NEW PERSONNEL

Lopez, Natanahel CC Skilled Maintenance Mechanic
12-month position (100%)
Range 41, Step E
Classified Salary Schedule
Eff. 11/01/2022
PN CCC675

REHIRE

Cail, Kyari FC Special Projects Director/UMOJA
Temporary Management Position
Range 3, Special Project Admin Daily Rate Schedule
Eff. 01/01/2023 – 06/30/2023
PN FCT976

VOLUNTARY CHANGES IN ASSIGNMENT

Jackson-Reed, Leslie NOCE Administrative Assistant II (100%)
Basic Skills/High School Diploma Program

To: CC Physical Plant
Eff. 10/26/2022

PROFESSIONAL GROWTH & DEVELOPMENT

Shadwick, Kesha FC Administrative Assistant III (100%)
1st Increment (\$400)
Eff. 07/01/2023

LEAVES OF ABSENCE

@01676047	CC	Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 10/13/2022 – 01/13/2023 (Consecutive Leave)
@01729679	CC	Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 07/18/2022 – 11/18/2022 (Consecutive Leave)
@00903799	CC	Family Medical Leave (FMLA/CFRA/PDL) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 09/27/2022 – 11/01/2022 (Consecutive Leave)
@01691549	CC	SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 07/28/2022 (10 hours); 08/01/2022 – 08/03/2022 (20 hours)
@01523617	CC	SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/22/2022 (8 hours); 09/23/2022 (8 hours)
@00103301	NOCE	Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 10/03/2022 – 12/22/2022 (Consecutive Leave)

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 25, 2022

SUBJECT: Professional Experts

Action	<u>X</u>
Resolution	_____
Information	_____
Enclosure(s)	<u>X</u>

BACKGROUND: Professional Experts within budget.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget. The supervising manager is authorized by the Board to assign budget numbers in the employment of Professional Experts.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by

B. V. Dipt Breda

Approved for Submittal

4.c.1

Item No.

Professional Experts
 October 25, 2022

PROFESSIONAL EXPERTS

Name	Site	Job Classification	Project Title	Max Permitted Hours per Week	Begin	End
Doherty, Kelly	FC	Assistant Coach 2	Assistant Coach – Water Polo	26	09/26/2022	12/09/2022
Harris, Jonathan	CC	Project Manager	Math Success for Legacy Program Students	4	09/15/2022	12/16/2022
St John, Daria	AC	Project Expert	Hourly Processing, HR Tasks	26	10/17/2022	12/09/2022
St John, Daria	AC	Project Expert	Hourly Processing, HR Tasks	26	01/09/2023	03/24/2023
St John, Daria	AC	Project Expert	Hourly Processing, HR Tasks	26	04/10/2023	05/03/2023
St John, Daria	AC	Project Expert	Hourly Processing, HR Tasks	26	05/22/2023	06/30/2023
Way, Chase	FC	Technical Expert II	Gamification Faculty Inquiry Group	10	10/17/2022	12/15/2022
Way, Chase	FC	Technical Expert II	Gamification Faculty Inquiry Group	15	01/01/2023	05/19/2023

NOCE TUITION PROGRAMS

Name	Salary	Semester	Max Permitted Hours per Week
Reed, Rosalba	Tuition Rate	Fall	26

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 25, 2022

SUBJECT: Hourly Personnel

Action	<u>X</u>
Resolution	_____
Information	_____
Enclosure(s)	<u>X</u>

BACKGROUND: Short-term, substitute and student work-study/work experience personnel may be employed on a temporary basis from time to time to assist in the workload of various departments.

In accordance with the District's administrative procedures, the employment of short-term and substitute employees is restricted to not more than twenty-six (26) hours per week. The employment of student employees is restricted to not more than twenty (20) hours per week.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: These items are in compliance with Chapter 7, Human Resources, Board Policies and Administrative Procedures relating to personnel administration.

FUNDING SOURCE AND FINANCIAL IMPACT: All personnel matters are within budget.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by



Approved for Submittal

4.d.1

Item No.

