

# LOS RIOS COMMUNITY COLLEGE DISTRICT

## BOARD MEETING AGENDA

Wednesday, January 15, 2020

5:30 pm

### MEETING LOCATION:

Los Rios Community College District  
Board Room  
1919 Spanos Court  
Sacramento, CA 95825

#### 1. CALL TO ORDER

Board President

#### 2. ORAL COMMUNICATIONS

*The public may comment on any items within the Board's jurisdiction, even if the items are not on the agenda only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. A yellow "Speaker's Card" must be submitted to the clerk of the board and comments are limited to three (3) minutes.*

#### 3. SPECIAL ORDER OF BUSINESS: ANNUAL ORGANIZATIONAL MEETING

##### A. Representation to Education Associations (*page 3*)

Board President

#### 4. CONSENT CONSIDERATIONS

*A member of the Board may request that an item be removed for further discussion and separate action.*

A. Board Meeting Minutes: December 18, 2019 ( <i>page 4</i> )	Brian King
B. Resolution No. 2020-01: Board of Trustees Absences ( <i>page 17</i> )	Brian King
C. Special Event Authorization ( <i>page 19</i> )	JP Sherry
D. Disposition of Surplus Equipment ( <i>page 20</i> )	Mario Rodriguez
E. Ratify: Bid Transactions ( <i>page 21</i> )	Mario Rodriguez
F. Ratify: Affiliation and Other Agreements ( <i>page 22</i> )	Mario Rodriguez
G. Purchase Orders, Warrants, Checks and Electronic Transfers ( <i>page 24</i> )	Mario Rodriguez
H. Human Resources Transactions ( <i>page 26</i> )	Jamey Nye

#### 5. FIRST READING

##### A. Policy Revisions: P-2523: Student Health Services (*page 48*)

JP Sherry

#### 6. COLLECTIVE BARGAINING

A. Public Hearing: 2020-2023 Initial Collective Bargaining Proposals for LRCFT and LRCCD ( <i>page 50</i> )	Jamey Nye
B. Public Hearing: 2020-2023 Initial Collective Bargaining Proposals for LRCEA and LRCCD ( <i>page 55</i> )	Jamey Nye
C. Public Hearing: 2020-2023 Initial Collective Bargaining Proposals for SEIU and LRCCD ( <i>page 137</i> )	Jamey Nye

#### 7. ACTION

##### A. 2020-21 Nonresident Tuition and Student Capital Outlay Fees (*page 142*)

Mario Rodriguez

#### 8. INFORMATION

##### A. Legislative Update (*page 148*)

JP Sherry

**9. BOARD MEMBER REPORTS**

**10. FUTURE AGENDA ITEMS**

**11. REPORTS and COMMENTS**

- Student Association
- Classified Senate
- Academic Senate
- Other Recognized Constituencies
- Chancellor's Report

**12. CLOSED SESSION**

*Closed session may be held as authorized by law for matters including, but not limited to collective bargaining (Rodda Act), Education Code provisions, pending litigation, etc.*

- A. Pursuant to Government Code section 54957: Complaint against Public Employee

**13. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY**

**14. ADJOURNMENT**

**LOS RIOS BOARD OF TRUSTEES**

<b>Dustin Johnson</b> President • Area 1	<b>Deborah Ortiz</b> Vice President • Area 6	<b>Robert Jones</b> • Area 2 <b>John Knight</b> • Area 3 <b>Vacant</b> • Area 4	<b>Pamela Haynes</b> • Area 5 <b>Tami Nelson</b> • Area 7 <b>Isabella-Marie Engel</b> • Student Trustee
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Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm • Note: Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3021.

Next Meeting: February 19, 2020 • Regular Board Meeting • Location: District Office

Public records provided to the Board for the items listed on the open session portion of this agenda are available at the District Office located at 1919 Spanos Court, Sacramento, CA, during normal business hours. The Board agenda is posted on the District's website: [www.lorios.edu](http://www.lorios.edu)

**Help Us Help You**

Los Rios Community College District strives to make reasonable accommodations in all of its programs, services and activities for all qualified individuals with disabilities. Notification (568-3021) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. When you arrive, please contact a staff member if you need assistance (Pursuant to Govt Code § 54954.2).

