

ADOPTED MINUTES

**FOR THE REGULAR MEETING OF THE
IMPERIAL COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES**

Wednesday, December 14, 2005

On Wednesday, December 14, 2005, Board President Carlos Acuña called the regular meeting of the Imperial Community College District Board of Trustees to order at 6:00 P.M., in the Administration Building Board Room.

BOARD MEMBERS PRESENT: Carlos Acuña, Norma Sierra Galindo,
Marian Long; Romualdo Medina;
Rebecca Ramirez,

BOARD MEMBERS ABSENT: Rudy Cardenas, Jr.; Louis Wong

REPRESENTATIVES PRESENT: Monica Bulong, Associated Students
Dr. James Patterson, Academic Senate
Suzanne Gretz, Faculty
John Abarca, Classified

CONSULTANTS PRESENT:

Dr. Paul Pai, Superintendent/President
Dr. Victor Jaime, Vice President for Student Services
Dr. Joe Vogel, Interim Dean for Business Services
Dr. Kendra Jeffcoat, Vice President for Academic Services
Dr. Marion Boenheim, Associate Dean of Human Resources
Frank Oswalt, Legal Counsel

VISITORS PRESENT:

Kathy Berry; Frances Beope; Carlos Fletes; Lenny Fabian; Laurie Franks; Bill Gay; Carol Hann; Saul Hom; Mark Horsman; Gonzalo Huerta; Carol Lee; Sergio Lopez; Lorraine Mazeroll; Jim Pendley; Harold Richwine; Efrain Silva; Darren Simon; Rick Webster; Kathy Westerfield.

WRITTEN COMMUNICATIONS

1. District Negotiations Proposal for 2005-2006 to IVC CCA/CTA/NEA
2. District Negotiations Proposal for 2005-2006 to CSEA Chapter 472
3. Community College League of California (RE: CCCT Board Nominations and Election)

Imperial Valley College

Serving Imperial County

380 East Aten Road
Post Office Box 158
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Paul Pai, Ed.D.
Superintendent/President
paul.pai@imperial.edu

Imperial Community College District Board of Trustees

Carlos R. Acuña, President
Romualdo J. Medina, Jr., Clerk
Rudy Cardenas, Jr.
Norma Sierra Galindo
Marian A. Long
Rebecca Ramirez
Louis Wong

December 14, 2005

Ms. Suzanne Gretz, President
Imperial Valley College Chapter
CCA/CTA/NEA

Dear Ms. Gretz:

RE: Opening Negotiations Proposal

The Imperial Community College District, acting in accordance with state laws, hereby publicly notifies the Imperial Valley College Chapter of the Community College Association/California Teachers Association/National Education Association, and gives notice of its intention to commence negotiations with the Association representatives and proposes the following:

1. Rescind Exhibits A-1 through A-7 of Resolution No. 13257: Memorandum of Understanding and abolish salary schedule by re-instating salary paid for year 2004-2005 effective July 1, 2006. Salaries to be frozen at 2004-2005 level with no step and column increases.
2. Rescind the 5% on-schedule increase for the 2006-2007 academic year.
3. Rescind the 5% on-schedule increase for the 2007-2008 academic year.
4. Cap contributions on medical premiums at an agreed-upon amount.
5. Modify Article 16.4. Rescind the increases to the overload rate and return it to \$30.00 per hour effective January 1, 2006. The \$30.00 per hour rate to be effective for 2006-2007 and 2007-2008.
6. Increase maximum class size to 25 students for all English instruction classes whose class size maximums are 20 or less effective Summer Session 2006.
7. Negotiate milestones for re-establishment of previously negotiated raises in pay and benefits.

Sincerely,



Paul Pai, Ed.D.
Superintendent/President

**EXCERPT OF THE MEETING OF THE
IMPERIAL COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES**

May 17, 2005

M/S/C Cardenas/Medina

**Resolution No. 13257: MEMORANDUM OF UNDERSTANDING BETWEEN THE DISTRICT
AND IVC CHAPTER OF CCA/CTA/NEA**

BE IT RESOLVED that the Board approves the following Memorandum of Understanding between the District and IVC Chapter of CCA/CTA/NEA as follows:

This agreement, which is subject to ratification, is entered into between the Imperial Community College District and the Imperial Valley College Chapter of CCA/CTA/NEA for the fiscal years of 2005-2006, 2006-2007, and 2007-2008.

FACULTY COMPENSATION

1. Base Salary

- Adopt new faculty salary schedules as per the attached Exhibits A1-A7 for the 2005-2006 academic year, effective July 1, 2005.
- A five percent (5%) on-schedule salary increase for the 2006-2007 academic year, effective July 1, 2006.
- A five percent (5%) on-schedule salary increase for the 2007-2008 academic year, effective July 1, 2007.

2. Overload Rate

- Increase the overload rate over the next three (3) years according to the following rate schedule:
 - \$40.00 per hour effective with the 2005-2006 academic year,
 - \$50.00 per hour effective with the 2006-2007 academic year,
 - \$60.00 per hour effective with the 2007-2008 academic year.

3. Summer Session

- No changes to the pro-rata pay rate as computed per the existing formula for all summer session courses taught by a unit member.*

4. Winter Intersession

- Winter intersession is agreed to be outside of the regular academic year contract for the purposes of compensation. Winter intersession is to be paid at the same pro-rata pay rate formula computed per the existing formula for summer session, for all winter

intersession courses taught by a unit member.*

* If a Summer and/or Winter Intersession course does not meet seventy-five percent (75%) of enrollment quota, or twenty (20) students, whichever is less, the Vice-President of Academic Services reserves the right to cancel said course, or may choose to continue to offer under-enrolled courses for academic reasons as addressed in Board Policy (Section 4.8). Furthermore, a unit member whose course is canceled reserves the right to maintain unit load level up to two (2) courses or nine (9) units, whichever is greater, by replacing the canceled course with an adjunct instructor's course.

HEALTH INSURANCE BENEFITS

- Health and welfare insurance benefits shall be maintained at the current level for the 2005-2006 fiscal year.

RE-OPENER

In the event that the Imperial Community College District does not receive the anticipated 8% increase in funding for the 2004-2005 academic year when the California State budget is signed, ARTICLE 16, COMPENSATION, and ARTICLE 17, INSURANCE shall be renegotiated in such a way as to preserve the financial balance of the District.