Hourly Personnel
 October 25, 2022

Short-Term Hourly

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Carbajal, Luisia	FC	Technical - Assist the Veterans Resources Center	10/26/22	02/08/23	TE A 1
Castillo, Sarah	FC	Paraprof - Emergency state-mandated coverage in Child Care	10/11/22	06/30/23	TE B 1
Chavez, Debra	FC	Paraprof - Athletic Program Assistant to Women's Basketball	10/26/22	06/30/23	TE I 1
Dixon, Walker	FC	Technical - Assist in Academic Computing	10/26/22	12/10/22	TE A 2
Fonacier, Hannah	FC	Paraprof - Athletic Program Asst. to Men & Women Water Polo	10/26/22	12/23/22	TE I 1
Garcia-Ruvalcaba, Andy	CC	Paraprof - Assist in Media and Communications	10/17/22	12/16/22	TE A 1
Garcia-Ruvalcaba, Andy	CC	Paraprof - Assist in Media and Communications	03/01/23	05/26/23	TE A 1
Harvey, Hayley	FC	Technical - Assist the Earth Science Dept with various duties	10/26/22	06/15/23	TE A 1
Hobson, Jacob	CC	Paraprof - Athletic Program Assistant to Intercollegiate Baseball	10/26/22	12/09/22	TE I 1
Hobson, Jacob	CC	Paraprof - Athletic Program Assistant to Intercollegiate Baseball	01/04/23	05/26/23	TE I 1
Kwon, William	CC	Paraprof - Assist in Media and Communications	10/17/22	12/16/22	TE A 1
Kwon, William	CC	Paraprof - Assist in Media and Communications	03/01/23	05/26/23	TE A 1
Lambright, Steve	CC	Paraprof - Athletic Program Assistant to Intercollegiate Baseball	10/26/22	12/09/22	TE I 1
Lambright, Steve	CC	Paraprof - Athletic Program Assistant to Intercollegiate Baseball	01/04/23	05/26/23	TE I 1
Le, Dang Quoc	CC	Technical - Outreach Ambassador	10/26/22	01/20/23	TE A 1
Lira, Anthony	CC	Technical - Assist in STEM department	10/12/22	12/22/22	TE A 1
Mosca, Juan Paolo	FC	Technical - Assist in Academic Computing	10/26/22	01/21/23	TE B 1
Ramos, Melanie	CC	Technical - Assist in STEM department	10/12/22	12/22/22	TE A 1
Subedi, Arjun	CC	Technical - Assist in Financial Aid office	10/26/22	02/08/23	TE A 2
Viveros, Samantha	FC	Paraprof - Emergency state-mandated coverage in Child Care	10/11/22	06/30/23	TE B 1
Walter, Ethan	CC	Technical - Assist in Culinary Arts	10/26/22	12/14/22	TE B 1

Hourly Personnel
 October 25, 2022

Full Time Students and Work Study

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Escoto, La'shanay	CC	Full-time Student - Assist with the Cranium Café with outreach	10/26/22	06/30/23	TE A 1
Kien, Tammy	CC	Full-time Student - Assist in Computer Information Services lab	10/26/22	06/30/23	TE A 1
Limchitsomboon, Natania	FC	Work Study Student - Assist the Biology Lab courses	10/26/22	06/30/23	TE A 1
Mokry, McKenna	FC	Work Study Student - Assist the Art Gallery	10/26/22	06/30/23	TE A 2
Ortiz, Valerie	CC	Full-time Student - Assist in the Counseling Center	10/26/22	06/30/23	TE A 1
Rakholiya, Divy	FC	Full-time Student - Assist in Admissions and Records	11/09/22	06/30/23	TE A 1
Robinson, Tayla	CC	Full-time Student - Assist in the Counseling Center	10/26/22	06/30/23	TE A 1
Ruiz, Jennifer Grace	CC	Full-time Student - Assist with the Cranium Café with outreach	10/26/22	06/30/23	TE A 1
Su, Andy	FC	Work Study Student - Assist the Chemistry Stockroom	10/26/22	06/30/23	TE A 1
Than, Khue	CC	Full-time Student - Assist with the Internation Students Program	10/26/22	06/30/23	TE A 1
Thanm, Khue	CC	Full-time Student - Assist in International Student Programs	10/26/22	06/30/23	TE A 1
Tomooka, Sydney	CC	Full-time Student - Outreach Ambassador	10/26/22	06/30/23	TE A 1
Tran, Dang	CC	Full-time Student - Outreach Ambassador	10/26/22	06/30/23	TE A 1
Trinh, Jordan	CC	Full-time Student - Outreach Ambassador	10/26/22	06/30/23	TE A 1
Vela Diaz, Mirna	CC	Work Study Student - Assist in the Counseling Center	10/26/22	06/30/23	TE A 1
Waldie, Cari	CC	Full-time Student - Assist in Culinary Arts	10/26/22	12/02/22	TE B 2

Tutors, Interpreters, and Readers

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Cho, Ashley	CC	Direct Instr Support - Computer Information Services tutor	10/26/22	02/08/23	TE A 1
Cho, Ashley	CC	Direct Instr Support - Computer Information Services tutor	04/12/23	06/30/23	TE A 1
Schutt, Taylor	CC	Direct Instr Support - Computer Information Services tutor	10/26/22	02/08/23	TE A 1
Schutt, Taylor	CC	Direct Instr Support - Computer Information Services tutor	04/12/23	06/30/23	TE A 1

