

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

February 11, 2020

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, February 11, 2020, at 5:30 p.m. in the Anaheim Campus Board Room.

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

**TRUSTEE ROLL CALL:** Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, and Student Trustees Ester Plavdjian and Chloe Reyes. Jacqueline Rodarte arrived at 5:40 p.m. Absent: None.

**RESOURCE PERSONNEL PRESENT:** Cheryl Marshall, Chancellor; Fred Williams, Vice Chancellor, Finance & Facilities; Irma Ramos, Vice Chancellor, Human Resources; Cherry Li-Bugg, Vice Chancellor, Educational Services & Technology; Greg Schulz, President, Fullerton College; JoAnna Schilling, President, Cypress College; Valentina Purtell, Provost, North Orange Continuing Education; Lisa Gaetje, representing the District Management Association; Tina McClurkin, representing the North Orange Continuing Education Academic Senate; Craig Goralski, representing the Cypress College Academic Senate; Kim Orlijan, representing the Fullerton College Faculty Senate; Christie Diep, representing United Faculty; Dawnmarie Neate, representing CSEA; Melissa Medich, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

**OTHER ADMINISTRATORS AND EMPLOYEES PRESENT:** Maha Afra, Gloria Badal, Linda Borla, Kelly Carter, Paul de Dios, Yanet Garcia, Eileen Haddad, Will Heusser, Henry Hua, Marcia Jeffredo, Giovanni Magginiti Randy Martinez, Fola Odebunmi, Billy Pashaie, Jeremy Peters, Christina Plett, Alex Porter, Deidre Porter, Marc Posner, Liz Putman, Adel Rajab, Bryan Seiling, Ambika Talwar, Stephanie Teer, Gisela Verduzco, Jane Walker, and Brandy Young from Cypress College; Mohammad Abdel Haq, Nick Arman, Josh Ashenmiller, Jodi Balma, Jennifer Combs, Gil Contreras, Naji Dahi, Archie Delshad, Arnette Edwards, Rod Garcia, Elaine Lipiz Gonzalez, Jose Ramon Nuñez, Queen Peterson, Rhett Price, Joe Ramirez, Ken Starkman, and Matt Tribbe from Fullerton College; Karen Bautista, Terry Cox, and Martha Gutierrez from North Orange Continuing Education; and Simone Brown-Thunder, Ivy Hwee, Julie Kossick, Tami Oh, Chelsea Salisbury, Amita Suhrid, Kashu Vyas, and Rick Williams from the District Office.

**VISITORS:** Ellie Ahmdai, Caleb Chapman, Jared Cruz, Jordan Cruz, Tina Cruz, Phil Dykstra, Grant Henninger, Laura Kraft, Lyndsey Lefebvre, Don Lundy, Rod Lusch, Jaclyn Magginiti, Wendy Nelson, Christian Ong, David Robles, Cindy Sanchez, Liz Sanchez, Destiny Spratt, Andrew Washington, and Griselda Weed.

**COMMENTS: MEMBERS OF THE AUDIENCE:**

- A. **Caleb Chapman**, Cypress College Student, addressed the Board to urge them to spend money on college programs and not the purchase of a hotel property.
- B. **Liz Putman**, Cypress College Faculty, stated that with a student population that has doubled, the nursing program's expansion, and changes in medicine, the College needs better facilities and labs in order to teach students. She noted that the lack of rooms and poor planning of the District and Cypress College is impacting students.

(See Supplemental Minutes #1249 for a copy of the statement.)

- C. **Mohammad Abdel Haq**, Fullerton College Faculty, stated that he is officially resigning from his position as Chair of the Diversity Committee because of his role as United Faculty Lead Negotiator and the diversity and equity efforts of the District. He accused the District of not appropriately compensating its diverse faculty pool and noted that claims are empty if not followed by action.
- D. **Naji Dahi**, Fullerton College Faculty, addressed the Board to share that they did not take the United Faculty negotiating team seriously when negotiating a new tentative agreement. He accused **Vice Chancellor Irma Ramos** of not taking her duties seriously and that a PERB judge ruled that she bargained in bad faith with Adjunct Faculty United. He presented the Board with a faculty statement of no confidence petition against **Irma Ramos** signed by 72% of their membership in an effort to show the Board how serious faculty are about getting the salary and benefits they deserve.

