



President's Cabinet Action Notes

Bill Scroggins, *President & CEO* • Irene Malmgren, *VP of Instruction* • Audrey Yamagata-Noji, *VP of Student Services*
Mike Gregoryk, *VP of Administrative Services* • James Czaja, *VP of Human Resources*



October 21, 2014

Mike Gregoryk, Vice President of Administrative Services, is on leave.
James Czaja, Vice President of Human Resources, was at a conference.

- The California Federation of Teachers published an article in the latest edition of *California Teacher* ([attached](#)) on the increase in CalSTRS contribution rates for teacher retirement funds. This increase, passed by the Legislature and signed by Governor Brown this year, has and will continue to greatly increase teacher and school district payments into the CalSTRS retirement fund. (A chart of the complete schedule of increases is in the article.)
 - For 2015-16, teacher contribution will be 9.20% of salary up from 8.00% in 2013-14. School district contribution for 2015-16 will be 10.73% up from 8.25% in 2013-14.
 - Teacher contribution will top out at 10.15% in 2016-17 but district rates will continue to rise, reaching 19.10% by 2020-21.
 - So by next year, teacher take-home pay will be down by 1.2% since 13-14—essentially a negative COLA—and another pay cut of 0.95% will follow the year after.
 - Next year, District funds will be called on to pay 2.48% more than in 13-14—soaking up any COLA (and more) that would be available for teacher salary raises.

The article states CFT's concern, "The district rate increase is much higher than the CFT proposed and may shift local dollars away from vital educational needs. 'Our concern,' said Barnes 'was that steeper increases for both employees and employers over a shorter period of time would negatively impact local bargaining and the needs of our students.'" [Lacy Barnes is CFT Senior Vice President and a psychology professor at Fresno City College.]

- In recent budget years, a growing trend of augmenting funding for programs with a match requirement has occurred. By creating bigger categorical programs with potential match requirements, the state could make it more difficult for colleges to access these pots of money. The legislature and the Chancellor's Office recognized this problem this year by reducing or waiving the match requirements for the SSSP and Instructional Equipment/Scheduled Maintenance programs. The programs for the current match requirements in the 2014-15 budget year are below:

| Program | Match Requirement | 2014-15 Augmentation |
|---|--|--------------------------|
| Student Success and Support Program (SSSP) | 2:1 | \$100 Million (on-going) |
| Student Equity Plans | None | \$70 Million (on-going) |
| Instructional Equipment/Scheduled Maintenance | None (Formerly 3:1 for Instructional Equipment) | \$148 Million (one-time) |
| CTE | None (Matching will be encouraged on a regional basis) | \$50 Million (one-time) |

With little COLA available for match and with many colleges unable to grow during the current environment of lower enrollment demand, where would colleges find match money?

