

**OFFICIAL PROCEEDINGS
OF THE GOVERNING BOARD
CHAFFEY COMMUNITY COLLEGE DISTRICT**

A regular meeting of the Chaffey Community College District Governing Board was held on Thursday, January 25, 2018, in the boardroom of the Marie Kane Center for Student Services/Administration. Board President Brugger called the meeting to order at 2:00 p.m.

Members present: Ms. Brugger, Mr. McDougal, Ms. McLeod, Mr. Ovitt, Ms. Roberts, Ms. Contreras (Student Trustee)

Members absent: None

CLOSED SESSION

The public is given an opportunity to address the Governing Board regarding the posted closed session agenda.

Kim Noseworthy, classified employee, addressed the Board regarding CSEA negotiations. Ms. Noseworthy stated that she believes an inequity exists because the Board confers exclusively with its negotiators and does not include CSEA in closed session. She stated that negotiations should be a discussion aimed at reaching an agreement, but felt that the District's latest offer did not consider the rising consumer price index and the increase to minimum wage. Rather, she felt that the latest offer of 3%-3%-3% indicates that the College does not value its classified employees.

President Brugger asked that all speakers limit their comments to three minutes. She thanked Ms. Noseworthy for her comments.

The Board convened in closed session at 2:04 p.m. Closed session was adjourned at 3:18 p.m.

STUDY SESSION

A study session commenced on the following topic:

Behavioral Intervention Team (BIT) Overview

Board President Brugger introduced Dr. Eric Bishop, vice president of student services. Dr. Bishop shared that the psychological health of our students is one of the key components of student services in developing the whole student. In that respect, he explained that the District has a Behavioral Intervention Team (BIT) to protect our students. He explained that Chris

No. 16,853
Public
Comments-
Closed
Session

No. 16,854
Study
Session

Brunelle, dean of student life, had to leave campus for an emergency, and introduced Professor Nicole Barbari and Veronica Rios, administrative assistant in the office of student life, to present on behalf of the BIT Team. Professor Barbari and Ms. Rios presented on: the vision and mission of BIT; roles and responsibilities of BIT (identify, assess, prevent and respond); identifying students in distress; annual case reports; and connecting students to support, campus safety, and well-being resources on campus. Professor Barbari explained that faculty generally do not have the training that mental health counselors use, and therefore, should refer students to experts in this field. She explained that the BIT Team is there for prevention. It was reported that there has been an increase in annual case reports of 85%, and that there have been 83 cases reported this fall. Every case is taken to the committee to strategize, and the committee has representation from campus police, counseling and DPS. BIT training has helped faculty and staff to recognize mental health issues on campus and in the classroom. Ms. Rios pointed out that there has been a 20% increase in faculty members reporting concerns for safety of themselves or others.

Trustee Ovitt asked if the number of cases reported at Chaffey is in line with other colleges. Professor Barbari responded that there has been an increase in mental health issues at other colleges as well, and that Chaffey College has been asked to attend conferences to describe Chaffey's processes. Dr. Bishop further explained that the only option in the past was discipline for these students.

Ms. McLeod commented that she believes that mental health issues have always been there, but now police officers and the public at large are more aware of it through the media. She stated that she doesn't think it has grown exponentially, but that because we are more aware of it, it looks like a bigger problem.

Mr. McDougal asked two questions: 1) how do they measure success, and 2) what does a typical case consist of? Professor Barbari responded that through the Advocate system, all cases are documented and they will be able to more accurately assess effectiveness as they follow up on cases. Before the use of the Advocate system, BIT had no way of measuring effectiveness except through anecdotal experiences from students and faculty. Students are allowed eight visits to a mental health professional in Student Health Services at the College. She discussed the process for students with suicidal ideation and that reporting is mandatory for the student's safety.

Ms. Roberts asked if there is a process in place for students who continually report they have been a victim, such as what has been reported in the media lately. Ms. Barbari responded that BIT is a repository for these cases and that they try to get help for everyone. Dr. Bishop further explained that Title IX cases that BIT receives, such as harassment based on gender, are referred to him as the Title IX Compliance Officer for the College. These cases

are investigated and the ultimate goal is to ensure that students can continue with their educational process.

Faculty Senate President Ardon Alger mentioned that the BIT Team attends the new faculty orientation every semester for training purposes.

