



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

MEETING: Regular Meeting in August 2018

DATE: Tuesday, August 28, 2018, at 5:30 p.m.

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

Welcome to this meeting of the North Orange County Community College District Board of Trustees. If you wish to address the Board, please complete a yellow card entitled, "Request to Address Board of Trustees" and submit it to the Board's Recording Secretary. These cards are available at the podium outside the Board Room.

Members of the public may address the Board regarding items on the agenda as these items are taken up by the Board, according to the rules of the Board. Members of the public wishing to address matters not on the agenda will be invited to do so under "Comments: Members of the Audience" at the beginning of the meeting. The Board reserves the right to change the order of the agenda items as the need arises.

AGENDA:

1. a. **Pledge of Allegiance to the Flag**
- b. **Board of Trustees Roll Call**
- c. **Comments: Members of the Audience:** Members of the public may address the Board regarding items on the Agenda as such items are taken up, subject to regulations of the Board. All Board meetings, excluding closed sessions, shall be electronically recorded.
- d. **Consider Personnel block-vote items indicated by [] in Section 4**
Agenda items designated as block-vote items with [] are considered by the Board of Trustees to either be routine or sufficiently supported by back-up information so that additional discussion is not required. Therefore, there will be no separate discussion on these items before the Board votes on them. Block vote items will be enacted by one motion.

An exception to this procedure may occur if a Board member requests a specific item be removed from block-vote consideration for separate discussion and a separate vote. Members of the public completing a card entitled, "Request to Address Board of Trustees" on an item removed from block-vote consideration will be heard prior to the Board's vote on that item.

Public records related to the public session agenda, that are distributed to the Board of Trustees less than 72 hours before a regular meeting, may be inspected by the public at the Chancellor's Office, 1830 W. Romneya Drive, Anaheim, CA 92801, during regular business hours (8:00 a.m. to 5:00 p.m.).

- e. **Reports:**
 Chancellor
- f. **Comments:**
 Resource Table Personnel
 Members of the Board of Trustees
2. a. **Approval of Minutes of the Regular Meeting of August 28, 2018.**
- b. **CLOSED SESSION: Per the following sections of the Government Code:**

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

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

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

3. **STUDY SESSION**

- a. It is recommended that the Board conduct a study session to provide updates on the structural analysis recommendations, Supplemental Early Retirement Program (SERP), and organizational restructure.

4. **HUMAN RESOURCES**

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

- Phase-In Retirement
- New Personnel
- Temporary Contract
- Change in Salary Classification
- Leaves of Absence
- Administrative Leave With Pay
- Temporary Academic Hourly

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

- Resignations
- Probationary Release
- Change in Hire Date
- New Personnel
- Promotions
- Voluntary Changes in Assignment
- Stipend for Additional Management Duties
- Leaves of Absence
- Correction to Board Agenda – Professional Growth & Development

- [c] Request approval of Professional Experts.

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

- [e] Request approval of Volunteers.

5. GENERAL

- a. It is recommended that the Board discuss any potential future agenda items.

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

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	_____
		Resolution	_____
DATE:	August 28, 2018	Information	X
		Enclosure(s)	X
SUBJECT:	Study Session: Updates on Structural Analysis Recommendations, SERP, and Organizational Restructure		

BACKGROUND: At the June 2018 Board and Chancellor planning retreat, there was strong interest in providing more opportunities for in-depth discussions on specific topics before action items are placed on the agenda. In addition, the Board wants to provide evidence of its growth to Accrediting Commission for Community and Junior Colleges (ACCJC). At the July 24, 2018 Board meeting, there was general consensus to move to a format where the first meeting of the month would be a business meeting, followed by a second discussion/study session meeting later in the month, in order to allow for effective meetings with meaningful dialogue and provide educational opportunities.

This item is presented to allow for discussion on The Collaborative Brain Trust (CBT) structural analysis recommendations, Supplemental Early Retirement Program (SERP), and organizational restructure. Enclosed is a written report prepared by staff with updates and recommendations for next steps.

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction #4: The District will implement best practices related to planning, including: transparent decision-making processes, support of strategic and comprehensive planning activities at campus and district levels, and the allocation of resources to fund planning priorities.

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

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

RECOMMENDATION: It is recommended that the Board conduct a study session to provide updates on the structural analysis recommendations, Supplemental Early Retirement Program (SERP), and organizational restructure.



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

STUDY SESSION:

Updates on
**Structural Analysis Recommendations,
SERP, and Organizational Restructure**

Table of Contents

Introduction	1
Update on SERP	1
Savings and Costs for 2018-19	2
Other Vacancies & Trends	3
Number of Employees by Category Since 2009	3
General Fund Positions.....	5
Categorical/Soft Money Positions.....	6
Special Project Managers	7
Comparison to Other Districts.....	8
Restructuring Process	9
Recommendations for New Positions	10
Professional Development	10
Office of Grants	10
District-wide Advancement & Fundraising	11
Other District Changes	12
Human Resources	12
Fiscal Services.....	12
Public & Governmental Affairs.....	13
Educational Services & Technology	13
Use of One-Time Funds	14
Position Control & Staffing Standards	15
Workgroup	15
Guidelines for Categorical Funds	15
Position Clean Up.....	15
Timeline	16
Status of College Restructuring	17
Cypress College	17
Fullerton College	19
North Orange Continuing Education.....	21
Summary and Next Steps	24

Introduction

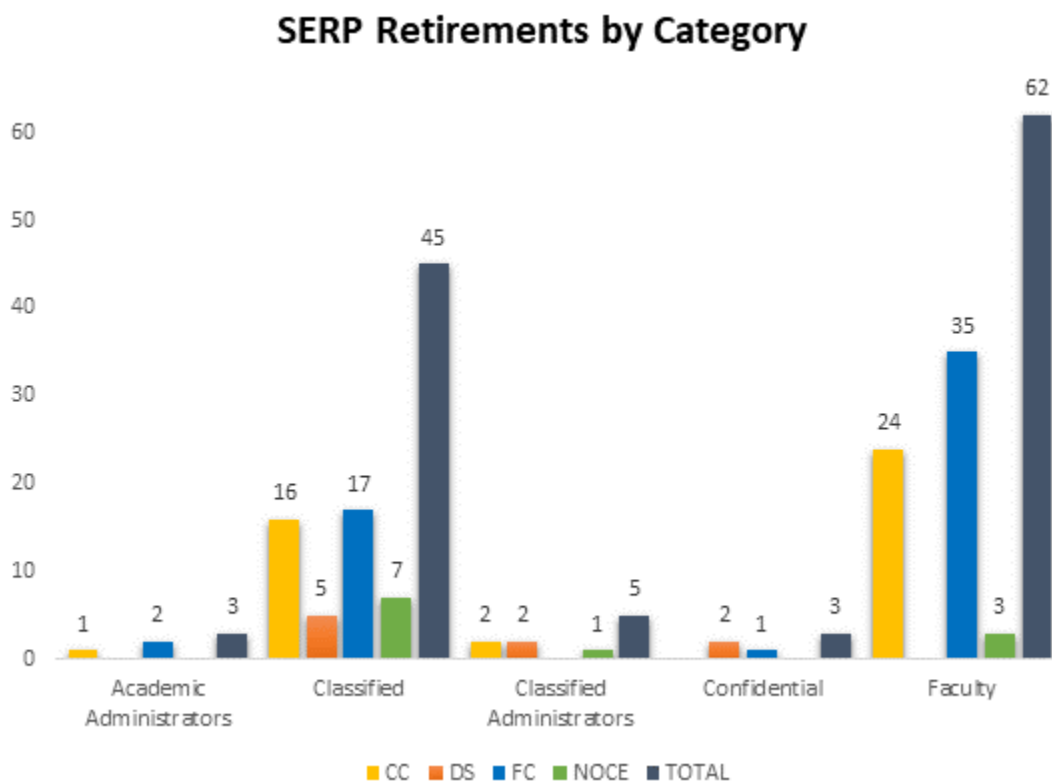
In late February, members of Chancellor’s Staff began discussions about and planning for restructuring. We approached this work from the perspective of designing an ideal educational organization for serving students, particularly considering the Guided Pathways framework and the implementation of a new funding formula. Using the results from the SERP, the Structural Analysis Report, and budget analyses as key pieces of information, we analyzed and assessed our strengths, critical positions, and gaps that needed to be addressed.

The CEOs began preliminary discussions to envision how each institution could be shaped and strengthened for the future. Vice Chancellors worked with their staff members to design structures for enhanced effectiveness and service levels, including streamlining processes.

Once we identified where we wanted to go, we applied our fiscal reality to prioritize positions. Many of the most critical positions have been filled or are in the process of being filled. Some new positions need job descriptions and funding to move forward.

Update on SERP

The following chart shows the number of SERP Retirements at each site by category.



The following table shows the hiring status for the vacancies created by the SERP.

	Cypress College	Fullerton College	NOCE	District Services	Total
POSITIONS FILLED					
Management	1	0	0	0	1
Classified	4	8	3	3	18
Confidential	0	1	0	2	3
RECRUITMENTS IN PROGRESS					
Management	2	1	0	0	3
Classified	6	9	2	1	18
Confidential	0	0	0	0	0
Vacancies Not Filling	1	1	1	2	5
Positions Under Review	6	0	2	1	9
TOTAL					57 **

** This figure does not include any faculty vacancies.

Savings and Costs for 2018-2019

The largest savings from the SERP will be realized this year due to the number of vacancies and new employees starting at the lower levels of the salary scale. Using these factors only, the estimated savings is \$7.7 million for 2018-2019. This number is different from Keenan’s calculation because their formula includes variables such as natural attrition.

The costs for the annuity and commissions associated with the SERP are estimated to be nearly \$2 million per year for five years. We expect to see savings each year, but the difference between savings and costs will decrease as positions are filled and step increases are achieved.

Other Vacancies & Trends

Number of Employees by Category Since 2009

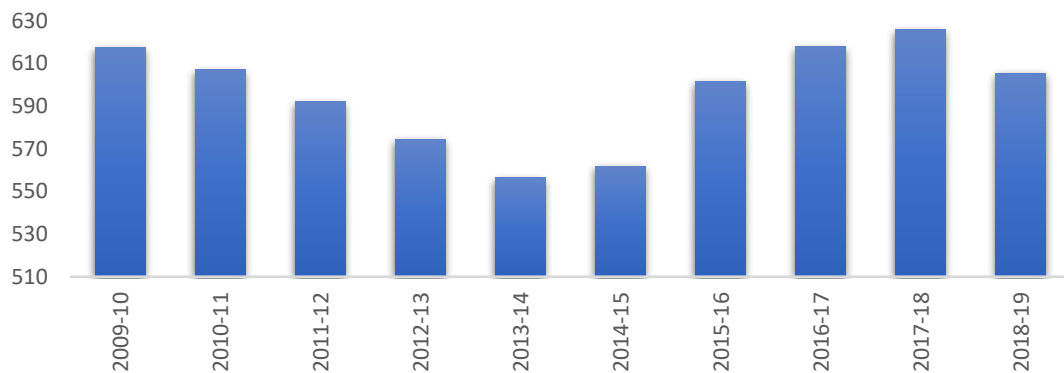
The following charts and table show the number of employees each year since 2009.

Note: these charts do not include vacancies for each fiscal year.

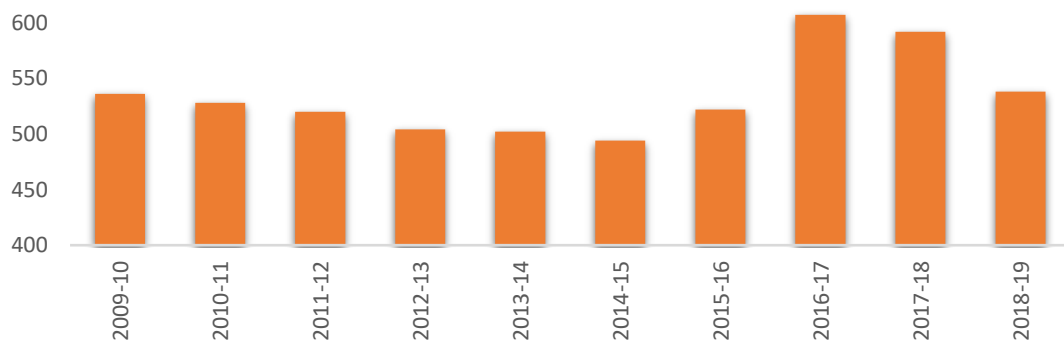
Total Employees (2009-2018)



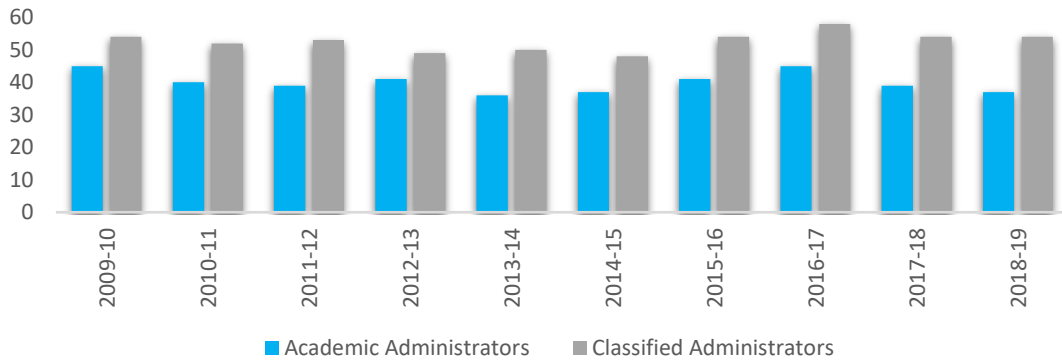
Classified (2009-2018)



Faculty (2009-2018)



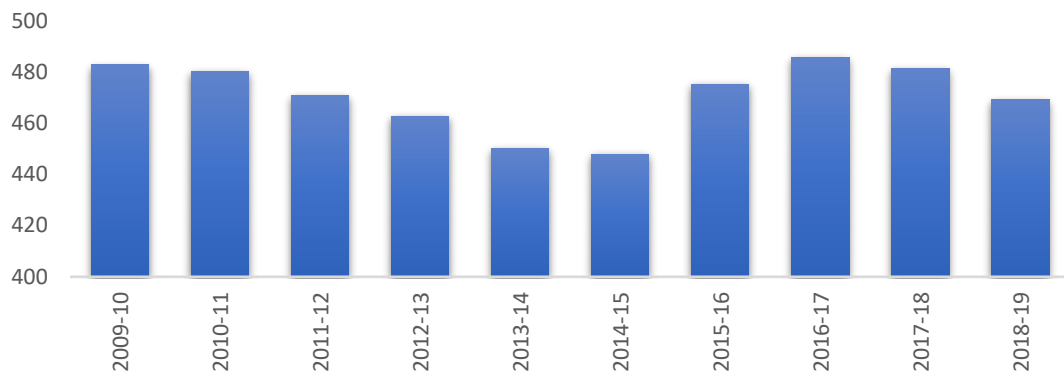
Management (2009-2018)



