



GOVERNING BOARD MINUTES
REGULAR MEETING, GOVERNING BOARD
PALOMAR COMMUNITY COLLEGE DISTRICT
GOVERNING BOARD ROOM, STUDENT SERVICES CENTER
COLLEGE CAMPUS
SAN MARCOS, CALIFORNIA
TUESDAY, APRIL 13, 1999, 7:00 P.M.

A. CALL TO ORDER

The regular meeting of the Palomar Community College District Governing Board was called to order by Dr. Rita A. White, President, at 7:00 p.m.

B. ROLL CALL

TRUSTEES PRESENT:

RITA A. WHITE, ED.D., PRESIDENT
RALPH G. JENSEN, VICE PRESIDENT
BARBARA L. HUGHES, SECRETARY
ROBERT L. DOUGHERTY, JR., M.D., TRUSTEE
MICHELE T. NELSON, PH.D., TRUSTEE
XAVIER E. CORONA, STUDENT TRUSTEE

EXECUTIVE AND SENIOR ADMINISTRATORS PRESENT:

Dr. George R. Boggs, Superintendent/President
Diane Michael, Assistant Superintendent/Vice President, Instruction
Joseph Madrigal, Assistant Superintendent/Vice President, Student Services
Jerry Patton, Assistant Superintendent/Vice President, Finance and Administrative Services
Dr. Jack Miyamoto, Assistant Superintendent/Vice President, Human Resources and Affirmative Action
Judy Eberhart, Dean, Counseling, Guidance, and Career Development
Bill Flynn, Dean, Community Learning Resources
Gene Jackson, Dean, Arts and Languages
Paul Kelly, Dean, Vocational Technology
Dr. Michael Rourke, Dean, Mathematics and the Natural and Health Sciences
Doris Pichon, Dean, Human Arts and Sciences
Lise Telson, Dean, Student Support Programs

STAFF:

Barbara Baldrige, Executive Assistant, President's Office
Bruce Bishop, President, The Faculty
Ernie Carson, President, CCE/AFT
P. J. DeMaris, President, Administrative Association
Mike Dimmick, Instructional Computer Lab Technician, Mathematics
Ben Echeverria, Counsel, Contracts, and Special Projects
JoAnn Ellis, Information Services
Mike Ellis, Director, Facilities

Kendra Jeffcoat, Special Assistant to the President
Larry Koziarz, Director of Grants Development and Evening Manager
Marilyn Lunde, Administrative Secretary, Student Activities
Lois Meyer, Director, Fiscal Services
Dr. George Mozes, Director, Library and Educational Television
Dr. Michael Norton, Director, Public Information
Sandra Schwendler, Supervisor, Purchasing Services
Dr. Mark Vernoy, President, Faculty Senate

GUESTS:

Lee Baldrige
Sheri Dickey, Student
Katherine Kunczewicz, Student
Rachel Ruiz, Administrative Intern, The University of Texas at Austin

QUORUM ESTABLISHED

Following the pledge of allegiance to the flag, Dr. White declared a quorum present, and the meeting proceeded with the order of business.

A TAPED RECORD OF THE PROCEEDINGS OF THIS MEETING IS ON FILE IN THE PRESIDENT'S OFFICE FOR THIRTY DAYS OR UNTIL THE MINUTES OF THE MEETING HAVE BEEN APPROVED BY THE GOVERNING BOARD, WHICHEVER IS LONGER.

C. APPROVAL OF MINUTES

MSC Dougherty, Nelson

RESOLUTION 98-19430

BE IT RESOLVED, That the Minutes of the Regular Meeting held on March 23, 1999, be approved.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

C O N S E N T C A L E N D A R

D.

1. **ACCEPTANCE OF GIFTS**

MSC Hughes, Jensen

RESOLUTION 98-19431

BE IT RESOLVED, That the following gifts be accepted and that an appropriate letter of appreciation be sent:

- a. Miscellaneous chemistry glassware and thermometers, for use in chemistry lab courses, donated by **Mark Troike**, 1071 Ponderosa Avenue, San Marcos, California 92069. Cash value as estimated by donor is \$100.00.
- b. Ten tubes of Espe Permadyne base material for use in practice mixing and impressions on teeth models for R.D.A. program students, donated by **La Costa Dental Group**, 501 North El Camino Real, Encinitas, California 92024. Cash value as estimated by donor is \$200.00
- c. Development of a Web Page for Aeronautical Sciences, donated by **Robert G. Larkin, II**, 5063 Patra Way, Oceanside, California 92056. Cash value as estimated by donor is \$3,000.00.
- d. Chemical equipment and glassware for use in chemistry lab, donated by **D. A. Boyajian**, 1531 Silverado Drive, Oceanside, California 92057. Cash value as estimated by donor is \$300.00.
- e. Miscellaneous computers and parts for use in electronic computer hardware technology courses, donated by **Hughes Network Systems**, c/o Human Resources, 10450 Pacific Center Court, San Diego, California 92121-9886. No cash value estimated by donor.

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

2. **APPROVE TRAVEL EXPENSES**

MSC Hughes, Jensen

RESOLUTION 98-19432

BE IT RESOLVED, That travel expenses for the following persons be approved/ratified:

- a. **Xavier E. Corona**
Advanced Funds? Yes
For: Parking, mileage, meal
To attend: Joint Meeting of CCCT Board and Board of Governors
Location: San Diego, California
Date: February 4, 1999
Amount: \$45.00
Budget Acct. No.: 01-10-10-1000-6620-5201.00-0000
Note: These expenses are reimbursable from CCCT
- b. **Robert L. Dougherty, Jr., M.D.**
Advanced Funds? Yes
For: Transportation, parking, mileage, meals, lodging, registration, miscellaneous
To attend: CCCT Annual Conference
Location: Burlingame, California
Date: May 7-8, 1999
Amount: \$596.00
Budget Acct. No.: 01-10-10-1000-6620-5201.00-0000
- c. **Robert L. Dougherty, Jr., M.D.**
Advanced Funds? Yes
For: Parking, mileage, meals, registration, miscellaneous
To attend: National Conference on Diversity
Location: San Diego, California
Date: April 28 – May 1, 1999
Amount: \$560.00
Budget Acct. No.: 01-10-10-1000-6620-5201.00-0000

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

RECORDS DESTRUCTION

3a. **APPROVE RECLASSIFICATION/DESTRUCTION OF RECORDS**

MSC Hughes, Jensen

RESOLUTION 98-19433

BE IT RESOLVED, That the records listed below have exceeded the three-year retention period required for such records and are reclassified to "Class 3 - Disposable Records."

BE IT FURTHER RESOLVED, That the Superintendent/President or his designee is instructed to dispose of the aforementioned records in accordance with Title 5, Section 59025.

<u>Description</u>	<u>Year</u>
Summer/Fall Applications Course Request and Add/Drop Forms Drop Rosters and Cards Attendance Rosters Community Education Applications PAR Forms BOGW Applications (Total Cubic Feet = 35.25)	1995

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

3b. **CONFIRM THE CLASSIFICATION OF RECORDS TO CLASS 3 - DISPOSABLE AND AUTHORIZE DESTRUCTION THEREOF PURSUANT TO TITLE 5, § 59028 CALIFORNIA ADMINISTRATIVE CODE**

MSC Hughes, Jensen

RESOLUTION 98-19434

BE IT RESOLVED, That those records identified in the backup memorandum hereto, the substance of which is incorporated by this reference and has been certified by the Director of Fiscal Services, as designee of the Superintendent of the District, as accurate in detail; and,

BE IT FURTHER RESOLVED, That the aforesaid records are hereby confirmed to be Class 3 - Disposable and may be destroyed in accordance with Title 5, Division 6, Chapter 10, § 59021 et seq. of the California Code of Regulations. **Exhibit D-3b**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

FINANCIAL REPORTS

4. **REVIEW AND APPROVE PURCHASES MADE FOR THE PRIOR SIXTY DAYS**

MSC Hughes, Jensen

RESOLUTION 98-19435

BE IT RESOLVED, That all purchase transactions, and contracts entered into on behalf of the Palomar Community College District pursuant to resolutions numbered 96-18423 and 96-18424, adopted June 24, 1997, as detailed on the information spreadsheet lodged herewith as **Exhibit D-4**, be and are hereby reviewed and approved for the following Purchase Order Nos. 942003 through 942220, Agreement/Item Nos. 945225 through 945251, Travel Nos. 950103 through 950111, Reimburse/Adv./Increase Nos. 960652 through 960687, Agreement Service Nos. 970445 through 970482, Repair Nos. 975077 through 975097, Agreement/Annual Nos. 980206 through 980208, and Library Order Nos. 925034 through 925039 in the total amount of \$563,430.58 be approved.

