

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

November 12, 2019

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, November 12, 2019, at 5:30 p.m. in the Anaheim Campus Board Room.

President Jeffrey P. Brown called the meeting to order at 5:32 p.m. and led the Pledge of Allegiance to the Flag.

TRUSTEE ROLL CALL: Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Molly McClanahan, Jacqueline Rodarte and Student Trustee Ester Plavdijan. Student Trustee Chloe Reyes arrived at 5:37 p.m. Absent: None.

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

OTHER ADMINISTRATORS AND EMPLOYEES PRESENT: Maha Afra, Gloria Badal, Linda Borla, Kelly Carter, Alma Castro, Julia Cherney, Sujata Chiplunkar, Paul de Dios, Adam Eckenrode, Michael Frey, Joel Gober, Terra Hurdle, Michael Klyde, Nicole Ledesma, Samreen Manjra, Peter Matthews, Peter Molnar, David Nusbaum, Fola Odebunmi, Fumio Ogoshi, Sylvia Paek, Jeremy Peters, Christina Plett, Alex Porter, Deidre Porter, Dee Sato, Kendra Velasco, Jane Walker, Brandy Young from Cypress College; Mohammad Abdel Haq, Albert Abutin, Nick Arman, Josh Ashenmiller, Greg Aviles, Sergio Banda, Jodi Balma, Gina Bevec, George Bonnard, Garrett Campbell, Jennifer Combs, Gil Contreras, Brian Crooks, Naji Dahi, Archie Delshad, Phil Dimitriadis, Yolanda Duron, Marcia Foster, Rod Garcia, Scott Giles, Marc Greenhalgh, Aline Gregorio, David Grossman, Naveen Kanal, Pam Lewin, Marwin Luminarias, Ian McHugh, Lisa McPheron, Jennifer Merchant, Jose Ramon Nuñez, Rhett Price, Joe Ramirez, Charlotte Samuels, Ken Starkman, Matt Tribbe from Fullerton College; Brian Neil Burg and Cathee Mang from North Orange Continuing Education; and Danielle Davy, Julie Kossick, Arturo Ocampo, Tami Oh, Chelsea Salisbury, Amita Suhrid, and Rick Williams from the District Office.

VISITORS: Ken Bane, Steven Beers, Irene Benzema, Kathryn Bullock, Vince Buck, Cathy Chang, Joe Christiansen, Mike Clay, Wayne Dalin, Ron Dymek, Shaun Dymek, Mary Frances Gable, Brian Healy, Lyssa Holmes, Josef Holper, Brice Hunt, Sandy Masuda-Hunt,

Chris Johnson, Jacob Jones, Bob Jensen, Leigh Anne Jones, Dan Kloos, Damion Lloyd, Michael Marchetti, Tanya McCrory, Mark Miller, Sean Paden, Gerald Padilla, Mark Pavlovich, Jane Rams, Jordan Rice, Laura Richard-Banasch, Sal Robledo, Ian Rusk, Craig Sherman, George Stephens, Rachel Struglia, Pernel Sullivan, John Tayco, Steven Tee, Ben Vega, Pauline Walker, John Wellman, Pamela Williams, Rich Williams, Victor Williams, and Junior Wily.

COMMENTS: MEMBERS OF THE AUDIENCE:

- A. **Josef Holper** read a letter from Assemblywoman **Sharon Quirk-Silva** to State Chancellor **Eloy Oakley** in opposition to the Sherbeck Field Project.
- B. **Mohammad Abdel Haq**, Fullerton College Faculty and United Faculty Lead Negotiator, shared concerns related to the culture, values, and environment of the District. He stated a corporate attitude towards public education is concerning because it has a lack of commitment towards employees, dehumanizes employees, and prioritizes efficiency over educational values.
- (See Supplemental Minutes #1245 for the full statement.)
- C. **Michael Klyde**, Cypress College Faculty, stated that the vote on the United Faculty contract is indicative that it is time for something new, that 2-3 years of COLA not trickling down is unacceptable, and that without change, there will come a time that there will be no faculty at Opening Day without fair pay and benefits.
- D. **Joel Gober**, Cypress College Faculty, read a statement for the record, noting that the Cypress College Science, Engineering, and Math division unanimously passed a resolution in support of United Faculty's efforts to achieve all of its stated goals in the negotiation proposal.
- (See Supplemental Minutes #1245 for the full statement.)
- E. **Michael Frey**, Cypress College Faculty, advised the Board to take faculty concerns seriously because there are many problems on campus and to negotiate with true faith. He noted that faculty love what they do, but are frustrated that there is no money for raises, but District savings continue to rise.
- F. **Maha Afra**, Cypress College Faculty, stated that faculty are fed up with the unfairness in the District and want the respect, salary, and benefits that are due to them.
- G. **Lyssa Holmes**, Fullerton College Student, addressed the Board on behalf of students in support of faculty who deserve good pay and benefits. She shared the negative impact that losing faculty member Elizabeth Holmes, who left the District due to healthcare benefits, has had on students.
- H. **Peter Matthews**, Cypress College Faculty, stated that his colleagues need equity, fairness, and equal consideration. He asked the Board to make changes for faculty so that students can benefit.

- I. **Brian Neil Burg**, NOCE Faculty, acknowledged the preceding generations and spoke in support of faculty salaries and benefits.
- J. **Dee Sato**, Cypress College Faculty, stated that the work and value of lab courses are underpaid not only in comparability with other colleges, but also within the District. She asked the Board to consider that fact when determining fair compensation.
- K. **John Tayco**, Cypress College Nursing Student, addressed the Board on behalf of students who support better salary and benefits for faculty.
- L. **Charlotte Samuels**, Adjunct Faculty, shared her experiences as an adjunct faculty member who does not have office hours, has to worry if she will receive enough classes, and must juggle classes among multiple colleges. She asked the Board to provide adjunct faculty rehire rights.
- M. **Jodi Balma**, Fullerton College Faculty, shared that faculty members have increased workloads and are asked to give more and more, but have not seen an increase in salary and benefits, while there is an increase in administrators and District Services positions. She asked the Board to keep their promise and give faculty comparability.
- N. **Rhett Price**, Fullerton College Faculty, stated that he supports his United Faculty colleagues, but addressed the Board in support of Sherbeck Field. He noted that voters approved Measure X to build a football stadium and that commitment has not been fulfilled in 17 years.
- O. **Naji Dahi**, Fullerton College Professor, stated that in his 20 years with the District nothing has changed; faculty still don't have dependent benefits, lack regular on-schedule raises, and receive silly one-time offers. Faculty still do not have 75th percentile comparability even with a signed MOU and are moving backwards with no lab and lecture parity while the District is in very good financial shape with the second highest reserves in California. He asked that their demands be taken seriously or faculty will be left with no choice but to take union action.
- P. **Matt Tribbe**, Fullerton College Faculty, shared that after calculating his bills and salary, he must work overload and teach summer classes at two colleges to pay his bills, but cannot save anything. She stated that he cannot properly help his students succeed with the high number of students in overload courses and highlighted that his colleagues in Texas have higher salaries and better benefits than he does.
- Q. **Sergio Banda**, Fullerton College Faculty, noted it was his second time addressing the Board and is disheartened and disappointed that no progress has been made. He stated that wage stagnation and no parity or fringe benefits have driven him to seek a second job, where dependent coverage is provided, but it comes at a cost because it affects his ability to be fully involved at Fullerton College.
- R. **Peter Molnar**, Cypress College Faculty, read a statement from **Michelle Patrick-Norng**, new NOCE Faculty, stating that the District needs to prioritize faculty and students or will suffer consequences. Faculty comparability and benefits should be the norm and not seem out of reach.