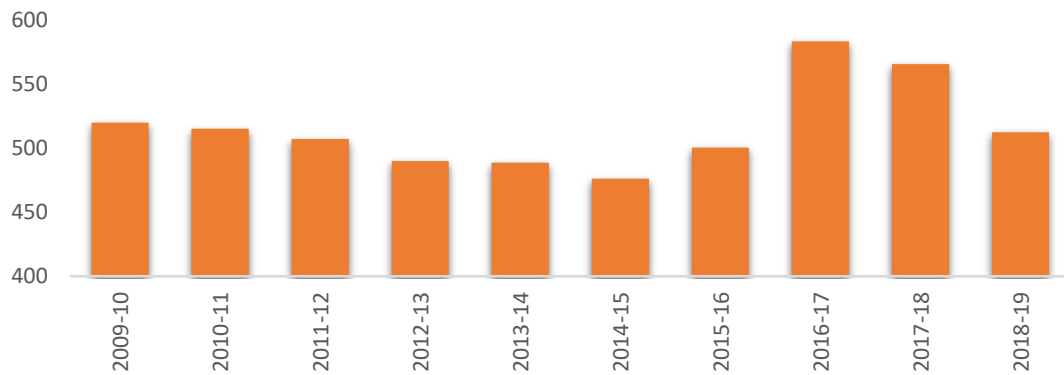
Category	2009-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Academic Administrators	45	40	39	41	36	37	41	45	39	37
Classified Administrators	54	52	53	49	50	48	54	58	54	54
Confidential	13	13	13	12	11	11	13	14	14	14
Executive	6	6	6	6	6	7	5	6	7	7
Classified	618	607	592	574	556	562	602	618	626	605
Faculty	536	528	520	504	502	494	522	607	592	538
Total	1272	1246	1223	1186	1161	1159	1237	1348	1332	1255

General Fund Positions

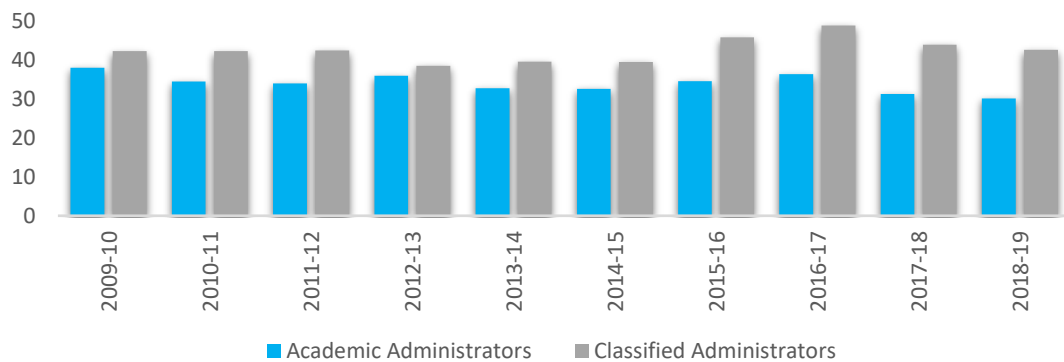
GF Positions - Classified (2009-2018)



GF Positions - Faculty (2009-2018)

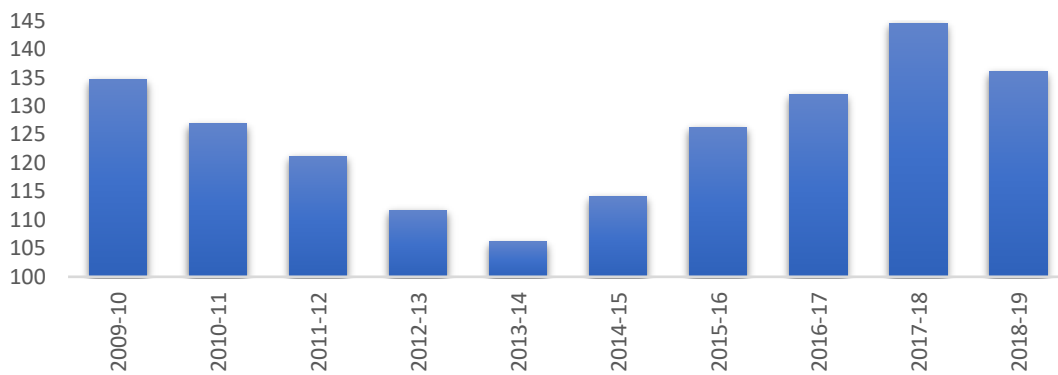


GF Positions - Management (2009-2018)

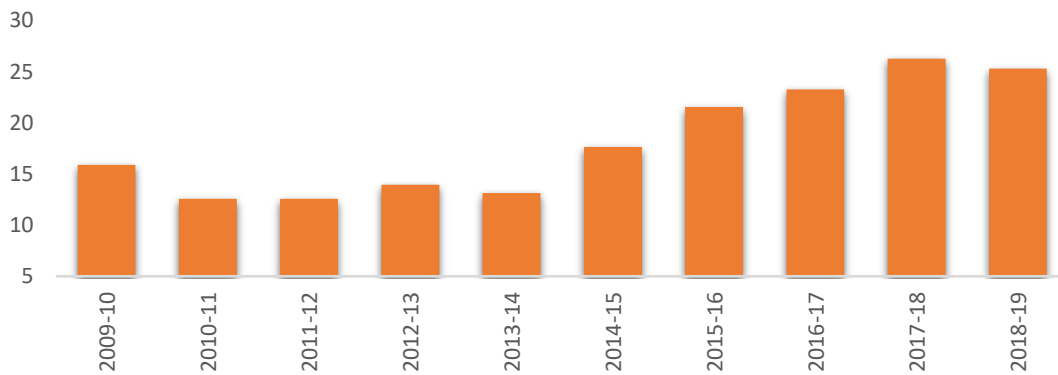


Categorical/Soft Money Positions

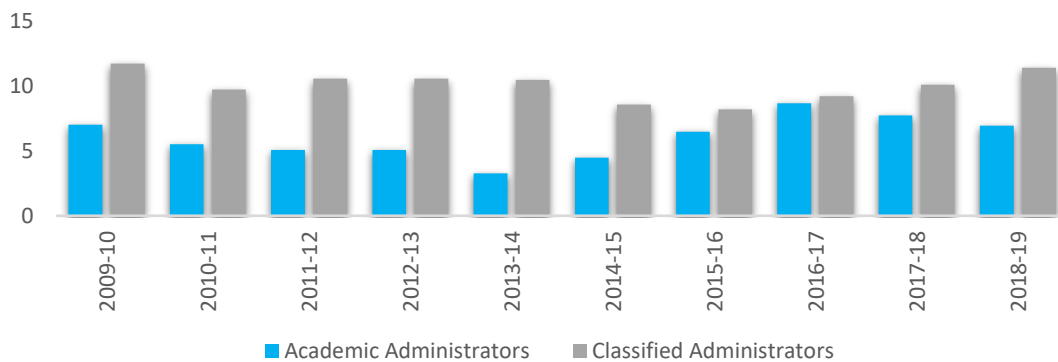
Categorical Positions - Classified (2009-2018)



Categorical Positions - Faculty (2009-2018)



Categorical Positions - Management (2009-2018)



Special Project Managers

Last spring during the budget presentation, we informed the Trustees that the District employed a large number of Special Project Managers and that some of these managers had been in place for many years rather than remaining for two years or less which is the goal. Over the past two years, we have been intentional about preserving work that is in alignment with our strategic directions and eliminating work that is no longer fruitful. We have used the SERP and reorganization process to help address this issue by moving duties to permanent positions or creating new positions.

The total number of Special Project Managers District-wide has decreased from 44 in 2016-2017 to 36 in 2018-2019. Of the 36 currently in place, six are supporting work related to Guided Pathways such as the Pledge, dual enrollment, and first-year experience programs. Another eight are temporary while recruitments are underway.

We expect to make further progress each year with the goal of reducing the number of Special Project Managers.

Comparison to Other Districts

CBT collected data from the State Chancellor’s Office to compare NOCCCD to similar size districts. The tables below show data from the 2015-2016 and 2016-2017 academic years. NOCCCD’s ratios for Full Time Employees (FTE) to Full Time Equivalent Student (FTES) were comparable to the comparison districts. For both years, Coast Community College District had the highest number of managers per FTES; NOCCCD had one more manager per FTES than Rancho Santiago Community College District and San Diego Community College District. NOCCCD had the highest number of faculty per FTES and the lowest number of classified support staff.

Full-Time Equivalent Employee Analysis of Comparative Districts, 2016-2017

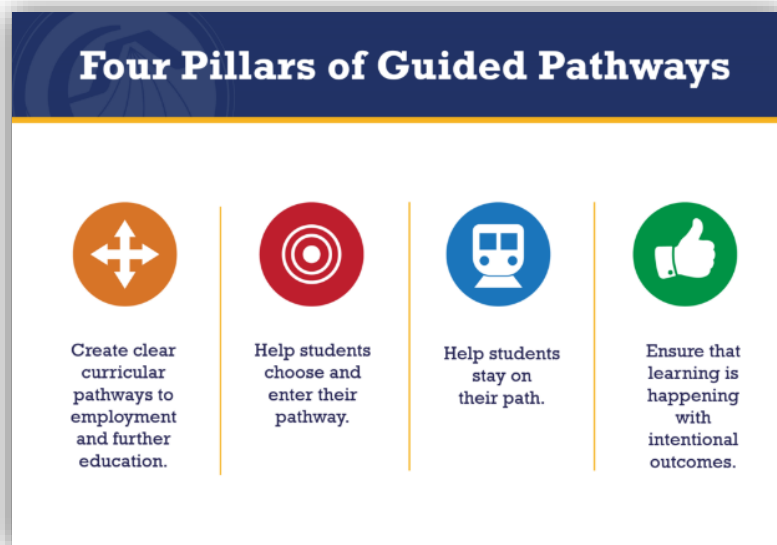
District	Fall Semester FTE By Classification								Annual FTES	FTE Per 1,000 FTES							
	<i>Ed</i>	<i>Classified</i>	Total	<i>Tenured/Track</i>	<i>Adjunct</i>	Total	Classified	Total		<i>Ed</i>	<i>Classified</i>	Total	<i>Tenured/Track</i>	<i>Adjunct</i>	Total	Classified	Total FTE
	<i>Admin</i>	<i>Mgmt</i>	Mgmt	<i>Faculty</i>	<i>Faculty</i>	Faculty	Support	FTE		<i>Admin</i>	<i>Mgmt</i>	Mgmt	<i>Faculty</i>	<i>Faculty</i>	Faculty	Support	Per FTES
Coast CCD	69.70	85.70	155.40	549.60	448.90	998.50	709.50	1,863.40	32,578.15	2.14	2.63	4.77	16.87	13.78	30.65	21.78	57.20
North Orange CCD	50.40	59.40	109.80	724.30	564.10	1,288.40	606.50	2,004.70	35,940.49	1.40	1.65	3.06	20.15	15.70	35.85	16.88	55.78
Rancho Santiago CCD	46.90	8.10	55.00	432.50	387.80	820.30	615.80	1,491.10	28,238.46	1.66	0.29	1.95	15.32	13.73	29.05	21.81	52.80
San Diego CCD	57.50	35.00	92.50	710.60	765.40	1,476.00	995.90	2,564.40	44,751.52	1.28	0.78	2.07	15.88	17.10	32.98	22.25	57.30

Full-Time Equivalent Employee Analysis of Comparative Districts, 2015-2016

District	Fall Semester FTE By Classification								Annual FTES	FTE Per 1,000 FTES							
	<i>Ed</i>	<i>Classified</i>	Total	<i>Tenured/Track</i>	<i>Adjunct</i>	Total	Classified	Total		<i>Ed</i>	<i>Classified</i>	Total	<i>Tenured/Track</i>	<i>Adjunct</i>	Total	Classified	Total FTE
	<i>Admin</i>	<i>Mgmt</i>	Mgmt	<i>Faculty</i>	<i>Faculty</i>	Faculty	Support	FTE		<i>Admin</i>	<i>Mgmt</i>	Mgmt	<i>Faculty</i>	<i>Faculty</i>	Faculty	Support	Per FTES
Coast CCD	56.20	76.70	132.90	503.50	451.00	954.50	703.20	1,790.60	32,848.39	1.73	2.35	4.08	15.46	13.84	29.30	21.59	54.96
North Orange CCD	48.40	52.20	100.60	664.20	608.90	1,273.10	601.70	1,975.40	36,590.69	1.35	1.45	2.80	18.48	16.94	35.42	16.74	54.96
Rancho Santiago CCD	45.00	7.10	52.10	397.00	396.70	793.70	575.60	1,421.40	29,582.70	1.59	0.25	1.85	14.06	14.05	28.11	20.38	50.34
San Diego CCD	61.90	31.00	92.90	666.00	750.80	1,416.80	973.50	2,483.20	44,623.36	1.38	0.69	2.08	14.88	16.78	31.66	21.75	55.49

Restructuring Process

As noted in the introduction, our vision is to evolve into an organization that fully supports the student educational journey. Adoption of the Guided Pathway framework as a model for serving students has been a useful tool for exploring how colleges can be organized around the Four Pillars (see below). In addition, following Guided Pathways will position us well in terms of the new funding formula, since 20% of our revenue will be based on serving low-income students and another 20% on achieving outcomes such as degrees and certificates awarded, number of transfers, completion of college-level math and English in the first year, and employment in the field.



An important part of our planning has included identifying tasks that no longer need to be done, eliminating bureaucracy, increasing efficiency, and reducing operational costs by centralizing appropriate functions. Examples include transitioning to paperless processes for payroll and Human Resources, building a data warehouse as a single-source of data, and using software as a communication platform for sharing information. All of these require new skills sets or new types of positions.

Recommendations for New Positions

After extensive discussion, Chancellor's Staff prioritized three functions for additional staffing: 1) professional development, 2) grants, and 3) fundraising.

Professional Development

For the past 18 months, the District has employed a Special Project Manager to serve as the Director of Professional Development for the District. Administrative support has been provided by hourly help. This office had primary responsibility for launching the Leadership Academy, the new Mentoring Program (beginning in September 2018), and a Management Development Program (beginning spring 2019). Without the manager's leadership, these programs would not exist. The inaugural Leadership Academy began with a cohort of 30 and 28 completed the program; the second cohort will begin with 30 participants. So far, two members of the first cohort have been promoted. The Mentoring Program is being piloted with 13 participants with each assigned to their own mentor. We have designed the Management Development Program around critical competencies managers need to be successful. About half of the program will be taught by internal trainers and the remaining modules will be taught by external consultants. Most sessions will be offered face-to-face approximately once a month. Other modules will be available online through outside vendors.