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

5. **INFORMATION: NARRATIVES FOR FINANCIAL REPORTS**

Memo from Lois Meyer, Director, Fiscal Services. Exhibit D-5

6. **APPROVE REPORT OF REVOLVING CASH EXPENDITURES**

MSC Hughes, Jensen

RESOLUTION 98-19436

BE IT RESOLVED, That Revolving Cash Expenditures, Check Nos. 11342 through 11346, in the amount of \$8,557.93 from the General Fund, for March, 1999, be approved. **Exhibit D-6**

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

PERSONNEL

7. **APPROVE SHORT-TERM/SUBSTITUTE EMPLOYEE LIST**

MSC Hughes, Jensen

RESOLUTION 98-19437

BE IT RESOLVED, That the Short-Term/Substitute Employee List be approved. **Exhibit D-7**

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

8. **APPROVE ADJUNCT FACULTY EMPLOYMENT**

MSC Hughes, Jensen

RESOLUTION 98-19438

BE IT RESOLVED, That the employment of the following adjunct faculty, at the rate indicated for the Spring, 1999, semester (day and/or evening), be approved; said adjunct faculty are not scheduled to teach more than a 60-percent load:

SPRING, 1999

BEHAVIORAL SCIENCES

Ippolito, Rossinna	Religious Studies A.A., General Education B.A., Religious Studies M.A., Philosophy & Religion	\$32.97
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EMERGENCY MEDICAL EDUCATION

Idman, Dianne	EME A.S., Nursing Advanced Cardiac Life Support Provider Certified Emergency Nurse 7+ years of experience	\$31.91
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MATHEMATICS

Freathy, Frederick	Mathematics B.S., Mathematics M.A., Mathematics	\$34.03
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REGIONAL OCCUPATIONAL PROGRAMS

Myers, Brian	ROP Culinary Arts at San Marcos H.S. (non-credit) B.A., Economics Associate of Occupational Studies/Culinary Arts 4 years of experience	\$31.91
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PUBLIC SAFETY PROGRAMS

Wilson, Greg	Fire Technology A.A., Paramedic Training A.A., General Studies A.A., Fire Technology 8+ years of experience	\$31.91
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The Vote was unanimous for all but Frederick Freathy; Dr. Dougherty abstained on Mr. Freathy's employment as he is a personal friend.

Student Trustee Advisory Vote: Aye

9. **APPROVE CHILD DEVELOPMENT CENTER TEACHER EMPLOYMENT**

MSC Hughes, Jensen

RESOLUTION 98-19439

BE IT RESOLVED, That the employment of the following Child Development Center Teacher, at the rate indicated for the Spring, 1999, semester, be approved.

CHILD DEVELOPMENT CENTER

Hren, Rebecca	Teacher	\$8.50
	Child Development Teacher Permit (pending)	

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

10. **INFORMATION: RESIGNATIONS**

On behalf of the Governing Board of the Palomar Community College District, Dr. George R. Boggs, Superintendent/President, as authorized by the Governing Board on June 10, 1986, has accepted the following resignations.

- a. **DANA C. ANDRAS**, Education Center Supervisor, Mt. Carmel/Poway Centers, effective April 2, 1999 (last day worked 4/1/99)
- b. **DAVID R. NEELEY**, Bookstore Systems Technician, Bookstore, effective April 2, 1999 (last day worked 4/1/99).
- c. **RUSSELL A. PRIOR**, Faculty, Graphic Communications, effective May 22, 1999 (last day worked 5/21/99).

11. **INFORMATION: RETIREMENT**

On behalf of the Governing Board of the Palomar Community College District, the following **retirement** has been accepted by Dr. George R. Boggs, Superintendent/President, as authorized by the Governing Board on June 10, 1986, under Group II of the Retirement Health and Dental Plan approved by the Governing Board December 8, 1987:

- a. **LOYCE D. MARKEE**, Senior Administrative Secretary, Mathematics and the Natural and Health Sciences Division, effective April 20, 1999 (last day worked 4/19/99).

EXTEND AGREEMENT

12. **APPROVE EXTENSION OF AGREEMENT WITH SOMMERTON STUDENT INSURANCE SERVICES**

MSC Hughes, Jensen

RESOLUTION 98-19440

BE IT RESOLVED, That an agreement between the Palomar Community College District and **Somerton Student Insurance Services** of Rancho Cordova, California, be extended for the purpose of providing an **international student medical and accident insurance program** for the period of August 17, 1999, through August 17, 2000, in the amount of \$516.00 per year, per student. Funding sources: Participating International Students.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

**Resumption of
REGULAR AGENDA**

E. CONSIDERATION OF ITEMS REMOVED FROM CONSENT CALENDAR

There were no items removed from the Consent Calendar.

F. HEARINGS OF INDIVIDUALS, GROUPS, AND DELEGATIONS

1. **INFORMATION**

Report of the Faculty Senate

Dr. Mark Vernoy reported that the Senate has discussed "Procedures for Evaluation Review, Temporary and Non-tenure Track Faculty," which involves persons who are replacing someone on a leave. It will be sunshined to all faculty members.

The Senate passed the following motion unanimously: "Members of the Salary and Benefits Committee have expressed concern over the perceived failure of the meet and confer process. The Faculty Senate requests that the Grievance Procedure be initiated by sending a letter to Dr. Boggs and the Governing Board informing them of these concerns and requesting an item on the Governing Board agenda in both open and closed session." The letter was sent on April 7, 1999.

2. **INFORMATION**

Report of The Faculty

Bruce Bishop reported that, as President of The Faculty, he has notified the entire faculty of Palomar College that there will be a special faculty meeting held on Wednesday, April 21, at 1 p.m., to discuss salary issues. They hope to be able to report the outcome of that discussion at the next Governing Board meeting.

3. **INFORMATION**

Report of the Administrative Association

P. J. DeMaris reported that the Administrative Association is planning a retreat on Friday, June 4. An invitation will be extended to the Board and the Executive Administration. They are planning a luncheon with a speaker and an awards ceremony.

The Association is also in the process of collecting nominations for Administrator of the Year. P. J. encouraged those present to nominate someone for that award.

4. **INFORMATION**

Report of the CCE/AFT

Ernie Carson made the following report:

"On Monday April 5, the classified staff celebrated the 13th Annual Classified Staff Development Day. The CCE/AFT Executive Council extends a sincere "thank you" to the Staff Development Day Committee for a job well done. Our thanks also go to Pat Barrett and her Food Services staff for all of the work they did in preparing the food and refreshments.

"Mr. Steven Jones, of Jones & Associates, was the keynote speaker; and his comments regarding the value and worth of classified employees were well timed, very appropriate, and very well received. His workshop on "It's a Jungle Out There, So What Are You Packing For The Safari" proved to be an invaluable experience and exercise for the attendees because we matched-up and interacted with people that we didn't know. One of the more interesting match-ups occurred between two classified employees: one who spoke primarily Spanish and the another who felt somewhat comfortable in her ability to understand and speak Spanish. Through an interpreter, the Spanish-speaking employee's assessment of the exercise was that his partner made him feel very at ease and comfortable because of her efforts to maintain a dialogue with him. Mr. Jones was very pleased and stated that this exemplifies how we, as employees and managers, should conduct ourselves in our daily interaction with each other.

"The highlight of the day was the announcement of Bonnie Corzine as Classified Employee of the Year. Bonnie is a Library Media Technician II at the Escondido Education Center library and has been employed at Palomar for over 30 years. Bonnie's work ethic and dedication to Palomar is unquestionable, and I congratulate her on this well-deserved recognition and award.

"In closing, I would like to thank Dr. Robert Dougherty and Dr. Michele Nelson for their appearance as representatives of the Palomar College Governing Board. Dr. Dougherty's conversations with various employees made them feel that it really is OK to talk to a member of the Governing Board. I would also like to personally thank Dr. Nelson for approaching numerous classified employees and introducing herself. Based upon the comments that I've received from my peers, Dr. Nelson's cordial manner was very much appreciated and very well received."

5. **INFORMATION**

Report of the Associated Student Government

Xavier Corona reported that the ASG had recently attended the ASACC Conference in Washington, D.C., where Ralph Nader and Bay Buchanan were speakers. The ASG interacted with over 300 members from 30 different states. The organization is growing. Palomar College was recognized several times throughout the conference for assistance received throughout the years from Jim Bowen and several of our students. They met with the office staffs of Barbara Boxer, Duke Cunningham, and Ron Packard to discuss issues such as child care, Pell Grants, and financial aid.

ASG is currently preparing for the election of officers for next year to be held on April 20-21. Many packets are out and eight to ten students have returned their packets indicating their intent to run for executive positions and senator positions. They are hoping to have a good-sized board.

ASG is preparing for the CalSACC conference and is planning to help that organization reorganize. Palomar students are planning to run for either regional or state positions for the coming year.

Xavier reported that Moody Wasif, one of our ASG Senators, appears to be a strong candidate for an ASACC office.

At its next meeting, ASG will deal with issues such as its budget for next year, so that the new student government will come in to a comfortable budget and has more flexibility within the line items, particularly those accounts where the funds were exhausted early this school year.

ASG would like to improve the student guide book by including additional information and working in cooperation with the Graphics Department and sharing the cost with the District.

ASG would like to purchase benches and microwaves for the educational centers and to repair the microwaves or the electrical connections to them on the San Marcos campus.

There was a strong showing from Palomar at the Hispanic Association of Colleges and Universities (HACU) Conference last week. Many of the attendees were very pleased that they received job offers for the summer and internships, along with being provided an abundance of information about many different fields. There were speakers from Brazil, Costa Rica, and Ecuador. Former Congressman Esteban Torres was also present.

Xavier attended a CCCT Board meeting on April 9-10 in San Diego where they discussed some of the bills coming up that will affect community colleges.

Xavier expressed appreciation to Dr. George Mozes for installing handles in the restrooms in the Library in order to assist persons who are physically challenged.

Xavier will be absent from the next Board meeting as he has been chosen as the only student in the nation to be part of a Congressional Forum with HACU and the Educational Testing Services (ETS) to furnish input on working together to provide better testing services for high school and college students that will place them in the appropriate science, math, and English classes.

6. **INFORMATION**

Report of Superintendent

Dr. Boggs reported that Palomar has been selected to receive a \$2.5 million grant to host the California Community College Satellite Network. That grant will extend into an \$8 million project before it's over. He commended and congratulated those involved in developing, writing, and defending the grant when the visiting team was here. Hosting the state network will be a "feather in our cap."