Hourly Personnel
October 25, 2022

Harvey, Hayley	CC	Direct Instr Support - Earth Science tutor	10/26/22	06/15/23	TE A 1
Kien, Tammy	CC	Direct Instr Support - Computer Information Services tutor	10/26/22	06/30/23	TE A 1

Volunteers

Name	Site	Title and Description of Service	Begin	End
Bryant, Dana	NOCE	DSS -Personal Care Attendant	10/05/22	05/26/23
Iseri, Brian	FC	Physical Education - Softball	10/25/22	06/30/23
McClure, Kaylenne	FC	Physical Education - Softball	10/25/22	06/30/23
Palacios, Shawntel	FC	Intern - CalWORKS Program	10/25/22	12/10/22
Sagio, Malo	FC	Veteran's Resource Center	10/12/22	06/30/23

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 25, 2022

SUBJECT: Volunteers

Action	<u>X</u>
Resolution	_____
Information	_____
Enclosure(s)	<u>X</u>

BACKGROUND: The District recognizes the value of volunteer services in conjunction with certain programs, projects, and activities and may use the services of volunteers from time to time, when it serves the interests of the District. Volunteers are individuals who freely offer to perform services for the District without promise, expectation, or receipt of any compensation for the services provided.

How does this relate to the five District Strategic Directions? NOCCCD will provide an inclusive, equitable, and welcoming environment to support the well-being and professional growth of all employees.

How does this relate to Board Policy: Not applicable.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the following items be approved as submitted.

Irma Ramos

Recommended by

B. V. dist BudM

Approved for Submittal

4.e.1

Item No.

Volunteer Personnel
October 25, 2022

Volunteers

Name	Site	Program	Begin	End
Bryant, Dana	NOCE	DSS -Personal Care Attendant	10/05/22	05/26/23
Iseri, Brian	FC	Physical Education - Softball	10/25/22	06/30/23
McClure, Kaylenne	FC	Physical Education - Softball	10/25/22	06/30/23
Palacios, Shawntel	FC	Intern - CalWORKS Program	10/25/22	12/10/22

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 25, 2022

SUBJECT: Resolution No. 22/23-07,
Veterans Appreciation Week

Action	<u>X</u>
Resolution	<u>X</u>
Information	<u> </u>
Enclosure(s)	<u>X</u>

BACKGROUND: The North Orange County Community College District is privileged to serve thousands of student veterans each year at all three institutions. Both Fullerton College and Cypress College currently have Student Veteran’s Centers on campus in order to serve those growing populations. Our student veterans are some of our highest achieving and most committed students.

In recognition of those who have sacrificed so much for our country, the Board would like the week of November 7-11, 2022 to be observed as Veterans Appreciation Week.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Directions 1) Student Experience & Success – NOCCCD will provide comprehensive support, equitable opportunities, cocurricular programming, and clear pathways to ensure that students achieve their educational and career goals, and 2) Employee Experience – NOCCCD will provide an inclusive, equitable, and welcoming environment to support the wellbeing and professional growth of all employees.

How does this relate to Board Policy: Not applicable.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board honor the contributions of past and present members of the Armed Forces in the state of California and in the North Orange County Community College District, and adopt Resolution No. 22/23-07 to declare that the week of November 7-11, 2022 be observed as Veterans Appreciation Week.

Byron D. Clift Breland

Recommended by



Approved for Submittal

5.a.1

Item No.

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**



Resolution No. 22/23-07, Veterans Appreciation Week

WHEREAS, the members of the Armed Forces have been instrumental to the preservation of the freedom, security, and prosperity enjoyed by the people of the United States; and

WHEREAS, throughout the generations, veterans' sacrifices have preserved our unique form of government dedicated to human rights and respect for the individual; and

WHEREAS, California is home to 1.8 million veterans, representing eight percent of the total U.S. veteran population and anticipates receiving an additional 30,000 discharged members of the armed services each year for the next several years – more than any other state; and

WHEREAS, the number of student veterans at the North Orange County Community College District has increased each year; and

WHEREAS, the North Orange County Community College District continually strives to provide relevant and needed campus services and resources to our student veterans; and

WHEREAS, the North Orange County Community College District's student veterans have been influential in bringing awareness to their campus communities through various Veterans Day events and celebrations; and

WHEREAS, student veterans deserve our appreciation for all they do, and have done, to protect our freedom; now,

THEREFORE, BE IT RESOLVED, that the North Orange County Community College District Board of Trustees hereby recognizes and wishes to honor the contribution of past and present members of the Armed Forces in the state of California and in the North Orange County Community College District and declares the week of November 7-11, 2022, be observed as Veterans Appreciation Week.

