



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES

ADOPTED MINUTES

Regular Meeting
September 6, 2006
4:00 p.m.

The Board of Trustees of the San Luis Obispo County Community College District met in Regular Session in Room 5401, Conference Center in the Cuesta College Student Center, Cuesta College San Luis Obispo Campus, San Luis Obispo, California, members having received notice as prescribed by law.

Call to Order The meeting was called to order by Angela Mitchell at 2:00.

Roll Call Board Members Present
Ms. Angela Mitchell, President
Mr. Patrick W. Mullen, Vice President
Mrs. Gaye L. Galvan
Mrs. Marie Kiersch
Mr. Per C. Mathiesen

Approval of Agenda The agenda was approved as amended prior to Closed Session.

Trustee Galvan requested the Longevity Pay Program – Confidential, Management, and Supervisory Staff, Board Policy 4407 Under Open Session Item O.9. be moved or postponed under Discussion/Action Items for further review, and Item P.11 be removed from the Agenda. Trustee Mitchell requested that Open Session Item P.10. be removed from the Agenda. Item P10 is removed because the Board has not previously reviewed the salary increase for all the groups listed. Item O9 is moved to give the Board opportunity to properly review the item and allow discussion of the issue.

Moved: Galvan/**Seconded:** Mullen — **Passed** unanimously by those members present to approve the Agenda, as amended.

Recess to Closed Session The Board recessed to Closed Session at 2:07

Reconvene in Open Session & Pledge of Allegiance The Board reconvened in Open Session at 4:28 p.m. Trustee Per Mathiesen led the Pledge of Allegiance.

BOARD MEMBERS PRESENT

Ms. Angela Mitchell, President
 Mr. Patrick W. Mullen, Vice President
 Mrs. Gaye L. Galvan
 Mrs. Marie Kiersch
 Mr. Per C. Mathiesen
 Mr. Bart Gant, Student Trustee (Advisory Vote)

MANAGEMENT PRESENT

Dr. Marie E. Rosenwasser
 Mr. Dan Chacón
 Mr. Ed Maduli
 Mr. Harry Schade
 Ms. Sandee McLaughlin
 Ms. Roanna Bennie
 Ms. Anna Davies
 Ms. Toni Sommer

VISITORS PRESENT

Mr. Lee Rosenwasser, Mr. Bob Mariucci, Ms. Jennifer Martin, Mrs. Allison Merzon, Dr. Kevin Bontenbal, Kris Wayland, Ms. Sharon Brazell, Ms. Marilyn Rossa, Ms. Peggy Hudson, Mr. Peppe Rose, Mr. Peter Dill, Mr. Terry Reece, Mr. John Fetcho, Ms. Ilene French, Ms. Crista Whitney, Ms. Judy Rittmeller, Mr. Raymond Allen, Ms. Tracy Eby, Ms. Suzanne Brum, Ms. Delfina Maloney, Mr. John Byrne, Ms. Nanette Pina, and Ms. Patricia Golden

ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION

***Classified/
 Management
 Personnel***
(Attachment A)

CLASSIFIED/MANAGEMENT PERSONNEL

Moved: Mullen/**Seconded:** Mathiesen – **Passed** Item 1.f. (Vote: Yes 4; No 1 (Galvan dissenting))

Moved: Mullen/**Seconded:** Galvan — **Passed** unanimously by those members present to take the following action pertaining to Classified/Management personnel:

Appointments, Classified/Management

- a. Short-term, Hourly Employees
- b. Supervisor, Skilled Maintenance, Maintenance and Operations
- c. Art Gallery Director, Fine Arts Division
- d. Director of Marketing and communications, Institutional Advancement/Foundation
- e. Admissions and Records Technician, Admissions and Records
- g. Physical Science Lab Technician, North County Campus
- h. Instructional Associate, Learning Resources
- i. Admissions and Records Technician, Admissions and Records

Change in Status

- a. Division/Department Assistant, Fine Arts Division
- b. Division/Department Assistant, Languages and Communications
- c. Foundation Support Coordinator, Institutional Advancement/Foundation

Leave of Absence Without Pay

None

Resignations

- a. Secretary III, Institutional Advancement/Foundation
- b. Administrative Assistant, Dean of Student Learning, Workforce and Economic

Development

Retirement

None

Public Employee Discipline/Dismissal/Release

a. Administrative Assistant, Superintendent/President

*Academic
Personnel
(Attachment B)*

ACADEMIC PERSONNEL

Moved: Mullen/**Seconded:** Galvan — **Passed** unanimously by those members present to take the following action pertaining to Academic personnel:

Appointments, Faculty

- a. North County Campus Coordinator, Nursing/Allied Health
- b. Coordinator of Student Development and Activities, Student Support
- c. Fall 2006 Semester Overload, Temporary and Substitute Assignments

Retirement

- a. Instructor, Anthropology/Sociology, Social Sciences Division

Leave of Absence Without Pay

None

Resignations

None

Public Employees Discipline/Dismissal/Release

None

*Labor Negotiations/
Terms &
Conditions*

LABOR NEGOTIATIONS AND TERMS AND CONDITIONS OF EMPLOYMENT FOR REPRESENTED AND UNREPRESENTED EMPLOYEES

Instructions were given to the Superintendent/President regarding labor negotiations and terms and conditions of employment for represented employees. No action was taken.

Instructions Regarding Unrepresented Public Employees Employment:
Superintendent/President, Assistant Superintendents/Vice Presidents, Deans, and Executive Directors:

Board voted 4 to 1, with Kiersch (abstaining) agreed to accept the resignation/retirement of Dr. Rosenwasser by separation agreement, effective December 31, 2006.

Dr. Rosenwasser read the following to the Board:

Dear Members of the Board,

Through this letter I am notifying you of my intent to retire December 31, 2006. Serving as the Superintendent of the San Luis Obispo County Community College District and the President of Cuesta College has been a privilege. I'm very proud of the work that the faculty, staff, administrators and I have accomplished during my presidency. Such things as extended outreach to all parts of the District and all of its residents, strengthened vocational technical education, started the College on the a journey of becoming a first rate learning college, and updated education and facility

master plans. We generated millions in private donations to the Foundation while I've been here. The College has seen many changes since 1999 -- the deepest budget reduction and biggest personnel transition in its history, rapid expansion of online classes and registration, significantly increased enrollment in areas such as nursing, ESL, Emeritus College, general education and architecture, to name a few. Several new community and school partnerships have been developed that have strengthened the programs and service for the students and community. Forty-four years ago I began teaching. I was only 20, so it is possible, students, to earn your baccalaureate degree and teach when you are 20. Since then all but one year has been devoted to teaching, learning or administration. My career has taken me across the country and outside its borders. Students and learning have been their own rewards. I believe, Board Members, that the College is very well positioned to move forward and meet new challenges. I wish everyone continued success.

Potential Litigation
(Attachment Letter)

Conference with Legal Counsel, Anticipated Litigation, Significant Exposure to Litigation Pursuant to Government Code 54596.9(b), One Case. Discussed.

REPORTS FROM EMPLOYEE ORGANIZATIONS

Academic Senate

Ms. Allison Merzon

Ms. Merzon updated the Board with new photos and information regarding her son. She stated she is fully supportive of Emeritus status for Bob Hartwig, one of the academic members we lost last year. An Academic Senate Council retreat was held for the first time to provide orientation for new senators and all new faculty members. The Senate also has a new website, ccsenate.org. She indicated that the site has been astonishingly well done by Marilynne Cleeves, who also did the CCFT website. The Senate is working on revamping the mentoring and orientation program for new, full-time faculty. Ms. Merzon, Mike Kinter, and Berta Parrish are working on that issue. She felt Opening Day was a success. Dr. Shlain was provocative. She has received a lot of positive feedback on his presentation and said Opening Day was a collaborative effort. She thanked everyone involved for coordinating the event. Several activities are planned regarding the book Dr. Shlain discussed including a secure BLOG. President Merzon said one of the more serious issues facing our faculty is professional development – the College has been without a coordinator for over a year and she has been doing some of that work, but believes the College needs a faculty member to coordinate the professional development program. She knows the state doesn't have funding, but she doesn't think that should remove our commitment to professional development. She believes the faculty is thirsting for professional development. Ms. Merzon showed one of the statewide senate publications regarding faculty professional development. She said it noted the importance of faculty preparation for accreditation and faculty professional development. Ms. Merzon asked that when the time was right, she hoped that the Board would support the faculty's need for a Professional Development Coordinator.

