



GOVERNING BOARD MINUTES
REGULAR MEETING, GOVERNING BOARD
PALOMAR COMMUNITY COLLEGE DISTRICT
GOVERNING BOARD ROOM, STUDENT SERVICES CENTER
COLLEGE CAMPUS
SAN MARCOS, CALIFORNIA
TUESDAY, SEPTEMBER 28, 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 (arrived at 7:11 p.m.)
ROBERT L. DOUGHERTY, JR., M.D., TRUSTEE
MICHELE T. NELSON, PH.D., TRUSTEE
BUDDY RABAYA, 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
Lise Telson, Dean, Student Support Programs

STAFF:

Barbara Baldrige, Executive Assistant, President's Office
Norma Bean, President, Administrative Association
Ernie Carson, President, CCE/AFT
Ben Echeverria, Counsel, Contracts, and Special Projects
Kenneth Jay, Director, Business Services
Kendra Jeffcoat, Special Assistant to the President
Ellie Masiello, Interim Manager, Community Services Programs
Dr. George Mozes, Director, Library and Educational Television
Dr. Michael Norton, Director, Public Information

Wilma Owens, Director, Vocational Programs
Thomas Plotts, Coordinator, Police Academy
Dr. Mark Vernoy, President, Faculty Senate

GUESTS:

Lee Baldrige
Tom Chambers, Editor, *The Telescope*
Sgt. Brent Chartier, Marshal's Office; Coordinator, Southwestern Police Academy
Gary Creason, Director, Southwestern Police Academy
Debbie Plotts
Paul Plotts
Peggy Plotts
Al Parker, Student, Palomar Police Academy

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, Jensen

RESOLUTION 99-19723

BE IT RESOLVED, That the Minutes of the Regular Meeting held on September 14, 1999, be approved with the following correction:

Page 2, Guests, line 4 should read: Tom Cornish, WFI

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

CONSENT CALENDAR

D.

TRAVEL

1. **APPROVE TRAVEL EXPENSES**

MSC Dougherty, Jensen

RESOLUTION 99-19724

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

- a. **George R. Boggs, Ph.D.**
Advanced Funds? Yes
For: Transportation, parking, meals, lodging, registration, miscellaneous
To attend: ACCT Annual Convention
Location: Atlanta, Georgia
Date: October 13-16, 1999
Amount: \$1,922.00
Budget Acct. No.: 575100-11-211100-66200-10-2000-0000000

- b. **Robert L. Dougherty, Jr., M.D.**
Advanced Funds? Yes
For: Transportation, parking, meals, lodging, registration, miscellaneous
To attend: CCLC Annual Convention
Location: Burlingame, California
Date: November 18-20, 1999
Amount: \$904.00
Budget Acct. No.: 575200-11-111100-66100-10-2000-0000000

- c. **Robert L. Dougherty, Jr., M.D.**
Advanced Funds? Yes
For: Transportation, parking, meals, lodging, registration, rental car, miscellaneous
To attend: ACCT Annual Convention
Location: Atlanta, Georgia
Date: October 13-17, 1999
Amount: \$2,202.50
Budget Acct. No.: 575200-11-111100-66100-10-2000-0000000

- d. **Rita L. White, Ed.D.**
Advanced Funds? Yes
For: Transportation, parking, meals, lodging, registration, miscellaneous
To attend: ACCT Annual Convention
Location: Atlanta, Georgia
Date: October 13-17, 1999
Amount: \$2,002.50
Budget Acct. No.: 575200-11-111100-66100-10-2000-0000000

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

FINANCIAL REPORTS

2. **INFORMATION: NARRATIVES FOR FINANCIAL REPORT**

Memo from Lois Meyer, Director, Fiscal Services. Exhibit D-2

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

MSC Dougherty, Jensen

RESOLUTION 99-19725

BE IT RESOLVED, That Revolving Cash Expenditures, Check Nos. 11358 through 11359, in the amount of \$315.00 from the General Fund, for August, 1999, be approved.
Exhibit D-3

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

PERSONNEL

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

MSC Dougherty, Jensen

RESOLUTION 99-19726

BE IT RESOLVED, That the Short-Term/Substitute Employee List be approved.
Exhibit D-4

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. **GRANT EQUIVALENCY FOR DISCIPLINE**

MSC Dougherty, Jensen

RESOLUTION 99-19727

BE IT RESOLVED, That, on the recommendation of the Faculty Senate Equivalency Committee, the following individual be granted equivalency to minimum qualifications for the discipline listed:

Ruch, Jr., Martin – Cabinet & Furniture Technology

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

6. **APPROVE ADJUNCT FACULTY EMPLOYMENT**

MSC Dougherty, Jensen

RESOLUTION 99-19728

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

FALL, 1999

ENGLISH AS A SECOND LANGUAGE

Rubenstein, Illana	ESL/CNED (non-credit) B.A., French M.A., Teaching English 1 year of experience T.E.S.L. Certificate (pending)	\$33.97
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TRADES & INDUSTRY

Ruch, Jr., Martin	Cabinet & Furniture Technology B.S., Agriculture Certificate, Cabinetmaking 10 years of experience	\$32.88
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The Vote was unanimous.
Student Trustee Advisory Vote: Aye

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

MSC Dougherty, Jensen

RESOLUTION 99-19729

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

CHILD DEVELOPMENT CENTER

Carovich, Jill	Teacher Regular Children's Center Instruction Permit	\$8.95
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The Vote was unanimous.
Student Trustee Advisory Vote: Aye

8. **INFORMATION: CLASSIFIED PROFESSIONAL GROWTH AWARD**

In accordance with the Professional Growth Program for Classified Employees in the Administrative Association, the following employee is granted a \$500.00 annual stipend, prorated on a monthly basis, effective September 1, 1999:

<u>Name</u>	<u>Position</u>	<u>Course of Study</u>
Katherine Gannett	Manager, Library Staff & Services Library/Media Center	Interior Design Certificate

9. **INFORMATION: RESIGNATIONS**

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

- a. **MONIQUE C. SCADUTO**, Tutorial Assistant, Tutorial Services, effective September 2, 1999.
- b. **NINA BROWN**, Buyer, Purchasing Services, effective August 31, 1999.

