



**GOVERNING BOARD MINUTES
REGULAR MEETING, GOVERNING BOARD
PALOMAR COMMUNITY COLLEGE DISTRICT
ROOM D-10
COLLEGE CAMPUS
SAN MARCOS, CALIFORNIA
TUESDAY, MAY 27, 2003, 6:00 P.M.**

A. CALL TO ORDER

Darrell L. McMullen, President, called the regular meeting of the Palomar Community College District Governing Board to order at 6:00 p.m.

B. ROLL CALL

TRUSTEES PRESENT:

DARRELL L. McMULLEN, M.B.A., PRESIDENT
RALPH G. JENSEN, B.A., VICE PRESIDENT
MICHELE T. NELSON, PH.D., SECRETARY
NANCY C. CHADWICK, M.S.W., M.P.A., TRUSTEE
MARK R. EVILSIZER, M.A., TRUSTEE
AMADOR SOTO, STUDENT TRUSTEE

EXECUTIVE ADMINISTRATORS PRESENT:

Sherrill L. Amador, Ed.D., Superintendent/President
Diane Lutz, M.S., Assistant Superintendent/Vice President, Instruction
Joseph Madrigal, M.A., Assistant Superintendent/Vice President, Student Services
Jack Miyamoto, Ed.D., Assistant Superintendent/Vice President, Human Resource Services
Jerry Patton, M.B.A., Assistant Superintendent/Vice President, Finance and Administrative Services

BB. CLOSED SESSION

The Board went into Closed Session at 6:00 p.m., to discuss:

1. Public Employee Discipline/Dismissal/Release, pursuant to Government Code 54957.6.
2. Conference regarding negotiations with PFF/AFT, pursuant to Government Code 54957.6.
3. Public Employee Performance Evaluation, pursuant to Government Code 54957.
 - a. Superintendent/President

BBB. RECONVENE TO OPEN SESSION

The Board reconvened to Open Session at 7:05 p.m.

STAFF PRESENT:

Barbara Baldrige, Executive Assistant to Superintendent/Governing Board
Mary Ann Drinan, Co-President, PFF; Associate Professor/Chair, Economics, History, and
Political Science
Brian Engleman, Secretary, CCE/AFT; Academic Department Assistant, R.O.P.
Katheryn Garlow, Interim Dean, Arts and Languages
Herman Lee, Director of Enrollment
Lorraine Lopez, EOP&S Supervisor
Mary Millet, Co-President, PFF/AFT; Adjunct Faculty, English
Mike Norton, Director, Public Information
Donna Renner, Secretary, Confidential and Supervisory Team; Facilities Services Coordinator
Mollie Smith, President, Administrative Association; Interim Director, Vocational Programs
Steve Spear, President, Faculty Senate; Professor, Earth Sciences
Jackie Szitta, Staff Aide, EOP&S
Mark Vernoy, Dean, Human Arts and Sciences

GUESTS:

Philoan Chau, Palomar graduate
Pablo Garcia, Spencer and Hoskins
Maureen Hanley, Palomar graduate
Perry Snyder
Jim Spencer, Spencer and Hoskins

Others present are listed on the sign-in sheets.

QUORUM ESTABLISHED

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

President McMullen made the following announcement: The Board in Closed Session took action to send final notice in accordance with Education Code Section 72411 to the following management employee: Employee number: 005112488.

Ms. Chadwick asked that the vote be made public. The Vote: 3 Aye, 2 Nay

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.

BBBB. ADMINISTRATION OF OATH OF OFFICE TO STUDENT TRUSTEE

At this time, Mr. McMullen administered the Oath of Office to Amador Soto, Student Trustee.

C. APPROVAL OF MINUTES

MSC Chadwick, Nelson

The Governing Board hereby approves the Minutes of the Regular Meeting of May 13, 2003, with the following correction: Page 8, paragraph 2, second sentence should read: Without labor, we wouldn't have fair wages, we wouldn't have an eight-hour workday, we wouldn't have sick pay or vacations, OSHA probably would not exist, family leave, women's rights, there may even still be child labor without organized labor working for those rights.

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

D. CALL FOR REMOVAL OF ITEMS FROM OR CHANGES TO AGENDA – There were none.

E. REPORT OF THE GOVERNING BOARD PRESIDENT

Mr. McMullen gave the following report:

I do recognize a lot of faculty faces out there that were at the graduation the other day, and it was terrific. I'm sure some of the Trustees here will add to that. We had a terrific commencement speaker, Sandra McBrayer, an awesome lady and very successful student and Teacher of the Year in 1994 in the United States. She did, in one of her jokes, comment that she was trying to borrow a watch from me, and I didn't have one. And she had to borrow an old Timex from Mark Evilsizer. And so she didn't fare very well as she has at some other speeches where she gets away with a Rolex. So, welcome to Palomar!

As you know, we are considering a bond issue in March of 2004. It is just ten months away. In addition to a need for new facilities elsewhere in our District to meet anticipated growth, most facilities on this campus are outdated, confining, and require dramatic improvement. We all agree to that. The current office space for faculty is one example. Offices are small, faculty members are doubled up to squeeze everybody in. The restroom situation which was high on everybody's last year's list has been improved somewhat, but there is only so much you can do to a fifty-year-old restroom. In order for a bond issue to gain voter approval, the public needs to see that we are both fiscally sound and are united in our effort to provide quality education. We must display a united front. Please, let's all remember this requirement as we seek to resolve other issues. Let's be sure we don't shoot ourselves in the foot.

F. REPORTS OF THE GOVERNING BOARD MEMBERS

Mr. Jensen gave the following report:

I concur with what you said about the commencement ceremony. I was very happy that personal grievances didn't spoil the day, which was a very nice occasion.

Ms. Chadwick gave the following report:

I would like to echo the comments about commencement. I just wish all of mine in the past had been as nice, particularly speaker-wise. She really was concerned about the students, focused on the students, and focused on their future. It was wonderful.

I learned, after the fact, from our Vice President for Instruction that I did not know of the Nursing ceremony. Regrettably, I would have been there, had I known. And I really regret that, somehow, I didn't get an invitation.

However, I did receive invitations for some wonderful ceremonies. I went to the EOP&S one, which is very gratifying, indeed, to see many students that have had major hurdles placed in their path, overcome them with accomplishment. So it was really a wonderful ceremony.

