

SOLANO COMMUNITY COLLEGE DISTRICT
GOVERNING BOARD

UNADOPTED MINUTES
September 1, 2010

1. CALL TO ORDER

A meeting of the Solano Community College District Governing Board was called to order at 6:30 p.m., on Wednesday, September 1 2010, in the Administration Building, Room 626, at 4000 Suisun Valley Road, Fairfield, California 94534, by Board President Honeychurch.

2. PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA

Board President Honeychurch led those present in the pledge of allegiance to the flag of the United States of America.

3. ROLL CALL

Members Present:

Denis Honeychurch, J.D., President
A. Marie Young, Vice President
Sarah E. Chapman
James M. Claffey
Pam Keith
Phil McCaffrey
Rosemary Thurston
John M. Glidden, Student Trustee
Tom Henry, Special Trustee
Jowel C. Laguerre, Ph.D., Secretary

Members Absent:

None

Others Present:

Peter F. Bostic, Executive Director, Institutional Advancement
J. Arturo Reyes, Executive Vice President, Academic and Student Affairs
Roy V. Stutzman, Consultant, Finance and Administration
Karen H. Ulrich, Director of Human Resources
Judy Spencer, Executive Coordinator, Superintendent-President and Governing Board

4. APPROVAL OF AGENDA

Dr. Jowel Laguerre, Superintendent-President, made the following specific correction to the Agenda. Item 13.(a), page 23, beginning with line 9, should read: The California Education Code, Section 88003, states that short-term project employees may not exceed 195 ~~hours~~ *working days*.

Moved by Vice President Young and seconded by Trustee McCaffrey to approve the Agenda as corrected. The motion carried unanimously.

5. COMMENTS FROM MEMBERS OF THE PUBLIC

Board President Honeychurch recognized Mr. Thomas Grube, President of the Solano College Faculty Association (SCFA), who requested to comment on the proposed revision to the Administrative Leadership Group (ALG) Salary Schedule 2010-2011.

Mr. Grube began by stating, “In 2005 the Governing Board approved salary increases for top Administrators. Then Superintendent Paulette Perfumo felt that these salary increases were needed to attract quality administrators. Salaries for VPs increased 8.00%-8.25%. The salary for the HR Director increased 18.70%. Deans got a 3.32% raise. Did these increases help the College attract better *quality* administrators? In what ways were management, morale, efficiency, accreditation standing, community relationships and the College’s reputation locally and throughout the state improved as a result over the next several years?”

Starting salaries for faculty ranked 47th out of 72 Community Colleges at that time. Faculty, members of CSEA, and members of Local 39 got raises of less than 2%. At that time and since that time, the College has employed a law firm which saw it as their duty to keep our salaries as low as possible (while racking up as many billable hours for themselves as possible). Millions were spent on the lawyers who helped devastate employee morale and keep our salaries low. I’ve been told that the District no longer plans to have them at the negotiating table--but the District does continue employ the firm hired years ago because of their union busting reputation. Since that time our starting salary ranking has slipped, from 47th to 64th. (A handout was previously distributed by Mr. Grube to the Board identifying Solano College’s rankings within the community college system for salaries for a ranked master’s degree at step one, ranked non-doctorate at step ten, and non-doctorate at step 15.) The print on the spreadsheet prepared by Alan Frey of CCA is too small for a PowerPoint slide, so I’ve made copies. As faculty stay at SCC, our salaries slip further relative to our peers at other community colleges, ranking 65th by year 10 and 67th out of 72 community college districts by year 15.

Meanwhile, Administrator salaries go up. Jobs are reclassified onto higher steps; more steps are added at the top of the schedule. Administrators find a loophole by declaring that they are ‘working from home’ when taking vacation, then getting huge payouts for ‘unused’ vacation time when they leave—over \$60,000 for Gerry Fisher and more than double that amount paid last year. Now we’re again we’re hearing the mantra about the need to raise administrator salaries to attract quality.

If this District has any regard for the faculty and staff who’ve worked hard to serve the students, and put in countless hours to dig us out of the accreditation morass, we’d see a

commitment to paying us a ‘competitive’ salary. Perhaps some effort to bring back up the salaries which have been beaten down is in order.

