

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

August 25, 2020

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, August 25, 2020, at 5:30 p.m. via Zoom teleconference and YouTube livestream.

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

**TRUSTEE ROLL CALL:** Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Ed Lopez, Jacqueline Rodarte, and Student Trustees Ester Plavdjian and Chloe Reyes. Absent: Barbara Dunsheath.

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

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

**VISITORS:** Public participation was provided via YouTube livestream.

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

- A. **Jacquelyn Rangel**, Cypress College Faculty, provided a statement to the Board noting that while she loves her job, she is disappointed that the District is not competitive in wages and that faculty have not received a significant raise since 2013, but district administrators have received continual pay increases. Faculty have spent the last six months ensuring no interruptions in services to students all the while continuing to earn the same amount of money from two years ago. It is not fair that family medical coverage is a standard benefit at almost all other districts, but not NOCCCD which has \$100 million in reserves. Faculty are tired, fed up, and want to be treated with respect.

(See Supplemental Minutes #1259 for a copy of the statement.)

- B. **Renay Laguana-Ferinac**, Cypress College Faculty, provided a statement to the Board stating that although she enjoys her profession, the downfall of being employed by NOCCCD is that the District does not value its employees by providing affordable healthcare. She is grateful that her husband's employer provides affordable health care coverage since the District fails to do so for its employees. She strongly recommends applicants seek positions elsewhere due to the District's debilitating health care costs and the low salary wages, especially compared to the surrounding nearby districts.

(See Supplemental Minutes #1259 for a copy of the statement.)

- C. **Yolanda Duenas**, Cypress College Faculty, provided a statement to the Board sharing that when she was hired by the District in 2015 she went from having full family health coverage at \$80/month to over \$1,000/month and also learned that the District was on the low end of salary compensation compared to the local surrounding districts. She urged the Board to reconsider the salary and benefits offered by the District if they want to recruit strong personnel, not lose faculty to other better compensating districts, and increase employee morale.

(See Supplemental Minutes #1259 for a copy of the statement.)

- D. **Doreen Villasenor**, Cypress College Faculty, provided a statement to the Board where she stated that she worked for the District for 23 years as a classified employee prior to going back to school to obtain her bachelor's and master's degrees and being hired as a full-time faculty member and had to take a pay cut. Due to the pay cut, she could not afford the District offered insurance for her children so her children did not have health care for several years. She recalled when the District was the premier district to work at, but now she recommends applicants apply elsewhere.

(See Supplemental Minutes #1259 for a copy of the statement.)

- E. **Leonor Cadena**, Fullerton College Faculty, provided a statement to the Board on behalf of faculty who participated in the Faculty of Color Survey to request that United Faculty withdraw their request to have the survey's raw data. The survey collected responses from full-time and part-time faculty of color districtwide to identify challenges faculty of color face within the District and create strategies to address them. The data contains sensitive information that might not have been provided if participants knew it would be used for other purposes. It includes adjunct faculty responses of negative experiences with full-time faculty and there is concern that this may lead to consequences, including retaliation. Even with information redacted, there are departments that are small enough, with such few faculty of color, that it would be easy to identify participants. It is unethical to violate confidentiality and a violation of diversity, equity, and inclusion efforts because it puts adjunct faculty at risk, and makes it difficult for faculty of color to trust future surveys by the Office of Diversity & Compliance.

If United Faculty wants the data, the ethical course of action would be to conduct their own survey among its membership. If United Faculty refuses to withdraw their petition, it is requested that all participants be informed, that adjunct faculty responses be protected by being completely removed, and that United Faculty request the approval of the member who participated in order to have access to the raw data.

(See Supplemental Minutes #1259 for a copy of the statement.)

- F. **Kimberley Madrigal**, Fullerton College Alumnus, provided a statement to the Board in response to the scheduled dismantling of the Fullerton College Foundation. She shared how she benefited from the services provided by the Foundation which helped provide her with an equitable opportunity to succeed. Currently a graduate student at Columbia University, she dreams of becoming a Fullerton College Foundation donor to provide equitable financial opportunities to disadvantaged students via the process that helped her. With the Foundation gone, it's hard to imagine first-generation students with limited financial literacy experiencing a scholarship disbursement process that meets their needs.

(See Supplemental Minutes #1259 for a copy of the statement.)

- G. **Miguel Alvarez** provided a statement to the Board expressing his support and admiration of classified staff during the pandemic and his hope that the District is providing them with PPE, monthly stipends, and the ability to work from home. When considering the MOU with classified staff, he hoped the District would address staff issues and listen to their concerns.

(See Supplemental Minutes #1259 for a copy of the statement.)

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

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

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

**BLOCK VOTE APPROVAL OF PERSONNEL ITEMS:** It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Jeffrey P. Brown 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, Lopez, and Rodarte voting yes.**

## COMMENTS

- A. **Valentina Purtell** reported that NOCE began its new year with three traditional events beginning with their management retreat, and the Flex Day hosted by their Professional Development Committee which included 80 faculty participants. The following day NOCE held its Opening Day event virtually that focused on cultivating and celebrating growth. **Provost Purtell** shared that NOCE is focused on setting goals for the next year which will begin their two-year self-study accreditation cycle, her pride in NOCE's commitment to create an equity-minded campus culture, and announced the launch of a new comprehensive NOCE website on September 8.