(See Supplemental Minutes #1249 for a copy of the petition.)

- E. **Maha Afra**, Cypress College Faculty, read a statement from **Samantha Horton**, an NOCE Medical Assistant Program Graduate, who wrote that without the help of her instructors she would not have successfully transferred, and that she was saddened to hear that her mentors are treated the way they are with regard to salary and benefits.
- F. **Jodi Balma**, Fullerton College Faculty, read a student statement from **Bennet Cho** in support of the instructors who supported him and for lab and lecture parity. He expressed his anger and disappointment with the Board and urged them to give faculty the respect and contract they deserve.
- G. **Nick Arman**, Fullerton College Counselor, read a statement from a Veteran student with post-traumatic stress disorder who stated that he was alive because of the faculty and staff at Fullerton College who supported and encouraged him. He accused the Board of not valuing students enough to keep the faculty from leaving.
- H. **Jane Walker**, Cypress College Faculty, addressed the Board again to express the seriousness of the faculty negotiation process and stated that the fault lies squarely with the Board. She stated that she was almost looking forward to the fact-finding portion of negotiations to see if the funds that the District is refusing to offer its faculty are uncovered. She said that she would 100% recommend others join her as a community college faculty member, but not with this district.

- I. **Wendy Nelson**, former Fullerton College Student, shared her experience at Fullerton College and with its faculty members. She shared her plans to pursue teaching as a career, and has already been offered an adjunct faculty position elsewhere, but her heart is here. She asked the Board to consider the much higher cost of faculty leaving for fair compensation and insurance for their dependents.
- J. **Ellie Ahmdai**, former Fullerton College Student, shared her experiences with faculty who changed her life by investing and believing in her. She stated that they should be rewarded for their work for changing people's lives every day.
- K. **Randy Martinez**, Cypress College Faculty, addressed the Board to share that his department is in the process of hiring a new faculty member and trying to select the best candidate who is on par with the excellence of the Psychology department. However, a new faculty member in a neighboring district would make \$10,000-15,000 more at the beginning of their career there, and \$20,000-25,000 later in their career. The District will not be able to get the best faculty unless we are on par with others.
- L. **Jordan Cruz**, Fullerton College Alumni, currently employed as a biotech analyst stated that she is where she is because of Fullerton College faculty, their investment in her, and their impact that extends beyond the classroom. She stated that it is time for the Board to support their faculty.
- M. **Jared Cruz**, Fullerton College Student, stated that the lack of competitive wages for faculty will leave faculty no choice but to choose a nearby district who provides better compensation and medical benefits.
- N. **Tina Cruz**, Fullerton College Student, shared that her professors have been instrumental in helping her see her own potential and praised faculty for their talent. She urged the Board to provide a competitive package to faculty or risk losing them, along with students and revenue.
- O. **Gloria Badal**, Cypress College Faculty, stated that she appealed to the Board last Fall and instead they authorized the same package that was previously offered while the District continues to hoard funds of over \$100 million. She said that faculty have zero faith and trust in the Board's decisions and that United Faculty will use their PAC fund to elect trustees in November that won't mismanage funds.
- P. **Christian Ong**, Cypress College Alumni, shared that lab work is an integral part of the learning experience in the sciences, noted that a faculty's work does not get easier when switching from a lecture to a lab, and expressed his support for faculty compensation.
- Q. **Laura Kraft**, former Fullerton College Student, shared that Fullerton College faculty made her believe that she could be more, and made her feel wanted and valued. She expressed her immeasurable gratitude and appreciation for them, and was appalled to learn that they earn less than other districts.
- R. **Will Heusser**, Cypress College Faculty, read a student statement highlighting the impact of a professor on him. He noted that his children were also in the audience

because his spouse has a part-time faculty position to cover family medical coverage that is not offered by the District unlike other districts.