3. The Accrediting Commission for Community and Junior Colleges (ACCJC) has indicated that it plans to begin holding its own annual conference. ACCJC has formed an ad hoc advisory committee that will help in this planning. Five community college CEOs have been identified to provide input on the format of the conference and subjects to be covered. As stated in the [attached letter](#), I will be one of those CEOs along with Helen Benjamin, Chancellor of the Contra Costa CCD; Kathleen Burke, President of Pierce College; Brian King, Chancellor of the Los Rios CCD; and Cindy Miles, Chancellor of the Grossmont-Cuyamaca CCD.
4. A proposed change in Title 5 Section 51016, Accreditation, ([attached](#)) will remove specific mention of ACCJC as the regional accreditor for California Community Colleges. In place of this specific naming of ACCJC, criteria specify that CCCs must be accredited by the body “recognized and approved by the U.S. Secretary of Education” which is currently ACCJC.
5. Chancellor Brice Harris has released a draft ([attached](#)) of the Bachelor’s Degree Request for Proposals and a timeline for implementation by colleges of the BA/BS pilot.
6. The LA/OC CTE Regional Consortium has issued its analysis ([attached](#)) of applications for the “60% Local Portion” of the state CTE Enhancement Fund, that is, the grants to each college for their internal use. The other 40% are for projects involving partnerships among colleges, a process which is still in the works.
7. Irene presented a document ([attached](#)) with abstracts of the three proposed programs to receive state CTE Enhancement “60% Local Portion” funds. These three applications are being reviewed by the LA/OC Regional Consortia for compliance with the budget act which authorized these funds. After the anticipated approval, these allocations will be granted to Mt. SAC and made available to these programs:
 - Computer Networking and Security: \$300,00
 - Hospitality and Restaurant Management: \$149,332
 - Manufacturing Technology: \$176,455
8. The Board of Governors annually reviews the state budget allocation to community colleges and determines if sufficient funds exist to increase the Faculty Obligation Number (FON) by the growth percentage that districts have achieved in the previous year. The Chancellor’s Office is recommending to the BOG that the FON be increased with the decision to be made at the November BOG meeting. The rationale and the actual FON increases are [attached](#). Mt. SAC’s FON is projected to increase from 371.9 in Fall 2014 to 395.5 in Fall 2015.
9. Cabinet reviewed both [BP 2105](#) and [AP 2105](#) on Election of Student Member of the Board of Trustees. The changes recommended by the Associated Students of Mt. SAC were accepted and passed to President’s Advisory Council for review and recommendations.
10. Irene reported that the Sabbatical Leave Orientation Meeting held on Monday, October 20th, was well attended and much information was shared. The agenda for the session is [attached](#). Information packets are available from the Office of Instruction for any interested faculty who were unable to attend the Orientation.

11. AB 86 ([link](#)), passed a year ago, included a requirement that each community college district form a consortium with its K-12 districts and develop a plan to restore adult education. A \$25 million budget appropriation funded the planning efforts of these regional consortia. Midway through the planning process, consortia were required to submit a progress update. A report has been prepared summarizing key trends and commonly-mentioned gaps ([attached](#)). This is a remarkably insightful summary of the challenges of restoring adult education and of lessons learned as community colleges and K-12 districts hammer out plans to expand service to this important population. The three page report is well worth reading. Here are the main points:

- Consortia express strong concerns about creating and communicating educational pathways.
- The need to adequately prepare students for work, coupled with the fact that many students are not currently seeking traditional higher education, constitutes another primary area of concern.
- Many consortia cite a lack of professional educators necessary to achieve goals.
- Students, teachers, counselors, and other staff also report encountering many personal barriers and gaps.

Other issues include:

- Insufficient personnel and insufficient classroom locations/study areas.
- Articulation, alignment, transition, and cooperation.
- Basic skills, work-preparation skills, and soft skills.
- Technology education and availability to students.
- Professional development and curriculum innovation.
- Apprenticeship and CTE programs.

12. Irene presented a draft of a Full-time Faculty Position Control Report ([attached](#)). The report is intended to serve several purposes:

- To share information about positions vacated by retirement or other separation.
- To report on the hiring status of positions authorized for tenure track faculty.
- To report on full-time faculty hired on a temporary basis.
- To reconcile faculty separations and hiring with the annual budget.
- To report on positions removed from the budget and those added for growth.
- To serve as a source of information in completing the annual report of compliance with the Full-time Faculty Obligation Number (FON).

Cabinet recommended that the draft report format be modified to list positions eliminated in a separate table (and that would apply also to growth positions in years when positions are added). Cabinet also recommended a term other than “eliminated” such as “de-funded.”

13. Items for future agendas (items for the **next** Cabinet meeting are shown in **BOLD**):

- a. Emergency Response Plan Implementation (Karen Saldana, 11/18)
- b. International Student Initiative (Support and Services - Audrey, 11/4)
- c. Adult Ed Partnerships (Irene & Donna, 11/18)
- d. Classroom Utilization Project (Mike & Irene, 11/18)
- e. AP 4255, Dismissal and Readmission (**Audrey, 10/28**)
- f. Methods to Reduce Student Accounts Receivable Debt (Mike, 11/25)
- g. AP 3560 - Alcoholic Beverages (Mike, 11/25)
- h. Wait Lists (Irene, 11/25)
- i. AP 6250—Budget Management (Mike, 11/25)
- j. EEO Plan Review (James, 11/4)