

SLOCCCD Board of Trustees (Wednesday, April 11, 2018)

Generated by Todd Frederick on Monday, April 16, 2018

Members present

Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge, Student Trustee Jantzen -Advisory Vote-

Meeting called to order at 3:00 PM

A. Convening Items

1. Call to Order/Roll Call/Establish Quorum

Meeting convened and quorum established at 3:00 p.m.

2. Approval of Agenda

Approve the agenda for the April 11, 2018 regular board meeting as presented.

Motion by Pete Sysak, second by Angela Mitchell.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

3. Public Comment on Closed Session Items

None

B. Closed Session

1. Public Employee Performance Evaluation; Government Code, Section 54957(b)

2. Conferences with Labor Negotiators; Government Code Section 54967.6, Classified Employees

3. Conferences with Labor Negotiators; Government Code Section 54967.6, Academic Employees

4. Conferences with Labor Negotiators, Government Code Section 54967.6 Unrepresented Employees; Management, Supervisors and Confidential Employees

5. Public Employee Appointment/Employment - Superintendent/President

C. Reconvening Items

1. Pledge of Allegiance

Trustee Sysak

2. Announcement of Action in Closed Session

The Board conducted its monthly review of the Superintendent/President's goals.

The Board provided guidance to agency representatives regarding employee negotiations.

No other action was taken in closed session.

3. Introductions and Recognitions

John Cascamo, Dean, Academic Affairs, Workforce and Economic Development introduced Elora Hartman - Secretary II, Career Connections.

Gayla Juravich, Small Business, Deputy Sector Navigator introduced Robert Ellis (student winner; elevator pitch competition)

Linda Vazquez, Regional Affairs Director for The Campaign for College Opportunity commended the District and the college for its commitment and success in developing Associate Degrees for Transfer. Cuesta College was recently recognized, receiving the Campaign for College Opportunity's Champions of Higher Education Award for the most associate degrees for transfer awarded relative to campus enrollment. The awards were presented to California Community Colleges and California State Universities (CSU) that have supported students through the Associate Degree for Transfer (ADT), a streamlined transfer pathway that offers guaranteed admission with junior standing at the CSU. The goal of the Associate Degree for Transfer pathway is to increase the number of students transferring to 4-year universities by streamlining the transfer process. Research shows that 48% of students with an ADT graduate from the California State University within two years with their bachelor's degree compared to only 27% of traditional transfer students. And, since its inception in 2010, more than 69,000 students have earned an Associate Degree for Transfer.

4. Public Comment

None

D. Consent

1. Consent Agenda

Consent items D.2, board minutes, and D5, employee retirements were pulled from the consent agenda for discussion prior to consideration for action.

Resolution: Approve those items published on the consent agenda, except for items D.2, board minutes, and D.5, employee retirements, as presented.

Motion by Pete Sysak, second by Pat Mullen.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

2. Board Minutes - March 7, 2018

Resolution: Adopt the draft minutes of the March 7, 2018 regular board meeting, as discussed and amended.

Trustee George commented on Item E.6. and what the board had received during the discussion of that item. What she didn't see was any recommendation to move forward with the program. She requested an update as to whether the initial estimates had been fine-tuned and answers as to whether the District would realize savings past the first year.

Dr. Stork stated that at the time of the last meeting, there had not been a decision as to whether the district would move forward or not. An update will be provided during the Vice President of Administrative Services' item on budget development and college planning.

Under Item E.7. Trustee George wanted the people she acknowledged as having served on the executive hiring committee be listed by name. She noted that she had not specifically requested that be entered in the minutes at the last meeting. The board agreed by consensus.

Item E.8. She thought the board had provided direction to issue the RFQP for the North County property. She would like to include that the board provided direction, by consensus to issue the RFQP as prescribed. The board agreed.

Under Item G.2. Trustee George requested the word "security" be changed to "insecurity". The board agreed by consensus.

Motion by Angela Mitchell, second by Pat Mullen.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

3. Payroll Orders for March 2018

Resolution: Accept the payroll orders for March 2018, as presented.

