



REGULAR MEETING OF THE BOARD OF TRUSTEES

Wednesday, August 28, 2002

MINUTES

CALL TO ORDER

The regular meeting of the Board of Trustees of Mt. San Antonio College was called to order at 5:30 p.m., on Wednesday, August 28, 2002. Trustees Baca, Chen Haggerty, Chyr, Hall and Pacheco were present.

STAFF PRESENT

Dr. William H. Feddersen, President, Dr. Rita Cavin, Vice President, Student Learning, Wade Frary, Vice President, Human Resources, and Nancy M. Rice, Vice President, Administrative Services

CLOSED SESSION

The Board adjourned to Closed Session to discuss the following items:

- Meeting with Labor Negotiator/Collective Bargaining Update
- Employee Relations Issues

1. PUBLIC SESSION

The public meeting reconvened at 7:25 p.m. Student Trustee Joe Carey, Academic Senate President Robertson Wellen, and Classified Senate President Art Morales were present.

2. INTRODUCTIONS AND RECOGNITIONS

- **Awarding of Certificates of Service to Staff Retiring with Ten or More Years of Service**

Dan Marin, Lead, Printing Services, was not able to be present. A certificate acknowledging his 12 years of service will be mailed to him.

Board President Baca presented President Feddersen with a plaque from the City of Pomona honoring him for his leadership and dedicated service to Mt. San Antonio College over the past 11 years. Trustee Baca also presented Dr. Feddersen with a

plaque from the Board of Trustees acknowledging how his vision significantly improved the College and launched it into the 21st century.

- **The following new faculty and staff were introduced to the Board:**

Faculty

Maya Boehner-Staylor, English
John Brantingham, English
Julie Bray-Ali, Astronomy
Steve Burgoon, Office Technology
Kelly Coreas, Respiratory Therapy
Sandra Esslinger, Art History
Joe Franko, Math
Luisa Fuller, Study Techniques, Writing
Barbara Gonzales, Reading
Luisa Howell, Spanish
Bob Jastrab, P.E./Assistant Football Coach
Tamara Karn, English
Dionne Loera, English
Martin Mason, Physics
Christopher McDonald, Math
Richard Patterson, Computer Information Systems
Bert Peck, Manufacturing Technology
Frank Roberts, Sociology
Ora Robinson, Registered Nursing
Charles Ryasko, Electronics Technology
Andrew Sanchez, Psychiatric Technician
David Schmidt, Electronics Technology
Karen Schnurbusch, Physics
Clifford Stewart, Learning Disabilities Specialist
Jimmy Tamayo, Math
Frank Tran, Math
Janet Truttmann, Chemistry
Mary Rose Wiesner, Respiratory Therapy
Jody Williams Tyler, Chemistry
John Vitullo, Speech

Managers

Phyllis Ayers, Director, Safety & Risk Management
Richard Meyer, Business Advisor/Coordinator, Small Business Development Center
Margaret Teske, Coordinator, English-as-a-Second Language Instruction & Assessment

Classified Staff

Michael Emery, Teaching Assistant
Roberta Granados, Secretary, Student Learning
Herbert Kelly III, Graphic Designer
Sonya Masl, Admissions & Records Clerk I
Lupe Medina-Aceves, Child Development Specialist I

Darlene Vale, Lab Tech
Daniel Wheeler, Teaching Assistant

3. APPROVAL OF MINUTES

It was moved by Trustee Chen Haggerty, seconded by Trustee Hall, to approve the minutes of the special meeting of July 23, 2002, and the regular meeting of July 24, 2002. Motion unanimously carried. Student Trustee concurred.

4. ACTION TAKEN IN CLOSED SESSION

Board President Baca reported that the Board discussed the fact finding report in Closed Session and, after carefully considering the report, the Board is of the opinion that a change in its bargaining position is not appropriate. The Board continues to believe that an additional 2.5% salary increase for 2001 and 1.13% for 2002 is fair, financially prudent, and maintains district faculty members among the highest paid instructors in the state. He said he hopes the Faculty Association will consider this proposal and notify the Board of its acceptance.

5. PUBLIC COMMUNICATION

- Faculty Association President Ron Reel said he was disappointed with the Board's action related to the fact finding report. He said he thought the Board should have supported the fact finding process.
- Student John Mendoza said he has been a part-time Mt. SAC student for three years. He shared the following concerns with the Board:
 - There is not enough space for students who want to take classes and students are having to be turned away. He believes students who live within the district should be given classes before students who live outside the district.
 - Increase in the use of cell phones on campus. He finds this distracting to the learning environment.
 - Smoking on campus. The College should promote a healthy environment and have smoking zones.