- B. **JoAnna Schilling** shared that she visited Cypress College, and while the campus is missing students and employees, she was proud to see the progress on the Veterans Resource Center and SEM Building construction projects. Some campus activities will start in the next few weeks and include the distribution of Wi-Fi hotspots to students. She thanked the Black Lives Matter Task Force for their recommendations which will require a lot of work, but the campus is committed to doing that and sharing needs with the District and sister campuses. She reported that the new Cypress College website is live and thanked **Marc Posner**, **Cari Jorgensen**, and **Peter Maharaj** for their work on the project. She concluded her report by noting that her written report contained data on degree and certificate attainment for the last year which reflects increases for every demographic group, and the faculty and staff for their work to make that happen.
- C. **Greg Schulz** highlighted two items from his written report provided to the Board. First, there are 21,250 students enrolled at Fullerton College, and while that is lower than Fall 2019, it is 14% higher than it was a few weeks ago. He expressed his appreciation for all of the work done to rally students and help them enroll. He attributed the decline in enrollment to several factors including the pandemic's economic impact, the postponement of collegiate athletics, and the fact that some courses are not easily offered online. Secondly, he reported that Fall Convocation took place via Zoom, with over 500 participants, and Flex Day occurring the day before. He thanked **Jeanne Costello**, **Darnell Kemp**, and all the faculty who led the various sessions for their work.
- D. **Lisa McPheron** reported that the District Consultation Council approved the District Management Association recommendations to revise management sabbaticals which will now include an application process that is more transparent and aligns with the faculty process.
- E. **Jennifer Oo** echoed **President Purtell's** comments regarding the NOCE Opening Day event and Flex Day activities which were well attended and thanked everyone who participated. Topics presented included mindfulness, the launch of a One Book, One School Program, and curriculum training.
- F. **Craig Goralski** thanked the Cypress College Academic Senate senators and liaisons for their willingness to meet during the summer to discuss matters related to COVID-19 and Black Lives Matter and reported that the first meeting of the Fall semester is on August 27 via Zoom. He was happy to see engaged faculty at the Flex and Opening Day events and thanked **Ruth Gutierrez** and **Michael Brydges** for their efforts. He also recognized the faculty who developed remote learning plans over the summer and the faculty who have chosen to teach on campus.
- G. **Kim Orlijan** echoed President Schulz's comments regarding the Fullerton College Convocation and thanked the professional development team that led a useful Flex Day event. The Fullerton College Faculty Senate will hold a special meeting and retreat this week, with the first regular meeting of the Fall semester on September 3. She welcomed everyone back to the new semester and wished everyone good health.
- H. **Christie Diep** reported that the PERB Fact Finding Hearing is scheduled for October 8-9, 2020. She read an excerpt from an email from **Mohammad Abdel-Haq** to faculty citing his announcement at a Board meeting that United Faculty would form a racial justice initiative in light of the current national discourse and the fact that NOCCCD is rife with racial inequities in terms of salary schedule placement, family health coverage,

and fair compensation. She stated the Board currently has a dubious reputation of not providing meaningful and equitable raises or dependent coverage, and hoarding taxpayer dollars in reserves.

She questioned how a legally protected EERA request from United Faculty became a public document and noted that if any requests were outside of their EERA rights, then Human Resources should have shared that with United Faculty and not others.

- I. **Dawnmarie Neate** reported on upcoming meetings with the District to negotiate another MOU and then the collective bargaining agreement. She shared that 267 members responded to a CSEA survey regarding several issues related to COVID-19. She noted her previous concern about classified job descriptions and reorganizations taking place without involvement by Human Resources, and thanked the District for now involving them with Thunderbird Consulting. She also stated her concern regarding the continuing efforts to divide classified employees, the importance of acknowledging the dignity of all classified work and workers, and urged acceptance of differing communication styles.
- J. **Lauren Mata** shared a statement on behalf of the Adjunct Faculty United Executive Board sharing their excitement to build upon the spirit of cooperation and communication with trustees and administrators and hopes to foster relationships built on mutual trust and respect to best serve our colleges, faculty, and students. Her statement included similar messages of support and collegiality for the Academic Senate Presidents and fellow union leaders, and AdFac's goal to continue to serve, advocate, and engage with their part-time faculty membership.

She personally thanked the Faculty Fellows for their statement to the Board, joined in their condemnation, and urged United Faculty to withdraw their invasive request for information. While assurances have been made that personally identifying information will be redacted, the request will damage relationships and rights to privacy.