Two years ago, after working more than 500 days without a contract, the District finally offered faculty a raise—3% in a year when the District received a COLA of over 4.5%. A couple days later, I was called at home over Christmas Break to come into Dr. Christensen’s office. I was told that the District was reneging on the 3% offer—they couldn’t afford it. The faculty voted to accept the offer, in the hopes that the District would honor it. The District instead spent the money on the lawyers prepared to go to arbitration with both Randy Erickson and Joe Zampi himself racking up billable hours. We called the District to the table and proposed an even more modest increase—getting *something* before all the money was sucked away by the District’s lawyers.

You’ll likely vote today to increase the salary for the VP of finance of 18.2%. Think about what a slap in the face it is to the faculty, administrative assistants, and operating engineers when we hear once again that huge salary increases are needed to attract quality administrators. What does this say about the regard the District has for the employees whose 1% salary increase for this year doesn’t take effect until the last day of the contract—essentially making it no raise at all. What kind of message has this Board been sending to the employees who’ve seen their salaries and morale beaten down over the last few years? How can the District afford huge salary increases for administrators when it couldn’t afford a 3% salary increase for the hundreds who’ve given so much to this College, preferring to invest the money in efforts to keep our salaries down?

What kind of message do you want to send?”

Board President Honeychurch recognized Dr. Richard Kleeberg, Law/Management Instructor, who requested to comment on the proposed revision to the Administrative Leadership Group (ALG) Salary Schedule 2010-2011. Dr. Kleeberg’s comments were deferred to later on the agenda.

6. CLOSED SESSION

Board President Honeychurch reported that there would be no Closed Session.

9. REPORTS (NO ACTION REQUIRED):

(a) Proposed 2010-2011 District Budgets (Study Session)

Dr. Laguerre introduced Mr. Roy Stutzman, Consultant for Finance and Administration, who presented the proposed 2010-2011 District budgets.

Mr. Stutzman gave a PowerPoint presentation to the Board on the proposed District budgets, beginning with the State Budget Conference Committee status as recommended by the Governor, Senate, Assembly, and the Conference recommendations for cost of living, enrollment growth, part-time faculty compensation; EOPS funding, backfill money that supported categoricals in 2009-10, Career Technical Education, basic skills; student financial aid administration, CalWORKs, and Economic/Workforce Development.

Mr. Stutzman compared funding received by the District beginning in 2007-08 through 2009-10, to the recent sequence of events for 2010-11 and the assumptions of no funded COLA and no increase in state revenues due to the state budget crisis.

Based on the “People and Things List”, Mr. Stutzman provided information on the District response to year-to-year expenditure reductions for 2008-09; 2009-10, and the expected reductions for 2010-11, totaling \$1,599,084.

Mr. Stutzman’s presentation identified revenue sources for 2010-11 with a funded base of 8,975 FTES and the revenue assumptions based on FTES, together with the components of apportionment revenue for 2010-11 that come from the state, property taxes and 98% of enrollment fees totaling \$48,258,673.

Expenditures for 2010-11 were identified. Mr. Stutzman stated that the expenditures would be presented in more detail at the September 15 meeting. A comparison of 2009-10 and 2010-11 statutory benefits was shared with the Board and the percentages associated for STRS, PERS, FICA, PERS (employee); Medicare, SUI, and Workers’ Compensation. The proposed increases are expected to total \$1,587,500.

General Fund expenditure reductions are estimated to be \$2,268,446 and were identified in Mr. Stutzman’s presentation.

The proposed ending fund balance for 2010-11 is estimated to be \$4,213,530, with a deficit shortfall of \$459,059 that includes some one-time fixes as expenditures. We are using ending fund balances to finance current operations. If, after closing the books for 2009-10, there is not a need to use carry over monies, it is possible the designated fund balance may exceed the 5% reserve. It is important to show two month’s operating funds to maintain a “cushion” for payroll. An analysis is being conducted relative to certain salaries being charged to the Bond construction project, which would lessen the expenditures to the District.