- S. **Greg Aviles**, Fullerton College Faculty, with the Men's Soccer Team, spoke in support of Sherbeck Field, highlighted the value that the team provides to student athletes, and asked the Board to allow them to play at home by approving the project.
- T. **Jacob Jones**, Fullerton College Student Athlete, addressed the Board in support of Sherbeck Field and noted that as sophomore, he will not personally benefit from the Field, but it means a lot to many others to have a home stadium.
- U. **Joe Christiansen**, Fullerton College Student Athlete, echoed support for Sherbeck Field and highlighted the motivation and excitement for games that is related to having a home game field.
- V. **Junior Wily**, Fullerton College Student Athlete, expressed his support for Sherbeck Field and shared that he chose to come to Fullerton College from Hawaii to play football and has always wanted to have a home stadium.
- W. **Jordan Rice**, Fullerton College Student Athlete, stated that he does not consider playing at Yorba Linda High School a home game and that it would mean a lot to him and his teammates if they could play at Fullerton College.
- X. **Mark Miller**, speaking on behalf of the coaches and players that have gone through Fullerton College, stated that it is time to give the Fullerton College football team a stadium and honor **Hal Sherbeck**.
- Y. **Irene Benzema** spoke in support of the Cypress College Culinary Program instructors who have helped her and many others and deserve fair pay and benefits.
- Z. **Kathryn Bullock**, Fullerton Resident, lives directly across from the College and stated her low rent is likely due to the noise pollution, lights, and parking issues. She asked the Board to give residents assurances regarding curfews, lighting, and facility rentals, and to consider adding a traffic light.
- AA. **Brandy Young**, Cypress College Faculty, stated that she has addressed the Board numerous times regarding the lack of benefits and low salaries which is starting to hurt the institution by not being able to attract new faculty and existing faculty leaving. She stated that faculty need action for substantial improvements as outlined in the MOU that was signed in 2013.
- BB. **Linda Borla**, Cypress College Faculty, read a statement from **Karen Pavelek**, stating that the District has failed to fund the wellbeing of families with the lack of dependent medical benefits and that employees need to be provided with a better system and dependent coverage.
- CC. **Phil Dimitriadis**, Fullerton College Faculty, shared his personal experiences in always striving to do his best and reminded the Board that the District's mission includes ethics and high standards. He cautioned that morale is at an all-time low with duties continuing to magnify and lack of compensation.
- DD. **Aline Gregorio**, Fullerton College Faculty, outlined her involvement in campus clubs and committees and shared that she lost medical coverage and took a pay cut when

she came to the District. She asked the Board to put the value back in teaching and provide faculty with comparability, cost of living increases, and benefits.

- EE. **Archie Delshad**, Fullerton College Faculty, shared that as a new faculty member he takes his job seriously and his commitment to faculty, the campus, and students is one he is making for life. He noted his appreciation for the push for diversity, but noted that diversity is not the same as compensation.
- FF. **Pernell Sullivan**, Former Fullerton College Football Player, read a statement from **Rick Owens**, former Fullerton College Student under **Hal Sherbeck** who played in the NFL, in favor of seating and lights. He also shared his personal connection to Coach Sherbeck and the influence he had in his life and his prioritization of education.
- GG. **Pamela Williams**, read a statement from **Jeff Malstead**, in support of the Sherbeck Field project noting that athletics have been an important component of Fullerton College's rich history and imploring the Board to do the right thing.
- HH. **Victor Williams**, Fullerton Resident, read letter from **Mike Cunningham**, a former **Hal Sherbeck** player, who stated that he taught him more about life than football. He was a mentor who kept him from derailing and it is only fitting to have lighting as a symbol of the light who influenced the lives of so many.
- II. **Brian Healy**, Fullerton College Alumnus, played for **Hal Sherbeck** who encouraged thousands to better themselves and implored the Board to honor Coach Sherbeck's legacy for generations to come.
- JJ. **Chris Johnson**, Fullerton Resident, stated that he cares deeply about the Fullerton College football program and his neighborhood. If the stadium is to be, he asked for assurance that the EIR promises will not change with future administrations.
- KK. **Rich Williams**, Fullerton Resident, was honored and privileged to play football at Fullerton College and **Hal Sherbeck** was a father figure to him. He said there are ways to filter noise and lights in order to have less of an impact on the neighborhood.
- LL. **Marwin Luminarias**, Fullerton College Classified Senate President, provided a statement on behalf of the Senate who unanimously passed a resolution in support of the Sherbeck Field Project that will help tens of thousands of students and whose improvements are long overdue.
- MM. **Jennifer Merchant**, Fullerton College Classified Employee, echoed the statement made by Marwin Luminarias and voiced her support for Sherbeck Field.
- NN. **Brice Hunt**, Fullerton Resident, noted that the Sherbeck Field project has been going on for years, and while the neighbors have, for the most part, had a good relationship with the College, the current administrators do not communicate with the Board or the community. He stated the problems could be resolved with the College using the Fullerton Union High School field.

- OO. **Sandy Masuda-Hunt**, Fullerton Resident, expressed her support for students and education, and challenged the Board to be a good neighbor and collaborate with the College's neighbors.
- PP. **Wayne Dalin**, Fullerton Resident, stated he would not have bought a home in the neighborhood if he had known that a stadium would be built. The neighbors are not worried about the five home games, but rather the other 360 days and unrestricted usage. No one is trying to denigrate the legacy of **Hal Sherbeck**, they are just asking that the College use the stadium at Fullerton Union High School instead.
- QQ. **Gerald Padilla**, Fullerton Resident, shared his family's history, his education in Fullerton, and his 48-year career at Fullerton College. He noted that there has been a demographic change that has occurred and that the District needs to meet the needs of these young people.
- RR. **Mike Clay**, Fullerton Resident, shared his desire to move forward with Sherbeck Field. Bond measures have been passed to upgrade facilities for the future of our students and the Board has a duty to support their students, and should not bear the weight of the homeowners.
- SS. **Sal Robledo**, read a letter from **Bill Chambers**, former Fullerton College Athletic Trainer, who fully supports the additions to Sherbeck Field and outlined his concerns related to playing away from the campus. He asked the Board to look into the future, and provide students and their families with a sense of pride with the stadium.
- TT. **Sean Paden**, Fullerton Resident, stated that the comments related to needing a stadium could be solved by the neighboring Fullerton Union High School stadium. He asked the Board to think about all of the students and their best interests, not just the sports curriculum.
- UU. **Jane Rams**, Fullerton Resident, stated that Sherbeck Field is an unnecessary project, that she already experiences impacts from other stadium usage in the City, and that the Board has a responsibility to the neighbors too.
- VV. **Nick Arman**, Fullerton College Counselor, shared his military and college experiences and noted that his counselor, 20 years ago, made more than he currently does. He stated that he could not afford dependent healthcare through his own employer and had to go through Obamacare.