COMMUNITY SERVICES

10. **APPROVE NEW CLASSES AND AGREEMENTS FOR COMMUNITY SERVICES CLASSES**

MSC Dougherty, Jensen

RESOLUTION 99-19730

BE IT RESOLVED, That the following new classes and agreements be approved between Palomar Community College District and personnel for providing Community Services classes:

Spring/2000

- a. Presenter: Ambruso, Alex
Name of Class: Inside Italy
Effective: January 11, 2000
Rate: 35% of fees collected
Terms: Minimum of 10 students
- b. Presenter: Avila, Alex Ph.D.
Name of Class: Finding Your Soul Mate: Asking the Four Magic Questions
Effective: January 22, 2000
Rate: 30% of fees collected
Terms: Minimum of 10 students
- c. Presenter: Bunnell, Danielle
Name of class: Introduction to Feng Shui
Effective: March 11, 2000
Rate: 30% of fees collected
Terms: Minimum of 10 students
- d. Presenter: Carter, Deena
Name of Class: Fundamentals of Investing
Effective: January 19, 2000
Rate: No Fee
Terms: Minimum of 10 students

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- e. Presenter: Carter, Deena
 Name of Class: Mutual Funds
 Effective: March 15, 2000
 Rate: No Fee
 Terms: Minimum of 10 students

 - f. Presenter: Carter, Deena
 Name of Class: Retirement Planning
 Effective: April 19, 2000
 Rate: No Fee
 Terms: Minimum of 10 students

 - g. Presenter: Carter, Deena
 Name of Class: Asset Allocation
 Effective: May 5, 2000
 Rate: No Fee
 Terms: Minimum of 10 students

 - h. Presenter: Engel, David J.
 Name of Class: Claims – An Overview
 Effective: January 11, 2000
 Rate: 30% of fees collected
 40% of fees collected in excess of 20 students
 Terms: Minimum of 10 students

 - i. Presenter: Foxworth, Leslie
 Name of Class: Yoga
 Effective: January 18, 2000
 Rate: 60% of fees collected
 Terms: Minimum of 10 students

 - j. Presenter: Hoevertsz, James
 Name of Class: International Cooking
 Effective: January 22, 2000
 Rate: \$274.48
 Terms: Minimum of 10 students

 - k. Presenter: Landis, Patricia, Ph.D.
 Name of Class: Human Solutions – Positive Parenting
 Effective: January 22, 2000
 Rate: 30% of fees collected
 Terms: Minimum of 10 students

 - l. Presenter: Lightner, Marshall
 Name of Class: 5 Keys to Achieving Your Goals
 Effective: February 4, 2000
 Rate: 30% of fees collected
 Terms: Minimum of 10 students

 - m. Presenter: Lightner, Marshall
 Name of Class: Learning to Love Yourself
 Effective: March 11, 2000
 Rate: 30% of fees collected
 Terms: Minimum of 10 students

- n. Presenter: Linke, Chris
 Name of Class: Let's Spell it Right!
 Effective: January 15, 2000
 Rate: 35% of fees collected
 Terms: Minimum of 10 students
- o. Item removed from Consent Calendar by Dr. Dougherty
- p. Item removed from Consent Calendar by Dr. Dougherty
- q. Item removed from Consent Calendar by Dr. Dougherty
- r. Presenter: Ryan, Dennis
 Name of Class: Become a Notary Public
 Effective: January 29, 2000
 Rate: 40% of fees collected
 Terms: Minimum of 10 students
- s. Presenter: Short, Doris
 Name of Class: Adobe Indesign
 Effective: January 22, 2000
 Rate: \$226.94
 Terms: Minimum of 10 students
- t. Presenter: Spier, Nadine
 Name of Class Baskets from Nature
 Effective: March 25, 2000
 Rate: 30% of fees collected
 Terms: Minimum of 10 students

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

**Resumption of
REGULAR AGENDA**

E. CONSIDERATION OF ITEMS REMOVED FROM CONSENT CALENDAR

The following items were removed from the Consent Calendar by Dr. Dougherty:

10. **APPROVE NEW CLASSES AND AGREEMENTS FOR COMMUNITY SERVICES
CLASSES**

MSC Dougherty, Jensen

RESOLUTION 99-19731

BE IT RESOLVED, That the following new classes and agreements be approved between Palomar Community College District and personnel for providing Community Services classes:

Spring/2000

- o. Presenter: Mikels, Dan Ph.D.
Name of Class: Memory Power & Study Skills for Kids & Teens
Effective: January 8, 2000 (date approximate)
Rate: 35% of fees collected
Terms: Minimum of 10 students

- p. Presenter: Mikels, Dan Ph.D.
Name of Class: Fast French
Effective: January 8, 2000 (date approximate)
Rate: 35% of fees collected
Terms: Minimum of 10 students

- q. Presenter: Mikels, Dan Ph.D.
Name of Class: Speed Spanish
Effective: January 8, 2000 (date approximate)
Rate: 35% of fees collected
Terms: Minimum of 10 students

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

F. HEARINGS OF INDIVIDUALS, GROUPS, AND DELEGATIONS

1. **INFORMATION**

Report of the Faculty Senate

Dr. Mark Vernoy reported that, at the Faculty Senate meeting, mostly information items were discussed. The proposed Faculty Salary-Enhancement Plan was presented. A general meeting of The Faculty was scheduled for yesterday where the Plan was again discussed. The Senate will be voting on the Plan next week.

Dr. Miyamoto attended the Faculty Senate meeting to discuss the proposed revision to the Sexual Harassment Policy. The Senate would like several parts of the proposed revision to be changed slightly. Dr. Miyamoto agreed to revise and resubmit the Plan to the groups.

2. **INFORMATION**

Report of The Faculty

There was no report.

3. **INFORMATION**

Report of the Administrative Association

Norma Bean reported that a general membership meeting of the Administrative Association has been planned for October 14. Last week, they had their first brown-bag luncheon in the garden. It was well attended, and they hope to have it again with even better attendance.

The Association has some concerns about the language in the proposed Sexual Harassment Policy revision. Katherine Gannett has collected those comments from the members and has forwarded them to the Faculty Senate to be included in their general discussions.

Meet and confer sessions will resume in the near future with Dr. Miyamoto and Mr. Madrigal.

4. **INFORMATION**

Report of the CCE/AFT

Ernie Carson reported that he has received a request for negotiation dates from Dr. Miyamoto, so that the CCE may begin negotiations with the District. He will submit these dates within the next few days.

Governor Davis has vetoed a CFT-sponsored bill, AB 94. This bill would have designated one seat on the Board of Governors of the California Community Colleges for a classified employee of a community college. During the final hours of AB 94's life, the CFT put forth a massive show of support by asking leaders of California locals to fax the Governor and ask him to sign the bill. While the letter-writing campaign did not succeed, it did show a united front. Ernie was honored that his letter was used as an example at the recent annual CFT Council meetings in San Francisco.

They are currently waiting to see if Governor Davis will sign SB 400, which would make much-needed improvements within the PERS retirement system. Ernie has sent the Governor a letter asking for his support of this bill. Ernie thanked Dr. Boggs for a very nice letter he sent to Governor Davis on behalf of SB 400.

The Wellness Team sponsored a bowling night recently that helped the 37 employees, mostly classified staff, who attended to relieve some of the stress caused by the PeopleSoft implementation. Ernie encouraged faculty and administrators to attend events of this type in the future. Pictures of the event will be posted on the Palomar web site.

