

College Governance Council February 27, 2019 Minutes

Present

David Williams, Ph.D., LaNae Jaimez, Ph.D., Celia Esposito-Noy, Ed.D., Irene Camins, John Siefert, Michael Wyly, Shirley Lewis, J.D., Robert Diamond, Erin Farmer, Kevin Anderson, Dwayne Hunt, Ed.D., Greg Brown, Damany Fisher, Ph.D., Jeff Lehfeldt

Absent

Estefanny Saenz, Sal Abbate, Danielle Gonzalez, Dwayne Hunt

Call to Order

The meeting was called to order at 3:01 p.m. by Dr. Celia Esposito-Noy, Superintendent/President.

Approval of Agenda

"Solano College Local Fees" was added to the agenda.

The amended agenda was approved by consensus.

Approval of Minutes

The minutes of February 13, 2019 were approved by consensus.

Public Comments

There were no public comments

Vision for Success Goals

Dr. David Williams, Vice President of Academic Affairs, shared Student Scorecard data and reported that the Student Scorecard will be ending this year and is being replaced by "Vision for Success" system-wide goals. Goals include completion, transfer, unit accumulation, workforce and equity. The SCC Strategic Plan Workgroup will be developing a new strategic plan, which will align with the Vision for Success.

Classified Prioritization

Robert Diamond, Vice President of Finance & Administration, briefly reviewed the timeline for the submission of the classified staff prioritization. Proposed positions should be submitted to Deans/Vice Presidents by Friday, March 1, 2019.

Solano College Local Fees

Robert Diamond, Vice President of Finance and Administration, presented proposed fee increases for the College:

Fee Type	2018-19	2019-20	Notes
Enrollment Fee	\$46	\$46	No Change
Bachelor's Tuition Fees	\$84	\$84	Also requires payment of enrollment fees
Health Fee, Fall & Spring	\$13	\$17	To address deficit in Health
Health Fee, Summer	\$5	\$8	Center
Parking Permit, Fall & Spring	\$20	\$32	To address parking fund
Parking Permit, Summer	\$6	\$16	To address parking fund depletion
Daily Parking Permit	\$1	\$2	depletion
Parking Violations	\$20	\$32 + state fees	
Nonresident Tuition	\$258	\$272	Recognizing underlying cost
Nonresident Capital Outlay	\$5	\$10	State no longer provides funding
Student I.D. Card Fee	\$5	\$5	No Change
Student Center Fee	\$1/ unit, \$10 max	\$1/ unit, \$5 max	To comply with student vote
	12+ Units, \$10 6.5 to 11.5 units, \$8 3.5 to 6 units, \$4 0.5 to 3 units,	12+ Units, \$10 6.5 to 11.5 units, \$8 3.5 to 6 units, \$4 0.5 to 3 units,	No Change
Student Transportation Fee	\$1.50	\$1.50	

The fee increase proposal will be going forward to the Governing Board at their next Board meeting.

Solano Promise Update

Robert Diamond, Vice President of Finance and Administration, shared information regarding the Solano Promise:

- The first time completion grant for students who complete 12 units is \$600
- The first time completion grant for students who complete 15 units is \$2,000
- Beginning with either Summer 2019 or Fall 2019, students will no longer be required to sign up for the program to be reimbursed, however, they will need to complete a FAFSA for qualification purposes. Qualified students will automatically receive a check based upon the number of units they complete (12 units or 15 units). In addition, students will be given a \$200 credit at the beginning of the semester to be used at the SCC Bookstore.

Guided Pathways Update

Michael Wyly, Guided Pathways Coordinator, shared that work is continuing on course sequencing, and career pathways (areas of emphasis).

On March 13, 2019, the Guided Pathways Committee is partnering together with the Student Equity and Success Council and First Year Experience Committee to provide a Flex-Cal workshop entitled "Removing Silos, Building Pathways: Integrating Guided Pathways, First Year Experience, and Guided Self Placement into the SCC Community.

Updates/Other

Optional Flex-Cal is scheduled for March 12 and 13, 2019. The schedule of workshops will be available later in the week.