- S. **Ambika Talwar**, Cypress College Faculty, commented on the meaning of equity and multiculturalism, noted that equity includes decent pay, and read a poem she wrote titled, "Opening Day."
- T. **Linda Borla**, Cypress College Faculty, read a statement from **Ernesto Gonzalez** outlining his experience as a Fullerton College student. He stated that professors are overworked, understaffed, and underpaid and deserve decent compensation for a decent day's work.
- U. **Liz Sanchez**, Fullerton College Alumnus, spoke in support of educators and the impact professors have on students. She expressed concern for her own future in teaching and that of her peers.
- V. **Bryan Seiling**, Cypress College Faculty, cautioned that the Board is currently causing damage that will take years to rebuild and will cost the District people. He shared that he explored leaving the District and feels that he has put in 150%, but hasn't been paid 100%. He continued that while he will remain with the District, the District has lost a workhorse, and expressed his lack of trust and respect for the Board.
- W. **Christian Ramirez**, former Fullerton College Student, noted that his current graduate work at UCLA would not be possible without the impact of Fullerton College faculty and stated he was offended when he learned that faculty are not fairly compensated.
- X. **Adel Rajab**, Cypress College Faculty, provided a statement for the record on the lack of lab and lecture parity and that it is insulting to be paid less for lab courses. He said it is more egregious because the State funds both types of courses equally, but the District is pocketing the difference. He stated that faculty are fighting for what is right and rightfully theirs, and they want it now.

(See Supplemental Minutes #1249 for a copy of the statement.)

- Y. **Don Lundy**, former Fullerton College Student Trustee, shared his experience with Fullerton College faculty, the impact on his life, and how his desire to be a college professor is directly related to the faculty. He also expressed concern among his peers who state that they do not want to work in this district.
- Z. **Destiny Spratt**, Fullerton College Alumni, shared about her wonderful experience at Fullerton College, including the professors she met who exceeded her expectations and provided her with more confidence. She asked that they be compensated fairly.
- AA. **David Robles**, Fullerton College Student Veteran, expressed confidence that the Board will give teachers the raise they deserve and noted that stewardship goes beyond dollars. He also shared concern with classes being affected and the impact of that on veteran students and vulnerable populations who would have no choice, but to go to another school.

- BB. **Matt Tribbe**, Fullerton College Faculty, stated that he had previously addressed the Board about salary struggles, and has since founded that inflation increased by 3% in 2019 and with no raise, that amounts to a salary cut for faculty. He also shared median household income and home prices in Orange County and how poorly District faculty salaries compare.
- CC. **Archie Delshad**, Fullerton College Faculty, read a statement for the record from **Cori Avery**, a Cypress College Nursing Program Graduate, regarding the impact of the nursing faculty and her experience as an adjunct faculty in the program. She admonished the District for its low pay, lack of dependent health coverage, and taking advantage of instructors.

(See Supplemental Minutes #1249 for a copy of the statement.)