PASSED AND ADOPTED by the Governing Board of the North Orange Community College District, this 25th day of October 2022, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINING:

Jacqueline Rodarte
Board President

5.a.2
Item No.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	_____
		Resolution	_____
DATE:	October 25, 2022	Information	X _____
		Enclosure(s)	_____
SUBJECT:	Summary and Recommendations on Improving the State of Fullerton College		

BACKGROUND: As outlined in Board Policy 2340, Agendas, members of the public may place matters directly related to the business of the District on an agenda for a Board meeting by submitting a written summary of the item to the Chancellor. Dr. Jaquel Pitts submitted an agenda item titled, "Summary and Recommendations on Improving the State of Fullerton College" which included the following summary:

My name is Dr. Jaquel Pitts, Ph.D. I am a current Fullerton college student. I am an ordained member of the clergy. I have a doctor of philosophy degree in counseling. I have a master's degree in history from American Military University. I have a bachelor's degree in University Studies from Mayville State University. I have an associates degree in Self Development from Fullerton College. I have a certificate in business from College of the Siskiyous. I am representing myself and my church. Due to my sincerely held religious beliefs I am requesting the following. I am calling for unlimited COVID-19 testing and vaccines. I am calling for unlimited institutional monkeypox testing and vaccines. I am calling for an abolishment of the mask rules at Fullerton College due to the fact that this is a constitutional violation.

There are several conditions of fullerton college that I believe needs dramatic improvement. The primary component that I believe needs dramatic improvement is the position of president of Fullerton College. This is a singinincpant position on the campus of Fullerton College. This particular position, which is a position of prominent leadership, is essential. The position of Fullerton College President calls for an individual with a record of proven leadership skills combined with a passionate commitment to a 21st- century comprehensive community college mission and the ability to plan resource allocation to meet these goals during a period of dynamic change. The ideal candidate will be an innovative and proven leader who provides strong institutional stewardship, champions faculty excellence and sta success, and further strengthens Fullerton's commitment to student-centered experiences.

The next President will be someone who advocates for diversity, equity, inclusion, and anti-racism to support a culturally responsive environment that provides outstanding educational opportunities for all students, employees, and the surrounding community. Approximately for the past year Fullerton College has not had a permanent president. Fullerton College has had interim presidents for a substantial amount of time. The lack of ability to hire a permanent president shows lack of efficiency from an organizational standpoint. I understand that the previous presidential search contained scrutiny and controversy but there should have been an alternative course of action to select the next president of Fullerton search. I believe the previous three candidates were all worthy candidates but I believe if the primary candidate was suddenly ineligible for the president,

another president in the pool should have been selected. Another form of action would be to reinterview the next level of top candidates that were not selected as a finalist for another interview and conduct an emergency board meeting to determine who will be the next president. Now we have another set of presidential finalists.

I highly recommend that the board of trustees does not allow the indecisiveness that happened last instance to occur again. Regardless of what ensues I highly recommend that the board of trustees select the next president of Fullerton College expeditiously. If higher salaries have to be offered to ensure that a candidate accepts the position that is a strategy I recommend. If a candidate is disagreeing on the parameters of the contract of president, I recommend selecting a president who will agree to the parameters of a contract during the contract negotiations for the position of president at Fullerton College. I attended the 2022 Fullerton College graduation ceremony and I noticed the presidential medallion was not worn. I have graduated from a variety of colleges during my academic career and I observed interim college presidents wearing the presidential medallion of their respective college.

However since the previous interim president Gilbert J Contreras was confused on if he was worthy of wearing the presidential medallion because the interim president designation can present some confusion and lack of leadership. There is also a Fullerton College library American with Disability Act designated study room that all of the DSPS staff at Fullerton College lacks knowledge of. I am also a DSPS student. The Fullerton College library is under the impression that the ADA room in the library is only for ADA students with a wheelchair. This policy needs to be modified immediately because this is a direct violation of the ADA act. I call to allow ALL DSPS Fullerton College students to have unlimited access to the ADA room in the Fullerton College library regardless of their specific disability. I also call to allow all DSPS students to be exempt from the study room requirement in the Fullerton College library that specifies students must have at least 2 or 3 students to use a study room. I believe this is a violation of ADA laws.

I also call for more HERFF, CARES grants, and Emergency grants to be distributed to Fullerton College students. I also call for more funding to the Fullerton College football team expeditiously because this team needs as much support as possible because they have momentum to win the 2022 state championship and with more funding, there is a high probability the Fullerton College football team will win the state championship with more funding.

How does this relate to the five District Strategic Directions? Not applicable.

How does this relate to Board Policy: This item is in accordance with Board Policy 2340, Agendas.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board receive the "Summary and Recommendations on Improving the State of Fullerton College" agenda item submitted by a member of the public.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES

DATE: October 25, 2022

SUBJECT: Future Board Agenda Items

Action	_____
Resolution	_____
Information	_____ X _____
Enclosure(s)	_____

BACKGROUND: At the June 2018 Board and Chancellor planning retreat, the group discussed how to make Board meetings more effective and efficient. As a result of that discussion, it was agreed that a new *Future Board Agenda Items* section would be included in Board meeting agendas to provide an opportunity for trustees to discuss the possibility of adding topics or items of interest to future agendas.