6. CONSENT AGENDA

It was moved by Trustee Pacheco, seconded by Trustee Chen Haggerty, to approve or ratify the following items:

PRESIDENT'S OFFICE AND INSTITUTIONAL ADVANCEMENT

1. Approval of the revised conflict of interest code.
2. Approval to accept funds for a grant titled, "Teacher and Reading Development Partnerships Year Three, (TRDP)" (Mt. SAC #950-**\$275,000**) from The California Community Colleges Chancellor's Office.
3. Approval to accept funds for a grant titled, "Foster Parent Training Program" (Mt. SAC #966 - **\$7,500**) from the California Community Colleges consortium grant with Citrus and Chaffey Colleges.

HUMAN RESOURCES AND STAFF & ORGANIZATIONAL LEARNING

4. Approval of Southern 30 Consortium Training.
5. Approval of Initial Collective Bargaining Proposals, CSEA-262/District.
6. Approval of Initial Collective Bargaining Proposals, CSEA-651/District.
7. Approval of Acceptance of Funding for Staff Development Program.
8. Approval of Expenditure Authorization for Staff Development Funds.
9. Approval of proposal for completion of Staff Development Data Base Upgrades.

STUDENT LEARNING and STUDENT SERVICES

10. Approval of independent contractor to produce Sikh Culture Video to be used in various classes across the curriculum.
11. Approval of independent contractor agreement for web design development for wildlife sanctuary to be posted to the College server.
12. Approval of Tech Prep Grant Advisory Committee facilities arrangements.
13. Approval of stipends.
14. Ratification of renewal of agreement with Pomona Unified School District to provide Head Start Child Care Program.
15. Approval of expenditures by Student Services for costs associated with various special events for the 2002-03 academic year.
16. Approval of expenditures of VTEA funds for costs associated with various curriculum development seminars and activities for the 2002-03 academic year.

COMMUNITY EDUCATION & ECONOMIC DEVELOPMENT

17. Approval/ratification of additions and/or changes to Community Education and Economic Development Programs.
18. Approval/ratification of Contract Education agreements – The Training Source.
19. Approval of the Business and Workforce Performance Improvement Center of Excellence contract renewal with Rancho Santiago Community College District.

ADMINISTRATIVE SERVICES

20. Approval of the June 30, 2002, Quarterly Investment Report, as presented.
21. Ratification of an agreement with Mandate Resource Services, LLC, for State mandated cost claim preparation services for actual annual claims for fiscal year 2001-02, plus estimated claims for fiscal year 2002-03 (\$6,000).

22. Approval of a renewal agreement with Gormac Security Services, Inc., Pomona, CA, to provide crowd management services for large public events held on campus. The annual costs for these services will be approximately \$17,000. This agreement will be for the period of September 1, 2002, through June 30, 2003.
23. Approval for Vantage Technology Consulting Group of Manhattan Beach, CA, to provide professional services for Workforce Training Center technology.
24. Approval for Grillias.Pirc.Rosier.Alves of Irvine, CA, to provide professional services for facility inventory.
25. Approval for Grillias.Pirc.Rosier.Alves of Irvine, CA, to provide professional services for structural evaluation of temporary (pre-engineered) buildings.
26. Approval to donate an IBM 3881 optical scanner to the Computer Museum of America, San Diego, CA, as allowed by Education Code 81452.
27. Acceptance of the following donations/gifts to the College:

Mt. San Antonio College Foundation - Check in the amount of \$500, to be used by the Institutional Advancement Department to advertise Foundation fund-raisers.

Lithonia Lighting – 4-ft. Sylvania T-8 fluorescent lamps, valued by donor at \$2,000, to be used by the Maintenance Department to replace burned-out lamps campus-wide, as needed.

Motion unanimously carried. Student Trustee concurred.

7. PERSONNEL TRANSACTIONS

Trustee Pacheco said her daughter is listed on the Personnel Transactions, and since she didn't know if the College had obtained a legal opinion on the appropriateness of her voting on this item, she thought it best to recuse herself from this vote in order to avoid any conflict of interest.

It was moved by Trustee Hall, seconded by Trustee Chen Haggerty, to approve the Personnel Transactions, Reference No.2, dated August 28, 2002. Motion carried on a 4-0 vote with Trustee Pacheco abstaining. Student Trustee concurred.

8. INITIAL COLLECTIVE BARGAINING PROPOSAL – FACULTY ASSOCIATION

Trustee Chyr commented on the analysis portion of the initial collective bargaining proposals. Each ends with the sentence that it is the intention of the district and the bargaining unit to continue using the interest-based approach in negotiations with the exception of the Faculty Association. He said the backup information on page 57 should be changed to note that the College is interested in using the interest-based approach with the Faculty Association.