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

Finance & Facilities: 4.a, 4.b, 4.c, 4.f, 4.g, 4.h, 4.i, 4.k, 4.l
Instructional Resources: 5.a

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

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

Human Resources: 6.a, 6.b, 6.c, 6.d, 6.e

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

COMMENTS

- A. **Valentina Purtell** reported that the NOCRC is hosting the Second Annual Regional Trauma-Informed Practices Conference and that the Anaheim Campus Food Pantry is coordinating a Thanksgiving Food Drive for NOCE students.
- B. **JoAnna Schilling** reported on the Cypress College Connect2Cypress event, which featured Majors2Careers, and thanked **Paul de Dios** and **Rick Rams** for their leadership and coordination.
- C. **Greg Schulz** reported on his attendance at the Orange County Teacher of the Year Dinner where **Aline Gregorio** was honored as one of the teachers of the year. He also highlighted several events that Fullerton College is hosting in order to help meet the basic needs of their students.
- D. **Tina McClurkin** also reported her attendance at the Orange County Teacher of the Year Dinner and noted that in conjunction with National Kindness Week, NOCE is hosting events at each of the campuses.
- E. **Craig Goralski** reported on the recent Cypress College Academic Senate meeting and his attendance at the Fall Plenary where numerous resolutions were discussed. One theme that was highlighted was the Academic Senate of the California Community Colleges (ASCCC) priority to push for greater diversity in faculty hiring.
- F. **Kim Orlijan** also reported on her attendance at the ASCCC Plenary and shared the titles of several resolutions. ("Support Infusing Anti-Racism/No Hate Education in Community Colleges," "Include Currently and Formerly Incarcerated Youth in Equity Plans," and "Extend the Hold Harmless Provision of the Funding Formula") She reiterated that it was the "Sense of the Senate" to support the Sherbeck Field Project.
- G. **Christie Diep** noted that she is honored to serve as United Faculty President and that what the Board witnessed is the heart of the District. She stated that faculty are the foundation and trustees are the caretakers of that foundation.
- H. **Dawnmarie Neate** reported on the upcoming meeting between CSEA and District negotiating teams and the recent "Know Your Rights" session, and stated that CSEA stands in support of their sister union.
- I. **Kent Stevenson** stated that Adjunct Faculty United supports United Faculty in attaining parity with other California community colleges on salary and benefits.

- J. **Student Trustee Ester Plavdjian** reported on her conference attendance and the recent Connect2Cypress event. She also expressed her disappointment that at the last Board meeting, the Student Trustees were disregarded and the voice of the students was silenced during the EIR discussion.
- K. **Student Trustee Chloe Reyes** also stated that the Student Trustees were disregarded during the EIR discussion, and noted their voice is critical and if they are sidelined, then other students are sidelined as well.
- Board President Jeffrey P. Brown** apologized to the Student Trustees for the unintentional oversight and asked that they bring any future instances immediately to the Board's attention.
- L. **Trustee Stephen T. Blount** expressed his support for teachers and teaching.
- M. **Trustee Molly McClanahan** reported that she is reading the Cypress College Book Club selection, "White Fragility" and plans to attend the campus discussion.
- N. **Trustee Ryan Bent** also apologized to the Student Trustees for the oversight.
- O. **Trustee Barbara Dunsheath** reported on her attendance at the Accrediting Commission for Community and Junior Colleges (ACCJC) meeting and provided a written report to the Board. She highlighted several points, among them new legislation related to the baccalaureate degree and reauthorization of the Higher Education Act.

MINUTES: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Molly McClanahan to approve the Minutes of the Regular Meeting of October 22, 2019. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

ADJOURN TO RECESS: At 7:47 p.m., Board President Jeffrey P. Brown adjourned the meeting to a five-minute recess.

RECONVENE MEETING: At 7:56 p.m., Board President Jeffrey P. Brown reconvened the meeting in open session.

PUBLIC HEARING: At 7:57 p.m., Board President Jeffrey P. Brown declared the public hearing open to provide the public an opportunity to comment on the Fullerton College Sherbeck Field Improvements Project including the resolution to render immunity and exemption of the project from the City of Fullerton Zoning Ordinance/General Plan; the Final Environmental Impact Report (EIR); and the Project's Mitigation Monitoring and Reporting Program and Related CEQA Findings, and adoption of the Project.

Greg Schulz, Fullerton College President, began a short presentation that included a review of the Sherbeck Field Improvements Project objectives:

- Provides a field for the Fullerton College football program that meets California Community College Athletic Association (CCCAA) and National Collegiate Athletic Association (NCAA) requirements

- Provides field lighting
- Provides opportunity for evening classes
- Provides a press box
- Provides a storage building
- Install permanent bleachers – reduce rentals for commencement

Rachel Struglia, with Dudek, provided a brief overview of the CEQA Findings. She highlighted that “No impact or less than significant impacts” with a few in the “Less than significant impacts with mitigation” and noise and traffic fell under the “Significant and unavoidable impacts.” She also stated that the commitments in the mitigation monitoring are requirements that the District included and cannot be changed even with administration changes.

President Schulz stated that a late letter was received regarding parking during a field event. In response, Dan Kloss, with Linscott, Law & Greenspan, Engineers, shared that when campus parking observations were conducted in May 2018 they observed parking demand at the various lots closest to the field (the Lemon Parking Structure and Lots 3, 4, 5, and 6). During their Saturday observation, there was an existing demand at 11:30 a.m. of 291 spaces, and at another count at 12:30 p.m. there was an existing demand of 220 spaces. Of those lots observed, there was an existing parking supply of 2,398 spaces. Based on an average vehicle occupancy of 2.25 people per vehicle, a 4,417-seat stadium capacity would result in a parking demand of 1,964 spaces (assuming a full-capacity event with every seat filled). When combining the existing demand of 291 spaces and the 1,964 at capacity, the combined demand is 2,255 spaces. Comparing it to the parking supply of 2,398, there would be a parking surplus of 143 spaces even with a full-capacity event at the field with the parking lots and structures utilized.