This information item is presented to allow for discussion on any potential future Board agenda items.

How does this relate to the five District Strategic Directions? Not applicable.

How does this relate to Board Policy: This item is in accordance with Board Policy 2310, Regular Meetings of the Board and Board Policy 2340, Agendas.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board discuss any potential future Board agenda items.

Byron D. Clift Breland
Recommended by


Approved for Submittal

5.c
Item No.

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

October 11, 2022

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, October 11, 2022, at 5:30 p.m. in the Anaheim Campus Board Room with a YouTube livestream broadcast.

Board President Jacqueline Rodarte called the meeting to order at 5:32 p.m. and led the Pledge of Allegiance.

TRUSTEE ROLL CALL: Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Jacqueline Rodarte, Evangelina Rosales, and Student Trustees Paloma Foster and Kisha Mehta. Absent: None.

RESOURCE PERSONNEL PRESENT: Byron D. Clift Breland, Chancellor; Fred Williams, Vice Chancellor, Finance & Facilities; Irma Ramos, Vice Chancellor, Human Resources; Cherry Li-Bugg, Vice Chancellor, Educational Services & Technology; Jose Ramon Nuñez, Vice President, Fullerton College; Kathleen Reiland, Interim Vice President, Cypress College; Valentina Purtell, President, North Orange Continuing Education; Kai Stearns, District Director, Public & Governmental Affairs; Raine Hambly, representing the District Management Association; Katie King, representing United Faculty; Pamela Spence, representing CSEA; Seija Rohkea, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

OTHER ADMINISTRATORS AND EMPLOYEES PRESENT: Paul de Dios and Stephen Schoonmaker from Cypress College; Gil Contreras and Rod Garcia from Fullerton College; and Simone Brown Thunder, Danielle Davy, Geoff Hurst, Lisa King, Chelsea Salisbury, Gabrielle Stanco, and Amita Suhrid from the District Office.

VISITORS: Cathleen Greiner, Dash Johnson, Josh Newman, Tim Shaw, and Whitarick. Public participation was provided via YouTube livestream.

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

Finance & Facilities: 3.a, 3.b, 3.f, 3.g, 3.h, 3.i, 3.j, 3.k, 3.l, 3.m, 3.n

Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Foster and Mehta's advisory votes.

BLOCK VOTE APPROVAL OF PERSONNEL ITEMS: It was moved by Trustee Barbara Dunsheath and seconded by Trustee Jeffrey P. Brown 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, Rodarte, and Rosales voting yes.

CHANCELLOR'S REPORT

Chancellor Byron D. Cliff Breland introduced **Senator Josh Newman** who helped secure a \$1 million special grant allocation in the recent state budget for the RevHubOC. Senator Newman, along with **Tim Shaw**, highlighted the investment in social entrepreneurship in Orange County in order to build capacity and scale the project in order to address programmatic needs including job creation and pathways to entrepreneurship. Both expressed excitement with having the District as a critical partner in the community and for their willingness to partner with RevHubOC.

Trustees thanked Senator Newman and Mr. Shaw for expanding opportunities for students and expressed their appreciation for the exciting partnership with the District.

“Journey in Equity” Presentation – Part II: As part of the Chancellor’s Report, **Chancellor Byron D. Cliff Breland** introduced **Irma Ramos**, Vice Chancellor of Human Resources, and **Simone Brown Thunder**, District Manager of Human Resources, who led a presentation on talent acquisition demographic data and strategies. Presentation highlights included:

Workforce Demographic Data

- Human Resources supports 2,489 employees among all of the employee groups.
- District employee racial/ethnic diversity increased by more than 20 percentage points over the past 10 years, from 32.7% in fall 2010 to 52.8% in fall 2021.
- Classified employees are more ethnically diverse (70%) than other employee groups.
- Administrators/managers are the next most diverse group (57%), followed by adjunct faculty (51%) and full-time faculty (43%).

Workforce and Applicant Demographic Data

- NOCCCD has higher employee diversity and higher percentages of Latinx, Asian, African American, and multi-ethnic employees and fewer White Non-Hispanic employees compared to other community colleges in the Orange County region.
- Classified employees have generally had the highest percentage of diverse hires among employee groups over the last ten years, ranging from approximately 60% to 80% diverse.
- Administrator/manager hire diversity was more variable over this same timeframe but was greater than 50% for each of the past seven years.
- Diversity of full-time faculty hires was stable near 43% between 2014-15 and 2019-20 and then rose to 75% by 2021-22.
- NOCCCD has consistently attracted diverse applicants for most of the past 10 years.
- Other than a dip to 42% in 2015-16, the percentage of diverse applicants has ranged from 50% to 68% each year.
- The majority of new hires in the past 10 years have also been diverse, with the exception of the 2012-13 year, and the diversity percentage has generally increased over time.
- 63% of new hires across the District were diverse in 2021-22.

