



GOVERNING BOARD MINUTES
REGULAR MEETING, GOVERNING BOARD
PALOMAR COMMUNITY COLLEGE DISTRICT
GOVERNING BOARD ROOM, STUDENT SERVICES CENTER
COLLEGE CAMPUS
SAN MARCOS, CALIFORNIA
TUESDAY, DECEMBER 14, 2004
6:00 P.M. (CLOSED SESSION) 7 P.M. (OPEN SESSION)

A. CALL TO ORDER

Dr. Michele Nelson, Vice-President, called the regular meeting of the Palomar Community College District Governing Board to order at 6:00 p.m.

AA. ROLL CALL

Establishment of a Quorum

AAA. CLOSED SESSION

The Board went into closed session at 6:06 p.m. to discuss:

5. Public Employment, pursuant to Government Code 54957 and 54957.B(4): Public Employee Employment Release
6. Conference with Real Property Negotiator, pursuant to Government Code 54956.8. Property APNs as follows: 108-121 Parcel 11; 108-120 Parcels 62, 63, 64; 126-061 Parcel 06; 126-121 Parcel 14; 323-100 Parcels 04, 10, 11, 12; 323-482 Parcel 12; 323-500 Parcels 01, 05, 06, 07, 08, 09, 14; 323-501 Parcel 02.
1. Public Employee Discipline/Dismissal/Release, pursuant to Government Code 54957.6.
3. Conference regarding negotiations with PFF/AFT, pursuant to Government Code 54957.6.

Closed Session ended at 6:44 p.m. There was no reportable action taken during Closed Session.

AAAA. RECONVENE TO OPEN SESSION AND ORGANIZATIONAL MEETING

Pledge of Allegiance

CALL ORGANIZATIONAL MEETING TO ORDER

Dr. Michele Nelson, Vice President, called the organizational meeting of the Palomar Community College District Governing Board to order at 7:05 p.m.

ROLL CALL

TRUSTEES PRESENT:

MICHELE T. NELSON, PH.D., VICE PRESIDENT
NANCY C. CHADWICK, M.S.W., M.P.A., SECRETARY
MARK R. EVILSIZER, M.A., TRUSTEE
DARRELL L. McMULLEN, M.B.A., TRUSTEE
RUTH LARSON, M.D., TRUSTEE
PAUL CHARAS, STUDENT TRUSTEE

EXECUTIVE ADMINISTRATORS PRESENT:

Richard A. Jones, Ed.D., Interim Superintendent/President
Berta Cuaron, M.A., 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
Joe Newmyer, M.A., Interim Assistant Superintendent/Vice President, Finance and Administrative Services

Following the pledge of allegiance to the flag, Dr. Nelson 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 ONE YEAR.

B. ELECTION OF OFFICERS

1. ELECTION OF PRESIDENT

Nomination of Nancy Chadwick by Darrell McMullen, seconded by Ruth Larson

RESOLUTION 04-20804

BE IT RESOLVED, That NANCY CHADWICK be elected **President of the Governing Board of the Palomar Community College District, effective December 14, 2004.**

The Vote was unanimous.

At this point, Nancy Chadwick assumed responsibility as chair of the meeting.

2. ELECTION OF VICE PRESIDENT

Nomination of Mark Evilsizer by Nancy Chadwick, motion died.
Nomination of Michele Nelson by Ruth Larson, seconded by Darrell McMullen

RESOLUTION 04-20805

BE IT RESOLVED, That MICHELE NELSON be elected **Vice President of the Governing Board of the Palomar Community College District, effective December 14, 2004.**

The Vote was unanimous.

3. ELECTION OF SECRETARY

Nomination of Mark Evilsizer by Michele Nelson, seconded by Darrell McMullen

RESOLUTION 04-20806

BE IT RESOLVED, That MARK EVILSIZER be elected **Secretary** of the Governing Board of the Palomar Community College District, effective December 14, 2004.

The Vote was unanimous.

BB. APPOINTMENT OF SECRETARY TO THE BOARD

1. APPOINTMENT OF SECRETARY TO THE BOARD

MSC McMullen, Nelson

The Governing Board hereby appoints **Dr. Richard A. Jones, Interim Superintendent/President**, to serve as **Secretary to the Governing Board** of the Palomar Community College District, effective December 14, 2004, through January 14, 2005.

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

BBB. ESTABLISHMENT OF DATE, TIME, AND PLACE OF MEETINGS

1. ESTABLISH DATE, TIME, AND PLACE OF MEETINGS

MSC Evilsizer, McMullen

RESOLUTION 04-20807

BE IT RESOLVED, That the Regular Meetings of the Governing Board of the Palomar Community College District shall be held on the **second Tuesday** of each month, **closed session** beginning at 6 p.m., **open session** beginning at **7 p.m.**, in the **Governing Board Room, Student Services Center, San Marcos Campus.**

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

ADJOURNMENT OF ORGANIZATIONAL MEETING

The organizational meeting was adjourned at 7:35 p.m.

CONVENE REGULAR MEETING

The regular meeting was convened at 7:35 p.m.

C. APPROVAL OF MINUTES

MSC Evilsizer, Nelson

The Governing Board hereby approves the Minutes of the Regular Meeting of November 9, 2004, and the Special Meeting of December 6, 2004.

The Vote was unanimous.

Student Trustee Advisory Vote: Aye

D. CALL FOR REMOVAL OF ITEMS FROM OR CHANGES TO AGENDA

MSC McMullen, Evilsizer to move New Business items M.1. and M.2. forward for action at this time.

The Vote was unanimous.

M.1. APPROVE EMPLOYMENT AGREEMENT BETWEEN PALOMAR COMMUNITY COLLEGE DISTRICT AND SUPERINTENDENT/PRESIDENT

RESOLUTION 04-20808

MSC Evilsizer, Larson

BE IT RESOLVED, That the Governing Board hereby approves the employment agreement between the Palomar Community College District and **ROBERT P. DEEGAN**.

The terms of the contract were discussed as follows: 1) Contract begins on January 14, 2005; 2) Salary of \$175,000 year; 3) Contract duration is 3 ½ years.

Roll Call Vote:

McMullen: Aye
Nelson: Aye
Evilsizer: Aye
Larson: Aye
Chadwick: Aye
Student Trustee Advisory Vote: Aye

At this time Ms. Chadwick introduced Mr. Robert P. Deegan as the new Superintendent/President. Mr. Deegan entered the room and thanked everyone for the opportunity to lead Palomar College and looks forward to beginning his term on January 14, 2005.

M.2. APPOINTMENT OF SECRETARY TO THE BOARD

MSC Evilsizer, McMullen

The Governing Board hereby appoints **ROBERT P. DEEGAN**, Superintendent/President, to serve as Secretary to the Governing Board of the Palomar Community College District, effective January 15, 2005.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

REMOVE ITEM FROM AGENDA: NEW BUSINESS

M.5. RECOMMENDATION: ACTION – APPROVE TRANSFER OF FOUNDATION POSITIONS TO PALOMAR COLLEGE PAYROLL

The Governing Board hereby approves the transfer of the following two employees from Foundation payroll to Palomar College payroll, effective December 15, 2004. The Foundation will cover base benefits costs for all Foundation employees, creating a District savings of approximately \$25,000.00.

PAULINE D. RILEY, Foundation Accountant
KIMBERLEY KRESS-HARTWELL, Foundation Scholarship Assistant

H.1. **CORRECTIONS/ADDITIONS TO CONSENT CALENDAR ITEM:**

CORRECTION: (IN BOLD)

15. **RECOMMENDATION: ACTION - RATIFY RESIGNATION**

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

- a. Grant Brown, Community Service Officer, Campus Police, effective November 17, 2004 (last day of employment November 16, 2004).
- b. Richard A. Jones, Interim Superintendent/President, President's Office, effective January 15, 2005 (last day of employment January 14, 2005).
- c. Cindy M. Sabato, Director of Communications, Advancement, effective **January 1, 2005 (last day of employment December 31, 2004)**.