Within the past couple of weeks, Ernie has spoken with four employees regarding their inability to cope with the pressures being experienced with the PeopleSoft project. In all situations, the employees broke down in tears during the course of the conversation. He let them vent and share their anger, and they seemed to feel better afterward. Ernie suspects that there are more individuals who would come forth to talk with a trained professional. He suggested that administrators reach out to their employees in a manner similar to that of Mr. Madrigal, who held a luncheon for the Student Services employees. These types of events relieve anxiety of employees. Ernie feels we need to do even more, because people are internalizing their stress. He suggested that the District consider bringing EASE counselors to campus to work with affected employees. He requested ideas from Board members on ways to help employees cope with stress. The enthusiasm of employees should not be dampened with the stress that is being brought along.

Norma Bean stated that, on behalf of the Administrative Association, she echoes Ernie's remarks regarding the need for assistance in dealing with stress. There is a huge need that needs to be addressed. There are multiple work units on the campus that are understaffed and working phenomenal hours just to meet daily needs without the addition of the PeopleSoft concerns. That creates a tremendous stress and workload with which employees are faced.

5. **INFORMATION**

Report of the Associated Student Government

Buddy Rabaya reported that the election held last week showed 2.5 percent of the student body voting. Eight positions were filled, consisting of five Senators and three Vice Presidents.

Students are also feeling stress at this time. Bruce Bishop has been giving the ASG good advice about using humor to relieve stress.

Some of the ASG members were involved in welcoming the students from Osaka, Japan, who are on campus this week. They met them and showed them around campus and made hamburgers for them.

October 1-3 will be ASG's first CalSACC leadership conference in Los Angeles. This will give the new ASG officers an opportunity to attend some valuable workshops.

ASG is continuing to work on Comet Week, October 4-8. Saturday, October 9, will be the crowning of the Queen and King and their court.

6. **INFORMATION**

Report of Superintendent

Dr. Boggs reported that our victory banner is flying this week to honor several people:

Bonnie Dowd is the recipient of the John Fry Individual Merit Award from the National Council for Staff, Program, and Organizational Development.

Marilyn Lunde has been nominated by the San Marcos Chamber of Commerce for a Salute to Women in Business Award.

John Woods is being inducted into the National Wrestling Hall of Fame.

Dale Wallenius is the recipient of the Eagle Award from the Network for California Community College Foundations for being an outstanding fund raiser.

Dr. Boggs reported that Palomar College is the recipient of one of three institutional merit awards from the National Council for Staff, Program, and Organizational Development for our Staff and Professional Development Program. This is the second time that Palomar has been nationally recognized for our Professional Development Program.

Dr. Boggs congratulated the four Palomar women who were nominated for the *North County Times*' 1999 Ten Women of Merit Award:

Norma Bean, Manager, Marketing Communications
Kendra Jeffcoat, Special Assistant to the President
June Rady, Assistant Director of the Escondido Center
Rita White, Governing Board President

Jerry Patton was selected by the Western Association of College and University Business Officers to be a member of a national business officer think tank.

The annual President's Associates Gala event, "Palomar Goes Around the World," recently held at the Four Seasons Aviara Resort, was very successful. The preliminary reports show us clearing between \$85,000 and \$90,000, which will be a record one-night fund raiser. Dr. Boggs congratulated all who worked on the event.

Dr. Boggs congratulated our nationally number-one-ranked football team for a great start to the season.

7. **INFORMATION**

Report of Other Organizations and/or Individuals

There were none.

G. **COMMUNICATIONS**

1. Letter from **Carl Rogers, Program Budget Manager, Department of Finance, State of California**, to Dr. Boggs, dated September 9, 1999, thanking him, on behalf of Governor Davis, for his letter regarding funding for community colleges. **Exhibit G-1**
2. Letter from **State Senator Dave Kelley**, to Dr. Boggs, dated September 3, 1999, thanking him for his letter expressing support of AB 1376 regarding public post-secondary education. **Exhibit G-2**
3. Letter from **Congressman Randy "Duke" Cunningham**, to Dr. Boggs, dated September 1, 1999, thanking him for his contact regarding the Employee Educational Assistance Act of 1999 (HR 323) and Higher Education Reporting Relief Act (HR 1389). **Exhibit G-3**
4. Letter from **Robbie Bos, National Council for Staff, Program & Organizational Development**, to Bonnie Dowd, dated September 10, 1999, congratulating her for receiving the John Fry Individual Merit Award for Staff, Program, and Organizational Development in the Western Region, to be presented October 6-9, 1999. **Exhibit G-4**
5. Letter from **Ned Blass, National Wrestling Hall of Fame, California Chapter**, to Dr. Boggs, dated September 20, 1999, announcing that John Woods will be inducted into the National Wrestling Hall of Fame for his contributions to the sport and his dedication to the young men whom he has coached. **Exhibit G-5**

Dr. Boggs noted that Joe Madrigal will miss the next Board meeting to attend the event with John Woods. Ms. Hughes offered to attend the event to represent the Governing Board.

H. **UNFINISHED BUSINESS**

There was none.

I. NEW BUSINESS

1. **INFORMATION/DISCUSSION: PROPOSAL TO SCHEDULE GOVERNING BOARD MEETINGS ONLY ONCE EACH MONTH, BEGINNING WITH THE MONTH OF _____, 1999, AND REVISE BOARD PROCEDURE 12.3 IN ACCORDANCE WITH THIS CHANGE**

Governing Board Procedure 12.3 currently reads:

“The Governing Board meets on the second and fourth Tuesday of each month at 7:00 p.m.”

Ms. Hughes stated that she has requested that the Board discuss the possibility of holding only one meeting each month. Following lengthy discussion, the majority of Board members indicated that they would prefer to schedule two meetings each month, canceling meetings when it is felt they are not needed.