Talent Acquisition Strategies/Best Practices

- Preparing: Revised job announcements to support the District’s commitment to DEIA and share employee value proposition.

- **Sourcing:** Developed a database of diverse resources for recruitment and a “where to share” checklist (e.g., social media) for the search committee.
- **Screening:** Revised the applicant evaluation process to be more inclusive and improve the candidate experience, and created new application emails to provide high-touch communication throughout the search process.
- **Selecting & Hiring:** Created inclusive hiring toolkits focused on DEIA for employee groups and developed hiring dashboards to evaluate time-to-fill, demographics, and internal hires.
- **Onboarding & Retention:** Provide professional development opportunities related to DEIA, developed a new management performance evaluation process to include DEIA competency; and implementation of the job families study project to establish compensation philosophy, job standards and structures, updated job descriptions, and to create identifiable career ladders to encourage career growth.

Vice Chancellor Ramos thanked Gabrielle Stanco for her assistance with the data demographics and expressed her gratitude to everyone for their work because employee hiring extends beyond Human Resources.

Subsequent to the presentation, trustees inquired about employee exit interviews; impact of the applicant pool on the increase in rates; why workforce data percentages decreased; if diversity data is collected for those hired; hiring committee training and whether it is mandatory; career ladder training or support; the number of applicants in response to job announcements versus unsolicited applications; and whether there is an increasing trend in opting out of race declaration.

(See Supplemental Minutes #1306 for a copy of the presentation.)

MINUTES: It was moved by Trustee Ryan Bent and seconded by Trustee Evangelina Rosales to approve the Minutes of the Regular Meeting of September 27, 2022. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes, including Student Trustees Foster and Mehta’s advisory votes.**

FINANCE & FACILITIES

Item 3.a: By block vote, authorization was granted to ratify purchase order numbers P0152462 - P0154194 through September 20, 2022, totaling \$5,636,660.25, and check numbers C0054065 – C0054159, totaling \$108,255.49; check numbers F0286988 – F0288946, totaling \$3,720,391.88; check numbers 88526733 – 88527742, totaling \$12,181,025.56; check numbers V0031880 – V0031884 totaling \$7,158.00; check numbers 70122767 – 70123818, totaling \$241,274.43; and disbursements E9056874 – E9064267, totaling \$10,455,903.86, through September 30, 2022.

Item 3.b: By block vote, authorization was granted to make adjustments to the General Fund and Child Development Fund revenue and expenditure budgets in accordance with the revised fiscal year 2022-2023 allocations and adopt resolutions to adjust budgets and authorize expenditures within the General Fund and Child Development Fund pursuant to the California Code of Regulations Title 5, Section 58308.

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

Item 3.c: The Board received and reviewed the 2021-2022 Travel Expense Report.

Item 3.d: The Board received and reviewed the Calendar for the Fiscal Year 2023-24 Budget.

Item 3.e: The Board received and reviewed the Public Self-Insurer's Annual Report for Fiscal Year 2021-22 and acknowledge the Estimated Future Liability of \$1,371,524 as reported to the State of California, Department of Industrial Relations, Division of Self-Insurance Plans.

Item 3.f: By block vote, authorization was granted to procure a three-year contract with Pathify to implement a new portal solution for the total contract amount of \$291,433.

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

Item 3.g: By block vote, authorization was granted to approve a deductive change order in the amount of \$38,551.46 for the unused allowance for the agreement with Chapman Coast Roof Co., Inc. for Bid #2021-22, Cypress College Roof Replacement – LLRC Bldg. #32 and Gym 1 Bldg. #7 Project.

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

Item 3.h: By block vote, authorization was granted to file the Notice of Completion for the Cypress College Roof Replacement – LLRC Bldg #21 and Gym 1 Bldg #7 project with Chapman Coast Roof Co., Inc. and pay the final retention payment when due.

Item 3.i: By block vote, authorization was granted to approve Deductive Change Order for Bid #2021-11, Fullerton College Boiler B-1 Repair Project, with Total Western, Inc. in the amount of \$20,000, reducing the contract from \$218,980 to \$198,980 and extending the contract time from 180 days to 304 days.

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

Item 3.j: By block vote, authorization was granted to file the Notice of Completion for the Fullerton College Boiler B-1 Repair project with Total Western, Inc. and pay the final retention payment when due.

Item 3.k: By block vote, authorization was granted to approve Resolution No. 22/23-05, to have Trane sole source service the overhaul of Chiller #1 at an estimated cost of \$148,621.