ADDITION:

17. **RECOMMENDATION: ACTION - RATIFY AMENDMENT OF TEMPORARY ADMINISTRATIVE EMPLOYMENT CONTRACT**

The Governing Board hereby ratifies the recommendation of the Interim Superintendent/President granting the amendment to the TEMPORARY EMPLOYMENT CONTRACT of Mr. Joseph Newmyer to read as follows: (amendments in bold)

This Employment Contract (hereinafter "Contract") is entered into by and between the Governing Board of the Palomar Community College District of San Diego County, California (hereinafter referred to as the "Board"), and Joseph Newmyer (hereinafter referred to as the "Interim Assistant Superintendent/Vice President, Finance and Administrative Services"). The Board and the Interim Assistant Superintendent/Vice President, Finance and Administrative Services, agree to the following terms and conditions:

1. Term

The Board hereby employs the Interim Assistant Superintendent/Vice President, Finance and Administrative Services, beginning on Friday, June 25, 2004, for a term up to December 31, 2004, **or until a new Assistant Superintendent/Vice President, Finance and Administrative Services, commences employment with the District.** This contract may be terminated by either party, with or without cause, upon sixty (60) days written notice to the other party.

The Board and the Interim Assistant Superintendent/Vice President, Finance and Administrative Services, agree that the work week, for the purposes of this contract, shall be four (4) days per week, not to exceed sixteen (16) days per month unless approved by the Superintendent/President.

18. RECOMMENDATION: ACTION - RATIFY CORRECTED LEAVE OF ABSENCE

The Governing Board hereby ratifies the **corrected** recommendation of the Interim Superintendent/President granting a **20% Personal Leave of Absence** without pay and with no effect on benefits, effective January 18, 2005, through May 20, 2005, to Daniel K. Clegg, Associate Professor, Mathematics Department.

E. REPORT OF THE GOVERNING BOARD PRESIDENT

Ms. Nancy Chadwick gave the following report:

This is a busy and wonderful time of the year because we had a combination of celebration, party, and good fellowship. We also had graduations. I went to the GEAR UP graduation of the parents, which was a remarkable event. I attended an Upward Bound graduation. We had the Fire Academy graduation, another splendid event that just takes you up to the top of the ceiling when you see these fine candidates receive their certificates. We had other events that had importance as well to our institution. We had the dedication of the Veterans' Memorial honoring those Palomar College students who died in service. It was a very moving and profound event that will remain throughout history forever. I hope we always remember those men and women that gave their lives. We also had the groundbreaking for the Science and Technology Building, which was a very uplifting experience. Many people were present during the gestation period for this structure. They now have almost gotten to the delivery room. Once we start on it, we will have the last few years of this gestation and we will occupy that building in the fall, three years from now. We will have another part of the distinguished history and legacy of this community college.

I want to mention another event which I attended, which is also an important one; that was the Foundation meeting. Our Palomar College Foundation is a dedicated group of business and professional people in our community. We really appreciate all of their work. At that meeting it was evident about how much commitment they have to us. We certainly appreciate it. And finally I think most of us went to the President's Holiday Coffee party. It was very well attended I was told. I certainly enjoyed it.

F. REPORTS OF THE GOVERNING BOARD MEMBERS

Mr. Darrell McMullen gave the following report:

As Nancy just mentioned, I attended five of those events as well and it was good to see the variety. It's mid-year, not quite as much as you see in May, but it is just awesome to make a connection with all the various support at the academy graduations, the Foundation, and at the Groundbreaking.

Representative Duke Cunningham spoke at the Veterans' Memorial, and being the first ace as he was in Vietnam, it was nice to hear the words and he certainly set the tone for the day. You can certainly see that so many people worked diligently to make this event successful. Being a veteran myself, this is especially close to my heart.

Dr. Michele Nelson gave the following report:

I'd like to commend the entire campus community on the presidential search process—beginning with the interview committee and their process, the site visit team and my fellow trustees. It has truly been a collegial and inclusive process with every constituent voice listened to.

I would like to extend my gratitude to all of those who have sat long hours at the bargaining table. I am glad it is over and proud that we have a fair and equitable settlement.

Congratulations to the instruction office for a very attractive Spring class schedule. I loved the cover and the invitation to branch out.

The Foundation's calendar was the best celebration of our college in my experience thus far. With the focus on twelve of our outstanding students, the pictures illuminate the powerful, life changing work of our Foundation members as they build on behalf of our students.

Finally, our new president has been invited to become a member of the San Diego County Workforce Advisory Board, an invitation extended through my work with the board of the Poway Business Park Association Executive Committee and the Poway Chamber. If he accepts, he will be joining other college and university presidents, business CEO's, and government representatives all working to keep our workforce current and able to support healthy growth of our existing county's business and industry plus attract new businesses to the area. Palomar definitely has a role to play in keeping our economy viable.

Finally, my thanks to Dr. Jones for a job well done. You did what you said you would do and you did it with good humor and grace. You leave us with a new climate of optimism.

Best wishes for a wonderful holiday filled with the joy of friendship and family, and with the gratitude and satisfaction of a year of struggle and hard work, ending on a high note with optimism and hope.

I would like to request a report on how we approve applications for grants to be submitted. Is there a campus-wide clearing process which reviews fiscal costs including hidden, matches required, additional personnel or restrictions on use of the dollars to name but a few. And of course the benefits to the college. Do constituent groups have an opportunity to verify that grants fit into our core mission—to serve students? If we don't have a formal system in place, I'd like to see one developed so that before people pursue applying they can have approval/support from the campus before they even submit.

Mr. Mark Evilsizer gave the following report:

The last month has been very busy; there's been a lot of activity going on, everything from elections to some of the things that have been mentioned here. I want to highlight on some of the key things that I attended.

On November 10, there was a celebration of the GEAR UP Program recognizing parents who had graduated with their students in this activity. It was the Parents Institute for Quality Education graduation. We had representatives from Congressman Cunningham's office and Assemblyman Wyland's Office. Senator Bill Morrow was in attendance and he was truly awed and inspired by the turnout of this celebration. Keep up the good work and please pass it on to the GEAR UP folks.

On November 11, we had the Veterans' Day Memorial dedication. That was a very moving experience. I talked with some of the veterans that were there. Talk about some of the stories that came out of WWII for example, just phenomenal. We owe a great deal of gratitude for those people that dedicated themselves to those efforts.

On November 17th through the 20th, I attended the Community College League of California Conference in Anaheim. Some of the key workshops that I attended were the Inland Valley Community College Trustees and CEO's Association meeting, actually Dr. Jones had given me his agenda and asked me to attend for him. Scott Lay has been promoted to a Vice President position, he had been the legal counsel and vice president for the League. The Inland Valley group is setting up their legislative review process, Trustee Nelson and I sat in on that last year, where they got their local representatives to come to them in a conference room there at the State Capitol. They are going to do it again, so we can talk and lobby with many key decision makers at the January 2005 conference, hopefully we'll all be attending.

Also, this talk of revising or fixing the funding mechanism, the way community colleges are funded, is just a second priority to this group. They really want to pursue that \$80 million equalization for years two and three, to bring us all up to that 90th percentile. They're asking us to put a priority on equalization first and the funding mechanism beyond that.

I attended the Underfunded District Caucus, we ranked 63rd in the State, we are on the bottom ten. I got some handouts from that. That is a good talking point for when we do go to Sacramento in January. It shows where Palomar Community College District ranks overall in the community college scheme and again making a strong argument for going after the \$80 million equalization funding. As a matter of fact, I think they have a spot on the handout for a business card, we can staple cards on there and pass those out up there in January as well.