Dr. Schulz also outlined the project commitments that were made in response to the concerns that were expressed, which included:

- No Fullerton College football games played on Friday evening
- No high school football games
- No field lighting for any outside groups on Saturday and Sunday
- No rentals for musical performances or concerts by outside groups
- Outside groups using the field are prohibited from using any public address or sound amplification systems
- Speaker system would not exceed 91 dBA on the field at any events

Subsequent to the presentation, the following public comments were received:

- Ben Vega** expressed his support for the addition of lights and seating on Sherbeck Field that is classified as a classroom and noted that high school fields are not NCAA approved.
- Bob Jensen**, Fullerton Resident, spoke on behalf of the improvements of Sherbeck Field and stated it was disingenuous to suggest that communication has not been ideal when the College has listened to the neighbors and addressed their concerns.
- Tanya McCrory**, Fullerton Resident, read a letter on behalf of **Clay Gaetje** stating that the Fullerton College neighbors feel that more needs to be done for a project that

will be used so little. He requested additional parameters including light usage at 25% for evening classes, cancellation of classes not meeting the minimum enrollment, and lowering seating to 2,000 with a sound system for the lower seat count.

- D. **Mary Frances Gable**, Fullerton Resident, stated that the Sherbeck Field project money would be better spent elsewhere and asked why the College needs 6,000 watts of lighting when night classes only require low-level lighting. She noted that all project objectives can be met without stadium lighting, and the Board has the power to do what it is right and vote no on the project the way it is.
- E. **Marcia Foster**, Fullerton College Faculty, shared her thoughts on how a common love of sports can bring vastly different people together and asked for the chance to have Sherbeck Field do the same.
- F. **Gina Bevec**, Fullerton College Faculty, shared her belief that the Board will make the right decision with her classroom and complete Sherbeck Field which will allow students' experiences to continue to grow.
- G. **George Stephens** noted that he grew up with **Hal Sherbeck** and expressed his support for use of the Fullerton Union High School field due to citizens' concerns. He feared that moving forward with the Sherbeck Field project would alienate constituents resulting in future Bond measures being defeated and ultimately harming future students.
- H. **Ken Bane**, Fullerton Resident, urged the Board to act responsibly and categorized the Sherbeck Field project as problematic and providing no cost savings whatsoever. He warned that the fall out related to the project would include losing trust among the community and potential costly legal action due to an EIR that would be challenged. He also alleged gender inequality and discrimination towards Fullerton College female athletes because the project benefits 91 male students at a cost of millions.
- I. **Laura Richard-Banasch**, Fullerton Resident, shared that her and her family have always been supportive of Fullerton College and bond measures, and have been good neighbors. However, her family opposes the current improvements based on the exacerbation of existing issues; the lighting and its negative impact; and concerns with the large expenditure for a small portion of the Fullerton College student body.
- J. **Craig Sherman**, Attorney retained by the neighborhood council opposed to the Sherbeck Field project, noted that law protects against impacts on neighborhoods via the CEQA process and urged the Board to consider the impacts. He referenced materials he shared with the Board earlier, and highlighted the issues that are unmitigated and the parking issues he stated were not disclosed in the EIR. He expressed hope that the Board would deny the project and reanalyze alternatives.
- K. **Yolanda Duron**, Fullerton College Faculty and Fullerton Resident, enjoy being on campus outside of her work hours and extended her support for Sherbeck Field. She stated the improvements will add value to the community and will provide one more opportunity to be healthy individuals.

- L. **Ron Dymek**, Fullerton Resident, expressed his support for the College, but stated that the EIR did not adequately address the traffic and noise impacts to the neighborhood, which would only be amplified with the project.
- M. **Garret Campbell**, Fullerton College Faculty and Head Football Coach, stated that the project is critical to him helping his students reach their full potential. He outlined issues with use of high school fields including incorrect markings that do not meet NCAA standards, having to board multiple buses for “home” games, late arrival times due to traffic, and hygiene and health concerns related to the lack of shower facilities.
- N. **Nick Arman**, Fullerton College Faculty, shared the experience of a veteran student athlete who stated that the Fullerton College football team is “an undefeated homeless team.” He stated that student athletes deserve a proper classroom and asked the Board to vote yes on the Sherbeck Field Improvement Project.
- O. **Brian Crooks**, Fullerton College Faculty and Assistant Football Coach, stated that playing football on a high school field is not safe and not allowable for playoff games, per CCCAA rules. He noted that bus and stadium rentals incur costs, and that every single football player is enrolled in a physical education class. He also cited several colleges that have built, or are building, stadiums with larger seating capacities than the proposed project and asked the Board to build Fullerton College a stadium.
- P. **Mark Pavlovich** stated that in 2002 the voters passed Measure X and is offended that money was taken for a facility that has not materialized, and urged the Board to vote yes for Sherbeck Field.
- Q. **Pam Lewin**, Fullerton College Faculty, shared that when she worked the phone banks for Measure X they would lead with a proposed 17,000-seat Sherbeck Field and stated that the neighbors in opposition would like the field impacts to affect someone else, just not them.
- R. **Naveen Kanal**, Fullerton College Faculty, stated that the College has the existing parking facilities to mitigate issues, and if they can provide free parking for events that would help ensure that there would be no parking in the neighborhoods.
- S. **Shaun Dymek**, Fullerton Resident, wanted additional information about the parking situation since that is the biggest issue for her on Princeton Circle West. She expressed concern for diminishing property values due to the stadium and asked the Board to be good stewards of taxpayer money and do the best thing, which she believes is not a stadium.

During the public hearing, Board President Jeffrey P. Brown repeated numerous times that Fullerton College has committed to free parking during their athletic events.

Upon conclusion of the public comments, it was moved by Trustee Ryan Bent and seconded by Trustee Jacqueline Rodarte to close the hearing at 9:02 p.m. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian’s advisory votes.**

Item 3.a: It was moved by Trustee Ryan Bent and seconded by Trustee Barbara Dunsheath to adopt Resolution No. 19/20-11 to render immunity and exemption of Sherbeck Field Improvements Project from City of Fullerton Zoning Ordinance/General Plan.

Board President Jeffrey P. Brown noted that on January 27, 2004 the District approved an exemption from the City of Fullerton which did not include Sherbeck Field, and that this item would extend the exemption specifically to Sherbeck Field. In the ensuing discussion, individual trustees inquired about receiving a legal opinion; outlined the steps that have taken place at the State level; the belief that the exemption regarding fields is settled law; and cited the City of Santa Cruz vs. Santa Cruz City School Board of Education case which legally supports that fields are an educational facility. **Motion carried with Trustees Bent, Brown, Dunsheath, McClanahan, and Rodarte voting yes, including Student Trustee Reyes' advisory vote; Trustee Blount voting no; and Trustee Lopez and Student Trustee Plavdjian abstaining.**

Item 3.b: It was moved by Trustee Ryan Bent and seconded by Trustee Barbara Dunsheath to adopt Resolution No. 19/20-10 to approve and certify the Final Environmental Impact Report (SCH No. 2018041025) for the Sherbeck Field Improvements Project effective November 12, 2019.