It was moved by Trustee Chyr, seconded by Trustee Hall, to approve the Initial Collective Bargaining Proposal – Mt. San Antonio College Faculty Association, Inc., CTA/NEA/ District with a change in the language regarding the district's intention to use interest-

based approach to negotiations. Motion unanimously carried. Student Trustee concurred.

9. ENERGY SERVICE PROVIDER

Nancy Rice gave Board members more information on the Energy Service Provider (ESP) contract. With the end of electricity deregulation, customers with third-party Direct Access contracts, of which Mt. SAC was a part, were offered only one option: return to a bundled utility rate offered by the local utilities. As a result of extensive lobbying, certain customers, community colleges included, have been afforded the opportunity to continue using Direct Access third-party Energy Service Providers. She pointed out that the College had to state the name of the replacement ESP within ten days of notification of termination by Enron, the existing ESP. Notification of termination by Enron was received on August 13.

The College determined that it was in its best interest to join the Community College League Consortium because this allowed Future Direct Access options to be maintained; legal, consulting and administrative costs would be spread among the consortium members; and the Consortium could move quickly within the deadline to name an ESP. The consulting firm of Grueneich Resource Advocates recommended AES NewEnergy as the ESP to the Community College Consortium, and the consortium accepted the recommendation.

It was moved by Trustee Chyr, seconded by Student Trustee Carey, to ratify the agreement with the Community College League of California (CCLC) for consulting and legal services as well as the six month contract with AES NewEnergy ESP for direct access rights as a result of Enron dropping its direct access customer contracts. The cost of the CCLC will be \$2,000-\$4,000. The cost for AES NewEnergy will be based on the terms of the contract per KWH. Motion unanimously carried. Student Trustee concurred.

10. LEASE OF PORTABLE BUILDINGS

Board members were given a replacement page for the backup on this item.

It was moved by Trustee Pacheco, seconded by Trustee Hall, to approve the lease of portable buildings from Mobile Modular Management Corporation (\$805,497) through an existing contract with La Habra City School District, La Habra, CA, in accordance with Public Contract Code 20652. Motion unanimously carried. Student Trustee concurred.

11. ADOPTED PLAN AND BUDGET FOR 2002-03

Nancy Rice said she will be giving the Board budget updates at each meeting, and when a state budget is approved, she will provide the Board with information on how the new budget will impact the College budget. She will also be presenting information on projected 2003-04 and 2004-05 budgets as part of a multi-year budget stabilization plan.

Overall, the 2002-03 general fund budget totals \$99,533,759 in projected income and \$105,754,031 in projected expenditures. While the 2002-03 budget projects a \$6.2 million deficit, she is hopeful that we won't end the year with more than a \$2.5 million deficit. Ms. Rice said that due to uncertain State economic conditions, the 2002-03 Adopted Plan and Budget should really be considered a tentative budget. The College will be able to present a more clearly defined budget in February 2003, after the State Budget is adopted, the elections have been held, the Governor's budget is presented in

January 2003, and the Community College System presents its February First Period Recalculations.

Trustee Chyr said he is disappointed that we don't have a more detailed plan on how we will reduce the projected deficit. He said he believes the proposed budget violates the Board policy because it brings the College's reserves to below 10%.

It was moved by Trustee Pacheco, seconded by Trustee Hall, to approve the Adopted Plan and Budget for 2002-03, per Title V requirements. Motion passed on a 4-1 vote with Trustee Chyr voting 'no'. He asked that the minutes reflect that he voted 'no' because he believes it's a violation of Board Policy and it doesn't address the multi-year budget deficit problem. Student Trustee concurred.

12. ENDOWED FACULTY CHAIRS

Trustee Chyr said he had asked that this item be included on the agenda for initial discussion by the Board. He is interested in looking at how other community colleges have established faculty chair endowments. He acknowledged the difference of opinion among faculty as to whether we should have a faculty chair endowment program.

President Feddersen said this is not a new concept, but additional research is needed before bringing a recommendation to the Board. Generally a faculty endowment program is established through the college Foundation, so it is important that the Mt. SAC Foundation be involved in the discussion. A Faculty Endowed Chair can vary in size from \$50,000 to \$250,000 according to his own initial web research. The first faculty endowed chair was established by Miami-Dade Community College almost fifteen years ago. The concept is growing in community colleges across the country. The Foundation has scheduled a retreat for October, and that would be a good time for more in depth discussion. The President has asked staff to prepare a concept paper for use in discussion with faculty, staff, the Foundation, and Board.