I attended one forum where they are talking about bond activities. I thought it was a very innovative thing that the Los Angeles Community College District did with making sure that the contracts issued were to firms that were involved with the building of all of those new facilities. They set a target where 28% of those contracts would go to small, emerging, and local firms. It is a way of getting the local communities directly involved and benefiting in the construction of new facilities. I wanted to bring this to our attention and that is something we can discuss at the appropriate time.

I attended the RP Group presentation, the Research and Planning Group of the California Community Colleges. They did an outstanding job of talking about some of the issues affecting the California community colleges. One of those was Title Wave II. It is this huge phenomenon, similar to taking all of the students in the State of Illinois over the next ten years and just putting them in five counties here in Southern California. That's how big this thing is over the next several years. So we have to keep our ears and radar screens open to make our Community Colleges accessible and affordable for these students to stay within our mission. They also said that the funding mechanism for the California community colleges is broken and ineffectual from Proposition 13, which is part of the problem. We have local control without local control of financial resources, and the speaker said that this is a dog that doesn't hunt. I guess that's a Southern phrase that says it's not working too good. He also spoke somewhat negatively about the myriad categorical that we fund. Apparently, these are silos that get funded and they don't contribute to the overall goals of the institution in many cases. He was very critical of that. He was also saying that one of the issues identified by this group was that policy leadership, historically by the Governor and the legislators in the State of California, was basically absent. K-12 was very well represented, the UC and Cal State perspectives get treated adequately, but we're like that missing third cousin from the background. We need to work on that.

Some of the findings from the site visits that they mentioned were that there is a dismal lack of adequate preparation with a lot of our students. I think faculty can attest to that. There's a stronger growing need for remedial work and that is something we at the community colleges have to address both today and working in the future with the high schools and the other systems in concert with that. He also said there are weak connections between the high schools and the community colleges, so outreach to high schools is very important and needs to continue. A lot of other issues were discussed there, but I won't go into those. I did want to touch on the main points.

I also had, and I think all of the trustees with the exception of Dr. Ruth received this Campaign for College Opportunity brochure, so I got Dr. Ruth one at the conference that I attended. Basically, this Campaign for College Opportunity is a new California non-profit organization. It is solely dedicated to ensuring that the next generation of college age students has the chance to go to college as promised by the master plan for higher education. Over the next ten years, best estimates are that an additional 1.8 million students will seek higher education in California above our current capacity and unless the State takes action, the promise of college opportunity will be broken. We should all hone up on that and perhaps join and pursue that effort, it is a noble cause.

Another interesting seminar that I attended at the CCLC dealt with the Community College Survey of Student Engagement. I was pleasantly surprised to find out that Palomar College is

one of four community colleges in California that participated in this survey. However, I don't think any of us have seen the results of this survey. Whether it was good, bad, or fantastic, I think we need to recognize what the students are telling us with this survey. I would like the Board to receive the findings of how we are perceived by our students so that we can proactively work on the strong and bring up the not so strong. I would like to ask staff to furnish this information if they could.

On the November 20, the fire academy class number 26 graduated 45 new firefighters. Again our program keeps cranking out quality graduates in the fire prevention area. I also attended the Foundation meeting. I never attended a Palomar College Foundation meeting before. One of the speakers, Dr. Judy Eckerd, gave a wonderful overview of our Nursing Program here at Palomar College and some of our challenges that we have there. Darrell and Nancy were there as well. That was a very good overview.

I attended the groundbreaking ceremony of the Science and Technology Building. I want to thank all of the people over the years. That thing has been a work-in-progress for almost a decade. I want to thank all those involved with that; it is finally coming to fruition.

On December 6th and 7th, the Board got together and were able to go through that final presidential selection process. I want to commend everybody for working together on that. I was very impressed by our candidate, both during the site visit to his campus and I liked his vision. His vision was to make Palomar Community College number one in the nation. Number one in athletics, number one in polemics, number one in academics, and number one wherever we can be so. I think that's a very noble and strong goal for us to achieve.

There was an Upward Bound graduation on December 7, which was very well attended. Again those programs are federally funded, but they are reaching out to our high school communities and bringing students up to the college ranks.

I attended the President's Holiday Coffee. Thank you Dr. Jones for the eggnog, it was really good. Friday of this last week, the EOP&S/CARE and CalWorks departments celebrated the holidays at the student union and they had a very good showing. A lot of students brought their children and one of the highlights was Santa Claus being brought in to pass out gifts for all the kids; that was very heartwarming.

I too would like to commend Dr. Jones for his stellar service to Palomar College and I would gladly recommend him to serve as an interim president at any community college in the nation.

Dr. Ruth Larson gave the following report:

This is my first meeting and I am so privileged, honored, and delighted to be here. I have spent the last few days getting acquainted with staff, faculty, deans, vice presidents. I really want to thank Dr. Jones for my first tour; Mike Ellis for finishing a tour just a few hours ago; Norma Bean for taking me around the Escondido Center; and all of the deans for spending time with me. I was almost moved to tears by listening to your devotion and inspiration. I am really excited with the possibilities. You folks deserve the best and I am going to give you the best I have. Since I am new and I am so honored to be part of the process of selecting President Deegan, it is exciting also to start together. If there are any tours or orientations, keep me posted, Josie. As we are getting acquainted together, it is kind of exciting to begin a journey with someone new. I am so impressed and really moved, but I will give you the best I have. I'll need help, I am available, I find I know a culture and a family by walking around, but I would like to meet everyone. I am just delighted to be a part of the family. Thank you so much.

Mr. Paul Charas gave the following report:

I don't know if I can be any happier, we get a new president, there's a contract for the faculty, I can't imagine things getting any better for the College. One thing I would like to bring up is the possibility of a report on the status of the textbook buyback issue. I want to thank the faculty again because I heard that the book orders were in the 90th percentile. One other item that we

would like discussed is the reauthorization of the Higher Education Act and the type of things we can do to help community colleges in terms of that.

At this time it was requested that item **K. Comments From Other Individuals** be moved forward on the agenda. Since there were no individual comments, the report from Vice President Madrigal, 2.a. was brought forward.

Mr. Bruce Bishop, Director of Office of Student Affairs, gave a brief status of the Palomar College Cheerleading Program. A videotape of the cheer squad's preliminary competition was shown to the Board. The videotape is the first step of the competition for the U.S. Nationals. The team that is judged first in this phase gets an all expense paid trip to Orlando, Florida, for the U.S. Nationals. Last year the cheer squad placed first in this phase, and this year again the cheer squad was judged first in the nation. This year an all girl cheer squad program has also been added to the program. The all girl cheer squad placed fifth and was also invited to the U.S. Nationals, but at their own expense.

G. REPORT OF THE SUPERINTENDENT/PRESIDENT

Dr. Richard Jones gave the following report:

That was magnificent, I absolutely enjoyed that video. I want to congratulate our new Trustee officers on your positions and I of course want to say welcome to Bob Deegan and congratulations. I would also like to welcome, Mrs. Deegan, I'm really glad you are here tonight and I'm sure you will come to love Palomar College every bit as much as Miramar College. I think the College is going to be well served by new leadership and the fresh inspiration that President Deegan will be bringing to all of you. I look forward to hearing all of the wonderful things over the coming years. Because somebody made a flattering comment about me, I want to pick up on that and say that it was only because of people such as Josie and Cheryl, and many of the faculty and staff, somebody else said something about that at another meeting. My point was that 99.9% of you all made it very easy for me and I thank you very much. I also want to thank all of you who have been involved on both sides of the table of PFF negotiations over the past three and a half years, 76 meetings coming to a tentative agreement and I think that is just wonderful. I am hopeful that you will be able to move forward with the sun shining and ratification that follow in the next semester. Thank you for all of the work all of you have put into that.