Trustee McCaffrey inquired about the identified expenditure of \$250,000 for Board elections, noting that all four candidates for the SCCD Board are running unopposed and that their names will not be on the November ballot. Mr. Stutzman responded that it is an unusual situation, but agrees that this while this amount is most likely overstated and is a substantial amount to be included in the budget. Protocol is that the District will have to pay something toward the election, but we won’t know that amount until December. Mr. Stutzman stated he is checking on the rules and will report to the Board accordingly when all information becomes available.

Board President Honeychurch thanked Mr. Stutzman for explaining the budget and for finding creative ways to cut the deficit. Mr. Stutzman responded that the District is attempting to develop long-term planning and that this is only the beginning. The budget is a living document and is subject to change daily.

A copy of the PowerPoint presentation is available for review in the Office of the Superintendent-President and the Office of the Vice President of Finance and Administration.

The public hearing and formal adoption of the proposed budgets will be held at the Board's next regular meeting on September 15, 2010.

- ***Accreditation Status Update***

There was no Accreditation status update.

- ***Banner Update***

There was no Banner update.

- ***Institutional Advancement Update***

There was no Institutional Advancement update.

- ***Measure G Bond Program Update***

Mr. David Froehlich, Director of Facilities, reported that the Five-Year Construction Plan was signed and sent to the Chancellor's Office on August 31. He explained that this is an important document that carries no commitments for projects or funding and is subject to change by both the Facilities Planning Unit (FPU) and the District throughout the year. It is a valuable planning tool to show ideas, intent, progress, and perspective of projects that are engaged in by the District.

Mr. Froehlich distributed to the Board a summary of the fourteen District projects as identified by the Board in previous meetings with known funding sources and expected completion dates. The Five-Year Construction Plan that was submitted to the Chancellor's Office will be shared with the Board for their approval the next regular meeting.

Vice President Young requested that a legend be provided to identified the projects, i.e., (P), preliminary, (W) working, and (C) construction, and other noted acronyms, to allow for easier reading of the document.

- ***Special Trustee Update***

There was no Special Trustee update.

(b) Associated Students of Solano College (ASSC)

Mr. Preston Barker, Associated Students representative, reported that:

--the students kicked off the semester by seating the Student Senate.

--the students are planning to host Solano Daze and are in the process of setting up the events.

The final dates have not been set, but are expected to be sometime within the week of September 20 with a scheduled Club Promo Day on September 22. Mr. Barker advised the Board would have the information when all the dates for the activities were finalized.

(c) Academic Senate

Mr. Thomas Watkins, Academic Senate President, reported that:

--he is honored to be serving the Senate as their President for the academic year. The Senate met during Flex Cal and kicked off the fall semester. New Senators spent time getting to know one another. The Senate is alive and well represented.

--the Senate discussed their number one priority of completing the revision to their Constitution and Bylaws.

--Accreditation was discussed.

--the Senate and Solano College Faculty Association met together and are working at building a relationship together. Roles for both were identified. Mr. Watkins stated that Title 5 defines the Senate's primary function is to make recommendations to the Board with respect to academic and professional matters. Mr. Watkins stated, with this definition and charge in mind, that the Senate wishes to convey to the Board its desire to maintain a harmonious relationship for the good of the organization that both entities represent—Solano Community College.

(d) Superintendent

Superintendent Laguerre reported that:

--we have received notification that Sonoma State University has received approval from the Western Association of Secondary Colleges (WASC) to bring degree completion programs to Solano Community College beginning with Liberal Arts baccalaureate degrees. Dr. Laguerre thanked all who "blazed the trail" to make this happen, including those who were at the College when this idea was originally conceived. Dr. Jerry Kea, Dean of the Vallejo Center, was thanked for his support and hard work on the Memorandum of Understanding that has been approved by both Solano Community College and Sonoma State University. An official signing of the MOU is planned for later in the month. Dr. Laguerre informed the Board that he continues to hold discussions with CSU Sacramento relative to a similar opportunity at the Vacaville Center.

--he has held key meetings with satisfactory interactions within the community. We learned of the potential that awaits us at Travis Air Force Base. We represent a major share of transferring students to four-year institutions within the Air Force. We have the potential and access to 5,000 students that could take classes from us, which could mean another potential Center. They have a Community College of the Air Force and we represent a major part of that.

--a recent meeting held with Benicia school and city officials was productive.

--the Academic Senate is holding discussions with the America Public University System (APUS), an online institution that allows students to transfer and graduate within four years.