Ms. Merzon commented that between reading the Tribune this morning and this evening's events, she had not had the appropriate time to consult the Senate Council, however she felt she could speak for many of her colleagues when she said, "Dr. Rosenwasser – the faculty appreciate your commitment and passion for Cuesta College. Many of us are aware that you spend numerous hours of your free and vacation time to work on behalf of our faculty and students. We have probably not

said it enough, but thank you for all of your efforts.” On a personal note, Ms. Merzon thanked Dr. Rosenwasser for supporting her tenure as the Senate President. She indicated that it was a challenge for her as a young female aspiring administrator to find fine female mentors in higher education. Fortunately she is surrounded by several at Cuesta College, and she thanked Dr. Rosenwasser for being one of those mentors.

CCFT**Marilyn Rossa**

Ms. Rossa reported that one of the things CCFT is doing now that there are no negotiations is sponsoring a Peace and Justice Film Festival. Various films on the war in Iraq, Darfur, Sudan and hurricane Katrina relief will be presented. She also thanked Dr. Rosenwasser for her years of hard work and her dedication to Cuesta and its students. She stated that no one can fault her for working hard and non-stop for Cuesta, and she wished her health and happiness in her retirement.

CCCUE**John Fetcho**

Mr. Fetcho reported on the vote regarding the tentative agreement between Cuesta and CCCUE - 100 ballots were sent out. They received 83 ballots with 81 votes yes, 1 vote no, 1 abstaining, and 2 received after the deadline. He said that he and the CCCUE members were very pleased with the agreement as shown by their overwhelming support. On behalf of CCCUE – Mr. Fetcho wished Dr. Rosenwasser the best of luck.

***Management
Senate*****Bob Mariucci**

Mr. Mariucci welcomed everyone back. He introduced the officers for the Management Senate, Joy Chambers (VP), Janice House (Treasurer), and Karen Tackett (Secretary). He also introduced new members. Mr. Mariucci provided the Board with a list of members explaining the diverse group of talented individuals who participate in the Senate and how proud he is to be serving beside them. All Fall sports begin this weekend - Women’s Volleyball and Soccer, Men’s and Women’s Water Polo, Wrestling, and Cross-Country. Mr. Mariucci invited all to attend and said that schedules are available on the athletics web site. He, too, thanked Dr. Rosenwasser for all she had done for him and athletics, and said, “We’ll miss you.”

REPORTS FROM BOARD MEMBERS***Trustee Marie
Kiersch***

Mrs. Kiersch began by saying she had traveled to England. Mrs. Kiersch relayed that the British have the same problems as we do in trying to teach English. As reported in a local British newspaper, over 700,000 11 year old boys had not passed the English exam. The British Government puts a lot of money into the system, and they were very upset by these results. Private schools were doing better, probably due to smaller classrooms. All British school students take the exams, and the teachers do not grade the tests. Papers are identified by number only, not name, and examiners read and score them. Students have to apply to attend high school, and not necessarily in the area in which they live. Students have to write a letter and interview for selection to a specific high school. After 6 years they take a general certificate of secondary education. Students have to maintain certain grades to stay. If they stay, they take classes for two more years. After passing the next two years, students can take an A-level exam to qualify for a university. Mrs. Kiersch moved on to a new subject - Good news about apostrophes. “The Battle to Bring Back Apostrophes” - Some of the

biggest names in British business were berated for dropping the apostrophes in their name. John Rogers the founder of the Apostrophe Protection Society, said many corporations have decided to drop the apostrophe because it looks better. He continued to say that it amounts to abuse of the English language and sets a bad example to children. On a somber note – Mrs. Kiersch planned on attending the memorial service for Patricia Lindamood, co-founder of the Lindamood-Bell Learning Process and Reading Methods, which Cuesta uses. Mrs. Kiersch commented that there hasn't been a more dedicated or devoted servant in the teaching of reading.

Trustee Per Mathiesen

No Report

Trustee Gaye Galvan

Mrs. Galvan reported that while on her way home from DC and San Francisco, she met former Student Trustee (Kristina Krutop). She asked to relay her regards to the Board and staff. Mrs. Galvan attended Opening Day and enjoyed it and did "Meet and Greet" at the North County Campus. She said that it gave her a chance to speak with staff and students.

Trustee Pat Mullen

Mr. Pat Mullen reported that he also attended Opening Day, and that it was very uplifting and exciting. Everyone involved did a fantastic job. He said that he had run into a local business representative and had a discussion about the quality of students coming from Cuesta into the workforce. The business representative commented on how great the training and teaching was in Cuesta's Customer Service Program. He thanked Dr. Rosenwasser for her dedication and hard work, and told her that her work will be missed.

Trustee Angela Mitchell

No Report

Student Trustee Bart Gant

No Report

Report from Superintendent/President
(Attachment C)

Foundation

1. The Cuesta College Foundation has received gifts in cash, pledges, real and personal property, and non-cash gifts that supplant cash totaling \$ 96,948.73, during the period of July 2006.

Commendations
(Attachment D)

Commendations

1. **Scholarship Reception** held August 8 was a huge success. Congratulations and much appreciation to the Financial Aid Department staff member Becky Mavety and her colleagues who organized a beautiful scholarship award reception. More than \$149,932 was awarded in scholarships to 237 students through 185 organizational or individual scholarship funds. This year the award planners seated the scholarship donors/representatives with the scholarship recipients so they could meet one another. The donors were especially pleased with this arrangement. In addition to the Financial Aid Department Director and Staff, the Scholarship Committee, Institutional Advancement/Foundation staff, and all

Student Support and Student Learning staff and managers were helpful in planning and hosting this wonderful event.

2. **Faculty Orientations** went very well August 16-18. Under the direction of Vice President Harry Schade, extensive orientation and training sessions were conducted for all new full-time faculty during the day on August 16-17, and the orientation was held for part-time faculty on Wednesday evening, August 16. The Academic Senate and CCFT leaders and several managers also participated in these orientations. In addition in the evening of August 17, Executive Dean Sandee McLaughlin and colleagues held a potluck and welcome orientation for NCC faculty and staff, and Vice President Dan Chacon led the SCC orientation for that part-time faculty teaching at the South County Centers.
3. **Opening Day on August 18** also went very well. The morning program was well attended. The program began with remarks from Academic Senate President Allison Merzon and Vice President Jane Morgan who stressed the importance of keeping teaching and learning at the center of all we do. President Marie Rosenwasser's speech "Thank-you/Please" thanked all those involved in hiring new faculty and staff, helping with and giving feedback on Measure G and any future bond effort, completing program reviews in 2005-2006, moving to "Emerald City," Project Oz, creating and relocating physical sciences to "Sci-Fi city," passing the best state budget in five years, and continuing to work toward making Cuesta College a first-rate "learning college." Dr. Leonard Shlain gave a highly informative and well-received speech about his research and theories concerning left brain/right brain dominance, how the introduction of the alphabet changed cultures, and related topics covered in his book The Alphabet Versus the Goddess, as well as some of his other publications. The new employees were also introduced during the morning program.
4. **History teacher Mark Weber received the 2006-2007 Teaching Excellence Award!** Nominators' recommendations for Mark Weber made comments such as these: "truly excellent teacher, one who has emphasized student learning and student accountability for learning well before they became fashionable," "treats students respectfully," "really able to get your interest and make class lively," "his class is demanding but extremely informative, "Mr. Weber rocks!" Mark Weber received his B.A. from Humboldt State University and his M.A. from Vanderbilt University. Mark started teaching for Cuesta College in 1989 and has co-authored two editions of widely used political science textbooks. Congratulations and thank-you, Mr. Weber!
5. **Director of Admissions & Records Joy Chambers was selected to serve on the Clearinghouse Advisory Committee!** The committee is charged with the responsibility to help the National Student Clearinghouse identify and address the student record data reporting needs of the higher education community. This activity is important to the development of improvements to current services and ideas for new services. This is a great honor and she will proudly represent herself, Cuesta College, her peers and profession.