Dr. Boggs presented certificates to two Palomar students, Sheri Dickey and Katherine Kunczewicz, who were recently named to Phi Theta Kappa's All California Community College Academic Team, Second Team. Dr. Boggs had the pleasure of being with them in Sacramento when they were recognized. He stated that he is very proud of their accomplishments. He was also in Nashville for the presentation of the All USA Team, that was featured in *USA Today*. It is a wonderful endorsement of community colleges and their finest students.

Palomar's Alpha Omega Rho chapter of Phi Theta Kappa returned from the regional convention with a five-star rating and the leadership hallmark. Some of the members recognized were Linda Isakson, who received the most outstanding student officer award; Rudolfo Geronimo, who received the regional literary award; and Sheri Dickey, who was elected Southeast Vice President of the Nevada-California Region. Dr. Boggs expressed appreciation to Marilyn Lunde, the Advisor of this group, for all her efforts.

Dr. Boggs displayed a plaque presented to Xavier Corona by ASACC recognizing him for his efforts and distinguished service at the national level for being California and Gulf Region Director for 1998-99.

Dr. Boggs also displayed a STAR Advocate Award that was presented to Xavier at the recent ASACC convention.

Dr. Boggs reported that *The Telescope*, Palomar's student newspaper, had received 19 awards while competing with over 500 students from 45 other schools. We are very proud of the work that they do.

Dr. Boggs congratulated Bonnie Corzine, Library Media Technician at the Escondido Education Center, for being named Classified Employee of the Year.

Dr. Boggs congratulated Bill Flynn for being a presenter at the AACC Convention in Nashville last week. Bill has a special session presentation scheduled in June at the League for Innovation Annual Conference in New Orleans. Dr. Boggs and Bill have been asked to make a presentation on the role of board members in the learning college at the CCCT Conference, May 7-8, in Burlingame.

Dr. Boggs congratulated Dale Wallenius for his article in the March, 1999, edition of *Foundation Development Abstracts*. Other colleges are looking at Palomar as a model for development because of our very successful integrated fund raising, advancement, public relations, and marketing efforts.

Dr. Boggs reported that he has reviewed the sabbatical leave reports for the 1997-98 academic year and the Spring, 1998, semester. The Sabbatical Leave Committee has also approved them. The reports are on file in the Library for review.

Dr. Boggs noted that, some time ago, there had been a concern regarding the transfer of our students to San Diego State University. We have been working on a Transfer Agreement Guarantee (TAG Agreement) with SDSU. Dr. Boggs expressed appreciation to SDSU for their willingness to negotiate with us regarding this agreement but noted that additional negotiating is required. Their criteria are that students must have a declared major, must be fully CSU-eligible and have no remedial needs, must earn 60 units applicable to general education requirements and major, and must attain a GPA of 2.7, which is considerably higher than the current GPA requirements. In addition, they must complete at least 36 units in one of the San Diego or Imperial County community colleges; and, if they want to be admitted to an impacted major, they must meet other admission requirements and attend transfer student workshops one semester prior to transfer. They must identify that they want to be part of this agreement three semesters in advance. Dr. Boggs feels that we are getting closer to an agreement with SDSU, which should help our students.

Dr. Boggs reminded the Board that the Professional Achievement Tea is scheduled for Wednesday, May 5, 3 to 4:30 p.m., in D-6. This is a very nice occasion where we recognize faculty and other staff members who have contributed professionally, such as being published or having presented at a conference. We also honor those who are newly tenured and those who are anniversary pin recipients. Board members were encouraged to attend.

Commencement is schedule for Friday, May 21. Board members will meet in the Board Room at 5:30 p.m. This year's ceremony will be held on the football field. The speaker is Ken Blanchard, who, along with his wife, Majorie Blanchard, are our honorary degree recipients this year.

7. **INFORMATION**

Report of **Other** Organizations and/or Individuals

Workers Compensation Insurance

Jerry Patton reported that Jack Miyamoto and he have been looking at a different carrier for Worker's Compensation Insurance, the California Community College Risk Management Association. Currently, we are with the San Diego County JPA. Jerry and Jack think the coverage may be better with the new carrier, but they have not received the actual details yet. The rates, however, are good and would save us about \$80,000 to \$90,000 per year. Any action would take place in either late April or early May. CCCRMA's bylaws state that they must review new members during that period. Consequently, a recommendation to change carriers may be brought to the Board within the next couple of months.

Meet and Confer Process

Mark Vernoy noted that Dr. Boggs regularly reports how wonderful people at Palomar are. He stated that we all know that Palomar is one of the premier community colleges in the nation. He stated that, if that is the case, the District should show the faculty and staff its appreciation. He noted that he had gone through all of his Board minutes for the past couple of years and found hundreds of times where Dr. Boggs had recognized Palomar people for doing exemplary jobs. He could not find one time that the Board said that they thought it would be a good idea to give the faculty or staff a raise. The only time the Board mentioned a raise was when one of the Board members asked if we really needed a goal of getting to the top 25 percent of the comparable colleges. He stated that not once has a Board member said that they appreciate the faculty and staff and think they should be given a raise. He noted that he has no idea what is in the Board members' hearts and what happens in closed session. The Faculty Senate has had some problems with the meet and confer process; consequently, they have directed Mark to write a letter to the Board, which he read aloud into the record at this time:

"April 7, 1999

Palomar College Governing Board:

For the last twelve months the faculty has been involved in the meet and confer process with the district regarding compensation issues for the 1998-1999 academic year and related issues for the 1999 - 2000 academic year. Three faculty representatives have regularly met with two district representatives during this time. Throughout this time span, four faculty concerns have been consistently addressed:

- That we settle the COLA issue by adopting a presumption that for the 1999-2000 academic year COLA will automatically be given once the college receives it.
- That an additional adjustment be given to the salary schedule beyond the COLA adjustment received in 1998.
- The creation of a workable model for comparing the Palomar College faculty compensation schedule with the schedules of our 16 comparable colleges.
- A revision to the faculty salary matrix to make it more comparable to other California community colleges.

The March 10th meeting of the meet and confer committee ended with an understanding of the five members present that these four issues would be presented to the Governing Board by the two district representatives, Dr. Jack Miyamoto and Jerry Patton at the board meeting scheduled for March 23rd. The next meeting of the meet and confer committee was scheduled for March 24th to discuss the results of the meeting with the Governing Board. The faculty representatives were disappointed (even offended) when one of the district representatives was out of town and unavailable for the scheduled March 23rd meeting. During a subsequently scheduled meeting, the faculty representatives were told that the district was "not interested" in making COLA automatic for the 1999-2000 academic year and they were not willing to allocate any funds for a salary increase beyond the 2.26% COLA allocated in 1998. (It was clear that salary was not a concern of the District.) The other two issues (revision of the salary matrix and developing a model related to salaries) were never taken to the board because, in the view of the district representatives, they were "operational issues" that could be taken care of within the meet and confer process alone.

The results of the previous twelve months of meetings have caused the faculty to lose faith in the meet and confer process. It is clear to us that the district has failed to approach the process with a commitment to a good faith discussion of issues. In fact, a review of the past ten years of the meet and confer process shows that on the few occasions when the faculty did receive salary increases above COLA, it was only following a bitter confrontation between the faculty and the District resulting in a "standoff." Even then, the increase was received following direct initiation and discovery of available funds by the faculty, not the District. If the District is truly committed to its stated goal of improving compensation for faculty and staff, these "standoffs" would never occur and these issues would be resolved within the meet and confer discussions.

It is the perception of the Faculty Senate that the meet and confer process, as practiced at Palomar College, exists to *serve* only the district and only to *appease* the faculty. Though the District claims to have never used the meet and confer process to "stall" on the question of salary issues, appearances reflect otherwise. We were asked in August of 1998 to postpone discussion of a salary increase (above COLA) until enrollment figures were available in February, 1999. We agreed to do that only to be told that the enrollment figures, although not as bad as feared, did not allow for a permanent salary adjustment. We were told in February that a one-time "bonus" might be possible only to be told in April that the district was not able to give any additional money at all. Since 1997, the meet and confer discussions have centered on the development of a workable model that could be used to compare Palomar College faculty salaries to the salaries of faculty at our sixteen comparable colleges. We were asked in the fall semester (1998) to postpone consideration of this model until after the college hired a new Vice President of Human Resources. We agreed to put this off yet again. Since then, the faculty meet and confer representatives have devoted countless hours to developing a model and made several attempts to finalize this effort and the district representatives have not contributed significantly to this discussion.

In practice, the meet and confer process has served to isolate and insulate the Governing Board from the faculty compensation issue. The faculty has operated under the assumption that the two vice presidents represented the district in the process. But, this has not been the case. The district representatives have been unable to engage in discussion with any degree of confidence as to what the district will agree. As such, the district representatives are unable to offer meaningful input during discussions regarding compensation issues because they do not truly speak for the District but rather merely report what they perceive the Governing Board has told them. The faculty believes that the meet and confer process should allow meaningful and progressive dialogue directed at resolving issues and concerns. In this light, the district representatives should be able to move toward tentative agreements and resolutions that would require Governing Board approval for ratification.

The faculty wants the district to demonstrate its commitment to its human resources. We believe that this should be done through the development of a plan that recognizes the worth of the staff, in part through a compensation package that makes salary advances an integral part of the budget. Historically Palomar College has granted salary increases (above COLA) only as an afterthought. If money is "leftover" or identified as "excess," then the district considers giving a salary raise. This is backwards. Our human resources are the most valuable resources that the District possesses; they should be funded first, not last.