Professional development was one of the examples used in the Structural Analysis Report to demonstrate a function where centralization makes sense. One office provides district-wide support to address critical needs by offering programs with consistent subject matter. This function is not intended to replace the campus professional development programs which have been very successful in addressing local needs. Instead, a district function serves all employees by offering programs in which requisite competencies are enhanced and the content is uniform.

We recommend moving forward in establishing a permanent District-wide Professional Development Program with the hiring of a director and one support staff.

Office of Grants

NOCCCD does not have a coordinated, proactive approach to seeking grants. Currently, individual faculty members and managers bear the responsibility for grant identification and management. At times, a grant writer is hired to prepare the application and some support is available through Educational Services & Technology. District Finance assists with budget monitoring and some reporting. When a grant is awarded, the faculty member or manager oversees implementation.

Many districts and colleges the size of NOCCCD have established an Office of Grants to support all aspects of the grants process. Typically, this office handles:

- Proactive identification of grants that match strategic directions, program review priorities, and other needs arising from planning
- Support for preparing the application including writing, building proposed budgets, and ensuring long-term feasibility
- Assistance with budget monitoring and financial reporting

- Offering professional development workshops and coaching related to grants
- Collaborating with the grant champion to ensure requirements are met and goals are achieved
- Negotiating federal rates for indirect funds
- Keeping records for grants

In preparation for this report, Chancellor's Staff met with the Director of Grants at Mt. San Antonio College, Adrienne Price. She started the Grants Office with her position and an accounting support staff to handle approximately \$4 million in grants. Over the past 13 years, the office has grown to a staff of four who handle approximately \$28 million in grants. When asked about self-sustainability, she stated that funding will depend on the year based on how many grants are available, how many are secured, and the amount of indirect funding of each. She does not think a grants office could be fully self-sustaining every year. A portion of the indirect funds could be used to support the office and some earmarked for the campus. She advised us to seek out a Title III or Title V Co-Op grant to provide funding for establishing the office if there is a competition next year.

We recommend establishing a Grants Office at the District with the hiring of a director in the next year and adding a support staff in year two. This function is intended to bring additional revenue to the District, with a portion of the indirect funds used to support the office.

District-wide Advancement & Fundraising

Over the past 18 months, the District has temporarily employed fundraising professional Brent Hunter to garner major donations and gifts for the Colleges. He has worked in collaboration with the College Foundations and has assisted in bringing in over \$200,000 in donations with another \$800,000 in pledges. Because of the discussion and changes happening at the campus level, the District will continue to develop its vision for fundraising as new campus staff and priorities are put in place. Long term, the District may benefit from having a full-time director who can continue to support fundraising efforts.

Other District Changes

Human Resources

In their Structural Analysis Report, CBT recommended a better reporting structure between the two Campus personnel specialists and District Human Resources to promote collaboration and process efficiencies. As a result, the two campus Personnel Specialists began reporting to HR on July 1, 2018. This change will begin the establishment of a campus-based HR Office.

The campuses have also spoken of their need to address their HR issues locally to allow for more timely resolution and enhanced service levels. Such a change would also permit District HR to focus on providing more training and increasing its services. In the future, as funding allows, two management positions will be added to support the campuses. These new management positions will report to HR to maintain a centralized HR function.

Fiscal Services

In the Finance & Facilities area there was one SERP retirement, the Director of Physical Plant and Facilities. There is an approximate \$38,000 savings for the first year if the position is replaced as is and the if the new employee enters on Step I of the salary schedule. The preferred option is to replace this position with a Manager of District Facilities Planning, Maintenance and Construction Contracts. At the August 14, 2018 Board Meeting, the Board approved this new job description. A savings of approximately \$22,271 would be realized. This new position will have responsibility for the overall maintenance operations at the Anaheim Campus.

In addition to this change, staff will move forward with the addition of a new position at the Anaheim Campus, Manager, Custodial Services. This position will work and provide supervision to the custodial staff, which work a 7:00 p.m. – 3:30 a.m. schedule. The intent is to have this position replace the Facilities Custodial Coordinator II position. The difference in salary for the change from the classified position to the management position is roughly a \$22,404 increase.

Currently the Facilities Director position works a 1:00 – 10:00 p.m. schedule to provide management coverage for half the shift of both the day and evening shifts. These two changes would provide full-time management oversight to the facilities staff for both the day and evening shifts.

Looking forward, several other changes will be recommended. Currently, Finance & Facilities has two vacant classified positions:

- Skilled Maintenance Mechanic
- Grounds Keeper/Irrigation Specialist

These positions are not related to the SERP. Upon filling the Manager of District Facilities Planning, Maintenance and Construction Contracts, a staffing analysis will take place to determine optimal staffing levels. Four areas will need to be addressed in the facilities area.

- Upon completion of the Anaheim tower buildout, approximately 7,500 assigned square feet will be added to the custodian runs and consideration will need to be given to adding an additional custodian position.

- Currently the Anaheim Campus does not have any staff assigned to grounds or irrigation. Consideration will need to be given to filling the currently vacant position.
- The Anaheim Campus has two staff assigned to maintain the Anaheim Campus. The Campus has a Building Maintenance Coordinator and one Skilled Maintenance Mechanic position. Upon analysis of workload, there may be a recommendation to fill the currently vacant second Skilled Maintenance Mechanic position.
- Currently the custodial staff at the Anaheim Campus do not have a career path for advancement. There is an interest in providing a promotional opportunity by changing one of the existing positions to lead or coordinator role. This will be further evaluated.

Public & Governmental Affairs

There were two SERP retirements in the Printing & Design Department, which is under the supervision of the Public and Governmental Affairs Department. The two positions vacated were District Mail Coordinator and Courier. After analyzing the workloads of both positions, both the Director of Printing & Design, Monica Farias, and the District Director of Public and Governmental Affairs, Kai Stearns Moore, put forth a recommendation to only move forward with hiring a new District Mail Coordinator.

Per this recommendation, the essential duties of the Courier position will be assumed by the new District Mail Coordinator. Due to a steady decline in the number of bulk mailings processed, largely due to the use of electronic forms of communication, free time was identified in both positions which enabled the consolidation. In addition, certain processes were streamlined for cost savings and to minimize redundant workload. The Printing & Design Department is communicating with its clients to explain any change in services moving forward.

After consultation with Chancellor's Staff and the three Directors of Campus Communications, a recommendation has been made to utilize the savings created by the deletion of the Courier position to create the position of District Multi-Media Specialist. This position would be responsible for creating and/or updating the District website; ongoing website maintenance; photography and videography for NOCCCD District Services and the campuses; as well as maintaining an image library for District Designers and the Campus Communications Offices.

Educational Services & Technology

Four years ago, the Office of Educational Services & Technology (EST) was established to provide support for educational master planning, instructional matters, student success initiatives, accreditation, research, and educational technology. A Vice Chancellor was hired to begin building and shaping this new function for the District. In January, Information Services was moved into EST to consolidate and align technology initiatives and operations. The District Director over Information Services retired as part of the SERP and the position will not be replaced. A portion of this salary will be invested into the area's reorganization and the remaining amount will be a savings. We are recommending four Directors who would report to the Vice Chancellor:

- The Director of Information Technology Infrastructure and Support would oversee the IT infrastructure including servers and storage, operations, and security. An existing position would be upgraded.
- The Director of Enterprise Application Support and Development would oversee systems such as Banner, myGateway, and the Emergency Management System. This position is currently held by an interim manager and would be flown.
- The Director of Research and Data Management would oversee all district-wide research including the creation of a data warehouse and dashboards, and submission of fiscal apportionment and other mandated reports. This is a new position and would replace the Senior Research Analyst. Creation of a job description is in process and the position would be flown.
- The Director of Workforce and Economic Development provides support for the Strong Workforce Program. This position has a manager in place.

One of the processes we identified for streamlining and elimination of duplication is the preparation of online catalogs for the Colleges. With a retirement at Cypress College, we made the decision to consolidate catalog work and move a position from Fullerton College to EST to handle these responsibilities. The Colleges will maintain their curriculum and scheduling specialists to handle local work on scheduling.

Use of One-Time Funds

One-time funds are being used strategically and prudently to move the District forward. We are investing in initiatives that will position us for the future, covering anticipated deficits, and saving for the coming years. In 2017-2018, one-time funds were comprised of line items such as the Board's Discretionary Contingency, additional PERS/STRS monies received from the State, and stability dollars due to the summer shift. The total was \$45 million. Approximately \$16 million was allocated (not all was spent) for line items including deficits in the extended day and operating budgets; scheduled maintenance; pathways; workforce development; and student success initiatives; IT hardware and software; and professional development. The balance of \$28 million will roll forward to 2018-2019.

This past year, discussions and updates about one-time funds took place in the Council on Budget and Facilities and in District Consultation Council (9/25/2017 and 3/26/2018).

Position Control & Staffing Standards

Workgroup

A major recommendation in the Structural Analysis Report focused on developing a systemic approach to position control and the application of staffing standards. We have formed a work group within Chancellor's Staff to address this need and will prepare recommendations that can be shared with constituency groups, shared governance committees, and the Board of Trustees. The workgroup members include the Chancellor, the Vice Chancellor of Finance & Facilities, the Vice Chancellor of Human Resources, and the President of Fullerton College. So far, we have identified the key elements needed in a reporting tool, drafted the *Use of Categorical Funds for Salaries and Benefits*, and gathered examples of staffing standards from other districts. We will be meeting weekly to continue progress.

Guidelines for Categorical Funds

The *Use of Categorical Funds for Salaries and Benefits* outlines parameters for the use of non-General Fund revenues to cover staffing costs. The District received three broad types of these funds:

- State Apportioned Categorical Funds include Extended Opportunity Programs and Services (EOPS), Strong Workforce Program (SWP), Disabled Student Programs and Services (DSPS), and other special programs.
- Competitive Grant Awards are gained through an application process and include grants such as CyberWatch West, Basic Skills Transformation, Regional Strong Workforce Projects, and Teacher Preparation Pipeline.
- Federal and Local Grants include funds from Perkins (federal) and Strong Workforce Local Projects as examples.

Each of these funding streams bears a different level of risk for continued funding. The lowest risk of reduction or elimination lies with categorical funds. In fact, the State has dramatically shifted general funds to categorical programs with specific outcomes or expectations. In the 2010-2011 Academic Year, the District received \$9.2 million in categorical funds. By 2017-2018, the amount had increased to nearly \$42 million. However, these funds are never entirely secure and have been reduced or eliminated during periods of recession or policy change. The State Chancellor's Office consolidated three categorical funds for 2018-2019 and while the funding level remains the same for the time being, their stated goal is to continue consolidation. With these issues in mind, we are recommending that no more than 85% of categorical funding be dedicated to staffing costs. Since the other two categories of funding are more temporary in nature with fluctuating funding levels, the wisest choice is to cover a portion of an existing salary or employ temporary staff.

Position Clean Up

As we are preparing the budget for 2018-2019, each campus and District Service area reviewed existing budgets for vacancies and removed those that will not be filled this academic year. Some were recent vacancies, but others had been maintained as "place holders" from years past. This will allow a more accurate assessment of personnel costs moving forward.

Timeline

One of the challenges we are facing is the uncertainty of the impact of the new funding formula. Since future revenues are only rough estimates at this time, setting targets for staffing levels is fraught with difficulty. At the Budget Workshop held on August 15, 2018, the State Chancellor's Office stated that the next version of scenarios is expected to be released in late October or early November. The current version is using data from 2016-2017. A data warehouse and portal are being prepared to allow college researchers access to the numbers being used in the scenarios, but a rollout date was not known. The District's required FON and directions for use of the full-time faculty funds are also in development, but no release date was offered.

As we analyze the new funding formula, it will be critical to evaluate and compare our "hold harmless" revenue with the amount we would have earned under the new formula. When we have more information, we will work on a long-term plan for staffing levels and related costs.

Status of College Restructuring

DR. JOANNA SCHILLING FOR CYPRESS COLLEGE

Overall Organizational Changes

Cypress College eliminated a total of 15 classified and manager positions due to retirements and long-time vacancies we will not be replacing. Of those that have been deleted, we downgraded three of the classified positions and upgraded three positions, for a net loss of 12 positions. We also consolidated our catalog staff member by not hiring this position and shifting the same position at Fullerton College to the District. One person will now be serving both colleges and we will each pay 50% of this position.

College Process

Cypress College began evaluating our organizational structure in spring 2018. We created organizational charts for each area of the college, looking at staffing consistency, retirements and vacancies to determine if each should be replaced and/or consolidated into other positions, and our management structure. We then reviewed our recommendations with our deans and made some changes based on their input. The final result has been shared with our deans, executive team and with the Academic Senate President.

Proposed Changes

The biggest organizational change is to split the current Executive Vice President (EVP) position into two new Vice President positions – Vice President, Instruction, and Vice President, Student Services. There will be a slight cost savings for one position, since both new positions will be at a Range 37, instead of 39 for the current EVP position.

This new organizational structure would align with Fullerton College, and was recommended in the CBT report. It was agreed by our upper managers that the EVP job had become unmanageable for one person due to the size of our college.

Other management changes (planned for spring and fall 2019) include having Campus Safety report to the VPSS (instead of the VPAS). We would also like to delete five temporary special project manager positions and create three new permanent positions: Director of Pathways (Guided Pathways, Dual Enrollment and the Pledge), Director of Integrated Planning (SSSP, Basic Skills, and Student Equity), and Manager, STEM program; these positions would also report to the VPSS within a new Pathways department.

Finally, we plan to align our administrative staffing to ensure consistency across all divisions, which currently does not exist.

These recommendations have been shared with our deans, Executive Team, and Academic Senate President, but have not yet gone through the shared governance process at Cypress College. We plan to do this in September, with the hopes of posting the VP positions soon after for a spring hire, and post the new Director positions in spring for a fall 2019 start.

Gaps and Challenges

Personnel Costs: There is a substantial cost saving in the short term due to the SERP. In order to continue to shrink personnel costs, we will need to align our services to meet the revenue metrics for our new funding formula.

Needs and Gaps: The biggest needs are to develop revenue to sustain the student support initiatives we are implementing and building. The following are the areas we believe need development:

- **Develop a Grants Office** – Without a grants manager at the campus or district level, we do not have the infrastructure to go after many grants. Having a dedicated grants office, as well as the staff to identify and rack our grants, we cannot fully address needs such as OER development, CTE special programs, basic skills, dual enrollment, STEM, tutoring, Veterans support, hunger and homelessness initiatives, and other services that are not directly supported by our state funding – grant funding could help offset general fund personnel and programmatic costs.
- **Staff our Foundation offices** – A recent report indicates we could be raising \$2-3 million for our campuses, but cannot reach these goals without appropriate staffing. Once we have a new Executive Director on board, we still see the need for an Events Coordinator and Annual Giving Director. The first position would manage our fund-raising events, scholarship programs, and coordinate fund raising with outside organizations. The director position would develop alumnus campaigns, corporate donor giving, and identify foundations that would support the College goals.
- **Communications and Research offices** – These areas demand additional funding to support one additional position each (Videographer and Researcher) to keep up with the demand for marketing, social media presence, mobile app management, and data to help us better align with our new funding formula.

