

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

February 25, 2020

The Board of Trustees of the North Orange County Community College District met for its Regular Meeting on Tuesday, February 25, 2020, at 5:30 p.m. in the Anaheim Campus Board Room.

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

**TRUSTEE ROLL CALL:** Present: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Jacqueline Rodarte, and Student Trustees Ester Plavdjian and Chloe Reyes. Absent: None.

**RESOURCE PERSONNEL PRESENT:** Cheryl Marshall, Chancellor; 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; Melissa Medich, representing Adjunct Faculty United; and Alba Recinos, Recording Secretary.

**OTHER ADMINISTRATORS AND EMPLOYEES PRESENT:** Maha Afra, Gloria Badal, Linda Borla, Melisa Chteoui, Paul de Dios, Flor Huerta, Marcia Jeffredo, Alex Porter, Liz Putman, and Joe Vasquez from Cypress College; Mohammad Abdel Haq, Naomi Abesamis, Albert Abutin, Freddy Aguilar, Azin Biatani, Sandra Chavez, Janine Cirrito, Gil Contreras, Archie Delshad, Rod Garcia, Monica Hagmeier, Elaine Lipiz Gonzalez, Jana Jenkins, Jennifer LaBounty, Marwin Luminarias, Lisa McPheron, Jennifer Merchant, Jose Ramon Nuñez, Catherine Osborne, Rhett Price, Joe Ramirez, Melissa Serrato, Matt Taylor, John Tebay, Antoinette Triefenbach, Carolyn Whelchel, and Dani Wilson from Fullerton College; Karen Bautista, Terry Cox, Dulce Delgadillo, Vivian Giang, Monica Gomez, Martha Gutierrez, Cathy Johnson, Elaine Loayza, Cathy Mang, Raquel Murillo, Jane Okerlund, Jennifer Perez, Katherine Pham, and Martha Turner from North Orange Continuing Education; and Carmen Aiken, Joseph Aranda, Cora Baldovino, Simone Brown-Thunder, Julia Davis, Victoria Deemer, Luisa De Santiago, Adela Gonzalez, Melissa Hesson, Stela Keri, Kim Kimble, Julie Kossick, Arturo Ocampo, Pamela Spence, Chelsea Salisbury, Amita Suhrid, Jeanne Tran, and Rick Williams from the District Office.

**VISITORS:** Xavier Contreras, Nickolas Currentan, Raymond Dinh, Phil Dykstra, and Rod Lusch.

**COMMENTS: MEMBERS OF THE AUDIENCE:**

- A. **Dawnmarie Neate**, CSEA Chapter #167 President, made a statement for the record regarding the lack of District response to her multiple Board agenda inquiries related to hiring of hourly employees and professional experts and cited examples of the outsourcing of classified work in violation of Ed Code 88003. She asked that the Board look at the personnel listing prior to simply approving it by block vote.

(See Supplemental Minutes #1250 for a copy of the statement.)

- B. **Liz Putman**, Cypress College Faculty, shared the impact of what could occur if recent nursing graduates don't get to practice the necessary skills due to non-working or proper equipment, the anticipated amount of nurses who will leave the workforce in the next 10 years, and the need for those experienced nurses to teach students. She stated that the Cypress College labs are in disrepair and the nursing program does not have the space and equipment to teach students.

- C. **Stela Keri**, District Services Staff, spoke in support of the reclassification of **Julie Kossick** which followed the process outlined in AP 7240-13, Management Employee Classification Review, and was approved and recommended by the committee. Historically the Board has approved the reclassifications for all groups and she urged them to remain consistent as a matter of fairness.

(See Supplemental Minutes #1250 for a copy of the statement.)

- D. **Tyler Noland**, District Services Staff, read a statement on behalf of an NOCE Manager in support of **Julie Kossick**, describing her as helpful, responsive, and insightful while working on long-standing items that were ultimately resolved, and an asset to the organization.

- E. **Elaine Loayza**, NOCE Classified Employee, addressed the Board to express her support for the reclassification process which she deemed fair and legitimate. She also drew attention to the level of respect toward classified employees by management which has included micromanagement, lack of support, no involvement in decision-making, retaliation, and not incorporating the District's mission and vision in their management style.

- F. **Martha Gutierrez**, NOCE Dean of Instruction, noted her support for **Julie Kossick** and highlighted her professional expertise which has been invaluable on several matters, her resourcefulness, thoroughness, and integrity.