--a mini retreat was held on August 27 with the Administrative Leadership Group (ALG), where we took a giant step forward in being everyone on board to do planning "the right way."

Student Trustee Glidden asked if the flag in front of the 400 Building could be changed as it is tattered and torn. Superintendent Laguerre advised that Mr. Froehlich would take care of it as soon as possible.

Trustee McCaffrey inquired if Dr. Laguerre would investigate the curriculum and degrees offered to the military through Coastline College to see if what they offer could potentially be offered by Solano Community College for our military students.

10. CONSENT AGENDA – ACTION ITEMS

Dr. Jowel Laguerre made the following specific correction to the Consent Calendar, Human Resources, Item 10.(b), page 2, line 12, which should read as follows: Christine Kucala, Substitute Science Lab Tech, ~~8/23/10~~ **9/2/10** – 12/19/10.

Dr. Jowel Laguerre made the following specific corrections to the Unadopted Minutes for August 18, 2010, as follows: Page 12 – beginning with line 34 – which should read: Because ~~the numbers essentially have not changed,~~ **the methodology will be similar to prior years and the numbers will likely not change significantly,** the District *staff* can give the report and as a result save the District money; Page 14 – beginning with line 9, which should read: In a state survey, the average salary for single colleges for the CBO (survey position 3) position is approximately \$160,512 – ~~\$165,012~~.

Trustee Claffey requested the removal of Item 10.(a), Minutes for the meeting of August 18, 2010.

Student Trustee Glidden requested the removal of Item 10.(b), Employment – 2010-2011.

Moved by Trustee Keith and seconded by Vice President Young to approve the Consent Agenda as corrected with the removal of Items 10.(a) and (b). The motion carried unanimously.

Superintendent/President

- (a) Minutes for the Meeting of August 18, 2010

Human Resources

- (b) Employment – 2010-2011; Gratuitous Service

Finance and Administration

- (c) Warrant Listings

11. ITEMS REMOVED FROM CONSENT AGENDA

Trustee Claffey requested removal of Item 10.(a), Minutes for the meeting of August 18, 2010, page 14, paragraph 2, stating that they did not accurately reflect his concerns. The following sentence was added to the minutes. **Ten thousand dollars (\$10,000) for housing for the President, \$10,000 above the salary schedule for the new (Executive)Vice President, and \$35,000 for the next Vice President (Finance and Administration) is fiscally irresponsible, in his opinion.**

Student Trustee Glidden asked for removal of Item 10.(b), Employment 2010-2011, to inquire if there had been a hiring committee for the Reading/Writing Lab Tech position, page 2, line 15. Dr. Laguerre responded by stating it is not necessary to have a hiring committee in place for short-term/temporary/substitutes, but that if it is deemed later to hire a full-time replacement for this position that the processes in place would be followed and a hiring committee would be established.

Moved by Trustee McCaffrey and seconded by Trustee Keith to approve Item 10.(a) as corrected and 10.(b) as clarified. The motion carried unanimously.

Board President Honeychurch reminded that Board that clarification questions may be asked without removing an item from the Consent Agenda.

12. NON-CONSENT AGENDA ITEMS – ACTION ITEMS

Superintendent/President

(a) Contract Extension for Superintendent-President

Board President Honeychurch presented the contract extension for the Superintendent-President. The contract for employment is entered into by and between the Solano Community College District and Dr. Jowel C. Laguerre pursuant to the provisions of the California Education Code Section 72411 to establish the terms and conditions for the Board to retain Dr. Jowel C. Laguerre, Superintendent-President, and to provide services as described therein for the Solano Community College District.

The term of this contract commences, retroactively to, July 1, 2010, and ends on June 30, 2014. Upon the expiration of this contract, the District may reemploy Dr. Laguerre in accordance with California Education Code Section 72411 and Board Policy No. 4850.

Trustee Claffey stated, in his opinion, that until we are out of our accreditation situation that this action is premature and if we are successful in raising our accreditation standard that this is something he could consider with an open mind.