- K. **Student Trustee Ester Plavdjian** reported that Cypress College Associated Students coordinated a Grad Pack Drive Up distribution event with over 900 participants and also established a "Student Hour" on Wednesdays at 11:30 a.m. with the Associated Students Council.
- L. **Trustee Stephen T. Blount** reported on his participation at the Cypress College Opening Day event.

**MINUTES:** It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to approve the Minutes of the Regular Meeting of July 28, 2020. **Motion carried with Trustees Bent, Blount, Brown, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

## **FINANCE & FACILITIES**

**Item 3.a:** By block vote, authorization was granted to ratify purchase order numbers P0139600 - P0141101 through July 27, 2020, totaling \$2,527,783.91, and check numbers C0051744 - C0051840, totaling \$20,073.83; check numbers F0262608 - F0263725, totaling \$300,931.87; check numbers Q0007321 - Q0007322, totaling \$65.40; check numbers 88505553 - 88506049, totaling \$16,952,208.17; check numbers V0031813 - V0031816,

totaling \$5,735.00; check numbers 70109236 - 70110141, totaling \$164,637.07; and disbursements E8874164 - E8875748, totaling \$1,281,951.37, through July 31, 2020.

**Item 3.b:** It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Jeffrey P. Brown for retroactive approval to continue with the legal services provided by Currier & Hudson at the hourly rate of \$205 plus reimbursable expenses. The term of the agreement is July 1, 2020 through June 30, 2022.

During the discussion, trustees requested that staff provide information related to the type of work that Currier & Hudson had been contracted to provide for the District, how much had been paid to them, and clarification as to why the rate was low when compared to other firms. Staff noted that Currier & Hudson was primarily used for Title IX related investigations, not legal counsel, and that the District paid them \$251,000 last year and \$230,000 the year prior.

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

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

**Item 3.c:** By block vote, authorization was granted to approve the Facilities Consulting Services agreement from November 1, 2020 through October 31, 2021 and retroactively approve the Student Center Funding Formula agreement from July 1, 2020 through June 30, 2021 with Cambridge West Partnerships, LLC, for total fees not to exceed \$276,500.

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

**Item 3.d:** By block vote, authorization was granted to approve the use of the Cooperative Piggy-back Contract No. CB-185-17 with the Foundation for California Community Colleges for the District's computer equipment through CDW Corporation as authorized reseller.

Further authorization was granted for the District Director, Purchasing, to execute the purchases on behalf of the District.

**Item 3.e:** By block vote, authorization was granted to approve the use of the Cooperative Piggy-back Contract No. 00003625 with the Foundation for California Community Colleges for the District's audio-visual equipment and installation services through Golden Star Technology, Inc. dba: GST as authorized reseller.

Further authorization was granted for the District Director, Purchasing, to execute the purchases on behalf of the District.

**Item 3.f:** By block vote, authorization was granted to approve Change Order Nos. 1 and 2 totaling \$53,550, increase Trane's contract amount from \$545,985 to \$599,535, and extend the contract term by 10 days from 92 work days to 102 work days.

Further authorization was granted for the Vice Chancellor, Finance and Facilities, or his designee to execute the amendment to Trane's contract on behalf of the District.

**Item 3.g:** By block vote, authorization was granted to amend the CampusLogic Inc. agreement for an additional \$11,600, for a total contract amount of \$149,400 for the subscription services.

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

**Item 3.h:** By block vote, authorization was granted for retroactive approval to amend the Memorandum of Understanding with Anaheim Union High School District for the Community Schools Model regional integration to extend the term from July 1, 2020 to June 30, 2021 and increase the amount by \$103,800 for a total cost not to exceed \$359,239.45.

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

### **INSTRUCTIONAL RESOURCES**

**Item 4.a:** By block vote, authorization was granted to retroactively approve the amendment to the 2018-2021 NOCCCD and Fullerton Joint 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

Whiting, Lindsay	FC	ESL Instructor Eff. 12/31/2020 PN FCF770
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#### NEW PERSONNEL

Aispuro, Enrique	CC	Automotive Technology Instructor Second Year Probationary Contract Class B, Step 11 Eff. 08/20/2020 PN CCF998
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Gentry, Anna Cherie	CC	Dental Hygiene Instructor First Year Probationary Contract Class B, Step 1 Eff. 08/20/2020 PN CCF690
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Huynh, Thydan	FC	Counselor First Year Probationary Contract Class B, Step 1 Eff. 08/26/2020
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PN FCF991

Roberts, Martha	FC	Religious Studies Instructor First Year Probationary Contract Class F, Step 9 Eff. 08/20/2020 PN FCF621
Suffin, Thomas	CC	Aviation & Travel Careers Instructor Second Year Probationary Contract Class E, Step 11 Eff. 08/20/2020 PN CCF693
Verduzco, Gisela	CC	Director, Student Equity and Success 12-month Position (100%) Range 24, Column C Management Salary Schedule Eff. 08/26/2020 PN CCM957