The conclusion seems clear. The meet and confer process, for at least the past year and really the past ten years, has been a waste of time. The district has had three faculty members and two highly paid executive level administrators working on this process for hundreds or thousands of hours with absolutely nothing to show for it. The faculty and the District have come again to another "standoff." It is time for the faculty and the Governing Board to enter into direct discussions over salary issues.

The Faculty Senate would like a detailed response to this request in open session at the next meeting of the Governing Board.

Sincerely,

Mark W. Vernoy, Ph.D.
President of the Faculty Senate

Bruce Bishop
President of the Faculty

CC: Dr. George Boggs
Dr. Jack Miyamoto
Jerry Patton
Diane Michael
Joe Madrigal
P. J. DeMaris
Ernie Carson
Members of the Faculty Senate"

Mark stated that this letter was sent to each individual Board member.

Mark noted that the District has a goal of getting salaries into the top 25 percent of comparable community colleges. Mark stated that, in the past year or so, the Board has not discussed how they plan to meet this goal or that they actually wanted to do it. Mark noted that none of the Board members have ever stated in open session that COLA is not a salary increase. The state gives everybody COLA, and the legislature expects us to use the COLA to compensate faculty and staff and to pay for increases in utilities, etc. Mark stated that he doesn't think that some of the Board members understand that if it is truly a goal to get to the top 25 percent, then giving only COLA and never an increase above COLA, doesn't solve the problem. It doesn't make us move toward getting to the top 25 percent. Mark demonstrated how two districts with faculty receiving different salaries, and who receive only COLA, would grow farther apart each year. Mark stated that a plan needs to be made to add sufficient funds to the salary schedule in order to meet the goal of reaching the top 25 percent.

Mark stated that the faculty and staff should be the number one priority of the District in formulating the budget. If we don't do that, we will keep falling farther behind, instead of moving toward where we want to be; and the perception of the faculty is that the Board doesn't care about them and about salaries. He feels we need a plan that will build this into the budget. Mark thinks that Dr. Boggs is not happy that we have low salaries here because it is hard to hire people at those salaries. Right now, we are hiring faculty at step 8 just to compete. Mark stated that Dr. Miyamoto probably had to take a salary decrease to come to Palomar College; it is a wonderful place, but he shouldn't have to do that. The Board then changed the salaries of executive administrators so that they all are paid the same amount. Mark stated that we have an unusual way of recognizing and paying people who have been here for awhile. We need more money put into the salaries of the faculty, staff, and administration. Mark asked the Board to think about what he and the Senate have said and to respond to his comments.

Bruce Bishop told a story about his childhood and running in a “fog” of insecticide. He likened that to the Board operating in a “fog” by, perhaps, not understanding where the faculty and staff of Palomar College are coming from. He stated that perhaps the Board goes into closed session and says, “What can we do to give these folks a raise, to show them how much we appreciate them? What can we do financially?” But the response is not getting back to the employees, so the perception the employees have is that perhaps the Board doesn’t know how the employees feel. Maybe the Board is “running in a fog” such as the one he ran in as a child.

Bruce stated that, when he became a member of the Meet and Confer Committee two years ago, he entered into it with a great deal of enthusiasm because he thought he would be good at it. The first meeting he attended, which was Jerry Patton’s first meeting also, Bruce asked what the model for the meeting was – how it was going to work. He wanted to understand what the role of the District representatives were going to be, because he knew what his own role was supposed to be. He asked the District representatives what authority they had to negotiate on the part of the District. He was assured that they had that authority. He thought that meant that they had the authority to make some tentative agreements, speaking on behalf of the Governing Board, and that they would go back to the Governing Board with whatever agreements the group came to and advocate on behalf of the faculty at that point. He feels the Meet and Confer Committee sits down with the District representatives and talks about the issues, comes to an agreement that they think will work, and, since the faculty doesn’t meet with the Governing Board, they must rely on the District representatives to do that. The District representatives then become the faculty’s representatives to the Governing Board. The District representatives should go to the Board and say, “Here’s what we think we have agreed to, and this is what we think should happen.” If that’s not the model, then the faculty feels they should not even be talking to the District representatives – they feel they should be talking directly to the Board. Bruce stated that, if the District representatives do not have the authority to make a tentative agreement, the only thing they are doing is keeping the Board “in a fog.” They are keeping the Board insulated from the faculty’s and staff’s feelings, concerns, and arguments. They should either have the authority to reach some agreement and then advocate on behalf of that agreement, or the “middle man” should be eliminated. If that is the case, the faculty’s Meet and Confer Committee should sit down with the members of the Governing Board and talk. Bruce stated that the last two years have been a tremendous waste of his time.

He has reminded the Board regularly, for example, that COLA should be distributed to the employees as soon as the District receives it. In his way of thinking, he stated, it “doesn’t cost the District a penny to tell the employees that this would be done.” He is willing to bet that we will have COLA next year, but is it going to be this “horrible process” that the classified staff members have gone through in the past two years? Or will the Board just say that COLA will be distributed to employees as soon as the District receives it? Bruce asked that the Board consider the cost to the District for the five persons to sit down on a regular basis to “meet and confer” for two or two and one-half hours each time and accomplish absolutely nothing in two years. He stated that sometimes someone needs to point out that “running in a fog” just isn’t good for you.

Bruce pointed out that it takes the entire village of Palomar College to run it, and we need everyone working together, not working against each other, not fighting amongst each other, not one large group unhappy. But that is exactly what is happening. There is a terribly unhappy large segment of the staff of Palomar College right now. The Faculty will meet on April 21 to address those issues. Bruce stated that the faculty is looking forward to the Board’s responses to these comments and to meeting with the Board in closed session.

Dr. Boggs responded to Mark's comment that there is no mention in the Board minutes about the Board's support of salary improvements. In the 13 years that he has been here, one of the Board's goals every year has been to improve the salaries of faculty and staff at Palomar College. That has been a very visible part of the discussions at the goal-setting retreats. This Board is committed to the goal of improving salaries.

Dr. Boggs noted that Bruce's idea of the way the process should work is correct. The Board has representatives that they direct; they set the parameters for the meet and confer discussions. These representatives also inform the Board about the requests the faculty members are making and why and what our goals should be. Those are the kinds of discussions that are held in closed session. Closed session is meant for the Board to give direction to its representatives or negotiators. The Brown Act does not permit the Board to meet in closed session with the employee group that they are meeting and conferring with or negotiating with. That must be done in open session. Closed session is meant for the Board to direct its representatives. Ben Echeverria confirmed that negotiating behind closed doors would not be allowable under the Brown act. Bruce asked that this be confirmed officially.

Bruce stated that his understanding of how the process should work has not been the practice. The faculty's perception is that the practice has been entirely different from the original purpose for which the process was designed.

Dr. White stated that the faculty has given the Board a considerable amount to think about. Although there is nothing they can do officially right now, they will certainly be thinking about it. She would like the Board to receive more information from the faculty when they need it by having a conversation in open session. Bruce encouraged the Board members to speak individually in response to the comments made by himself and Mark so that they may report back to the faculty on April 21.

Dr. White: "I was impressed by both of you, and I am amazed that I have been so unknowledgeable about your feelings. Now, whether that's our fault as Board members or whether that was something that you have set aside because you believed that you were doing what you needed to do and couldn't do other things, I don't know. And I don't know if I'm making sense here, but that's why I said you've given us a lot to think about. And, so far, I haven't heard anything that offends me. What it does is inform me, and I'm hopeful we can start being a little more open."

Dr. Nelson: "I share your concern about competitive salaries and the need to maintain morale to reward dedicated, hard-working people and to attract new faculty. I absolutely understand that. I think I speak as the newest member that we recognize that the faculty is the brain, the heart, and the soul of an academic institution. But, as a new member, I'll tell you frankly that I see my responsibility as a Board member to be prudent and not to obligate or place current or future faculty members in jeopardy of short-term decisions that have long-term implications. I'm concerned about that. I don't ever want to see a RIF here at this college. Palomar's enrollment is down .75 percent; and I'm going to speak only for myself on this, that I would like to see all of us share in the responsibility for generating growth and that we share in the fruits of that growth and efficiency so we can all benefit. And that growth will be a tide that will raise all the ships, and that the growth tide will rise faster if efficiency of scheduling and room assignments and things of that sort are addressed in a collective process where we're all understanding what the issues are and what we can do about it. We've had reports come across our desks about a consultant who has come in and talked about room utilization, efficiency, and things of that sort. That's a shared problem. I guess I'd like to take a shared view of this as a collective problem and see what we can do to solve it. That's just the new person's response."

Ms. Hughes: "I've always had a high concern for faculty, staff, administrative – everybody's salaries. As a Board member, I would never see myself meeting and conferring with you directly. I think that's the worst kind of micro-management I could do as a Board member. If you want me to meet and confer with you in that nature, then you want me to decide what your books are, you want me to decide what your curriculum is, you want me to put my nose everywhere else, and I don't want to do that. I see that as micro-managing. We have two people who we designate. I think it's our job as Board members to give them perimeters, let them know that salaries are important, but that salaries are not an isolated part of what we do here at Palomar College. And then, we have to look at our financial stability over the long run. We've been told how the enrollment's gone down; and, if that projection keeps happening, we may not only be pulling in the same amount of dollars, we may be pulling in less dollars on a yearly basis. That's another perimeter that we give to the people who meet with you. You know financial stability is important to keep this institution afloat."