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	Representation to Education Associations	ATTACHMENT: None	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Special Order of Business Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Brian King, Chancellor <i>Brian King</i>	CONSENT/ROUTINE	
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	X
		INFORMATION	

## BACKGROUND:

In compliance with Education Code § 72000 and Los Rios Board Policy P-3211, proceedings have been developed to accommodate the annual organization of the Board of Trustees.

## STATUS:

Current Board representatives to education associations are listed.

ACTIVITY/ASSOCIATION	REPRESENTATIVES
American Association of Community Colleges (AACC)	Dustin Johnson
Association of Community College Trustees (ACCT)	John Knight
Align Capital Region (ACR)	Deborah Ortiz
California Community College Trustees (CCCT)	Pamela Haynes
Los Rios Foundation	Pamela Haynes Robert Jones
Yolo County School Boards Association (YCSBA)	Vacant Alternate: Dustin Johnson

## RECOMMENDATION:

The Board President may wish to appoint or have the Board elect representatives to various offices, associations or committees listed below.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	Board Meeting Minutes: December 18, 2019	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Brian King, Chancellor	Brian King	CONSENT/ROUTINE <input checked="" type="checkbox"/>
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor	Brian King	FIRST READING <input type="checkbox"/>
			ACTION <input type="checkbox"/>
			INFORMATION <input type="checkbox"/>

## STATUS:

The minutes of the Board of Trustees meeting held on December 18, 2019 are attached for Board review and consideration.

## RECOMMENDATION:

It is recommended that the Board of Trustees approve the minutes of the meeting held on December 18, 2019.

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**Board Meeting Minutes**  
**Wednesday, December 18, 2019**

## **1. CALL TO ORDER**

The board meeting was called to order by President Knight at 5:30 p.m., in the Tiff Martinez Board Room at Los Rios Community College District, 1919 Spanos Court, Sacramento, California.

***Present:***

Mr. John Knight, President  
Mr. Robert Jones, Vice President  
Ms. Pamela Haynes  
Mr. Dustin Johnson  
Ms. Deborah Ortiz

Isabella-Marie Engel, Student Trustee

Dr. Brian King, Chancellor

***Absent:***

Ms. Tami Nelson

## **2. ORAL COMMUNICATIONS**

Lori Petite addressed the Board of Trustees regarding a matter on the closed session agenda.

Julie Oliver addressed the Board of Trustees regarding online education communication.

## **3. SPECIAL ORDER OF BUSINESS: ANNUAL ORGANIZATIONAL MEETING**

### **A. Election of Officers**

*A motion was made by Trustee Jones, seconded by Trustee Haynes, that the Board of Trustees elect Dustin Johnson as Board President.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

A motion was made by Trustee Haynes, seconded by Trustee Knight, that the Board of Trustees elect Deborah Ortiz as Board Vice President.

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

B. 2020 Dates of Regular Board Meetings

A motion was made by Trustee Ortiz, seconded by Trustee Knight, that the Board of Trustees schedule the regular meetings for the second Wednesday of the month (unless otherwise noted) at 5:30 p.m., and the spring and fall retreats as noted, and approve the 2020 board meeting calendar.

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

C. Authorization to Attend Meetings

A motion was made by Trustee Ortiz, seconded by Trustee Haynes, that the Board of Trustees reaffirm Board Policy P-3211 authorizing board members to conduct District business and attend meetings and conferences as representatives of the District when performing services on behalf of the Board.

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

D. Reaffirm District Policies

A motion was made by Trustee Jones, seconded by Trustee Haynes, that the Board of Trustees reaffirm all current District policies (1000-9000) as adopted by the Board of Trustees.