Coming up on the agenda, we have some retirements, but I want to mention these people and bring them forward. We have three retirees on the agenda tonight to be approved. Mike Ellis will tell you about LaVern Brack, who has been with us for thirty-eight years. Another person in the same department that Mike Ellis is going to tell you about is Ray Tafejian who has been with us for fifteen years. Katheryn Gannett will introduce Diane Dellner, the third retiree this evening, who has been with us for 24 years.

Mike Ellis, Director of Facilities, stated the following:

LaVern Brack has been with us for thirty-eight years. He started out as a Groundskeeper, he was promoted to Grounds Supervisor, and then became our Welder/Mechanic. He currently worked out of class as our Building Services Supervisor. LaVern was very instrumental in the development of a number of areas on campus. He was very instrumental in starting the Arboretum, worked with the Patrons with the Clock Tower, personally graded most of our parking lots when it was nothing but native Coastal Sage before it was protected. LaVern Brack is a super guy. In retirement he is planning on becoming a certified welding inspector for the office of the Division State Architect. We may see him back inspecting some of our future buildings. He may not be gone, just retired for awhile. I would personally like to thank LaVern for his service. He has been a wonderful employee. If we had four or five employees like LaVern, we wouldn't need anybody else.

Ray Tafejian, who couldn't be here tonight, has been with us for fifteen years in the warehouse operations. He is very supportive of the College. He has been involved in educational theatre

operations, he is an aspiring actor, and is planning to continue in this area. He is planning to become a golf instructor. He says if anybody wants to take golf, just let him know.

Thank you for the time for recognizing these employees, I know it's not often enough that we say thanks, especially to someone who has been with us for 38 years.

Dr. Jones introduced Katheryn Gannett, Supervisor of the Library.

Katheryn Gannett stated the following:

I am here to introduce Diane Dellner to those of you who may not know her already, but having had Diane here on the campus for over 24 years, I'm sure she is well known to many of you. I told my staff the other day and I would like to repeat it for public consumption, that like other departments on campus, the library has an organizational chart. It has little boxes with position titles, and the people in it. When Diane leaves us, the hole that will be left in the administration of the library, the behind the scenes kinds of things that help hold us together and gets stuff out to the students, out to the faculty, and out to the community members who need it. I think at last count we had delegated the responsibilities that Diane has currently taken care of, it takes about seventeen people. The good and bad news is that Diane has decided to retire and pursue some things that she enjoys such as painting and being a grandma, and getting some sleep. But, she has also kindly consented to stay on with us as a part-timer through the Spring 2005 semester. We are very grateful for that.

Diane was hired on February 4, 1980, as a Library Media Tech, and she has had several reclassifications and performed several other duties. For the most part, she is part of the technical services of the library which is a group of unsung heroes who make sure that the catalogues accurately reflect what is on the shelves and tell people the truth about what is in the books, the media, the videos, and so forth that we get to see in the catalogue. The good news for Diane, of course, is that she is going to open this new chapter of her life and be kinder to herself. That is bad news for us, but then the good news all around is that we have begun to forge a symbiotic relationship with her for 2005. So we know that she chose to retire at a time when it is really busy, it's the end of the semester, but we have fooled her because the campus recognition gathering for Diane will be held at the beginning of next semester. Watch your mailboxes for that invitation. I would like to thank Diane for the library specifically, she has done an excellent job for us.

Dr. Jones continued his report:

I, too, attended the Community College League of California meetings. I was walking down the hall with the need to go to two meetings at once and thank goodness ran into Mark. He saved me with that one. One of the most exciting parts of that conference occurred at the final luncheon because the staff of the Chancellor of the California Community Colleges had done some research on the various districts and their administrative hiring over the last ten years. They were looking for diversity. There were seven districts in the state that increased their diversity in management and administration by 21% or more. Half of the districts of that ten year period went down, lost numbers, but we were one of the seven districts. We did get a trophy for that, we were one of seven districts to have improvement and half the districts are going down, which is unfortunate and sad.

Another thing that came up to which Trustee Evilsizer also made a reference has to do with the Workgroup Method Recommendations for Funding. We are going to do a straw vote statewide to the League on that issue by the 17th. We have had these emails flashing back and forth the screen to all CEO's across the state, and most of them have been opposing it with interesting points of view. It benefits us but the issue is best described by Mary Reterrer, Superintendent/President of Shasta College. She put out an email talking about the fact that this does not solve our problem, we get sixty some percent of all of the students in public higher education, only less than five percent of the resources to educate them, this doesn't do the job. I agree, it doesn't do the job, but it is half a loaf. My theory is you're never going to get it all at one time and to reject half a loaf at this stage, for us in terms of equalization dollars we jump up a little

over four million dollars in this program if it were to be adopted for next year, or whenever it is adopted. We would go up to about four million which it is a lot of money in our particular arena. Not only that, that's the good part, the bad part of the plan is that you will no longer get the money for maintenance of your new square footage so we would lose about five hundred thousand which would otherwise go under our existing plan for our new science building, but I would sacrifice the five hundred thousand for the 4.3 million. So it is a give and take situation and my tendency is to vote for it because you're going to get it piece by piece, no one is going to come and give us the whole amount at once, at least not in the next few months or years. My tendency is to straw vote an aye for it. Some in the SDICCCA group have been opposed to it, I look at the numbers, San Diego picks up an extra seven or eight million from it, not as much as we do in proportion, but they get some.

The Veterans' Memorial event was very moving for me too. As a veteran in my unit, some didn't come home. There's always this guilt of the survivor issue that passes over us all who are veterans and had that opportunity in a couple of different services. So that was a magnificent ceremony.

1. Report of Vice President for Instruction

Ms. Berta Cuaron introduced a number of Journalism students who participated in several competitions held in October. Students received first and second place awards. The Telescope received numerous awards, including profile feature story, news photo as first place recognition, second place in news feature story and front page design, and a number of third and fourth place recognitions as well. Ms. Cuaron acknowledged the students and the Advisor/Faculty member, Wendy Nelson, for a great job.

Ms. Cuaron announced that the Child Development Center was recently accredited by the National Association for the Education of Young Children. NAEYC is an accredited program that was established in 1985 to set professional standards for early childhood education and to help families identify high quality child care in early education programs in their community. The accreditation process occurs over a four year span of time with an extensive self-study, including parent and staff surveys to determine how well the curriculum meets the needs for the environment, health, nutrition, and staffing that serves students in the centers. The NAEYC also looks at relationships and interactions among teachers, children, and families, as well as the staff qualifications of professional development. Recently, the center was accredited with a five-year accreditation stamp of approval. Ms. Cuaron acknowledged the Center Director and faculty who have worked very hard in this process and stated that it was an honor to have this recognition.

Ms. Cuaron also acknowledged David Chase, Professor in Performing Arts, who brought the Chamber Singers to open the Board meeting with a performance.

Also acknowledged was Cindy Sabato and her staff who prepared the Spring 2005 class schedule together.

Ms. Cuaron informed the Board that the report on the cost of college textbooks and the buyback policy will be given in January.

Ms. Cuaron recognized Bill Wisnesky, Pat Schwerdtfeger, and the ETV staff for putting together a \$5,000.00 mini-grant for Educational Television & Technology. The grant will collaborate programs with radio and television around the County.

At this time, Ms. Cuaron introduced Dean Wilma Owens.

- a. Dean Wilma Owens gave a presentation on Enrollment Trends in Vocational Education Programs. She stated that Palomar students have many options for education and training. Programs offered at Palomar reflect the employment needs of the region. Ms. Owens said processes are in place to integrate employer feedback, to develop new programs when needed, and to eliminate

obsolete programs. She also said the goals of the Vocational Education Programs include enhancing relationships with employers, respond appropriately and quickly to training needs, and continually assess outcomes.