Mr. Jensen: "Yes, I agree with what Barbara said. I mean, I would be very pleased to pay the faculty more money if I had more money to pay the faculty. As she mentioned, it looks like we may be in some trouble here in the next few years due to the FTES problem. We have to look at the big picture. I guess salaries already represent about 86 percent of the budget. It's not something we're ignoring."

Dr. Dougherty: "From my viewpoint, meet and confer is written into state law. It was written into state law, I believe, in the 1950s in order to try to give a fair approach to employee salaries and benefits. That does not mean, however, that the process of meet and confer cannot be improved. It is, at best, a tedious and sometimes prolonged process, which does not always go fast and often seems very inefficient and, at times, even confrontational. That's unfortunate. I agree, however, with Barbara, Ralph, and Michele in their general remarks, and I think what the Board needs to do is to meet, as is planned this evening, with its representatives and say, 'Is there something we can do to increase the efficiency of the process and get things done faster and in a manner which appears to be making real progress.' So that is my position."

Dr. Boggs: "I have one other comment, and it refers actually to something that Mark said. I have been troubled ever since the Staff Planning Committee set this goal for us to be in the top 25th percentile because there was no plan to accomplish that. It just sets us up for frustration and anger that we're not making progress toward that goal because we didn't have a plan. What I would like to see is for the District representatives and the faculty representatives to hammer out in this meet and confer process a plan to improve our rankings, improve our salaries. And I think that's going to mean increasing the efficiencies of what we do at Palomar and trying to meet our enrollment goals. We do have one of the lowest weekly student contact hours per full-time faculty in the state. We need to improve that figure in order for us to generate funds. So if we can come to some kind of an agreement where everybody is on the same side, that faculty and administration and classified staff are all working toward improving efficiencies and meeting our enrollment goals, then I think we can set aside part of those funds to improve our District's salaries for employees."

Mark Vernoy: "I have one thing – I know Bruce probably has other things to say. I think it really is – I'm kind of mad at myself because I think you all missed the point. But maybe it was me, but what we need to do is to do kind of what you all have suggested. We need to come to a plan, say 'let's put the money in the budget,' and then work the budget. I'm not suggesting that we design a budget that's going to fire people in the next five years, but the other point that I think you're all missing is that growth is not the solution. When I wanted to put my kids through college, I didn't plan on hitting the lottery. Growth is kind of like hitting the lottery for a community college because it's based almost entirely on chance. We can improve growth. If the economy goes in the toilet, we'll be just fine. Growth is really a pyramid scheme. We have to be able to work our finances without counting on growth. If we're only going to count on growth, then, yes, you're right, you're all right, all of the discussions we've had are silly. I don't think that what we need to do should be based on growth. It think it's a big mistake to do that. We have to do it based on other kinds of things. Well, anyhow, that's what I wanted to say. I think that whenever you say that 'it'll all be fine when we grow,' that's a big mistake. We should never be planning on growth. We shouldn't be worried about growth because growth is not necessarily a good thing. And I'm sure if you talk to Mr. Patton, he will explain to you that it's not always the case that just because we grow, we end up getting more money. So that's really the thing that I wanted to make clear to you. Yes, we do need a plan, we need to put the money in the budget, and we need to deal with that, but we shouldn't try and base it on growth because that's just a very, very risky thing to do."

Bruce Bishop: "I promised this Governing Board several months ago – I don't remember when it was that you guys were last discussing the goals that you adopted for the current year, and I know Barbara had a whole bunch of concerns about maintaining the language of that top 25 percent in there – and I promised you at that meeting, at least from a personal standpoint, that you would not be held hostage. No one would ever come back to you and say, 'Aha, you didn't do it, you couldn't do it, and as a result of that you violated that goal.' And I'm not, in any sense, suggesting that tonight. I want to make that real clear to you. What Mark is saying and what I am saying is that, and I think what Dr. Boggs said also, feeds the argument that nobody has developed any kind of a plan to get there. That goal is not new. That Staff Development Plan came out many, many years ago, and I was at that meeting when that top 25 percent goal was articulated initially, and I said, 'Or what? What are you going to do if you don't make 25 percent by the year 2000?' And people just looked at me and said, 'What do you mean "or what?"' And I said, 'What's the consequence of not getting there? It seems to me if you have a goal, you ought to attach to it some kind of a consequence for not getting there or some reward for getting there. If you're not going to have a consequence or if you're not going to have a plan, then why say 25 percent? Why not say, "number one"? Our goal is to be the number-one-paid staff in the entire state of California by the year 2000. Why not make that the goal?' Well, the reason we didn't do it is because it wasn't realistic. We thought 25 percent was realistic, but that wasn't realistic either in absence of any kind of a plan to get there.

"You know, Mark could have said 20 years ago, 'I'm going to send my kid to Tufts. I'm going to send another kid to this school and another kid to this school and another kid to this school.' Great plan. How're you going to get there? And if he had relied only on cost-of-living increases, he never would get there. There's not a chance in the world that any of us would get there. So, we want a plan. We've been asking for a plan, we've been talking about a plan for the last year in meet and confer. Let's develop a plan, let's talk about efficiency, let's talk about reallocation of funds because Jerry's mantra has been, 'We can't just rely on growth.' He's constantly reminding us about FTES and weekly student contact hours, and we've said, 'OK, then build the salary increase into the budget. Let's work on reallocation; let's work on these efficiency things; but give us something to aim for. Give us a reason; give us the consequence; give us the money and then say, "Now, get there or we take it away."' But the faculty and the rest of the staff of Palomar College doesn't see anything coming from the District to make us want to do that. And in the next few months, we're going to talk about passing a bond issue, and I'm certain this Governing Board is going to say, 'Faculty, we need your support. Classified, we need your support. Administration, we need your support, too.' And I'll tell you, if this issue of faculty salaries is in the newspaper at the same time we're trying to pass a bond issue, that's not going to look good to the public. The public is going to say, 'Well, they only want to pass a bond issue so they can get more money to pay the faculty.' And no matter how well you state the concern for a bond issue, they're not going to read it that way. We've got to get this thing settled, and we need to have a plan to get there, and we need to make some commitments to the staff of Palomar College, and growth isn't going to do it.

"Now, in terms of the meet and confer process, whatever the law says, I'll abide by it. I would never ask any of you to violate any tenet of the Ed. Code or of the law, but somebody up here, I don't remember which one of you said it, you need to define the process a little bit better and tell the folks that are representing the District exactly what authority they have so that they can come in and honestly meet and confer and get into a dialogue that's meaningful and that has an ability to make a commitment. Back in September, back in August, we were told, 'Here's COLA. Wait until February to discuss any other additional funds.' Now, I should not have gotten my hopes up; but that sounds to me like, 'Well, there will be some additional funds. We just don't know how much.' Maybe I'm like a little kid who says, 'Can I have this? Can I have this? Can I have this?' and the parents say, 'We'll see. We'll see. We'll see.' But, if it's not going to happen, then say, 'No.' I hate using that metaphor of a little kid, but what needs to have to happen is the District representatives have to have the authority that I went into the meet and confer process thinking they have, because they don't have it; at least, I don't see that they have it anyway. It doesn't seem to me."

Dr. White stated that she would like to hear the District's representatives' response to that. Dr. Dougherty stated that he felt it would be better to discuss it with them in closed session. Dr. White replied that she wanted to hear it now. Dr. Boggs stated that the District's representatives do what the Board tells them to do in closed session.

Mr. Corona commented: "I've been here at Palomar for about 3½ years now, and I've had the luck to have nothing but great professors or adjunct professors, up until this semester, just one. It has been, I think, due to the influence that we're in the business of education, not money. But, unfortunately, money is what pays for our houses, money is what pays for our food, and, in this case, it's what pays for your family to sustain itself. And I would hate to lose any of the professors who taught me just because we can't work on this. I'm not trying to suggest that we implement this right away, and I'm not trying to suggest or demand that the Governing Board does anything at this exact time. But we need to come to an efficient and accurate way of developing funds, not only expected on growth, but in using the different avenues of income that we have access to. Dr. Boggs just mentioned the contact hours. That's been going on for about a year that we've talked about it. You're right, I think that both parties need to be responsible and come to some agreement and not just make, I don't want to say, false promises, but intentions that don't come true. As a student, I would hate to lose one of the professors that I've had because I learned, and I learned a lot. And I would hate for them to go next-door to another district just because they get paid a thousand dollars more or five hundred dollars more than here. I would hate that to happen. So I think that there needs to be some resolution and also, through the help of Mr. Patton, of finding ways to be creative to start within the avenues that we can already use, such as the contact hours, and expand from there. Because, also, we do have other needs and we do need to stay with the parameters of the budget that we have. I would also like to see the District work a little bit harder on the 75/25 of full-time faculty and only 25 adjunct because then we are also not servicing the students adequately when our adjunct can't get paid for office hours and they don't have a place for students to go meet with them, because they're worried about going from one campus to another and making sure that they feed their families. I think that it's been proven to us that we are who we are today, nationally ranked and recognized, not only because of the Governing Board here, not only because of the students, but because of the faculty and staff that take care of the day-to-day business. So I think that we need to come up with a plan and slowly work up to the 25 percent, and, if not, be within the 10 percent in the future."

Mark Vernoy thanked everyone for listening to them.

G. COMMUNICATIONS

1. Letter from **Congressman Randy "Duke" Cunningham** to Dr. Boggs, dated March 16, 1999, containing an update on recent developments in education on the national level.
Exhibit G-1

Dr. Boggs stated that we correspond with our Congressional representatives frequently on federal legislation, and we are fortunate to have people in Congress and the Senate who do respond to us and pay attention to our concerns.