2. This item was postponed to later on the agenda.

3. **REJECT CLAIM**

MSC Dougherty, Jensen

RESOLUTION 99-19732

BE IT RESOLVED, That the Governing Board of the Palomar Community College District rejects the claim for personal injuries filed by Jamal F. Allen, Esq., on behalf of his client, **Pamela G. Mahoney**, and refers it to the District’s Claims Administrator for handling.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

4. **APPROVE NEW GROUP TERM LIFE INSURANCE CARRIER**

MSC Dougherty, Jensen

RESOLUTION 99-19733

BE IT RESOLVED, That the Governing Board of the Palomar Community College District approve **Lincoln National** as the District carrier for term life insurance, effective January 1, 2000.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. **ACCEPT CHILD DEVELOPMENT GRANT, CONTRACT NO. GIMS-9517, FROM THE CALIFORNIA DEPARTMENT OF EDUCATION FOR FY 1999-2000**

MSC Nelson, Dougherty

RESOLUTION 99-19734

BE IT RESOLVED, That the Palomar Community College District hereby accepts funding for fiscal year 1999-2000 in the amount of Two-Thousand Six-Hundred Seventy-One Dollars (\$2,671.00), from the **California Department of Education** for a one-time only grant for instructional materials for the Palomar Community College District's Child Development Program.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

6. **APPROVE M.O.U. WITH GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT FOR AFFILIATION WITH ECONOMIC DEVELOPMENT PROJECT (SD/REBRAC)**

MSC Dougherty, Jensen

RESOLUTION 99-19735

BE IT RESOLVED, That a Memorandum of Understanding be approved between the Palomar Community College District (hereinafter "PCCD") and the **Grossmont-Cuyamaca Community College District**, pursuant to which Palomar shall become affiliated with the economic development project operating through the Office of the Chancellor, California Community Colleges, as the San Diego Regional Environmental Business Resource and Assistance Center. Palomar shall be eligible to receive up to Four Thousand Dollars (\$4,000.00) for the period August 1, 1999, through June 30, 2000, in consideration for Palomar's incorporation of up to twenty (20) environmental technology student interns per year into Palomar programs, to provide not more than twenty-five (25) hours of environmental technology instructor's time to recruit students for local programs, develop new course offerings, and provide for enhancement and articulation of programs from high school to four-year colleges and universities. **Exhibit I-6**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

7. **INFORMATION: DONATION BY QUINTRON TELEPHONE SYSTEM, INC., OF TELEPHONE ANSWERING AND VOICE MAIL SYSTEM TO THE DISTRICT AS REPLACEMENT FOR EXISTING EQUIPMENT**

Quintron Telephone Systems, Inc., tenders to the Palomar Community College District one new thirty-two (32) port Calais Voice Processing System, with two hundred (200) hours of storage, as replacement for the existing Octel VM X 300. The list price of the proposed donation is \$43,782.00. **Exhibit I-7**

Ben Echeverria discussed the background of this donation.

8. **APPROVE AGREEMENT WITH YOSEMITE COMMUNITY COLLEGE DISTRICT,
CHILD DEVELOPMENT TRAINING CONSORTIUM**

MSC Dougherty, Jensen

RESOLUTION 99-19736

BE IT RESOLVED, That an agreement be approved between the Palomar Community College District (hereinafter "Palomar") and the **Yosemite Community College District, Child Development Training Consortium** (hereinafter "YCCD-CDTC") effective August 1, 1999, and through August 1, 2000, subject to a thirty-day (30) notice of cancellation. Palomar shall provide college credit to enrolled students required to obtain or renew a child development permit and YCCD-CDTC shall pay to Palomar an amount not to exceed Ten Thousand Dollars (\$10,000.00), based upon Twenty-Five Dollars (\$25.00) per enrolled unit of course work.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

9. **APPROVE AGREEMENT WITH FAIRBANK, MASLIN, MAULLIN & ASSOCIATES FOR
OPINION RESEARCH SERVICES**

MSC Dougherty, Nelson

RESOLUTION 99-19737

WHEREAS, The Palomar Community College District published a notice of Request for Qualification in March, 1999, seeking responses from qualified bond consultants to conduct a feasibility study to determine whether the District's Governing Board should pass a resolution calling for a ballot proposition seeking voter approval for a General Obligation Bond issuance; and,

WHEREAS, As part of the response to this RFQ, proposals were submitted by two well-qualified opinion research firms, **Fairbank, Maslin, Maullin & Associates**, and **Godbe Research & Analysis** on or about April 20-21, 1999; and,

WHEREAS, The selection committee of the District first held interviews and recommended to the Governing Board, among others, Lew-Edwards Group to conduct the feasibility study and coordinate the information campaign regarding the proposed General Obligation measure, as a condition precedent to recommending to the Governing Board of the District whether or not to pass a resolution calling for the ballot proposition thereof; and,

WHEREAS, The Governing Board approved an agreement with the Lew-Edwards Group, which agreement was effective August 1, 1999; and,

WHEREAS, The selection committee interviewed Fairbank, Maslin, Maullin & Associates, and Godbe Research & Analysis on September 15, 1999, and the committee recommends to the Governing Board that Fairbank, Maslin, Maullin & Associates be offered the opportunity to enter into a contract for polling and research analysis services, with the Godbe firm being the second-place recommendation, should a satisfactory agreement not be reached with the Fairbank firm; and therefore,

BE IT RESOLVED, That an agreement is hereby authorized between the firm of Fairbank, Maslin, Maullin & Associates (hereinafter "FMMA") and the Palomar Community College District on condition that acceptable terms on pricing and personal commitment of partner John Fairbank are forthcoming from FMMA to furnish opinion research and polling services in connection with the bond feasibility study to be completed under the direction of the District's consultants, the Lew-Edwards Group; and,

BE IT FURTHER RESOLVED, That if a sufficiently firm commitment cannot be obtained from John Fairbank, partner of Fairbank, Maslin, Maullin & Associates, and/or if an initial poll and a tracking poll are not offered to the District at a price that is commensurate with the needs of the District, and isn't consistent with the goals and objectives recommended by the Lew-Edwards Group for these research and polling services, then, the District's Counsel is hereby authorized and directed to open negotiations with the firm of Godbe Research & Analysis to obtain the same or similar contract results for the District.

BE IT FURTHER RESOLVED, That any final contract negotiated with Fairbank, Maslin, Maullin & Associates, or if necessary, with Godbe Research & Analysis, shall be subject to ratification and approval by the Governing Board of the District at a regularly scheduled meeting of the Board in October, 1999.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

10. Item was removed from agenda. The Board members indicated an interest in viewing the new Dome floor. Jerry Patton will schedule this.
11. **APPROVE REIMBURSEMENT OF TRAVEL EXPENSES FOR SECOND-LEVEL INTERVIEW**

MSC Dougherty, Jensen

RESOLUTION 99-19738

BE IT RESOLVED, That the Governing Board of the Palomar Community College District approve reimbursement of travel expenses for the second-level interview for the following person:

- a. **WILLIAM BURKE**
For: Airfare, hotel, and rental car
To Attend: Second-level interview for Director of Public Safety Programs/
Police Department
Location: Chicago, Illinois to San Diego, California
Date: August 25, 1999
Amount: \$1,022.94
Acct. No. 575400-11-611100-66600-10-2000-0000000

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

12. **APPROVE AGREEMENT WITH ACADEMIA HISPANO AMERICANA TO OFFER SPANISH CLASSES IN SAN MIGUEL de ALLENDE, MEXICO**

MSC Dougherty, Jensen

RESOLUTION 99-19739

BE IT RESOLVED, That an agreement be approved between the Palomar Community College District and **Academia Hispano Americana**, San Miguel de Allende, Mexico, for the purpose of allowing the District's Foreign Languages Department to conduct Spanish classes as follows: Spanish 50 (conversation), 105, 106, and 205 (3 units); Spanish 235, 236 (2 units); and Spanish 296 (1, 2, or 3 units), which permits the students to experience Spanish language and culture while living with a Mexican family during the period of January 2-15, 2000.