I had an opportunity to speak at the PACRA lunch. Many of you will be a PACRA one day, and they're a very enthusiastic and exciting group, and I was honored to be there among people like Fred Huber, who is an incredible man who has spent many years devoting himself to this institution.

And one of the fun things that I did was attend the ASG recognition dinner and received a certificate. I was very happy to receive that and surprised. This is a very astute group of students that provide the leadership and the government on our campus, and we should all be proud of them.

Then, of course, the campus graduation.

Mr. Evilsizer gave the following report:

I, too, attended the EOP&S graduates' dinner on May 16. As Nancy said, it's very heartwarming to see the obstacles many of these students overcome. Not just overcome, but are successful in launching out of Palomar College and going on to really excellent things for themselves and their futures.

On May 17, I also, along with Trustee Chadwick, was able to attend the PACRA luncheon. And it's always nice to talk with people that have retired from Palomar and have a very strong interest still in the affairs of the College, and they have some wonderful ideas and thoughts about making Palomar a better place. So it's always good to meet with them.

In addition, I attended with all the other Trustees and President Amador, the ASG recognition dinner on May 22. And it's nice to recognize the students that volunteer their time and provide service to their fellow students here at the College. That's very commendable and something that is deserving of praise and celebration. So I'm glad we were able to do that.

And I think I echo all of the people that were at the graduation ceremonies that our speaker was terrific. And she really did focus on the students, because it was their day and it was about them, and it was very uplifting to hear it from her point of view. And I think it was obvious as to why she was selected as the National Teacher of the Year in 1994. She has a very strong presence about her.

The Budget Sub-Committee did meet today. Ralph and I met with Jerry to discuss some things, and I guess we'll be forwarding those comments on to the Board later. So I want you to know that the sub-committee is meeting.

Dr. Nelson gave the following report:

I did attend the Nursing Pinning, and as it has been said all along, the stories and the families and the hard work that it takes to become a nurse, the very challenging curriculum, and the camaraderie of that nursing unit – because they are a unit thereof – that class will always be part and parcel of one another. So it was very, very uplifting. It was a wonderful ceremony.

The graduation I loved. I must say that I've never been – I was thinking that I've been to about 40 graduations in my career and graduating myself and my kids, etc. She was, without question, the best speaker to speak to the specifics of the audience. She understood community college students. She understood their difficult hardships, their family support, all it takes – and I thought she just spoke to the heart of the matter. It was absolutely wonderful.

The ASG year-end celebration was lots of fun. Your predecessor, Amador, really enjoyed himself. He had the stage, and he really had a good time, as did we all.

My best wishes to the retiring faculty for all of your years of service, and I wish you well as you go forward in whatever endeavor. It's a very exciting time.

This morning, I attended the Poway Business Park Association as part of my newly acquired responsibilities for Palomar. I'm heading up their HR Committee and learning a lot, so it's been a very productive day.

G. REPORT OF THE SUPERINTENDENT/PRESIDENT

Philoan Chau

Dr. Amador introduced Dr. Katheryn Garlow who, in turn, presented Ms. Philoan Chau, a Palomar graduate who recently graduated Summa Cum Laude from Cal State San Marcos. Dr. Garlow gave the Board a brief synopsis of Ms. Chau's background and the difficulties she faced immigrating to the United States from Vietnam and her academic success at Palomar and CSUSM. **(Exhibit G)** Ms. Chau thanked everyone for their support and understanding. She also expressed thanks for her mentor, Dr. Katheryn Garlow, who supported her over the years.

1. Palomar College Scrapbooks – Prepared by Kitty Grage

Dr. Amador introduced Dr. Mike Norton, who presented eight new scrapbooks of newspaper clippings chronicling the history of Palomar College prepared by Kitty Grage, retired employee of the Public Information Office. Mr. Norton noted that the laminating and microfilming expenses are donated by the Patrons of Palomar, and the binding expense is donated by Ms. Grage. These new volumes will join those already available for viewing in the Library. A certificate of appreciation has been prepared and will be presented to Ms. Grage for her efforts.

2. Educational and Facilities Master Plan

Dr. Amador introduced Jim Spencer and Pablo Garcia of Spencer and Hoskins, who have been working with the task force co-chaired by Mark Vernoy and Nancy Galli the second year, and Doug Key the first year. Dr. Amador strongly encouraged the Board to look at the priorities and ask questions because those can be changed. We would like the priorities set by the time we approve the plan on June 10. The priorities listed are what we think the priorities should be as best we know it at this point. We want to be certain our priorities are set properly before we move forward with any purchase of land or construction for the College District.

Mr. Spencer and Mr. Garcia presented an update of the Facilities Master Plan and their recommendations. **(Exhibit G-2)**

Ms. Chadwick reiterated her comments from a previous meeting that she is concerned about relocating the maintenance buildings on Mission Road to a "front-door area" as maintenance shops are a "back-door" function. She asked that this be reconsidered. Mr. Spencer commented that moving maintenance to the edge of the campus where there was a major street access was suggested in order to prevent large trucks having to drive into the core of the campus to reach the maintenance facilities.

Ms. Chadwick commented that she hopes we are not using parking as a driver. Parking is a secondary function. Focus should be on total vehicular circulation, not necessarily associated with taking a building out of one area and putting it in another to put in a new parking lot.

Mr. Evilsizer asked if any consideration was being given to housing for students in the future. Mr. Spencer responded that the state, only in rare instances, supports student housing for community colleges; and then only in extremely remote, geographically isolated areas. Community colleges are commuter colleges, and most of them are within commuting distance. It was not addressed because of that. The purpose of the two new campuses was to address those students further from San Marcos. Student housing would have to be funded by a local bond. Furthermore, this campus does not have room for housing.

Mr. Evilsizer noted that we are also making the assumption that 20 years from now, automobiles will still be the favored mode of transportation for our students. We don't know what shape public transportation will take in San Diego County over the next 20 years, and if we need all these parking spaces. Dr. Amador commented that we don't have to build all the parking lots if it is found that they are not needed.

Ms. Chadwick commented that we want to presume that we will be able to accommodate new programs and their needs, unknown to us at this time. We have to build in a "place-holder" for them. Mr. Spencer pointed out a "general instruction building" on the plans that would be for those types of programs.

Dr. Nelson commented that the one area we know will grow is the health sciences. The nursing programs will grow, although we have limitations on our clinicals and the cost of staff. But there is such a push at all levels to increase that. Mark Vernoy responded that the new Science building has the capability of adding labs without incurring large remodeling costs. Offices will be built so that they can be removed so that labs can be created.