Student Trustee Glidden stated the students' concern relative to the amount of the salary based on 223 duty days of service per year, excluding annual vacation and paid holidays, out of a possible 365 days. Mr. Glidden commented that he has a problem spending this amount of money, considering the number of section cuts that have occurred. The annual salary may be competitive, but will have to vote no on the contract extension.

Trustee Chapman asked Dr. Laguerre if he would provide the number of days students are in school and clarify the number of duty days for other administrators on campus. Dr. Laguerre recognized Ms. Ulrich who responded that there are 175 school days that the students attend. The total number of duty days for this contract is the same that was approved for the Superintendent-President last year. All administrators have sick days, vacations, and

management days, and 223 duty days is consistent within the state-wide community college system.

Board President Honeychurch addressed Trustee Claffey's concerns, stating that he thinks the opposite, believing the contract shows that we are seeking stability and that the continued employment of Dr. Laguerre is deserved and is a move forward on the part of the Board.

Trustee Chapman stated that she supports the recommendation to extend Dr. Laguerre's contract, primarily because the conditions that were in place at the time of his hiring are improved. He has a solid vision, and this vision is shared throughout the campus and outside community. Dr. Laguerre has overcome major obstacles within his first year at the College, not only with accreditation, but also with the rumored "lack of trust." He has worked hard to rebuild trust and respect within the campus community. Trustee Chapman commented that Dr. Laguerre has special skills; therefore, for a person coming from out of the area, presented with such challenges, believes it would be disrespectful on the part of the Board if he was not acknowledged for the work he has done thus far.

Moved by Trustee Thurston and seconded by Vice President Young to approve the contract extension for the Superintendent-President as presented. The motion passed with the following roll call vote.

STUDENT TRUSTEE ADVISORY VOTE – John M. Glidden did not concur.

AYES: Trustee Keith, Trustee Chapman, Trustee Thurston, Trustee McCaffrey, Vice President Young and Board President Honeychurch

NOES: Trustee Claffey

ABSENT: None

Board President Honeychurch congratulated Dr. Laguerre and recognized him to speak before the Board.

Dr. Jowel Laguerre began by stating that he originally promised to work hard for the Board and his colleagues, and to give all that he has in order to move the College forward, and this commitment "still rings trust." Superintendent-President Laguerre thanked each Trustee, including the one who did not vote for his contract extension, for their support and what they represent to him and to the community. Dr. Laguerre asked for their ongoing support and wise counsel as they pursue "this journey together." Dr. Laguerre thanked the faculty that works hard to make our institution the best it can be and promised that he will continue to work hard on yearly progress. He thanked the staff that works hard on behalf of our students. Dr. Laguerre pledged to support their efforts to make the College one of the most attractive places for our students. He thanked his administration for their valued support and their work that is often unrecognized. He said specifically, "Thank you for your priceless contributions to the College." Dr. Laguerre thanked Mrs. Judy Spencer, Executive Coordinator, "One of the best I have had the pleasure of working with. Thank you for your priceless contribution to the College." Marie-Claude, Dr. Laguerre's supportive wife, was thanked for the role she plays in our success and the role she will continue to play to make him be the best Superintendent-President he can be. Sincere thanks were extended to the students, and especially those student leaders, athletes, and

clubs who have welcomed him so warmly to the College. Dr. Laguerre expressed gratitude to Special Trustee Henry for his wise counsel and support. Lastly, Dr. Laguerre thanked Mr. Tom Grube, President of SCFA, for “keeping me on my toes and my heels at the same time.” There was congratulatory applause extended from those present.

(b) Memorandum of Understanding Between Solano Community College District and Haiti Tec

Dr. Jowel C. Laguerre, Superintendent-President, presented the Memorandum of Understanding between Solano Community College District and Haiti Tec. The devastating earthquake in Haiti has brought to bear some new urgency for the county and an international response has provided unprecedented opportunities for Haitians and Americans. Institutions of higher education, as well as government and humanitarian agencies, have expressed their support for Haiti in different ways. Helping Haiti does not just make someone feel good—there are intrinsic interests that could come to play. Moreover, many in Haiti and abroad believe that Haiti ought to offer educational opportunities that are more varied than the pre-earthquake era. A community college system could accomplish that goal.