Subsequent to clarification that the motion was only to approve the Final EIR and not to take a position, and thanking all parties involved for their work, the **motion carried with Trustees Bent, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes, and Trustee Blount voting no.**

Item 3.c: It was moved by Trustee Ryan Bent and seconded by Trustee Molly McClanahan to adopt Resolution No. 19/20-12 to approve and adopt the Sherbeck Field Improvements Project Mitigation Monitoring and Reporting Program and Related CEQA Findings, and to approve and adopt the Sherbeck Field Improvements Project.

During the discussion, Trustee Molly McClanahan thanked everyone who has participated in the lengthy process and shared portions of the mitigation and monitoring requirements for the project, contained in Exhibit B, which included:

- Fullerton College will implement a lighting curfew similar to other parks and public facilities in the City of Fullerton. The only exceptions would be during the week, Monday through Thursday when college classes are in session on the field until 9:15 p.m.
- Field lighting shall not be used for any outside groups at any time on Saturday and Sunday.
- No Fullerton College football games shall be played on Friday evening.
- No high school football games shall be played at Sherbeck Field. (Exceptions may be made for temporary use during extenuating circumstances.)
- Field lighting shall not be used for outside groups at any time on Saturday and Sunday.
- No field rentals for the purpose of musical performances or concerts by outside groups or individuals will be permitted.
- The public address system is only for use by Fullerton College. Outside groups using the field are prohibited from using any public address or sound amplification systems.
- The District shall implement a Traffic Management Plan at applicable intersections. This plan shall be implemented in coordination with the City of Fullerton and requires approval

by the City Traffic Engineer and shall include as necessary the placement of police department staff or staff with equivalent training to manage traffic flow. The District will be responsible for the cost of services received.

During her comments she also defined the term student athlete and the corresponding academic requirements for intercollegiate play, thanked the College neighbors for their involvement, expressed hope that together a richer fabric could be created that celebrates all, and stated that she would like to vote for an alternative project option with 2,000 seats. Trustee Ed Lopez requested clarification on whether the Board could consider a 2,000 seat project alternative. Steven Tee, District legal counsel, advised that in order for the Board to be able to consider a reduced capacity option, the related mitigations and findings (which would include different factors) would need to be presented and that could be done at the next Board meeting. He did not provide a response to the possible scenario of the District approving the current project and then bringing back a reduced project alternative for approval, and noted that he had not seen that unusual scenario before. However, Mr. Tee did clarify that the EIR explicitly states that parking would be free during Saturday games.

Several trustees expressed interest in being presented with a scaled down project alternative at a future Board meeting. In response to a question regarding the need for another public hearing, Mr. Tee noted that while the District is not legally required to conduct a public hearing, CEQA does favor public input and it would be good practice to allow the public to comment since the Board would be presented with a new resolution and a different set of findings and differences.

Prior to casting their votes, Trustees Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte, and Student Trustees Reyes and Plavdjian, all expressed probable support and/or a preference for a reduced seating project option. **Motion carried with Trustees Bent, Brown, Dunsheath, and McClanahan voting yes, and Trustees Blount, Lopez, and Rodarte voting no, including Student Trustees Reyes and Plavdjian's advisory votes.**

PUBLIC HEARING: At 9:45 p.m., Board President Jeffrey P. Brown declared the public hearing open to provide the public an opportunity to comment on the initial reopener proposals between the District and United Faculty (CCA/CTA/NEA) and the amended reopener proposal from Adjunct Faculty United (AFT/CFT/CIO) to the District.

The following public comment was made:

- A. **Cathee Mang**, NOCE Faculty, categorized her current working conditions as similar to those of the early 20th century and shared the impact those conditions have had on her health and personal life. She also read a statement from her colleague, **Michelle Patrick-Norng**, a new NOCE Counselor, who stated that the District's compensation and benefits package fail to meet the standard and the importance of prioritizing the needs of faculty and students with the necessary change.

Upon conclusion of public comments, it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to close the public hearing at 9:49 p.m. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

Item 3.d: The Board received the successor agreement proposal from United Faculty (CCA/CTA/NEA) to the District.

Item 3.e: It was moved by Trustee Jacqueline Rodarte and seconded by Trustee Molly McClanahan to adopt the District's initial reopener proposal to United Faculty (CCA/CTA/NEA). **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustee Reyes and Plavdjian's advisory votes.**

Item 3.f: The Board received the amended reopener proposal from Adjunct Faculty United Local 6106 (AFT/CFT/CIO) to the District.

FINANCE & FACILITIES

Item 4.a: By block vote, authorization was granted to ratify purchase order numbers P0133951-P0140186 through October 10, 2019, totaling \$3,412,212.07, and check numbers C0050431-C0050717, totaling \$788,584.73; check numbers F0239594-F0241196, totaling \$490,609.31; check numbers Q0006761-Q0006823, totaling \$5,598.00; check numbers 88496501-88497607, totaling \$4,891,340.87; check numbers V0031767-V0031786, totaling \$21,133.10; check numbers 70095506-70096704, totaling \$254,941.50; and disbursements E8815135 - E8827247, totaling \$14,740,466.17, through October 31, 2019.

Item 4.b: By block vote, authorization was granted for the 2019-2020 General Fund and Capital Outlay Fund transfers netting to the amount of \$475,467 and adoption of the resolutions showing the summary, pursuant to the California Code of Regulations, Title 5, §58307.

Item 4.c: By block vote, authorization was granted to accept new revenue and to make adjustments to the General Fund and Child Development Fund revenue and expenditure budgets in accordance with the revised and new fiscal year 2019-2020 allocations totaling \$245,606 and adopt resolutions to adjust budgets to accept new revenue and authorize expenditures within the General Fund and Child Development Fund pursuant to the California Code of Regulations Title 5, Section 58308.

Further authorization was granted for the Vice Chancellor, Finance and Facilities, or the District Director, Fiscal Affairs, to execute any agreements and related documents and any amendments to modify the agreements on behalf of the District.

Item 4.d: The Board received and reviewed the District's Quarterly Financial Status Report for the quarter ended September 30, 2019, as required by §58310 of Title 5.

Item 4.e: The Board received and reviewed the Quarterly Investment Report and the Irrevocable Retiree Benefits Trust Report for the quarter ended September 30, 2019. Vice Chancellor Fred Williams noted that the report included a rather large unrealized gain, but one that the District cannot collect on.

Item 4.f: By block vote, authorization was granted to declare the attached list of items as surplus and for the Liquidation Company to conduct an auction for the sale of the surplus

items. Proceeds collected by the auction company will be split between the District (55%) and the auction company (45%).