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*  
*Motion carried; 5:0*

**E. Representation to Education Associations**

*A motion was made by Trustee Ortiz, seconded by Trustee Haynes, that the Board of Trustees defer this matter to the January 15, 2020 board meeting.*

*Roll Call Vote:*  
*Aye: Haynes, Johnson, Jones, Knight, Ortiz*  
*No: None*  
*Absent: Nelson*  
*Student Trustee: Aye*  
*Motion carried; 5:0*

**4. CONSENT CONSIDERATIONS**

*A motion was made by Trustee Knight, seconded by Trustee Ortiz, that the Board of Trustees approve Consent Consideration items A through N.*

*Roll Call Vote:*  
*Aye: Haynes, Johnson, Jones, Knight, Ortiz*  
*No: None*  
*Absent: Nelson*  
*Student Trustee: Aye*  
*Motion carried; 5:0*

**A. Board Meeting Minutes: November 13, 2019**

*That the Board of Trustees approve the minutes of the meetings held on November 13, 2019.*

**B. 2021-2022 Academic Calendar/Summer Session 2021**

*That the Board of Trustees approve the academic calendar for 2021-2022 as proposed.*

**C. Curriculum Proposals: American River, Cosumnes River and Sacramento City Colleges**

*That the Board of Trustees approve the curriculum proposals for American River, Cosumnes River, and Sacramento City College listed in the board agenda packet.*

D. Board Policy Revision: P-2215 Transcript of Records

*That the Board of Trustees approve the proposed revisions to the policies listed in the board agenda packet.*

E. Special Event Authorization

*That the Board of Trustees approve or ratify the applications listed in the board agenda packet.*

F. Disposition of Stale District Records

*That the Board of Trustees approve the destruction of the documents listed in the board agenda packet.*

G. Disposition of Surplus Equipment – Salvage Value Greater than \$5,000

*That the Board of Trustees approve the disposal of the items listed in the board agenda packet per Education Code section 81450-81450.5.*

H. Disposition of Surplus Equipment

*That the Board of Trustees approve the disposal of the listed items per Education Code section 81452.*

I. Ratify: Grants and Contracts Awarded

*That the Board of Trustees Ratify and/or approve the grant and contract awards listed herein, pursuant to Board Policy 8315.*

Title, Description, Term, Project Administrator	College/Unit	Amount	Source
State of California Mainframe Apprenticeship Program <ul style="list-style-type: none"><li>• Funding to support an apprenticeship program for Mainframe Computing.</li><li>• 9/01/2019 through 12/31/2022</li><li>• Administrator: Frank Kobayashi / AVP, Workforce Economic Development</li></ul>	ARC	\$500,000	California Community College Chancellor's Office
Host College, Regional Director, Employer Engagement, ICI/DM <ul style="list-style-type: none"><li>• Funding to host and supervise the North/Far North Regional Director program for ICT/Digital Media.</li><li>• 7/01/2019 through 9/30/2020</li><li>• Administrator: Joel Powell / Dean, Business and Computer Science</li></ul>	CRC	\$200,000	Rancho Santiago Community College District
Child Development Training Consortium <ul style="list-style-type: none"><li>• Funding to designate a campus coordinator to implement the Child Development Training Consortium program.</li><li>• 9/01/2019 through 6/30/2020</li><li>• Administrator: Diana Hicks / Dean, Humanities</li></ul>	ARC	\$29,750	Yolo Community College District

J. Ratify: Bid Transactions

*That the Board of Trustees Ratify and/or approve the bid transactions herein listed.*

CHANGE ORDERS					
Bid No	Description	Change Amount	Change Number	Vendor	New Contract Total
18027	ARC Liberal Arts Modernization (STEM) elevator shaft redesign, add water valves, drains, upsize plumbing fixtures, adjust walls	\$45,628.00	2	Flint Builders Inc.	\$31,887,107.00

BID AWARDS					
Bid No	Description	No of Responses	Award Date	Successful Vendor	Contract Amount
20004	District Wide Beverage Services	3	12/4/19	Pepsico	N/A

**Bidders for Bid № 20004:**

Vendor Name	Evaluation Average Score
PEPSICO	64
COCA-COLA	61.5
KEURIG DR PEPPER	18

K. Ratify: Affiliation and Other Agreements

*That the Board of Trustees Ratify and/or approve the agreements as listed.*

- Below is a list of Allied Health Agreements for clinical placements and Internships for Los Rios students. While the District is obligated under these agreements to cooperate and provide educational services pursuant to these agreements, none of them require payment or receipt of funds.

**ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS**

Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

Agency	Clinical Program	Campus	Contract Date	Term
Vibra Hospital of Northern CA	PTA/OTA <sup>1</sup>	SCC	10/23/19	Evergreen
Matthew J. Campbell, DDS	Dental Asst.	SCC	10/30/19	Evergreen
Olive & Brach Speech Pathology Services, Inc.	SLPA <sup>2</sup>	ARC	11/18/19	Evergreen
Magnolia Modern Dentistry	Dental Asst.	SCC	11/21/19	Evergreen

<sup>1</sup> PTA/OTA: Physical Therapy Assistant/Occupational Therapy Assistant

<sup>2</sup>SLPA: Speech Language Pathology Assistant

### **ON-CAMPUS FACILITY USE AGREEMENTS**

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Below are Facility Use Agreements for events where facilities are provided free of charge or the District has or will receive payment from the user.

Campus	Type of Agreement	Permit Number
EDC	Facility Use Permit	EDC-2020-004
FLC	Facility Use Permit	FLC-19-080
FLC	Facility Use Permit	FLC-19-082
CRC	Facility Use Permit	C20-0066
CRC	Facility Use Permit	C20-0067
CRC	Facility Use Permit	C20-0068
CRC	Facility Use Permit	C20-0069
Harris Center	Facility Use Permit	14191
Harris Center	Facility Use Permit	14291
Harris Center	Facility Use Permit	14336
Harris Center	Facility Use Permit	14337
Harris Center	Facility Use Permit	14345
Harris Center	Facility Use Permit	14355
Harris Center	Facility Use Permit	14366
Harris Center	Facility Use Permit	14367
Harris Center	Facility Use Permit	14370
Harris Center	Facility Use Permit	14371
Harris Center	Facility Use Permit	14372
Harris Center	Facility Use Permit	14373
Harris Center	Facility Use Permit	14376
Harris Center	Facility Use Permit	14377
Harris Center	Facility Use Permit	14402
Harris Center	Facility Use Permit	14892
Harris Center	Facility Use Permit	14895
Harris Center	Facility Use Permit	14916
Harris Center	Facility Use Permit	14917
Harris Center	Facility Use Permit	14921
ARC	Facility Use Permit	1110
ARC	Facility Use Permit	1111
ARC	Facility Use Permit	1112
ARC	Facility Use Permit	1113
ARC	Facility Use Permit	1114
ARC	Facility Use Permit	1115
ARC	Facility Use Permit	1116
ARC	Facility Use Permit	1117
ARC	Facility Use Permit	1118
ARC	Facility Use Permit	1119
ARC	Facility Use Permit	1120
ARC	Facility Use Permit	1121

**L. Purchase Orders, Warrants, Checks and Electronic Transfers**

*That the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the schedule below.*