President Brugger asked about future goals of the BIT Team. Professor Barbari responded that the team wants to allow for student reporting, such as a “See something, say something” type of campaign. She explained that BIT is a voluntary committee that faculty participate in because they care about the students. She did not want to speak on behalf of the chair, Chris Brunelle, however.

Mr. Ovitt asked about prevention and mentioned the suicide of a former Upland High School student who played football at Washington State University. Ms. Barbari responded that the key to prevention is to recognize and respond and that faculty have received training in this regard. Faculty need to create an environment where the students feel safe and comfortable and confident to share personal information, know the resources to refer students to, spot patterns in students, and notice when something is off. Dr. Bishop explained that the College is working on partnerships with the County of San Bernardino Department of Behavioral Health to expand resources and to recognize the onset of mental illness which is generally at the traditional college age of 18-22.

Dr. Shannon praised the BIT Team for the work they are doing. Dr. Shannon commented on the student from Upland High School who committed suicide while attending Washington State University. He stated that there were probably signs or behavioral changes that this student exhibited that no one picked up on. Ms. Barbari told an anecdotal story of a former student who reached out to her on Facebook because he was feeling depressed and suicidal, and that he thought of her to reach out to because she had created a safe environment for him in the classroom.

Ms. Brugger commented that she always felt safe with her teachers because they were so caring.

REGULAR SESSION

The regular session reconvened at 3:53 p.m., and Trustee Gloria Negrete McLeod led the Pledge of Allegiance to the Flag.

PUBLIC COMMENTS

Neil Watkins, instructor, discussed courage among classified staff and DACA students. He stated that courage is an important part of democracy. He

No. 16,855
Public
Comments

suggested that the College needs to take a stand for undocumented students and their relatives. He further stated that immigration status is not a precondition for enrollment. Finally, he asked for support for a Dreamers Resource Center.

Myra Ramirez, student, asked for an update on a Dreamers Resource Center. She explained that a lot of the students have grown tired mentally and have experienced a decrease in their grades because they have something more important to fight for. She commented that she likes that the campus looks so nice and that a shaded area for the students is being created, but that's not the resource she needs right now. She said that the students are tired of asking for the same thing over and over.

Nayeli Flores, student, expressed her thanks for the Washington, D.C. trip, and the opportunity to fight for her dreams. She also shared a personal story about her dad walking into the DMV. She has been here since she was 8 years old and is now 29 and that every four years she and her parents have had to worry about what was going to happen with their immigration status. She commented that the students here are in pain and under stress – not just the Dreamers and undocumented students - but the Muslim and Salvadorian students who have a year to figure out what they're going to do. She asked for the Board's institutional as well as their individual support here and outside.

Sarah Schmidt, classified employee, stated that she utilized her personal vacation time to be able to speak today and asked the Board to take on the mission of equity for all of the District's constituents. She said that equity includes both the equitable treatment of students and easier and equitable access to Board meetings. She further explained that classified staff are educated, talented and passionate, and that she loves the students and the community of Fontana. She said that it concerns her when she hears stories of Chaffey staff struggling to keep up financially with the increasing cost of living in Southern California, and that she would like to continue doing the work she loves. She stated that she worries about her ability to support herself and her daughter and that if the District continues to understaff and devalue classified staff, they will find talent difficult to recruit and retain. She urged the Board to do what is right, what is honorable, and what is equitable.

Kim Noseworthy, classified employee, expressed concern that at the November Governing Board meeting, someone was lying about the status of negotiations and the salary study. She stated her belief that it was proven to the Board that the District's team was undeniably using K-12 salary information. She stated that the District's last proposal was a slap in the face for classified staff and sends a message that classified staff are undervalued and underappreciated. She then compared salary increases the classified employees have received since 2010 to the changes in the consumer price index and increases to minimum wage.

Angie Horton, retired classified employee, addressed the Board regarding raises for classified staff. She voiced concern that staff are treated with little regard for their contributions. She gave an example of a condolence email from Dr. Shannon regarding the passing of a part-time classified employee. She posed the question of whether the employee was treated equitably because he received no benefits during his part-time employment at the College. She then offered her belief that during the recession, classified employees received no additional compensation while some administrators and confidential employees who took on additional duties received stipends.

Gary Carman, classified employee, expressed his concerns regarding classified contract negotiations. He stated his belief that the District's final offer would not keep employees current with the rate of inflation. He stated that increased enrollment has caused increased workload which he believes should be recognized and rewarded. He said that the District's offer will lower the standard of living for employees. He urged the Board to direct their agents to withdraw their last, best and final offer and to continue to negotiate.