First Week of Fall 2006 Semester was very busy and positive, with faculty reporting fuller classes than those of fall and spring '05-'06, continuing registration, and lots of

activity on both the SLO and North County campuses and at the South County Centers. All of the Student Support staff, faculty and managers were busy awarding financial aid, counseling, registering, cashiering, and providing services to students. Student Learning staff, faculty and managers were busy meeting classes, getting syllabi produced, and doing the myriad activities it takes to begin a new academic year. Volunteers from the community and the employees served as “greeters” on both the North County and SLO campuses and at the South County Centers in Arroyo Grande and Nipomo High Schools. Special recognition to Joy Chambers, Delfina Medina-Malloy and several Student Support staff as well as to Sandee McLaughlin who provided registration, financial aid, book sales, counseling and assessment services for the South County Centers every night to enroll and support SCC students and the faculty teaching the Cuesta College classes at the high schools.

UPCOMING EVENTS

September 1 - 29

- Cuesta College Art Gallery Presents “Conversation” – An exhibition of paintings by Southern California artists Dan Connally and Steve Roden. Dan Connally is a painter and instructor at the College of Creative Studies, UC Santa Barbara, and Steve Roden is a visual and sound artist from Los Angeles. The Art Gallery located in room 7170 will be open Monday-Friday from 11:00 a.m. to 4:00 p.m.

September 1

- 4:00 p.m. Women's Soccer, Mt. Sac vs. Cuesta - Cuesta College

September 2

- 11:00 p.m. Women's Soccer, Cerritos vs. Cuesta - Cuesta College

September 4

- Labor Day - Campus Closed

September 6

- 4:00 p.m. Board of Trustees Meeting, SLO Campus Conference Room

September 7

- 3:00 p.m. Women's Water Polo, Grossmont vs. Cuesta - Cuesta College

September 8

- All Day Women's Water Polo, Central Coast Tournament - Cuesta College
- 4:00 p.m. Women's Soccer, Solano vs. Cuesta - Cuesta College
- 7:30 p.m. Faculty Jazz Concert starring David Becker, Ken Hustad, Ron McCarley, Jeff Miley, George Stone and Darrell Voss - Cuesta College

September 9

- All Day Women's Water Polo, Central Coast Tournament - Cuesta College
- 11:00 a.m. Women's Soccer, Diablo vs. Cuesta - Cuesta College
- 6:00 p.m. Women's Volleyball, Fullerton vs. Cuesta - Cuesta College

September 12

- 4:00 p.m. Women's Soccer, Fresno vs. Cuesta - Cuesta College

September 15

- All Day Men's Water Polo, Cuesta Tournament - Cuesta College
- 5:00 p.m. Women's Volleyball, Victor Valley vs. Cuesta - Cuesta College

Saturday September 16

- All Day Men's Water Polo, Cuesta Tournament - Cuesta College

- o 11:00 a.m. Cross Country, Cuesta Invitational - Cuesta Fairbanks
- o 11:00 a.m. Wrestling, West Valley & Modesto Dual vs. Cuesta - Cuesta College

September 22

- o Native American Day - Faculty and Staff Holiday
- o 4:00 p.m. Women's Soccer, Glendale vs. Cuesta - Cuesta College
- o 7:00 p.m. Women's Volleyball, Modesto vs. Cuesta - Cuesta College

September 25

- o 7:30 p.m. Evening Jazz Ensemble - Cuesta College

September 28

- o 5:00 p.m. Women's Volleyball, Lassen vs. Cuesta - Cuesta College
- o 8:00 p.m. Jonathan Kreisberg Trio - NY jazz guitarist also starring Mark Ferber and Darek Oles - Cuesta College

September 29

- o All Day Women's Water Polo, Mid-State Bank Tournament - Cuesta College
- o 4:00 p.m. Women's Soccer, Santa Barbara vs. Cuesta - Cuesta College

September 30

- o All Day Women's Water Polo, Mid-State Bank Tournament - Cuesta College

Communications
(Attachment E)

None.

Reports
(Attachment F)**Sabbatical Leave Report**

Vice President of Student Learning, Harry Schade introduced Dr. Kevin Bontenbal, who reported the results of his research in the area of organizational learning through the lens of student learning outcomes and the new accreditation standards. Mr. Schade reflected on the significance of Dr. Bontenbal's research. He also said it would help Cuesta facilitate the process as it approaches its own self-study for accreditation. The completion of his research was in conjunction with his doctoral dissertation. Dr. Bontenbal began by thanking the College and the Board for allowing him and others to continue to study. His study, which took place last fall, allowed him an opportunity to observe how organizations learn in light of new accreditation standards. He indicated that there was quite a bit of confusion, and still is on how colleges will respond to new standards for accreditation. He focused on the enablers and inhibitors that a college went through in addressing these new standards. In particular he wanted to find out what the strengths and challenges of the colleges were: What was the understanding and experience of accreditation requirements, what resources and information was shared, the factors that facilitated and hindered the process, and lastly the satisfaction key stake holders had in the organization. His was a case study of a community college that had gone through a self study and was ready for an accreditation site visit. He tried to document the process and their responses to the new accreditation standards. Many of the findings of his study would not be of interest to Cuesta, so he presented only a few. First – every individual interviewed identified student learning outcomes as the biggest change in the standards. Individuals had varying perspectives on their roles in the accreditation process depending on their experience. He also found that the perceptions about the accreditation work ranged from “going well” to “poor”. Most administrators thought the work was going well. The faculty did not feel that way. One faculty interviewee stated, “I feel that one of the problems with

what I am seeing take place on this campus is a 'one-shoe-fits-all' mentality. The college brought in several people to teach us what SLO's were. The position of these presenters was "one-shoe-fits-all and SLO's have to be done this way." On the other hand, the position of the accrediting agency, when I attended their training was "We don't care how you satisfy the requirements, we want to see evidence that you're dealing with and are interested in SLO's." Therefore, for the accrediting agency, it's not a "one-shoe-fits-all" approach. Another faculty member commented, "I think part of [the problem] is the way [SLOs were] presented, the way [they've] been approached [here]. It hasn't been made clear to everybody just exactly how the overarching concept is supposed to be done. Therefore, I don't think very many people on campus truly see exactly what the point of [the new accreditation standards and SLOs] really is. If you were to talk to somebody who was not part of the Steering Committee and who has not been active in the Curriculum Committee and the development of [SLOs] and just asked them about it, I think most of them would just say, (It's just nitpicking words rather than seeing the concept.)" Dr. Bontenbal stated that the interviewees identified workshops and dissemination of information as key ways of how faculty shared information. He found that the major enablers that were identified by interviewees as assisting the college in its efforts to address the new accreditation standards were expertise, teamwork, leadership, and communication. Major obstacles were identified as stress, lack of time, overwhelming demands on time, lack of knowledge, resistance to development/implementation of SLO's, unwillingness to follow along, avoiding what needs to be done, lack of participation in planning, development and implementation of SLO's, and lack of perception and vision. He summarized by stating, What does this mean – take note of major enablers to the learning process - experts, leadership, teamwork and communication. Implications for practice (experts) (teamwork) (practice). The findings were interesting, and are available in his dissertation.