Approve those items published on the consent agenda, except for items D.2, board minutes, and D.5, employee retirements, as presented.

Motion by Pete Sysak, second by Pat Mullen.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

4. Warrant Listings for March 2018

Resolution: Accept warrant listings for March 2018

Approve those items published on the consent agenda, except for items D.2, board minutes, and D.5, employee retirements, as presented.

Motion by Pete Sysak, second by Pat Mullen.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

5. Public Employee Appointments; Government Code Section 54957(b) - Employee Appointments, Changes, Resignations, Retirements, Disciplines, Dismissals and Releases

Resolution: Approval of items as presented.

Trustee Mitchell wanted to note the long list of retirements being accepted and noted their service.

Motion by Angela Mitchell, second by Mary Strobridge.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

6. Proposed New and Revised Job Descriptions for Classified Designation

Resolution: Approval of the new and revised job descriptions as presented.

Approve those items published on the consent agenda, except for items D.2, board minutes, and D.5, employee retirements, as presented.

Motion by Pete Sysak, second by Pat Mullen.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

7. Revised Salary Schedules for Vice Presidents, Management, Supervisors, and Confidential Employees

Resolution: Approval of the revised salary schedules as presented.

Approve those items published on the consent agenda, except for items D.2, board minutes, and D.5, employee retirements, as presented.

Motion by Pete Sysak, second by Pat Mullen.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

8. Revised Salary Schedule for Classified Employees

Resolution: Approval of the revised salary schedule as presented.

Approve those items published on the consent agenda, with the exception of item D.2 and D.5 as presented.

Motion by Pete Sysak, second by Mary Strobridge.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

9. Declaration of Surplus Equipment

Resolution: Declare the listed equipment as obsolete and approve of its disposal, as presented.

Approve those items published on the consent agenda, except for items D.2, board minutes, and D.5, employee retirements, as presented.

Motion by Pete Sysak, second by Pat Mullen.

Final Resolution: Motion Passed

Yes: Angela Mitchell, Barbara George, Pete Sysak, Mary Strobridge

E. Business Agenda

1. SLOCCCD Resolution 03-18; Month of the Child and Child Abuse Prevention Month

Don Norton, Applied Behavioral Sciences and Katie Mervin, Director of the Children's Center presented the resolution. Mr. Norton thanked the Board's Executive Assistant for his consistent past help in the preparation of this item. Mr. Norton has presented the resolution to the board for 12 years.

Ms. Mervin will be taking his place on the Council for Family Strengthening, and coordinating the Child Abuse Prevention Academy after Mr. Norton retires in June 2018.

Trustee George stated that this was the Board's opportunity to recognize its collective responsibility that every child experiences a high environment, at home, in the community, or on campus. Leaders in the community have led this effort, e.g. Arlene Chandler, Margaret Collier, and Norton. Norton is a strong spokesperson and leader for all children.

Approve SLOCCCD Resolution 03-18; Month of the Child and Child Abuse Prevention Month, as presented.

Motion by Angela Mitchell, second by Mary Strobridge.

Final Resolution: Motion Passed unanimously by roll-call vote.

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

2. Contract for Superintendent/President - Dr. Jill Stearns

Melissa Richerson, Vice President, Human Resources and Labor Relations presented the proposed contract, effective July 1, 2018.

Government Code requires the following oral statement. Trustee George presented the following statement.

"As of January 1, 2017, California Government Code Section 54953(c)(3) requires an oral summary of a recommendation for a final action on the salaries, salary schedules, and compensation to be paid in the form of fringe benefits to be paid to a local agency

executive. In addition, Government Code Section 53262 mandates that employment contracts for local agency executives be ratified in open session. To comply with these requirements, staff has summarized the material contract terms for this amendment to Dr. Stearn's employment contract.