- DD. **Jaclyn Magginetti**, read a statement from **Corey Lamb**, Fullerton College Alumnus and Jack Kent Cooke Scholar, who stated that his life was changed by faculty and their support that motivated him to change. He has been inspired to become a professor himself, but noted that he would not be able to work for the District if they won't cover his daughter's healthcare. He encouraged the Board to act and give faculty the compensation they deserve.
- EE. **Giovanni Magginetti**, Cypress College Faculty, read a statement from **Jasmin Escobar**, a former Fullerton College Student, outlining her experiences with the faculty who believed in her, continue to support her, and whose contributions have been immeasurable. She noted that faculty and staff deserve a livable wage, with higher wages and benefits.
- FF. **Rhett Price**, Fullerton College Faculty, addressed the Board and again referenced a 1992 negotiations update on comparability with no progress having been made in 28 years and stated it is time for the Board to meet its obligation.
- GG. **Grant Henninger**, former Fullerton College Student, shared his experience when he began attending Fullerton College 20 years ago, the infectious enthusiasm from the faculty, and the love for their subjects. She looked at salaries for Fullerton College faculty positions and learned that they are paid half of what he would need to survive in Orange County. He stated the low pay is why great professors are choosing to go elsewhere to the detriment of the District.
- HH. **Brandy Young**, Cypress College Faculty, read a letter on behalf of **Gary Zager**, a 21 year Cypress College faculty member and Cypress College alumnus. He noted he has enjoyed his time at the College and has been treated fairly by presidents and deans, but the same cannot be said for District administration. Repeatedly promises have been made, but salaries are still not in the 75<sup>th</sup> percentile and never have been. He has spent over \$120,000 for dependent coverage during his career with the District, and is now encouraging his own daughter to apply at other districts because the promises of the District cannot be trusted.

Student Trustee Ester Plavdjian left the meeting and did not return.

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

Finance & Facilities: 3.a, 3.e, 3.f, 3.g, 3.h, 3.i, 3.j,  
Instructional Resources: 4.a, 4.b

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

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

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

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

## **CHANCELLOR'S REPORT**

- A. **Cypress College "State of the College" Presentation:** As part of the Chancellor's Report, JoAnna Schilling, Cypress College President, presented the Cypress College "State of the College." She introduced a year in review video highlighting campus efforts to serve students and shared the following four overarching focus areas:
- Operate with a focus on sustainability
  - Address housing and food insecurity
  - Implement Guided Pathways
  - Provide an equitable learning environment

During the presentation, **Eileen Haddad**, Interim Director of Institutional Research, shared student completion path data, including the inequitable path for completion among ethnic groups, but also improvements across groups. The College has also seen progress in the number of degrees and certificates awarded with the most in history awarded last year, and future increases expected as well.

As part of the equitable learning environment discussion, **Stephanie Teer**, Dual Enrollment Director; **Gisela Verduzco**, Interim Director of Student Success and Support Program; and **Yanet Garcia**, STEM2 Program Director, shared information about their respective programs and invited students to share their experiences with the programs and the impact on their lives.

President Schilling concluded the presentation by thanking the Board for allowing them to share the data, via their students, and the impact on their lives. She thanked the individuals who helped to put together the presentation, and all the faculty, staff, and managers each of who make a difference every day together.

(See Supplemental Minutes #1249 for a copy of the presentation.)

**COMMENTS**

- A. **Valentina Purtell** reported on the successful presentation to the Anaheim City School District leadership team on NOCE programs and services which resulted in requests from several school sites for NOCE courses. She noted that in response to the enrollment decline in the last several years, NOCE is embarking on intensive outreach efforts which includes exploring a consulting agreement to assist in developing a marketing plan.
- B. **Greg Schulz** congratulated Cypress College on their transformative work and reported that the Educational and Facilities Master Plan campus forums are scheduled for February 13 and that tickets are still available for the “Tea with Alice and Me” event.
- C. **Craig Goralski** read a resolution passed by the Cypress College Academic Senate on January 30 titled, “Participatory Governance and the Cypress College Academic Senate” asking **President Schilling** and **Chancellor Marshall** to publically reaffirm their commitment to participatory governance.

(See Supplemental Minutes #1249 for copy of the resolution.)