Ms. Mitchell asked Dr. Bontenbal if he wanted to share the name of the college which he studied. He responded with "no due to strict confidentiality," but thanked her and the Board for allowing him time for this study.

North County Campus (NCC) Development Report

Executive Dean, North County Campus and South County Centers, Ms. Sandee McLaughlin reported on the growth and development of the NCC. She began by thanking Dr. Rosenwasser for the strong support she has always given to the NCC. It's a great pleasure to report directly to the President and it has a lot to do with the success of the NCC. Ms. McLaughlin focused on the public comments questioning the worthiness of establishing a North County Campus. She felt it must be from a lack of real information about how the College has fulfilled its mission to the residents of SLO County, particularly North County. She focused on how NCC was really meeting those requirements based on the College mission statement. In 1998 it took a huge donor effort to raise private funds. The NCC had a strong beginning with approximately 900 students. Currently there are approximately 2500 students. The campus has grown in both day and evening classes, along with a strong faculty. Ms. McLaughlin continued with economic forecast charts – North County continues to grow with an overall rate of 1.4%. The prominence of the health care industry is a focus of the campus. She reported that 64% of the adults in SLO county do not have a college degree. She has designed flyers to attract that demographic. NCC continues to grow while the SLO campus enrollment has flattened out. She noted that North County students live in North County. Another issue is where children live with

relation to feeder schools - 43.5% of school-age children live in North County. Today students have more selection of courses and will have the opportunity to stay on-site. The NCC also has the highest proportion of students who work 20 or more hours per week. Evening classes are the strongest in relationship to the population. That has to be taken into account when scheduling classes. She continued that NCC has a healthy enrollment among the adult population. NCC has a strong Latino enrollment of 22% and students are apt to carry fewer units, probably due to employment obligations. Another exciting effort was the new Paso Robles economic strategy – a collaborative effort between the chamber and the city targeting four over-arching themes – people, place, positioning, and partnership – focusing on education. Not only can students take general requirements, but they can obtain certificates in completion in many fields and the requirements for registered nursing. NCC has the highest proportion of students attending to gain advanced job skills. The NCC does not have matching funds for the Learning Resource Center or Trade-Tech Center, but is looking for ways to gain money for these buildings. Trustee Mitchell asked Ms. McLaughlin what the beginning enrollment was when the campus first started. Her response was about 900. She concluded by saying that current enrollment was approximately 2800 last semester.

Where Our Students Live

Mr. Ryan Carnal presented a demographic report in response to a request in the Board meeting of August 2, 2006. He reported on where Cuesta students live and how far they have to drive one-way to attend classes. Using a new software program, Mr. Carnal focused on Paso Robles and Atascadero, where there is a large concentration of students, and San Luis Obispo. He was able to show the actual mileage between students' homes and the campus. The distance between Paso Robles and the SLO Campus is 36.4 miles one-way, and the distance to the NCC from Paso Robles is 2.7 miles one-way. He reported that that is a savings of 33.7 miles for those students living in Paso and attending the NCC. Trustee Per Mathiesen asked if the students living in Paso Robles and Atascadero were attending the NCC or the SLO Campus. Mr. Carnal responded with the fact that some students still travel, but that number significantly dropped with the opening of the NCC. Trustee Mathiesen also wanted to know that, of the available populations of Arroyo Grande and Nipomo, how many students are attending Allan Hancock instead of SLO. Mr. Carnal did not have that information but agreed to provide it to the President for inclusion in next month's President's Report to the Board.

Hearing of the Public

At 4:55 p.m. the audience was given the opportunity for public comment regarding the 2006-2007 Final Budget. There were no speakers.

BUSINESS AGENDA

ACTION ITEMS

Approval of 2006/2007 General Funds Final Budget (Attachment G)

Moved: Kiersh/**Seconded:** Galvan—**Passed** unanimously by those members present to approve the 2006/2007 General Funds Final Budget, as presented.

Mr Ed Maduli presented a summary for the 2006/2007 General Funds Final Budget. He began by thanking the many people who were involved in bringing this project to fruition, Patricia Golden and her staff in closing out the 2005/2006 budget and specifically John Byrne who worked many nights crafting the 2006-2007 fiscal-year budgets. He synthesized the plan in ten slides. He began by reviewing 2004 and 2005

enrollment wherein the College borrowed FTES to maintain its base apportionment. He stated the following: 9,159 is what the College reported in P2, borrowing 130 FTES from summer 2005-2006. Therefore, in 2005-2006 we were starting 130 FTES short of the base target. In 2005-2006 at P2, we reported 396 FTES below the target. At the annual in July 15th we reported 400 FTES. In a year that we do not meet our target, currently 9,159, we can claim stability funding, but no growth dollars; so the state took away enrollment funds of over \$1Million and gave us back \$1Million in stability funding. So, in 2005/2006 we were held harmless. Now for us to keep those base dollars, we have to generate 9,159 FTES in 2006/07. In 2005/2006 there were 39 districts that were in stability funding. Of those districts over 1/3 of them were in their second year of stability. We don't want to be in that position because it's like taking a budget cut. We need to maintain our base revenue because that's what pays for our "hard" costs, ongoing salary and operating costs. The budget assumptions are very detailed in the budget development book on pages 3-5. The budget reserve level is budgeted at 6% of state and local income. The way we calculate reserves is based on expenditures. While there has been discussion about changing the reserve, there has been no policy change so we stayed with the 6% figure. COLA is at 5.92% and all those funds are budgeted. What we did not budget because we did not meet any growth funds for enrollment in 2005/2006. We did not budget for growth in 2006/2007, so there's over \$1Million not budgeted because we do not think we're going to earn growth. SB361 was passed by the legislature, and all we need now is the Governor's signature so we will get approximately \$1Million in equalization dollars which are in the budget. Mr. Maduli continued that there is \$30Million in continued state funding for financial aid, and we get over \$300,000.00 in categorical financial aid funding. All the categorical programs were budgeted at 100% of what was received in 2005/06. This year the College will be getting more in matriculation. One of the programs earmarked by the Chancellor's Office is matriculation. We should be getting \$24Million statewide in February that will be distributed and at that time additional funds from matriculation will be included in the budget. Gasoline and energy prices have been rising rapidly. New buildings on NCC cost a lot to operate in the summer. The NCC has been allocated \$130,000.00 of the \$240,000.00 budgeted for energy costs. The remaining \$110,000.00 will go to SLO Campus. The consortium that SLOCCCD belongs to for SLO Campus only goes through June 30, 2007. A new contract will have to be negotiated for 2007. There is no consortium for NCC, the College is at the mercy of whatever Utilities are charging. In the past year, energy costs were more than \$100,000.00 over what was budgeted. Net savings were included on employees paid benefits. All of the negotiated settlements for CCCUE and CCFT are budgeted. All long term debt payments are in the budget. There are significant one-time categorical funds that increase the revenue for this year. Mr. Maduli reported that it would be unlikely that we see any additional funds for enrollment growth. He continued – that the College has \$2.8Million in reserves. In terms of salary increase, the only thing that was carried over was \$147,000.00, which represents the 2% increase for Classified and the 2% off-schedule for Management. Mr. Maduli proposed that the \$182,000.00 left-over be kept as part of long-term debt payment. The reserve carryover is almost the same as the 2004/05 amount. He addressed the payment of long-term debt. He said that the payment of long-term debt comes from the general fund. The College paid off 2.9Million dollars of existing long-term debt with a new \$12.9Million debt. The 2003 COP annual payment is about \$291,000.00. The Heritage Oaks loan is being retired so the revenues can be used towards the 2006 COP. The increase of payment goes from \$277,000.00 to \$590,000.00 annually. He summarized new revenues which included COLA, equalization, one-time general

purpose funds, and employee benefits savings. The Budget and Planning Committee voted on ten priorities for spending. Fund 42 long-term debt was discussed, which is interim financing to fund Project OZ. By June 30, \$2Million of the \$2.3Million borrowed had already been spent. This debt will be paid off shortly and the new COP takes over to fund the rest of the total debt. The three items approved by the Board in terms of funding – Project OZ, Physical Sciences Refurbishment, and the Library Expansion Project - Fund 42 will be used as a way to account for the loan of that COP.