Dr. Laguerre shared how the idea to partner with Haiti Tec was born, an innovative and cooperative agreement between Solano Community College and Haiti Tec in Port-au-Prince, Haiti, to improve postsecondary education in that country. This project has been designed since 1998 by the private sector Haitian Associations. Its objective is the training of qualified labor that meets the needs of the economic world.

This partnership will bring 26 students, teachers, and/or potential teachers from Haiti Tec to Solano Community College to participate as students in specific career technical education classes to learn the subject matter while also serving as teachers’ aids to expand their teaching capabilities; so that, when they return to Haiti, they will be able to teach the subject to Haitian students at Haiti Tec.

Total funding for the grant amounts to \$750,000, of which \$570,000 would come to Solano College. The program is scheduled to run from January 2011 through June 2013. We should know around the end of September or early October if our application is chosen. Two other educational institutions from California have asked to become involved. Dr. Laguerre stated he will be also present the concept to the Presidents’ Roundtable.

Moved by Vice President Young and seconded by Trustee Thurston to approve the Memorandum of Understanding between Solano Community College District and Haiti Tec. The motion carried unanimously.

Human Resources

(c) Proposed Revision to the Administrative Leadership Group (ALG) Salary Schedule 2010-2011

Board President recognized President Grube who submitted a second Public Comment Card to address this issue at this point on the agenda. Mr. Grube stated he would be happy to assist in looking over the faculty salary schedule. He commented that people don't come to Solano Community College because of the great Governing Board or the person in the finance office, but rather they come largely because of the people they are in contact with every day--the administrative assistants and the faculty that work here. With the enthusiasm and concern that has been shown for keeping salaries competitive, when enthusiasm has been shown to keep faculty salaries down, Mr. Grube asked for the same consideration for the faculty working hard day in and day out.

Board President Honeychurch recognized Dr. Richard Kleeberg, a professor of Law and Management in the Business and Career Technical Education Division for 21 years.

Dr. Kleeberg stated he is not speaking to the Board to complain or criticize additional steps and additional salary levels for some administrators. Often times it is a good idea, and stated he has not seen the research and data that the Board has seen in order to make this decision. Dr. Kleeberg shared a different view of a different, but related issue. Only eight years after arriving at Solano College, Dr. Kleeberg stated he had reached the last step on the last ladder of the faculty salary schedule and that he has stayed there for 13 years. Dr. Kleeberg commented that he knew when he came to Solano that he had not chosen the most lucrative option, as previous positions were higher paying. He chose to come to Solano because he loves to teach, as well as the many aspects of the teaching lifestyle. In 21 years, he is not aware of any new additional steps being added to the faculty salary ladder—certainly none have been added in the last 13 years. Dr. Kleeberg stated he hopes to teach another six or seven years, and if there are no additional steps added that he will have spent 75% of his career in financial limbo without the possibility of moving up another step. If recruitment and retention (for administration) makes sense, he asked the Board to consider what it means for the recruitment and retention of faculty. Our background and experience far exceeds the way the ladder was developed two decades ago, and it is time to add two new steps to the ladder and give the faculty the opportunity to move up.

Ms. Karen H. Ulrich, Director of Human Resources, presented the proposed revision to the Administrative Leadership Group (ALG) Salary Schedule for 2010-2011. This revision introduces a new range (Range 54). It moves the Vice President of Finance & Administration from Range 52 to Range 54 and the Director of Fiscal Services from Range 46 to Range 49.

Board President Honeychurch asked Ms. Ulrich to articulate the reasoning behind the Board advocating for the increased amounts for the two positions. Ms. Ulrich responded by stating that a review was conducted of the current ACCCA Survey and the competitive ranges are used all across California at other community colleges. She stated further that it is not easy to find individuals in these specialized fields with the qualifications that we need in order to be successful at Solano Community College. Ms. Ulrich said that we aren't necessarily saying the upper range will be paid for the Vice President of Finance and Administration, but rather that this individual will be paid within the range based on their experience, education, qualifications, and skill set.

Trustee Claffey commented that he understands the announcement has gone out and asked if the announcement reflected the old salary range or the proposed new salary range. Ms. Ulrich responded that the announcement for both positions has selectively gone out, but that no salary range has been stated—only that the salary is competitive. If approved tonight, full advertising will begin tomorrow.