Monica Han, CSEA president, expressed concern about the hardships faced as a result of the District's approach to running lean. She stated that she believes running lean means a minimum wage contract, an overworked and understaffed work force, and an employee group that continues to run behind in the economy. She stated that the College also prides itself on serving vulnerable, low-income, targeted students. She stated that some of the classified employees are the parents of these students. She then stated that the District's last, best and final offer will not address the day-to-day concerns of classified employees. She concluded by stating that CSEA is willing to negotiate but the Board's agents shut the door on them. She stated that if the Board does not take action, then impasse would start tomorrow.

Vice President McLeod asked how many classified employees earn minimum wage. Lisa Bailey responded that none of Chaffey's classified employees earn minimum wage.

COMMUNITY LINKAGES GOVERNING BOARD

Student Trustee Contreras thanked everyone for their assistance during the transition to Chaffey College Student Government. She showed examples of the new CCSG swag.

Ms. Contreras shared that CCSG: held their retreat in December and that they have a lot of great surprises in store for students this semester; awarded 500 book grants this semester; held an Independent Scholars event with giveaways for students; and gave out 487 giveaways during Club Rush.

No. 16,856
Board
Reports

Ms. Contreras further announced that for the first time ever, CCSG has opened the National Advocacy Conference application for club leaders to apply for. She also stated that CCSG has increased the number of scholarships they are awarding this spring from 150 to 300 to make sure more students are reached.

Student Trustee Contreras also stated that during their voter registration drives at the Chino, Fontana and Rancho campuses, 65 students registered to vote and over 20 students checked their registration statuses. CCSG is committed to making sure that students become civically engaged and prepared for the primary elections in June.

Trustee Ovitt highlighted that he participated in a roundtable on education with Assembly Member Rodriguez, who is also chairman on the committee of Cal PERS this year and that he was very interested in receiving our input in regards to pension funds and what future costs will be. He mentioned that representatives from Mt. SAC, Ontario-Montclair School District, Fontana School District, and the Chaffey Joint Union High School District were present. He said it was a very valuable session. He also reported on the annual *Miles for Montclair* event he and his wife Sue walked in on the Martin Luther King, Jr. holiday, which raises money for the approximately 400 homeless students of Montclair High School.

Mr. Ovitt's report also included the following events: Chaffey College Governing Board Holiday dinner, Ontario-Chaffey Community Show Band production meeting, Ontario-Chaffey Community Show Band concert, IE Leadership Academy meeting, Fitness America meeting with National CORE, Route 66 breakfast, Esperanza Scholarship Foundation Board meeting, Ontario-Chaffey Community Show Band Board meeting, Fitness America meeting with Ontario-Montclair School District, Promise Scholars Board meeting, Montclair High School versus Ontario High School basketball, Rancho Cucamonga High School building dedication, Children's Fund Strategic Planning meeting, Children's Fund Renaissance Scholars luncheon, IE Leadership Academy Board meeting, Ontario High School versus Colony High School basketball, Ontario Parks and Recreation Commission meeting, the Leaven Advisory Board meeting, Rancho Cucamonga versus Chino Hills girls' soccer, and Rancho Cucamonga versus Chino Hills basketball.

Trustee McDougal reported attending Compton College for a dedication event honoring his former coach from high school and college who had passed recently. He said it was a very moving and emotional event. He had the opportunity to speak to folks on campus about life in general and what we are doing at Chaffey College to prepare our students for life after college. While there, he attended a basketball game. He asked whether Chaffey College had played Compton College, and whether we had beaten them.

Mr. McDougal questioned the use of the word “equity” at the past few Board meetings in regards to labor relations, and said that it appears to have a number of different meanings. He explained that he believes the Board adheres to the policy of being equitable in its approach to labor relations, and that the policy states, fair, equitable and affordable. It appears from the speakers that may not be the case, at least in their minds. Therefore, he requested that the staff prepare a chart showing the comparable benchmark colleges and, if they have settled for 2017, show the percents they have settled for. He asked that five classifications be selected to survey and see where Chaffey is in percentile ranking. It is his understanding that CSEA members at Chaffey are, for the most part, at the 75 or 80 percentile, and under any definition, this is equitable, in his opinion, although to some other folks, this is not equitable. Mr. McDougal stated that he would like clarification on the meaning of equity, so that everyone can come to the same understanding of what equity is, and then we can decide if we are there. He asked that when choosing the five positions to be studied, to be sure to choose those that have more than one employee in that position that can be compared district to district to get an idea where Chaffey stands.