H. UNFINISHED BUSINESS

1. **CAST BALLOT FOR CCCT BOARD OF DIRECTORS ELECTION – 1999**

MSC Dougherty, Hughes

RESOLUTION 98-19441

BE IT RESOLVED, That the Governing Board of the Palomar Community College District hereby casts its ballot in favor of the following **nine candidates** for membership on the CCCT Board of the Community College League of California:

Maria Nieto Senour*	San Diego
Maria Neves-Perman	Southwestern
Mark Takano*	Riverside
Charles H. Hayden	Desert
Don L. Jenkins	Rio Hondo
Carolyn Batiste	MiraCosta
John H. Moore*	Cerritos
Sal Morales	Yosemite
Mary Mason*	Foothill-DeAnza

*indicates incumbent

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

I. NEW BUSINESS

1a. **INFORMATION: DISTRICT INVOLVEMENT IN THE SYSTEM'S 1999-2000 LEGISLATIVE PROGRAM**

Dr. Boggs asked for input from Board members regarding the legislative program for next year. He assumes we want to continue to support the items we previously supported but that did not pass. This is our opportunity to suggest additional pieces of legislation to be considered. He noted there is one new piece of legislation that might be worthy of consideration. Approximately three or four years ago, the state of Florida passed a bill that allows the legislature to match endowment funds raised by local districts. We are in a position where we have developed our Foundation to the point where we probably could be pretty successful in improving our endowment funds with that kind of an incentive. That may be something we want to propose to the legislature.

Exhibit I-1a

1b. **INFORMATION: DISTRICT INVOLVEMENT IN DEVELOPING THE SYSTEM'S 2000-2001 BUDGET PACKAGE**

Dr. Boggs stated that this is very political. There are a number of priorities. The California Community Colleges are the most under-funded system in the country for community colleges. In comparison with our two other higher education systems in California, we are drastically under-funded. There was a newspaper article recently that ranked the dollars per student in the local elementary and unified school districts, and we aren't even up to the bottom of those rankings. The average is \$5,752 per ADA. Our FTES is not quite \$3,800. We have fallen behind all segments of education in California and are probably at the bottom of the nation in terms of the funding that we get. The political part will be in terms of how the new funds are allocated. There are some districts that are going to be advocating very heavily for growth. They would like to see most of the new money come in the form of growth because they are rapidly growing districts. There are some districts that will benefit from equalization. The districts in California get a different amount of money per FTES for various historical reasons. Palomar ranks 65th out of 71 districts, not exactly in the top 25 percent in terms of how much we get per FTES. However, because of the way the Chancellor's Office formula works, we would not benefit from the modest amount of equalization that is being proposed. Consequently, we need to get that formula examined. Other districts are going to be pushing to maximize COLA. The original COLA that was proposed for this year was 1.83 percent. The legislative analyst is recommending that it be lowered to 1.4 percent. There are districts that are trying to keep it at 1.83 percent or even increase it. Some districts will be arguing for reallocating Partnership for Excellence funds. We received \$100 million this year. Next year, we have \$10 million in the budget. There is going to be a move to try to improve that. The latest report is that \$50 million will be requested. Faculty associations throughout the state will be advocating for funds for new full-time faculty. The districts are not going to be united in this because of these competing priorities and the different ways in which each district will benefit from them. The San Diego and Imperial County group is very much interested in equalization because all of our districts, with the exception of MiraCosta, are under-funded compared with the rest of the state. Equalization could be seen as a priority, but for us it won't help unless the formula is corrected at the state level. This is an opportunity for our Board, faculty, and staff to present recommendations.

Ms. Hughes asked if there are any plans to increase funding for items such as student health services and other special-needs areas. We have had to take a lot of what formerly came from student fees out of our general budget to take care of certain students' health fees and things such as signing for deaf students. Dr. Boggs will check on that. The issue on student health services was one that we were very concerned about and remain concerned about because students who have the Board of Governors Fee Waiver are exempted from paying those fees. Every year, more and more of our students are exempted from paying those fees, and yet they still require health services; and we are not being reimbursed in any way for providing those services. Governor Wilson had vetoed bills on this issue. In terms of Americans with Disabilities and the signing problem, there has also been an increase in cost for us because we are being seen as a very friendly place for students who have these kinds of disabilities.

Mr. Corona reported that he had presented some of the same concerns at the CCCT Board meeting. He suggested that we should look into the health fee being included in the BOG Waiver, directly coming from the state and being allocated directly to the campuses so that we don't have to subsidize that cost. He stated that several other people at that meeting expressed agreement with this idea. He suggested that someone follow up with David Viar when Mr. Corona's term on the CCCT Board is over so that it might become part of the next agenda.

Mr. Corona reported that there is a bill that may be introduced that will allow the major core textbooks that are used, such as English and math, to be entered into a state-wide agreement to implement translating them into Braille, instead of the individual districts doing it. They would share the costs and then re-sell them to the districts at a lower cost than doing it themselves.

Mr. Corona reported that a budget item that has been discussed by the CEOCCC and approved by CCCT includes the \$90 million for Partnership for Excellence. **Exhibit I-1b**

2. **RECOGNIZE "CLASSIFIED EMPLOYEES WEEK"**

MSC Dougherty, Jensen

RESOLUTION 98-19442

WHEREAS, Classified employees provide valuable services to Palomar College students; and

WHEREAS, Classified employees contribute to the establishment and promotion of a positive learning environment; and

WHEREAS, Classified employees play a vital role in achieving the mission of Palomar College; and

WHEREAS, Classified employees of Palomar College strive for excellence in all areas relative to the educational community;

THEREFORE, BE IT RESOLVED, That the Governing Board of the Palomar Community College District hereby wishes to honor the contribution of the classified employees of Palomar College to quality education in the State of California and to Palomar College by recognizing the week of **May 17-21, 1999**, as "**Classified Employees Week.**"

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

Ernie Carson stated: "On behalf of the Classified Staff, I would like to thank the Board for this recognition of the Classified Employees Week. I would also hope, and not to diminish the importance of this, that the spirit of this resolution be carried on throughout the year, not just during the week of May 17, but also during the week of June 1, the week of July 5, and so forth. I would hope that it also carries into the December holidays when the Classified Staff has to take either one or two days vacation or comp time, or else we lose pay. What's significant about that is that we accrue vacation at a lesser rate. I'm not saying this to diminish importance, but I think that the spirit of the resolution can really help a lot if it's carried and looked at throughout the year. Thank you."

3. **RECOGNIZE "WEEK OF THE TEACHER"**

MSC to amend Hughes, Dougherty
MSC as amended below Dougherty, Nelson

RESOLUTION 98-19443

BE IT RESOLVED, That the Governing Board of the Palomar Community College District hereby recognizes the week of **May 10-14, 1999, as Palomar College's "Week of the Teacher,"** in conjunction with **California's 17th Annual "Day of the Teacher," on May 12, 1999,** and hereby honors teachers for their efforts on behalf of students.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

4. **APPROVE ACADEMIC PROGRAMS IN SOUTH AMERICA FOR SUMMER INTERSESSION, 1999, AND AUTHORIZE AGREEMENTS WITH BUENOS AIRES LANGUAGE INSTITUTE AND UNIGLOBE VINEYARD TRAVEL**

MSC Dougherty, Nelson

RESOLUTION 98-19444

BE IT RESOLVED, That the Palomar Community College District (the "District") program for Summer Intersession, 1999, Summer Spanish Classes in South America is hereby authorized and approved for classes listed in the backup materials to this resolution, to be conducted from July 31, 1999, to August 17, 1999; and,

BE IT FURTHER RESOLVED, That agreements between the District and Buenos Aires Language Institute, Argentina, and Uniglobe Vineyard Travel, Escondido, California, be and are hereby approved as necessary to carry out the Summer Intersession, 1999, Spanish Class program in South America, including approval to advance to these vendors any deposits required to secure their contract services, with all funds for participants in this program being paid by the participating students. Estimated costs for the program including airfare are detailed in the backup materials to this resolution and, by this reference, incorporated herein. **Exhibit I-4**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. **APPROVE ART AND PHOTO WORKSHOP TO SAN MIGUEL DE ALLENDE, MEXICO**

MSC Dougherty, Nelson

RESOLUTION 98-19445

BE IT RESOLVED, That the Governing Board of the Palomar Community College District approve an Art 197 BMX - Art and Photo Workshop to San Miguel de Allende, Mexico, for the Winter Intersession, January 2-17, 2000. Students participating in this workshop shall be responsible for their travel, food, and lodging expenses. **Exhibit I-5**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

6. **APPROVE ART AND PHOTO WORKSHOP TO SANTA FE, NEW MEXICO**

MSC Dougherty, Nelson

RESOLUTION 98-19446

BE IT RESOLVED, That the Governing Board of the Palomar Community College District approve an Art 197 BNM - Art and Photo Workshop to Santa Fe, New Mexico, for the Spring Intersession, May 30-June 19, 2000. Students participating in this workshop shall be responsible for their travel, food, and lodging expenses. **Exhibit I-6**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

7. **ACKNOWLEDGE BID FROM IMPERIAL WELDING SUPPLY FOR SURPLUS WELDING EQUIPMENT AND APPROVE SALE THEREOF**

MSC Nelson, Dougherty

RESOLUTION 98-19447

WHEREAS, the Governing Board of the Palomar Community College District (the "District") acted at its regularly scheduled meeting of February 23, 1999, and passed RESOLUTION 98-19361 declaring fifteen (15) items of welding department equipment as surplus and authorized the auction thereof as a entire lot by sealed bid; and,

WHEREAS, a public auction was properly noticed in accordance with law, and sealed bids were received pursuant thereto on March 24, 1999; and,

WHEREAS, two sealed bids were received on the aforesaid date and at the time set forth in the published Notice detailed in the backup materials to this resolution and, by this reference, incorporated herein;

NOW, THEREFORE, BE IT RESOLVED, That the bid of Imperial Welding Supply to exchange the surplus welding equipment for new welding equipment having a fair market value of \$6,492.30 be and is hereby declared to be responsive to the call for bids, and an agreement between the District and Imperial approving the exchange of the District's surplus welding equipment for the new equipment offered by Imperial be approved. **Exhibit I-7**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

8. **INFORMATION/DISCUSSION: BP 11.1 – GOVERNING BOARD – SERVICES**

Dr. Dougherty stated that as he understands state law, the Governing Board cannot change the compensation after the new student trustee is seated, which is some time in May. If we are going to do something, it should be done at the next meeting. His interpretation of the material that Ben Echeverria supplied in **Exhibit I-8** is that the Board may, at its discretion, grant benefits, but it is not legally obligated to do so. He would like to see an agenda item next time extending the benefits that other Board members have available to them to the student trustee, so that it may be discussed and voted upon.