Announcements

Upcoming College Governance meeting dates and locations:

March 27, 2019 Fairfield Campus
April 10, 2019 Fairfield Campus
April 24, 2019 Fairfield Campus
May 8, 2019 Fairfield Campus

Adjournment

There being no further business, the meeting was adjourned at 3:54 p.m. CGC Minutes 2 27 19

Solano College Classified Position Request Form 2019/2020

Date: 2/15/2019

To: Managers

From: Rob Diamond

Re: Classified Position Prioritization Process for 2019-20

The purpose of this process is to evaluate and prioritize requests for classified positions and make a recommendation to the Superintendent-President about how the resources allocated for classified positions can best be used to serve students and advance the College's goals and mission. Classified positions should only be requested to meet permanent, ongoing essential services. Temporary employees should be used to meet short-term (project), periodic or peak workloads.

Confidentiality: To allow for open dialogue, all phases of this process require confidentiality.

New classified positions should be identified first in the Program Review or the unit planning process, then prioritized by the manager of the unit, program, or school making the request. Funding for new classified positions may be requested when using funds from ongoing sources. Categorical funds will be used to fund positions in accordance with a program's plan, although having resources available does not guarantee a position will be authorized.

Timeline/Due Dates

- 2/15/19: VPFA emails the Classified Staffing Request Form (see attached Form and Instructions).
- 3/1/19: Managers email Classified Staffing Request Form for each new permanent classified FTE (new
 position or increase to existing position) to their functional VP. Please submit only one position per
 form. For example, if you need three custodians, please submit three forms. Please email the VPFA if
 you are not submitting requests.
- 3/6/19: The functional VP recommends approval or denial and forwards to the VPFA
- 3/8/19: The VPFA assembles packets of all requests and submits to each manager and the employee representatives. CSEA president receives CSEA requests; Local 39 president receives requests for their association.
- 3/20/19 (9:00 a.m., location Board Room): Managers and Classified representatives meet for a Q&A session about the positions. Please remember that all the information should be on the request form.
 The only additional information that should be presented would be in response to a specific question.
- 3/22/19 (by 5:00pm): Committee members submit rankings to the VP.
- 3/25/19: VPFA tabulates results and presents list as recommendations to the S-P for review and approval.
- TBD*: College prioritized list submitted college-wide.
- **TBD**: Final authorized positions released once available funding is determined and shared with HR to prepare for posting.

^{*} The prioritization process generally occurs in the fall, after the State budget is finalized and resources are appropriated for classified positions. State budget deficits/reductions can suspend or delay the process due to uncertainty. Hiring takes place in the spring.



Local Goal Setting

In the 2017 **Vision for Success**, the California Community College Chancellor's Office and Board of Governors established ambitious systemwide goals for improved student outcomes. Now local colleges have an opportunity to articulate how they will contribute to reaching the systemwide goals for improvement.



GOAL 1 Completion

Systemwide goal: Increase by at least 20 percent the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific job-oriented skill sets.

Aligned college-level goal:

(Please fill in at least one of the following)

- [NAME OF COLLEGE] will increase the total number of completed associate degrees from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.
- [NAME OF COLLEGE] will increase the number of completed CCCCO-approved certificates from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.



GOAL 2 Transfer

Systemwide goal: Increase by 35 percent the number of CCC students systemwide transferring annually to a UC or CSU.

Aligned college-level goal:

(Please fill in at least one of the following)

- [NAME OF COLLEGE] will increase the number of completed ADT degrees from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.
- NAME OF COLLEGE] will increase the number of transfers to UC/CSU from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.



GOAL 3 Unit Accumulation

Systemwide goal: Decrease the average number of units accumulated by CCC students earning associate degrees, from approximately 87 total units to 79 total units—a decrease of 10 percent.

Aligned college-level goal:

(Please fill in the following)

 [NAME OF COLLEGE] will decrease the average units earned per completed associate degree from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, a decrease of [NUMBER] percent.



GOAL 4 Workforce

Systemwide goal: Increase the percent of exiting students who report being employed in their field of study, from the most recent statewide average of 69 percent to 76 percent, an increase of 10 percent.

Aligned college-level goal:

(Please fill in at least one of the following)

- [NAME OF COLLEGE] will increase median annual earnings of exiting students from [NUMBER] dollars per year in 2016-17 to [NUMBER] dollars per year in 2021-22, an increase of [NUMBER] percent.
- [NAME OF COLLEGE] will increase the number of exiting students earning a living wage from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.
- [NAME OF COLLEGE] will increase the percent of exiting CTE students who report being employed in their field of study from [NUMBER] percent in 2016-17 to [NUMBER] percent in 2021-22, an increase of [NUMBER] percent.