CHANGE IN SALARY CLASSIFICATION

Baum, Chad	FC	Physical Education Instructor From: Class B To: Class C Eff. 08/20/2020
Bridges, Andrew	FC	Philosophy/Religious Studies Instructor (ADJ) From: Column 2, Step 2 To: Column 3, Step 2 Eff. 08/24/2020
Eapen, Beena	CC	Nursing Instructor From: Class C To: Class D Eff. 08/20/2020
Fraboni, Americo	FC	Organic Chemistry Instructor From: Class B, Step 1 To: Class F, Step 4 Eff. 08/20/2020
Ghidella, Richard	FC	Business Management Instructor From: Class D To: Class E Eff. 08/20/2020
Galich, Jennifer	CC	Nursing Instructor From: Class E To: Class F



Eff. 08/20/2020

Kretschmar, Judith	NOCE	Non Credit Business Education Instructor (ADJ) From: Column 1, Step 4 To: Column 2, Step 4 Eff. 08/24/2020
Kroupa, Kaitlin	FC	Biological Sciences Instructor From: Class B To: Class C Eff. 08/20/2020
Lam, Mymy	CC	Counselor From: Class D To: Class E Eff. 07/01/2020
Paige, Deborah	FC	English Instructor From: Class D To: Class E Eff. 08/20/2020
Persichilli, Christopher	FC	Physics Instructor Temporary Contract (100%) From: Class F, Step 1 To: Class F, Step 2 Eff. 08/20/2020
Romero Hernandez, Abraham	FC	Mathematics Instructor From: Class D To: Class E Eff. 08/20/2020
Young, Annette	CC	Librarian From: Class B, Step 1 To: Class B, Step 10 Eff. 08/20/2020

ADDITIONAL DUTY DAYS @ PER DIEM

House, Joshua	CC	Forensics Coach	11 days
Page, Jennifer	CC	Forensics Coach	11 days

PAYMENT FOR INDEPENDENT LEARNING CONTRACT

Afra, Maha	CC	\$ 10.00
Aguet, Jacqueline	CC	\$140.00
Bladh, Eric	CC	\$ 40.00
Grande, Jolena	CC	\$ 5.00
Halahmy, David	CC	\$ 10.00
Heusser, Willis	CC	\$ 10.00

Maher, Anthony	CC	\$ 40.00
McMillan, Marcus	CC	\$ 30.00
Mosqueda-Ponce, Therese	CC	\$ 25.00
Pinkham, Bill	CC	\$ 25.00
Schulps, Molly	CC	\$ 5.00
Thibodeau, Jason	CC	\$ 20.00

### LEAVES OF ABSENCE

Bianchino, Annie	FC	Chemistry Instructor Load Banking Leave With Pay (3.33%) Eff. 2020 Fall Semester
Cain, Joyce	FC	ESL Instructor Load Banking Leave With Pay (100%) Eff. 2020 Fall Semester
Costello, Jeanne	FC	English Instructor Load Banking Leave With Pay (20.00%) Eff. 2020 Fall Semester
Filip, Dragana	CC	AB 2393 Parental Leave (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 08/20/2020-11/11/2020
Hui, Arthur	FC	ESL Instructor Load Banking Leave With Pay (33.33%) Eff. 2020 Fall Semester
Linggi, Edward	FC	Foreign Language Instructor Load Banking Leave With Pay (33.33%) Eff. 2020 Fall Semester
Magee, Bruce	FC	English Instructor Personal Leave Without Pay (100%) Eff. 2020 Fall Semester
O'Neill, Brendan	FC	Physics Instructor Load Banking Leave With Pay (80.00%) Eff. 2020 Fall Semester
Plett, Christina	CC	Mathematics Instructor Load Banking Leave With Pay (6.67%) Eff. 2020 Fall Semester
Reinhardt-Zacair, Catherine	FC	Foreign Language Instructor Load Banking Leave With Pay (6.67%) Eff. 2020 Fall Semester

Robertson, Alison	CC	ESL Instructor Load Banking Leave With Pay (6.67%) Eff. 2020 Fall Semester
Rodriguez, Cassandra	CC	Counselor Family Medical Leave (FMLA/PDL) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 07/08/2020-09/01/2020
Samano, Jeffrey	FC	Speech Instructor Load Banking Leave With Pay (25.00%) Eff. 2020 Fall Semester
Sanchez, Adriana	FC	English Instructor Load Banking Leave With Pay (20.00%) Eff. 2020 Fall Semester
Whiting, Lindsay	FC	ESL Instructor Load Banking Leave With Pay (100%) Eff. 2020 Fall Semester