- G. **Martha Turner**, NOCE Manager, expressed her appreciation of working with **Julie Kossick** who has provided guidance on contract administration, training, and policy. She noted her service, expertise, and efforts to answer questions in support of her program and expressed support for Ms. Kossick's reclassification.

- H. **Joseph Aranda**, District Services Staff, read a statement for an NOCE DSS Manager, echoing the sentiments of support for **Julie Kossick** and the service she provides.

- I. **Carmen Aiken**, District Services Staff, supported the reclassification of **Julie Kossick** and described her leadership skills and her ability to use her legal and

procedural knowledge to help others understand and navigate processes. She urged the Board to examine all of the facts when making a determination.

- J. **Cathy Johnson**, NOCE Staff, expressed her support for **Julie Kossick** and shared her experiences working with her on the District Benefits Committee and the classified reclassification committee. She expressed her sadness that people are attempting to deny her position after it occurred through the management reclassification process.
- K. **Simone Brown Thunder**, District Manager of Human Resources, made a statement for the record in support of the reclassification of **Julie Kossick** to Associate Vice Chancellor of Human Resources. As a member of Ms. Kossick's classification review committee, she highlighted the process followed, exactly as written in AP 7240-13, which is designed to appropriately classify and compensate employees for the work they perform. Should the Board not approve the recommendation, the work would need to be done by outside counsel at a cost far exceeding the reclassification costs. To date, all reclassifications have been approved by the Board and she noted that it would be detrimental to not follow approved procedures.

(See Supplemental Minutes #1250 for a copy of the statement.)

- L. **Amita Suhrid**, District Director of Professional Development, read a statement for the record asking the Board to support the reclassification of **Julie Kossick** and shared how she has benefited from Ms. Kossick's legal expertise. She highlighted how the process was followed and approved by administration. She questioned why this reclassification is being questioned when all others have been approved by the Board, and cautioned them against setting a precedent that disregards established processes and procedures.

(See Supplemental Minutes #1250 for a copy of the statement.)

- M. **Mohammad Abdel Haq**, cited District Administrative Procedure AP 7240-13, noting portions that are not grounds for reclassification, but rather a job description update because it only evaluates job content. He expressed concerns of reclassifications and salary increases during impasse. He stated that more information regarding the NOCE reorganization and the reclassification is needed on the process and the changes that are taking place.
- N. **Arturo Ocampo**, District Director of Equity & Compliance, read a statement for the record in support of his colleague, **Julie Kossick**, who he stated performs work that would be done by attorneys within other organizations. He noted that she is worthy of a reclassification, which is an equitable way to honor the work and responsibility of employees, and that reclassification falls under the open recruitment exceptions of Title 5 Section 53021(c)(3).

(See Supplemental Minutes #1250 for a copy of the statement.)

- O. **Rhett Price**, Fullerton College Faculty, addressed the Board to cite examples of previous administration promises for comparability with no progress to date. He stated those promises have been part of the collective bargaining agreement and

become a legal obligation for trustees to honor. He also reminded the Board that they are honor bound to the legal obligations entered into by the District and failure to do so allows the faculty to strike or pursue legal action.

P. **Gloria Badal**, Cypress College Faculty, read a letter from another faculty member expressing the need for well-trained students and compensating faculty for what their skills are worth.

Q. **Archie Delshad**, Fullerton College Faculty, read a letter from **Jacob Sapiro**, Fullerton College Faculty, stating that it is evident that the Board has been violating the trust of the voters and accused them of fiduciary mistrust. He alleged that instead of providing employees with the COLA that the State provides for the cost of inflation, the Board has put the money in a trust fund to fund the Chancellor's pet projects.

(See Supplemental Minutes #1250 for a copy of the statement.)

R. **Xavier Contreras** and **Nickolas Currentan**, Cypress College Students, made a statement for the record that included a poem and respect for faculty.

(See Supplemental Minutes #1250 for a copy of the statement.)