- D. **Christie Diep** stated that she was honored to be a faculty member and union president. She stated that without faculty there are no students and no district, and that faculty are in a movement for their livelihood now and in the future are no longer willing to put up with trustees asking them to accept a lack of salary and benefits.
- E. **Dawnmarie Neate** stated she was proud of United Faculty and that CSEA stands with them now and in the storm clean up in November. She voiced that classified staff are not respected and are treated as less than by managers. She accused the District of targeting those who speak up and engaging in union busting activities. She reiterated that classified work is being done by professional experts and hourly workers, that she has received incomplete responses to her inquiries, and that nothing happens and managers continue to skirt the law.
- F. **Student Trustee Chloe Reyes** stated that she would not be a Fullerton College student leader without faculty, stated she was ashamed to sit on the Board without the power to compensate faculty, and urged the Board to invest in them.
- G. **Trustee Barbara Dunsheath** invited all to the Americana Awards on February 29 and Strategic Conversation on April 14 with a theme of multicultural organizational development.
- H. **Trustee Jacqueline Rodarte** reported on her attendance at the Fullerton College Foundation Board meeting and shared save the date flyers for the Fullerton College President’s Gala on October 17, 2020.
- I. **Trustee Stephen T. Blount** expressed his full support for United Faculty and union workers.

**MINUTES:** It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Jacqueline Rodarte to approve the Minutes of the Regular Meeting of January 28, 2020. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustee Reyes' advisory vote.**

## **FINANCE & FACILITIES**

**Item 3.a:** By block vote, authorization was granted to ratify purchase order numbers P0137018 - P0137891 through January 30, 2020, totaling \$1,172,808.93, and check numbers C0050997 - C0051170, totaling \$4,028,792.56; check numbers F0241776 - F0242149, totaling \$672,644.76; check numbers Q0006854 - Q0006894, totaling \$259,311.71; check numbers 88499678 - 88500811, totaling \$14,341,321.89; check numbers V0031793 - V0031793, totaling \$1,244.00; check numbers 70096892 - 70096956, totaling \$5,874.52; and disbursements E8828613 - E8837250, totaling \$9,438,100.01, through January 31, 2020.

**Item 3.b:** The Board received and reviewed the District's Quarterly Financial Status Report for the quarter ended December 31, 2019, as required by §58310 of Title 5.

**Item 3.c:** The Board received and reviewed the Quarterly Investment Report and the Irrevocable Retiree Benefits Trust Report for the quarter ended December 31, 2019.

**Item 3.d:** The Board received and reviewed information regarding the non-resident tuition fee for the 2020-21 school year. During the discussion, trustees asked to hear from the student trustees on the matter, and Student Trustee Chloe Reyes indicated that she had nothing to share at the moment, but might after the meeting. Vice Chancellor Fred Williams also provided updated figures for Long Beach City College which recently became available.

This item will return to a future meeting for the Board's consideration.

**Item 3.e:** By block vote, authorization was granted for institutional memberships to the Clery Center for Security on Campus, for Fullerton College and Cypress College, from December 1, 2019 through December 1, 2020, at a cost not to exceed \$7,000.

**Item 3.f:** By block vote, authorization was granted to approve Deductive Change Order #1 for Bid #1819-08, Fullerton College Underground Tunnel Structural Repairs Project, with Woodcliff Corporation in the amount of \$28,116.02, reducing the contract from \$1,452,000.00 to \$1,423,883.98.

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.g:** By block vote, authorization was granted to file the Notice of Completion for Bid #1819-08, Fullerton College Underground Tunnel Structural Repairs Project with Woodcliff Corporation and pay the final retention payment when due.

**Item 3.h:** By block vote, authorization was granted to amend the existing Cost Estimating Agreement with O'Connor Construction Management for the Fullerton College new Instructional Building and Central Plant to reflect an increase of \$35,360, for a total of \$194,360, including reimbursables, to address as needed cost verification for change orders



requested during construction. The term of the agreement will continue to be effective through December 31, 2023.

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

**Item 3.i:** By block vote, authorization was granted to approve an agreement with Westberg White for the Fullerton College Sherbeck Field Improvements Architectural Services in the amount of \$190,000. The term of the agreement shall be effective February 12, 2020, through December 31, 2022.

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.j:** By block vote, authorization was granted to pre-approve out-of-country travel for Paul de Dios and Terri Wheeler to Osaka, Japan on March 7-15, 2020.