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

Item 3.l: By block vote, authorization was granted to adopt Resolution No. 22/23-06 to approve the Purchase of a robotic system from Boston Dynamics in the amount of \$126,385 plus delivery and tax or any applicable fees for the Fullerton College Technology and Engineering Department.

Further authorization was granted for the District Director, Purchasing, to issue a purchase order and contract documents on behalf of the District.

Item 3.m: By block vote, authorization was granted to increase an Institutional Membership to the Alpha Gamma Sigma Honors Society for the period of July 1, 2022, through June 30, 2023, at a cost of \$4,550.

Item 3.n: By block vote, authorization was granted to procure a three-year contract with Mongoose for the total contract amount of \$377,092.

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

HUMAN RESOURCES

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

CHANGE IN RESIGNATION DATE

Stephens, Kristen	CC	Director, Dental Hygiene From: 08/04/2022 To: 08/12/2022 (Last day worked) PN CCM694
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TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2022 FALL SEMESTER

Gee, Donna	CC	Column 3, Step 1
Hacholski, Matthew	FC	Column 1, Step 2
Vaquera, Adriana	CC	Column 2, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Stark, Katelyn	CC	Mandatory Hospital Orientation Column 1, Step 1 Lecture Rate, Adjunct Faculty Salary Schedule Not to exceed 4 hours Eff. 08/09/2022
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Item 4.b: By block vote, authorization was granted for the following classified personnel matters, which are within budget:

RESIGNATION

Merchant, Jennifer	FC	Director, Career Technical Education 12-month position (100%) Eff. 10/31/2022 PN FCM942
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NEW PERSONNEL

Figueroa, Anthony FC Electrician
12-month position (100%)
Range 41, Step E
Classified Salary Schedule
Eff. 11/01/2022
PN FCC904

Figueroa, Jason FC Groundskeeper
12-month position (100%)
Range 29, Step E
Classified Salary Schedule
Eff. 11/01/2022
PN FCC995

Nguyen, Crystal AC Buyer II
12-month position (100%)
Range 41, Step C
Classified Salary Schedule
Eff. 10/17/2022
PN DEC966

CHANGE IN SALARY STEP

Kairan, Mejon AC District Manager, Environmental Health & Safety
From: Range 13, Column A
To: Range 13, Column B
Eff. 10/10/2022

Madrid, Jim CC Electrician (100%)
From: Range 41, Step A
To: Range 41, Step E
Eff. 10/14/2022

Navarro, Michelle CC Sports Information/Marketing Rep. II (100%)
From: Range 38, Step A
To: Range 38, Step B
Eff. 10/01/2022

PROMOTION

Zamorano, Karla NOCE Admissions and Records Technician
12-month position (100%)
PN SCC893

To: FC Administrative Assistant II
12-month position (100%)
Range 36, Step E + 5% Longevity + PG&D
Classified Salary Schedule
Eff. 10/17/2022
PN FCC783

VOLUNTARY CHANGES IN ASSIGNMENT

Laveaga, Rebeca	CC	Administrative Assistant II (100%) Temporary Change in Assignment To: Administrative Assistant III 12-month position (100%) Range 41, Step D + 15% Longevity Classified Salary Schedule Eff. 10/12/2022
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STIPEND FOR ADDITIONAL AMINISTRATIVE DUTIES

Felipe, Victoria	CC	Administrative Assistant II (100%) Extension of 6% Stipend Eff. 09/01/2022 – 10/11/2022
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LEAVES OF ABSENCE

@01066339	FC	Admissions and Records Analyst (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/01/2022 – 08/04/2022 (40 hours)
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@00004344	FC	Clerical Assistant I (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/01/2022 – 08/04/2022 (40 hours)
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@01177893	AC	Buyer (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/23/2022 – 08/24/2022 (18 hours)
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@00644694	AC	Facilities Custodian I (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/09/2022 – 08/10/2022 (16 hours)
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@00007934	NOCE	Instructional Assistant, ESL (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/17/2022 – 08/19/2022 (24 hours); 08/22/2022 – 08/24/2022 (24 hours)
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@00370228	CC	HVAC Mechanic II (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/22/2022 – 08/25/2022 (32 hours)
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@01462929	FC	Facilities Custodian I SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/01/2022 – 08/05/2022 (40 hours)
@01021190	CC	Facilities Custodian I (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 07/25/2022 – 07/28/2022 (40 hours); 08/01/2022 – 08/04/2022 (40 hours)
@01758080	CC	Campus Safety Officer (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/20/2022 – 08/21/2022 (20 hours); 08/25/2022 (10 hours)
@01262637	CC	Skilled Maintenance Mechanic (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/02/2022 – 08/04/2022 (20 hours)
@01775034	CC	Facilities Custodian I (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/01/2022 – 08/04/2022 (40 hours); 08/08/2022 – 08/11/2022 (40 hours)
@01152625	CC	HVAC Mechanic II (100%) SB 114 (SPSL) Eff. 08/15/2022 (8 hours)
@01604945	CC	Dir, EOPS/CARE/CalWORKS (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/09/2022 – 08/11/2022 (30 hours); 08/15/2022 (8 hours)
@00005402	CC	EOPS Program Coordinator (100%) SB 114 (SPSL) Paid Leave Using Supplemental Paid Sick Leave Eff. 08/22/2022 – 08/26/2022 (40 hours)

Item 4.c: By the block vote, authorization was granted to approve the assignment of professional expert personnel per the professional expert listing.