Trustee Roberts stated that since she has been out of the country for most of the month, her report is very short. She attended two Rotary meetings, two YMCA meetings, and one museum meeting.

Vice President Gloria Negrete McLeod mentioned she had intended to attend several events last month, but that she has been playing chauffeur to her husband because he injured his leg.

Ms. McLeod stated that it is troubling to her that it has been reported over and over by the speakers that classified staff are being bullied, devalued and are fearful of repercussions. She indicated that if, in fact, this is occurring, it is incumbent upon the employee to report any of these types of incidences. She further explained that the Board needs to see reports of management or other staff treating classified staff poorly, rather than just hearing anecdotal stories during public comments.

Trustee McDougal added that the managers have been taking a beating over the past few meetings, even though no specifics, facts, or evidence has been presented. He admonished that this needs to stop. If he receives evidence of inappropriate treatment, he will hold them accountable; otherwise he will defend the management against the accusations and insinuations of underhandedness being brought against them. He explained that the managers do not have luxury of going up to the podium to defend themselves. He would appreciate it if the Board were brought the facts, and then they would deal with them.

Board President Kathy Brugger announced that she attended the Fontana State of the City which began at 7:30 in the morning. She arrived at 6:30 a.m.

to allow for parking which gave her the opportunity to speak to community members about the College.

Ms. Brugger mentioned that she graduated from Chaffey College and was also once a single mother and that she and the other Board members have feelings about what is going on at Chaffey. She stated that when things are said at the podium, sometimes it hits the heart. She further stated that the Board is there to serve the students. She knows that it is not easy to stand up and address the Board, but they do listen.

No. 18,657
Legislative
Update

LEGISLATIVE UPDATE

Lorena Corona, manager of governmental relations, provided a report on legislation at the federal level, the latest news on the DREAM act, and legislation at the state level. She announced that the 2018 National Legislative Summit is scheduled for February 11, 2018 in Washington, D.C. and that community college trustees from all over the nation will decide on the 2018 legislative priorities. She discussed two by-partisan bills that would provide a direct road to U.S. citizenship for DACA recipients. She further stated that on January 10, the Governor introduced his 2018-2019 state budget.

Ms. Corona offered to track any bills of interest to the Board or to arrange meetings with legislators.

PRESENTATIONS

There were no presentations at the January 25, 2018, meeting.

No. 18,658
Foundation

FOUNDATION

Lisa Nashua, executive director of the Foundation and governmental relations, distributed an update regarding Foundation and alumni relations activities. Ms. Nashua asked the Board to save the date for the Alumni of the Year/Athletic Hall of Fame event to be held on Thursday, April 12. She announced that as part of the Endowment Challenge, the Foundation has received pledges from Dr. Loren Sanchez, Mary Caporale, and Dr. Henry Shannon. Also, Foundation Board Member Wayne Scaggs made a \$5,000 gift for scholarships.

Ms. Nashua also announced that the College received an estate gift bequeathed to the Foundation from former Chaffey College Governing Board member Barbara Cherback. Ms. Cherback retired from Chaffey as director of community services after 23 years of service before serving on the Board.

Ms. Nashua also asked the Board members to save the date for the annual golf tournament which will be held on Monday, June 25 at the Glendora Country Club. She thanked President Brugger for her continual support of the

golf tournament by sponsoring an all-women's staff foursome, and the Board's sponsorship of a tee sign.

REPORTS

CLOSED SESSION ACTIONS

No. 16,859
Closed
Session
Actions

Board Secretary Henry Shannon announced that the Board took action in closed personnel session this evening to approve the following by a unanimous (5:0) vote.

Employment of:

Cruz Rodriguez to the position of facility maintenance attendant, .475 FTE, 12 months, range 7, step A of the CSEA salary schedule, effective February 1, 2018..

Heather Blackmore to the one-semester temporary position of instructor, film studies/cinema, 1.0 FTE, effective January 4, 2018, through May 17, 2018, for the 2018 spring semester.

Abel Berdusco Arana to the position of program assistant, special populations and equity programs, 1.0 FTE, 12 months, range 13, step A of the CSEA salary schedule, effective February 1, 2018.