2. Report of Vice President for Student Services

Mr. Madrigal introduced John woods, Athletic Director. The revised title of the presentation is **Athlete Persistence, Completion, and Transfer**. Mr. Madrigal stated that in this program, the emphasis is on the student before the athlete.

- b. Mr. John Woods and Michelle Barton gave a report on the academic history and transfer of student athletes. To summarize, persistence of athletes is high; semester GPAs of athletes are stronger in Fall semesters; athletes appear to be completing their studies; high percentage of athletes are transferring; and in the Fall 2001-Spring 2003, transferring athletes secured \$2.3 million in scholarships.

3. Report of Vice President for Finance and Administrative Services

Mr. Newmyer reported on the activities of the Fiscal Stability Task Force. He said the Task Force has been working diligently and under the leadership of Dr. Dowd, a mid-year report has been prepared. This report was given to the Strategic Planning Council with the recommendation to present the report to the Board at its next meeting. The Task Force has been working on other measures that have been very beneficial to the District.

4. Report of Vice President for Human Resource Services

Dr. Jack Miyamoto thanked and acknowledged Dr. Jones' leadership for providing the culture in which the District and PFF were able to get an agreement. He also acknowledged Dean Wilma Owens for sitting through 76 sessions, with three more sessions scheduled for January. She has made many wonderful contributions and was the sole source of knowledge for the Instructional Division. Dr. Miyamoto expressed his gratitude to Joe Newmyer for his expertise and for being a marvelous team member. He acknowledged those folks that spent countless hours and time on those 76 sessions, it was very much appreciated.

CONSENT CALENDAR

H. CONSENT CALENDAR

1. REVIEW AND APPROVE PURCHASES MADE FOR PRIOR SIXTY DAYS

MSC McMullen, Nelson

The Governing Board hereby reviews and approves the following purchase transactions and contracts entered into on behalf of the Palomar Community College District. All of the following purchases are made against the 2004-2005 fiscal year budget:

Re-Encumbered				
FY 2004 PO's	0500015	through	0500020	\$ 46,678.85
Purchase Orders	0540205	through	0540278	\$ 317,967.39
Travel	0550035	through	0550039	\$ 1,067.16
Advertising/Increases	0560018	through	0560028	\$ 61,756.00
Employment Ads	0565009	through	0565010	\$ 687.60
Agreement/Services	0570394	through	0570454	\$ 821,525.97
Repairs	0575056	through	0575064	\$ 15,795.81
Agreement/Annual	0580143	through	0580144	\$ 846.93
Utilities	0595050	through	0595050	\$ 999.99
Procurement Card	Time Period: 10/23-04 – 11/22/04			\$ 133,038.62
				\$ 1,400,364.32

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

2. ACCEPT GIFTS

MSC McMullen, Nelson

The Governing Board hereby accepts the following gifts and directs that an appropriate letter of appreciation be sent to the donors:

- a. Assorted H-D Diesel Tools for instructional use, donated by Richard Genger, 2253 Elevado Road, Vista, California. Total cash value as estimated by donor is \$750.00.
- b. Custom Built Work Trailer for use by the Facilities Department, donated by Savino, Inc., 1401 Industrial Avenue, Escondido, California. Total cash value as estimated by donor is \$3,000.00.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

3. APPROVE DRAWING NEW WARRANTS

MSC McMullen, Nelson

The Governing Board hereby authorizes the Disbursing Officer to draw new warrants as follows:

Warrant #77047359, dated December 20, 2001, in the amount of \$526.00 to Joseph E. Andrews, Jr., 1165 Avenida Azul, San Marcos, CA 92069. Void due to stale dating.

Warrant #76-127319, dated April 8, 2004, in the amount of \$100.00 to Lizabeth Hodges, 3442 Thunder Drive, Oceanside, CA 92056. Void due to stale dating.

Warrant #76-105308, dated June 24, 2003, in the amount of \$483.00 to Marina Sugita, 1260 Avocado Avenue, Escondido, CA 92026. Void due to stale dating.

Warrant #76-128312, dated May 5, 2004, in the amount of \$546.00 to Michael P. Stodden, 2227 Turner Street, Lansing, MI 48906. Void due to stale dating.

Warrant #76-107354, dated July 17, 2003, in the amount of \$57.00 to Jessica M. Matteson, 4044 Valle del Sol, Bonsall, CA 92003. Void due to stale dating.

Warrant #76-123930, dated February 5, 2004, in the amount of \$19.00 to Andrew B. Craker, 524 Golf Glen Drive, San Marcos, CA 92069. Void due to stale dating.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

4. **APPROVE NEW COMMUNITY DEVELOPMENT CLASSES, AGREEMENTS, AND PERSONNEL**

MSC McMullen, Nelson

The Governing Board hereby approves the following new classes, agreements, and personnel for providing Community Development classes.

Spring 2005

- a. Presenter: Irv Erdos
 Name of Class: Getty Museum
 Effective: April 23, 2005
 Instructor Rate: Flat fee \$225
 Fee to Student: \$60
 Terms: Minimum/maximum 25/45

- b. Presenter: Rich Wegner
 Name of Class: Small Business Marketing in the Real World
 Effective: March 28, 2005
 Instructor Rate: 30% of fees collected
 Fee to Student: \$90
 Terms: Minimum/maximum 8/30

- c. Presenter: Kathy Handelsman
 Name of Class: Cake Decorating for Fun and Profit
 Effective: Feb. 8, 2005
 Instructor Rate: 30% of fees collected
 Fee to Student: \$60
 Terms: Minimum/maximum 10/20

- d. Presenter: Carrie Christiansen
 Name of Class: Certified Child Visitation Monitor Training
 Effective: Feb. 27, 2005
 Instructor Rate: 40% of fees collected
 Fee to Student: \$100
 Terms: Minimum/maximum 5/100

- e. Presenter: Willeen Hasler
 Name of Class: Minutes for Business and Association Meetings
 Effective: May 7, 2005
 Instructor Rate: 30% of fees collected
 Fee to Student: \$40
 Terms: Minimum/maximum 15/40

- f. Presenter: Collette Travel
 Name of Class: Ireland Trip
 Instructor Rate: none
 Fees to Student: \$2,649
 Effective: May 16, 2005
 Terms: We receive \$260 per participant

- g. Presenter: Nancy Galli
Name of Class: Trip to L.A. Garment and Wholesale District
Instructor Rate: \$250
Fees to Student: \$60
Effective: April 22, 2005
Terms: Minimum/maximum 20/55

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. RATIFY ACADEMIC EMPLOYMENT

MSC McMullen, Nelson

The Governing Board ratifies the recommendation of the Interim Superintendent/President regarding the employment of the following academic employee:

- a. Name: **VERONICA AGUILERA**
Position: Counselor/Assistant Professor
Degrees: B.A., Sociology
M.S., Counseling
Department: Extended Opportunity Programs & Services (EOP&S)/
Cooperative Agencies Resources for Education (CARE)
Position #: 5548 New: No
Remarks: Replacement for Freddy Ramirez; funded – 75% EOP&S, 25%
CARE.
Sal Rng/Stp: C/1 Salary: \$4,134.94/month
% of Position: 100% # of Mos: 11
Effective: January 11, 2005
Account #s: K-122100-473100-64300-1612060/75%
K-122100-473100-64300-1612050/25%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

6. RATIFY ASSIGNED TIME TO ACADEMIC CONTRACT

MSC McMullen, Nelson

The Governing Board hereby ratifies the recommendation of the Interim Superintendent/President regarding the assigned time and monthly stipend for faculty for the Spring 2005 semester:

- Name: **WENDY L. NELSON**
Assignment: Chair
Department: Communications Department
Assigned Time: 40%
Monthly Stipend: \$424.50