We believe that our analysis of staffing has been productive, innovative, and will support our future strategic direction to meet student and revenue demands.

DR. GREG SCHULZ FOR FULLERTON COLLEGE

Organizational Changes – Vacant Positions & Prioritization

During the 2017/18 academic year Fullerton College experienced a significant number of retirements and resignations, primarily due to the SERP.

There were a total of 37 full-time faculty retirements. As we began the 2018/19 academic year, two full-time faculty positions were filled on a permanent basis and six positions were filled on a temporary basis for fall 2018 – spring 2019.

There were two academic managers that elected to take the SERP. The College is in the process of filling the Dean of Counseling position however we have decided not to fill the Director of Academic Support Programs and Services position and will instead have another manager perform these duties as part of a new organizational structure.

There were a total of 17 classified professionals and one confidential employee that elected to take the SERP. We have replaced the confidential position and eight of the classified professional positions. We are in the process of filling nine other classified professional position vacancies.

Prior to the SERP the College experienced additional position vacancies in both management and classified professionals. During the last two years, we have removed a net total of two permanent management positions, three special project manager positions and three classified professional positions from our budget/position control. As a result of these position changes we have accumulated savings of \$554,000 in ongoing expenses. We are continuing to evaluate the work done by special project managers and will either pursue permanent manager positions or reorganize the work to be done by other managers as part of a new organizational structure.

College Process

The College has been taking steps to monitor, prioritize and streamline our organizational structure in order to operate within our budget constraints and to make progress on the total budgeted salary and benefits as a percentage of our overall budget. We have been utilizing a position justification review process when positions become vacant and only forwarding critical requests to Chancellor's Staff where another level of review is performed for all campuses and budget center requests.

Following the SERP, President's Staff has been reviewing the organizational structure including updated organization charts for every area across the College. We have developed some initial recommendations based on the recommendation of the Vice Presidents and input from the immediate management supervisor in each department that incurred vacancies. This work continues.

Although some initial ideas have been developed related to our organizational structure it is important that these ideas be shared and discussed throughout the campus. During the summer, our committees and constituent groups were not scheduled to meet. As our fall semester starts and our constituent groups and committees begin to meet again, the President and President's Staff will be discussing some initial recommendations for our organizational structure with

committees and advisory groups, including the Dean's Council, Faculty Senate, President's Advisory Council and Management Team.

Organizational Changes – New Ideas for Organizational Structure

Based on discussions with the College Executive Leadership Team, some initial recommendations have been identified:

- Realigning our Human Resources Specialist to report directly to Human Resources but continue to be stationed on campus. This was a recommendation from the CBT report and it has been implemented.
- Work with District Services and Cypress College to centralize some of the duties performed by the College Schedule/Catalog Coordinator.
- Recommendation to have Campus Safety report to the Vice President of Student Services (currently reports to the Vice President of Administrative Services).
- Recommendation to have Academic Computing Technology (ACT) report to the Vice President of Administrative Services (currently reports to the Director in Institutional Research and Planning on an interim basis).
- Following a recommendation in the CBT report, explore the possibility of an Associate Dean for the Humanities Division. This is the largest division at the College.
- Support the Fullerton College Foundation in their discussion and evaluation of moving to an auxiliary foundation model. Look for ways to strengthen staffing support at the Foundation in order to strengthen and grow the Foundation in the coming years.

VALENTINA PURTELL FOR NORTH ORANGE CONTINUING EDUCATION

SERP Results and Next Steps

Of the eleven NOCE employees who retired as a result of SERP, one was a classified manager, seven were classified employees, and three were faculty members. A position management process was put in place soon after the SERP vacancies had been confirmed. According to the established process, the NOCE Budget Committee prioritizes General Fund vacancies for classified and management positions and makes recommendations to the Provost. Vacant full-time faculty positions are prioritized by a workgroup consisting of the Academic Senate representatives and deans and recommendations are made to the Provost.

The position management process concluded with the recommendation to fill five classified positions, one management and two faculty positions. The remaining two classified positions have been funded by categorical programs, so the commitment to fill these positions is pending further budget analysis. The final decision for filling and modifying critical vacancies was shared with the Provost's Cabinet, Academic Senate, Management Team, and as part of the "Pastries with the Provost," a bi-annual presentation to staff at the three NOCE centers. In an effort to align the vacated classified positions with the current level and scope of responsibilities, two classified positions were modified.

Financial Implications

NOCE's current allocation for salary and benefits is \$11,780, 216. All current vacancies, including those from the SERP, total \$1,532,567 including \$701,899 from the SERP. Our proposed replacement positions total \$1,103,760 resulting in a savings of \$428,807.

Special Projects Managers

NOCE made significant progress in institutionalizing special projects administrative positions. Evaluating the needs for and sustainability of these positions is key when selecting the best approach. With the exception of one position, all NOCE special projects administrators are funded by categorical programs, so the approach to institutionalizing each position was chosen based on the scope of its responsibilities and the requirements of the funding source. Here are a few examples.

The SSSP Special Project Manager and Student Equity Special Projects Manager positions were combined into one permanent Student Success and Equity Program Manager position resulting in savings of approximately \$40,000. The combined program manager position is better suited for coordinating the activities of a new block grant, Student Equity and Achievement.

The Special Project Manager position overseeing Student Learning Outcomes and Professional Development was eliminated since staff development and assessment of student learning outcomes are under faculty purview. Instead, two existing full-time faculty received reassigned time to lead NOCE professional development activities and the SLO assessment process; their teaching loads are being backfilled with adjuncts.

After analyzing the work scope of two special projects coordinator positions funded by the Student Equity grant, the decision was made to change the two temporary management positions into two permanent classified positions: Administrative Assistant II and Research Analyst.

In summary, of the ten special projects administrative positions in 2016/17, NOCE institutionalized eight by the end of 2017/18.

AEP Structure

The Adult Education Program (AEP), formerly AEBG, deserves a separate section. AEP is a large program with regional scope and a complex delivery system. It brings substantial additional resources of about \$3.8 million annually to the North Orange County Region. Being the fiscal agent and the sole service provider, NOCE initially integrated the Consortium staff into its existing structure with Special Project Managers reporting to NOCE Program Managers and Deans. Hiring several special projects administrative positions to coordinate planning and implementation of AEP was the quickest and the most effective way to get the consortium off the ground. Now that the consortium enters its fourth year of existence, it is time to develop a long-term staffing plan. Having recruited the permanent AEP Director, the consortium members decided to centralize its reporting structure where all AEP special projects managers became direct reports of the AEP Director. Further analysis of the grant's planned activities and required outcomes necessitated the development of a new administrative position - grant projects coordinator. If approved, this position will have versatile responsibilities applicable to a variety of the District's grants should the funding for AEP be reduced or eliminated.

Campus Safety Director

The August 2017 Security Assessment Report and CBT recommendations called for consistent campus safety supervisory structure at the three campuses. To promote effective conflict resolution, it was also recommended that campus safety departments establish a stronger connection with faculty and students. Until recently, Anaheim Campus Safety Officers were supervised by the District Director of Physical Plant and Facilities. In 2017/2018, the District piloted a new approach to campus safety at Anaheim by establishing an Interim Campus Safety Director position for the campus. The reporting structure was also changed, moving from the Director of District Services to the NOCE Director of Administrative Services. This new approach proved quite successful as it promoted integration of safety into campus life and provided consistent training, structure, and leadership. The permanent position is currently in recruitment.

Structural Reorganization Challenges

The following challenges have been encountered in the process of structural reorganization:

- Staffing standards for administrative and managerial support need to be developed and based on faculty and classified FTEs. Currently, there are inconsistent structures among departments.
- The resource allocation model is largely based on FTES and does not account for various operational aspects of an institution. For example, NOCE serves about 30,000 students annually which is close to the number of students served by credit colleges. Since this translates to approximately 5,000 FTES, NOCE's operational budget is a quarter of that for credit colleges or District Services. Such limited resources make it very challenging to establish an adequate and long-term staffing structure. As a result, temporary professional experts or special projects administrative positions funded by one-time carryover budgets are frequently used. Despite the need for a vice president position, and as recommended by CBT, NOCE does not have the fiscal capacity to establish such a position due to many other critical needs for classified and management positions.
- Even though the District invested in several new full-time noncredit faculty positions, the number of full-time instructors at NOCE (28) is insufficient especially when compared to the number of adjunct faculty. A small number of full-time faculty combined with a teaching workload of 25 hours per week makes it difficult to engage full-time faculty in leadership roles which traditionally fall under faculty purview.

Summary and Next Steps

Tremendous amounts of thoughtful planning and discussions have taken place since February and will continue during the fall semester. We have been diligent in considering future needs and are striving to position the District for long-term success and health. The changes we have and will make take into account the new funding formula, Guided Pathways, campus safety, and streamlining of processes.

Next steps include:

- Discussions with constituent groups and shared governance bodies
- Analysis of the new funding formula to determine future revenue
- Developing a 3-5 year staffing plan based on consistent measurement of personnel costs and staffing standards
- Creating standardized reports for tracking positions and costs
- Preparing job descriptions for approved positions

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: August 28, 2018 Resolution _____
Information _____
SUBJECT: Academic Personnel Enclosure(s) X

BACKGROUND: Academic personnel matters within budget.

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

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

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

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

Irma Ramos

Recommended by

Approved for Submittal

4.a.1

Item No.

Academic Personnel
August 28, 2018

PHASE-IN RETIREMENT

Jianto, Susana	CC	Computer Information Systems Instructor Cancellation of phase-in retirement and return to full-time (100%) status Eff. 08/16/2018
Sallade, Douglas	CC	Air Conditioning/Refrigeration Instructor Cancellation of phase-in retirement and return to full-time (100%) status Eff. 08/16/2018

NEW PERSONNEL

Spitler, Patricia	CC	Health Information Technology Instructor/Program Director Second Year Probationary Contract Class B, Step 11 Eff. 08/16/2018 PN CCF875
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TEMPORARY CONTRACT

Reyes, Tommy	FC	Architecture Instructor Temporary Contract (100%) Pursuant to E.C. 87482 Class E, Step 1 Eff. 08/16/2018-05/25/2019
Smith, Benjamin	FC	Architecture Instructor Temporary Contract (100%) Pursuant to E.C. 87482 Class B, Step 1 Eff. 08/16/2018-12/08/2018

CHANGE IN SALARY CLASSIFICATION

Abadzhyan, Susanna	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Abraham, George	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Abutin-Mitsch, Jeannie	FC	Counselor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Acevedo, Cristina	FC	English Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Acevedo, Ruby	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Acosta, Arleen	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Adams, Brian	CC	Psychology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Aguirre, Anna	FC	Cosmetology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ali, Alefiyah	CC	Biological Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Altebarmakian, Tamar	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Alvarez, Jessica	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Alvarez, Jose	CC	Physical Education Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Alvarez-Morales, Angela	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Amescua, Juan	CC	Sociology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Armstrong, Eric	CC	Mathematics Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Arriola-Nickell, Gail	CC	Art Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Barragan, Valeria	CC	Foreign Language Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Becerra, Christopher	FC	Child Devel. & Family Life Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Beck, Anne-Marie	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 (Schedule B) And Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 (Schedule A) Eff. 08/20/2018

Academic Personnel
August 28, 2018

Beierle, Mary	CC	Art Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Bejarano, Danielle	FC	Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 (Schedule A) Eff. 8/20/2018
Bejarano, Danielle	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 (Schedule B) Eff. 08/20/2018
Benson, Michael	FC	Machine Technology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Berry, Melissa	FC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Bischoff, Brice	FC	Photography Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Bove, Gina Louise	FC	English Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Brady, Jane	FC	Cosmetology Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Broberg, Duane	CC	Music Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Brooks, Brian	FC	Radio Television Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Bukauskas, Donatas	FC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Burg, Brian	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Card, Margaret	FC	Counselor Temporary Contract (100%) From: Class B, Step 1 To: Class B, Step 7 Eff. 07/01/2018-06/30/2019
Card, Margaret	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Cardiel, Juan	NOCE	High School Program Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Carrell, Kenneth	CC	Forensics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Castellanos, Jayme	FC	Radio Television Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Cedeno, Jose Miguel	FC	Mathematics Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Chang, Bethany	FC	English Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Chang, Wayne	CC	Biological Sciences Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Chavez-Appel, Mercedes	CC	Forensics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Chen, Kevin	CC	Chemistry Instructor (ADJ) From: Column 2, Step 1 To: Column 3, Step 1 Eff. 08/20/2018
Chhabra, Monique	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Choe, Tom	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Chrispens, Adriana	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Cobb, Tonya	CC	ESL Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Cohn, Irene	FC	Counselor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Colby, Kathryn	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Collins, Raheem	NOCE	Literacy Lab Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Conrad, Bradley	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Cook, Matthew	FC	Music Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Cortes, Victoria	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Craig, Judy	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Cretney, Carly	FC	Sociology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Crocoll, Allan	FC	Mathematics Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Crossland, Paige	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Croteau, Ronald	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Crumb, Linda	CC	Health Information Technology Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Curtin, Brian	CC	Music Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Cutkomp, Jeffrey	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Czerniawski, Jennifer	FC	Psychology Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Dane, Kristine	FC	Administration of Justice Instructor (ADJ) From: Column 3, Step 3 To: Column 3, Step 4 Eff. 08/20/2018
Daniels, Brittany	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Daren, June	FC	Construction Technology Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Datu, Ruth	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Datu, Ruth	CC	Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Daugherty, Sarah	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Daum, Gordon	FC	Business Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Davis, Melanie	FC	Speech Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Dedic, Breann	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Dedic, Brreann	FC	Counselor Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
De La Cruz, Gabriela	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Deon, Letitia	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Dieckhoff, Marie	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018

Academic Personnel
August 28, 2018

Ding, Zuoliu	FC	Mathematics Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Dinh, Uyen	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Disner, Evy	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 9/10/2018
Don Vito, Michelle	FC	Art Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Dvorak, Susan	FC	Radio/Television Instructor (ADJ) From: Column 1, Step 14 To: Column 1, Step 15 Eff. 08/20/2018
Eapen, Beena	CC	Nursing Instructor From: Class B, Step 1 To: Class B, Step 9 Eff. 08/16/2018
Earle, Gwendolyn	FC	Business Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Estrada, David	FC	English Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Famolaro, Felix	NOCE	Construction Education Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018