Mr. Corona stated that because he will be absent from the next Board meeting, he would like to comment at this time. He noted that there are more than just a few districts that offer this to their student trustees. At one of the PAC meetings, he presented a copy of the policy from another college allowing the student trustee to receive these benefits. He hopes that the Board keeps this in consideration when voting upon this matter at the next meeting. He feels approving this would improve the morale of the student trustee. Mr. Corona feels all Board members should be equal; and every time the student trustee represents the College, they say they are part of the Governing Board, so he feels they should be treated equally.

9. **INFORMATION: PROPOSED POLICY ON RESTRICTIONS GOVERNING THE EMPLOYMENT OF PERSONS WITH CRIMINAL RECORDS**

RESTRICTIONS GOVERNING THE EMPLOYMENT OF ACADEMIC AND CLASSIFIED EMPLOYEES WITH CRIMINAL RECORDS

Policy Statement

The Palomar Community College District shall not employ an applicant for any classified or academic position under any of the following circumstances:

1. There is a conviction of any sex offense or controlled substance offense, which prohibits employment under Education Code Sections 87405 and 88022. An applicant may be employed under the exceptions in Education Code Sections 87405 and 88022.
2. There is a conviction of a felony or of any crime involving moral turpitude within the previous five years. There are no exceptions.
Note: The California Supreme Court has held that "criminal acts involving intentional dishonesty for the purpose of personal gain are acts involving moral turpitude."
3. There is a conviction of a felony or of any crime involving moral turpitude more than five years ago unless there is substantial evidence presented that the person has been rehabilitated. The burden of proof is on the applicant, and the decision of the Governing Board is final.
4. There is a conviction of any felony involving physical violence toward another. There are no exceptions.
5. There is a conviction of any misdemeanor involving physical violence toward another within the previous five years. There are no exceptions.
6. There is a conviction of any misdemeanor involving physical violence against another more than five years ago unless there is substantial evidence presented that the person has been rehabilitated. The burden of proof is on the applicant, and the decision of the Governing Board is final.
7. There are two or more convictions for driving under the influence of alcohol or a controlled substance within the previous five years. There are no exceptions.
8. There is a conviction of any crime that involves treason against the United States. There are no exceptions.

George Mozes noted that administrators are not mentioned in the policy and suggested that the wording be revised to include them. Dr. Miyamoto will make appropriate revisions before the next meeting.

10. **REJECT REQUEST FOR PROPOSAL (RFP) OF CTL ENVIRONMENTAL SERVICES, FOR LIBRARY AIR QUALITY & EMPLOYEE HEALTH EVALUATION CONSULTANT SERVICES**

MSC Dougherty, Hughes

RESOLUTION 98-19448

WHEREAS, the Palomar Community College District advertised a Request for Proposal (RFP) for Library Air Quality & Employee Health Evaluation Consultant Services on March 5, 1999, and March 12, 1999; and,

WHEREAS, one response was received on March 22, 1999, at 3:00 p.m., in the Office of Counsel, Contracts, and Special Projects of the District; and,

WHEREAS, the only vendor to submit an RFP was CTL Environmental Services, 24404 S. Vermont Avenue, #307, Harbor City, California 90710; and,

WHEREAS, the committee for the Library air quality has requested that the District advertise again for consultant services in an effort to obtain more responses;

NOW THEREFORE BE IT RESOLVED, That the Request for Proposal of CTL Environmental Services be and is hereby rejected by the Governing Board of the Palomar Community College District; and,

BE IT FURTHER RESOLVED, That a letter be sent to the vendor with the thanks of the Governing Board for their efforts in submitting this RFP, together with the notice from the Board that the proposal is rejected. **Exhibit I-10**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

J. INSTRUCTIONAL/OPERATIONAL REPORTS

1. **Budget Update**

Jerry Patton presented the following update on the current financial status of the District and gave preliminary information on the tentative budget-development process.

"During the last two years, we have been monitoring several key indicators of financial solvency for Palomar College. This year has brought some significant changes that require me to provide the Governing Board with an update and status on these trends and the possible resulting effect on the financial condition of the College.

I. Current financial status

The current financial status of fiscal year 1998-99 involves a review of beginning fund balances, anticipated revenues, expected expenditures, and the resulting ending fund balances.

- **Beginning fund balances:** The beginning balances are the same as the ending fund balances for FY97-98. FY97-98 was perhaps the best financial condition of the College. Ending fund balances in the Unrestricted General Fund were over \$6.9 million. For my presentation to show available funds, I've also included Priority #1 funds to make a total beginning fund balance of \$7.7 million.
- **Revenues:** Using an estimate of 150 new FTES, we built the FY98-99 budget on \$55.9 million revenue. An update of revenue now shows \$54.8 million, a decline of over \$1 million. Our revenue is dependent upon the state funding formulas, which fund by FTES (full-time equivalent students). Instead of realizing 150 new FTES, the Office of Institutional Research and Planning is projecting a decline of 117 FTES, a swing of 267 FTES from what the budget was built upon, resulting in the revenue decline of over \$1 million.
- **Expenditures:** The expenditure budget for FY98-99 included expenditures for increases in inflation, salary schedule movements, and increases in class schedule that would total \$835,877 more than revenues, indicating that we knew that had we experienced the 150 new FTES, our fund balances would still decline by over \$800,000. By projecting the ending expenditures by looking at the actual expenditures on today's date, it appears we will expend approximately \$300,000 more than budgeted.
- **Ending fund balances:** Adding these three amounts, the \$1,097,977 decline in revenues, the \$835,877 in expenditures above revenues in the adopted expenditure budget, and the \$300,000 in over-expenditures, the ending fund balances will decrease to slightly under \$5.5 million, still a healthy condition reflecting 9.5% fund balances.

II. Historical Trends

- **FTES:** Over the last nine years, FTES have fluctuated due to a multitude of factors from the state of the California economy, marketing efforts, curriculum, service-orientation, and facilities. The data presented show the growth and decline of FTES over the past nine years. You can see for the past two years, we are in a downward spiral.
- **Expenditures:** Using the data from the Chancellor's Office Fiscal Data Abstract, these next slides show the expenditures per FTES comparing Palomar College with our 16 peer institutions. From the years between FY93-94 through FY97-98, we exceed the expenditure per FTES in most all categories by significant amounts. By looking at the actual dollar expenditures graphically, the portrayal of increasing expenditure trends is even more dramatic.

- **Efficiency:** Selecting one area to show efficiencies is the WSCH (weekly student contact hours) per FTEF (full-time equivalent faculty). This year, according to the Office of Institutional Research and Planning, WSCH per FTEF is about 413. The statewide average is approximately 525. These slides and charts show that an improvement in one FTEF from 413 to 525 would generate \$14,800 more. Hypothetically, if all 530 FTEF could make this goal, an additional \$7.4 million could be generated. We know that's not possible due to variances in disciplines, but it does point out that improvement in all efficiencies, not just in instruction, but District-wide, need to occur.
- **Pro Formulas:** Another important tool in financial forecasting is a pro forma analysis which is projecting revenue and expenditures out in the future to determine the financial stability and solvency by using differing "what-if" hypotheses. I used three FTES growth scenarios - no growth, modest growth, and aggressive growth. If no FTES growth occurs over the next five years, there could be a \$17 million dollar deficit. If modest growth occurs over the next five years, there could be a \$12.5 million dollar deficit. The next slide shows that to maintain a 3% reserve, we would need to reduce expenditures \$1.5 million, \$1.5 million, \$2.6 million, \$3.4 million, and \$3.3 million respectively each year. To give a 1% salary increase, the reduction in expenditures each year would be \$1.5, \$2.0, \$3.6, \$3.9, and \$3.8 million, respectively. If we could maintain an aggressive growth posture, starting with 330 new FTES in FY99-00 and give a 1% salary increase each of the next five years, we would need to reduce expenditures each year \$1.5, \$1.5, \$1.5, \$2.4, and \$2.5 million respectively.