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

7. GRANT EQUIVALENCY FOR DISCIPLINE

MSC McMullen, Nelson

Upon the recommendation of the Faculty Senate Equivalency Committee, the Governing Board hereby grants the following individuals equivalency to minimum qualifications for the disciplines listed:

Barbara Mintz – Dance
Sonia Gutierrez – English
Mary Cortmyer – Upholstery

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

8. RATIFY PART-TIME FACULTY EMPLOYMENT

MSC McMullen, Nelson

The Governing Board hereby ratifies the recommendation of the Interim Superintendent/President regarding the employment of the following part-time faculty, at the hourly rates indicated for Spring 2005 (day and/or evening); said part-time faculty are not scheduled to teach more than a 60 percent load in a single semester:

SPRING 2005

BEHAVIORAL SCIENCES

Johnson-Kozlow, Marilyn	Psychology A.B., Psychology M.A., Psychology Ph D., Public Health (Epidemiology)	\$46.90
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Rettele, Brad	Anthropology B.A., Anthropology M.A., Anthropology	\$44.13
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BUSINESS EDUCATION

Buisine, Caty	Business Education B.B.A., Finance M.B.A., Finance	\$44.13
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CHEMISTRY

Chang, Allison	Chemistry B.S., Chemical Engineering M.S., Chemical Engineering Ph.D., Chemical Engineering	\$46.90
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COUNSELING

Tican, Felicia	Counseling B.A., Communications M.A., Counseling	\$44.13
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ECONOMICS/HISTORY/POLITICAL SCIENCE

Timmons, Marcus	Economics B.A., Economics (International Economics) M.A., Economics	\$44.13
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ENGLISH		
Gutierrez, Sonia	English	
\$43.06		
	B.A., Literature & Writing Studies	
	Coursework and Experience	
Joseph, Nathalie	English	\$44.13
	B.A., English	
	M.A., English	
REGIONAL OCCUPATIONAL PROGRAMS		
Cortmyer, Mary	Upholstery	\$43.06
	Eminence in the field of Upholstery	
PERFORMING ARTS		
Mintz, Barbara	Dance	\$43.06
	Eminence in the field of World Dance	
SPEECH COMMUNICATIONS/FORENSICS/AMERICAN SIGN LANGUAGE		
Gershwind, Reed	American Sign Language	\$44.13
	B.S., Business Administration	
	M.B.A., Business Administration	

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

9. RATIFY NEW CLASSIFIED POSITION

MSC McMullen, Nelson

The Governing Board hereby ratifies the recommendation of the Interim Superintendent/President regarding the following classified position:

a. Position: Web Technician
 Name: Vacant
 Department: CCCSAT
 Position #: 6318 New: Yes
 Remarks: Funded - CCCSAT
 Sal Grade/Stp: 27/1 Salary: \$1,459.44/month
 % of Position: 45% # Mos.: 12
 Effective: December 15, 2004
 Account #: K-212200-318100-61320-1612190/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

12. APPROVE PERSONNEL ACTIONS/ HISTORY

MSC McMullen, Nelson

The Governing Board hereby approves the Personnel Actions/History report, which includes hires and pay rate changes for student employees for the month of November, 2004, and short-term employees for the month of December, 2004. (EXHIBIT H-12)

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

13. RATIFY CLASSIFIED EMPLOYMENT

MSC McMullen, Nelson

The Governing Board hereby ratifies the recommendation of the Interim Superintendent/President regarding the employment of the following classified employees:

- a. Name: **SHANON L. DREYER**
 Position: Law Enforcement Training Supervisor
 Department: Public Safety Programs
 Position #: 5742 New?: No
 Remarks: Replacement for Christian Lang; position is in the Confidential and Supervisory Team.
 Sal Grade/Stp: 50/1 Salary: \$4,073.25/month
 % of Position: 100% # of Mos: 12
 Effective: December 1, 2004
 Account #: A-123400-336100-60100-0000000/100%
- b. Name: **JENNIFER L. BURTON**
 Position: Business Services Technician
 Department: Print Services
 Position #: 6160 New?: No
 Remarks: Replacement for Tina Riley; funded – 76% PFE and 24% Comet Copy Revenue
 Sal Grade/Stp: 20/1 Salary: \$2,734.49/month
 % of Position: 100% # of Mos: 12
 Effective: December 13, 2004
 Account #: A-212200-534200-67750-0611400/76%
 A-212200-534200-67750-0811432/24%
- c. Name: **MELANIE K. TOTH**
 Position: Administrative Secretary
 Department: Public Safety Programs
 Position #: 5203 New?: No
 Remarks: Replacement for Lisa Johnson
 Sal Grade/Stp: 19/1 Salary: \$2,677.92/month
 % of Position: 100% # of Mos: 12
 Effective: December 13, 2004
 Account #: A-212200-336100-60910-0000000/100%

- d. Name: **JOSE A. ZEPEDA, SR.**
Position: Custodian I
Department: Facilities/Custodial Services
Position #: 6306 New?: Yes
Remarks: Position approved August 10, 2004
Sal Grade/Step: 8/1 Salary: \$2,041.15/month
% of Position: 100% # of Mos:
Effective: December 7, 2004
Account #: A-212200-542200-65300-0000000/100%
Normal work schedule: Monday–Thursday, 10:00 p.m.–6:30 a.m.; Sunday, 4:00 p.m.–12:30 a.m. A 3% night differential will be paid for hours worked between 6:00 p.m. and 10:00 p.m., and a 5% night differential will be paid for hours worked between 10:00 p.m. and 6:00 a.m.
- e. Name: **AARON D. MANSKER**
Position: Community Service Officer
Department: Police Department
Position #: 6193 New?: No
Remarks: Replacement for Grant Brown; funded – Parking Lot Fees.
Sal Grade/Step: 11/1 Salary: \$2,194.37/month
% of Position: 100% # of Mos: 12
Effective: December 15, 2004
Account #: K-212200-543100-69500-1812070/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

14. APPROVE REIMBURSEMENT OF TRAVEL EXPENSES FOR SECOND-LEVEL INTERVIEWS

MSC McMullen, Nelson

The Governing Board of the Palomar Community College District hereby approves reimbursement of travel expenses for second-level interviews for the following:

- a. **RICHARD S. JARVIS**
For: Airfare, car rental, hotel, food
To Attend: Second interview for Superintendent/President
Location: Portland, OR, to San Diego, CA
Date: October 18, 2004
Amount: \$295.50
Account #: 575400-12-611200-67600-10-2005-1612080/100%

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

15. **RATIFY RESIGNATION**

MSC McMullen, Nelson

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

- c. Grant Brown, Community Service Officer, Campus Police, effective November 17, 2004 (last day of employment November 16, 2004).
- d. Richard A. Jones, Interim Superintendent/President, President's Office, effective January 15, 2005 (last day of employment January 14, 2005).
- e. Cindy M. Sabato, Director of Communications, Advancement, effective December 31, 2004 (last day of employment December 30, 2004).

The Vote was unanimous.
Student Trustee Advisory Vote:

16. **Item moved forward on agenda.**

17. **RATIFY AMENDMENT OF TEMPORARY ADMINISTRATIVE EMPLOYMENT CONTRACT**

MSC McMullen, Nelson

The Governing Board hereby ratifies the recommendation of the **Interim Superintendent/President** granting the amendment to the **TEMPORARY EMPLOYMENT CONTRACT** of Mr. Joseph Newmyer to read as follows: (amendments in **bold**)

This Employment Contract (hereinafter "Contract") is entered into by and between the Governing Board of the Palomar Community College District of San Diego County, California (hereinafter referred to as the "Board"), and Joseph Newmyer (hereinafter referred to as the "Interim Assistant Superintendent/Vice President, Finance and Administrative Services"). The Board and the Interim Assistant Superintendent/Vice President, Finance and Administrative Services, agree to the following terms and conditions:

2. Term

The Board hereby employs the Interim Assistant Superintendent/Vice President, Finance and Administrative Services, beginning on Friday, June 25, 2004, for a term up to December 31, 2004, **or until a new Assistant Superintendent/Vice President, Finance and Administrative Services, commences employment with the District.** This contract may be terminated by either party, with or without cause, upon sixty (60) days written notice to the other party.