GOAL 5 Equity

Systemwide goal: Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps for good within 10 years.

Aligned college-level goal:

(Please complete the following)

Which groups of students at your college have been identified as disproportionately impacted according to the point gap methodology? (Check all that apply.)

(PROVIDE CHECKLIST)

Identify which of your disproportionately impacted groups have data available in the Student Success Metrics. For each of these groups, please identify a completion goal that envisions a faster rate of improvement than for your college as a whole.

Goal for all students: [NAME OF COLLEGE] will increase the number of completed associate degrees from [NUMBER: SAME AS ABOVE] in 2016-17 to [NUMBER:SAME AS ABOVE] in 2021-22, an increase of [NUMBER:SAME AS ABOVE] percent.

In addition, among [DROPDOWN: LIST OF DI STUDENT GROUPS] students, the number of completed associate degrees will increase from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.

Goal for all students: [NAME OF COLLEGE] will increase the number of completed CCCCO approved certificates from [NUMBER: SAME AS ABOVE] in 2016-17 to [NUMBER: SAME AS ABOVE] in 2021-22, an increase of [NUMBER: SAME AS ABOVE] percent.

In addition, among [DROPDOWN: LIST OF DI STUDENT GROUPS] students, the number of completed CCCCO approved certificates will increase from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.

Additionally, for each of your college's disproportionately impacted groups, please identify a transfer goal that envisions a faster rate of improvement than for your college as a whole.

Goal for all students: [NAME OF COLLEGE] will increase the number of completed ADT degrees from [NUMBER: SAME AS ABOVE] in 2016-17 to [NUMBER: SAME AS ABOVE] in 2021-22, an increase of [NUMBER: SAME AS ABOVE] percent.

In addition, among [DROPDOWN: LIST OF DI STUDENT GROUPS] students, the number of completed ADT degrees will increase from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.

Goal for all students: [NAME OF COLLEGE] will increase the number of transfers to UC/CSU from [NUMBER] in 2016-17 to [NUMBER: SAME AS ABOVE] in 2021-22, an increase of [NUMBER: SAME AS ABOVE] percent.

In addition, among [DROPDOWN: LIST OF DI STUDENT GROUPS] students, the number of transfers to UC/CSU will increase from [NUMBER] in 2016-17 to [NUMBER] in 2021-22, an increase of [NUMBER] percent.

Colleges could opt to also provide goals for additional metrics:

[TYPE GOALS HERE]

FEES 5080

POLICY:

The Board authorizes the following fees. The Superintendent/President shall establish procedures for the collection, deposit, waiver, refund, and accounting for fees as required by law. The procedures shall also assure those who are exempt from or for whom the fee is waived are properly enrolled and accounted for. Fee amounts shall be published in the college catalogs and updated as needed on the college Website.

Enrollment Fee: Education Code Section 76300

Each student shall be charged a fee for enrolling in credit courses as required by law.

Auditing Fees: Education Code Section 76370

Persons auditing a course shall be charged a fee of \$15.00 per unit per semester. Students enrolled in classes to receive credit for 10 or more semester credit units shall not be charged this fee to audit three or fewer units per semester.

Health Fee: Education Code Section 76355

The District shall charge each student a fee of \$13.00 during Spring/Fall terms and \$5.00 during Summer terms for health supervision and services.

Parking Fee: Education Code Section 76360

Students shall be required to pay a fee, in an amount not to exceed \$20.00 per Spring/Fall terms and \$6.00 per Summer terms for parking services.

To encourage ridesharing, a student may request, by certifying in writing at the time of payment of the fee, and be eligible for a waiver of parking fees if he or she regularly has two or more passengers commuting with him or her. Students seeking this waiver should contact the Student Development Office.

FEES 5080

<u>Instructional Materials: Education Code Section 76365; Title 5 Sections 59400 et seq.</u>

Students may be required to provide required instructional and other materials for a credit or non-credit course, provided such materials are of continuing value to the student outside the classroom and provided that such materials are not solely or exclusively available from the District.