Ray Austin, III to the position of program assistant, special populations and equity programs, 1.0 FTE, 12 months, range 13, step A of the CSEA salary schedule, effective February 1, 2018.

Hourly personnel including adjunct faculty, contract faculty overload, and short-term workers.

Ashley Harren to the temporary, unclassified, professional expert position of first assistant coach, women's swimming, effective February 1, 2018, through May 31, 2018, under the terms and conditions of the employment agreement.

Michael Lonsdale to the temporary, unclassified, professional expert position of second assistant coach, baseball, effective February 1, 2018, through May 31, 2018, under the terms and conditions of the employment agreement.

Utilization of volunteer services (This list has been made part of the minutes of this meeting.)

Appointment of:

Vicky Valle to the position of administrative assistant II, faculty success center/professional development, 1.0 FTE, 12 months, range 17, step F of the CSEA salary schedule, effective February 1, 2018.

Caleb Ulrich to the position of administrative assistant II, special populations and equity programs, 1.0 FTE, 12 months, range 17, step B of the CSEA salary schedule, effective February 1, 2018.

Isabel Bogue to the temporary, unclassified, professional expert position of manager, administrative application services, effective February 1, 2018, through June 30, 2018, under the terms and conditions of the employment agreement.

Vivinee Martinez to the position of transcript evaluator, 1.0 FTE, 12 months, range 22, step H of the CSEA salary schedule, effective February 1, 2018.

The Governing Board approved the request for a paid leave of absence for Monica Han, administrative assistant II, for the period of February 5, 2018, through May 25, 2018.

The Governing Board authorized the District to enter into a settlement agreement in connection with the resignation of a classified employee with identification number 3158.

MONITORING

The following reports were submitted to the Governing Board for their information:

No. 16,860
Monitoring

2016–2017 Audit Report

Lisa Bailey introduced Patrick Cabildo, internal auditor. Mr. Cabildo thanked the budgeting and accounting staff for their efforts during the auditing process then introduced Engagement Partner Bill Rauch, a representative from Vavrinek, Trine, Day & Co., LLP, the independent auditing firm for the District, to provide information regarding the 2016–2017 Audit Report. Mr. Rauch reviewed the Summary of Auditor's Results found on page 95 of the financial audit document. He stated that he does not take credit for any of the information in the audit report, except for his three opinions over the areas of: financial statements, federal awards and state awards. He explained that Chaffey Community College District was issued an unmodified opinion, which is the highest level of assurance, also known as a clean opinion, for financial statements, federal awards, and state awards, which means the District is in accordance with government auditing standards and generally accepted accounting principles. No material weaknesses or significant deficiencies were identified in any category and the District was in compliance with all laws and regulations. Mr. Rauch stated that this is important because accreditation agencies want to see that colleges receive unmodified opinions, and bond rating agencies also want to see an unmodified opinion.

Mr. McDougal asked about page 95, and how we arrived at the figure of \$986,898. Mr. Rauch responded that the number represents 3% of the College's total federal dollars. This is the grant threshold amount that auditors are required to look at every three years.

President Shannon expressed his gratitude to Mr. Rauch, Patrick Cabildo, and to Lisa Bailey and her staff. He acknowledged that the auditing process is not an easy task with a lot of work involved. He asked Mr. Rauch how long the auditors are here, and he responded that the auditing firm sends three to four people for a three to four week period during the year. Dr. Shannon commented that when he is on accreditation visits, he sees places that have the pages of findings and recommendations and questioned costs filled up with issues.

Mr. McDougal mentioned that he read the audit from cover to cover and that it was very well done. He had a question on page 49 regarding CalSTRS and CalPERS and how Chaffey compares to other community college districts. Mr. Rauch responded that this liability has jumped nearly \$20 million dollars – from \$75.5 million in the prior year to \$95.2 million - as of June 30, 2017. He explained that the District cannot really control this number as it is based on estimates and actuarial assumptions, but that College can be mindful and budget for increases in the PERS and STRS rates. For example, STRS has stated that they would raise their rates from 10% to 21% in next 10 years. In regards to how Chaffey College compares to other colleges, Mr. Rauch explained that it is based on the number of employees but that for other community colleges of Chaffey's size, the number is comparable.

Budget Monitoring Report

Integrated Basic Skills/Student Success and Support/Student Equity Plan

INFORMATIONAL

The Governing Board received the 2018–2019 budget development calendars for their information.