S. **Maha Afra**, Cypress College Faculty, echoed the comments in support of faculty.

**BLOCK VOTE APPROVAL OF NON-PERSONNEL ITEMS:** It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Jacqueline Rodarte that the following non-personnel items be approved by block vote with the noted correction to Item 3.b:

Finance & Facilities: 3.b

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

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

Human Resources: 5.a, 5.c, 5.d, 5.e

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

## **CHANCELLOR'S REPORT**

A. **Fullerton College "State of the College" Presentation:** As part of the Chancellor's Report, **Greg Schulz**, Fullerton College President, presented the Fullerton College "State of the College" which highlighted campus achievements that included:

- Fullerton College ranked number one in transfers to the CSU system, including being ranked first in transfers for Latinos
- The awarding of 2,924 associate degrees last year

- An 84.4% course completion rate
- A decrease in below college-level English and Math courses due to the AB 705 implementation
- Welcoming North Orange Promise students to Fullerton College
- Growth of Pledge and Promise Program
- Student athletes
- Launch of the Fullerton Education Partnership
- Partnership with Pathways of Hope to expand the number of students served
- The \$1 million State budget allocation to support the Welding Program facilitated by Assemblywoman Sharon Quirk-Silva.
- The growth of educational pathways with local high school districts
- Offering 137 dual enrollment class sections at 21 high schools
- Offering the first Spanish language Media Certificate in California
- Innovative curriculum including the Drone Technology Program
- The campus UMOJA Program and A2MEND Chapter
- The OCTA Bus Pass Program with over 2,300 students participating
- The development of guided pathways with faculty, staff, and student engagement
- A focus on becoming an equity minded and race conscious college
- The Kindness Campaign led by the Classified Senate

Dr. Schulz thanked the campus faculty and staff for their contributions and concluded the presentation by sharing a video highlighting Commencement 2019.

(See Supplemental Minutes #1250 for a copy of the presentation.)

## COMMENTS

- A. **Valentina Purtell** reported that pursuant to Title 5, Article 53021, she requested the reorganization of the NOCE Dean positions in response to the significant growth of the school whose student count, shared governance structure, and scope of academic programs, student services, and institutional research are comparable to a credit college. As part of its Alignment Plan, NOCE adopted a management structure that reduces duplicative representation efforts, eliminates the Wilshire Center dean position, and divides those responsibilities among the two remaining Deans, Registrar, and Provost, with additional oversight duties assigned to the Deans. She noted that per NOCE established processes, the reorganization request was presented at the Budget Committee, Academic Senate, and Provost's Cabinet, and thanked the Board for approving the reorganization.
- B. **JoAnna Schilling** commended Fullerton College for their excellent presentation. She reported that the upcoming Americana Awards have the highest sponsorships ever achieved and reported on her attendance at the "Every Student Succeeding!" event for Cypress schools.
- C. **Lisa Gaetje** reported that District management employees have inquired about the reclassification and reorganization items on the agenda and noted that the current appointment process to the reclassification committee will be revisited. She noted that DMA has long expressed concern about position control and salary placement, with current ad hoc committees looking at recommendations to policies regarding

initial salary placement, evaluations, and onboarding. DMA is in the process of completing a districtwide manager climate survey to address several concerns.

- D. **Tina McClurkin** reported that NOCE will host the March 6 State Academic Senate Executive Committee meeting at the Anaheim Campus, and that NOCE is on track and moving forward with its distance education plan and with its first distance education certification training taking place during spring break.
- E. **Craig Goralski** reported that at its most recent meeting, the Cypress College Academic Senate approved a new LGBTQ liaison position in support of faculty, staff and students, received dual enrollment information from **Stephanie Teer** and **Henry Hua**, and added an April 2 meeting specifically to have a conversation about the Educational and Facilities Master Plan (EFMP) with the consultants. He reported that at the EFMP Steering Committee meeting significant changes and additions to the Cypress College facilities were shared and the Senate expects those changes to be discussed with faculty and those affected.
- F. **Kim Orlijan** expressed her pride in working at Fullerton College and being part of that community.
- G. **Christie Diep** reported that another mediation session is scheduled on March 2 between United Faculty and the District. She stated that the Board has the ultimate say on decisions that impact faculty on a daily basis and are disconnected from faculty and staff needs. She asked why they are being treated that way and if it is more valuable to hoard money than to invest in faculty and students.
- H. **Dawnmarie Neate** stated that she reread the Collective Brain Trust report dated April 9, 2018 and that among all of the recommendations cited, the District chose the NOCE reorganization, instead of classified position control which is a disservice to classified employees. CSEA has been working with Julie Kossick on this, but with no support there has been no traction. She stated that communication, sensitivity, and timing to management changes, and awareness of the impact on bargaining groups are necessary.
- She also provided a report on behalf of **Melissa Medich**, with Adjunct Faculty United, who had to leave to teach an evening class. Adjunct Faculty United is hosting its Executive Board meetings at all campuses to increase discussion participation and thanked the District for providing them with office space at the Anaheim Campus.
- I. **Student Trustee Chloe Reyes** expressed her excitement and pride to see all of the opportunities and resources that Fullerton College offers.
- J. **Student Trustee Ester Plavdjian** reported that voting on the OCTA Bus Pass Program would take place on February 25 and 26 at Cypress College, that a delegate assembly and KinderCaminata would be on February 28, and that ten Associated Students would be attending the Americana Awards on February 29.
- K. **Trustee Barbara Dunsheath** reported on her attendance at an accreditation symposium for the State Academic Senate and was happy to see district teams there. She also shared that Mt. San Jacinto College has an equity pledge.