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2020 FALL SEMESTER

Abreu, Kassandra	CC	Column 1, Step 1
Alessi, tyler	FC	Column 1, Step 1
Allison, Rob	FC	Column 3, Step 5
Arambula, Michael	FC	Column 1, Step 1
Aviles, Summer	CC	Column 1, Step 1
Balacanao, Darryl	FC	Column 1, Step 1
Berland, Melissa	FC	Column 1, Step 1
Biganeh, Maryam	FC	Column 2, Step 1
Boruck, Holly	CC	Column 1, Step 1
Box, James	FC	Column 1, Step 1
Caldretti, Melissa	FC	Column 1, Step 1
Cervino, Gina	FC	Column 3, Step 2
Dewitt, Stan	FC	Column 1, Step 1
Falcis, Noelle	FC	Column 1, Step 1
Fernandez, Ricardo	FC	Column 1, Step 1
Funderburk-Norris, Michelle	CC	Column 1, Step 1
Garber, Shaylene	CC	Column 2, Step 1
Gethers, Shireetha	FC	Column 3, Step 1
Gonzalez, Cristal	FC	Column 1, Step 1
Guilford, Melinda	FC	Column 1, Step 1
Lasater, John	CC	Column 1, Step 1
Meyer, Renee	FC	Column 2, Step 1
Morones, Dennise	FC	Column 1, Step 1
Nelson, Gwendolyn	FC	Column 1, Step 1
Nicholas, Nicholas	FC	Column 1, Step 1
Noonan, Ian	FC	Column 2, Step 1
Noyes, Martin	FC	Column 1, Step 1

Ojeda, Gary	NOCE	Column 1, Step 1
Oldham, Ryan	FC	Column 2, Step 1
Osorio, Ruby	CC	Column 1, Step 1
Pak, Jesse	FC	Column 1, Step 1
Pastor, Xenia	CC	Column 1, Step 1
Patton, Katherine	FC	Column 1, Step 1
Sanchez, Elizabeth	FC	Column 1, Step 1
Semana, Sonia	FC	Column 1, Step 1
Thorum, Andrew	FC	Column 1, Step 1
Turrubiarres, Daniel	FC	Column 1, Step 1
Ulloa, Shaida	FC	Column 1, Step 1
Vidrio, John Paul	FC	Column 1, Step 1
Vo, Christi	FC	Column 1, Step 1
Winer, Canton	FC	Column 1, Step 1
Woods, Mary	FC	Column 3, Step 1
Yanagihara, Brittany	FC	Column 1, Step 1

#### TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Abreu, Kassandra	CC	Column 1, Step 1
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#### TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Chavez, Ricardo	NOCE	Column 2, Step 1
Erickson, Evelyn	CC	Column 1, Step 1

#### TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Afra, Maha	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class B Not to exceed 22 hours Eff. 06/29/2020-07/31/2020
Alrubaya, Wasan	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Arambula, Michael	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Berland, Melissa	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020

Biganeh, Maryam	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Brown, Julie	NOCE	Distance Education Online Teaching Certification Boot Camp Stipend not to exceed \$500.00 Eff. 05/18/2020-06/05/2020
Cadena, Maria Leonor	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class F Not to exceed 30 hours Eff. 07/01/2020-07/30/2020
Carey, Jennifer	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Cherney, Julia	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 23 hours (Revised from 15 hours) Eff. 05/26/2020 - 08/19/2020
Combs, Jennifer	FC	MIS Data Workshop: Courses and Program Stipend not to exceed \$50.00 Eff. 08/03/2020  MIS Data Workshop: Course Setup and FTES Stipend not to exceed \$50.00 Eff. 08/05/2020
Crippen, James	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class F Not to exceed 30 hours Eff. 07/01/2020-07/30/2020
Diaz, Carlos	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Dunne, Catherine	NOCE	Distance Education Online Teaching Certification Training

			Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Falcis, Noelle	FC	Humanities Adjunct Professional Development Training	Stipend not to exceed \$150.00 Eff. 08/19/2020
Ferrier, Allison	NOCE	Distance Education Online Teaching Certification Training	Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Ford, Julie	CC	Supervising Dentist (DH Program) Column 3, Step 3 Lab Rate, Adjunct Faculty Salary Schedule	Eff. 2020 Fall Semester
Gamble, Malcolm	FC	Humanities Adjunct Professional Development Training	Stipend not to exceed \$150.00 Eff. 08/19/2020
Garcia, Juan Carlos	CC	MIS Data Summit	Stipend not to exceed \$62.50 Eff. 06/18/2020
Grande, Jolena	CC	MIS Data Summit	Stipend not to exceed \$62.50 Eff. 06/18/2020
Graves, Gary	FC	MIS Data Summit	Stipend not to exceed \$62.50 Eff. 06/18/2020
		MIS Data Workshop: Courses and Program	Stipend not to exceed \$50.00 Eff. 08/03/2020
		MIS Data Workshop: Course Setup and FTES	Stipend not to exceed \$50.00 Eff. 08/05/2020
		MIS Data Workshop: Student Success & Matriculation	Stipend not to exceed \$50.00 Eff. 08/18/2020
Grote, Silvie	CC	MIS Data Summit	Stipend not to exceed \$62.50 Eff. 06/18/2020