Mr. Spencer will revise the planned location of the maintenance buildings and bring it back at the next meeting.

Dr. Amador noted that the Board will need to finalize the plan at the June 10 meeting so that a published report may be prepared by July 1. She noted that suggestions had been made to add flexibility for new program growth, the location of maintenance and operation facilities away from the front of the campus, and whether or not student housing would be appropriate for the San Marcos campus or one of the other locations. The Board preferred that Mr. Spencer estimate that there will be a 15% inflation rate, rather than 10%. Mr. Spencer noted that Palomar also qualifies for state support. Mr. McMullen also commented that all of this will not necessarily come from a bond issue; some of it will come from the state. He also noted that, in his experience during the time a 20-year plan is being lived, updates will need to be made every three to five years because things change. We need to put in the highest numbers, even though we may not need that much when the time comes.

Dr. Amador noted that the new state funding formulas give more points if there are local contributions. Consequently, a bond would help us leverage more state funds. Right now, we don't have that; therefore, we don't move up in the priority list for state funding. With setting aside money to do the things we want to do, we will be able to leverage a lot of state dollars.

3. Report of Vice President for Instruction

RTV/Cinema Emmy Nominations

Diane Lutz reported that the RTV/Cinema programs have once again made their way to the top of the entertainment industry. They received four student and one professional Emmy nominations for outstanding achievement. This would not have been possible without the support and cooperation of many. The nominations are:

Student Category

Palomar Profiles: Dance & Culture

Students: Robert Taryan, Ash Nickle, Matt Miller
Instructor: Pat Hahn

Spoof Wars

Students: David Dawson, Steve Schwartz, Kurt Jordan
Instructor: Lisa Cecere

Amber Alert

Students: Don Sinatra, Andrea Lombardo
Instructor: Linda Sabo

Sales Pitch

Students: Paul Huth, Jordan O'Leary
Instructor: Lisa Cecere

Professional Category

Gear-Up

Greg Baker, Pat Hahn, Lise Telson, Calvin One Deer Gavin

Faculty Retirements

Ms. Lutz noted that she had received an e-mail from an employee regarding the small recognition of retiring faculty at graduation. Mr. Lutz responded that we should have at least included the area in which they work those many years and the number of years of service. She apologized for not having thought of this herself and recommended that this be done in the future.

CCCSAT Status Report

Ms. Lutz presented an update on the status of the CCCSAT and E-Conferencing grants. **(Exhibit G-3a)**

Ms. Chadwick asked if anyone had been laid off. Ms. Lutz responded that only one management person had been laid off, and we have had discussion with the Chancellor's Office that they may want that position reinstated. However, if management positions are not eliminated now, the District is obligated to continue them for a year. The District cannot take that risk at this point. As soon as we know that the grant has been funded, it seems likely that this position will be re-funded and the person brought back. Ms. Chadwick stated that it seems that we are taking a reasonable and prudent step on this because this is really important, cutting edge technology for our campus.

Dr. Amador reported that we will know on June 2 whether or not the CCCSAT grant has been renewed. Then there is a ten-day appeal period if another district is concerned about why we received it, making June 12 the final date. Then we must wait to see what happens with the budget to see if the grant is funded.

4. Report of Vice President for Student Services – There was no report.
5. Report of Vice President for Finance and Administrative Services

Jerry Patton reported that the Finance Committee had met this afternoon and discussed the investment policies.

6. Report of Vice President for Human Resource Services – There was no report.

Dr. Amador reported that the Student Union is nearing completion. It is possible that we will have our final walk-through by the end of this week.

Ms. Chadwick asked if we have ever had a reception for retiring faculty. Dr. Amador reported that several of the departments have had events for the retirees in their departments, but there has not been one college-wide event for all retirees. Ms. Chadwick stated that she thinks we should have such an event.

CONSENT CALENDAR

H. CONSENT CALENDAR

PERSONNEL

1. RATIFY RESIGNATIONS

MSC Chadwick, Nelson

The Governing Board hereby ratifies the recommendation of the Superintendent/President granting the **resignations** of the following **employees**:

- a. **RHONDA SUZANNE GAVIN**, Director, Extended Opportunity Programs and Services, effective July 1, 2003 (last day of employment 6/30/2003).

- b. **SHERILYN J. HARGRAVES**, Telecommunications Special Grant Project Director, Educational Television, effective May 24, 2003 (last day of employment 5/23/2003).
- c. **MOLLY L. SHARP**, Satellite and Television Broadcast Control Operator, Educational Television, effective May 16, 2003 (last day of employment 5/15/2003).
- d. **KATHERINE L. SYLVESTER**, Academic Evaluator/Advisor, Admissions and Records, effective June 7, 2003 (last day of employment 6/6/2003).
- e. **PAMELA D. PRETZ**, Senior Administrative Secretary, Student Support Programs, effective May 24, 2003 (last date of employment 5/23/2003).

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

2. INFORMATION: RETIREMENTS – GROUP I

On behalf of the Governing Board of the Palomar Community College District, the following **retirements** have been accepted by Dr. Sherrill L. Amador, Superintendent/President, as authorized by the Governing Board, under **Group I** (receives the same fully employer-paid lifetime health benefits as provided to active employees and eligible dependents for life of the retiree) of the Retirement Health and Dental Plan approved by the Governing Board December 8, 1987:

- a. **ROY R. ARCHER**, Professor, Economics, History, and Political Science, effective May 24, 2003.
- b. **WAYNE P. ARMSTRONG**, Professor, Life Sciences, effective May 24, 2003.
- c. **DANIEL C. ARNSAN**, Professor/Librarian, Library Media Center, effective May 24, 2003.
- d. **NEIL E. BRUINGTON**, Professor, Graphic Communications, effective May 24, 2003.
- e. **ROBERT R. EBERT**, Professor, Life Sciences, effective May 24, 2003.
- f. **EDWIN A. GROSCHWITZ**, Professor, Chemistry, effective May 24, 2003.
- g. **ANN L. HANEY**, Professor, Behavioral Sciences, effective May 24, 2003.
- h. **STEPHEN M. KIRBY**, Professor, Trade and Industry, effective May 24, 2003.
- i. **DENNIS A. MARTINEK**, Professor, Business Education/Cooperative Education, effective May 24, 2003.
- j. **MARIO MENDEZ**, Professor, Physical Education, effective May 24, 2003.
- k. **BRIAN MICHAELSON**, Professor, Computer Science/Information Systems, effective May 24, 2003.