BE IT FURTHER RESOLVED, That the cost of the program is \$720.00, plus airfare. Students participating in this program will be responsible for travel, room, and board expenses. **Exhibit I-12**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

13. **APPROVE AGREEMENT WITH ESTUDIO INTERNACIONAL SAMPERE TO OFFER SUMMER SPANISH CLASSES IN CUENCA, ECUADOR, JUNE 17 – JULY 15, 2000**

MSC Dougherty, Jensen

RESOLUTION 99-19740

BE IT RESOLVED, That an agreement be approved between the Palomar Community College District and **Estudio Internacional Sampere**, for the purpose of allowing the District's Foreign Languages Department to conduct Spanish classes as follows: Spanish 101, 110, 201, 210 (5 units); Spanish 50, 105, 106, 116, 205, 215 (3 units); Spanish 235, 236 (2 units); and Spanish 296 (1, 2, or 3 units), which permits the students to experience Spanish language and culture while living with a Spanish family during the period of June 17 – July 15, 2000.

BE IT FURTHER RESOLVED, That the cost for four weeks is \$1,390.00, plus airfare, \$790.00 for two weeks, and \$1,115.00 for three weeks. Students participating in this program are responsible for their own travel, room, and board expenses. **Exhibit I-13**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

14. **APPROVE SPANISH CLASSES IN SAN JOSE, COSTA RICA**

MSC Dougherty, Jensen

RESOLUTION 99-19741

BE IT RESOLVED, That the Governing Board of the Palomar Community College District approve Spanish Classes 50, 105, 115, 106, 116, 205 (3 units); Spanish 235, 236 (2 units); and Spanish 296 (1, 2, or 3 units) for Spanish Immersion in San Jose, Costa Rica, during the period of January 3 - 14, 2000. Students participating in this program shall be responsible for their travel, food, and lodging expenses. **Exhibit I-14**

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

15. **INFORMATION: PROPOSED REVISION OF BP 11.1 – GOVERNING BOARD – SERVICES**

Board Policy currently reads as follows:

“Governing Board members and the non-voting student member are compensated for their services within the limits established by law. Board members, except for the non-voting student member, may elect to receive health and welfare benefits extended to District employees. Adopted compensation is found in EC 72023.5, 72425.”

Proposal to insert the following after the first sentence in the policy:

“Compensation for the non-voting student trustee will be set by the Governing Board on or before May 15 of each year.”

J. INSTRUCTIONAL/OPERATIONAL REPORTS

There were none.

K. PERSONNEL

1. APPROVE ASSIGNED TIME TO ACADEMIC CONTRACTS

MSC Dougherty, Jensen

RESOLUTION 99-19742

BE IT RESOLVED, That the following assigned time and annual stipends for Chairs/Directors for the 1999-2000 academic year be approved:

Name	Department	%	Stipend
Robert Barry	Communications	40%	\$3,682
David Boyd	Theatre	20%	None
Neil Bruington	Graphic Communications	20%	\$3,452
	Graphic Operations	20%	None
Kathleen Clyne	Nursing Education	60%	\$3,912
Dr. Haydn Davis	Academic Technology Resources	100%	None
Dr. Philip de Barros	Coordinator of Archaeology	20%*	None*
Bonnie Ann Dowd	Professional Development	80%	None
Mary Ann Drinan	Economics, History, Political Science	60%	\$3,912
Nancy Galli	Tenure Review & Evaluations	80%	None
Katheryn Garlow	English as a Second Language	60%	\$3,912
Robert Gilson	Performing Arts	60%	\$3,912
Dr. Brent Gowen	English	60%	\$3,912
Dr. Margaret Gunther	Family & Consumer Sciences	20%	\$3,452
Curriculum Committee		20%	None
Doug Key	Earth Sciences	40%	\$3,682
Steve Kirby	Trades & Industry	60%	\$3,912
Jean Landmesser	Dental Assisting	20%	\$3,452
Mark Lane	Planetarium	20%	None
Stan Levy	Reading Services	20%	\$3,452
Linda Locklear	American Indian Studies	20%	\$3,452
Anthony Lugo	Art	60%	\$3,912
Bruce McDonough	Cooperative Education	20%	\$3,452
Mario Mendez	Faculty Senate Vice President	20%	None
Wendy Metzger	Mathematics	80%	\$4,142
Debi Moffat	Emergency Medical Education	40%	\$3,682
Takashi Nakajima	Physics & Engineering	20%	\$3,452
Marc Newman	Speech Communication/Forensics/ASL	40%	\$3,682
Bruce Orton	English 10/50	13.3%	None
James Pesavento	Planetarium	30%	None
Ron Phillips	Chemistry	20%	\$3,452
Cynthia Poole	Counseling	20%	8% of step 1 of salary grade
Margie Ruzich	Child Development	20%	\$3,452
Pat Schwerdtfeger	Alternative Scheduling	20%	None
Richard Stegman	Computer Science/Information Systems	60%	\$3,912
Sara Thompson	Life Sciences	60%	\$3,912
Tim Ulman	Foreign Languages	60%	\$3,912
John Valdez	Multicultural Studies	20%	\$3,452
Mark Vernoy	Behavioral Sciences	40%	\$3,912
	Faculty Senate President	60%	None
Bob Vetter	Physical Education	60%	\$3,912

* Is designated by the department as part of the department chair's assigned time.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

2. **APPROVE ELIMINATION OF CLASSIFIED POSITIONS**

MSC Dougherty, Jensen

RESOLUTION 99-19743

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

- a. **Position: GUIDANCE SERVICES ADVISOR**
Department: Extended Opportunity Programs and Services
Name: Vacant
Position #: 005723 New?: No
Remarks: Funds used for new Staff Assistant position
Effective: September 29, 1999
% of position: 100% # of Mos: 12
Sal Rng/Stp: 16/1 Salary: **\$2,079.83 /month**
Acct #(s): K-212200-473100-64300-1612060/75%
 K-212200-473100-64300-1612050/25%
- b. **Position: RECORDS MANAGEMENT TECHNICIAN**
Department: Information Systems
Name: Ruth Duncan
Position #: 005610 New?: No
Remarks: Employee reassigned to new Information Systems Support
Specialist , 37.5%, and Senior Telephone Operator, 62.5%. Funds
from these positions used for new positions.
Effective: October 14, 1999
% of position: 100% # of Mos: 12
Sal Rng/Stp: 16/9 Salary: **\$2,650.89/ month**
Acct #(s): A-212200-561100-67800-0000000/100%
NOTE: Position eliminated because of lack of work.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