		MIS Data Workshop: Courses and Program Stipend not to exceed \$50.00 Eff. 08/03/2020
		MIS Data Workshop: Course Setup and FTES Stipend not to exceed \$50.00 Eff. 08/05/2020
		MIS Data Workshop: Student Success & Matriculation Stipend not to exceed \$50.00 Eff. 08/18/2020
Guilford, Mindy	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Gunderson, Lynda	NOCE	Hiring Committee Service Adjunct Faculty Salary Schedule Column 2, Step 1 Not to exceed 37 hours 04/27/2020 – 06/11/2020
Jeanpierre, Shani	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Jepson, Jane	CC	MIS Data Workshop: Student Success & Matriculation Stipend not to exceed \$50.00 Eff. 08/18/2020
Kimura, Steward	FC	MIS Data Summit Stipend not to exceed \$62.50 Eff. 06/18/2020
Kwon, Young Gene	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Lacuesta, George	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Lawrence, Roberta	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule

Class E  
 Not to exceed 23 hours (Revised from 15 hours)  
 Eff. 05/26/2020 - 08/19/2020

Lehmeier, Marisa

CC

MIS Data Workshop: DSS Services  
 Stipend not to exceed \$50.00  
 Eff. 07/22/2020

MIS Data Workshop: Student Demographics and  
 Enrollment  
 Stipend not to exceed \$50.00  
 Eff. 07/28/2020

MIS Data Workshop: EOPS/CalWORKS  
 Stipend not to exceed \$50.00  
 Eff. 08/04/2020

MIS Data Workshop: Student Success &  
 Matriculation  
 Stipend not to exceed \$50.00  
 Eff. 08/18/2020

McClurkin, Tina

NOCE

Distance Education Online Teaching Certification  
 Training  
 Stipend not to exceed \$650.00  
 Eff. 06/25/2020 – 6/29/2020

Michelle, Deborah

CC

MIS Data Workshop: DSS Services  
 Stipend not to exceed \$50.00  
 Eff. 07/22/2020

MIS Data Workshop: Employee Data  
 Stipend not to exceed \$50.00  
 Eff. 07/27/2020

MIS Data Workshop: Student Demographics and  
 Enrollment  
 Stipend not to exceed \$50.00  
 Eff. 07/28/2020

MIS Data Workshop: Student Success &  
 Matriculation  
 Stipend not to exceed \$50.00  
 Eff. 08/18/2020

Mitsch, Jeannie

CC

MIS Data Summit  
 Stipend not to exceed \$62.50  
 Eff. 06/18/2020

Morones, Dennise

FC

Humanities Adjunct Professional Development  
 Training



Stipend not to exceed \$150.00  
Eff. 08/19/2020

Niyondagara, Alice	NOCE	Distance Education Online Teaching Certification Boot Camp Stipend not to exceed \$500.00 Eff. 07/01/2020-07/13/2020
Pacheco, Elizabeth	CC	MIS Data Summit Stipend not to exceed \$62.50 Eff. 06/18/2020
Perez, Elsa	FC	MIS Data Summit Stipend not to exceed \$62.50 Eff. 06/18/2020
Ramirez, Cyndi	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Rees, Myev	FC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class F Not to exceed 30 hours Eff. 07/01/2020-07/30/2020
Reeves, Megan	NOCE	Distance Education Online Teaching Certification Boot Camp Stipend not to exceed \$500.00 Eff. 06/01/2020-06/19/2020
Robertson, Alison	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class D Not to exceed 22 hours Eff. 06/29/2020-07/31/2020
Sallade, Doug	CC	MIS Data Summit Stipend not to exceed \$62.50 Eff. 06/18/2020
Santana, Citlally	FC	MIS Data Summit Stipend not to exceed \$62.50 Eff. 06/18/2020
Shields, Julie	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00

Eff. 06/25/2020 – 6/29/2020

Silva, Joel	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 27 hours (Revised from 15 hours) Eff. 05/26/2020 - 08/19/2020
Smith Norman, Ravipan	CC	Supervising Dentist (DH Program) Column 3, Step 2 Lab Rate, Adjunct Faculty Salary Schedule Eff. 2020 Fall Semester
Sousa, Casey	NOCE	Distance Education Online Teaching Certification Boot Camp Stipend not to exceed \$500.00 Eff. 07/01/2020-07/13/2020
Stackhouse, Daniel	NOCE	Distance Education Online Teaching Certification Boot Camp Stipend not to exceed \$500.00 Eff. 05/18/2020-06/05/2020
Stanojkovic, Alli	NOCE	Distance Education Online Teaching Certification Boot Camp Stipend not to exceed \$500.00 Eff. 05/18/2020-06/05/2020
Stiemke, Kimberly	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020  MIS Data Workshop: Noncredit Data/CAEP Stipend not to exceed \$50.00 Eff. 07/29/2020
Stivers, Matthew	NOCE	Distance Education Online Teaching Certification Boot Camp Stipend not to exceed \$500.00 Eff. 05/18/2020-06/05/2020
Taylor, Matthew	FC	MIS Data Summit Stipend not to exceed \$62.50 Eff. 06/18/2020  MIS Data Workshop: Courses and Program Stipend not to exceed \$50.00 Eff. 08/03/2020