The Board and the Interim Assistant Superintendent/Vice President, Finance and Administrative Services, agree that the work week, for the purposes of this contract, shall be four (4) days per week, not to exceed sixteen (16) days per month unless approved by the Superintendent/President.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

18. RATIFY CORRECTED LEAVE OF ABSENCE

MSC McMullen, Nelson

The Governing Board hereby ratifies the **corrected** recommendation of the Interim Superintendent/President granting a **20% Personal Leave of Absence** without pay and with no effect on benefits, effective January 18, 2005, through May 20, 2005, to Daniel K. Clegg, Associate Professor, Mathematics Department.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

<p>Resumption of REGULAR AGENDA</p>
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I. ACTION ON ITEMS REMOVED FROM CONSENT CALENDAR

There were no items removed from the Consent Calendar.

J. REPORTS FROM COLLEGE GROUPS

1. INFORMATION

Report of the Faculty Senate

Katie Townsend-Merino gave the following report:

I want to try to express what an exciting evening it is for all of Palomar College and for myself, personally. I, among the many, have been slowly climbing, one foot in front of the other, not always being able to see the summit, what has felt like an enormous mountain for several years in an effort to regain the lost spirit and heart of this fine institution.

Tonight we may have finally summited.

We have a board which has pledged to work together, with the faculty, staff and students of this college community, towards the best interests of this college, towards the good of the whole.

We have a new President who brings with him the promise of open communication and a commitment to the shared governance system and who, I hope, will grow to love us for who we are.

The faculty, finally and at last, has a tentative agreement in principle on a first-ever contract that has been years in negotiation. I extend sincere thanks and appreciation to the past and present leadership of PFF for their persistence and patience.

To both our new Board and our new President I say this:

Many of us, faculty and staff alike, have spent much of this semester working together to reestablish positive relationships between the constituent groups. You will find that we are united in our determination in finding solutions to some of the serious financial problems we have perennially faced at Palomar. You will find that we are committed to complete, thorough and civil discourse even when we discuss thorny, problematic issues upon which we differ. You will find that we are committed to using our process of shared governance and we have the expectation that the processes that we have all mutually

agreed upon will be followed by administration. You will find that we have rejected the politics of divisiveness.

On behalf of the faculty I want to thank Dr. Jones for making the psychological space for such communication to occur. Remarkably, I have only recently learned that such spaces are created from the top down in an organization. But most importantly, I wish to thank all the constituent leaders (faculty, classified, CAST and administrators) who have jumped into that black, empty space with me, filled with the hope that we COULD make Palomar a better place and with the fear that we might fail. Thank you ALL for taking that leap of faith.

A word on shared governance and muckraking.

Faculty, at Palomar, have a reputation for being entitled and mouthy. And we are. We believe, in our hearts, that this institution is as much ours as anyone else's. We believe, in our hearts, that we are as entitled to be a part of the decision making process as much as the President is entitled. We believe that tenure, which is an employment protection for faculty to discuss controversial ideas, also means that we shoulder an obligation to be the voice of dissent when others are afraid to speak. What has become acutely clear to me in my position as Faculty Senate President and as a member of many shared governance committees is that there is a true power imbalance in our system that promotes muckraking among the entitled and mouthy. That is, at any given point on any committee that I belong, in any venue I work on campus, executive administration can change the "rules" of the game. Faculty (and other constituent groups) do not have that authority. When such violations of the governance process (or of contract agreements) occurs, the only recourse that the powerless (but entitled and mouthy) have is call those behaviors out, sometimes in committee and sometimes publicly. So here are my intentions: to work well with others, to promote inclusiveness, to communicate clearly and to be a muckraker when required.

As I stand on this summit, I know that the future may never be as perfect as this moment is now. I know that by taking a few more steps I may see that I have reached a false summit and that on the other side of this trail is a switchback that reveals the next ascent. But, for tonight, I am happy to be sitting here, with all of you, looking expectantly towards the future.

2. INFORMATION

Report of the Palomar Faculty Federation

Rocco Versaci gave the following report:

The PFF is thrilled to report that we have reached tentative agreements on the remaining articles of the contract. The agreements were reached on these 76 meetings between the PFF and the District's negotiating team. If this isn't a record, then it should be, and for the sake of faculty unions across the state I hope this record is never broken. We greatly appreciate the much needed leadership that Dr. Jones provided to the District in resolving the contract issues. I would also like to publicly thank our team for their hard work and dedication. This is essentially volunteer work because they received absolutely no compensation for all the time they put into this.

The PFF would also like to warmly and heartily welcome Palomar's new President, Bob Deegan. On a personal note I have been involved with this process since the beginning and I have had the pleasure to know Bob through the interviews, reference checks, site visits, the forum, and the dinner. I am thrilled with the hope and the vision that I know he will bring. The PFF is excited to begin this new chapter at Palomar College with President Deegan. Welcome.

3. INFORMATION

Report of The Faculty – Dr. Barbara Kelber gave the following report:

Welcome, President Deegan, it's a pleasure to meet you. I am here representing The Faculty, but this is the last time that I'll be here to deliver this report, as my term as faculty president is up December 31st. There will be a new faculty president, but she probably will not serve for very long. I think you would enjoy her service over a long period of time, though. She is Teresa Laughlin, Professor of Economics. She will begin her term at the January Board meeting. The reason she might not need to serve very long is this: with the new contract, our organization changes a little bit. You might be wondering about the redundancy of the situation as it stands now, as we have the Faculty Senate President, the Federation President, and I as Faculty President, all representing The Faculty. With the new contract, my position will be folded into the other two, formally charging the Senate with representation of the faculty in shared governance in academic and professional matters, and allowing the Faculty Federation to represent all faculty in matters of compensation and working conditions.

As it happens, when I was asked to make myself available for this job, I was told, "The contract will be settled any minute now..." and that was a year ago. I was also told, "You probably won't have to do this for very long, Barb." I have to say it's been a real pleasure; it's been a real pleasure because when I was hired here to teach Writing and Literature, I expected to focus on teaching. I expected always to be in the classroom teaching my full-load and advising students. It was in the last couple of years that my sense of anxiety, concern, and fear has grown about what I saw as an erosion of shared governance and mutual respect among groups on campus. My concern has not been for faculty alone, but for a whole community, and I realized that the answer to that question, to the call to service on behalf of the faculty, had to be yes.

I'm glad I said yes, because coming out of the classroom to engage in faculty leadership and shared governance allowed me some real opportunities. I feel very fortunate and I can talk to other faculty members now about the people I have met in this work. I have participated in committees and councils, in rooms with many people -- with my administrative services colleagues, my classified colleagues, administrators, and others whom I have met. I feel that it has been a real boon for me personally, and I will hopefully be able to share the benefits of that going forward.

I will remain the co-chair of the Learning Outcomes Council and Coordinating Committee; I share that responsibility with Berta Cuaron. At the last Board meeting I talked to you about the Learning Outcomes Council and Coordinating Committee, and the progress we've made. In fact, in reporting tonight about what the faculty is doing at this point, it's interesting because it gives me that opportunity to do what I said I wanted to do and what our Council wants to do, which is to talk about assessing student learning outcomes -- the faculty is engaged in this work right now: Faculty in classrooms and in other work spaces on campus; counselors are very busy; librarians are very busy. Faculty members are actively assessing student learning outcomes -- we are giving finals, looking at performances, assessing final projects, grading, writing in margins, and interacting with students. We are assessing student learning outcomes in the way that we always have. It is important for us now to apply a new language, but to understand that there is value in what we have done; there will be great value in thinking of it, also, in new ways.