<b>PURCHASE ORDERS</b>		
General Fund	0001108947-0001109496 B200834-B200863	\$ 2,891,335.20
Capital Outlay Fund	0003018386-0003018428	
Child Development Fund	0006000909-0006000909	
Self-Insurance Fund	-	
<b>WARRANTS</b>		
General Fund	786028-787925	\$ 20,226,408.52
General Fund-ARC Instructional Related	010265-010357	
General Fund-CRC Instructional Related	023517-023554	
General Fund-FLC Instructional Related	031626-031645	
General Fund-SCC Instructional Related	048064-048137	
Capital Outlay Fund	834294-834345	
Student Financial Aid Fund	900531-900542	
Child Development Fund	954777-954799	
Self-Insurance Fund	976573-976580	
ODSFD	-	
Payroll Warrants	452061-453664	\$ 9,330,164.16
Payroll Vendor Warrants	66282-66420	
November Leave Process	453665-455357	
<b>CHECKS</b>		
Financial Aid Disbursements (E-trans)	-	\$ 20,274,055.91
Clearing Checks	2817-2818	\$ 2,695.00
Parking Checks	3152-3153	\$ 291.00
Bookstore Fund – ARC	34004-34082	\$ 472,904.81
Bookstore Fund – CRC	28841-28869	
Bookstore Fund – FLC	-	
Bookstore Fund – SCC	51421-51466	
Student Clubs Agency Fund – ARC	6003-6023	\$ 99,151.14
Student Clubs Agency Fund – CRC	5292-5317	
Student Clubs Agency Fund – FLC	2786-2800	
Student Clubs Agency Fund – SCC	4331-4353	
Foundation – ARC	6579-6588	\$ 39,787.49
Foundation – CRC	2817-2822	
Foundation – FLC	1891-1898	
Foundation – SCC	5327-5349	
Foundation – DO	1143-1150	
Associated Students Trust Fund – ARC	1023-1027	\$ 13,301.06
Associated Students Trust Fund – CRC	0912-0914	
Associated Students Trust Fund – FLC	0751-0752	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System 7137-7205	\$ 368,585.11
<b>ELECTRONIC TRANSFERS</b>		
Board of Equalization	-	\$
PARS	-	\$ 42,428.47
Vendors	-	\$
International Wire- Ethan Way Center	-	\$ 1,788.00
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ 103,761.08
Bookstore	-	\$ 54,685.93
Payroll Direct Deposit Advices	1011751-1017042	\$ 14,750,791.33
Other Payroll Transactions	-	\$ 4,411.00
Foundation Scholarships	-	\$ 500.00

M. Short-Term Temporary Employees

*That the Board of Trustees approve the list of districtwide anticipated short-term temporary employee classifications, authorizing employment of short-term employees for the period January 1, 2020 through June 30, 2020. The Human Resources Department will place the names of the short-term temporary employee hires on the subsequent board agendas.*

N. Human Resources Transactions

*That the Board of Trustees approve the human resources transactions listed in the December board agenda packet.*

## 5. COLLECTIVE BARGAINING

A. 2020-2023 Initial Collective Bargaining Proposals – LRCFT and LRCCD

*A motion was made by Trustee Knight, seconded by Trustee Haynes, that the Board of Trustees schedule a public hearing on January 15, 2020 to allow for public input regarding the initial collective bargaining proposals and submitted by the District and LRCFT.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Trustee Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

B. 2020-2023 Initial Collective Bargaining Proposals – LRCEA and LRCCD

*A motion was made by Trustee Haynes, seconded by Trustee Knight, that the Board of Trustees schedule a public hearing on January 15, 2020 to allow for public input regarding the initial collective bargaining proposals and submitted by the District and LRCEA.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Trustee Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

C. 2020-2023 Initial Collective Bargaining Proposals – SEIU and LRCCD

*A motion was made by Trustee Haynes, seconded by Trustee Knight, that the Board of Trustees schedule a public hearing on January 15, 2020 to allow for public input regarding the initial collective bargaining proposals and submitted by the District and SEIU.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Trustee Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

## **6. ACTION**

### **A. 2018-19 Annual Audit Report**

*A motion was made by Trustee Ortiz, seconded by Trustee Knight, that the Board of Trustees receive the audited financial statements for the 2018-19 fiscal year.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

### **B. 2019-20 Program Development Funds**

*A motion was made by Trustee Haynes, seconded by Trustee Ortiz, that the Board of Trustees approve the proposed changes to the Confidential, LRSA, and Management salary schedules to implement the proposals contained in the Program Development Funds effective January 1, 2020 and the corresponding MOU with LRSA.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

### **C. Student, Special Rate, Temporary Interpreter & Temporary Classified Salary Schedules**

*A motion was made by Trustee Knight, seconded by Trustee Haynes, that the Board of Trustees approve the salary schedules for student help / college work-study employees, temporary classified employees maintenance / service, temporary classified employees clerical / secretarial / paraprofessional, special rate temporary classified employees, temporary interpreter salary schedules effective January 1, 2020.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