The recommendation before the Board is to approve an employment agreement for Dr. Jill Stearns to serve as Superintendent/President. The agreement is attached to the Board Agenda. The agreement provides for a 3 year term of employment from July 1, 2018 through June 30, 2021. The agreement provides annual compensation for the 2018-19 college year in the amount of \$240,542. The agreement provides a 1% salary increase for the 2019-2020 college year. Subject to successful completion of Board-approved goals, the agreement provides that Dr. Stearns will receive additional salary increases of 1.5% for the 2020-21 college year, and 2% for the college year commencing July 1, 2021. The agreement provides that Dr. Stearns shall receive 30 days of vacation annually. The agreement also provides that Dr. Stearns shall receive the same health and welfare and fringe benefits as provided to 12-month academic managers, which consist of a monthly District contribution to health/dental/vision of \$634 for single coverage; \$830 for employee +1 coverage; \$1030 for family coverage."

Approve the employment contract for Superintendent/President (Dr. Jill Stearns), as presented.

Motion by Pete Sysak, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed unanimously by roll-call vote.

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

3. Retired Classified Emeritus Recommendations

Trustee George acknowledged Mr. Eminhizer's 33 years of service to the college and the 20 years she had working with him at Cuesta College.

Approve the recommendations to confer classified emeritus status for Ron Eminhizer, as presented.

Motion by Pete Sysak, second by Angela Mitchell.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

4. Board Policy Review: BP 4220 Standards of Scholarship

Approve revisions to BP 4220 Standards of Scholarship as presented

Motion by Patrick W Mullen, second by Mary Strobridge.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

5. Board Policy Review - Human Resources Chapter 7

Responding to Trustee Sysak's inquiry, Ms. Richerson stated that overtime and evaluations were covered in the respective employee contract and other appropriate and separate policy that is currently under review.

Retire and rescind all language contained therein for Board Policies - 7120.1, 7130.1, 7130.5, 7130.7, 7131.1, 7131.2, 7137, and 7151, as presented.

Motion by Mary Strobridge, second by Angela Mitchell.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

6. 2018 California Community College Trustee (CCCT) Board Election

The Board makes the following selection of nominated candidates for the CCCT 2018 Board elections: Ann Ransford, Greg Pensa, Greg Bonaccorsi, Don Edgar, and Brent Haste.

Motion by Patrick W Mullen, second by Mary Strobridge.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

7. Guided Pathways Plan

This item was postponed to the next regular scheduled meeting by consensus of the Board.

8. Board Professional Development - Policy and Procedure Training

Trustee Sysak requested a copy of latest update from the Community College League of California's Policy and Procedure Service.

Dr. Stork suggested the Board may review the attached handbook and identify discussion topics for a later date.

Trustee Strobridge and Trustee George both indicated that the handbook should be included in the trustee orientation package.

9. Discussion on Budget Development and College Planning

Dan Troy, Assistance Superintendent/Vice President, Administrative Services updated the board on the status of the Separation Incentive Program. A formal decision was made to move forward with the faculty group and subject list. There was no projected beneficial savings to the District within the other employee groups. He noted the need to complete the ongoing work regarding the projected savings to the District. An estimated savings of \$650,000.00 is anticipated and should prevail unless replacements are determined to be necessary beyond any part-time faculty backfill. It is a speculative analysis based on estimated normal retirement of subject faculty.

The Request for Qualifications and Proposal for the North County parcels is being advertised across the state and locally. Responses are due on June 19, 2018. Mr. Troy anticipated a recommendation to the Board regardless of the outcome in October. Plan finalization would take place in December if necessary.

The Board determined by consensus to direct the Superintendent/President to ensure the District notifies all interested parties involved in previous conversations regarding North County property.

Mr. Troy discussed the Chancellor's proposed funding formula, and commented on CEO group's proposal. Everyone acknowledges the end of summer shift regarding FTES. There is a 3rd group of consultants working closely with the original formula, but factors remain in the air.

The Board requested, by consensus, to have administration provide a list of revenue options prioritized for board review and discussion.

10. Appointment of Replacement Members to the Citizens' Bond Oversight Committee

Discussion took place regarding the required number of members on the committee. Dan Troy recommended appointing three members.

Discussion took place regarding issues of establishing a quorum for a large committee.

Appoint all six candidates as members to the District's Citizens' Bond Oversight Committee, as presented.

Motion by Angela Mitchell, second by Mary Strobridge.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

11. Curriculum Recommendations

Alex Kahane, Curriculum Committee Chair presented.