3. **APPROVE CLASSIFIED POSITIONS**

MSC Dougherty, Jensen

RESOLUTION 99-19744

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

- a. Position: **ADMINISTRATIVE SECRETARY**
Department: Student Support Programs/Financial Aid
Position #: 006047 New?: Yes
Remarks: PFE funded.
Sal Rng/Stp: 19/1 Salary: **\$2,237.87/ month**
% of position: 100% # of Mos: 12
Effective: September 29, 1999
Acct #(s): K-212200-471100-64510-0611400
A-212200-471100-64510-0000000/\$10,000 per year
Note: Student Support Programs will contribute \$10,000 toward the support of this position each year.
- b. Position: **ASSISTANT TELEVISION TECHNICAN**
Department: Educational Television
Position #: 006048 New?: Yes
Remarks: Hourly Conversion.
Sal Rng/Stp: 19/1 Salary: **\$1,230.82/ month**
% of position: 55% # of Mos: 12
Effective: October 1, 1999
Acct #(s): A-212200-318100-613200-0000000/100%
- c. Position: **PRODUCTION COORDINATOR**
Department: Educational Television
Position #: 006049 New?: Yes
Remarks: Hourly Conversion.
Sal Rng/Stp: 23/1 Salary: **\$1,479.90/month**
% of position: 60% Mos: 12
Effective: October 1, 1999
Acct #(s): A-212200-318100-613200-0000000/100%
- d. Position: **STAFF ASSISTANT**
Department: Extended Opportunity Programs and Services
Position #: 006052 New?: Yes
Remarks: Using funds from eliminated Guidance Services Advisor #5723.
Sal Rng/Stp: 23/1 Salary: **\$2,466.50/month**
% of position: 100% Mos: 12
Effective: October 1, 1999
Acct #(s): K-212200-473100-64300-1612060/75%
K-212200-473100-64300-1612050/25%

- e. Position: **INFORMATION SYSTEMS SUPPORT SPECIALIST**
Department: Information Services
Position #: 006053 New?: Yes
Remarks: Using funds from eliminated Records Management Technician Position #5610.
Sal Rng/Stp: 19/9 Salary: **\$1,055.68/month**
% of position: 37% Mos: 12
Effective: October 14, 1999
Acct #(s): A-212200-561100-67800-0000000/100%
- f. Position: **SENIOR TELEPHONE OPERATOR**
Name: Ruth Duncan
Department: Information Services
Position #: 006054 New?: Yes
Remarks: Using funds from eliminated Records Management Technician Position #5610.
Sal Rng/Stp: 14/9 Salary: **\$1,590.40/month**
% of position: 63% Mos: 12
Effective: September 29, 1999
Acct #(s): A-212200-561100-67800-0000000/100%
- g. Position: **ECONOMIC DEVELOPMENT COORDINATOR**
Department: Educational Television
Position #: 006055 New?: Yes
Remarks: CCCSAT Grant funded.
Sal Rng/Stp: 51/1 Salary: **\$3,493.78/month**
% of position: 100% Mos: 12
Effective: September 29, 1999
Acct #(s): K-212200-318100-613200-1612190/100%
Note: **This is a CCCSAT Grant funded position; continuation is based on continuation of funds. This position will be placed in the Supervisory Group of the Administrative Association.**
- h. Position: **ACCOUNTING TECHNICIAN**
Department: Educational Television
Position #: 006056 New?: Yes
Remarks: CCCSAT Grant funded.
Sal Rng/Stp: 22/1 Salary: **\$2,408.55/month**
% of position: 100% Mos: 12
Effective: September 29, 1999
Acct #(s): K-212200-318100-613200-1612190/100%
Note: **This is a CCCSAT Grant funded position; continuation is based on continuation of funds.**
- i. Position: **STAFF ASSISTANT**
Department: Educational Television
Position #: 006057 New?: Yes
Remarks: CCCSAT Grant funded.
Sal Rng/Stp: 23/1 Salary: **\$2,466.50/month**
% of position: 100% Mos: 12
Effective: September 29, 1999
Acct #(s): K-212200-318100-613200-1612190/100%
Note: **This is a CCCSAT Grant funded position; continuation is based on continuation of funds.**

j. Position: **TUTOR**
Department: Tutorial Services
Position #: 006058 New?: Yes
Remarks: PFE funded.
Sal Rng/Stp: 15/1 Salary: **\$913.16/month**
% of position: 45% Mos: 10
Effective: September 29, 1999
Acct #(s): A-222000-477100-4930A-0611400/100%

k. Position: **TUTOR**
Department: Tutorial Services
Position #: 006059 New?: Yes
Remarks: PFE funded.
Sal Rng/Stp: 15/1 Salary: **\$913.16/month**
% of position: 45% Mos: 10
Effective: September 29, 1999
Acct #(s): A-222000-477100-4930A-0611400/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

4. **APPROVE CLASSIFIED EMPLOYMENT**

MSC Dougherty, Jensen

RESOLUTION 99-19745

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

a. Name: **MICHAEL E. JANEK**
Position: Assistant Television Maintenance Technician
Department: Educational Television
Position #: 006048 New?: Yes
Remarks: Hourly conversion position
Sal Rng/Stp: 19/1 Salary: **\$1,230.82/ month**
% of Position: 55% # of Mos: 12
Effective: October 1, 1999
Acct #: A-212200-318100-613200-0000000/100%

b. Name: **WARREN WOLFE**
Position: Production Coordinator
Department: Educational Television
Position #: 006049 New?: Yes
Remarks: Hourly conversion position
Sal Rng/Stp: 23/1 Salary: **\$1,479.90/ month**
% of Position: 60% # of Mos: 12
Effective: October 1, 1999
Acct #: A-212200-318100-613200-0000000/100%

c. Item was removed from agenda.