- l. **GEORGE D. PESACRETA**, Professor, Foreign Languages, effective May 24, 2003.
- m. **KATHY PINE**, Professor, Physical Education, effective May 24, 2003.
- n. **CYNTHIA J. POOLE**, Professor/Counselor, Counseling, Guidance, and Career Development, effective May 24, 2003.
- o. **JACK C. QUINTERO**, Professor, English, effective May 24, 2003.
- p. **GENE C. SAGER**, Professor, Behavioral Sciences, effective May 24, 2003.
- q. **PATRICIA F. SCHMIDT**, Professor, Nursing Education, effective May 24, 2003.
- r. **MARILYN M. SOUCHEK**, Professor, Behavioral Sciences, effective May 24, 2003.
- s. **JOE R. STANFORD**, Professor, Performing Arts, effective May 24, 2003.
- t. **BARBARA W. WILLIAMS**, Professor, Behavioral Sciences, effective May 24, 2003.
- u. **PATRICIA A. WORRET**, Professor, Nursing Education, effective May 24, 2003.
- v. **DIANE G. LUTZ**, Assistant Superintendent/Vice President, Instruction, effective July 1, 2003.

3. INFORMATION: RETIREMENTS – GROUP II

On behalf of the Governing Board of the Palomar Community College District, the following **retirements** have been accepted by Dr. Sherrill L. Amador, Superintendent/President, as authorized by the Governing Board, under **Group II** (receive the employer-paid health benefits as provided to active employees and eligible dependents until the retiree has reached the age of 65, dental for life) of the Retirement Health and Dental Plan approved by the Governing Board December 8, 1987:

- a. **JAMES M. DANIELS**, Associate Professor, Mathematics, effective May 24, 2003.
- b. **MARY ANNE GIARDINA-RODGERS**, Professor, Child Development, effective May 24, 2003.
- c. **ANNE L. REISS**, Associate Professor, Trades and Industry, effective May 24, 2003.
- d. **JANET S. RIGHTMER**, Articulation Officer, Counseling, Guidance, and Career Development, effective May 24, 2003.

4. RATIFY LEAVE OF ABSENCE

MSC Chadwick, Nelson

The Governing Board hereby ratifies the recommendation of the Superintendent/President granting a **100% Personal Leave of Absence without pay and without benefits**, effective August 22, 2003, through May 28, 2004, to **MARK E. WALKER**, Associate Professor, Mathematics.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. Item was removed from the Consent Calendar for discussion.

6. RATIFY CLASSIFIED EMPLOYMENT

MSC Chadwick, Nelson

The Governing Board hereby ratifies the recommendation of the Superintendent/President regarding the **employment** of the following **classified employee(s)**:

a. Name: **ELEANOR M. MASIELLO**
Position: Admissions and Enrollment Coordinator
Department: Admissions, Records, & Veterans' Services
Position #: 5469 New?: No
Remarks: Position reclass approved 3/11/03; replacement for Sandra Nanninga; promotion for Ms. Masiello.
Sal Grade/Step: **25/7** Salary: **\$3,782.60/month**
% of Position: 100% # of Mos: 12
Effective: May 20, 2003
Account #(s): A-212200-422100-62100-0000000/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

Resumption of REGULAR AGENDA

I. ACTION ON ITEMS REMOVED FROM CONSENT CALENDAR

5. RATIFICATION OF AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE GOVERNING BOARD AND DR. SHERRILL L. AMADOR, SUPERINTENDENT/PRESIDENT

MSC Jensen, Nelson

The Governing Board hereby ratifies the amendment to the employment agreement between the Governing Board and Dr. Sherrill L. Amador, Superintendent/President. The Board and the Superintendent/President hereby agree to the following terms and conditions:

1. This Amendment extends the current Employment Agreement between the Board and the Superintendent/President up to and including June 30, 2007, with the same terms and conditions as in the current Employment Agreement, except as specifically and expressly modified in this Amendment. This Amendment also acknowledges the action taken by the Board at an open meeting on June 11, 2002, to renew the current Employment Agreement and extending it through June 30, 2006.
2. For the 2003-2004 year only (July 1, 2003 – June 30, 2004), the possible annual increase of five percent (5%) in provision two (2) of the current Employment Agreement shall be adjusted to two and one-half percent (2.5%).
3. The date of June 30, 2005, in provision ten (10) of the current Employment Agreement is modified to June 30, 2004.

Mr. Evilsizer made the following statement: Mr. Chair, I have asked that this be placed on hold as the process is incomplete. A couple of things, I know that in item one in the term of the contract we have with the President/Superintendent, in the first paragraph there, it says that if the term is extended, it will be ratified at the June Governing Board meeting. On item 1 I'd like to see us defer this until the June meeting as I feel we have some things that we still need to address and discuss in closed session, and I'd like to see us defer that.

Mr. McMullen stated: I will point out that this was discussed with our counsel because we had a little conflict here in that it is the Board's policy that the Superintendent/President will receive a written evaluation by the Governing Board no later than May, so we've got a four-day gap here. That's the other side of whether it's a legal or illegal action.

Ms. Chadwick commented: I would like to make a comment that I think it's reasonable and prudent until we finish the process to at least defer this until that process is done. As you know, we still are in consideration so I think it's only appropriate that we defer this until that's completed.

Mr. Jensen commented: It's automatic that she be given a contract extension if we give her a satisfactory or better rating on her review, which we did. And our legal counsel has advised us that there's no legal problem doing it at this time if she agrees to it.

The Vote: 3 Aye, 2 Nay (Chadwick, Evilsizer)
Student Trustee Advisory Vote: Aye

J. REPORTS FROM COLLEGE GROUPS

Mr. McMullen again reminded the group representatives that this is a time when groups make their reports. Those with personal opinions or narratives were asked to give them under "Comments from Other Individuals or Groups."

1. **INFORMATION**

Report of the Faculty Senate

Steve Spear gave the following report:

I'd just like to re-emphasize the fact Vice President Lutz mentioned earlier with regards to retirements. All of these people who have retired are excellent instructors, some of them very good friends of mine. If you look down the list, you will see a person who was a congressional candidate, a world-class botanist, some very good P.E. instructors who kept me in shape for many years, a first-class revolutionary, and the only person who actually knew the words to and could sing Palomar's Alma Mater.