FISCAL IMPACT STATEMENT:

Item #1: 2005-2006 \$796,028; 2006-2007 \$901,800; 2007-2008 \$946,890 - Total Estimated Cost: \$2,644,718

Item #2: 2005-2006 \$787,177; 2006-2007 \$793,080; 2007-2008 \$793,080 - Total Estimated Cost: \$2,373,277

Health Insurance Benefits: Total Estimated Cost: \$224,316

I hereby certify that the above is a true and correct copy of a portion of the minutes from the meeting of the Imperial Community College District Board of Trustees.



Paul Pai, Ed.D.
ICCD Board Secretary

177 Day Faculty Salary Schedule
Effective 2005 - 2006 Academic Year

Exhibit A1

Step	A	B	C	D	E
1	40,125	42,533	44,659	46,892	49,237
2	41,329	43,808	45,999	48,299	50,714
3	42,569	45,123	47,379	49,748	52,235
4	43,846	46,476	48,800	51,240	53,802
5	45,161	47,871	50,264	52,777	55,416
6	46,516	49,307	51,772	54,361	57,079
7	47,911	50,786	53,325	55,992	58,791
8	49,349	52,310	54,925	57,671	60,555
9	50,829	53,879	56,573	59,401	62,372
10	52,354	55,495	58,270	61,184	64,243
11	53,925	57,160	60,018	63,019	66,170
12	55,542	58,875	61,819	64,910	68,155
13	57,209	60,651	63,673	66,857	70,200
14	58,925	62,460	65,583	68,863	72,306
15	60,693	64,334	67,551	70,928	74,475
16	62,513	66,264	69,577	73,056	76,709
17	64,389	68,252	71,665	75,248	79,010
18	66,321	70,300	73,815	77,505	81,381
19	68,310	72,409	76,029	79,831	83,822
20	70,359	74,581	78,310	82,226	86,337

199 Day Faculty Salary Schedule
Effective 2005 - 2006 Academic Year

Exhibit A2

Step	A	B	C	D	E
1	45,119	47,826	50,217	52,728	55,365
2	46,473	49,261	51,724	54,310	57,026
3	47,867	50,739	53,276	55,939	58,736
4	49,303	52,261	54,874	57,618	60,499
5	50,782	53,829	56,520	59,346	62,313
6	52,305	55,444	58,216	61,127	64,183
7	53,874	57,107	59,962	62,960	66,108
8	55,491	58,820	61,761	64,849	68,092
9	57,155	60,585	63,614	66,795	70,134
10	58,870	62,402	65,522	68,798	72,238
11	60,363	64,274	67,488	70,862	74,406
12	62,455	66,203	69,513	72,988	76,638
13	64,329	68,189	71,598	75,178	78,937
14	66,259	70,234	73,746	77,433	81,305
15	68,247	72,341	75,958	79,756	83,744
16	70,294	74,512	78,237	82,149	86,256
17	72,403	76,747	80,584	84,613	88,844
18	74,575	79,049	83,002	87,152	91,509
19	76,812	81,421	85,492	89,766	94,255
20	79,116	83,863	88,057	92,459	97,082

**185 Day Division Chair Faculty Salary Schedule
Effective 2005 - 2006 Academic Year**

Exhibit A3

Step	A	B	C	D	E
1	41,941	44,457	46,680	49,014	51,465
2	43,199	45,791	48,081	50,485	53,009
3	44,495	47,165	49,523	51,999	54,599
4	45,830	48,580	51,009	53,559	56,237
5	47,205	50,037	52,539	55,166	57,924
6	48,621	51,538	54,115	56,821	59,662
7	50,080	53,085	55,739	58,526	61,452
8	51,582	54,677	57,411	60,281	63,296
9	53,130	56,317	59,133	62,090	65,194
10	54,723	58,007	60,907	63,953	67,150
11	56,365	59,747	62,734	65,871	69,165
12	58,056	61,540	64,616	67,847	71,240
13	59,798	63,386	66,555	69,883	73,377
14	64,592	65,287	68,552	71,979	75,578
15	63,440	67,246	70,608	74,139	77,846
16	65,353	69,263	72,726	76,363	80,181
17	67,303	71,341	74,908	78,654	82,586
18	69,322	73,481	77,155	81,013	85,064
19	71,402	75,686	79,470	83,444	87,616
20	73,544	77,956	81,854	85,947	90,244

This salary schedule applies to Division chairs who support divisions with 10 to 13 FTE Faculty

**186 Day Division Chair Faculty Salary Schedule
Effective 2005 - 2006 Academic Year**

Exhibit A4

Step	A	B	C	D	E
1	42,168	44,698	46,933	49,280	51,744
2	43,433	46,039	48,341	60,758	53,296
3	44,736	47,420	49,791	52,281	54,895
4	46,078	48,843	51,285	53,849	56,542
5	47,460	50,308	52,823	55,465	58,238
6	48,884	51,817	54,408	57,129	59,985
7	50,351	53,372	56,040	58,843	61,785
8	51,861	54,973	57,722	60,608	63,638
9	53,417	56,622	59,453	62,426	65,547
10	55,020	58,321	61,237	64,299	67,514
11	56,670	60,070	63,074	66,228	69,539
12	58,370	61,873	64,966	68,215	71,625
13	60,121	63,729	66,915	70,261	73,774
14	61,925	65,641	68,923	72,369	75,987
15	63,783	67,610	70,990	74,540	78,267
16	65,696	69,638	73,120	76,776	80,615
17	67,667	71,727	75,314	79,079	83,033
18	69,697	73,879	77,573	81,452	85,524
19	71,788	76,095	79,900	83,895	88,090
20	73,942	78,378	82,297	86,412	90,733