**Item 3.k:** It was moved by Trustee Stephen T. Blount and seconded by Trustee Barbara Dunsheath to approve Change Order Nos. 1 for Project #2016-13, Cypress College Veterans Resource Center, Student Activities Center, Tribute Garden/Bridge, Pond Refurbishment, with Sundt Construction, Inc., in the total amount of \$377,246, increasing the contract from \$92,052,310 to \$92,429,587.

Subsequent to clarification on the campus requested changes, the **motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustee Reyes' advisory vote.**

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

**Item 3.l:** The Board received and reviewed information regarding the District's partnership with the three other Orange County Community College Districts and the participation on the Orange County Operational Area Executive Board.

## **INSTRUCTIONAL RESOURCES**

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

**Item 4.b:** By block vote, authorization was granted to ratify the amendment of the 2019-2022 NOCCCD and Anaheim Union High School District College and Career Access Pathways (CCAP) Dual Enrollment Partnership Agreement.

## **HUMAN RESOURCES**

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

RETIREMENTS

Jewell, Joseph	FC	Music Instructor Eff. 01/22/2020 PN FCF868
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CHANGE IN SALARY CLASSIFICATION

Pham, Anthony	CC	Culinary Arts Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 01/27/2020
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LEAVES OF ABSENCE

Hughes, Deidre	FC	Reading Instructor Load Banking Leave With Pay (11.67%) Eff. 2020 Spring Semester
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Liu, Annie	FC	English Instructor Load Banking Leave With Pay (20.00%) Eff. 2020 Spring Semester
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Paige, Deborah	FC	English Instructor Load Banking Leave With Pay (20.00%) Eff. 2020 Spring Semester
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Rapp, Edward	FC	Physical Education Instructor Load Banking Leave With Pay (60.00%) Eff. 2020 Spring Semester
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Rodine, Jeff	FC	Reading Instructor Load Banking Leave With Pay (20.00%) Eff. 2020 Spring Semester
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Tran, Stephanie	CC	English Instructor Load Banking Leave With Pay (6.67%) Eff. 2020 Spring Semester
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Tuttle, Valerie	FC	Reading Instructor Load Banking Leave With Pay (5.00%) Eff. 2020 Spring Semester
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TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2020 SPRING SEMESTER, WINTER/SPRING TRIMESTER

Armstrong, Joanne	NOCE	Column 2, Step 1
Bjornal, Silje	FC	Column 1, Step 1
Calcanas, Ruth	FC	Column 1, Step 1
Castillo, Judith	CC	Column 1, Step 1

Castillo, Rachel	CC	Column 1, Step 1
Chun-Burbank, Seon	FC	Column 3, Step 1
Cirrito, Joseph	FC	Column 1, Step 1
Creason, Joseph	CC	Column 1, Step 1
Gangwer, Samuel	CC	Column 1, Step 1
Gentalen, Ariel	FC	Column 1, Step 1
Gieser, Kaylee	FC	Column 1, Step 1
Hacker, Ava	FC	Column 1, Step 1
Hortua, Giovanni	CC	Column 3, Step 1
Khoshnoud, Farbod	CC	Column 1, Step 1
Kwon, Young Gene	FC	Column 1, Step 1
Lennert, Alexander	CC	Column 1, Step 1
Lipps, John	FC	Column 1, Step 1
Mamann, Allison	CC	Column 1, Step 1
McCauley, Robin	FC	Column 1, Step 1
Mirassou, Chase	CC	Column 1, Step 1
Orona, Shannell	CC	Column 1, Step 1
Paredes, Miguel	FC	Column 1, Step 1
Passman, Alan	CC	Column 1, Step 1
Patton, Shari	CC	Column 1, Step 1
Perez, Aaron	FC	Column 1, Step 1
Smalls, Hayley	CC	Column 1, Step 1
Steinberg, Linda	CC	Column 1, Step 1
Swall, Natalie	CC	Column 1, Step 1
Tseng, Kelly	CC	Column 1, Step 1
Thompson, William	FC	Column 1, Step 1
Toth, Amanda	CC	Column 1, Step 1
Tran, Steve	CC	Column 2, Step 1
Tseng, Kelly	CC	Column 1, Step 1
Villa, Christina	CC	Column 1, Step 1
Voytek, Timothy	CC	Column 1, Step 1
Willey, Michael	CC	Column 1, Step 1

#### TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Lopez, Monica	CC	Column 1, Step 2
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#### TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Crocker, Heidi	FC	Column 3, Step 1
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#### TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Ahmed, Md Riffat	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Alquiza, Darrlene	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020

Alrubaya, Wasan	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Alvarez-Morales, Angela	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Arellano, Peggy	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Austin, Philip	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Beck, Anne-Marie	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Belknap, Jeannie	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Bowman, Ashley	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Boyd, Porsha	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Brais, Nathan	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Bravo, Nicholas	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Cadena, Leonor	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Calsita, Ciara	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020

Costello, Jeanne	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Cristantos Valencia, Stephany	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Croteau, Richard	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Delgado, Ziza	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Diaz, Robert	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Dulac, Lillian	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Dupuy, John	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$50.00 Eff. 09/27/2019-11/15/2019
Duron, Yolanda	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Famolaro, Felix	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Garcia, Amanda	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$50.00 Eff. 09/27/2019-11/15/2019
Gargano, Amanda	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Graves, Gary	FC	Culturally Responsive Training Stipend not to exceed \$325.00

Eff. 12/16/2019-12/17/2019

Guardado, Cynthia	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Hansan, Fouton	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Henan, Miriam	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Henke, Carol	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Herrera, Melissa	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Hogan, Faith	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Ishibashi, Jane	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Jacobs, Jennifer	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Jagodina, Marianna	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Johnson, Lisa	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Kahlon, Harinder	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020

Kane, Raenie	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Kaur, Manpreet	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Kepler, Marc	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Kim, Robin	NOCE	Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Lim, Emmie	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Loayza, Santiago	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Loney, Laura	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Maynard-Mata, Lauren	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
McGuthry, Katheryn	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Mihaylovich, Kirstin	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Moore, Catherine	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Morris, Kelly	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$100.00 Eff. 09/27/2019-11/15/2019

Myers, Victoria	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Nagel, Ana	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Nikanth, Gitanjali	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Pallan, Maria Christina	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Paul, Stacey	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Pederson, Blake	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Penn-Mathis, Elline	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Peterson, Queen	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Pham, Kara	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Powers, Miguel	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Pyo, Henry	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Ramirez, Cynthia	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Rezai, Maryam	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00



Eff. 01/03/2020

Rodriguez, Jeanette	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Rosales, Alexandria	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Salazar, Yvonne	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Santostefano, Michela	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Sedrak, Afraim	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Serrano, Helen	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Shields, Julie	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Standen, Kathy	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Van Herk, Tracy	CC	Dual Enrollment Faculty Professional Development Workshop Series Stipend not to exceed \$150.00 Eff. 09/27/2019-11/15/2019
Velasco, Kendra	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Salary Schedule Class E Not to exceed 15 hours Eff. 12/16/2019-12/17/2019
Vu, David	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020

Wiley, Edward	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Wilmington, Chenille	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Yago, Karisten	NOCE	Adjunct Professional Development Training Stipend not to exceed \$125.00 Eff. 01/03/2020
Zaragoza, Juan	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019
Zepeda, Charles	FC	Culturally Responsive Training Stipend not to exceed \$325.00 Eff. 12/16/2019-12/17/2019

CORRECTION TO BOARD AGENDA OF JANUARY 28, 2020 TEMPORARY REASSIGNMENT

Adakai, Ericka	FC	Executive Assistant II
	To:	Interim Director, Educational Partnerships and Programs Range 20, Step A + PG&D Management Salary Schedule Eff. 01/29/2020-06/30/2020