Tran, Tam	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Turrubiarres, Daniel	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Ulloa, Shaide	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Van Gelder, Matthew	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020
Velasco, Kendra	CC	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class E Not to exceed 28 hours (Revised from 15 hours) Eff. 05/26/2020 - 08/19/2020  MIS Data Summit Stipend not to exceed \$62.50 Eff. 06/18/2020
Vo, Criss	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Welch Wheatley, Janine	CC	Supervising Dentist (DH Program) Column 3, Step 4 Lab Rate, Adjunct Faculty Salary Schedule Eff. 2020 Fall Semester
Yanigihara, Brittany	FC	Humanities Adjunct Professional Development Training Stipend not to exceed \$150.00 Eff. 08/19/2020
Yu, Kenneth	NOCE	Distance Education Online Teaching Certification Training Stipend not to exceed \$650.00 Eff. 06/25/2020 – 6/29/2020

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

RESIGNATION

Vazquez, Carlos                      FC                      Campus Safety Officer  
12-month position (100%)  
Eff. 07/03/2020  
PN FCC742

NEW PERSONNEL

Bounpraseuth-Hao, Mark      FC                      Financial Aid Coordinator  
12-month position (100%)  
Range 40, Step B  
Classified Salary Schedule  
Eff. 09/01/2020  
PN FCC600

Lopez, Jason                          FC                      Administrative Assistant I  
12-month position (100%)  
Range 33, Step A  
Classified Salary Schedule  
Eff. 09/01/2020  
PN FCC926

PROMOTION

Hsieh, Larry                          AC                      IT Security Analyst/Systems Administrator  
12-month position (100%)  
PN ISC973

To:      IT Project Leader  
12-month position (100%)  
Range 57, Step E + PG&D  
Classified Salary Schedule  
Eff. 09/01/2020  
PN ICS972

Kvenbo, Marisa                      AC                      Benefits Coordinator  
12-month position (100%)  
PN DEC994

To:      Human Resources Specialist  
12-month position (100%)  
Range 24C, Step F + PG&D  
Confidential Salary Schedule  
Eff. 09/01/2020  
PN DEN994

VOLUNTARY CHANGES IN ASSIGNMENT

Coman, Lidia	CC	Auto Shop Coordinator (50%) Lab Technician, Auto Technology (50%)  Permanent Increase in Months Employed From: 11 months To: 12 months Eff. 12/01/2019 PN CCC797 and CCC965
Escarrega, Sara	CC	Lab Technician, Chemistry (100%)  Permanent Increase in Months Employed From: 10 months To: 11 months Eff. 08/26/2020 PN CCC948

STIPEND FOR ADDITIONAL AMINISTRATIVE DUTIES

Arredondo, Amabel	NOCE	Administrative Assistant I (100%) 6% Stipend Eff. 08/01/2020 – 06/30/2021
Funaoka, Lisa	FC	Admissions and Records Specialist (100%) 6% Stipend Eff. 08/01/2020 – 12/31/2020
Valle, Marcela	NOCE	Admissions and Records Specialist (100%) 6% Stipend Eff. 08/01/2020 – 6/30/2021

LEAVES OF ABSENCE

Angelico, Carla	AC	Accounting Technician (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using FFCRA Until Exhausted; Unpaid Thereafter Eff. 07/20/2020 – 08/03/2020
Aponte, Zola	CC	Instructional Assistant, Career Center (100%) Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 08/13/2020 – 11/04/2020 (Consecutive Leave)
Coggi, Anita	FC	Administrative Assistant II (100%) Military Leave With Pay (USERRA) Eff. 06/18/2020 – 06/19/2020 (Consecutive Leave)

Cortez, Margaret	CC	Administrative Assistant I (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 07/22/2020 – 01/02/2021 (Intermittent Leave)
Guzman, Isamara	CC	Facilities Custodian I (100%) Family Medical Leave (FMLA/CFRA/FFCRA) Paid Leave Using FFCRA Until Exhausted; Unpaid Thereafter Eff. 07/21/2020 – 07/30/2020 (Consecutive Leave)
Holguin, Rae	NOCE	Admissions and Records Technician (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 08/04/2020 – 01/29/2021 (Intermittent Leave)
Jara, Jacqueline	FC	Admissions and Records Technician (100%) Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 09/14/2020 – 12/04/2020 (Consecutive Leave)

CORRECTION TO April 28, 2020 AGENDA – CHANGE IN SALARY STEP PLACEMENT

Hsieh, Larry	AC	From: IT Security Analyst/Sys Administrator (100%)  Extension of Temporary Change in Assignment IT Project Leader 12-month position (100%) Range 57, Step C + PG&D Classified Salary Schedule Eff. 04/01/2020– 06/30/2020  To: Extension of Temporary Change in Assignment IT Project Leader 12-month position (100%) Range 57, Step D + PG&D Classified Salary Schedule Eff. 08/01/2019– 06/30/2020
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**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 #1259 for a copy of the professional expert personnel listing.)