Academic Personnel
August 28, 2018

Farooqui, Firdous	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Fike, Lawrence	FC	Philosophy & Religious Studies Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Filimon, Ilinca	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Flores, Jessica	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Forsythe, Chris	CC	Forensics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Fraidany, Apollo	FC	CIS Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Frias, Mayra	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Gable, Mary	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Garcia, Devon	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Garcia, Jacqueline	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Garcia, Jessica	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Gargano, Amanda	CC	Culinary Arts Instructor From: Class D To: Class E Eff. 08/16/2018
Gebhard, Tiffany	FC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Godwin, Angelina	CC	Foreign Language (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Gonzalez-Brown, Matthew	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Gracia-Iris, Holly	CC	Physical Education Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Gurrola, Deanna	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Guzman, Steven	FC	Radio/Television Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Hacholski, Matthew	CC	History Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Hadobas, Paul	CC	Theatre Arts Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Haig, Jeffrey	FC	Business Instructor (ADJ) From: Column 3, Step 3 To: Column 3, Step 4 Eff. 08/20/2018
Hall, Jennifer	CC	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Haritwal, Tushita	FC	Speech Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Haro, Maria	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Herrera, Melissa	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Hipp, Erica	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Ho, Anh	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Ho, Huong	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2
Hoang, Christine	CC	Nursing Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Hogan, Faith	CC	CIS Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Huerta, Liliana	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Huss, Bradley	CC	Biological Sciences Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Hutting, Anthony	CC	Physical Education/Baseball Instructor From: Class C To: Class D Eff. 08/16/2018
Huynh, Paul	CC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Huynh, Timothy	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Jackson, Donald	CC	Technical Theater and Design Instructor From: Class B, Step 1 To: Class B, Step 5 Eff. 08/16/2018

Academic Personnel
August 28, 2018

Jackson, Michael	CC	Physical Education Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018
Jacobs, Jennifer	CC	Theatre Arts Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Jenkins, Sabrina	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Jenkins Orr, Lynne	NOCE	Older Adult Program Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Ji, Seung	FC	Physics Instructor Temporary Contract (100%) From: Class B, Step 1 To: Class F, Step 3 Eff. 08/16/2018
Johnson, Jacqueline	FC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Johnston, Jacquelyn	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Juarez, Vanessa	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Kane, Edward	CC	Librarian (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Kao, Hui Chuan	FC	Music Instructor (ADJ) From: Column 3, Step 3 To: Column 3, Step 4 Eff. 08/20/2018
Kassman, Steve	FC	Mathematics Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Kaur, Manpreet	NOCE	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Kim, Lena	FC	Music Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Kim, Robin	NOCE	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Kimura, Judith	CC	Foreign Language Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Koci, Kenneth	FC	Mathematics Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Lakeman, Christina	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Lam, Mymy	CC	Counselor From: Class C To: Class D Eff. 07/01/2018

Academic Personnel
August 28, 2018

Larson, Mary Ann	CC	Psychology Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Le Cornet, Karen	CC	Foreign Language Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Lee, David	CC	Psychology Instructor (ADJ) From: Column 1, Step 1 To: Column 3, Step 1 Eff. 08/20/2018
Lee, Eugene	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Linen, Joshua	NOCE	Older Adult Program Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Little, Darlene	CC	Physical Sciences Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Livingston, Richard	FC	Philosophy & Religious Studies Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Loudon, Joshua	FC	Anthropology Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ly, Jennifer	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Ly, Tuyen	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Lynch, Dixie	CC	Court Reporting Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Lyrse, Barry	CC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Macias, Raymond	CC	Biological Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
MacLean, Daphne	FC	Mathematics Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Magnesi, Miles	CC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Mai, Timothy	FC	Computer Science Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Martin, James	CC	Culinary Arts Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Martin, Daniel	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018

Academic Personnel
August 28, 2018

Martin, Karen	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Martinez, Brenda	FC	Foreign Language Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Martinez, Gabriel	FC	Physical Education Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Masson, Sandy	CC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Matsumiya, Teresa	FC	Mathematics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Mays-Larson, Phyllis	CC	Chemistry Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
McMath-Akers, Lisa	FC	Biological Sciences Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
McNay, Sally	CC	Nursing Instructor From: Class C To: Class D Eff. 08/16/2018
McNicoll, Joseph	FC	Horticulture Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Mendoza, Marcela	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Miller, Joy	NOCE	Older Adult Program Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Mishal, Amit	FC	Mathematics Instructor (ADJ) From: Column 2, Step 1 To: Column 3, Step 1 Eff. 08/20/2018
Moon, Hochin	FC	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Morrison, Anna	CC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Morrow, Mareena	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Mortenson, Autumn	FC	Physical Education Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Muoio, Ryan	CC	Physical Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Myers, Victoria	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018

Academic Personnel
August 28, 2018

Navarro, Oscar	FC	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Navarro, Rocio	NOCE	Counselor, DSPS From: Class C To: Class D Eff. 07/01/2018
Nesheiwat, Abraham	CC	Forensics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Netzer, Jeffrey	FC	Art Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Nguyen, Christina	FC	Speech Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Nguyen, Dai	CC	Mathematics Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Nguyen, Yvette	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Nia, Halleh	FC	Speech Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ninh, Joseph	FC	Mathematics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Oo, Jennifer	NOCE	Allied Health Instructor From: Class B To: Class C Eff. 09/06/2018
Orr, John	FC	English Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018
Ovesen, Elizabeth	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Ozaeta Hernandez, Ivan	FC	Physics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Pabla, Hardeep	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Pai, Ronald	FC	Mathematics Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018
Pappas, Gus	FC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Parseghian, Levon	CC	English Instructor Temporary Contract From: Class B, Step 1 To: Class D, Step 10 Eff. 08/16/2018
Patrick-Norng, Michelle	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018

Academic Personnel
August 28, 2018

Pederson, Blake	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Peluso, Stephen	FC	English Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Perez, Zavier	FC	Paralegal Studies Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Peterson, Lucas	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Pham, Jacqueline	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Piazza, Stephanie	FC	Reading Instructor From: Class D To: Class E Eff. 08/16/2018
Pietrzak, Edyta	NOCE	DSPS Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018
Pineda, Edward	CC	Mathematics Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Pomeroy, Diana	CC	Physical Sciences Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Ramirez, Yvette	FC	Speech Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Ramos, Jovana	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Rasch, Kaylan	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Raval, Gira	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Ray, Eric	FC	Music Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Reed, Cyrian	CC	Dance Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Reeves, Mallory	CC	English Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Reyes, Tommy	FC	Construction Technology Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Reza, Adriana	CC	Management/Marketing Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Rho, Gina	FC	English Instructor (ADJ) From: Column 2, Step 4 To: Column 2, Step 5 Eff. 08/20/2018
Richards, Heather	FC	English Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Rios, Veronica	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Robertson, Scott	CC	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Robinson, Christopher	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Rodriguez, Daniela	FC	Counselor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Rogers, Corinne	FC	Cosmetology Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Rosales, Alexandria	FC	Counselor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Ross, Damian	FC	Art Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Salcedo, Joel	FC	Speech Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Salsitz, Maureen	CC	Anthropology Instructor (ADJ) From: Column 2, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Sanchez, Adrienne	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Sandor, Katalin	FC	Cosmetology Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Sanford, Juana	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Santana, Denise	CC	Dental Hygiene Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Sattler, Tracy	NOCE	ESL Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Sayed, Donna	FC	Business Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Scheys, Rene	FC	Speech Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Sersea, Ioan	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Shahin, Mohammad	FC	Chemistry Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Sharar, Erica	FC	Biological Sciences Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Sheridan-Solis, Ann	CC	Accounting Instructor From: Class B To: Class C Eff. 08/16/2018
Shields, Julie	NOCE	Pharmacy Technician Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Siddiq, Aisha	CC	Chemistry Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Simmons, James	CC	Music Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Skiles, Pamela	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 (Schedule A) To: Column 2, Step 2 (Schedule B) Eff. 08/20/2018
Smith, Fawn	NOCE	Medical Records Instructor (ADJ) From: Column 1, Step 2 To: Column 2, Step 2 Eff. 09/10/2018

Academic Personnel
August 28, 2018

Stapleton, William	NOCE	High School Program Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Stasiuk, Pedro	NOCE	ESL Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 09/10/2018
Sullivan, Michael	FC	Horticulture Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Swenson, Mitchell	FC	Foreign Language Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Tapia, Jessica	FC	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Terrazas, Cassandra	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Thai, Will	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Tharani, Deepa	CC	Counselor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 08/20/2018
Thompson, Kimberly	NOCE	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 09/10/2018

Academic Personnel
August 28, 2018

Torres, Hilario	NOCE	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 09/10/2018
Torres, Ty	FC	Speech Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Touyanou, Rosemary	NOCE	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Tran, Cindy	FC	Business Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Tran, Maria	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Tran, Michael	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Tran, Phien	FC	Counselor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Tran, Stephanie	CC	English Instructor From: Class C To: Class D Eff. 08/16/2018
Tran, Timothy	CC	Psychology Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Trokkos, Mireille	FC	English Instructor (ADJ) From: Column 3, Step 4 To: column 3, Step 5 Eff. 08/20/2018
Tseng, Anh	NOCE	Literacy Lab Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Ulloa, Daniel	CC	Mathematics Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Vandervort, Kimberly	FC	English Instructor From: Class B To: Class C Eff. 08/16/2018
Vandruff, Marshall	FC	Art Instructor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Van Herk, Tracy	CC	Physical Education Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Vidal, Jared	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Vidal, Maria	NOCE	Counselor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Villarreal, Lorena	FC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Vu, David	NOCE	Medical Device Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 09/10/2018
Walker, Lynn	CC	Speech Instructor (ADJ) From: Column 1, Step 3 To: Column 1, Step 4 Eff. 08/20/2018
Walsh, Constance	FC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Warner, Benjamin	NOCE	ESL Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Washington, Warren	CC	Psychology Instructor (ADJ) From: Column 3, Step 2 To: Column 3, Step 3 Eff. 08/20/2018
Watts, Suzanne	CC	English Instructor (ADJ) From: Column 2, Step 2 To: Column 2, Step 3 Eff. 08/20/2018
Weber, Kevin	FC	Chemistry Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018
Weinraub, Jeremy	FC	Accounting Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Westerbeek, Amanda	FC	Librarian (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

White, Wesley	CC	Mathematics Instructor (ADJ) From: Column 2, Step 1 To: Column 2, Step 2 Eff. 08/20/2018
Wiley, Edward	NOCE	Pharmacy Technician Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 09/10/2018
Willett, Jacqueline	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Wilson, Jayme	FC	Business Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Wilson, Kristine	FC	Business Instructor (ADJ) From: Column 1, Step 4 To: Column 1, Step 5 Eff. 08/20/2018
Witt, Sharon	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Worthington, Aida	NOCE	ESL Instructor (ADJ) From: Column 2, Step 3 To: Column 2, Step 4 Eff. 09/10/2018
Yano, James	FC	Chemistry Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Yeganeh Shakib, Reza	FC	History Instructor (ADJ) From: Column 3, Step 1 To: Column 3, Step 2 Eff. 08/20/2018

Academic Personnel
August 28, 2018

Zelaya, Iris	CC	Counselor (ADJ) From: Column 1, Step 2 To: Column 1, Step 3 Eff. 08/20/2018
Zier, Jennifer	CC	Counselor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018
Zimprich, Abbra	CC	Dental Hygiene Instructor (ADJ) From: Column 1, Step 1 To: Column 1, Step 2 Eff. 08/20/2018

LEAVES OF ABSENCE

Cho, Leonard	FC	Mathematics Instructor Load Banking Leave With Pay (33.33%) Eff. 2018 Fall Semester
Nguyen, Gregory	FC	Mathematics Instructor Load Banking Leave With Pay (10.00%) Eff. 2018 Fall Semester
Perez, Wendy	FC	Cosmetology Instructor Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted: Unpaid thereafter Eff. 07/18/2018-07/26/2018
Peterson, Queen	FC	Counselor Load Banking Leave With Pay (6.20%) Eff. 2018 Fall Semester

ADMINISTRATIVE LEAVE WITH PAY

@00504805	FC	Business Management Instructor Eff. 08/17/2018 until further notice
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TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2018 FALL SEMESTER,
TRIMESTER

Ao, Li	CC	Column 1, Step 1
Alexander, Tamara	CC	Column 3, Step 1
Andres, Amanda	CC	Column 1, Step 1

Academic Personnel
August 28, 2018

Bayz, Kalthoum	FC	Column 1, Step 1
Bradley, Michael	CC	Column 1, Step 1
Bustos, Idalith	CC	Column 1, Step 1
Castillo, Kimberly	CC	Column 2, Step 1
Chidester, Katherine	FC	Column 1, Step 1
Choe, Christine	CC	Column 3, Step 1
Conn, Jeffery	FC	Column 1, Step 1
Damer, Mouminat	CC	Column 1, Step 1
Do, Khuong	CC	Column 1, Step 2
Gardea, Raul	CC	Column 1, Step 1
Gentry, Anna Cherie	CC	Column 1, Step 1
Giacalone, Anthony	FC	Column 1, Step 1
Gladys, Collin	CC	Column 2, Step 1
Gould, Sam	CC	Column 1, Step 1
Hale, Raelynne	FC	Column 3, Step 1
Hutzel, William	CC	Column 1, Step 1
James, Jacqueline	FC	Column 1, Step 1
Jameson, Melissa	CC	Column 1, Step 1
Javier, Alnald	FC	Column 3, Step 1
Jimenez, Julio	CC	Column 1, Step 1
Johnson, Chrystal	CC	Column 1, Step 1
Johnson, Nathanael	FC	Column 1, Step 1
Jones, Monik	CC	Column 1, Step 1
Kaeser, Amy	FC	Column 1, Step 1
Kaida, Garrett	FC	Column 1, Step 1
Keen, Phillip	FC	Column 1, Step 1
Lawson, Bryan	CC	Column 1, Step 1
Lee, Bernard	FC	Column 1, Step 1
Lillo, Tawnee	FC	Column 1, Step 1
Lozano, Elizabeth	CC	Column 1, Step 1
Lusk, Douglas	FC	Column 3, Step 1
Malone, Tyler	CC	Column 1, Step 1
Martinez, Michael	FC	Column 1, Step 1
Mishler, Katherine	CC	Column 1, Step 1
Mishra, Sucharita	CC	Column 1, Step 1
Moe, Jaclyn	FC	Column 1, Step 1
Moreland, Eddie	CC	Column 1, Step 1
Morris, Kelly	CC	Column 1, Step 1
Moses, Kathleen	FC	Column 1, Step 1
Muller, Nicole	CC	Column 1, Step 1
Nguyen, Bien	CC	Column 1, Step 1
Nguyen, Mingthong	FC	Column 1, Step 1
Olmos, Leticia	CC	Column 1, Step 1
Osle, Janessa	CC	Column 1, Step 1
Park, Sung	CC	Column 1, Step 1
Patrick, Lisa	FC	Column 3, Step 1