She summarized the committee's recommendations and recent activities.

Approve the Curriculum recommendations as presented

Motion by Student Trustee Jantzen -Advisory Vote-, second by Patrick W Mullen.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

12. Proposed list of agenda items for the next regularly scheduled meeting.

Reports

- Institutional Planning (standing item)
- Measure L (standing item)
- Meeting Student Needs - Counseling

Action/Discussion

- Curriculum Recommendations
- Contracts
- Board Policy Review
- Board Goal Assessment
- Affirmation of the Role and Privileges of the Student Trustee
- Recognition of Incumbent Student Trustee

Consent Agenda Items

- Minutes
- Warrant listings and payroll
- Public Employment - appointment, re-appointment, resignation, retirement, discipline/dismissal/release
- Job Descriptions
- Declaration of surplus equipment

Agenda Items Pending / Not yet scheduled

- Grizzly Academy and California Conservation Corps (programs and relationships). (Mullen/Sysak)
- Report on Counseling Programs; meeting the needs of students. (George)
- Hanover Student (Drop) Survey Analysis – (Supt/Pres)

Add:

(Naming Opportunities) - Shannon Hill

(Guided Pathways Plan) – Dr. Wulff

Trustee George led a discussion regarding the conduct of research for a possible article, i.e., the League's Trusteeship Quarterly regarding the impact student trustees serving two terms – does it make a difference? Trustee Jantzen stated that it has happened at other districts. Most other colleges have a separate student president and trustee.

Trustee Sysak commented on the development of the Board's 2018-19 board goals. Dr. Stork noted that a sub-committee take on that task after the Board's Self-Evaluation in June.

F. Contracts - Bond Projects

1. Prime Contract Change Order Summary

Dan Troy briefed the board on the SLO campus instructional building and North County campus center.

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

Discussion took place regarding the process of change orders and the due diligence and responsibilities of architects and contractors, and the acceptable industry standards. The discussion included the differences between private and public projects. Terry Reece, Director, Facilities Services, Planning, and Capital Projects stated that there is a constant effort to come in below the industry standard.

2. Prime Contract Change Order No. 006 with Wysong Construction, BP 01, Structural & Site Concrete, for the San Luis Obispo Instructional Building

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

3. Prime Contract Change Order No. 002 with Wysong Construction (Wysong), BP 05, Glass and Glazing, for the San Luis Obispo Instructional Building

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

4. Prime Contract Change Order No. 006 with GF Garcia & Sons, BP 13, Grading, Paving, Demolition & Utilities for the San Luis Obispo Instructional Building

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

5. Prime Contract Change Orders No. 001 & No. 002 with Toyon Landscape, BP 14 Landscape, for the San Luis Obispo Instructional Building

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

6. Prime Contract Change Order No. 011 with Newton Construction, BP 01 Structural & Site Concrete for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

7. Prime Contract Change Order No. 004 with Newton Construction (Newton), BP 04 Roofing for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

8. Prime Contract Change Order No. 004 with R.F. Koerber, BP 06, Acoustic & Metal Ceilings for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

9. Prime Contract Change Order No. 002 with Tarlton and Son, BP 08, Painting for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

10. Prime Contract Change Orders No. 004 & No. 005 with Smith Electrical, BP 10 Plumbing & Mechanical, for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

11. Prime Contract Change Order No. 008 with Taft Electrical Company (Taft), BP 11 Electrical, for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

12. Prime Contract Change Orders No. 005 & No. 006 with Wysong Construction, BP 3 General Trades, for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

13. Prime Contract Change Orders No. 006, No. 007, No. 008 with Tarlton & Sons, BP 5 Lath, Plaster & Gypsum Board Assemblies for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

14. Prime Contract Change Orders No. 004 & No. 005 with R.F. Koerber, BP 06, Acoustic & Metal Ceilings for the North County Campus Center

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

15. Prime Contract Change Order No. 003 with Smith Electric Service (Smith Electric), BP 10, Fire Sprinklers, for the San Luis Obispo Instructional Building

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

16. Amendment 5, Extension of Program Manager's Agreement with Kitchell

Approve the Prime Contract Change Orders, Items F.2 through F.15 and Item F.16, extension of the Kitchell Contract, as presented.