(See Supplemental Minutes #1306 for a copy of the professional expert personnel listing.)

Item 4.d: By the block vote, authorization was granted to approve the hourly listing.

(See Supplemental Minutes #1306 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 #1306 for a copy of the volunteer listing.)

GENERAL

Item 5.a: Board President Jacqueline Rodarte asked if there were any requests for potential future agenda items. Trustee Barbara Dunsheath requested a future agenda item regarding student trustee advisory votes and the importance of allowing them to vote first because the voice of students is very important.

CHANCELLOR'S STAFF COMMENTS

Valentina Purtell announced that NOCE has piloted the auto-awarding of certificates and noted that they have already collected an additional 138 certificates. President Purtell shared that NOCE has initiated the Strategic Plan process and held an in-person retreat with over 50 team members. She reported upcoming events for Undocumented Students Week and the Great Shakeout drill for emergency preparedness on October 20.

Jose Ramon Nuñez shared that the Fullerton College Veterans Golf Classic is scheduled for November 7 with proceeds benefiting the Veterans Resource Center.

Kathleen Reiland reported that the Cypress College Golf Classic Tournament will take place on October 20, that the College was named a higher education equity champion for the second year in a row, and that the recent conference presentation by the College's dual enrollment program which has over 1,000 enrollments and over 90% success rate since 2017. Dr. Reiland shared that October is Disability Inclusion Month and shared upcoming events and noted that an all-campus Cypress College retreat is planned at the UCLA Conference Center in Lake Arrowhead.

RESOURCE TABLE PERSONNEL COMMENTS

Katie King, on behalf of United Faculty, reported on faculty being disciplined for COVID compliance related matters when over 800 non-compliant students were allowed on campus and led to the spread of COVID, but were never reprimanded. She requested that the 65+ faculty members who received written warning letters threatening discipline have those letters removed from their personnel files. She concluded her report by acknowledging the passing of **Erin Lacorte**.

MEMBERS OF THE BOARD OF TRUSTEES COMMENTS

Student Trustee Paloma Foster provided a statement on behalf of Fullerton College Associated Students and Student Life and Leadership regarding the passing of **Erin Lacorte** who was lost far too soon and too quickly, and will be missed by many.

Student Trustee Kisha Mehta stated that she was similarly devastated to hear the news of **Erin Lacorte's** passing who always reached out and offered support. She reported that Cypress College Associated Students are increasing civic engagement on campus and will host multiple tabling events.

Trustee Ed Lopez expressed his sympathy to **Erin Lacorte's** family, friends, and colleagues.

Trustee Evangelina Rosales recalled **Erin Lacorte's** energy and expressed her sincerest sympathy to Erin's friends and family.

Trustee Stephen T. Blount reported on his attendance at the recent Adjunct Faculty United picnic and the Cypress Chamber of Commerce Networking Breakfast.

Trustee Barbara Dunsheath noted she was glad to hear that the Board meeting would be adjourned in memory of **Erin Lacorte** and praised Erin's smile and zest for life. She thanked Cypress College staff for providing a tour of the campus food pantry.

Board President Jacqueline Rodarte echoed the sentiments regarding **Erin Lacorte's** zest for life and shared that she appreciated that Erin held the Board accountable.

NON-AGENDA PUBLIC COMMENTS

Whitarick addressed the Board to protest the unnecessary behavior of Campus Safety when he was removed from a District building and demanded a response.

CLOSED SESSION: At 6:43 p.m., Board President Jacqueline Rodarte adjourned the meeting in honor of former Student Trustee Erin Lacorte who recently passed away and announced that there would not be a read out. Closed session took place 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 54957: PUBLIC EMPLOYEE: Fullerton College President.

Per Section 54957.5: PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Chancellor.

Per Section 54956.9(d)(2): CONFERENCE WITH LEGAL COUNSEL: ANTICIPATED LITIGATION: One (1) Potential Case.

RECONVENE MEETING: At 8:23 p.m., Board President Jacqueline Rodarte reconvened the meeting in open session.

ADJOURNMENT: At 8:23 p.m., it was moved by Trustee Stephen T. Blount and seconded by Trustee Ryan Bent to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, Rodarte, and Rosales voting yes.**