Academic Personnel
August 28, 2018

Pedroza, Tatiana	CC	Column 1, Step 1
Perkins Walker, Cheryl	FC	Column 1, Step 1
Plett, Anna	FC	Column 1, Step 1
Quezada, Mario	CC	Column 1, Step 1
Ramedani, Parvin	CC	Column 2, Step 1
Ramirez, Rosa	CC	Column 1, Step 1
Rinaldi, Francesca	FC	Column 2, Step 1
Ripper, Sarah	FC	Column 2, Step 1
Robles, Emily	CC	Column 1, Step 1
Roman, Rogelio	CC	Column 1, Step 2
Samuels, Macleana	CC	Column 2, Step 1
Sears, Gabriel	FC	Column 1, Step 1
Segovia, Ronal	CC	Column 1, Step 1
Serrano Cardenas, Kendra	CC	Column 1, Step 1
Shogren, Michael	FC	Column 3, Step 1
Slavens, Jesse	CC	Column 3, Step 1
Steffen, Tamara	FC	Column 1, Step 1
Stickland, Ronnie	CC	Column 1, Step 1
Streeter, Kathryn	FC	Column 1, Step 2
Swayzer, Luellen	FC	Column 1, Step 1
Taylor, Vincent	CC	Column 3, Step 1
Torres, Elizabeth	CC	Column 1, Step 1
Torres, Monica	FC	Column 1, Step 1
Valentine, Thomas	CC	Column 2, Step 1
Vaughan, Susanna	FC	Column 1, Step 1
Villavicencio, Marina	FC	Column 3, Step 1
Vizenor, Ashley	FC	Column 1, Step 1
Wang, Patrick	CC	Column 2, Step 1
Wintersole, William M.	CC	Column 2, Step 1
Withrow, Gwenn	CC	Column 1, Step 5
Wu, Michael	CC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Canas, Fritzie	CC	Column 1, Step 1
Cho, Richard	FC	Column 1, Step 1
Murphy, Juliet	CC	Column 2, Step 1
Pastrana, Ruby	CC	Column 1, Step 1
Schonken, Michelle	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Hefferan, Tracy	NOCE	Column 2, Step 1
King, Hailey	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Adams, Brian	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Adams, Virgil	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Aguilera, Peter	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ahrens, Jeremy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ali, Alefyiah	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Altebarmakian, Tamar	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Armale, Ron	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Armstrong, Eric	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Aronna, Alejandro	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Asbell, Jessica	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Badal, Gloria	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Baltazar, Ramon	NOCE	ESL Integrated Education and Training (First Line Manager Workshops) Stipend not to exceed \$1260.00 Eff. 05/01/2018-06/30/2018
Barragan, Valeria	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Barretto, Jacqueline	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Bauer, Jill	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Bernstein, Denise	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Bladh, Eric	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Boles, Ian	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Borla, Linda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Bradley, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Brydges, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Cadilli, Jolina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Campbell, Justin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Carrell, Kenneth	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Chen, Kevin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Cho, Richard	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Clarke, Lance	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Cobb, Tonya	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Covey, Kendyl	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Cummins, Megan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Daigle, Maurice	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Dedios, Angela	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Diep, Christie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Eaves, Stephanie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Eckenrode, Adam	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Embrey, Nicole	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Eperjesi, Kevin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Famolaro, Felix	NOCE	ESL Integrated Education and Training (Electrical Trainee Workshops) Stipend not to exceed \$1260.00 Eff. 05/01/2018-06/30/2018
Flores, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Floyd, Becky	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Folayan, Elaine	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Forsythe, Chris	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gabriel, Diane	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Garcia, Claudia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Gauthier, Allan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Godwin, Angelina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Goralski, Craig	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gordula, Michelle	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gutierrez, Daniella	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Gutierrez, Ruth	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Hacholski, Matthew	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Halahmy, David	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Hall, Angel	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Harris, Jonathan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Hartstein, Scott	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Heusser, Will	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ho, Jen Y.	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Hoang, Christine	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Huynh, Paul	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Huynh, Timothy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ingersoll, Brittany	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Jacobsen, David	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Jasso, Steve	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Jones, Sarah	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kalamian, Jenifer	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kane, Edward	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Kaufman, Bret	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kdeiss, Raymond	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kelley, Paul	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kensinger, David	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Kobayashi, Brian	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Koeppel, Liana	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Latif, Alia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Le Comet, Karen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Le, Due	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Lee, David	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Lee, Eunju	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Lehmeier, Marisa	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Letcher, Annette	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Loy, Amy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Lucier, Bradley	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Iwu, Michael	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ly, Tuyen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Magginetti, Jaclyn	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Martin, Kim	NOCE	ESL Integrated Education and Training (Early Childhood Education Workshops) Stipend not to exceed \$1050.00 Eff. 05/01/2018-06/30/2018
Martinez, Randy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Matthews, Craig	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
McAlister, Kathleen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Melodia, Joseph	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Merlo, Adrienne	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Morgan, Kaitlin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Moriarty, Kathleen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Murray, Dawn	NOCE	ESL Integrated Education and Training (Medical Assistant Workshops) Stipend not to exceed \$1260.00 Eff. 05/01/2018-06/30/2018
Nabahani, Melanie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Navarro, Art	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Nguyen, Hanh T. (Alex)	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Norman, Denise	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Odebunmi, Mary	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Oh, Jennifer	NOCE	Hiring Committee Service Lab Rate, Regular and Contract Faculty Overload Teaching Schedule Class C Not to exceed 15 hours Eff. 08/01/2018-09/08/2018
Omos, Leticia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ortega, Ryan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Owen Driggs, Janet	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Paek, Sylvia	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Pham, Thu	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Pomeroy, Diana	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Powell, Laura	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Prempeh, Nyame-Tease	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Puma, Jessica	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Reeves, Mallory	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Rhymes, Regina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Richey, Deborah	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Robertson, Alison	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Roby, Scott	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Rocha, Nina	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Romero, Maria	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Salsitz, Maureen	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Samuels, Charlotte	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Sandoval, Carlos	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Sandoval, Evelyn	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Schmid, Andrea	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Schonken, Michelle	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Sheih, Harrison	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Shyrokova, Anna	FC	Adjunct Librarian Training Stipend not to exceed \$120.00 Eff. 08/14/2018
Sidhu, Parwinder	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Simmons, Samantha	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Smith, Susan	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Sonne, Kathryn	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Subramaniam, Brinda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tahir, Mujib	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Talwar, Ambika	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tapia, James	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Taylor, Vincent	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Teipe, William	NOCE	ESL Integrated Education and Training (Administrative Assistant Workshops) Stipend not to exceed \$420.00 Eff. 05/01/2018-06/30/2018
Tolentino, Lynette	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tran, Hoa	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Tran, Stephanie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Uberoi, Niharika	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Ura, Masako	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Velarde, Reyna	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Wada, Kathy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Wahbe, Randa	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Walker, Jane	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Ward, Amy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Warren, Ann	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Washington, Warren	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Watkins, James	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Watts, Suzanne	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Wetrick, Amanda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Williams, Marredda	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Winston, Greg	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Witt, Jason	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Young, Brandy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Young, Martin	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

Academic Personnel
August 28, 2018

Yu, Andy	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018
Zeoli, Katie	CC	Course Redesign Stipend not to exceed \$100.00 Eff. 05/01/2018-07/24/2018

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: August 28, 2018 Resolution _____
Information _____
SUBJECT: Classified Personnel Enclosure(s) X

BACKGROUND: Classified personnel matters within budget.

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

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

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

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

Irma Ramos

Recommended by

Approved for Submittal

4.b.1

Item No.

Classified Personnel
August 28, 2018

RESIGNATIONS

Banks, Antonio	FC	Special Project Manager/UMOJA Temporary Management Position (100%) Eff. 07/18/2018 PN FCT976
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PROBATIONARY RELEASE

@01754058	CC	12-month position (100%) Eff. 08/16/2018 PN CCC697
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CHANGE IN HIRE DATE

Shields, Jennifer	FC	Administrative Assistant II Classified Position (100%) From: 08/20/2018 To: 08/15/2018 PN FCC766
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NEW PERSONNEL

Abreu, Kassandra	CC	Special Project Administrator, Welcome Center and Pledge Center Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 09/01/2018 – 06/30/2019 PN CCT999
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Galaviz, Myra	FC	Financial Aid Coordinator 12-month position (100%) Range 40, Step E Classified Salary Schedule Eff. 08/15/2018 PN FCC600
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Hao, Mark	FC	Financial Aid Technician 12-month position (100%) Range 36, Step B Classified Salary Schedule Eff. 08/15/2018 PN FCC603
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Classified Personnel
August 28, 2018

Kim, Edward	FC	Laboratory Technician, Horticulture 12-month position (100%) Range 36, Step A Classified Salary Schedule Eff. 08/29/2018 PN FCC872
Rodriguez, Felipe	FC	Financial Aid Technician 12-month position (100%) Range 36, Step C Classified Salary Schedule Eff. 08/15/2018 PN FCC818
Tran, Luu	CC	Special Project Coordinator, SSSP Temporary Management Position (100%) Range 1, Special Project Admin Daily Rate Schedule Eff. 09/01/2018 – 06/30/2019 PN CCT981

PROMOTIONS

Abelon, John	FC	Student Services Technician 12-month position (100%) PN FCC700 To: FC Financial Aid Technician 12-month position (100%) Range 36, Step E + 10% Longevity Classified Salary Schedule Eff. 08/15/2018 PN FCC603
Flores, Hugo	FC	Student Services Specialist, International Students 12-month position (100%) PN FCC670 To: FC Admissions and Records Coordinator 12-month position (100%) Range 40, Step D + PGD Classified Salary Schedule Eff. 08/29/2018 PN FCC920

Classified Personnel
August 28, 2018

Perez, Olivia	FC	Administrative Assistant II 12-month position (100%) PN FCC776
		To: FC Administrative Assistant III 12-month position (100%) Range 41, Step D + 10% Longevity + PGD Classified Salary Schedule Eff. 08/15/2018 PN FCC877

VOLUNTARY CHANGES IN ASSIGNMENT

Arenas, Gonzalo	CC	Instructional Assistant (100%) Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2018 – 07/31/2018
Leos, Nigel	NOCE	Testing and Assessment Specialist (100%) Temporary Decrease in Percent Employed From: 100% To: 90% Eff. 08/20/2018 – 06/30/2019
Lindley, Korey	CC	Financial Aid Coordinator (100%) Temporary Change in Assignment To: CC Interim Director, Financial Aid 12-month position (100%) Range 20, Column A Management Salary Schedule Eff. 08/13/2018 – 12/31/2018
Marquardt, Summer	FC	Account Clerk II (100%) Return to Regular Assignment Eff. 08/17/2018

Classified Personnel
August 28, 2018

Megginson, Zoe	CC	Instructional Aide (100%) Temporary Increase in Months Employed From: 10.5 months To: 12 months Eff. 07/01/2018 – 08/15/2018
Peery, Kevin	CC	Instructional Assistant (100%) Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2018 – 07/31/2018
Rocha, Allyssa	CC	Learning Center Coordinator (100%) Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2018 – 07/31/2018
Stockwell, Charles	AC	Production Center Specialist (100%) Extension of Temporary Change in Assignment To: AC District Mailroom Coordinator 12-month position (100%) Range 31, Step E + 20% Longevity + PGD Classified Salary Schedule Eff. 09/02/2018 – 09/28/2018
Young, Lynette	CC	Administrative Assistant II (100%) Temporary Increase in Months Employed From: 10 months To: 12 months Eff. 08/01/2018 – 12/31/2018 Temporary Increase in Percent Employed From: 80% To: 100% Eff. 08/01/2018 – 12/31/2018

Classified Personnel
August 28, 2018

Wong, Jessica	NOCE	Administrative Assistant I (100%) Temporary Increase in Months Employed From: 11 months To: 12 months Eff. 07/01/2018 – 06/30/2019
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STIPEND FOR ADDITIONAL MANAGEMENT DUTIES

Leonardo, Paulo	AC	Facilities Custodian Coordinator II (100%) 10% Stipend 08/16/2018 – 08/28/2018
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LEAVES OF ABSENCE

Abelon, John	FC	Student Services Technician (100%) Military Leave With Pay (USERRA) Eff. 07/30/2018 – 08/23/2018 (Consecutive Leave) Eff. 08/24/2018 (4 hours)
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Military Leave Without Pay (USERRA)
Eff. 08/24/2018 (4 hours)
Eff. 08/25/2018 – 09/06/2019 (Consecutive Leave)

Holguin, Rae Lynn	NOCE	Admissions & Records Technician (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 08/14/2018 – 07/10/2019 (Intermittent Leave)
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CORRECTION TO BOARD AGENDA OF AUGUST 14, 2018
PROFESSIONAL GROWTH & DEVELOPMENT

Arredondo, Amabel	NOCE	Administrative Assistant I (100%) From: 3 rd increment To: 1 st increment Eff. 07/01/2019
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NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES
DATE: August 28, 2018
SUBJECT: Professional Experts

Action X
Resolution _____
Information _____
Enclosure(s) X

BACKGROUND: Professional Experts within budget.

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

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

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

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

Irma Ramos

Recommended by

Approved for Submittal

4.c.1

Item No.

Professional Experts
August 28, 2018

PROFESSIONAL EXPERTS

Name	Site	Job Classification	Project Title	Max Permitted Hours per Week	Begin	End
Alvarado, Alejandra	FC	Project Expert	Anaheim Pledge	26	08/01/2018	08/31/2018
Alvarez, Raul	CC	Technical Expert II	Legacy Society Project & Resource to Interim Executive Director	10	08/01/2018	03/01/2019
Amrami, Ofer	CC	Technical Expert II	Advanced Security Modules – Windows OS (SWP)	26	08/27/2018	12/14/2018
Amrami, Ofer	CC	Technical Expert II	Advanced Security Modules – Windows OS (SWP)	26	01/14/2019	06/07/2019
Breen, Theresa	NOCE	Project Coordinator	DSS Curriculum Decipher	21	08/13/2018	09/07/2018
Carlisle, Teresa	NOCE	Project Expert	Career Pathways Specialist	22	07/30/2018	08/10/2018
Carpenter, Melissa	CC	Technical Expert II	Professional Expert, Technical Expert II, Perkins Grant	26	08/20/2018	12/21/2018
Carpenter, Melissa	CC	Technical Expert II	Professional Expert, Technical Expert II, Perkins Grant	26	01/23/2019	06/14/2019
Carrillo, Mackenzie	FC	Project Coordinator	TAP Program Coordinating and Implementation	15	08/13/2018	08/15/2018
Culpepper, Jashua	NOCE	Project Expert	Department Support Specialist	26	08/15/2018	11/16/2018
Culpepper, Jashua	NOCE	Project Expert	Department Support Specialist	26	11/26/2018	12/14/2018
Culpepper, Jashua	NOCE	Project Expert	Department Support Specialist	26	01/07/2019	04/12/2019
Culpepper, Jashua	NOCE	Project Expert	Department Support Specialist	26	04/22/2019	06/14/2019
Diaz, Carlos	NOCE	Project Coordinator	Curriculum Developer	26	08/20/2018	09/07/2018
Dunne, Cathy	NOCE	Technical Expert I	IBEST Prep and CTE Department Planning and Faculty PD	40	08/01/2018	09/05/2018
Farina, Luna	NOCE	Project Expert	Project Expert	26	08/15/2018	12/21/2018
Flores, Carolina	FC	Project Expert	High School Outreach Project Expert	26	08/01/2018	08/10/2018
Flores, Carolina	FC	Project Expert	High School Outreach Project Expert	26	08/20/2018	09/07/2018
Flores, Jose	FC	Project Expert	High School Outreach Project Expert	26	08/01/2018	08/24/2018
Flores, Jose	FC	Project Expert	High School Outreach Project Expert	26	09/10/2018	10/26/2018
Gifford, Charles	CC	Technical Expert I	Perkins Grant-Tourism	1	08/29/2018	12/08/2018