**This salary schedule applies to Division chairs who support divisions
with 14 to 17 FTE Faculty**

187 Day Division Chair Faculty Salary Schedule
Effective 2005 - 2006 Academic Year

Exhibit A5

Step	A	B	C	D	E
1	42,395	44,939	47,186	49,545	52,022
2	43,667	46,287	48,601	51,031	53,583
3	44,977	47,675	50,059	52,562	55,190
4	46,326	49,106	51,561	54,139	56,846
5	47,716	50,579	53,108	55,763	58,551
6	49,147	52,096	54,701	57,436	60,308
7	50,622	53,659	56,342	59,159	62,117
8	52,141	55,269	58,032	60,934	63,981
9	53,705	56,927	59,773	62,762	65,900
10	55,316	58,635	61,567	64,645	67,877
11	56,975	60,394	63,414	66,584	69,913
12	58,685	62,206	65,316	68,582	72,011
13	60,445	64,072	67,275	70,639	74,171
14	62,258	65,994	69,294	72,758	76,396
15	64,126	67,974	71,373	74,941	78,688
16	66,050	70,013	73,514	77,189	81,049
17	68,032	72,113	75,719	79,505	83,480
18	70,072	74,277	77,991	81,890	85,985
19	72,175	76,505	80,330	84,347	88,564
20	74,340	78,800	82,740	86,877	91,221

This salary schedule applies to Division chairs who support divisions with 18 to 21 FTE Faculty

**188 Day Division Chair Faculty Salary Schedule
Effective 2005 - 2006 Academic Year**

Exhibit A6

Step	A	B	C	D	E
1	42,622	45,179	47,438	49,810	52,301
2	43,901	46,535	48,861	51,305	53,870
3	45,218	47,931	50,327	52,844	55,486
4	46,574	49,369	51,837	54,429	57,150
5	47,971	50,850	53,392	56,062	58,865
6	49,411	52,375	54,994	57,744	60,631
7	50,893	53,946	56,644	59,476	62,450
8	52,420	55,565	58,343	61,260	64,323
9	53,992	57,232	60,093	63,098	66,253
10	55,612	58,949	61,896	64,991	68,241
11	57,280	60,717	63,753	66,941	70,288
12	58,999	62,539	65,666	68,949	72,396
13	60,769	64,415	67,363	71,017	74,568
14	62,592	66,347	69,665	73,148	76,805
15	64,470	68,338	71,755	75,342	79,110
16	66,404	70,388	73,907	77,603	81,483
17	68,396	72,500	76,125	79,931	83,927
18	70,448	74,675	78,408	82,329	86,445
19	72,561	76,915	80,761	84,799	89,038
20	74,738	79,222	83,183	87,342	91,710

This salary schedule applies to Division chairs who support divisions with 22 to 25 FTE Faculty

189 Day Division Chair Faculty Salary Schedule
Effective 2005 - 2006 Academic Year

Exhibit A7

Step	A	B	C	D	E
1	42,849	45,420	47,691	50,075	52,579
2	44,134	46,783	49,122	51,578	54,157
3	45,459	48,186	50,595	53,125	55,781
4	46,822	49,632	52,113	54,719	57,455
5	48,227	51,121	53,677	56,360	59,175
6	49,674	52,654	55,287	58,051	60,954
7	51,164	54,234	56,945	59,793	62,782
8	52,699	55,861	58,654	61,587	64,666
9	54,280	57,537	60,413	63,434	66,606
10	55,908	59,263	62,226	65,337	68,604
11	57,585	61,041	64,093	67,297	70,662
12	59,313	62,872	66,015	69,316	72,782
13	61,092	64,758	67,996	71,396	74,965
14	62,925	66,701	70,036	73,538	77,214
15	64,813	68,702	72,137	75,744	79,531
16	66,757	70,763	74,301	78,016	81,917
17	68,760	72,886	76,530	80,356	84,374
18	70,823	75,072	78,826	82,767	86,906
19	72,948	77,324	81,191	85,250	89,513
20	75,136	79,644	83,626	87,808	92,198

This salary schedule applies to Division chairs who support divisions with 26 or more FTE Faculty

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Louis Wong

December 14, 2005

Mr. John Abarca, President
CSEA, Chapter 472
Imperial Valley College

Dear Mr. Abarca:

RE: Opening Negotiations Proposal

The Imperial Community College District, acting in accordance with state laws, hereby publicly notifies the California School Employees Association, Chapter 472, that it makes the following proposals in regard to collective bargaining and gives notice of its intention to commence negotiations with the Association representatives and proposes the following:

1. Rescind Exhibit A of Resolution No. 13268: AGREEMENT BETWEEN THE DISTRICT AND CSEA CHAPTER 472; adopt salary schedule used for 2004-2005; salaries frozen at 2004-2005 level with no step and longevity increases. Rescission and modification effective July 1, 2006.
2. Rescind the 5% on-schedule increase for the 2006-2007 academic year.
3. Rescind the 5% on-schedule increase for the 2007-2008 academic year.
4. Cap contributions on medical premiums at an agreed-upon amount.
5. Freeze all reclassifications effective January 1, 2006.
6. Negotiate milestones for re-establishment of previously negotiated raises in pay and benefits.

Sincerely,



Paul Pai, Ed.D.
Superintendent/President

Attachments

**EXCERPT OF THE MEETING OF THE
IMPERIAL COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES**

May 17, 2005

M/S/C Cardenas/Medina

Resolution No. 13267: **AGREEMENT BETWEEN THE DISTRICT AND CSEA
CHAPTER 472**

BE IT RESOLVED that the Board approves the following Agreement between the District and CSEA Chapter 472 as follows:

Article 13, Holidays

CSEA agrees to exchange two District-paid holidays, the Friday before and the Monday after Easter Sunday, for three (3) District-paid holidays during the Spring Break.

Article 14, Spring Break

For the 2005–2006 and 2006–2007 academic years, the Monday, Tuesday and Wednesday of the Spring Break shall be designated as paid holidays for the classified bargaining unit members. The dates during the 2005 – 2006 Spring Break designated as paid holidays are April 17, 18 and 19, 2006. The dates during the 2006 – 2007 Spring Break designated as paid holidays are April 9, 10 and 11, 2007.

The remaining two (2) days of the Spring Break, shall be taken as vacation, comp time, PN leave, or no pay by the classified staff.

Classified Salary Schedule 3, 2004-2005

The classified salary schedule is not equitable as it currently stands. Therefore, to align all ranges and steps the salary schedule shall be modified by an average of 2.48% (see modified schedule attached as Exhibit A).