Physical Education Facilities: Education Code Section 76395

Where the District incurs additional expenses because a physical education course is required to use non-district facilities, students enrolled in the course shall be charged a fee for participating in the course. Such fee shall not exceed the student's calculated share of the additional expenses incurred by the District.

Transcript Fees: Education Code Section 76223

The District shall charge a reasonable amount for furnishing copies of any student record to a student or former student. The Superintendent President is authorized to establish the fee, which shall not exceed the actual cost of furnishing copies of any student record. No charge shall be made for furnishing up to two transcripts of students' records, or for two verifications of various records. There shall be no charge for searching for or retrieving any student record. Rush process transcripts (same day) are assessed a fee of \$7.50 each. Regular process transcripts (ready within ten (10) business days) are assessed a fee of \$2.00 each.

REFERENCES/

AUTHORITY: California Education Code, Sections 66025.3,

70902(b)(9), 76223, 76355, 76360, 76365, 76395, 76370, 76300, et seq.; Title 5, Section 51012, 59400, et seq.; California Community College Chancellor's Office (CCCCO) Student Fee

Handbook

ADOPTED: December 3, 1986

REVISED: February 7, 2001; November 1, 2006; January 18,

2012

STUDENT SERVICES PROCEDURES

FEES Policy #5080

I. REQUIRED FEES

- A. Enrollment Fee Each student shall be charged a fee as set forth by the Legislature of the State of California for enrolling in credit courses (Education Code Section 76300; Title 5 Sections 58500 and 58509).
- B. Nonresident tuition Nonresident students shall be charged nonresident tuition for all units enrolled. Permissive exemptions may be made on a case-by-case basis as deemed appropriate by the Vice President of Finance and Administration and Executive Vice President of Academic and Student Affairs or their designees, when compliant with state law (Education Code Sections 76140 and 76140.5).

I. OPTIONAL FEES

- A. The Superintendent-President, or designee, shall present to the Governing Board for approval optional fees for services or other fees authorized by law.
- B. Instructional Material Fees-Students may be required to provide instructional and other materials fees required for a credit or non-credit course. Such materials shall be of continuing value to a student outside of the classroom setting and shall not be solely or exclusively available from the College.

III. COLLECTION AND REFUND OF FEES

All fees are processed electronically. Upon a student's status changing in a manner that results in a credit balance, a refund will be generated and a check mailed to the student. All students, resident and non-resident, are responsible for the payment of Enrollment Fees. Non-resident students are also responsible for the payment of Non-resident Tuition.

A. Enrollment Fee-Full Term Courses

Through the second week of instruction, 100% of the Community College Enrollment Fee will be refunded. Refunds will not be approved after the second week of instruction.

STUDENT SERVICES PROCEDURES

FEES Policy #5080

B. Enrollment Fee-Short Term Courses and Summer Session Courses

Through 10% of a course, which is calculated using the number of course meetings, 100% of the Community College Enrollment Fee will be refunded.

C. Non Resident Tuition Refunds

Nonresident Tuition is refunded to students who drop classes by the Last Day to Drop for Refund which is roughly 10% of a class.

D. Parking Fee Refund

The Parking Fee is refundable through the second week of instruction for fall and spring terms and through the first week of instruction for summer term. Requests for parking fee refunds require submission of the parking decal which must be returned to the Office of Admissions and Records by the stated deadlines.

E. Photo ID Fee Refund

The Photo I.D. Fee is refundable if the I.D. has <u>not</u> been issued to the student. The student must submit a Request for Refund form with the original no later than the Last Date to Enroll.

F. Health Fee Refund

The Health fee is refundable if all classes are dropped prior to the start of the term.

G. Student Center Fee Refund

The Student Center fee is refundable if all classes are dropped prior to the start of the term.

Governing Board Review: January 18, 2012

Proposed Fee increases

State regulations allow for inflationary adjustments to the Health Center Fee. The maximum fee allowed by regulation is \$20 per student, per semester. To address the financial needs of the Health Center, staff is proposing the following fee increases:

		Fee Schadule	
Year	Action Requested	Proposed Increase from \$13 Fall/Spring	Proposed Increase from \$5 Summer
2019-20	Board Approval	\$17	\$8
2020-21	Board Approval	\$20	\$10

Impact of Fee Adjustments

With implementation of this fee schedule, the projected deficit in future year will be as follows:

Fiscal Year	Revenues	Expenses	Surplus or(Deficity
2019-20 estimate	279,885	324,422	(27,044)
2020-21 estimate	302,276	337,399	(1,536)
2023-22 estimate	335,862	350,895	(15,032)

Comparative Districts



Cost Reduction Efforts

Staff will work with the County Health Department and other local service providers to evaluate ideas that reduce costs and enhance services.