Mr. Pat Mullen asked Mr. Maduli if the college was 421 FTES short, and whether the 421 included the borrowed FTES. Mr. Maduli's response was "yes". Mr. Mullen asked what would happen at the end of the year if we don't make up those FTES. Mr. Maduli responded by saying that there are two options – one is that we go into a second year of stability funding, which means our revenues would go down, the second is that we borrow FTES from next summer. He continued that some colleges are borrowing as much 600-700 FTES, but at some point the borrowing and generation of FTES must be reconciled. Mr. Mullen asked Mr. Maduli to verify the statutory obligation for full-time faculty wherein the college is at 154 and the requirement is 159. Trustee Mitchell requested an enrollment report for the next board meeting.

***Approval of
Adoption of
2006/2007 General
Fund & Special
Funds Final
Budget
(Attachment H)***

Moved: Kiersch/Seconded: Galvan—Passed unanimously by those members present to approve the Adoption of 2006/2007 General Fund & Special Funds Final Budget, as presented.

***Approval of
SLOCCCD,
CCCUE 2005/2007
Tentative Collective
Bargaining
Agreement
(Attachment I)***

Moved: Galvan/Seconded: Mullen—Passed unanimously by those members present to approve the SLOCCCD, CCCUE 2005/2007 Tentative Collective Bargaining Agreement, as presented.

***Approval of
Resolution and
Authority to
Appoint a Public
Works Hearing
Panel
(Attachment J)***

Moved: Mathiesen/Seconded: Kiersch—Passed unanimously by those members present to approve the Resolution and Authority to Appoint a Public Works Hearing Panel, as presented.

Mr. Ed Maduli indicated that this resolution would normally not be brought to the Board because most substitutions of subcontractors are resolved amicably. The proposed action is only done in the instance where the subcontractor requests a hearing. In order for the hearing to be conducted properly, a panel must convene. The Board has to give authority for the Vice President, Administrative Services to do that. In response to a question from Ms. Mitchell, Mr. Maduli indicated that he, the Director of Facilities, and the Director of Maintenance, Operations would sit on the Panel. The panel is conducted like a "mini trial" with the appropriate representation for each party. Trustee Mathiesen inquired as to whether this was the same as a change order. Mr. Maduli explained that this did not apply to a specific item, but rather replacing a subcontractor. He also indicated that the Contractor already had a replacement subcontractor ready.

*Approval of
Posthumous
Faculty Emeritus
Status
(Attachment K)*

Moved: Mathiesen/**Seconded:** Mullen—**Passed** unanimously by those members present to approve the Posthumous Faculty Emeritus Status, as presented.

Trustee Mitchell recessed the meeting for 10 minutes at 6:05 p.m.

Meeting reconvened at 6:17 p.m.

*Approval of
2006/2007 College
Plan
(Attachment L)*

Moved: Mullen/**Seconded:** Galvan—**Passed** unanimously by those members present to approve the 2006/2007 College Plan, as amended changing the name of the Coordinator, Student Life and Leadership to Coordinator, Student Development and Activities.

Dr. Rosenwasser explained that each Board Member had a copy of the College Plan, and in the interest of time, she would not go through all of it, but that the report was the result of hundreds of hours of work by faculty, classified staff, supervisors, managers and executives. Dr. Rosenwasser highlighted the summary page and some of the main topics to notice. She explained that goal number (8) was removed, due to the bond measure not passing. She continued, "If I would have brought all the paper included in preparing this plan, the stack would be ten inches high. From these District goals come the specific objectives for each unit and cluster, then the tasks, and that results in requests for personnel, equipment, supplies, or capital project. Those are not included in the College Plan, but are back in our offices, which have been or will be considered by Planning and Budget and the Cabinet. For example, when the faculty and administrators look for money to meet the identified needs, they use their unit and cluster plans to ask the Foundation for a grant to meet that need. The Cabinet has already seen the top priorities for management and classified staff, and technology and equipment. The District funds what it can within budget. We haven't sorted out whether the one-time funds we write reports about can go to any of the activities identified in the College Plan."

Dr. Rosenwasser opened the floor to questions. Trustee Mathiesen asked how far away the District was to be self-supporting in the workforce & economic development programs, and how much money it would take to make it 100%. Mr. Maduli responded that when both Institution for Professional Development and Community Programs were reviewed, the 2005-2006 deficit was less than \$5,000.00. Institution for Professional Development made a profit last year. Trustee Mathiesen continued and Dean Toni Sommers was asked to explain further. She responded that she did not have that information with her. Mr. Maduli calculated the need and responded that 1.5% more would be needed to bring the program to 100%. Ms. Sommers commented that the people in the Institution for Professional Development and Community Programs have worked extremely hard making financial, cost cutting efforts, and what they have not done is raise prices. Recommendations to do so will be coming this year.

On an unrelated issue, Trustee Galvan indicated that while attempting to do some research on committees, she was unable to locate the current committee assignments on the Cuesta web site. Mr. Todd Frederick commented that the site does have an older document listed, but that the 2006-07 draft is also posted on the site and still undergoing changes. Clarification was provided to Ms. Galvan and Mr. Frederick offered assistance regarding the web page. Dr. Rosenwasser indicated that the

finalized document would be available by October.

Trustee Mullen commented that it was good work and impressive reading in the document that the different goals and outcomes were aligned well, and the information was very useful to the Board. Dr. Rosenwasser commented that the Board traditionally approves the plan, subject to changes, and then it is distributed and posted on the College's web site. Trustee Galvan asked what was happening in the Student Life and Leadership Program. Trustee Mitchell added that on page 6-18 of the College Plan, it was a goal to have a Coordinator assigned by 2007. She then asked if it had been a year since they had been without an advisor. Mr. Dan Chacon responded that there had been an interim coordinator through the Spring, and that a new Coordinator had just been hired. Ms. Galvan commented that she understood that one leadership class that was almost full was cancelled. Mr. Chacon answered in the affirmative, in that they did not make the enrollment. Ms. Galvan asked how many students were in the class when it was cancelled. Mr. Chacon answered that there were 12 or 13 students. Ms. Galvan asked what constituted a full class – Mr. Chacon answered 16-20. Ms. Galvan responded, "So I understand that they were just one or two short of a full class." Mr. Chacon continued that he believed that the class that Ms. Galvan was referring to was the Career Counseling Class which was reinstated. Ms. Galvan commented that it was confusing for students when a class was cancelled and then brought back – and we could lose students. Mr. Chacon agreed that this sometimes happens with several classes but that the District makes every effort to get the students back.

Dr. Rosenwasser commented that when the new Coordinator, Student Development (Anthony Gutierrez) gets on board, we believe that there will be strong, consistent leadership and advice on what should be done with the curriculum. Trustee Mitchell wanted confirmation that the new name is Student Development. She indicated that the College Plan should reflect that name as well. Dr. Rosenwasser also noted that footnotes should be included on the closed session items, whenever there are title changes. Trustee Galvan asked if there was a change in the job description or just the title. Dr. Rosenwasser responded that it was a faculty position, so it was reviewed through the faculty consultation process. The practice with the faculty positions is the faculty are the ones that give the input on the faculty and staff from that unit and representatives from the CCFT and the Academic Senate had several weeks to review that position and title.