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

(See Supplemental Minutes #1259 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 #1259 for a copy of the volunteer listing.)

## GENERAL

**Item 6.a:** It was moved by Trustee Stephen T. Blount and seconded by Trustee Jacqueline Rodarte that the individuals listed be appointed to serve for a term of two years, and for a maximum of three consecutive terms, without compensation, on the Citizens' Oversight Committee for the North Orange County Community College District bond projects.

<u>Individual</u>	<u>Category</u>	<u>Term</u>
Keron Thomas	Cypress College Student Organization	August 2020-August 2022
Cassandra Perez	Community Member	August 2020-August 2022
Beverly Falco	Community Member	August 2020-August 2022

Subsequent to trustees thanking the applicants for their interest in serving on the committee, expressing their pleasure in seeing applicants from different trustee areas within the District, and noting that the Citizens' Oversight Committee is completely independent from the Board, the **motion carried with Trustees Bent, Blount, Brown, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

**Item 6.b:** It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to adopt Resolution No. 20/21-02, Celebrating the 100th Anniversary of the Passage and Ratification of the 19th Amendment, Providing for Women's Suffrage, to the Constitution of the United States.

During the discussion, Student Trustee Chloe Reyes stated that in light of the Board's recent approval of a Black Lives Matter resolution, it was necessary to note that while the 19<sup>th</sup> Amendment was an amazing milestone, it did not provide the right to vote for all women because Black women were not allowed to vote until 50 years later with the passage of the Voting Rights Act of 1965.

Subsequent to thanking Trustee Barbara Dunsheath for introducing the resolution, the **motion carried with Trustees Bent, Blount, Brown, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

**Item 6.c:** It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Jeffrey P. Brown to approve the proposed, revised Board Policy and Administrative Procedure 3900: Speech: Time, Place, and Manner.

During the discussion, trustees agreed to recommendations requested by Trustee Ed Lopez that included: changing the semi-colon to a comma in Section 8.0 of the Board Policy; removing "which," "or the," and "expressive" in Section 8.0 of the Board Policy; changing "incites" to "incite" and "tends" to "tend" in the new proposed language of Section 4.0 of the Administrative Procedure; and adding "a clear" to Section 8.0 of the Administrative Procedure

so that it reads "...so as to create a clear and present danger..." **Motion carried with Trustees Bent, Blount, Brown, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

**Item 6.d:** The Board discussed how to best use the "raise hand" and "chat box" Zoom functions during remote Board meetings. During the discussion, it was noted that the use of Zoom chat is problematic because it leads to two conversations taking place, allows for comments that would normally occur via verbal dialogue during the meeting, does not become a part of the public record, lacks transparency because YouTube livestream participants are not able to see the comments, and is not appropriate for a formal Board meeting.

The consensus among trustees was that moving forward, use of the Zoom chat would be limited to congratulatory comments or to request technology assistance, with the understanding that raised hands would be acknowledged when resource table personnel want to speak. The Zoom teleconference protocol document will be updated to reflect the agreed upon changes.

**Item 6.e:** The Board discussed how to proceed with the formal complaint received alleging trustee misconduct by Board President Ryan Bent. In light of Board Vice President Barbara Dunsheath's absence, and in order to not delay action, there was consensus to delegate authority to Board Secretary Jacqueline Rodarte to appoint trustees to an ad hoc committee to investigate the allegations as outlined in Board Policy 2715 within a reasonable timeframe.

It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to acknowledge receipt of the formal complaint and delegate authority to Trustee Jacqueline Rodarte to appoint Trustees Barbara Dunsheath, Jeffrey P. Brown, and Ed Lopez to the ad hoc committee to investigate the complaint allegations regarding Trustee Ryan Bent. **Motion carried with Trustees Bent, Blount, Brown, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

**Item 6.f:** Board President Ryan Bent asked if there were any requests for potential future Board agenda items. Trustee Jacqueline Rodarte requested that once the campus committees on anti-racism have finalized their recommendations, that the Board have a study session to determine what the Board can do from a policy perspective. Chancellor Marshall noted that the common elements from the recommendations will be used to create a districtwide framework, and that a study session might be able to take place during the Fall.

**CLOSED SESSION:** At 7:23 p.m., Board President Ryan Bent adjourned the meeting to closed session per the following sections of the Government Code and stated that there would not be a readout:

**Per Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR IRMA RAMOS, VICE CHANCELLOR, HUMAN RESOURCES; Employee Organizations: United Faculty/CCA/CTA/NEA, Adjunct Faculty United Local 6106, CSEA Chapter #167, and Unrepresented Employees.**

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

**Per Section 54956.9(a): CONFERENCE WITH LEGAL COUNSEL: ANTICIPATED LITIGATION: Two (2) Potential Cases.**



**RECONVENE MEETING:** At 8:43 p.m., Board President Ryan Bent reconvened the meeting in open session.

**ADJOURNMENT:** At 8:43 p.m., it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Jeffrey P. Brown to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Lopez, and Rodarte voting yes.**

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