No. 16,861
2018-19
Budget
Development
Calendar

CONSENT AGENDA

No. 16,862
Consent
Agenda

A motion was made by Mr. Ovitt, seconded by Mr. McDougal, to approve the consent agenda as presented.

- Yeas: Ms. Brugger, Mr. McDougal, Ms. McLeod, Mr. Ovitt,
Ms. Roberts, Ms. Contreras (advisory)
- Nays: None

Through this action, the following were approved (Approval of Minutes, December 14, 2017 through Strong Workforce Program Participation Agreement 2017/20-17B).

GOVERNANCE PROCESS

The minutes of the December 14, 2017, regular board meeting were approved as presented.

No. 16,863
Minutes

The Governing Board changed the date of the March board meeting to Thursday, March 29, 2018.

No. 16,864
Board
Meeting Date
Change

ACADEMIC AFFAIRS

The Governing Board approved the 2018-19 academic calendar.

No. 16,865
2018-19
Academic
Calendar

The Governing Board approved an updated version of the Chaffey College Child Development Center Parent Handbook, with updated state guidelines and regulations for the new fiscal year 2017/2018.

No. 16,866
Child Dev.
Center
Parent
Handbook
Update

The Governing Board approved one new course, six course modifications, four distance education courses, one course deactivation, and one program of study modification for the *Chaffey College 2018-2019 Catalog*.

No. 16,867
Curriculum

BUSINESS/FISCAL AFFAIRS

The Governing Board approved the contract between Desert Community College District and Chaffey College for the HWI Mini Grant in the amount of \$10,000 for the period of January 5, 2018 through May 31, 2018.

No. 16,868
2017-18 HWI
Mini Grant

The Governing Board approved the nonresident tuition fee of \$258 per semester unit with a capital outlay fee of \$10.

No. 16,869
2018-19
Non-
Resident
Tuition and
Capital
Outlay Fee

No. 16,870
AB 212
Round 14
Stipends-
Child Dev.
Center

The Governing Board accepted the receipt and approved the distribution of the amount not to exceed \$6,000, contingent upon teachers' evaluation from the California Department of Education for AB 212, Round 14 stipends for eligible Child Development Center teachers for the 2017-2018 fiscal year.

No. 16,871
Budget
Increase-
Restricted
General
Fund

The Governing Board approved the budget increase of \$784,506 to the 2017-2018 restricted general fund budget for the district's Credit and Non-Credit Student Support and Success (SSSP) and Disability Programs & Services (DPS) allocations.

No. 16,872
Career
Catalyst
Program
Agreement

The Governing Board approved the Agreement No. CP-126-17-E Career Catalyst Program between Foundation for California Community Colleges and Chaffey College for the period of November 15, 2017 through June 30, 2018.

No. 16,873
Disposal of
Electronic
Equipment
and Misc.
Materials

The Governing Board adopted Resolution 12518, which delegates authority to the superintendent/president or his designee to sell or otherwise dispose of the electronic equipment and miscellaneous materials listed in Exhibit A of the resolution, and to execute all documents in connection therewith, in accordance with the terms and conditions of the resolution. (This resolution has been made part of the minutes of this meeting).

No. 16,874
Budget
Transfer
Report

The Governing Board approved the Budget Transfer Board Report for the period of October 1, 2017 through December 31, 2017.

No. 16,875
Quarterly
Financial
Status
Report

The Governing Board approved the Quarterly Financial Status Report for the period ending December 31, 2017.

No. 16,876
Strong
Workforce
Program
Participation
Agreement

The Governing Board approved the Participation Agreement No. 2017/20-17-B Strong Workforce Program between Riverside Community College District and Chaffey Community College in the amount of \$583,491 for the period of January 1, 2018 through December 31, 2019.

ACTION AGENDA
BUSINESS/FISCAL AFFAIRS

No. 16,877
Contract/PO/
Warrants
Lists

The contract, purchase order, and warrant lists were ratified on the motion of Gloria Negrete McLeod, second of Lee McDougal. (These lists have been made part of the minutes of this meeting.)