III. FY99-00 Tentative Budget

- **Revenues:** Using a modest FTES growth projection, revenues are projected to reach \$55.9 million. This is the last year of budget stability, which causes our revenues to be decreased over \$400,000.
- **Expenditures:** If our spending patterns continue, expenditures are projected to reach \$58.4 million. This includes starting with FY98-99 actual expenditures and adding COLA (estimated at 2.5%) of \$1.2 million and salary matrix costs of \$505,000.
- **Ending fund balances:** If revenues and expenditures respond as projected, ending fund balances could decline to \$3 million.

IV. Summary

- **Planning:** This update is to inform the College of apparent trends in FTES, revenues, and expenditures. The information is somewhat sobering, but there is good news in this analysis, too. There is time to plan and react before we reach a crisis status."

K. PERSONNEL

1. **APPROVE CORRECTION TO CLASSIFIED EMPLOYMENT**

MSC Dougherty, Nelson

RESOLUTION 98-19449

BE IT RESOLVED, That the corrections to the effective dates for the following classified employees be approved:

- a. Name: **PATRICIA C. STEWART**
Position: Instructional Support Assistant I
Department: Business Education
Position #: 341253 New?: Yes
Remarks: Position approved 3/23/99
Sal Rng/Stp: 16/A Salary: \$706.65/month
% of position: 35% # of Mos: 10
Effective: **July 1, 1999** (previously approved as April 1, 1999)
Acct #(s): 01-10-38-3808-0501-2211.00-0000/100%
NOTE: Hourly conversion position.
- b. Name: **FRANCES R. SIMPSON**
Position: Instructional Support Assistant I
Department: Business Education
Position #: 341254 New?: Yes
Remarks: Position approved 3/23/99
Sal Rng/Stp: 16/A Salary: \$605.70/month
% of position: 30% # of Mos: 11
Effective: **July 1, 1999** (previously approved as April 1, 1999)
Acct #(s): 01-10-38-3808-0501-2211.00-0000/100%
NOTE: Hourly conversion position.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

2. **APPROVE CLASSIFIED POSITION INCREASE**

MSC Dougherty, Nelson

RESOLUTION 98-19450

BE IT RESOLVED, That the increase of the following classified position be approved:

- a. Position: **TUTORIAL SPECIALIST**
Department: Tutorial Services
Name: Greg Thomas
Position #: 460750 New?: No
Sal Rng/Stp: 22/A Salary: **\$1,636.00/month**
% of position: 90% # of Mos: 11
Remarks: Increase position from 70%, 11 months, to 90%, 11 months
Effective: June 1, 1999
Acct #(s): 01-10-43-4315-6316-2111.00-0000/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

3. **APPROVE CLASSIFIED POSITIONS**

MSC Dougherty, Nelson

RESOLUTION 98-19451

BE IT RESOLVED, That the following classified positions be approved:

- a. Position: **ADMINISTRATIVE SECRETARY**
Department: Counseling, Guidance & Career Development
Position #: 503364 New?: Yes
Sal Rng/Stp: 19/A **Salary: \$2,172.00/month**
% of position: 100% # of Mos: 12
Effective: July 1, 1999
Acct #(s): 01-10-40-4030-6310-2111.00-0670/100%
NOTE: This is position is funded by Partnership for Excellence.
- b. Position: **CAREER CENTER ADVISOR**
Department: Counseling, Guidance & Career Development
Position #: 503363 New?: Yes
Sal Rng/Stp: 20/A **Salary: \$1,001.70/month**
% of position: 45% # of Mos: 12
Effective: July 1, 1999
Acct #(s): 01-10-40-4030-6310-2111.00-0000/100%

c. Position: **INSTRUCTIONAL SUPPORT ASSISTANT I**
Department: Academic Technology Resources Center
Position #: 300451 New?: Yes
Sal Rng/Stp: 16/A **Salary: \$1,574.82/month**
% of position: 78% # of Mos: 10
Effective: April 14, 1999
Acct #(s): 01-10-30-3006-6115-2211.00-0000/100%
NOTE: Hourly conversion position.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

4. **APPROVE CLASSIFIED EMPLOYMENT**

MSC Dougherty, Nelson

RESOLUTION 98-19452

BE IT RESOLVED, That the classified employment of the following persons be approved:

a. Name: **THEOPHILUS L. JONES**
Position: Custodian I
Department: Custodial Services
Position #: 502864 New?: No
Remarks: Replacement for Jaime Estrada-Olalde
Sal Rng/Stp: 8/A **Salary: \$1,662.00/month**
% of position: 100% # of Mos: 12
Effective: April 14, 1999
Acct #(s) 01-10-51-5130-6530-2111.00-0000/100%
Note: Normal work schedule: 10:00 p.m. - 6:30 a.m. Monday - Thursday; 5:00 p.m. - 1:30 a.m. Friday. 3% added to base salary for hours worked between 6:00 p.m. and 10:00 p.m. 5% added to base salary for hours worked between 10:00 p.m. and 6:00 a.m.

b. Item was removed from agenda.

c. Name: **MICHAEL J. DIMMICK**
Position: Information Systems Specialist
Department: Information Services
Position #: 501663 New?: No
Remarks: Replacement for Susan Doran. This is a lateral transfer for Mr. Dimmick.
Sal Rng/Stp: 28/H **Salary: \$3,421.00/month**
% of position: 100% #of Mos: 12
Effective: April 14, 1999
Acct #(s) 01-10-50-5050-6780-2311.00-0000/100%

d. Name: **MYRNA A. VALENCIA**
Position: Instructional Support Assistant I
Department: Academic Technology Resources Center
Position #: 300451 New?: Yes
Remarks: Position approved 4/13/99
Sal Rng/Stp: 16/A **Salary: \$1,574.82/month**
% of position: 78% # of Mos: 10
Effective: April 14, 1999
Acct #(s): 01-10-30-3006-6115-2211.00-0000/100%
NOTE: Hourly conversion position.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. Item was removed from agenda.

6. **APPROVE CORRECTION TO LEAVE OF ABSENCE**

MSC Dougherty, Nelson

RESOLUTION 98-19453

BE IT RESOLVED, That the correction to the pay for the leave of absence of the following instructor be approved:

a. **DR. NAN HAUGEN**, Associate Professor/Coach – Physical Education, be granted 15% medical Leave of Absence **with differential pay** and no effect on benefits effective February 22, 1999, to May 21, 1999.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

L. ITEMS PENDING

There were no items pending.

M. COMMENTS FROM BOARD MEMBERS

Dr. Dougherty apologized if his statement in the *North County Times* indicated that we have given up hope on the Ted Williams Parkway site. He does not think we have given up; he thinks we are developing a contingency. He thinks the Poway City Council is beginning to understand our dilemma of having a Ted Williams Parkway site that may not be approved in Sacramento. We have made every reasonable effort to show a need for a campus in that area. Bob Barr's figures show that the demographics in terms of student population are climbing far faster than we had anticipated. He stated that there will be plenty of students for both Miramar and an education center in the southern area of the Palomar District. He hopes that Sacramento will approve something soon. If the Ted Williams Parkway site is approved, Dr. Dougherty indicated that we will certainly go ahead with that. If not, the Board is starting to look at other sites in the south part of the District that would be suitable. He noted that, instead of looking only at the ten-mile criteria, the state should look at the cost of land. The state apparently doesn't care if you spend twice as much for a piece of land than a site that is slightly closer to your competitor. To a rational person, this doesn't seem rational. He again apologized if the newspaper story was misleading. He also praised the efforts of everyone who has worked to get the Ted Williams Parkway site approved.

Dr. Nelson commended everyone for the wonderful Classified Staff Development Day celebration. She enjoyed it very much and took lots of ideas back to her day job. She commended Dr. Jack Miyamoto for his excellent work as master of ceremonies.

Dr. Nelson reminded the Board members that she would be away for the next two meetings.

Dr. Nelson thanked Harry Bliss for opening the gallery before the meeting tonight so that the Board members could enjoy the exhibit.

Dr. White noted that if anyone wishes to see the gallery exhibit, they should do so soon. Many of our former students are showing their work. It is one of the more impressive shows that Harry Bliss has put together. The exhibit closes on Friday, April 16.

Ms. Hughes noted that she also enjoyed the exhibit in the gallery.

Mr. Corona thanked Jerry Patton for his report on the budget. It brought a reality to where Palomar could be headed unless we start acting on issues now. Specifically, he felt that we need to operate within a budget and take the necessary steps now and in the years to come so we do not fall "in the red," have a positive cash flow, and are able to grow as an institution. We should make use of all of our resources and not depend only on the outside.

Dr. Boggs read aloud the public notice from the first page of the agenda, as follows:

NOTICE TO PUBLIC: PUBLIC EMPLOYEES' RETIREMENT SYSTEM GOLDEN HANDSHAKE

In accordance with Government Code 20586, Palomar Community College District hereby announces its intention to provide the Public Employees' Retirement System Golden Handshake, providing two years of additional service credit to faculty members who are enrolled in the Public Employees' Retirement System, and who are retiring between May 14, 1999, and August 14, 1999.

The public was invited to comment at this time. There were no comments.

N. CLOSED SESSION

The Board recessed at 10:14 p.m. and went into Closed Session at 10:20 p.m., to discuss:

1. Public Employee Discipline/Dismissal/Release, pursuant to Government Code 54957.6.
2. Conference with Designated Representatives regarding discussion with Unrepresented Employees - Faculty, pursuant to Government Code 54957.6.
Agency Representatives: Dr. Jack Miyamoto and Jerry Patton

Closed Session ended at 11:17 p.m. There was no reportable action.

O. RECONVENE TO OPEN SESSION

The meeting reconvened at 11:18 p.m.

P. ADJOURNMENT

The meeting was adjourned at 11:18 p.m.