I want to thank Ruth Larson for joining our Board. I want to thank all of you as Board members for this important service and I appreciate the ways in which you have listened to me. I want to thank Dr. Jones for the help he has given to our College in transition. When I became Faculty President, you asked me to help with forums and to engage all constituent groups in talking about the kind of new president we would like to have. One of the things that we said clearly, is that we wanted it to be someone who would come to this place, who would see the culture that we have built here, and who would respond to the fact that we are committed to memory here, to what has been built and to honoring all the people who have built it by continuing in their traditions of excellence; to believe in what we do and

in the idea of permanence. We hoped that that new person would not only honor our culture, but would push us into the future and bring us forward in ways that would be mutually respectful. I feel so hopeful tonight, in welcoming President Deegan; I am thankful for our contract, I thank the people who served on both sides to bring us to this place. It has been a pleasure serving Palomar.

4. INFORMATION

Report of the **Administrative Association** - Ken Jay gave the following report:

I would like to say ditto to all of my faculty colleagues. I think there was a galactic sigh of relief from Administrative Association members when the faculty contract was finally settled. That's been a big weight on campus and we feel it has been lifted. We would like to welcome President Deegan on board. I'm sure it is going to be an interesting ride for all of us. Welcome, Dr. Ruth Larson, to our Board.

5. INFORMATION

Report of the **Confidential and Supervisory Team** - Jenny Akins gave the following report:

We would like to extend our congratulations to the faculty for settling their contract. We would like to welcome Trustee Larson and also our new president, Mr. Deegan, we hope that we get a chance to speak with you when you come on board.

6. INFORMATION

Report of the **CCE/AFT** - Becky McCluskey gave the following report:

I, too, would like to congratulate the District and the faculty for settling and all of the hard work everyone did. That was great! Dr. Larson, it was a pleasure to meet with you and welcome aboard. Mr. Deegan, congratulations. I would like to wish everyone happy holidays. On a side note to Dr. Jones, thank you for our conversation this morning and for understanding.

7. INFORMATION

Report of the **Associated Student Government** - Paul Charas gave the following report:

We created a partnership with Health Services and Students Taking Action Against Tobacco. I want to give kudos to them, we had an "F" grade in terms of our smoking policy and now we got a "B" . Looking back over the semester, I think at the beginning we had four members, we have thirteen now. The makeup of those four members and the new members, we have been able to add people older than I, thankfully so I'm not the oldest. We have a good diverse group of people who care. We are looking forward to next semester, we already have things lined up. I think we are better off now than we were at the beginning of the semester.

K. COMMENTS FROM OTHER INDIVIDUALS OR GROUPS – There were none.

L. UNFINISHED BUSINESS – There was none.

M. NEW BUSINESS

1. **Item moved forward for action.**
2. **Item moved forward for action.**

3. APPROVE AGREEMENT WITH SAN FRANCISCO COMMUNITY COLLEGE DISTRICT FOR 2004-2005 CALIFORNIA EARLY CHILDHOOD MENTOR PROGRAM

MSC McMullen, Nelson

The Governing Board hereby approves an agreement between the Palomar Community College District and San Francisco Community College District for implementation of the 2004-2005, California Early Childhood Mentor Program. Funding to Palomar comes from the California Department of Education through the San Francisco Community College District. The term of the agreement will be September 1, 2004, through June 30, 2005. (EXHIBIT M-3)

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

4. APPROVE ACCEPTANCE OF PROFESSIONAL DEVELOPMENT FUNDS

MSC Nelson, Evilsizer

The Governing Board hereby approves and accepts funding from the Region Ten Consortium located at Cuyamaca Community College in the amount of one thousand eight hundred twelve dollars (\$1,812.00). The funds will be used for travel and conference expenses for faculty and administrators at Palomar College to attend a Program Improvement Planning Workshop on February 24-25, 2005. The funds should be posted to a Professional Development – Travel Account. (EXHIBIT M-4)

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

5. Item removed from agenda.

6. APPROVE CHANGE OF NAME ON TAX SHELTERED ANNUITY PROVIDER

MSC Evilsizer, McMullen

The Governing Board hereby approves a tax sheltered annuity agreement changing the name of the annuity provider from USG Annuity & Life to ING USA Annuity and Life Insurance Company. The Governing Board authorizes either the Director, Business Services, or Interim Vice President, Finance & Administrative Services, to execute all documents required to carry out this action, effective January 1, 2004.

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

7. APPROVE ACCEPTANCE OF VTEA AND ECONOMIC DEVELOPMENT MINI-GRANT

MSC McMullen, Nelson

The Governing Board hereby approves and accepts funding from the Regional Consortium of Community Colleges – San Diego and Imperial Counties located at Cuyamaca Community College in the amount of five thousand dollars (\$5,000.00). The funds will be used for a workshop held at Palomar College for television broadcasting faculty, staff, and administrators from area community colleges in Spring 2005. Pat Schwerdtfeger, Dean of Arts, Media, Business & Computing Systems, will be the administrator of the funds and will submit all required reports to the regional consortium. **(EXHIBIT M-7)**

The Vote was unanimous.
Student Trustee Advisory Vote: Aye

8. EXCUSE ABSENCE OF TRUSTEE

MSC Evilsizer, McMullen

In accordance with Section 72425(c) of the California Education Code, the Governing Board hereby finds that the absence of Dr. Michele Nelson from the Governing Board meeting held November 9, 2004, is excused due to a previous commitment.

The Vote: 4 Ayes; 1 Abstention (Nelson)
Student Trustee Advisory Vote: Aye

9. APPROVE THE EXTENSION OF THE AGREEMENT BETWEEN THE PROFESSIONAL PERSONNEL LEASING, INC., AND THE DISTRICT TO PROVIDE PROFESSIONAL AND ADMINISTRATIVE SERVICES TO THE DISTRICT

MSC McMullen, Nelson

Effective January 1, 2005, the Governing Board hereby approves the extension of the consulting service agreement with Professional Personnel Leasing, Inc., to provide consulting services to the District's Human Resource Services Department in the person of Dr. Jack Miyamoto on a month-to-month basis until the position is filled for a monthly consideration of Thirteen Thousand One Hundred Twenty Six Dollars (\$13,126.00).

After a lengthy discussion among Board members, the following employees spoke on behalf of Dr. Jack Miyamoto:

- a. Norma Bean, Director, Escondido Center
- b. Nancy Horio, Manager, Human Resource Services
- c. Becky McCluskey, President, CCE/AFT

The Vote: 4 Ayes; 1 Nay (Evilsizer)
Student Trustee Advisory Vote: Aye

10. APPROVE AGENDA ITEMS FOR CONSIDERATION AT NEXT MEETING

The Governing Board hereby approves the following agenda items for consideration at the next meeting:

Nancy Chadwick requested: 1) Textbook Report - Policies in terms of purchasing; buybacks; textbook rental program; list of adjacent discount stores; everything related to textbooks in general.

Michele Nelson requested: 1) Grant application process/procedures - Is there a campus wide clearing process which reviews fiscal costs including matches required, personnel restrictions, etc., benefits to the college? Do constituent groups have an opportunity to provide input to ensure grant fits our primary mission (which is serving students); if we don't have a formal process, how are we progressing towards having one.

Requests from audience: 1) Student Engagement Report; 2) Report on proposed cell phone towers.

P. ADJOURNMENT

The meeting was adjourned at 9:52 p.m.