Trustee Claffey asked the rhetorical question of how long it will be for the other vice president to say “me too, me too.” Trustee Claffey stated that it will be a short time for this to come along and that this is his prediction for the future.

Trustee Chapman inquired when the last time a classification study was conducted for all positions. Ms. Ulrich stated that a classification study was not conducted for this proposed change. Trustee Chapman suggested to Dr. Laguerre that there may be a need to conduct such a study, to which Dr. Laguerre agreed is necessary.

Trustee Claffey stated with our administrative staff has a “meet and confer” process and asked if this process had been conducted Ms. Ulrich responded no to Trustee Claffey’s question, who in turn responded that this proposed change has not followed past District processes.

Trustee Thurston stated that she feels we need to try and make the two positions more competitive, for this is where we have been unstable. However, she also stated that she feels it is important for the Board to consider the entire perspective. In Dr. Laguerre’s College address during Flex Cal, he did mention specifically faculty salaries and that we need to get them increased. “I, for one, would be in support of that”, she said. Right now we are looking at a grim financial picture, and we need to look at other alternatives. I would like to take a real close look at the budget and give some general guidance to administration where we would like our money spent. Certainly, if it were not for faculty and students, we would not be here today. I support Dr. Laguerre in his quest to increase our faculty salaries and suggest that we need to look at alternative ways to increase funding.

Special Trustee Tom Henry stated that he appreciated Mr. Grube’s comments and his professionalism and agrees with most of what he said and embraces the manner in which he addresses these issues. These are tough fiscal times for all educational communities, as well as the state. California has never been in a more fiscal crisis, and unfortunately it appears it is going to get worse before it gets better. The fact is, as Special Trustee, Mr. Henry stated that the Board will hear him talk about the need to reduce expenditures and increase revenues, and that this will continue regardless of the vote taken on this item. In his opinion, the District cannot be successful in addressing the state’s fiscal crisis and its impact on the District and students, as well as the accreditation issues, without skilled, competent personnel. As Special Trustee, Mr. Henry stated that he provides advice to the Superintendent-President, as well as the Board, and the Board makes the hard decisions, which are not easy. Mr. Henry stated he appreciates the professional manner by which the Board has deliberated this matter. We can’t misstep in our collegial, professional demeanor towards each other. Both the state and the ACCJC have an interest in how well the Board addresses these types of hard decisions. As Special Trustee, Mr. Henry requested support of Dr. Laguerre’s recommendation on this item.

Trustee McCaffrey inquired if the deficit reflected the new salary. Mr. Stutzman responded that it reflected a mid-range of the new salary schedule for the CBO position.

Student Trustee Glidden commented that the students are not taking delight in saying no to Dr. Laguerre by voting no on this issue. Mr. Glidden stated that we have financial issues and we are being asked to spend more money. The students believe we have the people here to make it work and don't believe we need to be more competitive. The students only look at the sections that have been cut and wonder why the need for increased salaries, stating further it is hard not to be frustrated. Mr. Glidden stated this is why the students have empowered him to vote no on this item.

Trustee Keith stated that she totally understands the reasoning behind the item and is not in disagreement, but is troubled by the issue of faculty and support staff, seeing a widening divide, and wonders how it will end with administrators making more and more and faculty and staff not moving up. She commented that we can have the greatest administrators, but if we don't have good faculty and staff, it is all for not. She concluded that this will be a difficult vote for her.

Trustee Claffey again expressed his concern believing ultimately approval of this item will result in the lay off of classified staff. When the budget crunch comes, classified staff are the ones that get "thrown overboard."

Superintendent-President Laguerre commented that the District doesn't take delight in cutting sections, and that last semester we taught 700 FTES higher than what the state said they would pay us for. We are paying attention and doing everything we can to be sure we provide access to our students—"we were doing this before my arrival, and we will continue." I have spent a year at the College without good financial advice. We may never know how close we might have come to disaster, and the fact that we had to do an emergency loan from county is a good indication that things were not going well. We need to look closely at Mr. Stutzman and Ms. Ryland who came to help us. We can definitely see the difference. It takes people with knowledge and experience to get the work done. Dr. Laguerre reported that we aren't looking at raising every administrative salary. It didn't work out before and we need to try again in a different way.