I hereby certify that the above is a true and correct copy of a portion of the minutes from the meeting of the Imperial Community College District Board of Trustees.

Paul Pai, Ed.D.
ICCD Board Secretary

M/S/C Cardenas/Medina

Resolution No. 13268: **AGREEMENT BETWEEN THE DISTRICT AND CSEA
CHAPTER 472**

BE IT RESOLVED that the Board approves the following Agreement between the District and CSEA Chapter 472 as follows:

- A. Implementation of a new classified salary schedule as reflected in Exhibit A attached.

The new salary schedule is partially comprised of the 2004 - 2005 classified salary schedule, which has been modified by an average of 2.48% to align all ranges and steps so that the difference between each range is 3% and step is 5%. The 2004 - 2005 modified salary schedule contains 64 ranges (Range 01 to Range 64) and 12 steps (Step A through Step L). The new classified salary schedule consists of 35 ranges and 14 steps, Range 01 through Range 31 and Step 1 through Step 14. The ranges on the new salary schedule correspond with Ranges 17 through Range 48 of the modified 2004 - 2005 salary schedule, and Step 1 through Step 12 correspond with Step A through Step L of the modified 2004 - 2005 salary schedule.

All classified employees shall advance annually on the new classified salary schedule on their anniversaries until Step 14 of the salary schedule is reached. Employees whose anniversary dates are between July and December shall advance in July. Employees whose anniversary dates are between January and June shall advance in January. No further increases will occur after Step 14 except for COLA and/or any future revisions to the salary schedule.

Only those current classified employees scheduled to receive longevity increases in July 2005 and January 2006 shall be granted longevity increases. Thereafter, no longevity increases shall be granted to any classified employees.

Either through the employment process or a transfer, a classified employee shall move to the new range and to a step that is at least 5% above the employee's current salary, not the same step held in the previous classification.

B. Salary Increase:

Fiscal Year 2005-2006: 10% on-new schedule salary increase effective July 1, 2005

Fiscal Year 2006-2007: 5% on-new schedule salary increase effective July 1, 2006

Fiscal Year 2007-2008: 5% on-new schedule salary increase effective July 1, 2007

C. Maintain total health insurance benefits at the current level for classified employees and retirees hired prior to July 1, 2005.

D. The monthly vacation accrual rate for twelve (12) month employees shall be increased from 6.64 hours to 8.0 hours from the hire date through the third year of service.

E. Effective July 1, 2005, reclassification requests for all positions may be submitted at any time. The effective date of a reclassification shall remain July 1 of the year following the fiscal year in which the request was approved.

F. In the event the Imperial Community College District does not receive the anticipated 8% increase in funding for the 2005-2006 academic year when the California State budget is signed, Article 8, Salary, and Article 10, Insurance, shall be re-negotiated in such a way as to preserve the financial balance of the District.

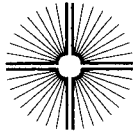
G. This new successor agreement shall be in effect from July 1, 2005 through June 30, 2008. The parties agree to reopeners on health and welfare benefits for 2006 and 2007. This agreement is entered into on the date shown above and is conditioned upon:

1. Receipt of funding from the State of California; and
2. Approval by the bargaining unit and the District Board of Trustees.

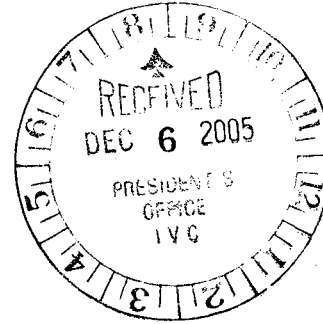
FISCAL IMPACT STATEMENT:

Items A & B: 2005-2006 \$657,232; 2006-2007 \$690,093; 2007-2008 \$724,598 - Total Estimated Cost: \$2,071,923

Item C: Total Estimated Cost: \$175,743



COMMUNITY COLLEGE LEAGUE
OF CALIFORNIA



Date: December 1, 2005
To: California Community College Trustees
California Community College Chancellors/Superintendents
From: Diane Woodruff
Subject: CCCT Board Election - 2006

The California Community College Trustees (CCCT) board serves a major role within the Community College League of California. Meeting five times a year, the twenty-one member board provides leadership and direction to ensure a strong voice for locally elected governing board members.

From January 1 through February 15, nominations for membership on the CCCT board will be accepted in the League office. Nominations are to be made by a member district board of trustees; and each district may nominate only members of its board.

Each nominee must be a local community college district trustee, other than the student trustee, and must have consented to be nominated. Only one trustee per district may serve on the board.

An official Biographical Sketch Form and Statement of Candidacy **must** accompany the Nominating Ballot mailed to the League office, and please use only these forms. Nomination materials should be sent by certified mail – return receipt requested. Faxed materials will **not** be accepted due to the quality of transmission.

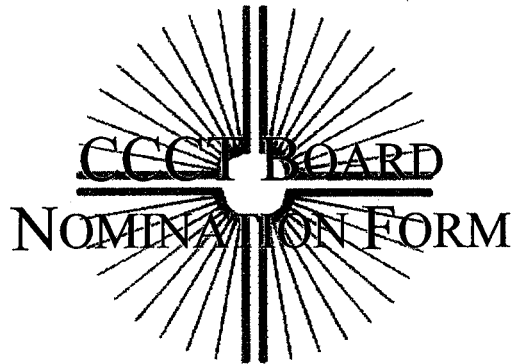
The election of members of the CCCT board will take place between March 10 and April 25. Each member district board of trustees will have one vote for each vacancy on the CCCT board. Ten persons will be elected to the board this year. Nine incumbents are eligible to run for re-election. The Ten candidates who receive the most votes will serve two-year terms. Election results will be announced at the CCCT annual conference. The newly elected members of the board will assume their responsibilities at the conclusion of the annual conference, May 7.

If you have any questions about the CCCT board election process, please call the League office.

DCW/ja

Attachments: (mailed only to CCC Chancellors/Superintendents)

- Official Nominating Ballot
- Official Biographical Sketch Form
- Official Statement of Candidacy
- CCCT Board Terms of Office
- CCCT Board Roster



Must be returned to the League office **postmarked no later than February 15**, along with the statement of candidacy and biographic sketch form. **Faxed material will not be accepted.**

Community College League of California
2017 "O" Street
Sacramento, CA 95814

The governing board of the _____ Community
College District nominates _____ to be a
candidate for the CCCT Board.