Approval of Native American Holiday – September 22, 2006 – for Confidential, Supervisory, Management, and Executive employees (Attachment M)

Moved: Galvan/Seconded: Mathiesen—Passed unanimously by those members present to approve the Native American Day – September 22, 2006 – as a holiday for Confidential, Supervisory, Management, and Executive employees, as presented.

Dr. Rosenwasser noted that the Board had previously approved through the Collective Bargaining Units, Native American Day as a holiday for Classified and Faculty, she recommended the Confidential, Supervisory, Management, and Executive also receive the holiday in 2006-2007.

Approval of Reclassification of Designated, Confidential, Supervisory and Managerial

Moved: Mathiesen/Seconded: Galvan—Passed unanimously by those members present to approve the Reclassification of Designated, Confidential, Supervisory and Managerial Positions, as presented.

Dr. Rosenwasser presented the recommendation that for several years there had been no review of salary comparisons for supervisors and managers. The Management

Positions
(Attachment N)

Senate, on behalf of those groups, asked that we do salary comparisons, and that we also look at the position descriptions and responsibilities of supervisors and managers. The Board considered various methods for conducting this review. The same 14 colleges that were used for the Classified and Faculty salary comparisons were used. The District considered at how far below the median positions were. The Personnel Committee, comprised of the Vice Presidents, the President, Executive Director of Human Resources and Labor Management, and the Executive Dean finally recommended which ones would be considered. However, the Executive Director and Executive Dean did not participate in decisions related to their positions. The basic guiding principal was how far below the median they were, and if they were recommended to move up two ranges. Particularly for the Deans, for example, who were 22% below the median, they are likely to still be below the median, depending on what the Board does with the salary item pulled from the Agenda earlier this evening. Dr. Rosenwasser stated that these recommendations were for the Deans. She also noted that the Executive Directors are at the same pay range as the Deans at Cuesta College. Trustee Mitchell asked if this was just a reclassification of the positions, like a classified salary survey. Dr. Rosenwasser confirmed it was and continued that two methods were used for the salary comparisons, and not all the people who wanted a reclassification were recommended. Some of these recommendations are not at the percent increase the individuals wanted. We did not see a way to fund all the requests.

Mr. Marylin Rossa commented that she does not oppose this recommendation, but wanted the Board to be aware that during their negotiations two years ago, when they came up with 14 comparable Districts, she didn't know if they were they same. Trustee Mitchell stated that they had better be the same, and she and Ms. Rossa agreed that they were. Ms. Rossa continued that CCFT worked very hard at preparing the 14 and that during last year's negotiations, the District totally disregarded those 14 Districts. She continued that the union did their own evaluation on how far faculty were below the median, beginning salary, mid-career salary, later mid-career salary, and senior faculty. She noted even though the District's and CCFT figures weren't always in sync, the District's figures that we might consider conservative, acknowledged that mid-career faculty were 9% below median. She said the issue of addressing median has been nonexistent with the CCFT's negotiations with the District. The 9%, we discussed it, we had others higher than 9%. Ms. Rossa wanted to make the point that if the District does approve this for the other groups, she's hoping that when they next negotiate that the District will also look at those 14 Districts when looking at comparisons for faculty salary. Dr. Rosenwasser indicated that the Board's Principle that guides the District's negotiating team is equitable treatment for all groups whatever the total package is, and that is how it wants the dollars allocated while the District has to figure out how to pay for it.

<p>BUSINESS AGENDA DISCUSSION/ACTION ITEMS</p>
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**Discussion of
Item O.9 Longevity
Pay Program –
Confidential,
Management and
Supervisory Staff,
Board Policy 4407.**
(Attachment O)

This item was previously O.9 on the Business Agenda, Action Items. The Board agreed to move it to Business Agenda, Discussion/Action prior to Closed Session. Dr. Rosenwasser began by saying that the problem that has been laid out is that the Classified and Faculty employees do not lose longevity if they advance into a different position; however, if a Classified or Faculty employee moves into a management position, they lose longevity, and they have to start longevity accumulations over. She stated that this is counterproductive to developing the District's leadership, the supervisors, managers, and deans from its own workforce. The current longevity

policy works against that goal that every college now has and Cuesta needs, which is “developing your own leadership.” Dr. Rosenwasser suggested that the issue of actually punishing existing supervisors and managers who have move from Classified into Supervisor, or Classified into Management positions, did not meet the Board’s standard of equitable treatment. For those reasons, the recommendation was brought to the Board for first reading as a revision to Board Policy 4407 – Longevity Pay Program, Confidential, Management and Supervisory Employees. Trustee Mullen asked if it was a goal or policy to try to promote from within whenever possible. Dr. Rosenwasser indicated that it probably wasn’t a policy, but she knew that the District had previously identified as a goal, the development of its leadership team and to promote from within – where faculty become Division Chairs and Chairs become Deans. Mr. Mullen stated that as it stands, this policy could be a disincentive for that opportunity. Dr. Rosenwasser confirmed that direct experience has shown that it has been a disincentive.

Trustee Mathiesen brought up the issue of where you have a Classified worker who has 15 years as a Classified employee and decides to become a faculty, who would then be competing with a teacher with 15 years experience, that Classified members would have no teaching experience. Dr. Rosenwasser indicated that there are several Classified employees who are teaching. Mr. Mathiesen asked what if they were a grounds-keeper. Dr. Rosenwasser said it depended on whether that individual would be teaching a course related to grounds. Trustee Mathiesen asked if they would have seniority. Dr. Rosenwasser noted that the CCFT contract lays out the seniority system for the part-time faculty assignments. She noted that longevity steps are in effect already in the full-time faculty schedule. Mr. Mathiesen noted that seniority goes along with longevity. Dr. Rosenwasser continued that the faculty salary schedule has 3 longevity steps (Trustee Mitchell – 15, 18, and 21 years), the same with the Classified (Trustee Mitchell – 10, 15, and 20 years), and the same with Managers. Nevertheless, when you move from Classified staff to Management or Faculty to Management, that employee has to start over on any longevity accrual. Trustee Mathiesen understood that, but asked that if we change the policy, the person who has been teaching for 15 years moves to management, they have no experience in management, only teaching. Why should a person be rewarded just for being an employee at the College rather than for their experience and knowledge of the job in which they’re working.

Trustee Galvan stated that she thought the Board had this discussion before – in that it was service to the organization versus service in the field. She felt that the problem wasn’t solved. She wanted to clarify that if a classified person moves up into classified management then that would count, or if a faculty employee moved up into faculty management that would also be the case, but if a classified employee moved into faculty management –that would never happen would it. Dr. Rosenwasser agreed that it was unlikely, but there could always be an exception. She noted that the principal of longevity at Cuesta College is years of service to the College. Service with other institutions is not given consideration. Right now the excluded group, the Exempt group of employees, is punished in terms of being able to retain any longevity they have achieved when they move from a lower position into management.

Trustee Mathiesen recommended that this issue be turned over to the unions and the Management Senate for discussion to see how they feel about it before the Board makes a decision. He would like to see if they agree with it – that if service to the College or expertise is what they want. Several audience members raised their hands regarding questions. Trustee Galvan stated that this was the reason the resolution was

moved from Action to Discussion.

Trustee Mitchell recognized Mr. Rossa for comment. Ms. Rossa agreed with Trustee Mathiesen and said this issue had been discussed before. She stated that unequivocally the faculty union is opposed to this issue. She continued that Classified staff who move into faculty position, is much more common than Classified staff moving into Management or faculty moving into management positions. There is one management position in Humanities, for example that is the Dean – very few will go that route. Classified moving into faculty is much more common; they go to school, get their degree and begin teaching. Ms. Rossa understood that there is no longevity move up from Classified to Faculty. She feels that is unfair and wrong, and that if this is considered, the same must be considered for Classified moving into Faculty positions. It has nothing to do with management but with longevity to the College. On a stronger point in agreement with Trustee Mathiesen, it should do with the expertise in what they are doing, that is teaching, managing, or service as classified staff. The groundskeeper was a good point she thought, in that a classified staff member can move from groundskeeper to classified management or another area of classified management.