- d. Name: **JANE STILES**
 Position: Records Assistant
 Department: Admissions, Records, & Veterans' Services
 Position #: 005473 New?: No
 Remarks: Replacement for Rick Herren. This is a transfer for Ms. Stiles.
 Sal Rng/Stp: 16/2 **Salary: \$2,184.14/month**
 % of position: 100% # of Mos: 12
 Effective: September 29, 1999
 Acct #(s) K-212200-441100-63200-1612120/100%
 Note: **This is a specially funded position; its continuation depends on the availability of funds. Normal work schedule: Monday – Thursday, 10:30 a.m. – 7:30 p.m.; Friday 7:30 a.m. – 4:30 p.m. 3% differential paid for hours worked between the hours of 6:00 p.m. and 10:00 p.m.**
- e. Name: **ROSEMARIE SANCHEZ**
 Position: Career Center Advisor
 Department: Escondido Center
 Position #: 005892 New?: Yes
 Remarks: Approved on May 25, 1999
 Sal Rng/Stp: 20/1 **Salary: \$1,032.16/month**
 % of position: 45% # of Mos: 12
 Effective: October 4, 1999
 Acct #(s) L-212200-354200-64700-1612020/100%
 Note: **This is a specially funded position; its continuation depends on the availability of funds. Normal Work Schedule: Monday/Tuesday, 8:00 a.m. – 1:00 p.m.; Wednesday/Thursday, 8:00 a.m. – 12:00 p.m.**
- f. Name: **PEGGY J. NIMMO**
 Position: Library Public Services Supervisor
 Department: Library/Media Center
 Position #: 005045 New?: No
 Remarks: Replacement for Jane Johnson. Reclassification approved on 6/22/99.
 Sal Rng/Stp: 45/1 **Salary: \$3,012.27/month**
 % of position: 100% # of Mos: 12
 Effective: October 1, 1999
 Acct #(s) A-212100-317100-61200-0000000/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. **APPROVE CORRECTION TO ACADEMIC CONTRACTS**

MSC Dougherty, Jensen

RESOLUTION 99-19746

BE IT RESOLVED, That the correction to the salary of the following academic contracts be approved:

- a. Name: **CAROLYN A. LOWTHER**
Position: Assistant Professor, English as a Second Language
Department: English as a Second Language
Position #: 006005 New?: Yes
Remarks: Increased step placement due to verification of previous related work experience.
Sal Rng/Stp: C/5 Salary: **\$4,288.29/month**
% of position: 100% # of Mos: 10
Effective: August 20, 1999
Acct No(s): A-111000-325200-4930V-0611400/100%
- b. Name: **THOMAS V. VENTIMIGLIA**
Position: Assistant Professor/Counselor
Department: Counseling
Position #: 005991 New?: Yes
Remarks: Increased step placement due to verification of previous related work experience.
Sal Rng/Stp: D/8 Salary: **\$4,990.11/month**
% of position: 100% # of Mos: 11
Effective: July 1, 1999
Acct No(s): A-122100-462100-63100-0611400/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

6. **APPROVE ADMINISTRATIVE APPOINTMENT**

MSC Dougherty, Jensen

RESOLUTION 99-19747

BE IT RESOLVED, That the appointment of the following educational administrator be approved:

- a. Name: **THOMAS B. PLOTTS**
Position: Director of Public Safety Programs/Police Department
Department: Public Safety Programs/Police Department
Position #: 005200 New?: Yes
Remarks: Position approved June 8, 1999.
Sal Rng/Stp: 72/1 Salary: **\$5,864.40/month**
% of position: 100% # of Mos: 12
Effective: October 1, 1999
Acct No(s): K-123400-543100-69500-1812070/50%
A-123400-336100-60100-0000000/50%

Jerry Patton stated that, upon the authorization of the Board to establish a Campus Police Department, the College has taken due diligence in establishing and filling this position. The committees have spent about a year developing policies and procedures, and he feels we are fortunate to recommend Tom Plotts for this position. Tom has been the Palomar College Police Academy Coordinator and an adjunct instructor since 1996. Jerry outlined Tom's education, background, and experience in the field of law enforcement.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

- b. At this time, Dr. Boggs administered the Oath of Office to the Director of Public Safety Programs/Police Department, Thomas B. Plotts. Mr. Plotts expressed his appreciation for this appointment. Tom stated that he is truly dedicated to the education in the Public Safety Programs at Palomar and is equally dedicated to the incorporation of the new Campus Police Department. He plans to regularly survey the people we serve and will come before the Board in the months to come to discuss the progress made in instruction and operations.

7. **INFORMATION: TENTATIVE AGREEMENT BETWEEN DISTRICT AND FACULTY REGARDING SALARY-ENHANCEMENT PLAN**

Tentative agreement has been reached between the District and Faculty regarding a Salary-Enhancement Plan that covers a five- (5) year period beginning July 1, 1999, and ending June 30, 2004. Additionally, agreement has been reached to improve the Faculty Salary Schedules by 2% retroactive to July 1, 1999. Copies of the complete Salary-Enhancement Plan have been placed in the Library, Human Resource Services Office, and Faculty Senate Office for those wishing to see the entire document. Highlights of the Salary-Enhancement Plan are included below:

Salary-Enhancement Plan Outline

The major components of the Salary-Enhancement Plan are:

1. Agreement that COLA will be passed through to Faculty Salary Schedules in the same percentage that COLA is received by the District. For example, if the District receives a 2% COLA from the State, Faculty Salary Schedules will be increased by 2%.
2. Agreement to pass "regular" college growth through to Faculty Salary Schedules via an agreed upon indexed formula.
3. Agreement on a formula that provides faculty with an increased proportionate share of new district growth revenue that can be attributed specially to faculty efforts. The formula is indexed over a five- (5) year period.

L. **ITEMS PENDING**

At this time, the Board discussed New Business item I-2 that was postponed earlier.

2. **INFORMATION/DISCUSSION: PALOMAR COMMUNITY COLLEGE DISTRICT'S MARKETING ASSESSMENT REPORT – MAY, 1999 – PREPARED BY ECKSTONE COMMUNICATIONS**

Dr. Dougherty reported that he had requested that this item appear on the agenda because there are many things in the report that the Board should examine. He feels that the over-all thrust of the report is that Palomar is an excellent college and has an excellent reputation.

Dr. Dougherty stated that one area in which we could improve is communication with high school counselors and administrators so that when they think of someone going to college, Palomar is one of their top choices. He feels we need to keep looking for new programs that attract students and help people get jobs that serve the community. At the last meeting, Mike Rourke discussed the possibility of offering computer skills and other vocational programs at the Escondido Center. That has great potential for helping local employers, helping students find jobs, and helping the College raise revenues.

Dr. Dougherty noted that there is going to be another major shortage of Registered Nurses in California within the next 15 years. He thinks the state needs to provide special funding to both enlarge the existing programs and to consider starting new ones. Palomar College has had an outstanding R.N. program. It provides people with skills and the ability to get a job, in addition to providing quality R.N.s for hospitals. He would be interested in seeing what Administration, working with the Nursing Education Department, would see as our potential for enlarging the number of students in our program. He realizes we would need additional facilities; perhaps there is room in the Escondido Center. We would also need additional equipment, and special funding for that equipment could be investigated. We would also need to enlarge the faculty in Nursing Education. All these things might be done. He suggested that the Nursing Education Department and Administration study this proposal and decide that, if we had adequate state funding, what would be feasible and what the time schedule would be. This would take time to study and implement. This is one way we could increase our enrollment and possibly get some additional state funding.