- L. **Trustee Jacqueline Rodarte** cited an ACCT "Trustee Quarterly" article about the power of the census that referenced things that staff might want to look at.
- M. **Trustee Stephen T. Blount** reported on his attendance at the Orange County Community Colleges Legislative Task Force meeting.
- N. **Trustee Ryan Bent** reported on his attendance at the Fullerton College Instructional Building Groundbreaking and his plan to attend the Americana Awards.

**MINUTES:** It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Stephen T. Blount to approve the Minutes of the Regular Meeting of February 11, 2020. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

### **FINANCE & FACILITIES**

**Item 3.a:** It was moved by Trustee Ed Lopez and seconded by Trustee Stephen T. Blount to set the nonresident tuition fee for the 2020-21 school year for the North Orange County Community College District at \$290 per unit with an additional charge for capital outlay of \$33 per unit, pursuant to Education Code §76140 and §76141. This results in \$38 per-unit increase effective for all course terms beginning or ending on or after July 1, 2020.

During the discussion, trustees discussed a surplus in the non-resident tuition account, setting the rate based on the actual costs instead not the statewide average due to steep increases in the past few years, the effective date of the increase, how the funds are budgeted, whether the District has always used the statewide average, the proportion of non-resident students from other countries and other states, the non-tuition rate helping to subsidize course offerings, the tuition cost not including the cost of student support services, the impact of rate increases on the ability to attract more students, and a lower rate potentially not covering the cost of instruction.

It was then moved by Trustee Ed Lopez and seconded by Trustee Stephen T. Blount to amend the original motion to set the nonresident tuition fee for the 2020-21 school year for the North Orange County Community College District at \$265 per unit with an additional charge for capital outlay of \$33 per unit, pursuant to Education Code §76140 and §76141. This results in \$13 per-unit increase effective for all course terms beginning or ending on or after July 1, 2020. **Motion carried with Trustees Blount, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes, and Trustees Bent and Brown voting no.**

Any student who can demonstrate economic hardship or who is a victim of persecution or discrimination in the country in which the student is a citizen and resident is exempt from the capital outlay fee. To qualify under the economic hardship waiver, a student must demonstrate a "hardship" that encompasses the financial circumstances of a person who is a recipient of benefits under the Assistance for Needy Families Program, the Supplemental Income/State Supplementary Program, or a general assistance program.

**Item 3.b:** By block vote, authorization was granted to renew the consultant agreement with Nossaman LLP in the amount of \$6,500 per month for a set fee monthly retainer and direct

expenses not to exceed \$2,000 per year beginning on February 1, 2020 through January 31, 2022, for a total amount not to exceed \$80,000 per year.

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

**Item 3.c:** The Board received and reviewed information regarding the Guaranteed Maximum Price Agreement, Target Value Progressive Design Build for the new Instructional Building and Central Plant Expansion/Replacement at Fullerton College.

## **INSTRUCTIONAL RESOURCES**

**Item 4.a:** The Board received and reviewed the Fullerton College Guided Pathways Scale of Adoption Assessment (SOAA) progress report.

During the discussion, the Guided Pathways Committee Chairs were acknowledged and thanked for helping to reshape the discussion away from how we get students ready for college, and instead moving to how colleges are ready for students. Trustee Barbara Dunsheath requested data on the impact of AB 705 on success rates.

## **HUMAN RESOURCES**

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

### RETIREMENTS

Dominguez, Maria Carmen	CC	Vice President, Instruction Eff. 07/01/2020 PN CCM952
Sipple, Ruth	FC	Learning Disabilities Specialist Eff. 07/01/2020 PN FCF738

### REORGANIZATION

Bautista, Karen	NOCE	Dean, NOCE Instruction and Student Services 12-month position (100%) Range 32, Column G Management Salary Schedule PN SCM994
	To:	NOCE Vice President, Instruction 12-month position (100%) Range 37, Column G Management Salary Schedule PN SCM994 Eff. 03/01/2020