Absent: Nelson

No: None

Absent: Nelson

Student Trustee: Aye

Motion carried; 5:0

D. Procedures for Filling Trustee Area 4 Vacancy

*A motion was made by Trustee Jones, seconded by Trustee Knight, that the Board of Trustees have the Trustee Area 4 vacancy filled by election during the November 2020 Election and direct the Chancellor or designee to report this action to the superintendent of the County Office of Education.*

*Roll Call Vote:*

*Aye: Haynes, Johnson, Jones, Knight, Ortiz*

*No: None*

*Absent: Nelson*

*Student Trustee: Aye*

*Motion carried; 5:0*

## 7. BOARD MEMBER REPORTS

Trustee Engel reported that the Student advisory committee is finalizing their proposal for Lobby Day, which is happening in February, and that more students have been appointed to shared governance committees.

Trustee Knight attended the donation check presentation and celebration with Assemblymember McCarty at the ARC - Natomas Center as well as the Nursing pinning ceremony at ARC. He also attended the CCLC Conference last month.

Trustee Haynes congratulated staff on a clean audit year after year. She attended the CCLC Conference, and noted she was sorry she had to miss the DO employee holiday luncheon.

## 8. FUTURE AGENDA ITEMS

No future agenda items were discussed.

## 9. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

Sabrina Edwards, Associated Student Body

Courtnee Mack, President, Sacramento City College Classified Senate

Gary Aguilar, President, Districtwide Academic Senate

Dean Murakami, LRCFT

Chancellor's Report:

ARC: ARC's eight TRIO Programs continue to have a powerful impact on student success! In 2018-19, for example, the three TRIO Educational Talent Search programs served 1,478 low-income, first-generation, middle and high school students in the San Juan Unified, Center Unified, and Natomas Unified school districts. 100% of the high school seniors in this cohort graduated with a regular high school diploma. Of those students, over 85% went on to attend college. And importantly, 3 out of 10 began their postsecondary journey at ARC in fall 2019.

CRC: More than 1,000 people attended the 14th Annual CRC-CPPE Fall Ethics Symposium, The Ethics of Having Children, in late November. CRC and CSUS students and faculty joined nationally and internationally renowned scholars from as far away as New York and Hong Kong for discussion of the moral, political, legal, and medical issues surrounding decisions about whether and how to have, as well as how to raise, children. CRC Honors Program students served as sessions chairs. Honors student Nadia "Noah" Connolly served as a session panelist, as did ECE Professor Iris Dimond and Assistant Philosophy Professor and CRC Honors Program alumnus Dr. Jacob Velasquez. The Ethics Symposium Series is directed by CRC Honors Program and Philosophy Program Chair Dr. Rick Schubert. The event was filmed, live-streamed, and will be broadcast by Access Sacramento on Comcast as well as archived on the CSUS Center for Practical and Professional Ethics website.

FLC: Folsom Lake College's student-veteran success programs continue to grow, thanks in part to support from community partners. In December, El Dorado County donated \$40,000 to sponsor veterans' textbook scholarships. In addition, the El Dorado County Veterans Alliance and the Serrano Salute to Valor Committee presented the college with a check for \$10,000 to fund the El Dorado County Nisei Scholarship Endowment through the FLC Office of Philanthropy to help student-veterans with expenses not otherwise covered through VA benefits or the GI Bill. The local non-profit, the Wounded Warrior Run, also visited the college's Veterans Success Center during the holidays to provide student-veterans with lunch and \$3,750 in gas cards. In total, over \$60,000 has been donated towards FLC veterans' programs in 2019.

SCC: The Express news staff won 15 awards for journalism excellence at the Northern California conference of the Journalism Association of Community Colleges in November. The annual conference held at San Jose State University featured a day of speakers and on-the spot contests, in which Express staffers took three awards. The Express, the Sacramento City College newspaper for more than a century, produced its final print edition in May 2019. It also won a general excellence award for the website, saccityexpress.com, which is updated daily.