This nominee is a member of the _____ Community
College District governing board, which is a member in good standing of the Community College League of
California. The nominee has been contacted and has given permission to be placed into nomination.
Enclosed are the Statement of Candidacy and the CCCT Biographical Sketch Form for our nominee.

Signature of Clerk or Secretary of Governing Board

PUBLIC COMMENTS

- John Abarca, CSEA Chapter 472 President, welcomed new District Board Member Norma Sierra Galindo.
- Carol Hann, English Professor, expressed concern that the District Negotiations proposals were not posted to the website with the December Board Agenda.
- Suzanne Gretz, CCA/CTA President, expressed disappointment that the letter from the District requesting opening of negotiations was not received until this date, after faculty had left campus for winter break.
- Jim Pendley pointed out that Page 2 Item 2A of the "Plan to Return IVC to a Healthy Financial Status" only refers to faculty and not administrators.

PRESENTATION TO MARIAN LONG

Board President Carlos Acuña presented Marian Long with a card of appreciation and a poinsettia plant for her contributions as District Board President during the past year.

EMPLOYEE OF THE MONTH RECOGNITION

Dr. Victor Jaime congratulated Isabel Contreras, Student Services Assistant, as Employee of the Month for December. The three nominators stated the following:

Isabel is our main contact for Extended Campus when we have a student application on hold. She is always willing to help in a friendly way, always patient and goes the extra mile to help our students.

Isabel was extremely helpful and had a good attitude when assisting me. Which I might say is rare. I have really been surprised this year with the courteous good attitude of this employee.

Isabel really helps Extended Campus staff. She is always there to help us with student application problems and resolves them very quickly. This is non-stop all day long.

INTRODUCTION OF NEW CLASSIFIED STAFF

Dr. Joe Vogel welcomed Classified Staff member Maria Murga, Evening Parking Control Technician, and he stated the following:

Maria Murga is the fifth of nine children and was born in Mexicali, Baja California. In 1980 Maria's family immigrated to the United States settling in Brawley, where she attended public schools and learned English as a second language. Maria dropped out of school during her sophomore year in high school. She was a farm-worker for several years and also worked in a tortilla factory for about three years. In 1996 she became a naturalized U.S citizen. In 2003 Maria enroll in adult school. She received her high school diploma in 2004. In 2005 she graduated from IVC with an A.S. Degree in Administration of Justice. Maria's educational goal is to transfer to SDSU and major in Business. Maria is a single parent of four children.

CCLC CONVENTION REPORT

Marian Long reported that she and Dr. Pai attended the CCLC Annual Convention in San Francisco Airport Marriott on November 17-19, 2005. The following information was presented:

- The Underfunded Caucus and former State Senators Jim Brulte and DeDe Alpert are working toward obtaining equalization of community college funding.
- The Underfunded Caucus has asked community college districts to submit an equalization funding expenditure survey in order to determine how many student achieved landmarks. The information will be forwarded to the legislature.
- The Inland Valleys Trustees Association will partner with the Underfunded Caucus to setup interviews with legislators at the CCCT Legislative Conference.
- The plan to equalize for the 72 community college districts is almost one-half complete, with \$80 million in 2004-2005 and \$30 million in 2005-2006. An additional \$130 million is needed to ensure that community college students throughout the state have equal access to educational programs and services. The Imperial Community College District went from \$3,865 funding per FTES to \$4,002 ranking 23rd among the districts.

- Scott Lay is reviewing the community college initiative to remodel Proposition 98 to make community colleges independent from the K-12 system. This is an effort to insure that community colleges get their prescribed amount.
- There is an effort to stabilize the tuition rate at \$20.00.
- Information received on those seeking a system-wide solution to the retiree health benefit crisis.

ASSOCIATED STUDENT GOVERNMENT

ASG President Monica Bulong commented on the following:

- The annual ASG Talent Show held on November 30 was a success.
- AIDS Awareness activities were held on December 1.
- The ASG sponsored a lecture series dinner on November 29 for Dr. Linda Hall who presented "Mary, Mother and Warrior: The Virgin in Spain and the Americas."
- The IVC Academic Senate has proposed changing the date at which students may drop a class and still receive a grade of "W" by moving the deadline two weeks earlier in the semester. The Academic Senate asked the ASG Senate to conduct a survey of students on the proposal. The ASG surveyed 13 classes meeting at 10:15 A.M. Of those students surveyed, only 18% favored the change being proposed by the Academic Senate. As a result of the survey, the ASG Senate voted unanimously to recommend that the College maintain the current drop deadline at 75% of the semester.

ACADEMIC SENATE UPDATE

Academic Senate President, Dr. James Patterson, reported on the following:

- On December 7, the Senate voted to recommend to the Board that the last day to drop a course be moved from 75% of the semester to 62% of the semester, which would move the drop date forward by two weeks. The recommendation has been forwarded to Dr. Pai.
- The Senate has begun discussions on limiting the number of years a student can challenge a final grade for a course. IVC currently has no limit. The Senate will also begin discussion on limiting the number of times a student can take a "W" in a class.

- The next scheduled meeting of the Senate is February 15. The Senate's Bylaws provide a provision in the event a special meeting is necessary.
- A request was made to consider moving the District Board meetings to a larger venue such as Room 2131.

MONTHLY FINANCIAL REPORT

Dr. Joe Vogel reviewed the budget report for the month ending November 30, 2005, which is on target at 42%.