Moved by Trustee Chapman and seconded by Vice President Young to approve the proposed revision to the Administrative Leadership Group (ALG) Salary Schedule for 2010-2011. The motion passed with the following roll call vote.

STUDENT TRUSTEE ADVISORY VOTE – John M. Glidden did not concur.

AYES: Trustee Thurston, Trustee Keith, Trustee Chapman, Vice President Young, and Board President Honeychurch

NOES: Trustee Claffey and Trustee McCaffrey

ABSENT: None

Finance and Administration

(d) Resolution in Support of the State Budget Passage and Preserving Community College Funding Levels, Resolution No. 10/11-06

Roy V. Stutzman, Consultant, Finance & Administration, presented the resolution in support of the state budget passage and preserving community college funding levels as adopted by the legislative Conference Committee on the state budget. The District supports and participates in advocacy efforts at all levels to preserve and promote community college student access and services at a time in state history when it is more critically needed than ever.

Moved by Trustee Keith and seconded by Trustee Claffey to approve the Resolution in Support of the State Budget Passage and Preserving Community College Funding Levels, Resolution No. 10/11-06. The motion carried unanimously with the following roll call vote.

STUDENT TRUSTEE ADVISORY VOTE – John M. Glidden concurred.

AYES: Trustee Chapman, Trustee Thurston, Trustee McCaffrey, Trustee Claffey, Vice President Young, Trustee Keith, and Board President Honeychurch

NOES: None

ABSENT: None

13. INFORMATION ITEMS – NO ACTION REQUIRED

(a) Revision to Governing Board Policy No. 4710 Procedures

Ms. Karen Ulrich, Director of Human Resources, presented the revised administrative procedure revisions to Board Policy No. 4710. The purpose of the change is to benefit departments facing work overload. California Education Code, Section 88003 states that short-term project employees may not exceed 195 working days. The procedure change increased the working days from 150 to 175 to provide better service for our students.

14. ANNOUNCEMENTS

There were no announcements.

15. ITEMS FROM THE BOARD

Trustee Thurston reported that she met with the Fairfield-Suisun Unified School District Administration and Governing Board and attended the Benicia city officials meeting with Dr. Laguerre and staff. Trustee Thurston commended Dr. Laguerre for reaching out into the community.

Vice President Young reported that she attended the following College and community events.

August 2010

23 – City of Vallejo Interagency Committee meeting, which was held in the conference room of the Office of the City Manager of Vallejo. Mayor Davis presided over the meeting. Trustee Keith was in attendance at this meeting.

24 – Joined Dr. Laguerre, other college administrators, and an EOPS student, who met in the College’s Board Room with two staffers from the Office of Senator Patricia Wiggins.

26 – Vice President Young reported that she was recognized and honored, along with other women legislators in Solano County, at the American Association of University Women (AAUW) Benicia-Vallejo Chapter, Annual Women’s Equality Day Celebration. The theme was “A Call to Action.” The event was held at the Benicia Historical Museum at the Camel Barn’s Stone Hall in Benicia, California. Congressman George Miller was a special guest at this event. Trustee Keith attended this event.

27 – Met with other members of the Accreditation Subcommittee and campus staff who are working on Recommendations 1 and 8 of the Accreditation Report.

30 – Attended Career Academies Master Partnerships (CAMP) Committee meeting. This committee was formerly referred to as Vallejo Master Planning Committee.

30 – Met with Dr. Laguerre and Mr. Stutzman to review the proposed 2010-11 budget to seek answers to a set of questions that were previously submitted relative to budget item concerns. Vice President Young thanked Mr. Stutzman and Dr. Laguerre for this opportunity and that her questions were answered satisfactorily.

16. ADJOURNMENT

There being no further business, the meeting was adjourned at 8:39 p.m.

JCL:js

BOARD MINUTES.09.01.10.FINAL

_____	APPROVED	_____
DENIS HONEYCHURCH, J.D.		JOWEL C. LAGUERRE, Ph.D.
BOARD PRESIDENT		SECRETARY

SCCD Board minutes are summarized per SCCD Board Policy 1045 and 1046. To listen to the full deliberation of the Board, please contact the Office of the Superintendent-President within thirty (30) days.