Chancellor King announced the following retirements:

Retirement		Years of Service	
Vickie Weaver-Owens	Employee Benefits Technician	DO	14+
Brooks Ohlson	Director VI, Center for International Trade Development	DO	14+
Charles Deneke	Biology Professor	CRC	15
Socorro Molina	Administrative Assistant II	DO	15+
Karen Milam	Instructional Assistant – Writing/English/Reading	ARC	20+
Angela Williams	Student Support Specialist	FLC	21+

David Fox	Computer Information Science Professor	ARC	22
Ilse Powell	Lead Instructional Assistant – English as a Second Language	ARC	29

## **10. CLOSED SESSION**

General Counsel Sherry announced closed session as listed below. The following board members went into closed session at 7 pm: Ms. Haynes, Mr. Johnson, Mr. Jones, Mr. Knight, Ms. Ortiz.

- A. Under Government Code section 54957, subd. (a); Complaint against Public Employee
- B. Under Government Code section 54957 subd. (a); Public Employee Discipline/Dismissal/Release

*Closed Session Adjourned: 7:35*

*Open Session: 7:36*

## **11. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION**

In the closed session matter identified as Item 10.A, Complaint Against a Public Employee, the Board of Trustees voted 5 to 0, with Trustee Nelson absent, to deny the appeal of the complaint against the public employee.

In the closed session matter identified as Item 10.B, Employee Discipline/Dismissal/Release, the Board of Trustees voted 5 to 0, with Trustee Nelson absent, to terminate Los Rios Police Officer Alexander Conroy.

## **12. ADJOURNMENT**

*A motion was made by Trustee Knight, seconded by Trustee Haynes, that the meeting be adjourned.*

President Johnson adjourned the meeting at 7:40 pm.

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### **BRIAN KING**

Chancellor and Secretary to the Board of Trustees

*Draft minutes presented to the Board of Trustees: January 15, 2019*

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	Resolution № 2020-01: Board of Trustees Absences	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item B	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Brian King, Chancellor	CONSENT/ROUTINE	X
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor	FIRST READING	
		ACTION	
		INFORMATION	

## STATUS:

Pursuant to the Education Code section 72024, district policy provides that a board member will be paid for any meeting when absent if the Board adopts a resolution that at the time of the meeting the Board member was performing other services for the Los Rios Community College District, was ill or on jury duty, or the absence was due to a hardship deemed acceptable by the Board.

## RECOMMENDATION:

It is recommended that the Board of Trustees adopt the attached Resolution № 2020-01 which specifies that trustees be compensated for absences as indicated.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

American River • Cosumnes River • Folsom Lake • Sacramento City Colleges

## RESOLUTION

Nº 2020-01

### BOARD OF TRUSTEES ABSENCES

**WHEREAS**, Education Code § 72024 governs payments of compensation to trustees, and

**WHEREAS**, that section provides that trustees shall be compensated for board meetings not attended when excused for one of the specified reasons by formal resolution of the board, and

**WHEREAS**, the Board desires to excuse certain absences: Now, therefore,

**BE IT RESOLVED** that the trustee(s) listed below shall be compensated for absence(s) as indicated:

DATE	NAME	REASON FOR ABSENCE
November 13, 2019	Tami Nelson	Illness

**PASSED AND ADOPTED** as Los Rios Community College District Resolution Nº 2020-01 this fifteenth day of January, 2020, by the following called vote:

AYES	NOES	ABSENT
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Dustin Johnson, Board President

*Attest:*

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Brian King  
Chancellor and Secretary to the Board

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

SUBJECT:	Special Event Authorization	ATTACHMENT:	None
	ENCLOSURE: None		
AGENDA ITEM:	Consent Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	JP Sherry, General Counsel <i>JP Sherry</i>	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	FIRST READING	
		ACTION	
		INFORMATION	

## BACKGROUND:

Pursuant to Board Policy P-1414, special events are shows, private parties, concerts, theatrical productions, and other events held on a District premises for which the principal attendees are members of the general public or invited guests and not students of the District.

## STATUS:

At the below-listed special events, event sponsors have submitted applications for permission to serve alcohol.