Yeas: Ms. Brugger, Ms. McLeod, Mr. McDougal, Mr. Ovitt,
Ms. Roberts, Ms. Contreras (advisory)
Nays: None

CEO/STAFF REPORTS

Dr. Shannon provided a copy of his report which included: Assembly member Freddie Rodriguez's Fifth Annual School Roundtable, 2018 Spring Flex Program, annual Board study session, 2019 Aspen Prize for Community College Excellence, 2018 Fontana State of the City, and highlights from budgeting and fiscal services and student services. Dr. Shannon thanked those who were involved in the Spring 2018 FLEX program, including Dr. Rufus Glasper, the keynote speaker, who is the president for the League of Innovation. Dr. Shannon stated that his PowerPoint presentation, as well as Dr. Glasper's presentation, are available for anyone who wants to see them. Dr. Shannon also mentioned that the College has a phone interview scheduled for next week with Josh Wyner, vice president for the ASPEN 2019 competition.

No. 16,878
Supt/Pres
Report

Ms. McLeod mentioned that she was three weeks late for the FLEX program. She showed up yesterday mistakenly rather than on January 4.

Faculty Senate President Ardon Alger highlighted faculty members John Machado, art history professor; Shannon Jesse, biology professor; Morgan Cole, math professor; Sheila Malone, theatre arts professor; Don Schroeder, broadcasting and cinema professor; Abel Chen and Thierry Bruselle, business administration professors; Richard May III, adjunct communication studies professor; Alyse Emdur, adjunct photography professor; Ken Koenigshofer, retired tenured/adjunct psychology professor; Deanna Hernandez, assistant professor of English; and Shelley Marcus, reference librarian.

No. 16,879
Faculty
Senate

On behalf of Classified Senate President Anita Fletcher, Hope Ell, executive assistant, highlighted classified employees Danielle Graham, Elisa Lewis, Zach Batista, and Michael O'Bannon.

No. 16,880
Classified
Senate

CSEA President Monica Han presented that latest addition of CSEA Focus magazine in which Chaffey College is featured on the cover. She reported that CSEA held a voter registration drive which was very successful and will continue throughout the semester. She stated that she was glad to hear Mr. McDougal ask for a salary survey. Ms. Han stated that CSEA had actually presented a salary survey to the Board that represented the largest employee groups at this College. She said that the College has 95 classifications and over 300 employees at Chaffey College. She said that the classification survey that the District conducted included classifications with few employees which were not representative of the group and were outliers. An example of this is transcript evaluator and accounting technician II. She stated that this is one of the reasons for the difficulty they are having at the table.

No. 16,881
Classified
Senate

Ms. Han said she would love to discuss specifics with one or two of the Board members to share some examples. She gave an example of running lean based on feedback from the classified prioritization process regarding

custodial service at the Chino campus. Ms. Han stated that they have brought proof to the Board about what was used during negotiations, but she does not know what has happened with it, or if it has changed the dynamics of negotiations. She stated that the commitment of CSEA is for improved employee/employer relations. She gave an example of being discouraged and devalued by stating that during the Tuesday, January 16 negotiations session, CSEA continued to bring evidence to justify their proposal. However, she stated that she was interrupted by a District agent who stated, "We've heard this all before." She said that at the negotiating table, she believes that they don't respect each other enough to let each other present their proposals. She stated that they have provided evidence and data but they don't have access to the Board. She stated she would like to set up a meeting time with the Board after today's meeting as she is not sure that the Board is getting the full story.

Ms. McLeod responded that Board members do not meet with the negotiating teams since CSEA is negotiating with the District, and the Board should not insert themselves. She stated that if after negotiations they would like to meet, that would be fine. Ms. Han responded that she would like to meet to discuss concerns outside of negotiations and was responding to the appeal to bring evidence to the Board, but that she will follow the format that the Board prefers.

Trustee McDougal responded that he appreciates what Ms. Han is saying, but that he agrees with Trustee McLeod in that it is inappropriate to meet during the negotiation process. He responded that there is a Dialogue with the Board session scheduled for February 5, which would be the appropriate venue to address the Board, until after negotiations. Ms. Han mentioned that the Dialogue sessions are a step in the right direction, but when management is present, she feels it changes the dynamic. She explained that it takes a very special classified employee to be able to speak up in that dynamic where that meeting is management-heavy.

President Brugger commented that an agenda for the meeting is prepared in advance and she believes that everyone has an opportunity to look at the agenda ahead of time, and to contact those who put the agenda together.

Ms. Brugger also stated that she will allow Angie Horton, who filled out another request to address the Board, after the staff reports are given, even though this request is out of the ordinary. Normally, public comments are given during the Public Comments portion of the agenda, at the beginning of the Board meeting.

Monica Han stated that she understands the limitations of meeting with the Board during the negotiations process, and that she hopes the Board will take to heart the comments that they've heard.