Ms. Rossa continued to state that the point is this; as written, unless she was reading it wrong, implementation number one says that longevity step advancement shall become effective on the date of hire, date of hire is defined as the first day of paid service, that could be a brand new employee who gets longevity – Dr. Rosenwasser interjected, “no”; Ms. Rossa said, “well that’s what it says.” Dr. Rosenwasser reiterated longevity occurred after salary step advancement, years of service and for employees being promoted. Ms. Rossa responded “no, Dr. Rosenwasser wants immediate longevity,” is what she heard. Trustee Mitchell said that was incorrect, it would be ten years of service, but longevity accumulates on the first date of hire in the management position. Ms. Rossa said that that was OK.

The other point she continued, had to do with the fact of when the managers and classified get longevity. They get it at 10, 15, and 20 years, the faculty get it at 16, 19 and 22 years. So even in the application of longevity, it is not equitable. CCFT let it go and although we had this discussion years ago, it’s resurrected itself again. Ms. Rossa stated that in any case, she thinks that if there are cases of managers being “demoted in a sense penalized,” that they should get as faculty do perhaps, an equalization to come in at the same salary. Ms. Rossa asked if the Board knew that across the country Deans are often paid less than faculty. She stated that there’s no rule that managers should be paid more than faculty. She continued that it seems that it’s kind of a mind-set that if you’re not faculty and you’re a dean you should get paid more. She asked, “where did that come from?” That’s not the way it’s done in many colleges throughout the country. They shouldn’t get less, but why shouldn’t they, they could be put in place where they make the same, so that they don’t lose money, you want to have an incentive. Just as when you hire a faculty to the campus you pay them as much as they made at a prior campus, you don’t have them demoted because then they wouldn’t want to come here and teach, so there should be some minor incentive. She concluded that this issue is pretty major, and even with the 10, 15, 20 years versus the 16, 19, 22 years, this is problematic.

Ms. Allison Merzon stated that she had not had a chance to talk to the Academic Senate Council, but she offered her perspective as a faculty member who would like to move into management. She observed that the incentive for someone like myself, to develop my leadership skill here and stay, without honoring longevity is not much. So our campus is starving for leadership, faculty leadership, and if we’re going to invest in

our faculty, division chairs, and faculty senate, then there needs to be some incentive for faculty to stay on this campus as leaders. Am I a discipline expert, absolutely, one of my disciplines happens to be in leadership – that's coaching. I think we can look across different disciplines and find experts in the classroom, just not on the field, but in the classroom, that's fertile training ground for our faculty, and I believe we would be remiss if we didn't find a way to try to retain some of the faculty who aspire to leadership positions.

Ms. June Stephens commented that she totally disagreed with Ms. Rossa because as a classified person who began in an entry level position, she was someone who went back to school and while at College of the Desert, started in a clerical position and never wanted to be a faculty member. But she aspired to be in fund-raising and stated there are many others like herself who are Classified staff but don't go on to become faculty members. She stated that the longevity piece and the experience piece in your particular field are two different things that should be honored. If I chose to stay at Cuesta from the beginning of my career until now, I believe that there should be some reward for someone who has dedicated their whole career to one institution or one organization, yes I have experience in a different area, but that should be addressed separately. I think there should be some reward for staying in an organization because the organization obviously benefits from that, for example through all the employees who have spent 20, 30, 40 years at Cuesta. There should be some reward for that. And the difference between the 10, 15, 20 years for classified in longevity versus the 16, 19, 22 years, may have something to do with working 10 months instead of 12 months.

Toni Sommers stated that this issue is difficult. In order to become a dean usually, it is required that you come from faculty, and that you have taught; and usually if you become a dean, not only have you taught, but you have demonstrated and utilized leadership skills so that when you go through the very competitive process for selection to dean, you in fact rise to the top. So it is not some classroom teacher who has decided to teach their five classes per week and do their thing, and then suddenly decides they want to become a dean; they become faculty senate president or whatever the case may be to show that they have the skills to lead. So as a result, we have to grow our own. The way it sits now, you actually can lose money by becoming a dean from full-time faculty. What incentive is there except the fact you get to work an extra two months, and that concerns her greatly. If in fact we buy into the idea of longevity, then we need to promote from within and recognize service to the District and encourage people to stay with the District, otherwise we have to bring management staff from the outside. That's not necessarily bad, because it brings in new blood, but it comes from the outside, because our faculty can't afford to be managers. To compound that by saying oh, by the way, we're going to pretend you just started working here after working here 5, 10, 25 years and all of a sudden none of that counts, we're just going to discourage people. I have a couple of faculty members in mind that might be interested in replacing me, but I'm not so sure that with this penalty we will be able to entice them.

Trustee Mathiesen said that he would like to see the proposal looked over by the different management levels of Cuesta College. Look at it and see what changes can be made so everyone is part of it, so when it is passed, it is workable. Dr. Rosenwasser pointed out that the issue of salary negotiations and longevity steps is negotiable for all faculty and classified, so we can go back and gather their input, but any change has to be negotiated between the District and the respective unions. Trustee Mitchell commented that she didn't think Mr. Mathiesen was asking for them to change theirs,

but rather the Board needs to know how does the faculty's longevity system, the classified longevity system, and this proposal all work together. What is the long term effect, and where do all these different little angels fit. The Board understands the consequences for not doing this. Dr. Rosenwasser commented that more information would be provided, and cited four examples of classified individuals that were moved into supervisor or manager positions who have actually gone backwards in longevity unless we make some exception on the salary scale. She also noted that their salary schedules were much smaller than those for the faculty. There are 14 steps and seven columns for the faculty salary scale, and only 5 for the classified and manager salary scales. Trustee Mitchell suggested perhaps that longevity be defined better. Dr. Rosenwasser stated that the District's policy would be reviewed and additional information would be provided. Trustee Mitchell said that the item would be brought back. John Fetcho recommended looking at service to the District instead of individually. Trustee Mullen commented that if there is a way, when this item comes back, we can look at some way to close these gaps, recognizing that longevity is a negotiating item for the bargaining units, but the closer we can get to trying to resolve those potential barriers where folks can move up or can take on additional responsibilities, and get more consistent, that should be the goal. Trustee Mitchell stated that the goal should be to hire from within, given the state of the economy and the housing market in this community. Dr. Rosenwasser stated that there is a scarcity of leadership candidates, especially in California. She continued that more information would be provided, though all of it would probably not be ready by October.

***Agenda Items for
Next Meeting***

A preliminary listing of agenda items for the October 2006 meeting was reviewed. Trustee Mitchell called a special meeting (closed session) of the Board of Trustees on September 15, 2006 at 3:00 p.m., location TBA. Dr. Rosenwasser indicated that the next regular Board meeting would be held on the North County Campus. The requested enrollment report will be provided as of census date. All enrollment won't be in, but we will tell the Board what it is to date. For accreditation purposes, it is important that the Board continue to receive the report on our performance on the adopted effectiveness measures for the College. Debra Blue with the Commission office for the accrediting commission will be here on September 26, 2006, from 8:00 – 3:00, which is the kick-off event for the 2-year self-study process. Having had that on the 26th it is appropriate that we get an overview of the self-study process and Harry will probably be leading this. The Board has an important part in accreditation. We also need to bring the Board the Progress Report. The Board will need to approve it so it can be forwarded to the commission by October 15th. The Longevity Policy resolution will probably not be ready. Closed session will be at 2:00 p.m. in October, recessing at 3:30 p.m. (BBQ) and to Open Session at 4:15 p.m.