Item 4.g: By block vote, authorization was granted to amend the agreement with Cumulus Technology Services from \$112,500 to \$163,200, an increase of \$50,700, and to extend the agreement through December 31, 2019.

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

Item 4.h: By block vote, authorization was granted to enter into an agreement with the Orange County Superintendent of Schools in the amount of \$143,325 to further fund the development of the K12 to Community College Crosswalk project. The term of the agreement will end December 31, 2020.

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

Item 4.i: By block vote, authorization was granted for Fullerton College to host lunch for the Career & Technical Education Showcase Day on December 17, 2019, at a cost not to exceed \$6,000 for 400 high school students and 100 faculty and student volunteers.

Item 4.j: By block vote, authorization was granted to enter into an agreement with Geotechnical Solutions, Inc. to provide geotechnical services during the construction phase for the new Instructional Building and Central Plant Expansion projects at Fullerton College for the duration of January 1, 2020, through December 31, 2021. The services will be based on time and materials and an on call basis in accordance with the fee schedule with an estimated cost of \$190,000. Any additional services will be billed on an hourly rate in the fee schedule, and the contract will be extended if the project goes beyond the estimated completion date.

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

Item 4.k: By block vote, authorization was granted to enter into a five-year contract with Coca-Cola to provide exclusive beverage services to Fullerton College beginning on January 1, 2020, and ending on December 31, 2025, at no cost to the campuses, with an option for an additional five-year extension upon Board approval.

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

Item 4.l: By block vote, authorization was granted for Fullerton College to host the Males Achieving Success Conference on January 15, 2020, and provide breakfast and lunch for 850 male high school students from several high school districts at a cost not to exceed \$7,500.

Item 4.m: It was moved by Trustee Stephen T. Blount and seconded by Trustee Molly McClanahan to enter into a consultant agreement with Gatzke, Dillon, & Ballance LLP in the amount of \$166,000 for legal support for the preparation of the Fullerton College Sherbeck

Field Improvements California Environmental Quality Act document. The term of the agreement commenced on May 14, 2019 and terminates on December 31, 2019. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

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

Item 4.n: It was moved by Trustee Stephen T. Blount and seconded by Trustee Molly McClanahan to approve an augment to the existing agreement with Dudek for the Fullerton College Sherbeck Field Improvements EIR in the amount of \$38,085, bringing the total contract value to \$392,675. The term of the augment shall be effective November 13, 2019, through the end of the existing agreement with Dudek, December 31, 2019. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

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

INSTRUCTIONAL RESOURCES

Item 5.a: By block vote, authorization was granted to approve the summary of curriculum changes for Cypress College, to be effective Fall 2019, Fall 2020, and Spring 2020. The curricula have been signed by the Campus Curriculum Chairperson and the College President, and have been approved by the District Curriculum Coordinating Committee.

HUMAN RESOURCES

Item 6.a: By block vote, authorization was granted for the following academic personnel matters which are within budget:

TEMPORARY CONTRACT

Armstead, LaRon	CC	Counselor Temporary Contract (100%) Pursuant to E.C. 87470 Class B, Step 1 Eff. 11/13/2019-06/30/2020
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CHANGE IN SALARY CLASSIFICATION

Oo, Jennifer	NOCE	Allied Health Non Credit Instructor From: Class C To: Class D Eff. 09/06/2019
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ADDITIONAL DUTY DAYS @ PER DIEM

Alhadeff, Andrew	CC	Head Coach, Men's Basketball	15 days
Canner, Mark	CC	Head Coach, M&W Water Polo	13 days

Mohr, Margaret	CC	Head Coach, Women's Basketball	15 days
Pinkham, Bill	CC	Assistant Coach, Women's Water Polo	8 days
Welliver, Nancy	CC	Head Coach, Women's Volleyball	13 days

PAYMENT FOR INDEPENDENT LEARNING CONTRACT

Anguelov, Katalin	CC	\$15.00
Badal, Gloria	CC	\$10.00
Maha, Afra	CC	\$15.00
McMillan, Marcus	CC	\$40.00
Mosqueda-Ponce, Therese	CC	\$50.00
Owen Driggs, Janet	CC	\$ 5.00
Pinkham, Bill	CC	\$20.00
Ramos, Jaime	CC	\$30.00
Schulps, Molly	CC	\$25.00

LEAVES OF ABSENCE

Cho, Leonard	FC	Mathematics Instructor Load Banking Leave With Pay (40.00%) Eff. 2020 Spring Semester
Jewell, Joseph	FC	Music Instructor Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 10/17/2019-12/14/2019
Landis, Lenore	CC	Chemistry Instructor Load Banking Leave With Pay (50.00%) Eff. 2020 Spring Semester
McGrew, Patrick	FC	Construction Technology Instructor Load Banking Leave With Pay (100%) Eff. 2020 Spring Semester
Mitts, Teri	CC	Radiologic Technology Instructor Load Banking Leave With Pay (6.67%) Eff. 2020 Spring Semester
Phillips, Eileen	NOCE	Non Credit Basic Skills Instructor Load Banking Leave With Pay (8.69%) Eff. 2020 Winter and Spring Trimester
Plett, Stephen	FC	Mathematics Instructor Load Banking Leave With Pay (100%) Eff. 2020 Spring Semester
Stanton, Gretchen	FC	Chemistry Instructor Load Banking Leave With Pay (41.67%)

Eff. 2020 Spring Semester

Tomooka, Craig	CC	Chemistry Instructor Load Banking Leave With Pay (5.00%) Eff. 2020 Spring Semester
Willis, Chad	FC	Music Instructor AB 2393 Parental Leave (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 10/23/2019-11/12/2019
Willis, Marc	FC	Earth Sciences Instructor Load Banking Leave With Pay (90.00%) Eff. 2020 Spring Semester

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2019 FALL SEMESTER, TRIMESTER

Ninmer, Andrew	FC	Column 1, Step 1
Obritz, Michelle	NOCE	Column 2, Step 1
Young, Sharon	CC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SUBSTITUTES

Faessel, Gregory	FC	Column 2, Step 1
Mejia, Michael	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Barajas, Olivia	FC	Guided Pathways Planning Session Stipend not to exceed \$100.00 Eff. 10/05/2019
Bonnand, George	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Burger, Markus	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Combs, Jennifer	FC	Guided Pathways Planning Session Stipend not to exceed \$100.00 Eff. 10/05/2019
Floerke, Brandon	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019

Garcia, Jessica	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Graves, Gary	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Halverson, Heather	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Hoigaard, Julia	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Hughes, Deidre	FC	Guided Pathways Planning Session Stipend not to exceed \$100.00 Eff. 10/05/2019
Montoya, Manuel	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Orlijan, Kim	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Powers, Miguel	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Rosales, Alexandria	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Sipple, Ruth	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Taylor, Matthew	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Tovar, Ana	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Tuttle, Valerie	FC	Guided Pathways Planning Session Stipend not to exceed \$100.00