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

RESIGNATION

Allen, Timothy	AC	District Mailroom Coordinator 12-month position (100%) Eff. 03/03/2020 PN DEC983
Quiroz Hernandez, Alexis	AC	Facilities Custodian I 12- month position (100%) Eff. 01/28/2020 PN DEC955
Wilkening, Nicholas	AC	District Director, Information Technology Infrastructure and Operations 12-month position (100%) Eff. 02/20/2020

PN ISM995

CHANGE IN HIRE DATE

Correa, Krystal	FC	Financial Aid Technician 12-month position (100%) From: 02/01/2020 To: 02/03/2020 PN FCC973
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NEW PERSONNEL

Avalos, Sandra	FC	Library Assistant I 12-month position (100%) Range 33, Step E Classified Salary Schedule Eff. 02/12/2020 PN FCC746
Juarez Valencia, Daniela	CC	Special Project Coordinator, Dual Enrollment Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 03/01/2020 – 06/30/2020 PN CCT721
Treminio, Heather	FC	Administrative Assistant I 12-month position (100%) Range 33, Step A + 5% Shift Classified Salary Schedule Eff. 02/12/2020 PN FCC981

PROFESSIONAL GROWTH & DEVELOPMENT

Apelu, Mathew	FC	Student Services Specialist, Counseling (100%) 2 <sup>nd</sup> increment (\$400) 3 <sup>rd</sup> increment (\$400) Eff. 07/01/2020
Chaudhry, Mohammad	CC	Library Assistant II (100%) 5 <sup>th</sup> increment (\$400) Eff. 07/01/2020

LEAVES OF ABSENCE

Abelon, John	FC	Student Services Technician (100%) Military Leave With Pay (USERRA) Eff. 03/09/2020 – 03/11/2020 Military Leave Without Pay Eff. 03/12/2020 – 04/12/2021
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Beck, Lela	CC	Administrative Assistant III (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 01/06/2020 – 06/18/2020 (Intermittent Leave)
Douglass, Julie	FC	Instructional Assistant, Academic Support Center Unpaid Personal Leave Eff. 06/29/2020 – 06/30/2020
West, Deborah	FC	Campus Safety Officer (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 12/13/2019 – 02/21/2020 (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 #1249 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 #1249 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 #1249 for a copy of the volunteer listing.)

**Item 5.f:** By block vote, authorization was granted to approve the 2020-2021 Academic Calendar for credit and noncredit.

(See Supplemental Minutes #1249 for a copy of the calendar.)

## GENERAL

**Item 6.a:** The Board received as information the following revised Administrative Procedures which were approved by the District Consultation Council on January 27, 2020:

- AP 3515, Reporting of Crimes
- AP 3516, Registered Sex Offender Information
- AP 3518, Child Abuse Reporting
- AP 3520, Local Law Enforcement
- AP 3530, Weapons on Campus

The revised Administrative Procedures are available on the District's website, where they are readily accessible by students, employees, and the general public.

**Item 6.b:** The Board received the following proposed, revised Board Policies, and directed that they be placed on the February 25, 2020 Board meeting agenda for action:

- BP 3510, Workplace Violence
- BP 3515, Reporting of Crimes
- BP 3518, Child Abuse Reporting
- BP 3520, Local Law Enforcement
- BP 3530, Weapons on Campus

During the discussion, trustees requested clarification on why BP 3518 did not include “as required by law” language similar to other policies. Subsequent to concerns about unintended consequences expressed about possibly adding the language, it was requested that staff verify with legal counsel.

Once adopted by the Board of Trustees, the revised policies will be placed on the District’s website, where they will be readily accessible by students, employees, and the general public.

**Item 6.c:** Board President Ryan Bent asked if there were any requests for potential future Board agenda items and there were none.

**CLOSED SESSION:** At 8:12 p.m., Board President Ryan Bent 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 54957.5: PUBLIC EMPLOYEE PERFORMANCE EVALUATION: CHANCELLOR**

**RECONVENE MEETING:** At 10:22 p.m., Board President Ryan Bent reconvened the meeting in open session.

**ADJOURNMENT:** At 10:22 p.m., it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes.**

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