PRESIDENT'S UPDATE

Dr. Pai reported the following information:

- The Alliance for Regional Collaboration to Heighten Educational Success (ARCHES) and California Engaging Latino Communities for Education (ENLACE) have funded \$20,000 for a collaborative planning grant among various agencies including ICOE, most school districts, SDSU, and IVC. The purpose of this grant is to create a college bound community from preschool school through college. Trustee Galindo commented that administration needs to make sure that IVC's expenses relating to the grant are covered by the grant.
- A WIRED (Workforce Innovation in Regional Economic Development) Grant proposal has been submitted to the Governor to propose to the Department of Labor granting \$3 million per year for up to three years. The purpose is to stimulate partnerships that engage in structural transformative action that leads to the creation of high-skill and high-wage opportunities in the context of regional economics. The list of partners that have committed to participating in the proposal are the Workforce Investment Board (WIB) of Imperial County, Imperial Valley Economic Development Corporation (IVEDC), Imperial Irrigation District (IID), San Diego State University (SDSU), City of Calexico, and Imperial Valley College.
- On December 5, a team of Underfunded Districts' Caucus members traveled to Sacramento for a daylong series of meetings with representatives from the Governor's administration. The group presented a recommendation for the Governor to include the third installment of equalization in his budget, expressed support for the Board of Governors' 2006-2007 budget change proposal (which includes equalization at the \$80 million level), and they discussed how equalization funds have been used thus far.

- The revised "Plan to Return IVC to a Healthy Financial Status" was distributed. This plan will change as information becomes available. The enrollment FTES growth goal is 6,335.

ACCREDITATION PROGRESS REPORT

Dr. Jeffcoat distributed copies of the "Guide to Evaluating Institutions" from the Accreditation Commission for Community and Junior Colleges. The Accreditation Inquiry Teams are divided up into the following Standards:

- Institutional Mission and Effectiveness
- Student Learning and Services
- Resources
- Leadership and Governance.

The themes in the Standards are as follows:

- Dialogue
- Student Learning Outcomes
- Institutional Commitments
- Evaluation
- Planning and Improvement
- Organization and Institutional Integrity

The Accreditation Validation Team is scheduled to visit IVC in March 2007 and will be looking for evidence to support the College's claims of meeting the standards stated in a Self-Study Report. The timeline is to collect evidence during the 2006 Spring Semester and write the self-study during the Summer 2006. More information will be provided at the Board's Retreat.

ANNUAL BOARD RETREAT

The Board determined that the Annual Board Study Session will take place on Saturday March 11 followed by a Board meeting on Monday, March 13. A tentative schedule will be presented to the Board at the January meeting.

M/S/C Medina/Long ABSTAIN: Galindo to approve the Minutes dated November 15, 2005.

M/S/C Medina/Long ABSTAIN: Galindo
Resolution No. 13426: **PURCHASE ORDERS**

BE IT RESOLVED that the Board approves the issuance of current year Purchase Orders for the month of November 2005 in the amount of \$308,045.62 and Direct Payments in the amount of \$58,318.53, according to the Purchase Order Listing submitted by the Purchasing Department are approved.

M/S/C Medina/Long ABSTAIN: Galindo
Resolution No. 13427: **PAYROLL WARRANT ORDERS**

BE IT RESOLVED that the Board approves the following Payroll Warrants:

Payroll Warrant	#	General Fund	BOND FUND	Certificates of Participation	Child Development	Lease Rev. Bond	Warrant Total
11/10/2005	9	182,256.18	52.35	2,297.48			184,606.01
11/30/2005	10	2,337,295.82	8,520.25		40,915.97		2,386,732.04
		2,519,552.00	8,572.60	2,297.48	40,915.97	0.00	2,571,338.05

M/S/C Medina/Long ABSTAIN: Galindo
Resolution No. 13428: **COMMERCIAL WARRANT ORDERS**

BE IT RESOLVED that the Board approves the following Commercial Warrant Orders:

Commercial Warrant	#	General Fund	BOND FUND	Certificates of Participation	Child Development	Lease Rev. Bond	Warrant Total
11/3/05	17	71,566.47	15,524.42	222.50	500.00	1,000.00	88,813.39
11/10/05	18	451,807.98	11,629.40	9,284.10	102.46		472,823.94
11/16/05	19	414,347.42	1,821.85	22.94	58.09		416,250.30
11/23/05	20	105,064.14	4,185.62	10,432.17			119,681.93
11/30/05	21	394,405.33	4,323.88		1,223.54		399,952.75
		1,437,191.34	37,485.17	19,961.71	1,884.09	1,000.00	1,497,522.31

M/S/C Medina/Long ABSTAIN: Galindo
Resolution No. 13429: **BUDGET CHANGES**

WHEREAS, the California Code of Regulations, Title V, Sections 58307 and 58308, and the Community College Budget and Accounting Manual require the Board of Trustees to adopt the annual District budget by resolution, and to approve any changes to that budget by resolution.

BE IT NOW RESOLVED that the Board approves the following budget changes: J4052774, J4052798, J4052815, J4052827, J4052842, J4052844 and J4052845

M/S/C Medina/Long ABSTAIN: Galindo
Resolution No. 13430: **FACILITY PLANNING SERVICES**

WHEREAS, the Imperial Community College District's Five Year Construction Plan must be revised to enhance its competitive eligibility for participation in the State Capital Outlay Funding Program; and

WHEREAS all projects being planned by the District must be included in the Five Year Construction Plan as required by the State Chancellor's Office.

BE IT NOW RESOLVED that the Board accepts the proposal from Merle E. Cannon, Educational Planning Consultant, to revise the Imperial Community College District's Five Year Construction Plan at a cost not to exceed \$5,000.

FISCAL IMPACT: Maximum cost of \$5,000 to be paid from Bond Funds; services needed to maximize the College's chances of obtaining State Capital Outlay Funding to augment Bond Funds for construction projects.
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M/S/C Medina/Long ABSTAIN: Galindo
Resolution No. 13431: **BUDGET DEVELOPMENT CALENDAR**

BE IT RESOLVED that the Board approves the recommendation of the Planning and Budget Committee (11/23/05), College Council 11/23/05, and Academic Senate (12/7/05) to establish the following Budget Development Calendar:

November 23, 2005	Review and Adoption of Budget Development Calendar by Planning and Budget Committee
November 28, 2005	Budget Development Calendar Presented to College Council
December 7, 2005	and Academic Senate
December 14, 2005	Adoption by Board of Trustees
January 17, 2006	Development of Budget Guidelines Guidelines Reviewed and Adopted by Planning and Budget Committee Presented to Academic Senate and College Council Adoption by Board of Trustees
February 1-28, 2006	Budget Development and Assessment of Program Review
March 1-15, 2006	Tentative Budget Compiled
March 22, 2006	Planning and Budget Committee Reviews Draft of Tentative Budget and Program Reviews
March 23-31, 2006	Budget Adjustments
April 5, 2006	Tentative Budget Presented to Academic Senate
April 10, 2006	Tentative Budget Presented to College Council
April 26, 2006	Follow-up Review by Planning and Budget Committee
May 10, 2006	Final Review of Tentative Budget by Planning and Budget Committee Recommendation for Adoption Forwarded to Superintendent/President
June 20, 2006	Tentative Budget Presented to the Board of Trustees (must be adopted by June 30)
End of July, 2006	Adjustments to Budget Based on Adoption of State Budget
August 2006	Review of Final Budget by Planning and Budget Committee, Academic Senate and College Council
By September 15, 2006	Final Budget Presented to the Board of Trustees

M/S/C Medina/Ramirez

Resolution No. 13432: **MAJORS/CERTIFICATE REVISIONS, NEW COURSES,
COURSE DELETIONS**

WHEREAS, program and courses within the program have been approved by the curriculum committee and instructional administration, and satisfy all applicable requirements of Title 5 regulations. All provisions of Title 5, Section 55130(b) have been considered. All factors, taken as a whole, support the establishment and maintenance of the proposed instructional program.

BE IT RESOLVED that the Board approves the recommendation of the Curriculum and Instruction Committee on October 20 and November 3, 2005, and the Academic Senate dated December 7, 2005 as follows:

MAJOR/CERTIFICATE REVISIONS:

Alcohol and Drug Studies

NEW COURSES:

ADS 176 - Sex and Gambling Addiction
ADS 177 - Anger Management
ADS 178 - Life Skills
CFCS 170 - Child Abuse
CFCS 171 - Children and Challenging Behaviors
CFCS 172 - Creative Cooking for Children
CFCS 173 - Current Issues in Childhood Education
ENGL 803 - Language Laboratory for ESL (Non Credit Course)

COURSE DELETIONS:

ADS 160 - Human Services in a Changing Society
NURS 3CR - Patient Care Management and Critical Thinking
NURS 4AR - Common Health Problems IV
NURS 4BR - Advanced Nursing

M/S/C Medina/Long to go into **CLOSED SESSION**

1. NEGOTIATIONS UNDER THE EDUCATIONAL EMPLOYMENT RELATIONS ACT
Conference with District Negotiators
RE: Direction for Negotiations
2. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE: One Case

M/S/C Medina/Acuña to go back to **OPEN SESSION**

Board President Acuña announced that that in Item #1 information was given to the Board and direction was given to District Negotiators. In Item #2 information was presented action was taken and direction was given to the District's Counsel.

M/S/C Long/Median

Resolution No. 13433: **2006-2007 AGREEMENT BETWEEN THE DISTRICT AND SUPERINTENDENT/PRESIDENT**

BE IT RESOLVED that the Board approves a voluntary salary reduction for the Superintendent/President effective July 1, 2006, by re-instating the salary paid for year 2004-2005 (5% increase over 2003-2004 salary of \$128,000.00 per Resolution No. 13022 dated June 15, 2004) in the amount of \$134,400.00, to help preserve the financial balance of the District.

FISCAL IMPACT: Total savings to the District of \$35,600.00 per year.

M/S/C Medina/Ramirez

Resolution No. 13434: **COMPENSATION METHOD FOR ADJUNCT CREDIT TEACHING FACULTY**

WHEREAS, Imperial Valley College adjunct credit teaching faculty do not work under a collective bargaining agreement; and

WHEREAS, Board Resolution No. 12951 (April 20, 2004) provided a method of compensation for adjunct credit teaching faculty, based upon a rate of \$30.00 per hour, which aimed at paying adjunct credit teaching faculty on a "per class" basis (computed as the sum of the lecture hours and lab hours taught per week, as noted in the college catalog file (Cat File), multiplied by the "load rate" of \$540.00); and

WHEREAS, the "load rate" is computed as the total number of instruction hours required to earn one unit of credit, multiplied by the overload hourly rate (i.e., 1 unit = 18 instruction hours [lecture and lab], 18 hours x \$30.00 [former hourly overload rate] = \$540.00; 1 unit = 18 instruction hours [lecture and lab], 18 hours x \$40.00 [current hourly overload rate] = \$720.00);

WHEREAS, the Business Office must report "hours earned" per week for hourly employees; and

WHEREAS, Imperial Valley College moved to a compressed calendar beginning with the 2005-2006 academic year (compressing an 18-week

semester into 16 weeks), and thereby increasing the class periods per week to accommodate the shorter semester; and

WHEREAS, Board Resolution No. 13257 (May 17, 2005) effectively increased the compensation for adjunct credit teaching faculty to \$40.00 per hour;

NOW, THEREFORE, BE IT RESOLVED that "hours earned" per week shall be computed by multiplying the sum of the weekly lecture hours and lab hours for a course, as listed on the official course outline (and Cat File), by 1.125, the resulting product of which shall be defined as the "work unit;"

BE IT FURTHER RESOLVED that effective August 22, 2005, adjunct credit teaching faculty shall be compensated per "work unit load," computed as the "work unit" multiplied by the "load rate" of \$720.00.

BE IT FURTHER RESOLVED that should the District return to an 18-week calendar, the multiplier of 1.125 shall be deleted from the "work unit" computation (i.e., the "work unit" would be computed by adding the weekly lecture hours and lab hours for a course, as listed on the official course outline (and Cat File); and the "work unit load" would be computed by multiplying this "work unit" by the current "load rate").

Example: An adjunct instructor teaches a 3-unit class which is composed of 2 hours of lecture and 2 hours of lab, according to the official course outline and Cat File. In a normal semester of 18 weeks, the instructor taught 4 hours each week. Under the compressed calendar, the instructor now teaches 4.5 hours per week (2 hours lecture plus 2 hours lab multiplied by 1.125). The instructor would be compensated \$2,880.00 for the class (2 hours lecture plus 2 hours lab multiplied by \$720.00)

M/S/C Long/Medina

Resolution No. 13435: **ACADEMIC EMPLOYMENT OF CATEGORICALLY FUNDED POSITION**

BE IT RESOLVED that the Board approves the following full-time (categorically funded until September 2009) academic personnel to be employed for the 2005-2006 academic year effective January 3, 2006:

<u>NAME</u>	<u>CLASSIFICATION/STEP</u>	<u>ASSIGNMENT</u>
Heumann, Michael	Appropriate Classification and Step Contingent Upon Verification of Records	Distance Education Coordinator

BE IT FURTHER RESOLVED that Michael Heumann resigns his position as full-time tenure track English Instructor effective December 9, 2005.