Purtell, Valentina	NOCE	Provost 12-month position (100%) Step E – Provost Executive Officer Salary Schedule PN SCX999
	To:	NOCE President 12-month position (100%) Step E – Vice Chancellor/President Executive Officer Salary Schedule PN SCX999 Eff. 03/01/2020
Torres-Gutierrez, Martha	NOCE	Dean, NOCE Instruction and Student Services 12-month position (100%) Range 32, Column G Management Salary Schedule PN SCM979
	To:	NOCE Vice President, Student Services 12-month position (100%) Range 37, Column G Management Salary Schedule PN SCM979 Eff. 03/01/2020

#### EXTENSION OF TEMPORARY MANAGEMENT CONTRACT

Adakai, Ericka	FC	Interim Director, Educational Partnerships and Programs Range 20, Column A + PG&D (100%) Management Salary Schedule Eff. 07/01/2020-12/31/2020
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#### CHANGE IN SALARY CLASSIFICATION

Khoshnoud, Farbod	CC	Engineering Instructor (ADJ) From: Column 1, Step 1 To: Column 3, Step 1 Eff. 01/27/2020
Lincoln, James	CC	Physics Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 01/27/2020
Rafferty, Jennifer	CC	Dental Hygiene Instructor Temporary Contract (100%) From: Class B, Step 1 To: Class C, Step 10

Eff. 01/23/2020-05/23/2020

Stahl-Kovell, Daniel	FC	History Instructor (ADJ) From: Column 1, Step 1 To: Column 2, Step 1 Eff. 01/27/2020
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ADDITIONAL DUTY DAYS @ PER DIEM

Baum, Chad	FC	Head Coach, Baseball	15 days
Bevec, Gina	FC	Head Coach W's Track & Field	15 days
Duron, Yolanda	FC	Head Coach, Tennis	13 days
Lewin, Pam	FC	Head Coach, Lacrosse	13 days
Plum, Alix	FC	Director of Dance Productions	4 days
Price, Rhett	FC	Assistant Coach, Swim/Dive	8 days
Rosa, Melanie	FC	Director of Dance Productions	4 days
Sheil, Sean	FC	Head Coach, Men's Track & Field	15 days
Webster, Perry	FC	Assistant Coach, Baseball	15 days

LEAVES OF ABSENCE

Cho, Leonard	FC	Mathematics Instructor Load Banking Leave With Pay From: 40.00% To: 33.78% Eff. 2020 Spring Semester
Garcia, Amy	FC	Reading Instructor Load Banking Leave With Pay (26.67%) Eff. 2020 Spring Semester
Payne, John	CC	English Instructor Load Banking Leave With Pay (20.00%) Eff. 2020 Spring Semester
Pimentel, Sylvia	FC	Counselor Family Medical Leave (FMLA/CFRA) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 01/22/2020-02/09/2020
Rossi, Nicole	FC	Mathematics Instructor Family Medical Leave (FMLA/PDL) (100%) Paid Leave using Regular and Supplemental Sick Leave until Exhausted; Unpaid thereafter Eff. 02/21/2020-03/21/2020
Sonne, Kathryn	CC	English Instructor Load Banking Leave With Pay (34.00%) Eff. 2020 Spring Semester

Spooner, Stephanie	CC	Biological Science Instructor Rescind Load Banking Leave With Pay Eff. 2020 Spring Semester
St. John, Paul	FC	Accounting Instructor Load Banking Leave With Pay (3.33%) Eff. 2020 Spring Semester

TEMPORARY ACADEMIC HOURLY-INSTRUCTIONAL-2020 SPRING SEMESTER,  
WINTER/SPRING TRIMESTER

Byrd, Austin	FC	Column 1, Step 1
Rickrode, Taylor	FC	Column 1, Step 1
Stawniczy, Peter	FC	Column 1, Step 1
Turner, Sara	CC	Column 1, Step 1
Widelitz, Nathaniel	FC	Column 1, Step 1

TEMPORARY ACADEMIC HOURLY-NONINSTRUCTIONAL

Sin, Monica	CC	Column 1, Step 1
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TEMPORARY ACADEMIC HOURLY-SPECIAL SERVICES

Abdel Haq, Mohammad	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Aguirre, Crystal	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Anderson, James	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Ashenmiller, Josh	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
		Education & Facilities Master Plan Steering Committee Meeting Stipend not to exceed \$125.00 Eff. 01/10/2020
Avant, James	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Base, Melissa	FC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar

		Stipend not to exceed \$300.00 Eff. 01/13/2020-01/16/2020
Bonnand, George	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Cabag, Valerie	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Chan, Judy	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Cherney, Julia	CC	Dental Hygiene Administrative Time Column 2 Lecture Rate, Overload Teaching Hourly Salary Schedule Not to exceed 15 hours Eff. 01/27/2020-03/20/2020
Costello, Jeanne	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Craig, Dale	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Desmond, Daniel	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Dixon, Christopher	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Draskovich-Long, Lisa	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Falb, Carla	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Fraser, Cara	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020

Gacia, Amy	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Glennie, Megan	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Gomez-Velazquez, Michelle	FC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar Stipend not to exceed \$300.00 Eff. 01/13/2020-01/16/2020
Gonzalez, Ryan	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Goralski, Craig	CC	Education & Facilities Master Plan Steering Committee Meeting Stipend not to exceed \$125.00 Eff. 01/10/2020
Gould, Sam	CC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar Stipend not to exceed \$300.00 Eff. 01/13/2020-01/16/2020
Harter-Johnson, Danashanti	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Hendrix, Jeff	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Hughes, Deidre	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Ishibashi, Jane	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Kar, Rosie	FC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar Stipend not to exceed \$300.00 Eff. 01/13/2020-01/16/2020
Kelley, Michael	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00

Eff. 01/22/2020

King, Hailey	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
King, Katie	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Laos, Robert	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Martinez, Gabriel	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Matulich, April	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Mays-Larson, Phyllis	CC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar Stipend not to exceed \$300.00 Eff. 01/13/2020-01/16/2020
McLaren, Erin	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Medina, Ashlyn	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Mendoza, Marian	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Miller, Joy	NOCE	Education & Facilities Master Plan Steering Committee Meeting Stipend not to exceed \$125.00 Eff. 01/10/2020
Mortenson, Autumn	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Nelson, Lisa	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00

Eff. 01/22/2020

Nobles, Stephanie	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Oda, Maritess	CC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar Stipend not to exceed \$300.00 Eff. 01/13/2020-01/16/2020
Olszewski, Jerry	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Orlijan, Kim	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
		Education & Facilities Master Plan Steering Committee Meeting Stipend not to exceed \$125.00 Eff. 01/10/2020
Patrick-Norng, Michelle	NOCE	Education & Facilities Master Plan Steering Committee Meeting Stipend not to exceed \$125.00 Eff. 01/10/2020
Powers, Miguel	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Rafferty, Jennifer	CC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar Stipend not to exceed \$300.00 Eff. 01/13/2020-01/16/2020
Rangel-Alvarado, Alvin	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Robinson, David	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
See, Roger	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020

Sheffield, Mark	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Silverman, Rachel	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Snyder, Pete	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Sung, Lihuei	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Taylor, Matt	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Thibodeau, Jason	CC	Education & Facilities Master Plan Steering Committee Meeting Stipend not to exceed \$125.00 Eff. 01/10/2020
Tovar, Ana	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Tucker, Alba	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Vandervort, Kim	FC	Guided Pathways Planning Session Stipend not to exceed \$200.00 Eff. 12/18/2019
Velasco, Kendra	CC	Dental Hygiene Administrative Time Column 2 Lecture Rate, Overload Teaching Hourly Salary Schedule Not to exceed 15 hours Eff. 01/27/2020-03/20/2020
Ward, Michael	FC	Physical Education Adjunct Faculty Meeting Stipend not to exceed \$25.00 Eff. 01/22/2020
Way, Chase	FC	Infusing Diversity, Equity & Inclusion in Curriculum Seminar



Stipend not to exceed \$300.00  
Eff. 01/13/2020-01/16/2020

Wilson, Marcus                      FC      Guided Pathways Planning Session  
Stipend not to exceed \$200.00  
Eff. 12/18/2019

**Item 5.b:** It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Barbara Dunsheath to authorize the following classified personnel matters listing that is within budget:

RETIREMENT

Vazquez, Federico              CC              Facilities Custodian I  
12-month position (100%)  
Eff. 04/01/2020  
PN CCC819

NEW PERSONNEL

Barmaki, Negin                      FC              Admissions and Records Coordinator  
12-month position (100%)  
Range 40, Step D  
Classified Salary Schedule  
Eff. 03/02/2020  
PN FCC575

PROMOTION

Delgadillo, Dulcemonica      NOCE              Sr. Research & Planning Analyst  
12-month position (100%)  
PN SCC856

To:      Director, Institutional Research & Planning  
12-month position (100%)  
Range 30, Column B  
Management Salary Schedule  
Eff. 03/01/2020  
PN SCM975