CCFA President Jonathan Ausubel addressed the Board regarding a \$100 million online community college proposal by Governor Brown. He stated that he found it interesting that Chancellor Oakley's office released a memo almost concurrently with the Governor's budget regarding the online community college proposal in which he mentions that he had consulted with many groups regarding the proposal, and the first group he lists is organized labor. Mr. Ausubel stated that "organized labor" does not refer to the California Teachers' Association, Community Colleges Association, California Faculty Association, or the Faculty Association of California Community Colleges, so he's not sure which groups Chancellor Oakley is referring to, but that they were not educators. He expressed the wide concern about the online community college being a duplication of efforts already being provided. He suggested to better serve the student population that this proposal addresses, parsing out the \$100 million to community colleges to improve their own marketing and services would be more effective. He stated that faculty and management have suspicions about this proposal and see it as a grab from outside interests.

No. 16,882
CCFA

President Brugger responded that this proposal could be devastating to community colleges. Mr. McDougal asked if this would be worthy of a study session. President Shannon stated that we have been vocal in opposing this proposal although the initiative is moving forward in the Chancellor's Office.

CDC has no report.

No. 16,883
CDCFA

President Brugger called on Angie Horton to address the Board. Ms. Horton responded to Mr. McDougal's view on meeting with classified staff during negotiations. She stated that back when Mr. McDougal was running for re-election and CSEA had met with the candidates, CSEA had requested a one-on-one meeting with one or two of the Governing Board members. She stated that CSEA had expected they would receive that same courtesy as the Board gave to faculty by meeting with them periodically over lunch or whatever to hear their concerns.

No. 16,884
Public
Comments

Ms. Horton gave her definition of equitable. She further stated that she would like classified to be treated the same as every other group on campus, and she is trying to express to the Board that they are not. Ms. McLeod mentioned that based on that definition our mission statement is repetitious.

Ms. Roberts commented that the Board members are retired and are here because they care about the College and the classified employees. She stated that she originally had no intention of getting into education, but that Faculty Senate approached her and asked her to run for a seat on the Board. She did so at her own expense, three times. She has done so because she cares about the College.

Mr. McDougal commented that to his recollection, he has never declined an invitation to meet with any union members in his 20+ years on the Board. He has even hosted the groups at his home. He stated that if anyone wants to have a discussion with him, his number is public. He stated that the Dialogue sessions were purposefully designed to solve issues by sitting down at the table to come up with a solution. He explained that the reason that management are present is so that the Board can include them in discussions about issues brought up without having to go back and forth. He prefers to have everyone involved and present in the room. He stated that he is not aware of any employee being retaliated against for expressing their view, opinion, or presenting a problem. He urged those who have a problem to come forward so it can be addressed. He further stated that there are processes in place to report harassment or bullying. Mr. McDougal shared that they are here to help and to listen.

President Brugger called on Monica Han who stated that when she was first elected CSEA President in January 2017, she sent an invitation asking to meet with the Board so she could get to know them and they could get to know her. She asked if Chaffey email was the best way to contact the Board. Trustee McLeod stated that she has trouble accessing her Chaffey email and therefore does not use it, and Mr. McDougal stated that he uses his personal email address which is posted on the website.

Dr. Shannon reminded Ms. Han, and everyone in the room, that if three or more Board members meet at the same time, that constitutes a meeting and the Brown Act must be followed. Ms. Han asked if she could contact the President's Office for contact information for the Board. Dr. Shannon said that would be fine, and Mr. McDougal reiterated that he would only meet after negotiations. President Brugger commented that this Board will not discuss negotiations. Ms. Han commented that she respects that.

BOARD COMMENTS, REQUESTS, AND FUTURE AGENDA ITEMS

No. 16,885
Board
Comments,
Requests
and Future
Agenda
Items

President Brugger reminded everyone to fill out a request to address the Board during the Public Comments portion of the Board meeting. The reason for this is so that the Recording Secretary has a record of who spoke. She thanked everyone for their comments.

Ms. Brugger announced that the February Board meeting will be held at the Rancho Campus, the March Board meeting will be held in Fontana, and the April Board meeting will be held at the Chino Campus.

ADJOURNMENT

The meeting was adjourned at 5:33 p.m.

The next regular meeting of the Chaffey Community College District Governing Board will be Thursday, February 22, 2018.

President

Clerk