Eff. 10/05/2019

Vandervort, Kimberly	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Vincent, Susan	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019
Widmann, Peter	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 10/05/2019

ACADEMIC MANAGEMENT JOB DESCRIPTION, (NEW)

Director, Educational Partnerships and Programs
Range 20
Management Salary Schedule

ACADEMIC MANAGEMENT JOB DESCRIPTION, (REVISED)

From: Director, Student Success and Support Program
To: Director, Student Equity and Success

Item 6.b: By block vote, authorization was granted for the following classified personnel matters which are within budget:

RESIGNATIONS

De La Cruz, Melissa	NOCE	Admissions & Records Tech 12-month position (100%) Eff. 11/12/2019 PN SCC908
Galaviz, Myra	FC	Financial Aid Coordinator 12-month position (100%) Eff. 11/01/2019 PN FCC600
Garcia, Michelle	FC	Temp. Special Project Dir., Educational Partnership Temporary Management Position (100%) Eff. 11/01/2019 PN FCT997

NEW PERSONNEL

Anaya, Richard	CC	Campus Safety Officer 12-month position (100%) Range 31, Step E
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		Classified Salary Schedule Eff. 11/13/2019 PN CCC827
Cao, Thong	NOCE	IT Technician I (Substitute – 100%) Range 41, Step E Classified Salary Schedule Eff. 11/01/2019 – 06/30/2020 PN SCC912
Carrillo, Alan	CC	HVAC Mechanic I 12-month position (100%) Range 34, Step E Classified Salary Schedule Eff. 11/13/2019 PN CCC729
Chacon, Benjamin	CC	Campus Safety Officer 12-month position (100%) Range 31, Step C Classified Salary Schedule Eff. 11/13/2019 PN CCC776
Guzman, Ines	CC	Campus Safety Officer 12-month position (100%) Range 31, Step D Classified Salary Schedule Eff. 11/13/2019 PN CCC876
Pascua, Rolando	NOCE	IT Technician I (Substitute – 100%) Range 41, Step E Classified Salary Schedule Eff. 11/01/2019 – 06/30/2020 PN SCC841

RECLASSIFICATION

Adakai, Ericka	FC	Executive Assistant 12-month position (100%) Range 41, Step E + 10% Longevity + PG&D
	To:	Executive Assistant II 12-month position (100%) Range 44, Step E + 10% Longevity + PG&D Classified Salary Schedule Eff. 04/01/2019 PN FCC949

Aguilera-Valdes, Violeta	NOCE	<p>Instructional Assistant/ESL 12-month position (100%) Range 36, Step E + 20% Longevity + 5% Shift</p> <p>To: Grant and Special Project Assistant 12-month position (100%) Range 41, Step 5 + 20% Longevity + 5% Shift Classified Salary Schedule Eff. 04/01/2019 PN SCC999</p>
Coman, Lidia	CC	<p>Lab Clerk, Auto Body 11-month position (50%) Range 31, Step E + 20% Longevity + PG&D</p> <p>To: Auto Shop Coordinator 11-month position (50%) Range 41, Step E + 20% Longevity + PG&D Classified Salary Schedule Eff. 04/01/2019 PN CCC965</p>
Davis, Julia	AC	<p>Administrative Assistant I 12-month position (100%) Range 33, Step C + PG&D Classified Salary Schedule</p> <p>To: Human Resources Technician 12-month position (100%) Range 36, Step C + PG&D Classified Salary Schedule Eff. 04/01/2019 PN DEC985</p>
Justice, Summer	CC	<p>Administrative Assistant II 12-month position (100%) Range 36, Step D</p> <p>To: Student Services Coordinator 12-month position (100%) Range 43, Step D Classified Salary Schedule Eff. 04/01/2019 PN CCC929</p>
Kagawa, Marcie	CC	<p>Campus Marketing/Outreach Assistant 12-month position (100%) Range 36, Step C + PG&D</p> <p>To: Communications Specialist</p>

12-month position (100%)
 Range 40, Step C + PG&D
 Classified Salary Schedule
 Eff. 04/01/2019
 PN CCC722

Kelly, Sharon FC Executive Assistant
 12-month position (100%)
 Range 41, Step E + 10% Longevity + PG&D

To: Executive Assistant II
 12-month position (100%)
 Range 44, Step E + 10% Longevity + PG&D
 Classified Salary Schedule
 Eff. 04/01/2019
 PN FCC662

McLellan, Melisa FC Executive Assistant
 12-month position (100%)
 Range 41, Step E + 10% Longevity

To: Executive Assistant II
 12-month position (100%)
 Range 44, Step E + 10% Longevity
 Classified Salary Schedule
 Eff. 04/01/2019
 PN FCC966

VOLUNTARY CHANGES IN ASSIGNMENT

Garrett, Taylor CC Administrative Assistant III
 12-month position (100%)
 PN CCC694

Permanent Lateral Transfer
 To: Administrative Assistant III
 12-month position (100%)
 Eff. 11/18/2019
 PN CCC686

Kelly, Sharon FC Executive Assistant II (100%)

Extensions of Temporary Change in Assignment
 To: Executive Assistant III
 12-month position (100%)
 Range 30C, Step F + 10% Longevity + PG&D
 Confidential Salary Schedule
 Eff. 01/31/2020 – 02/14/2020

Patterson, Ryan FC Administrative Assistant I (100%)

Extension of Temporary Change in Assignment
 To: Theater Technician
 12-month position (100%)
 Range 41, Step B + 20% Longevity + PG&D
 Classified Salary Schedule
 Eff. 09/27/2019 – 02/29/2020

PROFESSIONAL GROWTH & DEVELOPMENT

Yiv, Muninando	FC	Administrative Assistant I (100%) 3 rd Increment (\$400) Eff. 07/01/2020
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STIPEND FOR ADDITIONAL MANAGEMENT DUTIES

Adakai, Erika	FC	Executive Assistant II (100%) 10% Stipend Eff. 11/13/2019 – 01/31/2020
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STIPEND FOR ADDITIONAL AMINISTRATIVE DUTIES

Griffith, Devin	AC	IT Technician II (100%) 6% Stipend Eff. 11/13/2019 – 06/30/2020
Hsieh, Larry	AC	IT Security Analyst/System Administrator (100%) 6% Stipend Eff. 11/13/2019 – 06/30/2020
Schneider, Gary	AC	IT Technician II (100%) 6% Stipend Eff. 11/13/2019 – 06/30/2020

LEAVES OF ABSENCE

Anaya De Guerra, Miryam	NOCE	Instructional Aide, High School Lab (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 10/08/2019 – 10/22/2019 (Consecutive Leave)
Ebright, Jami	FC	Accounting Technician (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 10/25/2019 – 04/10/2020 (Intermittent Leave)