2. **INFORMATION**

Report of the Palomar Faculty Federation

Mary Ann Drinan gave the following report:

Well, I would want to give a few comments regarding some of the statements made at the May 13 Board meeting and their reflections in the minutes today. It's important, I believe, to ensure that some additional facts and details are added to the public record. It's not my intention to address all of the issues serially, just several of the most significant ones. Yes, it's true that contract negotiations are in their 21st month, an incredibly lengthy time for a college that has experienced more than a decade of working with a classified staff union. What may, indeed, be surprising about the marathon negotiation sessions is that the state gives community college districts a check to pay for all of the legal fees associated with the negotiations of a first contract. The result is that taxpayers are paying per hour fees regarding the lawyer or lawyers negotiating the contract, this first contract. Faculty have been doing some research – we're not done yet – in terms of how much money this is costing our taxpayers around the state. In contrast, it should be noted that faculty negotiators, with the exception of our chief negotiator who's paid through our dues, receive no compensation, no release time, and no stipends at all to cover any of the negotiation expenses. On rare occasions during the last 21 months, some substitutes have been paid to take over a very few limited classes, resulting in the District picking up an additional expense, and the taxpayers as well, of a few hundred dollars. You have to understand, faculty don't want to be away from their students during the semester, so it's been rare that we've done this. So given this unequal distribution of resources, I think we have to ask the question, who has the greater incentive with regard to prolonging negotiations, and who realizes the greatest advantages to delay. Indeed, why has such a long delay occurred. Secondly, in the discussion over prolonged contract talks, during the first 16 months of negotiations, even during the four months when a mediator was present, only a handful of minor articles were signed as tentative agreements. In many instances, the District did not provide counter-proposals to the PFF during that time. Without a District counter-proposal, negotiations had nowhere to go. The PFF cannot negotiate with itself. There has to be a give and take, and oftentimes, there was not that give and take during that time. Since February, considerable progress has been made, though major issues remain. So I think it is misleading to say that PFF has not been budging, that we have not been willing to negotiate. I think the record shows otherwise very clearly. A third observation concerns how reports of negotiations progress or lack of it comes to the Board. At the last Board meeting, there were lengthy comments about the

need for greater faculty productivity, even involving reading a letter from an Interim President. It was surprising for many of us to hear those remarks because, in the week previous to the last Governing Board meeting, the PFF brought a productivity proposal to the District. And if you have not seen it or reviewed it in any way, then this is something that absolutely must occur. My concern is the question of why you're not being briefed regarding the details of that proposal. It's really very perplexing to all of us on the negotiations team who were present at that. And then, last of all, at the last meeting, I know the Governing Board expressed distress at seeing so many faculty and supporters of faculty at Governing Board meetings. I know that it lengthens the evening. But knowing faculty, they would much rather be talking about quarks and molecules, if they are science faculty, or international relations, or the latest notable book in history, or theory in psychology. You know approximately 100 faculty are not even union members but participated in surveys that showed a depth of their belief that something has gone wrong on our campus. It is extraordinary that many faculty make time to attend the meetings. The fact that they do shows the magnitude of issues the campus faces and the fact that they have looked to the Governing Board for relief and for leadership. It is hoped that they will find some redress.

Mary Millet gave the following report:

During the year of 2002, when we were in negotiations, after February, we had no tentative agreements whatever. Not during mediation, not preceding mediation. So that we started December with having had no tentative agreements signed in that year. We had signed five in the previous five months that we had been in negotiations, but that stopped. And for an entire year, we signed nothing. This was in spite of the fact that we had very good negotiating sessions and that we as a team met separately to try and create proposals that would be appealing to the District and to our constituency, of course. Since January, we have reversed those statistics. We now have approximately five articles to go, and we have tentatively agreed on approximately 15. So you can see that there has been a great deal of activity on both sides. There have been compromises made. There have been counter-proposals. There have been good open discussions at the table, and I think that that's something that needs to be made public so that everyone here knows that and there's no misunderstanding about that. We have had discussions; we've done what you're supposed to do in negotiations, in other words. People have taken caucuses and reframed their proposals, come back and presented them again. The other team does the same, and we go back and forth; and we truly have negotiated. So I hope that everyone here can appreciate that fact. We still have some sticky issues. Those five articles that are left are very core articles, but it isn't true that the PFF hasn't presented proposals or revised their original proposals. We have done so on every single issue. And so we wanted to set the record straight on that. Another item of concern that I have is that at the last Board meeting, it was also suggested quite forcefully that the union is responsible for the problems on the campus. And I just wanted to let you know in a factual way that Mary Ann and I decided that we wanted to have no official part, no role in the no confidence vote, and our e-board agreed, so no member of our e-board participated in an active way. We felt it was inappropriate since we were meeting with Dr. Amador at the table. So we're not the bullies that you might have thought; and, in reality, we're trying very hard to reach agreement and to solve the problems on our campus.

3. **INFORMATION**

Report of The Faculty – There was no report.

4. **INFORMATION**

Report of the Administrative Association

Mollie Smith reported that Sherilyn Hargraves, a member of the Administrative Association, is leaving Palomar College to go to work for her daughter; and Suzanne Gavin, also a member of the AA, is leaving the College to assume the role of Dean of Counseling and Student Services at Mt. San Jacinto College.

Ms. Smith expressed her thanks to those who had written letters to the editors of newspapers regarding the Governor's proposed cuts to community college budgets. The lobbying efforts have been very effective. Ms. Smith distributed copies of the letter written by employees.

Dr. Nelson noted that we need to continue the pressure on legislators until a budget is approved by them.

5. **INFORMATION**

Report of the Confidential and Supervisory Team – There was no report.

6. **INFORMATION**

Report of the CCE/AFT

Brian Engleman gave the following report:

We recently had lobby days up in Sacramento, the week of the issue of the May revise. I'm happy to report that Mike Dimmick and Buddy Springer, our President and Jr. Vice President, were able to attend and we able to meet with several Assembly Members and Senate Members and advocate for the community colleges pretty effectively. They said that the reception was very good.

We recently held our elections, and I'm prepared to announce the results. The new officers of the Council of Classified Employees for the next two years will be:

President	Becky McCluskey
Vice President	Tricia Frady
Secretary	Stephanie Gonzales
Sr. Grievance Officer	Chris Wick
Stewards:	Elaine Armstrong
	Leslie Briggs
	Eddie Tubbs

We welcome our new officers and wish them the best during what may be a difficult time. They can be assured that the parting council members will be available to help in any way possible.