Professional Experts
August 28, 2018

Gifford, Charles	CC	Technical Expert I	Perkins Grant-Tourism	1	01/28/2019	05/25/2019
Guild, Tracy	FC	Technical Expert II	Accreditation: Distance Education Compliance	10	06/12/2018	06/30/2018
Guild, Tracy	FC	Technical Expert II	Accreditation: Distance Education Compliance	10	07/01/2018	08/15/2018
Gundry, Anne	FC	Project Expert	NSF-ATE OC Biotech Education Collaborative	40	08/15/2018	12/30/2018
Haptonstall, Joelle	NOCE	Project Coordinator	NOCRC DSS Mentorship Project Coordinator	26	08/20/2018	11/16/2018
Haptonstall, Joelle	NOCE	Project Coordinator	NOCRC DSS Mentorship Project Coordinator	26	11/26/2018	12/14/2018
Haptonstall, Joelle	NOCE	Project Coordinator	NOCRC DSS Mentorship Project Coordinator	26	01/03/2019	03/22/2019
Haptonstall, Joelle	NOCE	Project Coordinator	NOCRC DSS Mentorship Project Coordinator	26	04/01/2019	06/14/2019
Hart, Deion	FC	Project Expert	FC Athletic Life Coach	15	08/20/2018	12/07/2018
Hernandez, Bryant	CC	Project Expert	Cyberpatriot Program Lead	26	08/21/2018	09/09/2018
Hill-West, Jami	NOCE	Technical Expert I	IBEST Prep	26	08/13/2018	09/05/2018
Hoefflin, Cindie	CC	Technical Expert I	Nursing Enrollment Growth Grant	10	08/20/2018	12/08/2018
Hoefflin, Cindie	CC	Technical Expert I	Nursing Enrollment Growth Grant	10	01/28/2019	05/24/2019
Kdeiss, Raymond	CC	Technical Expert II	Advanced Security Modules – Linux (SWP)	26	08/27/2018	12/14/2018
Kdeiss, Raymond	CC	Technical Expert II	Advanced Security Modules – Linux (SWP)	26	01/14/2019	06/07/2019
Kelly-Mandich, Linda	FC	Project Coordinator	ESP-Entering Scholars Program (BSI Project #4)	20	08/13/2018	05/24/2019
LaSalle, McKay	FC	Project Expert	FC Athletic Life Coach	26	08/20/2018	12/07/2018
Levesque, Richard	FC	Project Coordinator	TAP Program Coordinating and Implementation	15	08/13/2018	08/15/2018
Loayza, Santiago	NOCE	Technical Expert I	IBEST Prep	26	08/13/2018	09/05/2018
Lopez, Corina	NOCE	Technical Expert I	MA Externship Prep	26	08/20/2018	11/30/2018
Lynch, Candace	NOCE	Project Coordinator	Curriculum Developer	26	08/20/2018	09/07/2018
McCormick, Steve	CC	Technical Expert I	Perkins Grant-Tourism	8	08/20/2018	12/08/2018
McCormick, Steve	CC	Technical Expert I	Perkins Grant-Tourism	8	01/28/2019	05/25/2019
Mool, Pragyee	NOCE	Project Expert	Department Support Specialist	26	08/15/2018	11/16/2018
Mool, Pragyee	NOCE	Project Expert	Department Support Specialist	26	11/26/2018	12/14/2018

Professional Experts
August 28, 2018

Mool, Pragyee	NOCE	Project Expert	Department Support Specialist	26	01/07/2019	03/29/2019
Mool, Pragyee	NOCE	Project Expert	Department Support Specialist	26	04/22/2019	06/28/2019
Okonyan, Stefani	FC	Project Coordinator	TAP Program Coordinating and Implementation	22	08/13/2018	08/15/2018
Penilla, Kimberly	CC	Project Expert	Certified Athletic Trainer	26	08/20/2018	05/10/2019
Ramos, Juan	FC	Project Expert	Anaheim Pledge	26	08/01/2018	09/14/2018
Rodine, Jeff	FC	Project Coordinator	TAP Program Coordinating and Implementation	15	08/13/2018	08/15/2018
Sakino, Kylie	CC	Project Expert	Certified Athletic Trainer	26	08/20/2018	05/10/2019
Salazar, Valerie	FC	Project Expert	Anaheim Pledge	26	08/01/2018	08/17/2018
Salomon, Jose Luis	CC	Technical Expert II	The Hub Entrepreneurship Center – (Perkins)	26	08/27/2018	12/14/2018
Salomon, Jose Luis	CC	Technical Expert II	The Hub Entrepreneurship Center – (Perkins)	26	01/14/2019	06/07/2019
Saucedo-Daniel, Jorge	CC	Project Coordinator	Dual Enrollment	26	08/08/2018	10/05/2018
Saucedo-Daniel, Jorge	CC	Project Coordinator	Dual Enrollment	26	10/22/2018	11/16/2018
Saucedo-Daniel, Jorge	CC	Project Coordinator	Dual Enrollment	26	11/26/2018	12/07/2018
Saucedo-Daniel, Jorge	CC	Project Coordinator	Dual Enrollment	26	01/07/2019	03/22/2019
Saucedo-Daniel, Jorge	CC	Project Coordinator	Dual Enrollment	26	04/01/2019	06/30/2019
Saunders, Mary Ann	CC	Project Coordinator	Perkins-Pathways	21	08/20/2018	12/08/2018
Saunders, Mary Ann	CC	Project Coordinator	Perkins-Pathways	21	01/28/2019	05/25/2019
Saunders, Mary Ann	CC	Project Coordinator	Perkins Grant-Tourism	5	08/20/2018	12/08/2018
Saunders, Mary Ann	CC	Project Coordinator	Perkins Grant-Tourism	5	01.28.2019	05/25/2019
Shellenbarger, Annika	FC	Project Expert	Anaheim Pledge	26	08/01/2018	09/14/2018
Siy, James	CC	Project Expert	Certified Athletic Trainer	26	08/27/2018	05/10/2019
Spencer, Jacqlyn	CC	Project Expert	Certified Athletic Trainer	26	08/20/2018	05/10/2019
Sprayberry, Brad	CC	Project Expert	Perkins-Tourism	3	08/20/2018	12/08/2018

Professional Experts
August 28, 2018

Sprayberry, Brad	CC	Project Expert	Perkins-Tourism	3	01/28/2019	05/25/2019
Stanback, Clarence	CC	Technical Expert I	Perkins-Tourism	8	09/04/2018	12/08/2018
Stanback, Clarence	CC	Technical Expert I	Perkins-Tourism	8	01/28/2019	05/25/2019
Standen, Kathy	FC	Technical Expert II	Strong Workforce Initiative – Center for Entrepreneurship	15	07/01/2018	06/30/2019
Stokes, Philip	CC	Project Expert	Perkins-Tourism	4	08/29/2018	12/14/2018
Stokes, Philip	CC	Project Expert	Perkins-Tourism	4	01/28/2019	05/25/2019
Tadros, Michelle	FC	Project Expert	Student Diversity Success Initiative	26	08/14/2018	12/14/2018
Trujillo, Tamara	FC	Project Coordinator	TAP Program Coordinating and Implementation	15	08/13/2018	08/15/2018
Valdez, Ediberto	CC	Project Manager	Perkins Tourism	4	08/20/2018	05/25/2019
Vo, Dao	FC	Project Coordinator	TAP Program Coordinating and Implementation	22	08/13/2018	08/15/2018
Washington, Tanya	CC	Project Expert	Educ. Futures Initiative – Teacher Prep	15	09/05/2018	11/03/2018

NOCE TUITION PROGRAMS

Name	Salary	Trimester	Max Permitted Hours per Week
Bouldin, Ian	Tuition	Fall, Winter, Spring	26
Feltus, Bethany	Tuition	Fall, Winter, Spring	26
Gagne, Patrick	Tuition	Fall, Winer, Spring	26
Hashimoto, Melissa	Tuition	Fall, Winter, Spring	26
Islas, Lidia	Tuition	Fall, Winter, Spring	26
Jones, Brooke	Tuition	Fall, Winter, Spring	26
Noa, Nicanor	Tuition	Fall, Winter, Spring	26
Zapata, Rodrigo	Tuition	Fall, Winter, Spring	26

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES Action X
DATE: August 28, 2018 Resolution _____
SUBJECT: Hourly Personnel Information _____
Enclosure(s) X

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

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

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

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

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

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

Irma Ramos

Recommended by

Approved for Submittal

4.d.1

Item No.

Hourly Personnel
August 28, 2018

Short-Term Hourly

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Andrade, Ru	FC	Tech/Paraprof - Athletic Program Assistant for Softball	09/17/18	12/10/18	TE H 4
Azizi, Nahid	CC	Clerical/Secretarial - Assist in Public Safety	09/04/18	11/16/18	TE A 4
Azizi, Nahid	CC	Clerical/Secretarial - Assist in Public Safety	02/04/19	05/03/19	TE A 4
Badad, Julian	FC	Clerical/Secretarial - Clerical assistance for Business and CIS	08/29/18	12/30/18	TE A 4
Bruno, Nicholas	FC	Tech/Paraprof - Athletic Program Assistant for Baseball	09/04/18	12/04/18	TE H 4
Carmona-Vasquez, V.	CC	Clerical/Secretarial - Assist in Career Center	08/20/18	06/20/19	TE A 1
Casas, Kayla	FC	Tech/Paraprof - Athletic Program Assistant for Water Polo	08/29/18	12/07/18	TE H 1
Eastman, Alexandra	FC	Tech/Paraprof - On-call theater crew for campus/rental productions	09/12/18	06/30/18	TE B 4
Farrar, Cheyanne	CC	Clerical/Secretarial - Assist in Culinary Arts program	09/13/18	12/05/18	TE A 2
Flores Mazariegos, M.	CC	Tech/Paraprof - Assist with CTE programs	08/29/18	11/30/18	TE A 4
Flores Mazariegos, M.	CC	Tech/Paraprof - Assist with CTE programs	02/14/19	05/04/19	TE A 4
Garcia, Belgica	FC	Instr Research Assistant - Assist in the Marine Debris Research Project	09/01/18	12/08/18	TE B 4
Gonzalez, Margarita	FC	Instr Research Assistant - Assist in the Marine Debris Research Project	09/01/18	12/18/18	TE B 4
Hernandez-Pablo, A.	CC	Service/Maint - Assist in Culinary Arts	09/04/18	11/29/18	TE B 2
Hernandez-Pablo, A.	CC	Service/Maint - Assist in Culinary Arts	02/11/19	05/16/19	TE B 2
Hultberg, Johanna	FC	Clerical/Secretarial - Clerical assistance for Business and CIS	08/29/18	12/30/18	TE A 4
Isaias, Virginia	FC	Instr Research Assistant - Assist in the Marine Debris Research Project	09/01/18	12/18/18	TE B 4
Ivezaj, Thomas	CC	Clerical/Secretarial - Assist in Career Center	10/01/18	12/21/18	TE A 1
King, Elliott	FC	Clerical/Secretarial - Clerical assistance for Admissions and Records	11/14/18	12/21/18	TE A 2
Leon, Jackline	FC	Clerical/Secretarial - Assistance for the EOP front desk	09/12/18	12/12/18	TE A 1
Leon, Jackline	FC	Clerical/Secretarial - Assistance for the EOP front desk	02/13/19	05/15/19	TE A 1
LeVier, Mitchell	FC	Tech/Paraprof - Athletic Program Assistant for Baseball	09/04/18	12/07/18	TE A 4
LeVier, Mitchell	FC	Tech/Paraprof - Athletic Program Assistant for Baseball	01/07/19	05/31/19	TE H 4
March, Kathy	CC	Non-Direct Instr Support - Coordinate outreach schedules and assessments	08/29/18	11/30/18	TE B 1
March, Kathy	CC	Non-Direct Instr Support - Coordinate outreach schedules and assessments	02/05/19	06/05/19	TE B 1
Perez, Christian	CC	Clerical/Secretarial - Assist in Bursar Fee station	09/12/18	12/14/18	TE A 1

Hourly Personnel
August 28, 2018

Perez, Christian	CC	Clerical/Secretarial - Assist in Bursar Fee station	02/18/19	05/20/19	TE A 1
Sitan, Ana	CC	Tech/Paraprof - Represent STEM at workshops and events	08/28/18	09/15/18	TE A 1
Soloro, Zelida	CC	Clerical/Secretarial - Assist in Campus Safety Office	09/13/18	11/16/18	TE A 4
Soloro, Zelida	CC	Clerical/Secretarial - Assist in Campus Safety Office	01/28/19	04/26/19	TE A 4
Trout, Bradley	CC	Tech/Paraprof - Assist in Journalism	09/12/18	12/07/18	TE B 1
Uriarte, Diego	FC	Instr Research Assistant - Assist in the Marine Debris Research Project	09/01/18	12/18/18	TE B 4
Ventura, Emily	FC	Instr Research Assistant - Assist in the Marine Debris Research Project	09/01/18	12/18/18	TE B 4
Vera-Lucas, Martha	FC	Clerical/Secretarial - Clerical assistance for the Counseling Center	09/12/18	12/05/18	TE A 3
Vera-Lucas, Martha	FC	Clerical/Secretarial - Clerical assistance for the Counseling Center	02/13/18	05/08/19	TE A 3

Tutors, Interpreters, and Readers

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Clark, Rebecca	FC	Direct Instr Support - Tutor to the Chemistry Program	08/29/18	06/30/19	TE B 4
Gonzalez, Roselia	NOCE	Direct Instr Support - Tutor in the NOCE Anaheim Learning Center	09/10/18	06/30/19	TE A 2
Kim, Doyoung	FC	Direct Instr Support - Tutor students in the campus Computer Science Lab	08/29/18	06/30/19	TE A 2
Mendoza, Madilyn	CC	Direct Instr Support - Tutor students in the Learning Center	09/12/18	06/30/19	TE B 1
Park, Jaeyoung	FC	Direct Instr Support - Tutor students in the campus Math Lab	08/29/18	06/30/19	TE A 2
Penaloza Hernandez, M.	NOCE	Direct Instr Support - ESL FI and Citizenship preparation	09/10/18	06/28/19	TE A 4
Villanueva, Janely	NOCE	Direct Instr Support – Tutor in the NOCE Cypress Learning Center	09/10/18	06/30/19	TE A 2