Santiago Pacheco,  
Rodrigo                      FC              Facilities Custodian I  
12-month position (100%)  
PN FCC747

To:      Facilities Custodian II  
12-month position (100%)  
Range 28, Step E + 10% Shift  
Classified Salary Schedule  
Eff. 03/01/2020  
PN FCC665

VOLUNTARY CHANGES IN ASSIGNMENT

Cotton, Antionese	FC	Administration Assistant II (100%)  Permanent Increase in Months Employed From: 10 months To: 12 months Eff. 03/01/2020 PN FCC743
Espinoza, Michael	CC	Facilities Custodian I 12-month position (100%) PN CCC755  Permanent Lateral Transfer To: Facilities Custodian I 12-month position (100%) Eff. 02/26/2020 PN CCC782
Olmedo, Catalina	FC	Business Office Specialist (100%)  Temporary Change in Assignment To: AC Administrative Assistant III 12-month position (100%) Range 41, Step E + 10% Longevity Classified Salary Schedule Eff. 03/02/2020 – 06/30/2020

PROFESSIONAL GROWTH & DEVELOPMENT

Cano, Carlos	FC	Campus Safety Officer (100%) 6 <sup>th</sup> increment (\$400) Eff. 07/01/2020
Diaz, Luis	CC	Groundskeeper (100%) 2 <sup>nd</sup> increment (\$400) Eff. 07/01/2020
Thompson, Jeanne	CC	Financial Aid Technician (100%) 1 <sup>st</sup> increment (\$400) Eff. 07/01/2020

LEAVES OF ABSENCE

Fuentes, Rafael	FC	Facilities Custodian I (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 11/27/2019 – 02/25/2020 (Consecutive Leave)
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Jackson-Reed, Leslie	NOCE	Administrative Assistant II (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Family Illness and Personal Necessity Leave Until Exhausted; Unpaid Thereafter Eff. 02/11/2020 – 04/08/2020 (Intermittent Leave)
Nguyen, Chau	NOCE	Instructional Assistant, Business Skills (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 01/28/2020 – 02/21/2020 (Consecutive Leave)
Park, Lily	NOCE	Admissions and Records Specialist (100%) Family Medical Leave (FMLA/CFRA) and Parental Leave (AB 2393) Paid Leave Using Sick Leave and Bonding Leave Until Exhausted; Unpaid Thereafter Eff. 01/30/2020 – 04/22/2020 (Consecutive Leave)
Reza, Carlos	FC	Building Maintenance Coordinator (100%) Family Medical Leave (FMLA/CFRA) Paid Leave Using Regular and Supplemental Sick Leave Until Exhausted; Unpaid Thereafter Eff. 12/10/2019 – 03/06/2020 (Consecutive Leave)

#### STIPEND FOR ADDITIONAL ADMINSTRATIVE DUTIES

Aranda, Joseph	AC	Administrative Assistant II (100%) 6% Stipend Eff. 02/18/2020 – 06/30/2020
Gomez, Monica	NOCE	Administrative Assistant II (100%) 6% Stipend Eff. 01/01/2020 – 06/30/2020
Heredia, Edna	NOCE	Administrative Assistant II (100%) 6% Stipend Eff. 01/01/2020 – 06/30/2020
Land, Michael	CC	IT Services Coordinator I (100%) 6% Stipend Eff. 01/01/2020 – 06/30/2020
McKeown, William	CC	IT Services Coordinator I (100%) 6% Stipend Eff. 01/01/2020 – 06/30/2020
Neate, Mike	FC	IT Specialist, Network (100%) 6% Stipend Eff. 01/01/2020 – 06/30/2020

Nguyen, Hai	FC	IT Specialist, Network (100%) 6% Stipend Eff. 01/01/2020 – 06/30/2020
Pham, Tony	FC	IT Specialist, Network (100%) 6% Stipend Eff. 01/01/2020 – 06/30/2020

### NEW CLASSIFIED MANAGEMENT JOB DESCRIPTION

Associate Vice Chancellor, Human Resources  
Range 37  
Management Salary Schedule

In the ensuing discussion, trustees discussed the reclassification of Julie Kossick from District Director, Human Resources to Associate Vice Chancellor, Human Resources which would be a new management job description. United Faculty and Cypress College Academic Senate representatives requested that the Board postpone taking action on the reclassification due to recent allegations that were raised, the creation of a new position, the significant impact on the organizational structure of the District, and the lack of involvement via the collegial consultation process. Individual trustees stated that it appeared that the process was followed, that no concerns were voiced over any other reclassification before, that any allegations would be investigated separately, while others stated that the Cypress College Academic Senate needed to discuss it and that more time was needed due to sensitivity and lack of understanding. Trustees also noted the need for clarification on the applicable procedures and the relationship between them.