The President said the College has many major needs in terms of fund raising and asked for direction on how the Board wants staff to proceed in terms of putting something together for full discussion by the campus. Trustee Baca asked the administration to discuss this concept at governance meetings and at some future meeting come back with a recommendation to the Board.

13. FIRST READING – PROPOSED VENDOR POLICY FOR PROFESSIONAL SERVICES

Trustee Chyr said he had asked that this proposed policy be developed because he felt it was prudent for the College to review its vendors on a consistent basis to be sure we are getting the best for our dollars.

There was discussion as to which vendors would fall within the purview of this policy and how would it be implemented. Trustee Chyr said he believed the policy would allow for exemptions and further stated it is not his intent to get into micro managing. It was suggested that the wording might be clarified to ensure that the issue isn't necessarily the cost of the service. The College isn't just interested in the least expensive contract – continuity needs to be considered also. Other trustees expressed their concern about the need and value of such a policy. If the College wants a professional services policy, they thought that it should be stated in broader terms. There was not a consensus to support a policy or the language as proposed for first reading.

14. REPORTS

A. Becky Meza, Associated Students President, reported the following:

- She clarified a few items from her report to the Board last month including the student handbook, community service hours, and lighting and ventilation in “the dungeon.”
- Students have allocated funds for a new campus project. They are interested in turning part of the Campus Café into a coffee house environment. Also, students are being surveyed to determine how much they are willing to spend on specialty drinks.
- The Welcome Back BBQ and Open House were huge successes with great student turnout.
- Students are working on a 9/11 commemorative event. An Open Forum is planned with a military chaplain who represents all faiths.
- Students are also working on a “Rock the Vote” campaign.

B. Robertson Wellen, Academic Senate President, reported the following:

- The Fall semester has started with many sections being cut and the reduction of many part-time faculty positions.
- The Academic Senate theme this year is “focus on the classroom.” He was pleased to see that the President stated this same theme for the College in his recent letter to faculty. He reported that the Facilities Planning & Management Department responded favorably to the needs reported by faculty. Repairs and cleaning have taken place in response to the new minimum classroom standards.
- Faculty did see improvements in parking this semester. Thanks were offered to Doug Evans.
- The Academic Senate continues to work on a plan to end the on-line learning moratorium.

C. Art Morales, Classified Senate President, reported the following:

- Former Classified Senate President, Deirdre Carlock, has accepted a position with Los Angeles Unified School District. As a result, Mr. Morales assumed the presidency. Kathi Van Natter will serve as the Classified Senate’s President-Elect. Laura Martinez and Sandra Bollier are new Senate Executive Board members.
- The Senate will be involved in the upcoming Seniors Day, New Employee Orientation, and the Student Learning Institute.

D. Other Employee Groups

- Representing the Faculty Association, Professors Ron Reel and Terri Smith addressed the Board to express the Association's disappointment that collective bargaining will not begin with a clean slate and that the new College President will arrive with faculty informational demonstrations going on. He reported that in response to earlier discussion by the Board, the Faculty Association has no intention of doing interest-based bargaining. It will be doing traditional bargaining.

Professor Reel said there are concerns about office hours and reassigned time – he believes past practice is not being followed. The College can expect more grievances to be filed on those issues. He also commented on the 60% rule. The Faculty Association believes there are 50 part-time faculty members who have worked more than a 60% load. He said the Faculty Association is looking into a class action suit against the district in this matter.

Terri Smith said she couldn't believe the Board had decided the faculty didn't deserve the additional 1% suggested in the fact finding report. She said she had talked to students about the Board's decision and she felt the Board would be hearing from those students. Professor Smith said the Board's decision is like a "slap in the face" to faculty and that the Board can't even imagine the repercussions of their action. She said she believes the faculty will not accept this decision quietly.

E. President Feddersen's report included the following:

- The President shared copies of the Fall Credit Enrollment Report. Overall, enrollment is down 1.15% in total students. The most significant drop is in starter students with a decrease of 67.06%. The number of first time students increased 16.48%. While enrollment is down slightly, it is still the second largest enrollment in the College's history.

President Feddersen shared copies of the Enrollment Management Plan approved by the Enrollment Management Committee on August 23. The plan, while only one aspect of a plan to bring expenditures in line with revenue, will now go to Leadership Council. He commended Dr. Cavin for developing an excellent concept paper on Enrollment Management.

Dr. Feddersen commended Becky Meza and other students for their letters to the Governor to explain what's going on and how the College is caught between a lack of funding and providing access to all students. None of us want to see students turned away.