Hourly Substitutes

Name	Site	Title and Description of Service	Begin	End	Grade/Step
King, Elliott	FC	Clerical/Secretarial - Substitute for vacant A&R Technician PN FCC852	08/20/18	11/13/18	TE B 4
Qader, Amanda	FC	Direct Instr Support - Sub for vacant Inst. Assistant PN FCC876	08/20/18	11/21/18	TE A 4

Hourly Personnel
August 28, 2018

Full Time Students and Work Study

Name	Site	Title and Description of Service	Begin	End	Grade/Step
Aguilar, Tania	CC	Work Study Student - Assist in Career Center	08/20/18	06/30/19	TE A 1
Alam, Tasmia	CC	Full-time Student - Outreach Student Ambassador	09/01/18	06/30/19	TE A 1
Alhosari, Bayan	CC	Work Study Student - Assist in EOPS office	08/20/18	06/15/19	TE A 1
Alvarez, Andrew	CC	Full-time Student - Outreach Student Ambassador	09/01/18	06/30/19	TE A 1
Alvarez, Marie	CC	Full-time Student - Outreach Student Ambassador	09/01/18	06/30/19	TE A 1
Anijielo, Felicitas	FC	Full-time Student - Assist in campus UMOJA Department	08/29/18	12/14/18	TE A 2
Anijielo, Felicitas	FC	Full-time Student - Assist in campus UMOJA Department	01/21/18	06/15/19	TE A 2
Arata, Maycoll	CC	Full-time Student - Assist in Admissions and Records office	08/20/18	06/30/19	TE A 1
Azizi, Tina	CC	Full-time Student - Outreach Student Ambassador	09/01/18	06/30/19	TE A 1
Barner, Devyn	CC	Full-time Student - Outreach Student Ambassador	09/01/18	06/30/19	TE A 1
Bellingan, Floyd	CC	Work Study Student - Assist in the Assessment Center	08/20/18	06/30/19	TE A 1
Bui, Huy-Tam	CC	Full-time Student - Assist in Admissions and Records office	09/01/18	06/30/19	TE A 1
Carmona-Vasquez, V.	CC	Work Study Student - Assist in Career Center	08/20/18	06/20/19	TE A 1
Castillo, Alma	CC	Work Study Student - Assist in Career Center	08/27/18	06/30/19	TE A 1
Chen, Justin	FC	Full-time Student - Assist in ACT computer lab	09/17/18	06/30/19	TE A 1
Costello, Emily	CC	Work Study Student - Assist in CalWORKS office	08/20/18	06/30/19	TE A 1
Cristales, Claudia	CC	Work Study Student - Assist in Puente program	08/27/18	06/30/19	TE A 1
Di Pasqua, Alexis	FC	Full-time Student - Assist in the campus Bookstore	08/20/18	12/21/18	TE A 1
Duran, Alyssa	CC	Work Study Student - Assist in the English Success Center	08/20/18	06/15/19	TE A 1
Etayyem, Jamila	CC	Work Study Student - Assist in EOPS office	08/27/18	06/15/19	TE A 1
Francis, Chandre	FC	Full-time Student - Clerical assistance for the campus Bookstore	08/20/18	05/24/19	TE A 1
Garciamayan, A.	CC	Full-time Student - Assist in the Admissions and Records office	08/20/18	06/30/19	TE A 1
Gilbert, Melissa	CC	Work Study Student - Assist in the Career Center	08/20/18	06/20/19	TE A 1
Gonzalez, Moises	CC	Full-time Student - Outreach Student Ambassador	09/01/18	06/30/19	TE A 1
Guan, Cindy	CC	Work Study Student - Assist in Counseling Center	08/27/18	06/15/19	TE A 1
Guitierrez, Henry	FC	Full-time Student - Clerical assistance for the campus Bookstore	08/20/18	05/24/19	TE A 1

Hourly Personnel
August 28, 2018

Hall, Jennifer	FC	Full-time Student - Assist in the Student Center	08/29/18	06/30/19	TE A 1
Han, Alexandria	FC	Full-time Student - Assist in ACT computer lab	09/17/18	06/30/19	TE A 1
Hawks, Kameron	FC	Work Study Student - Assist with the campus switch board	08/20/18	06/30/19	TE A 2
Hendra, Andre	FC	Full-time Student - Assist in the Student Center	08/29/18	06/30/19	TE A 1
Khim, Chandara	CC	Full-time Student - Assist in the CTE Division Office	08/22/18	06/19/19	TE A 1
Kim, Yeong	CC	Full-time Student - Tutor in the Math Learning Center	08/22/18	06/30/19	TE B 1
Lee, Roy	CC	Work Study Student - Assist in Admissions and Records office	08/20/18	06/30/19	TE A 1
Legg, Katie	CC	Work Study Student - Assist in Career Center	08/20/18	06/30/19	TE A 1
Leon, Yajaira	CC	Work Study Student - Assist in Career Center	08/20/18	06/30/19	TE A 1
Lewis, Megan	CC	Full-time Student - Front desk assistance in the Learning Resource Center	08/20/18	12/07/18	TE A 1
Libut, Jonathan	CC	Work Study Student - Assist in the Career Center	08/20/18	06/15/19	TE A 1
Linenberger, Laurie	CC	Full-time Student - Assist in Culinary Arts program	08/27/18	06/15/19	TE A 1
Lopez, Melissa	CC	Full-time Student - Assist in Health Science	08/20/18	05/24/19	TE A 1
Lowery, Jordon	FC	Full-time Student - Assist in the Career and Life Planning Center	08/29/18	06/30/19	TE A 4
Manzanares, Melissa	CC	Work Study Student - Assist in Counseling Center	08/20/18	06/15/19	TE A 1
Martinez Infante, M.	CC	Work Study Student - Assist in the Career Center	08/20/18	06/20/19	TE A 1
Martinez-Luquin, R.	CC	Work Study Student - Assist in the Assessment Center	08/20/18	06/30/19	TE A 1
McDaniel, Zachary	CC	Work Study Student - Assist in the Career Center	08/20/18	06/20/19	TE A 1
Mendoza, Avilez	NOCE	Full-time Student - Assist in the ESL Learning Center (Anaheim Campus)	08/20/18	06/28/19	TE A 1
Moreno, Daniel	NOCE	Full-time Student - Assist in the ESL Learning Center (Anaheim Campus)	08/20/18	06/28/19	TE A 2
Moreno, Lillian	NOCE	Full-time Student - Assist in the ESL Learning Center (Anaheim Campus)	08/20/18	06/28/19	TE A 1
Natwali, Joseph	FC	Full-time Student - Assist in the Student Center	08/29/18	06/30/19	TE A 1
Ngo, Minh	CC	Full-time Student - Tutor in the Math Learning Center	08/22/18	06/30/19	TE B 1
Ngo, Tyler	CC	Work Study Student - Assist in the Counseling Center	08/20/18	06/15/19	TE A 1
Nguyen, Kyle	FC	Full-time Student - Assist in ACT computer lab	09/17/18	06/30/19	TE A 1
Nguyen, Kyle	FC	Full-time Student - Assist ACT with various projects	09/17/18	06/30/19	TE A 2
Nguyen, Le	CC	Work Study Student - Assist in the Transfer Center	08/20/18	06/14/19	TE A 1
Nguyen, Mindy	CC	Work Study Student - Assist in the EOPS office	08/20/18	06/15/19	TE A 1
Nguyen, Nhi	CC	Work Study Student - Assist in the Career Center	08/20/18	06/20/19	TE A 1

Hourly Personnel
August 28, 2018

Nguyen, Quan	CC	Full-time Student - Front desk assistance in the Learning Resource Center	08/20/18	12/07/18	TE A 1
Obara, Therese	FC	Full-time Student - Tutor for DSS Students	08/29/18	06/30/19	TE A 1
Padilla-Jimenez, A.	CC	Work Study Student - Assist in Open Computer Lab	08/20/18	06/15/19	TE A 1
Patino, Gerardo	CC	Work Study Student - Assist in EOPS office	08/20/18	06/15/19	TE A 1
Perello, Germain	FC	Work Study Student - Assist in the Math Lab	09/12/18	06/30/19	TE A 2
Pham, Camille	CC	Work Study Student - Assist in the Transfer Center	08/27/18	06/15/19	TE A 1
Pham, Vivian	CC	Work Study Student - Assist in in Learning Center	09/10/18	05/25/19	TE A 1
Pleasant, Moriah	CC	Full-time Student - Assist in Media Arts department	08/20/18	06/30/19	TE A 1
Prabowo, Anthony	FC	Full-time Student - Assist in ACT computer lab	09/17/18	06/30/19	TE A 1
Rodriguez, David	CC	Full-time Student - Assist in CyberPatriot program	09/05/18	06/30/19	TE A 2
Roman, Ysabella	CC	Work Study Student - Assist in the Counseling Center	08/20/18	06/15/19	TE A 1
Rone, Kenyun	CC	Work Study Student - Assist in the Career Center	08/20/18	06/20/19	TE A 1
Solis, Edward	CC	Work Study Student - Assist in the Transfer Center	08/20/18	06/15/19	TE A 1
Soriano, Kimberly	CC	Work Study Student - Assist in Career Center	08/20/18	06/20/19	TE A 1
Sotelo, Jeanette	CC	Work Study Student - Assist in the Assessment Center	08/20/18	06/30/19	TE A 1
Subedi, Jamuna	CC	Work Study Student - Assist in the Transfer Center	08/20/18	06/15/19	TE A 1
Tellefsen, Caden	FC	Full-time Student - Assist in the Student Center	08/29/18	06/30/19	TE A 1
Tomaneng, Lance	CC	Full-time Student - Front desk assistance in the Campus Library	08/20/18	06/30/19	TE A 1
Tran, Duy	NOCE	Full-time Student - Assist in the ESL Learning Center (Cypress Campus)	08/20/18	06/28/19	TE A 1
Valdez, Jessica	CC	Full-time Student - Assist in Admissions and Records office	08/20/18	06/30/19	TE A 1
Vasquez, Gonzalo	NOCE	Full-time Student - Assist in the ESL Learning Center (Cypress Campus)	08/20/18	06/28/19	TE A 3
Ventura, Kyla	CC	Work Study Student - Assist in the EOPS office	08/20/18	06/15/19	TE A 1
Watterson, Hannah	CC	Work Study Student - Assist in the Career Center	08/20/18	06/20/19	TE A 1
Wiafer, Yaw	FC	Full-time Student - Assist in campus UMOJA Department	08/29/18	12/14/18	TE A 2
Wiafer, Yaw	FC	Full-time Student - Assist in campus UMOJA Department	01/21/18	06/15/19	TE A 2
Zhao, Chen	FC	Full-time Student - Assist in ACT computer lab	09/17/18	06/30/19	TE A 1

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO: BOARD OF TRUSTEES
DATE: August 28, 2018
SUBJECT: Volunteers

Action X
Resolution _____
Information _____
Enclosure(s) X

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

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

How does this relate to Board Policy: Not applicable.

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

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

Irma Ramos

Recommended by

Approved for Submittal

4.e.1

Item No.

Volunteer Personnel
August 28, 2018

Name	Site	Program	Begin	End
Alvarez, Mitchell	FC	Physical Education - Women's Soccer	09/12/2018	12/07/2018
Alvarez, Vincente	FC	Physical Education - Women's Soccer	09/12/2018	12/07/2018
Aquino, Christopher	FC	Physical Education - Women's Softball	09/12/2018	12/07/2018
Arrizon, Everardo	FC	Internship -Counseling EOPS	09/12/2018	12/20/2018
Barrios, Carlos	FC	Physical Education - Men's Soccer	09/12/2018	12/07/2018
Barron, Elizabeth	FC	DSS- Personal Services Assistant	08/20/2018	05/24/2019
Becerra, Adriana	FC	DSS - Personal Care Assistant	08/20/2018	05/24/2019
Bray, Damonte	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Dawson, Jimmy	FC	DSS- Personal Care Assistant	08/20/2018	12/07/2018
Dixon, Christopher	FC	Physical Education - Football	08/13/2018	06/30/2019
Esqueda, Janet	FC	Internship - Counseling & Student Dev	08/29/2018	12/07/2018
Eteaki, Elisepa	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Fajardo, DeShields	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Fernandez, Garrett	FC	Physical Education - Football	08/13/2018	06/30/2019
Fierro, Richard	FC	Physical Education - Aquatics	09/12/2018	12/07/2018
Han, Dongil (Andrew)	FC	Internship - Math & Computer Science	08/20/2018	05/25/2019
Hanson, Megan	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Hill, Kishawn	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Hong, Lauren	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Huang, Yichen	FC	Internship - Math & Computer Science	08/20/2018	05/25/2019
Keller, Daniel	FC	Physical Education -Baseball	09/12/2018	12/07/2018
Lee, Jessica	FC	DSS - Personal Care Assistant	08/20/2018	12/07/2018
Magana, Jeana	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Marquez, Joana	FC	Physical Education - Women Water Polo	09/12/2018	12/07/2018
Martinez, Paul	NOCE	DSS - Personal Care Attendant	09/10/2018	06/30/2019
McCarty, Cole	FC	Physical Education - Football	08/15/2018	06/30/2019
Miner, Kristina	FC	Physical Education - Women's Softball	09/12/2018	12/07/2018
Nichols, Glenn	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Nishitani, Osamu	NOCE	DSS - Personal Care Attendant	07/12/2018	06/30/2019
Noffal, Guillermo	FC	Physical Education - Football	08/15/2018	06/30/2019
Painter, Allyson	FC	Physical Education - Women's Softball	09/12/2018	12/07/2018
Price, Chelsea	FC	Physical Education - Women's Softball	09/12/2018	12/07/2018
Salhus, Tera	FC	Physical Education - Women's Basketball	09/12/2018	12/07/2018
Sanchez, Rebekah	NOCE	DSS - Personal Care Attendant	07/25/2018	06/30/2019
Sandiver, Samantha	FC	Physical Education - Women's Softball	09/12/2018	12/07/2018
Sotomayor, Carla	FC	Internship - Counseling & Student Dev	08/31/2018	12/07/2018
Taylor-Brown, Christopher	FC	Physical Education - Women's Softball	09/12/2018	12/07/2018
Thomas, Steven	FC	Physical Education - Volleyball	09/12/2018	12/07/2018
Willey, Michael	FC	Physical Education - Women's Softball	09/12/2018	12/07/2018

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

TO:	BOARD OF TRUSTEES	Action	_____
DATE:	August 28, 2018	Resolution	_____
SUBJECT:	Future Board Agenda Items	Information	_____ X _____
		Enclosure(s)	_____

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

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

How does this relate to the five District Strategic Directions? This item responds to District Strategic Direction #4: The District will implement best practices related to planning, including: transparent decision-making processes, support of strategic and comprehensive planning activities at campus and district levels, and the allocation of resources to fund planning priorities.

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

FUNDING SOURCE AND FINANCIAL IMPACT: Not applicable.

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

Cheryl Marshall
Recommended by

Approved for Submittal

5.a
Item No.