<p>BUSINESS AGENDA INFORMATION ITEMS</p>

***College Planning
and Budget
Development***
(Attachment P)

Vice President Maduli reported on current College Planning and Budget Development issues:

He stated that we were very successful in our 2006 refunding COP. We received the funds on August 8, 2006, and closed with a 4.823% rate of interest. He presented each member of the Board a memento from Andy Ash. There were two things accomplished that made this particular COP package very complicated. One is that it

paid off an existing COP. The other part was that we wrote it into the COP that we could pay off, in total, the total debt with local bond moneys if the bond passed. The second item to report is related to the Theatre Arts Building. We received approval from the Department State Architect on a request for an extension of original plans/drawings that expired in June 2006. We have gone back to the original drawings which reinstated the entire building. We now have approval from the Chancellor’s Office, and we are going to bid September 12th. Dr. Rosenwasser commented that the College had received a funding supplement, a very precious and unique thing that only happens to colleges that do their job well. The Department of Finance allocated additional money for the Theatre Arts Building. She believes these things don’t happen without getting the job done well and running the College well. Pat Mullen asked Mr. Maduli to summarize the amount that was at risk that we thought we were going to lose in state funding when the bond didn’t pass for this facility and now what we think we may get. Ed clarified that we were losing over \$9Million in construction dollars, which was returned that to the state. He was working a “plan B” in the interim if the bond did not pass, and that was to resubmit to the Department of Finance and ask for additional funds. The Department of Finance helped us get augmentation in the Governor’s budget. We received an additional \$10Million with which to go out to bid for the entire building, not the scaled down version. We gained the \$9Million in the unique, one-time allocation. The Board congratulated Dr. Rosenwasser and Mr. Maduli on that accomplishment.

CONSENT AGENDA

Consent Agenda **Moved: Mullen/Seconded: Galvan—Passed** unanimously by those members present to approve the Consent Agenda, removing items P6, P10, and P11 pending further review and discussion.

Approval of Minutes Adopted the Minutes of the Regular Meeting of August 2, 2006, as presented.
(Attachment Q)

Approval of Warrant Listings Approved Warrant Listings No. 017 through No. 041, with none voided, were approved in the total amount of \$1,476,277.41, as presented.

Approval of Payroll Orders	Academic Hourly No. 40	\$40,966.14
	Classified Hourly No. 290	\$222,125.91
	Academic Monthly No. 532	\$2,185,541.77
	Classified Monthly No. 242	\$979,857.61
	Total	\$3,428,491.43

- Approval of Gifts to the College**
- a. 1990 Mazda Pickup for use by Auto Technology, donated by Mr. Terrence S. Jackson
 - b. A Kodak Ektagraphic Gold Projector with case and a DVD-RW drive for use by the Photography Program.

Approval of P6 Change Orders # 10-16 for \$88,150.19
(Attachment R)

Trustee Mitchell asked Vice President Maduli for a briefing. He noted that on these change orders, there is no signature by the contractor because he refused to sign the change order. In the change orders that were reviewed, he and the staff go through an analysis of the change order and the charges being put forth by the contractor. In this

case what is included in the change order are the changes we feel are the direct costs of these change orders. The disagreement is that the contractor wants to be supplemented for loss of productivity, and the College does not do that. In our contract with the contractor, there is no such thing as loss of productivity or loss of time. So rather than leaving all of these change orders at the very end of the project, where we might go into litigation, our construction lawyers advised us to go ahead and process these change orders now, so in the end if there is any litigation, we would be in good stead because we have tackled these change orders and not delayed the project.

Our intent is to start moving new furniture into that new area on the ground floor on December 1st. We are still on track. We only pay for direct costs and what could be legally interpreted in terms of the day what is provided by the contractor. Trustee Mathiesen summarized the work and asked Mr. Maduli whether it's the general contractor or the subcontractor doing the work. Mr. Maduli responded that there were two parts – we have a very strict state architect inspector and their interpretations are sometimes different and they direct changes, and it's not so much the architect or the contractor, so we have to abide by those changes instituted by the inspector. On this particular project we have an extremely strict inspector. The inspector doesn't care who pays for it, they want to make sure we incorporate those changes into the building. For example, the new area that we were hoping to show you today, when we opened up all of those old areas of the library that the Student Support moved out of, we found problems behind the walls. Because contractors cannot see behind the walls when they bid, they have to essentially bid on the proposal the way it is. Later, if cracks are discovered, the state inspector gets very concerned, wanting to know what's causing them and wanting to make the engineering evaluation and make the changes. The College is obligated to make those changes whether or not they were in the drawings because this is a change in the field.

The other situation is that sometimes we force a change on the contractor, because we may have made a mistake in defining the height of the furniture being installed. If it was our fault, we correct those. That is what contingency funding is for, to be able to pay for those change orders.

Trustee Mathiesen asked if this item was going up for consideration by the panel. Mr. Maduli indicated that this had nothing to do with the panel; that the panel is for substitution of a subcontractor. This Agenda Item relates to work done, in terms of analysis of all these change orders, we have our own inspector that weighs in, our architect that weighs in, construction managers that weigh in, and director of facilities that weighs in and we have to all agree to those changes before we approach the contractor. We have disagreed with them on several occasions. We've had to negotiate to ensure we could close out those change orders. In the midst of trying to get this building finished, and to avoid litigation at the end of it, we're trying to make sure we're not delaying the project so we process the change orders quickly. Mr. Maduli reiterated that these change orders are not part of the Public Works Hearing Panel.

Trustee Mullen had a question on the costs. According to his understanding, our contingency was \$660,000.00, and we've already eaten up \$607,000.00 in change orders, and the amount in question here is \$88,000.00. Mr. Maduli interjected that we have in our capital outlay budget aside from the contingency to cover the \$36,000.00 difference. Mr. Mullen asked where that money would come from. Mr. Maduli said it would come out of our capital projects budget. He reminded the Board that when the District went out to bid for this particular project it took out a lot of items to stay within budget. As the construction proceeded, we found that some of those items had

to be restored. Trustee Mullen asked if these were funds that we could go after the contractor or subcontractor to recoup those costs. Mr. Maduli responded "yes". He also noted that the High-Tech Center was over budget and that we were able to recover and close the project in good standing with the State. He continued that this project is the most complicated building we have had to tackle. There were three parts involved. We had to move all the utilities, data, and voice in the building and did it in such a manner that we did not hinder campus operations. Once that was finished we had to construct the new building, two floors up, and the final phase is going into the old area, gutting it out and refurbishing. The problem is that we are finding cracks that were nonexistent. Trustee Mitchell asked if this was the first time the contractor had not signed a change order, and who decides how much the change order is worth. Mr. Maduli said that it was the first time, and that we have all the data from the vendor from the contract. In this case, all the direct costs and the labor costs are factored in for profit, and we pay only the direct costs. He confirmed that we calculate it, process and pay him to keep the project moving, and the contractor can not come back and say that the College is delaying the project by not processing change orders. Trustee Kiersch said the College was fortunate to have an engineer as vice president. Trustee Mullen moved for approval of the resolution, as presented. Trustee Galvan – seconded.

Approval of P7
(Attachment S)

Revised Job Description – Management Designation – Executive Dean

Approval of P8
(Attachment T)

Revised Job Description – Management Designation – Director of Small Business Development Centers

Approval of P9
(Attachment U)

Revised Job Description – Classified Bargaining Unit – Admin Asst for Dean Student Learning

Approval of P12
(Attachment V)

Agreement for services, Facilities and Equipment Between the District and Cuesta College Foundation

Approval of P13
(Attachment W)

Quarterly Financial and Status Reports

ADJOURNMENT

Adjournment

The meeting was adjourned at 7:30 p.m. Unless otherwise announced, the next regular meeting of the Board of Trustees will be held on Wednesday, October 4, 2006 at the NCC.



Marie E. Rosenwasser, Ph.D.
Superintendent/President