Motion by Angela Mitchell, second by Student Trustee Jantzen -Advisory Vote-.

Final Resolution: Motion Passed

Yes: Patrick W Mullen, Angela Mitchell, Barbara George, Pete Sysak, Student Trustee Jantzen -Advisory Vote-, Mary Strobridge

G. Stakeholder Reports

1. Reports from Employee Organizations

CCFT

Dr. Debra Stakes, President reported the following:

- The membership is conducting the process for ratification of the proposed contract. Ballots close April 20th. The results should be ready for the May 2 board meeting.
- They will continue their quest for median pay. The council of representatives made suggestions on how to realign the salary schedules.
- There is an all-member meeting on April 19th.
- They will also be discussion the issue of low faculty morale, noted by the Academic Senate President. Dr. Stakes commented that the extended conversation involving salary and the battle for compensation has contributed to low faculty morale. An additional topic is the large number of investigations that are being carried out by the District. She stated that faculty see this as a lack of faith in faculty doing their jobs. They would like to see better communication between the faculty and administration in the hope that some of these situations can be alleviated before they are litigated in a mutual respectful manner.
- She noted the retirement of Ed Conklin, who is the first-year treasurer for the union and the efforts to replace him.
- She commented on the upcoming June elections and her work with the labor council. She encouraged everyone to vote.

2. Updates/Information from Board Members

Trustee Mullen – Announced that next week the state Skills USA competition was taking place, with a strong contingent from Cuesta.

Trustee Mitchell - No report.

Trustee Sysak - Attended the District Dialogs and noting strong community input.

Trustee Strobridge - Attended Cuesta Gold. She gave board members a copy of the tax act from JPMorgan that explains the plan's economic impact. She attended the book of the year event and the Women of Distinction Awards Luncheon. She also attended sexual harassment training for boards at the County Office of Education and the District 5 Dialog.

Trustee Jantzen – Noted the opening of the student food pantry on April 10th and reminded the board of the ribbon cutting ceremony at 2:00 p.m. on May 2nd prior to the board meeting. He and other student representatives attended the national student conference in Washington DC. They made presentations at the conference and met with Representative Carbajal. Student elections are next week and he is seeking a second term.

Trustee George – Attended the Commission on the Status of Women and the Women of Distinction Awards Luncheon. She also participated in the "Walk of our Lives" and thanked the students in Applied Behavioral Science for organizing the event. She commented on the recent "Cuesta News", noting the ongoing connection with the community and the look back article on Dr. Stork. She attended the book of the year event and the wind ensemble concert. Trustee George acknowledged the commitment and performance of Jenn Martin. She commented on the college receiving the National Science Grant Award, and noted the passing of Bud Anderson, who was a great friend of the college and had served on the Foundation Board for 20 years before leaving.

3. Superintendent/President's Report

Dr. Stork acknowledged two Cuesta students who were recognized for their performances in Cuesta's presentation of "Man of LaMancha" at the Kennedy Center. He noted highlights from his written report. He commented on the success of the District Dialogs and how members of the community look forward to participating. Dr. Stork stated that he hoped the activity would continue after his departure, promoting ongoing connections to Cuesta. He congratulated Trustee Jantzen on his efforts to organize and see the student food pantry to fruition. Dr. Stork commented on the passing of Bud Anderson, noting his strong connection to students and extensive involvement with the college through the Athletic Boosters and the Foundation. Dr. Stork responded to comments made by Dr. Debra Stakes in her CCFT report regarding investigations. He did not want the board to have the impression that administration is on a witch-

hunt to get faculty. It was phrased in a manner that reflected the District did not appreciate faculty, and had elevated intentional attacks on faculty. The District is obligated, by law, to investigate complaints by anyone that fit under Title IX. He noted that the Vice President, Human Resources and Labor Relations was the District's Title IX Officer and it is her responsibility. The District cannot pick and choose upon which complaints are followed up. It is based on the nature of the complaint and a determination is made whether it is valid or not. Dr. Stork stated that it was valid to feel uncomfortable about these issues, and for an individual to be upset if he/she felt they had done nothing wrong. It is awkward and unpleasant, but the District has an obligation to do so. There should be no expectation that it will change with a new president, who must also be mindful of the law. Dr. Stork noted that students are more aware of processes and protective issues.