Additionally, I was asked to point out an item on tonight's agenda. And that is, item M-8, which is approval of a reduction in force. We feel that an important piece of information is missing from that item, and that is that the classified staff member listed there has a split contract; 75% of that contract is paid by EOP&S and 25% paid by the CARE budget. As we know, the May revise reflected that the EOP&S budget was, for the most part, restored; and the CARE budget took a big hit. It is our position that the CARE portion of that person's salary is the only portion which should be affected. We understand that the budget time constraints made it necessary for the District to submit the Staff Aide position on the Board agenda; however, the EOP&S CARE budget is not final. And,

therefore, every means possible should be used to retain this position until the budget is finalized. We also understand that the District followed the approved priority list. However, we respectfully request that item 6 and 7 on the Student Services priority list – and that is discretionary costs and student hourly expenses – be reconsidered for further cuts so as to be able to fund the 25% CARE portion of this position. Per a conversation that the CCE had with the EOP&S Director, she was going to look into the use of the carry-over money to supplement this position, possibly through September 30. She also stated that she would be able to know for sure if it would be possible to fund the position past June 30 by the end of this week and would notify the individual as soon as she knew. Even though a formal notification would be given to the individual if this Board item is approved, we would like to stress the importance of notifying the individual as soon as possible if the position can be funded. As everyone at Palomar is aware, the students' needs are our priority; and eliminating staff is not in the best interests of the students, especially in an area such as EOP&S.

7. **INFORMATION**

Report of the Associated Student Government

Amador Soto gave the following report:

We had our end-of-the-year party, and we presented our new ASG members. I would also like to thank all those special guests that attended our ASG end-of-the-year party. And also, I attended the 2003 commencement ceremony and had the honor to lead the pledge of allegiance.

K. **COMMENTS FROM OTHER INDIVIDUALS OR GROUPS**

At this time, the following person addressed the Board on the following subject:

1. Perry Snyder – Equal services for all the students

L. **UNFINISHED BUSINESS** – There was none.

M. **NEW BUSINESS**

1. **INFORMATION: TENTATIVE BUDGET PREVIEW**

Jerry Patton presented a **preview** of the **FY 2003-04 tentative budget** that will be presented for adoption at the June 10, 2003, Governing Board meeting. **Exhibit M-1**

Dr. Amador stated that she wanted the Board to be aware that, at this point, the reserves are at 2.66%, not the required 3%, which is not a good situation. Hopefully, that will be resolved by the time the tentative budget is passed. Also, she reiterated that all the figures given during Mr. Patton's presentation are based on the Governor's May revise. Although things are looking hopeful at the sub-committee level, there are still many steps before passage is guaranteed. Everything from the Chancellor's Office indicates that their figures are very tentative because of the deferral of the \$200 million, which means the money really isn't there. Another issue for us is that the Governor is basing this on a tax increase.

Dr. Nelson stated that the Board wants the faculty and staff to know that the Board appreciates their efforts to contain expenses during this time.

Ms. Chadwick asked Mr. Patton to reiterate the process. He responded that the tentative budget will be brought to the Board at the next meeting. Board approval of that tentative budget gives spending approval for the months of July, August, and September. The Revenue Allocation Committee and Strategic Planning Council will continue to work. That gives us a chance to see what the Senate and Assembly do as far as approving a final budget.

Ms. Chadwick requested that the analysis and annotation be provided to the Board members prior to the June 10 meeting as it is very critical for their consideration.

2. INFORMATION: FIRST READING – PROPOSED DELETION OF BP 403.2 – ENROLLMENT FEE WAIVER

At the next meeting, there will be a recommendation on the agenda that the Governing Board **delete BP 403.2 – Enrollment Fee Waiver**, which reads as follows:

BP 403.2

Enrollment Fee Waiver (85-11299, 94-16817, 97-18584)

The Governing Board of the Palomar Community College District shall, effective after July 1, 1986, exempt from the enrollment fee any private or public elementary or secondary school pupil admitted to Palomar College as a special part-time student for credit classes. The attendance of the student must be authorized by a letter of permission from the appropriate authorized individual at the school.

For purposes of this policy, a special part-time student is a student who registers in 12 units or less per semester at Palomar College. Credit for courses completed shall be at the college level but may be transferred back to the school district for fulfillment of graduation requirements. EC 72252, 76001; GB 6-10-86, GB 1-17-95, GB 10-14-97

Ms. Chadwick asked what the impact of this would be. Herman Lee responded that there would be a revenue generation impact. We average about 1,300 high school students or minors each term during the academic year, with an even higher number during the summer session. It would also provide equity in terms of the way we charge fees. We have some confusion now because the high school students are thinking that they get all fees waived, whereas it is only the enrollment fee that is waived. In some cases, they think the non-resident tuition, health fee, or student center fee is being waived. These students are getting college credit like other regular college students.

Ms. Chadwick asked that Mr. Lee provide an estimate of dollars in revenue generation. He stated that he will do so for the next Board meeting.

3. APPROVE FIVE-YEAR CONSTRUCTION PLAN

MSC Nelson, Chadwick

The Governing Board hereby approves the Palomar Community College District's **Five-Year Construction Plan. Exhibit M-3**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

4. **APPROVE SPECIAL WORKSHOP MEETING TO CONDUCT BOARD'S SELF-EVALUATION**

MSC Nelson, Chadwick

The Governing Board hereby approves a **special workshop meeting** to be held on **Saturday, June 14, 2003, 9 a.m., in SU-18**, for the purpose of conducting the **Board's Self-Evaluation**.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. **CANCEL JULY 22, 2003, GOVERNING BOARD MEETING**

MSC Nelson, Jensen

The Governing Board hereby **cancel**s the regularly scheduled **meeting of July 22, 2003**, so that members may plan vacations during that period.

Ms. Chadwick stated that she feels concerned that the Board would not meet during the time when there is a heightened budget process occurring. She urged that the Board continue the regular two meetings through the budget cycle.

Dr. Amador stated, as a point of information, on the budget cycle, the Board will be given a workshop on the last meeting in August, which is where we will hopefully be closer to an adopted budget.

Mr. McMullen stated that, even when there were two meetings a month, this meeting was usually bypassed.

Mr. Evilsizer asked how many Board members were planning to be gone during this period in case there would be a need for an emergency meeting. Ms. Chadwick, Dr. Nelson, and Mr. Evilsizer reported that they would be in town on July 22.