- Yesterday the College celebrated the groundbreaking for the first projects in the bond building program, the College's new Beef Unit facility and Tractor Barn. Board members and members of the Citizens Oversight Committee were present for the ceremony.
- Board members were given copies of a news article from the August 24, 2002 Inland Valley Daily Bulletin regarding Carlo Moyano, the College's 2002 Commencement speaker. Mr. Moyano, a graduate of Mt. SAC, owns JCM Engineering in Ontario and is interested in partnering with the College.

- President Feddersen thanked David Hall, Pat Rasmussen, Pete Reynolds, and others involved in the Foundation's new Race for Scholarship program. This is a creative idea to potentially raise \$20,000 or more for student scholarships.
- This is President Feddersen's last Board meeting as College President. He said he had done some calculations related to the number of Board meetings he has attended in the last 37 years. During those years, he has probably attended 540 Board meetings and noted that he had only missed one due to a flight delay. He figured he had worked with over 50 different elected trustees and about 20 student trustees.

Dr. Feddersen thanked the Board for giving him the privilege and honor of serving as President of Mt. SAC for 11 years. There are many wonderful students at Mt. SAC, and he reminded everyone that the students are what it's all about. As a policy making and governing board, trustees need to remember that when decisions are made, they should always be made in the best interest of the students, the community, and the College as a whole.

He also thanked the Board for their support and hard work in trying to make sure Mt. SAC maintains its tradition of excellence and legacy of leadership across the state and nation.

Dr. Feddersen said he would miss everyone here, but he's confident he's leaving the College in good hands.

15. BOARD COMMUNICATION

- Student Trustee Carey said he is working closely with Becky Meza on the student service hours. He felt student service hours really helped him when he joined the student leadership. Regarding the letters students are sending to the Governor, Student Trustee Carey suggested it might help if the College teamed up with other colleges.
- Trustee Pacheco thanked Dean John Norton for the annual athletic pass. She said she would like to see an annual athletic banquet and suggested that an annual fundraiser like Cal Poly's Green & Gold Banquet might be helpful.

Trustee Pacheco said it is frustrating for her and the other Board members to see students turned away. The College's Mission, Vision, and Core Values all relate to access for students. Community colleges are supposed to provide an education for everyone, but there's no argument that the state budget crisis is severe. She said that it is wrong for the faculty to imply that the Board of Trustees' concern regarding the College's budget constraints reflects the Board's impression of the quality of faculty and staff. The College has the best staff and faculty in the world, but we are forced to live within our means right now.

- Trustee Chyr commented on a recent news article advocating an increase in community college fees. A \$2 increase per unit would cost students an average of \$48 per year and would be very helpful to community colleges.

- Trustee Chen Haggerty welcomed Robertson Wellen and Art Morales to the Board table. She also encouraged students to send more cards to the Governor in support of funding for community colleges.
- Trustee Hall commended Becky Meza and other student leaders for their level of political activeness.

With regard to comments made earlier by Faculty Association representatives, Dr. Hall said he felt it was rather a low blow to talk about what we had to pay Christopher O'Hearn to attract him. He said Mr. O'Hearn is making comparable pay as other local college presidents. With respect to other criticisms directed to the Board, Trustee Hall said regarding the Board not following the process related to the fact finding report, the Board is required to take the fact finding recommendations under advisement and make its own determination. Ultimately, the Board has the final authority and responsibility for the fiscal condition of the College. Dr. Reel had said earlier in the evening that the Mt. SAC faculty are 39th in salary according to a Chancellor's Office report. Trustee Hall read a section of the fact finding report that says the Mt. SAC faculty is being compensated on the high end of the community college scale and even with the current district offer is in the top 10%.

Trustee Hall said the state budget crisis is real and the level of financial uncertainty is larger than it was in 1991, 1992, and 1993. He said at this point in time the Trustees are doing the prudent thing of maintaining our reserves and seeing what develops in the course of the next year.

- Trustee Baca began his comments by commending the College and faculty negotiating teams. He has personal experience negotiating contracts and in reviewing contracts around the state, even without the fact finding recommendation, the contract, as negotiated, is a really good one. It might not be the best in the state in terms of being number one, but it certainly is a very good contract and keeps things here even more competitive. The Board has to deal with the reality of the financial situation.
- All Board members commended President Feddersen on his years of service to Mt. San Antonio College. He was described as a gentleman above all else, a man of integrity, and a man who has left his mark on Mt. SAC. Board members wished him the best upon his retirement.

15. ADJOURNMENT

The meeting adjourned at 10:45 p.m.

WHF:dc