M/S/C Long/Medina

Resolution No. 13436: **TENURE**

WHEREAS, Lorraine Mazeroll, Evening/Weekend Counselor, has fulfilled the obligation set forth in the IVC Tenure Policy.

BE IT NOW RESOLVED that the Board approves granting tenure to Lorraine Mazeroll, and that she be credentialed as tenured faculty effective the Spring 2006 Semester.

M/S/C Medina/Ramirez

Resolution No. 13437: **ACADEMIC WINTER INTERSESSION EMPLOYMENT**

BE IT RESOLVED that the following instructors be employed for the 2006 Winter Intersession at a salary computed in accordance with Resolution No. 1907. Employment is contingent upon sufficient enrollment.

<u>NAME</u>	<u>ASSIGNMENT</u>
Alibrandi, Tom	English
Archuleta, Joe	Math
Aye, Tyson	Physical Education
Barba, Cecilia	History
Beckley, Jeffrey	Business/Agriculture
Bemis, Roberta	English
Biley, Patti	English
Blek, Craig	Economics/Business
Carnes, Dennis	Biology
Chien, Andrew	Biology
Coronel, Maria	Spanish

Craven, Julie	English
Cypher, Jacki	Emergency Medical Technician Paramedic
David, Samuel	Biology
Davis, Lincoln	English
Decker, Van	Music
Deyo, Jeff	Health Education/Physical Education
Drury, David	Health Education/Physical Education
Fisher, James	Chemistry
Gage-Mosher, Ronald	Psychology
Gretz, Suzanne	History
Guinn, Melani	Speech
Hann, Carol	English
Hansink, Todd	Economics/Business
Harris, Dianne	English
Hegarty, Carol	Art
Heumann, Michael	English
Kareva, Kseniya	English
Kelly, Nannette	Art
Knaak, Manfred	Anthropology
Lavery, Russell	Astronomy
Lay, Nancy	English
Leon, Allyn	Math
Lofgren, Mary	Psychology
Lopez, Jose	Automotive Technology
Lovitt, Paige	Disabled Students Program & Services
Magno, Janis	Health Education/Physical Education
Marcuson, Bruce	Administration of Justice
Marty, Kevin	Geology
Mason, Charles	American Sign Language
McNeece, Brian	English
McClain, John	English
McCormick, John	English
Mecate, James	Health Education/Physical Education
Meek, Alfred	Nursing
Miller, Fonda	Child, Family, and Consumer Science
Miranda, Frank	Air Conditioning and Refrigeration
Mosier, Laura	Speech
Nava, Norma	Disabled Students Programs and Services
Page, Bruce	Speech
Patterson, James	Speech
Peterson, Cindi	English

Pfister, Toni	Health Education/Physical Education
Plascencia, Jose	Alcohol and Drug Studies/Sociology
Pollock, Deidre	Allied Health Professions/Nursing
Pradis, Ricardo	Automotive Technology
Rapp, Frank	English
Riesberg, Curt	English
Rodgers, Gary	Sociology
Rodgers, Valerie	Computer Information Systems
Rowley, Deirdre	English
Ruiz, Angelica	Business
Ruiz, Jose	Spanish
Sanchez-Dominguez, Romano	Spanish
Scheuerell, Edward	English
Seivertson, Bruce	Geography
Sheppard, David	Child, Family, and Consumer Science
Shokoufi, Mardjan	Math
Simpson, Scott	English
Staton, Mary	Psychology
Stevens, Michelle	Agriculture/Environmental Science
Thoreson, Josephina	English
Tucker, Jill	Physical Education
Unangst, Helen	Child, Family, and Consumer Science
Voldman, Aleksandr	Math
White, Kevin	Political Science
Williams, Jack	Allied Health Professions
Woods-Rodea, Diane	English
Zhao, Lianna	Biology
Zielinski, David	English

M/S/C Long/Medina

Resolution No. 13438: **ASSISTANT COACHING ASSIGNMENTS**

BE IT RESOLVED that the Board approves the appointment of the following Assistant Coaches for the 2005-2006 Academic Year:

<u>NAME</u>	<u>SPORT</u>
John Michael Palacio, Jr.	Men's Tennis
Robert Silva	Men's Basketball

M/S/C Medina/Ramirez

Resolution No. 13439: **TEMPORARY ACADEMIC EMPLOYMENT**

BE IT RESOLVED that the Board approves the following person be employed temporarily, on a part-time hourly basis for the 2005-2006 Academic Year, in accordance with the hourly rate provided in Resolution No. 13257. Employment is contingent upon verification of records, credentials, continued funding of the grant indicated and approval of the program officer:

<u>NAME</u>	<u>POSITION</u>	<u>FUNDING</u>
Shipman-Gomez, Kristen	Counselor	Title V Cooperative Grant - Federal

M/S/C Medina/Ramirez

Resolution No. 13440: **CLASSIFIED RESIGNATION**

BE IT RESOLVED that the Board approves the following classified employee resignation:

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT/ FUNDING</u>	<u>RANGE</u>	<u>EFFECTIVE</u>
Herrera, Marissa	Assessment Technician	Assessment Center Categorical Funding	14-4	11/30/05

M/S/C Medina/Ramirez

Resolution No. 13441: **SHORT-TERM CLASSIFIED PERSONNEL**

BE IT RESOLVED that the Board approves the following individual to be employed on a short-term as needed basis:

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT/ FUNDING</u>	<u>RANGE</u>	<u>EFFECTIVE</u>
Ocampo, Anna M.	Financial Aid Technician	Financial Aid State Funding	14-1	1/2/06 to 3/3/06

M/S/C Medina/Long to **ADJOURN** the meeting at 9:00 P.M. - The next regular meeting of the Board of Trustees is scheduled for **Tuesday, January 17, 2006**, at 6:00 P.M.

Adopted this _____ day of _____, 2006.

ICCD Board President

ICCD Board Secretary