Miller, Jefferson	FC	Groundskeeper (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 10/16/2019 – 09/27/2020 (Intermittent Leave)
Park, Lily	NOCE	Admissions and Records Specialist (100%) Family Medical Leave (FMLA/PDL/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 11/13/2019 – 02/01/2020 (Consecutive Leave)
Skratulia, Heather	FC	Interpreter Coordinator (100%) Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 10/31/2019 – 01/30/2020 (Consecutive Leave)
Toral, Celina	CC	Facilities Custodian I (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 10/12/2019 – 11/12/2019 (Consecutive Leave)
Williams, Richard	AC	District Director, Facilities, Planning and Construction (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 09/18/2019 – 10/18/2019 (Consecutive Leave)
Wollenberg, Daniel	CC	Campus Safety Officer (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness Leave and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 10/21/2019 – 11/01/2019 (Consecutive Leave) Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 11/04/2019 – 01/17/2020 (Consecutive Leave)

NEW CLASSIFIED JOB DESCRIPTION

Communications Specialist
Range 40
Classified Salary Schedule

Student Services Coordinator
Range 43
Classified Salary Schedule

Executive Assistant II
Range 44
Classified Salary Schedule

Item 6.c: By the block vote, authorization was granted for the assignment of professional expert personnel per the professional expert listing.

(See Supplemental Minutes #1245 for a copy of the professional expert personnel listing.)

Item 6.d: By the block vote, authorization was granted for the hourly personnel per the hourly personnel listing.

(See Supplemental Minutes #1245 for a copy of the hourly personnel listing.)

Item 6.e: By the block vote, authorization was granted for the assignment of volunteers per the volunteer listing.

(See Supplemental Minutes #1245 for a copy of the volunteer listing.)

Item 6.f: The Board received and reviewed the District's Institutional Commitment to Diversity Five Year Report 2014/15 – 2018/19. Arturo Ocampo, District Director, Equity and Compliance, conducted a short presentation and highlighted the following:

- Diversity in recruitment, hiring, and District demographics show a consistent upward trend over the last 5 years. The exception to this trend is a dip in diverse applications and hiring between 2017-18 and 2018-19.
- NOCCCD employees continue to be more diverse than the state average and more diverse than the Community College Districts in our local area.
- New disaggregated faculty data by department will allow us to target specific areas where diversity is lacking.
- NOCCCD has implemented several initiatives in 2018-19 to meet the District's goal of a diverse and inclusive learning and working environment. Recommendations for 2019-20 have been made to address areas where underrepresentation exists.

Mr. Ocampo also shared statistical data related to District full-time faculty applicants and new hires by race/ethnicity; trends in full-time faculty applicants and new hires by race/ethnicity; applicants and new hires by race/ethnicity; comparative data for student vs employee and for the District vs. local community colleges by race/ethnicity; trends in employee race/ethnicity; racial/ethnic trends of employees by institution; trends in employee gender; trends in percentage of female employees by institution; EEO6 occupational categories by demographics for Fall 2018; and faculty data disaggregated by division and department.

The District diversity highlights for 2018-19 presented included the Future Instructor Training Program (FIT); the Diversity and Inclusion Faculty Fellows; the Pluralism, Inclusion, and

Equity Series (PIE); the Inclusive Curriculum Transformation Seminar – 2019; and changes in the hiring and screening process.

Mr. Ocampo concluded his presentation with the following recommendation highlights:

- Where it is determined in what departments/divisions underrepresentation exists amongst faculty, the President/Provost, or their designee, will require the department or division to develop a plan designed to recruit, hire, and retain diverse faculty.
- The Office of Diversity and Compliance will expand the 2018-19 list of professional affinity groups, list serves, and other free or low cost locations to advertise positions.
- Develop mechanisms to increase the diversity of the adjunct pool.
- Collect disaggregated data on who receives tenure district-wide.
- Begin disaggregating and analyzing staff demographics by division and department.

In the ensuing discussion, Mr. Ocampo addressed questions regarding factors that are moving the needle and increasing diversity; consideration of adding classified staff to the adjunct faculty pool in order to diversify it; methods to increase the adjunct faculty hiring pool; tracking of the pool; the academic semester that the data was compiled from; to what extent the District is intentionally targeting graduate programs; whether exit interviews take place and if anything has been gleaned from them; how faculty hires for NOCE can be increased; and the need to take a serious look at the District's adjunct faculty hiring process and structure in order to increase diversity.

(See Supplemental Minutes #1245 for a copy of the report and presentation.)

GENERAL

Item 7.a: The Board directed that the agenda for November 26, 2019 include the establishment of December 10, 2019, as the date of its Organizational Meeting and received as information the tentative dates for Board meetings in 2020, along with the dates of national and state conferences and conventions.

In reviewing the Tentative Board Meeting Calendar for 2020, the Board requested that the first meetings in the months of January and July be cancelled, and that the first meeting in August be marked as tentative, with the meeting only taking place if deemed necessary.

Item 7.b: The Board received and reviewed, as information items, the following revised Administrative Procedures which were approved by the District Consultation Council on October 28, 2019:

- AP 3280, Grants
- AP 3300, Public Records
- AP 3310, Records Retention and Destruction

The ensuing discussion included inquiries regarding AP 3280 and clarification regarding the concept paper that is referenced is an actual District form.

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

Item 7.c: The Board received the following proposed, revised Board Policies as a first reading and directed that they be placed on a future Board meeting agenda for action:

- BP 3280, Grants
- BP 3300, Public Records
- BP 3310, Records Retention and Destruction
- ~~BP 6360~~ [AP 7400](#), Travel [and Conference Attendance](#)
- BP 7400, Travel and Conference Attendance

During the discussion, several inquiries were made regarding AP 7400, and it was requested that the terms helicopters and limousines be stricken from Section 5.2.3 before returning for Board consideration.

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

Item 7.d: Board President Jeffrey P. Brown asked if there were any requests for potential future Board agenda items. The general consensus of the Board was to bring forward an agenda item for a reduced Sherbeck Field stadium option with the necessary related materials. Trustee Molly McClanahan also requested, at some point in the future, an item to discuss issues related Title IX.

CLOSED SESSION: At 10:38 p.m., Board President Jeffrey P. Brown adjourned the meeting to closed session per the following sections of the Government Code and stated there would not be a readout.

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

Per Section 54957: PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

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

Per Section 59338: FINAL DISTRICT DECISION; APPEALS TO LOCAL GOVERNING BOARD.

RECONVENE MEETING: At 11:50 p.m., Board President Jeffrey P. Brown reconvened the meeting in open session.

ADJOURNMENT: At 11:50 p.m., it was moved by Trustee Jacqueline Rodarte and seconded by Trustee Stephen T. Blount to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, McClanahan, and Rodarte voting yes.**