The Vote: 4 Aye, 1 Nay (Chadwick)
Student Trustee Advisory Vote: Aye

6. **APPROVE AGREEMENT WITH CARPENTERS JOINT APPRENTICESHIP & TRAINING COMMITTEE FUND FOR SOUTHERN CALIFORNIA**

MSC Chadwick, Nelson

The Governing Board hereby approves an agreement effective July 1, 2003, and terminating June 30, 2008, with the **Carpenters Joint Apprenticeship & Training Committee Fund for Southern California** to continue educational support for their Apprenticeship Programs. **Exhibit M-6**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

7. **APPROVE AGREEMENT WITH ELECTRICAL TRAINING TRUST FOR SAN DIEGO AND IMPERIAL COUNTIES JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

MSC Chadwick, Nelson

The Governing Board hereby approves an agreement effective July 1, 2003, and terminating June 30, 2008, with the **Electrical Training Trust for San Diego and Imperial Counties Joint Apprenticeship and Training Committee** to continue educational support for their Apprenticeship Programs. **Exhibit M-7**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

8. **FAILURE TO APPROVE REDUCTION IN FORCE**

MS failed Nelson, Jensen

WHEREAS, due to lack of work and/or lack of funds, the Governing Board hereby finds that it is in the best interest of the District to eliminate the following positions, which are held by classified employees of the District, pursuant to Education Code Sections 88014, 88015, 88017, 88117, and 88127; CCE/AFT Handbook B.P.-15 Layoffs; and also Administrative Team Handbook B.P. Administration 26.D. Reduction in Force:

**EOP&S/CARE SUPERVISOR (ONE FTE)
EOP&S/CARE STAFF AIDE (ONE FTE)**

NOW, THEREFORE, BE IT RESOLVED, That the above-designated positions, numbers 00005551 and 00006081 shall be eliminated as of July 1, 2003.

BE IT FURTHER RESOLVED, That the Governing Board sincerely regrets this action but is taking this action in compliance with applicable law and in the best interest of the District;

BE IT FURTHER RESOLVED, That the Superintendent/President or designee is authorized and directed to give timely and proper layoff notices to all affected employees.

ADOPTED, this 27th day of May, 2003, by the Governing Board of the Palomar Community College District.

_____/_____
Secretary to the Governing Board / Date

The following persons addressed the Board on this item prior to the vote being taken: Jackie Szitta, Maureen Hanley, Lorraine Lopez. (Mr. Madrigal responded that the priorities approved by the Student Services Planning Council and Strategic Planning Council were the mechanism that brought this item forward.)

Ms. Chadwick asked why we would be eliminating an entire position instead of just the 45% funded by CARE. Mr. Madrigal responded that this may be an option we would want to look at. At this point, however, we have not reduced other classified positions, and we have tried to remain consistent with that process.

Mr. Evilsizer asked if it was known at the time that this recommendation was made that the Director of EOP&S was leaving. Mr. Madrigal stated that it was not known the first time this came through the planning council, so it was not a factor. Mr. Evilsizer noted that he had seen the report from Scott Lay that all sub-committees had restored the CARE program, rejecting the Governor's 50% cut. He asked what the CARE program involves. Mr. Madrigal responded that it provides primarily child-care assistance for students and supplements EOP&S to bring a total packet of aid to the students. Dr. Amador added that these same students can also be served by CalWORKs. She also noted that the priorities regarding these positions were also brought forward at the time it was thought there would also be a 50% cut in EOP&S, so they are worse-case scenario within the parameter of the Governor's proposed budget.

Mr. Evilsizer asked what the cost savings would be for the Director of EOP&S. Dr. Miyamoto responded that it would be about \$80,000. Dr. Amador noted that the Education Code or Title 5 requires that we have a Director. Mr. Madrigal reported that the College is required to provide matching funds. He has asked Ms. Gavin to look at all of the options, including CalWORKs. This is another situation where employees are funded out of two categorical programs. In hindsight, perhaps this should not have been done. We should have employees working in one program or another.

Mr. Evilsizer stated that it was also mentioned that the EOP&S/CARE Supervisor is funded at 75% from EOP&S and 25% from CARE, yet the entire position is listed in this reduction in force.

Dr. Amador noted if positions are to be reduced to the percentage that they are funded, it would be necessary to go through the process with the classified union.

Mr. Madrigal stated that because of the nature of the EOP&S program, if you were to compare the same priorities to those in the general fund, you would see that the first priority in the general fund is to protect the positions. But because of the services that have to be provided to the students above and beyond, those priorities are somewhat different for EOP&S.

Mr. Evilsizer stated that he thinks there are some adjustments that need to be made to the numbers. He felt the overall total is much less than what was shown. Mr. Madrigal plans to utilize an Interim Director and then see how that develops.

Ms. Chadwick stated that we have enough dollars around here to manage this until we have an opportunity to finalize whatever the real numbers are later. In that spirit, she felt we owe these employees the opportunity to have this carefully considered and defer any action.

Dr. Nelson stated that it is extremely hard to lay off someone, to place someone in jeopardy and change their whole life. However, we have to look at the big picture here, and \$100,000 is not something we can put this District at jeopardy for.

Mr. Evilsizer stated that he thinks that if we re-sharpen our pencils, we can (unintelligible). We should defer this, re-analyze the numbers, and look at the figures before we make any decisions.

Mr. Jensen stated that he is a little concerned that this is based on numbers that are no longer valid.

The Vote: 2 Aye, 3 Nay (Chadwick, Jensen, Evilsizer)
Student Trustee Advisory Vote: Nay

Ms. Chadwick made a motion that this item be deferred until we have complete consideration of all the numbers. The motion died for lack of a second.

Dr. Amador pointed out that the Board, with this decision, has gone into two weeks of salary from the general fund for the next fiscal year.

9. INFORMATION: ACCOUNTING OF COSTS TO SET UP ROOM D-10 FOR GOVERNING BOARD MEETINGS

- | | | |
|----|--|------------|
| a. | Purchase of new equipment
(mixer, microphone stands, cables, etc.) | \$1,168.01 |
| b. | Overtime for Media Equipment Technician
Hourly overtime rate: \$26.50/hr. | |
| | (1) April 22 | 92.75 |
| | (2) May 13 | 159.00 |

Mr. Evilsizer asked if the equipment could be used elsewhere. Dr. Amador responded affirmatively.