H. Institutional Reports

1. Board of Trustees Equal Employment Opportunity (EEO) Update - April 11, 2018

Melissa Richerson, Vice President, Human Resources and Labor Relations presented the report to the board. She noted that the implementation of NEOGov (online application and tracking system) limited the response from the previous year, resulting in only three recruitments in the analysis. This year all recruitments are included.

She reviewed the data for each employee group, which include comparisons of the demographic comparing staff, students, and the community. Language clean-up is taking place for all job descriptions. The Diversity Committee is working on consistent language for all job announcements. Discussion took place regarding where people find Cuesta's job announcements and the analysis of the effectiveness of where the college advertises. There is an in-depth analysis of the data as part of the review of the EEO Plan.

Ms. Richerson noted that the District had advertised in 30 different publications in the past year, targeting different specific group and ethnic publications. Professional development training has been provided for faculty on implicit biased and best practices for hiring. Additional training for managers has been scheduled.

The college continues to:

- review and analyze recruitment results to increase our recruitment outreach;
- develop strategy on effective ways to remove potential barriers to applicants in both the application phase and interview phase; and
- implement the strategies published in the EEO and Diversity Best Practices Handbook from California Community Colleges Chancellor's Office.

Ms. Richerson distributed information on the Campaign for College Opportunity's "[Left Out](#)" and "[Compare](#)" report.

2. Foundation Monthly Report of Activity

Shannon Hill, Executive Director, Advancement/Foundation presented the report. She included a brief on the status of the progress of the Annual Fund.

3. Measure L - Implementation, Issuance, and Projects

Dan Troy provided an update to the Board on Measure L activities and projects. He noted that Blach Construction would not be continuing as the District's construction management team.

Trustee Sysak inquired as to when the final accounting would be available on the first issuance. Mr. Troy indicated possibly in six months.

I. Discussion

1. April Monthly Board Self Evaluation

1) Meeting and Process: What went well - What improvements could be made?

Trustee Sysak – It was good to be in South County. The meeting went smoothly.

Trustee Mitchell – There are fewer attendees when the meeting is held in South County.

Trustee George – Noted the healthy discussions.

Dr. Stork - Appreciates giving his report after the employee reports.

Discussion took place regarding how the board's preparation and conduct of meetings is different now compared to 20 years ago.

2) Does the board properly assess its progress made on achieving board goals and performance on characteristics of effective board functioning?

Trustee George - The whole evaluation cycle is healthy and effective.

Dr. Stork - Suggested the board revisit Dr. Wulff's dissertation survey analysis.

There was consensus of the board to have Dr. Wulff administer and debrief the board's performance survey.

Trustee Sysak – The progress is ok except for advocacy efforts and analysis of South County needs. There is a lack of follow up. He said he would continue his strong advocacy for the South County.

Trustee George – Noted that the conclusion is for the board to develop a plan. She noted the conclusion of the south county survey as one thing done. Classes were added in response. Trustee Sysak stated that comments he heard during the district dialogs prove otherwise.

Dr. Stork stated that the District made a commitment to bring facilities up to standards under the last bond, but made no provisions for improvements in South County. He did acknowledge that discussions for property development had been ongoing and facility issues are not dead. Parties involved are going through a process and the initial discussions reflect great potential, but the District cannot take the lead. It must allow the developer's to formulate a proposal and bring it forward. Dr. Stearn's will be brought up to speed.

Dr. Stork announced the visit of UC President, Janet Napolitano to Cuesta College on April 30th. The college is hosting meetings involving President Napolitano and the SLO Chamber as well.

J. Adjournment

1. Adjournment and Notice of Next Meeting

The meeting adjourned at 6:54 p.m. The next regular meeting is scheduled on May 2, 2018.