In light of the discussion, it was moved by Trustee Ed Lopez and seconded by Trustee Stephen T. Blount to amend the original motion to remove the reclassification of Julie Kossick to Associate Vice Chancellor, Human Resources from consideration and table it until the March 24 Board meeting.

During the discussion, it was noted that when the reclassification is presented on March 24, trustees will have clarification on the related administrative procedures. **Motion carried with Trustees Blount, Dunsheath, Lopez, and Rodarte voting yes, and Trustees Bent and Brown voting no.**

Subsequently, the vote on the original motion to adopt the remaining classified personnel items took place. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes.**

(See Supplemental Minutes #1250 for a copy of the new job description.)

**Item 5.c:** By the block vote, authorization was granted for the assignment of professional expert personnel per the professional expert listing.

(See Supplemental Minutes #1250 for a copy of the professional expert personnel listing.)

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

(See Supplemental Minutes #1250 for a copy of the hourly personnel listing.)

**Item 5.e:** By the block vote, authorization was granted for the assignment of volunteers per the volunteer listing.

(See Supplemental Minutes #1250 for a copy of the volunteer listing.)

## GENERAL

**Item 6.a:** The Board reviewed the Board of Trustees Assessment Instrument, adopted August 26, 1997, and last revised February 26, 2019, in order to make appropriate changes to the instrument for re-adoption at the March 24, 2020 Board meeting. Trustees expressed support for keeping the assessment instrument as is and described it as thorough and following the Accrediting Commission for Community and Junior Colleges guidelines.

**Item 6.b:** It was moved by Trustee Jeffrey P. Brown and seconded by Trustee Ed Lopez that the Board adopt the following proposed, revised Board Policies:

- BP 3510, Workplace Violence
- BP 3515, Reporting of Crimes
- BP 3518, Child Abuse Reporting
- BP 3520, Local Law Enforcement
- BP 3530, Weapons on Campus

During the discussion, Trustee Jeffrey P. Brown suggested that BP 3518 be revised to read: "The Chancellor shall establish procedures related to the responsibility of employees who, within the scope of employment or in their professional capacity, are required by law to report suspected abuse or neglect of children." The Board agreed to the revision, and the **motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes.**

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 6.c:** The Board received and discussed the recommended state and federal legislative priorities for 2020, and to empower the Chancellor of the North Orange County Community College District to advocate for the interests of the students, staff, and faculty of the District on behalf of the Board.

In the ensuing discussion, trustees discussed the ability for them to take positions on specific bills via resolutions; the need to push for hold harmless funding related to the Student Centered Funding Formula (SCFF); the desire to focus more on local students and State issues, and less on federal issues; and the inclusion of a mechanism for the Board to request discussion on bills.

The item will return for Board approval and Chancellor Marshall requested that trustees provide any recommendations that they would like to see included.

**Item 6.d:** It was moved by Trustee Stephen T. Blount and seconded by Trustee Barbara Dunsheath that the Board adopt Resolution No. 19/20-15 in support of Proposition 13, the Public Preschool, K-12, and College Health and Safety Bond Act of 2020.

During the discussion, Trustee Ryan Bent expressed his inability to support Proposition 13 and Trustee Ed Lopez inquired whether the Community College League of California and the California Community College Trustees Board also support the Schools and Communities First initiative. **Motion carried with Trustees Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes, including Student Trustees Reyes and Plavdjian's advisory votes, and Trustee Bent voting no.**

**Item 6.e:** Board President Ryan Bent asked if there were any requests for potential future Board agenda items and Trustee Stephen T. Blount requested that the Board discuss the current vacancies in Board representative appointments.

**CLOSED SESSION:** At 8:17 p.m., Board President Ryan Bent adjourned the meeting to 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**

**RECONVENE MEETING:** At 9:44 p.m., Board President Ryan Bent reconvened the meeting in open session.

**ADJOURNMENT:** At 9:44 p.m., it was moved by Trustee Stephen T. Blount and seconded by Trustee Jacqueline Rodarte to adjourn the meeting. **Motion carried with Trustees Bent, Blount, Brown, Dunsheath, Lopez, and Rodarte voting yes.**

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