10. DISCUSSION ITEMS

- a. Request for forensic audit

Steve Spear stated: I am a member of the Revenue Allocation Committee and have been for several months. I have been a member of various budget committees on this campus for over 25 years and have known every Chief Financial Officer of Palomar College during this period. We have never had a more honest, hard-working, and straight-ahead man in that position than Jerry Patton. There are those who would argue that he is just touting District line and presenting the District's position on the budget. Well, duh – that's his job. He's paid to be fiscally conservative. But as Chair of RAC, he has answered every question, public or anonymously submitted, in writing if requested. We're currently going through the budget line by line, and never once have any of us, faculty, classified, or administrative association, been denied information (unintelligible) from criticizing budget, budget amounts, or priorities. Would a forensic audit turn up any fraud or useful large sum of money not already set aside for specific approved purposes? I doubt that it would find any significant sums not already known by most persons in this room. I don't think a forensic audit would even pay for itself. But, do not take my comments to mean that I agree with the way this District spends money because I certainly do not. I do not believe the District has any serious problems with the way it budgets money, but this District wastes huge sums because of the way it is administratively structured. I speak specifically of the 85+% of our budget we spend on salaries and benefits, some of it paid to a proportionately large number of middle managers. I have brought forth my concerns in many venues many times over many, many years, and my concerns just drift off into the ether. I wish to repeat here that I believe every job on this campus needs doing, and everyone that's doing a job is doing their job and probably a lot more. But if you compare the administrative structure of Instruction where one Vice President is in charge of half a dozen Deans, and each of those Deans is in charge of half a dozen Department Chairs, except for Katheryn Garlow who's in charge of a whole herd, and each of those Department Chairs is in charge of a dozen people or more, and you compare that with the other areas of campus where you have Vice Presidents in charge of other people, and you have managers, and supervisors, and directors, and maybe those managers, supervisors, and directors direct two or three people and sometimes only one other. I think what you'll find is there's a

huge amount of substantial savings that could come forth as these people left. We'd be far better off to rely on our regular independent audit and spend half the money we'd spend on a forensic audit and spend it, instead, on a consultant who is given a directive to find a way to flatten our administrative pyramid.

Dan Finkenthal addressed the Board on this item.

Mr. Evilsizer asked Mr. Patton to explain the difference between a forensic audit and a regular annual audit. Mr. Patton explained that a forensic audit came about because of companies violating SEC regulations, and it is primarily a fraud investigation and would cost \$60,000 to \$90,000 or as high as \$200,000, depending on the scope of the audit. Our internal audit is done by our internal auditor (25%) but not in an amount that is significant enough to be of any use. Our external auditors come in once a year and do a sampling to verify that our accounting standards comply with those required of government entities. They check controls and balances and look at how we budget and the differences between our actual expenditures and our budget. They also look at the revenue stream the same way. They look at cash transactions to be sure there is no embezzlement or fraud occurring. Each year, we pick a different area we would like them to investigate in detail. Finally, they determine how well we represent our financial statements.

Mr. Evilsizer asked if forensic audits can be directed to look at a specific area or do they choose at their own discretion. Mr. Patton responded that they would serve at the discretion of the organization that hires them. Usually, they look everywhere and report what they find. But you could direct them to a specific area. They would have a team here for as long as six months.

Mr. Patton agreed with Dr. Spear's recommendation that the District hire a management consultant to look at the District's management structure.

Ms. Chadwick asked when was the last time the Palomar campus underwent a management audit. Mr. Patton stated that he cannot speak for the other divisions, but that in Administrative Services, they spend quite a bit of time looking at why they do the things they do. Fiscal Services, Facilities, and Business Services have made some changes to streamline the process and improve the way they serve the students and faculty. Dr. Amador stated that we have done mapping in terms of our technology to determine how many times a piece of paper goes through a process and have costed out how much that would save by reducing the staff time it takes to handle, re-check, or sign it. We have done that in three different areas. As far as an overall management audit, we have not done that. Ms. Chadwick suggested that it be considered. Dr. Amador noted that we would have to look at the cost of that and what it means to our 2.66% reserves.

- b. Potential cost and/or savings on an administrative and classified SERP.

Dr. Miyamoto explained and provided handouts (**Exhibit 10-b**) prepared by PARS indicating that it would not be cost effective to offer a SERP to retiring administrative and/or classified employees at this time.

Ms. Chadwick asked if a compilation had been done including the faculty, classified, and administrative potential retirees together to see if it would have been feasible. Dr. Miyamoto stated that had not been done. The faculty was done separately because it was at the table during negotiations. Knowing what he knows now, Dr. Miyamoto stated that there would not have been enough savings in the faculty SERP to cover the costs of offering it to the classified and management employees.

11. APPROVE AGENDA ITEMS FOR CONSIDERATION AT NEXT MEETING

The Governing Board hereby approves the following items to appear on the agenda of the June 10, 2003, meeting:

- a. Generation of revenue – An analysis of the numbers if we were to make adjustments for Fire Academy, Police Academy, and Fire Inservice Revenue Contracts. Also, look at some of the alternatives for greater efficiencies or higher turnovers by scheduling things a little differently in those programs – night and weekend courses for working candidates and that sort of thing.

Dr. Amador asked if we could have a little time to prepare this report as it will take staff time to do this. This would involve Jerry Patton, Diane Lutz, Wilma Owens, and Herman Lee.

Mr. Patton noted that the P2 report shows about 477 FTES over cap, which means we are teaching 477 students right now free. So when you generate more FTES, you just teach more students free. How we can be more efficient is another thing. Just generating more FTES isn't the answer. For the fire programs that we have right now, we have paid over \$54,300 when we have had zero income – and that's not in the budget. We only get paid for those students that are at cap or under. Any FTES above that, we don't get paid for.

Dr. Amador noted that one of the reasons the fire contracts work is because we pay the instructor and we get the FTES. Right now, we are paying the instructor, but we are not getting the FTES because we are over cap.

- b. 5% reduction in stipend paid to Governing Board members.

N. CLOSED SESSION

The Board recessed at 10:53 p.m. and went into Closed Session at 11 p.m., to discuss:

- 1. Public Employee Performance Evaluation, pursuant to Government Code 54957.
 - a. Superintendent/President

Closed Session ended at 11:50 p.m.

O. RECONVENE TO OPEN SESSION

The meeting reconvened at 11:53 p.m. There was no reportable action.

P. ADJOURNMENT

The meeting was adjourned at 11:53 p.m.

President

Superintendent