Proposed Health Center Fee Adjustment

History and projections

The Health Center Fee is used to fund operation of the College Health Center at the Fairfield campus. The fee has remained at \$13 per student per semester since inception in 2010-11. The revenues generated by this fee have declined as enrollments have fallen, while Health Center costs have increased. Costs have increased in part because the college has added summer service in the Health Center, but there have also been inflationary cost increases. The fund has experienced an operating deficit in 2017-18 of \$97,310 and is expected to experience increasing deficits in 2018-19 and beyond. The following table demonstrates the three-year history and three-year projections for the Health Center Fund:

Year	Revenues	Expenses	Surplus (Deficit)
2015-16	292,552	210,564	81,988
2016-17	284,167	223,799	60,368
2017-18	177,424	274,734	(97,310)
2018-19 estimate	236,882	311,944	(75,062)
2019-20 estimate	227,407	324,422	(97,015)
2620-21 estimate	218,310	337,399	(119,088)

Students exempt from the Health Center Fee under AP 5415

- Students with CCPG part A fee waivers (CalWorks, TANF, SSI/SSP, and general assistance).
- Students who depend exclusively upon prayer for healing
- Students admitted as K-12 special part-time students
- Incarcerated students

Proposed Parking / Security Enhancement

Proposed changes to parking fees and fines

A survey of neighboring districts found that Solano Community College District (SCCD) has the lowest parking rates in the region. It is proposed that Solano's rates be adjusted to be the same as our lowest adjacent district — Napa Valley Community College District (NVCCD). A comparison of existing and proposed permit fees and parking fines is presented below:

Fee/Fine Type	Current Rates	Proposed Rates		
Fall/Spring Semester Permit	\$20	\$32 (\$20 for CCPG Part A Students)*		
Summer Permit	\$6	\$16		
Daily Permit	\$1	\$2		
Citation: Parking without a permit	\$20 + \$0 State fees & costs = \$20	\$32 + \$15 State fees & costs = \$47		
Other Citations	See Attachment	See Attachment		

^{*}Students with CCPG part A fee waivers (CalWorks, TANF, SSI/SSP, and general assistance) will have a reduced fee of \$20 for Fall and Spring, remaining at the current rate.

The need for revenue increases and revenue projections

The Parking Fund is the primary source of revenue for parking lot maintenance and security. The fund has been operating with annual deficits, and the fund balance is now depleted. We estimate that the raising to the minimum in our region will generate the following increased revenues:

Revenue Type	Current Revenue Estimate	Estimate with Proposed Increases**	\$224,377 \$68,800	
Semester and Summer Parking Permits	\$167,446	\$391,823		
Daily Parking Permits	\$86,000	\$154,800		
Citations	\$61,446	\$115,107	\$53,660	
Total	\$314,893	\$661,730	\$346,837	

^{**} The increased revenues reflect an estimated 10% reduction in students parking on campus as we expect more students to take advantage of discounted public transportation.

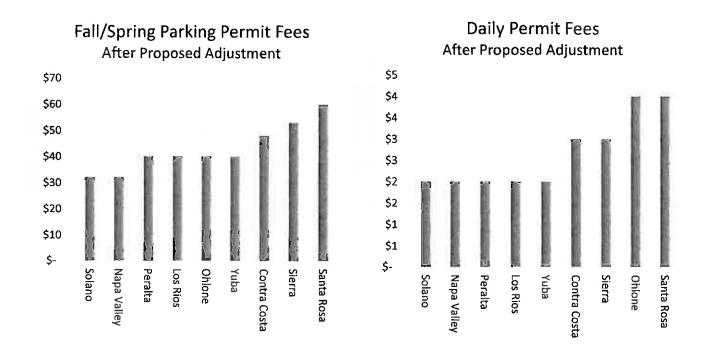
Proposed Use of Increased Revenues

The increased revenues are proposed to be used for the following purposes:

- 1. One-time costs: Replace the aging daily parking permit dispensers with new parking daily kiosks containing modern technology:
 - a. Solar powered
 - b. Accept credit cards
 - c. Network supported and managed
 - d. Estimated purchase price and installation: \$145,000, phased in as replacements are needed
- 2. Ongoing program enhancements:
 - a. Estimated ongoing ticket dispenser costs: \$20,000 per year
 - b. Fund campus activities and cultural events: \$20,000 per year (funded by general fund)
 - c. The remaining revenues of approximately \$307,000 replenish the depleted parking fund and be used for parking lot repairs and maintenance.

Comparative Districts

Solano enforces parking only during hours when classes are in session, while several neighboring districts enforce parking 24 hours per day, seven days a week. The charts below graphically indicate that Solano and Napa Valley will have the lowest fees in the region after the fee adjustments.



Proposed Changes to Parking Fines

		Proposed				
Section	Existing Amount	Amount	State Fees	Servicer Fee	Total Penalty	Description
21113 (A) 14 CVC	50.00	75.00	12.50	2.50	90.00	PKD ON WALKING/LANDSCAPED AREA
21114 (A) 21 CVC	75.00	75.00	12.50	2.50	90.00	CURRENT REG TAGS REQ-\$15 W/PRF
21115 (A) 4 CVC	50.00	75.00	12.50	2.50	90.00	PARKED IN SAFETY ZONE/RED ZONE
21116 (A) 17 CVC	20.00	32.00	12.50	2.50	47.00	PKD IN SPECIAL PERMIT PKG
21117 (A) 5 CVC	20.00	32.00	12.50	2.50	47.00	RESERVED COSMETOLOGY PARKING
21118 (A) 12 CVC	50.00	75.00	12.50	2.50	90.00	PARKED IN FIRE LANE
21119 (A) 6 CVC	20.00	32.00	12.50	2.50	47.00	PARKING FOR MOTORCYCLE ONLY
21120 (A) 15 CVC	50.00	75.00	12.50	2.50	90.00	PARKED IN A NO PARKING ZONE
21121 (A) 7 CVC	50.00	275.00	12.50	2.50	290.00	PARKED IN A BUS ZONE
21122 (A) 18 CVC	275.00	275.00	12.50	2.50	290.00	PKG IN DISABLED PERSONS ZONE
21122 (A) 10 CVC	20.00	32.00	12.50	2.50	47.00	STRADDLING PARKING SPACES
22511.1 CVC	20.00	25.00	12.50	2.50	40.00	CHRG
21122 (A) 8 CVC	20.00	25.00	12.50	2.50	40.00	RES 30 MIN VISITOR/15 MIN CHILD
21122 (A) 13 CVC	20.00	32.00	12.50	2.50	47.00	PARKED ON INNER CAMPUS
CORRECTABLE AMOUNT	15.00	15.00	12.50	2.50	30.00	CORRECTABLE AMOUNT
21122 (A) 1 CVC	20.00	32.00	12.50	2.50	47.00	NO VALID PKG PRMT CLEARLY DISP
21122 (A) 20 CVC	75.00	75.00	12.50	2.50	90.00	USE OF LOST/FORGED/STOLEN PRMT
BOUNED CHECK	25.00	25.00	12.50	2.50	40.00	BAD CHECK FEE
COLLECTION FEE	-	15%			15%	COLLECTION FEE

						DOUBLE PARKED/BLOCKING
21122 (A) 9 CVC	50.00	75.00	12.50	2.50	90.00	TRAFFIC
21122 (A) 16 CVC	35.00	40.00	12.50	2.50	55.00	PARKED IN A LOADING ZONE
21122 (A) 2 CVC	20.00	25.00	12.50	2.50	40.00	EXP PKG METER TICKET/METER
21122 (A) 19 CVC	20.00	32.00	12.50	2.50	47.00	IMPROPERLY PARKED VEHICLE
						RES RIDE SHARE SPACE (3
21122 (A) 11 CVC	20.00	32.00	12.50	2.50	47.00	PEOPLE)
						RESERVED FACULTY/STAFF
21122 (A) 3 CVC	20.00	25.00	12.50	2.50	40.00	ZONE