Dr. Dougherty also stated that this has been an excellent opportunity to review the report and look at things that we can improve, while maintaining the excellence we already have.

Diane Michael stated that she understands that one of the main impediments to expanding the nursing program is the lack of clinical sites and the competition for clinical sites among the various programs in the county. She is not sure that expansion is feasible at the present time, even though they are going toward home-based programs.

Dr. Dougherty suggested we try to utilize Camp Pendleton's Naval Hospital as we may already do some dental assisting training there. Diane will ask Mike Rourke to investigate this matter.

Dr. Boggs commented regarding the Administration's study of this report. One of the themes they identified is that we need to do a better job coordinating with high schools. We would like to make a submission to the Partnership for Excellence Task Force to look at the possible funding of a position that would be responsible for coordinating with the high schools or an office of high school relations. MiraCosta has this kind of model, and it appears to be very effective for them. We do have our Palomar Peers group, which Norma Bean currently coordinates. Presumably, that effort could move to this new high school relations office.

Dr. Boggs stated that we are also recipients of two federal grants, the GEAR UP grant, which will enable us to reach out to middle-school students; and Upward Bound, which enables us to reach out to some at-risk high school students.

Dr. Boggs stated that Administration has been talking about encouraging some of our faculty members to get out into the high schools. There was some interest in that possibility on the part of the department chairs early in the year.

Dr. Boggs stated that another theme in the report is that we need to do a better job of programming at the education centers. The comment in the report is that the San Marcos campus is convenient to only a small percentage of the District's population. Diane Michael has done a study as to whether a student could get a degree at the centers, and it can be done; therefore, the programs are more coordinated than it seems. Diane Michael stated that Pat Schwerdtfeger will be giving her a complete report on this subject at the end of the month.

Dr. Boggs stated that another theme in the report is that there may be some dissatisfaction on the part of employers with the skills of Palomar graduates. The sample size is very small, and he questions the accuracy of that conclusion. Paul Kelly will be surveying employers to get a better feeling for their needs in terms of the qualifications of our graduates.

Dr. White stated that she was surprised about the comment that some employers are dissatisfied with our students because, in the past, we have heard nothing but glowing comments.

Dr. Boggs stated that there are a couple of comments that come to mind. One of the businesses surveyed employs current Palomar students, not graduates. It has been a great thing for our students because they get funds to continue their education. It has also been very good for this particular business. However, the employer complained that these students had very poor math skills. That's a very isolated circumstance and certainly does not talk about our graduates, because the students he employs could be brand-new students to Palomar. The other comment was from another long-time supporter of the College, who is concerned that we charge a lot for contract education for businesses. He is a donor to the College and feels that, as he supports it, it should not cost him so much for us to put on a training program for his business. The answer to that is that it is not state supported, and we have to charge the full costs when we go into a business.

Dr. Boggs reiterated that he feels the data is too limited to make the aforementioned conclusions. He is certain Paul Kelly will provide much better information as a result of his survey.

Paul Kelly briefly described the survey he is conducting.

Ernie Carson stated that he has not seen the report, but he understands, from the statistics of the various ethnic groups surveyed, that the African-American community was not included. Palomar has a lot to offer African Americans, as witnessed by the fact that many who have started here have gone on to bigger and better things. He was anxious to see the perception of the African-American community in the report and was dismayed to find it missing. In future studies, it would be great to include this diverse group.

Dr. Nelson stated that she was glad to hear that the link between our staff and high schools could be strengthened. She would like to see what we could do about shared staff-development activities or any number of things that would enhance that critical link of departments meeting with their counterparts in the high schools in our attendance area. Often times, these people can teach part time. There are all kinds of links that can be forged. She encouraged the staff to do whatever they can to promote this.

Dr. Boggs stated that a couple of our department chairs spoke strongly along those same lines. These are departments that have historically gone out and recruited students in high schools.

Dr. Nelson stated that having social get-togethers for new students entering departments, such as those done at four-year institutions, works very well to make them feel welcome on the campus. This kind of thing builds department loyalty and cohesion as well as making new students feel welcome.

Dr. Boggs stated that Norma Bean did a survey of students right after registration to find out their perceptions. There were serious concerns about parking. This is something that has been plaguing Palomar for a long time and something that we need to develop some plans to address, perhaps through the bond issue. There were concerns about registration problems about which we were aware because the PeopleSoft implementation has not gone as smoothly as we would have liked. Eventually, we will get through those problems.

Dr. Boggs stated that one of the themes in the marketing report is that the education centers are going to be very important for the future of the College. We need to proceed as best we can with the development of the Southern Education Center and provide services at our other education centers. We also have the factors of the economy being strong in our area, which is retarding our growth and enrollment somewhat; and we have a brand-new university nearby that is up 14 percent in enrollment and is recruiting heavily for freshmen and sophomores. We could do something about some of these factors, but some of them are out of our hands.

Dr. George Mozes commented that the North County Higher Education Alliance (NCHEA) has also performed a study which may be helpful to us.

M. COMMENTS FROM BOARD MEMBERS

Dr. Dougherty commented that all of us were disappointed that the financing for a dental hygiene program simply is not there. It is his opinion that a dental hygiene program at this institution is not feasible until such time as there is a heavy and reliable outside subsidy program. It would operate at such a loss that we could not, in good faith, do it. We cannot start a program that is going to lose money every year. He feels we gave the idea a very fair hearing and looked at it carefully. Dr. Rourke did an excellent job of presenting the entire picture, and it is simply not feasible. Dr. White noted that she was surprised that the dentists are not willing to help financially as the program is so important to them. Dr. Dougherty stated that he thinks they would help, but it would not be nearly enough to subsidize it year after year. They would not be interested in a long-term major pledge.

Dr. Nelson congratulated Ann Boggs and her committee for the wonderful President's Associates gala event. Dale Wallenius did a wonderful and energetic job of graciously running it. It was a marvelous success.

Dr. Nelson reported that she had enjoyed and worked hard at the Arboretum clean-up last Saturday. She was glad she participated.

Ms. Hughes reported that she had attended the Professional Development presentation on "Beyond Diversity" by Glen Singleton last weekend. She found it very thought provoking and very good for her personally. Most of the people who attended got the same feeling after participating. She was happy to see so many adjunct faculty members in attendance.

Mr. Jensen stated that he must regrettably concur with Dr. Dougherty's remarks about a dental hygiene program.

N. CLOSED SESSION

The Board recessed at 8:04 p.m. and went into Closed Session at 8:10 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.
3. Public Employee Performance Evaluation, pursuant to Government Code 54957.
 - a. Superintendent/President

Closed Session ended at 8:44 p.m.

O. RECONVENE TO OPEN SESSION

The meeting reconvened at 8:45 p.m. There was no reportable action.

P. ADJOURNMENT

The meeting was adjourned at 8:45 p.m.

President

Secretary