## College Events

Date of Event	College	Location	Name of Event	Alcohol
February 19, 2020	FLC	Harris Center	Clutch presents BOLD: speaker series event	Wine
April 5, 2020	FLC	Harris Center	Folsom Concert Association: 25th Anniversary Celebration	Wine and Beer

## RECOMMENDATION:

It is recommended that the Board of Trustees approve or ratify the applications listed herein.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	Disposition of Surplus Equipment	ATTACHMENT: None	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item D	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

## BACKGROUND:

The Education Code regulates the procedures by which a Community College District can dispose of real and personal property. Education Code section 81452 provides that the governing board may, by unanimous vote, dispose of items valued at \$5,000 or less by private sale without advertising or selling the items at public auction. The District has held previous auctions, but they have generally cost more than they have netted for the District.

## STATUS:

The District has a quantity of surplus materials that needs to be disposed of, such as outdated desks and computers. The District has located a scrap dealer who will take selected surplus items for recycling. Any items remaining will be disposed.

The surplus items to be recycled or disposed of are either irreparable, obsolete, in poor condition or not needed for district/college operations and include the following: 1 amplifier; 1 cassette deck; 36 computers; 1 conference phone terminal; 1 digital recorder; 1 docking station; 2 file cabinets; 6 laptops; 1 mixer; 14 monitors; 33 notebook PC's; 3 printers; 4 projectors; 1 receiver; 18 servers; 1 Smart UPS; 4 switches; 1 table; 2 tape recorders and 1 TV/VCR/DVD unit.

These items have a value of less than \$5,000.

## RECOMMENDATION:

It is recommended that the Board of Trustees approve the disposal of the listed items per Education Code section 81452.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

SUBJECT:	Ratify: Bid Transactions	ATTACHMENT: None
		ENCLOSURE: None
AGENDA ITEM:	Consent Item E	TYPE OF BOARD CONSIDERATION:
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE <input checked="" type="checkbox"/>
APPROVED FOR CONSIDERATION:	Brian King	FIRST READING
	Brian King	ACTION
		INFORMATION

## BACKGROUND:

Pursuant to Board Policy 8315 the bid transactions herein listed are presented for approval and/or ratification.

CHANGE ORDERS					
Bid №	Description	Change Amount	Change Number	Vendor	New Contract Total
18025	SCC Mohr Hall modernization. Additional hardware and electrical items. Changing battens on roofing and fused disconnect.	\$81,927.93	3	F&H Construction	\$18,051,404.56

## RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the bid transactions herein listed.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

SUBJECT:	Ratify: Affiliation and Other Agreements	ATTACHMENT:	Yes
		ENCLOSURE:	None
AGENDA ITEM:	Consent Item F	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	FIRST READING	
		ACTION	
		INFORMATION	

#### BACKGROUND:

Pursuant to Education Code section 81655, and Board Policy 8315, all agreements to which the District is party must be approved by or ratified by the Board of Trustees. Where agreements are not authorized or ratified by other means, this Board item is used to ensure compliance with this obligation.

#### STATUS:

Pursuant to Board Policy 8315, the agreements and/or extensions listed on the attached document are hereby presented for approval/ratification.

#### RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the agreements identified in this Board Agenda item.

## ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS

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Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

Agency	Clinical Program	Campus	Contract Date	Term
Stanislaus County Health Services Agency	PTA/OTA <sup>1</sup>	SCC	10/11/19	Evergreen
Proficio Speech Therapy Group Inc.	SLPA <sup>2</sup>	ARC	11/18/19	Evergreen
Florin Family Dental	Dental Asst.	SCC	11/21/19	Evergreen
Esthetic Reflections in Dentistry	Dental Asst.	SCC	11/26/19	Evergreen
AMR - American Medical Response	Paramedic Training	ARC	11/30/19	11/30/2022
The Pines at Placerville	Cert. Nursing Asst.	FLC	12/4/19	Evergreen
Western Slope Health Center	Cert. Nursing Asst.	FLC	12/4/19	Evergreen
Bianca Yee, DDS	Dental Asst.	SCC	12/5/19	Evergreen
Emarah Basaran, DDS	Dental Asst.	SCC	12/5/19	Evergreen
Union Hills School District	SLPA <sup>2</sup>	ARC	12/6/19	Evergreen
American River Speech	SLPA <sup>2</sup>	ARC	12/6/19	Evergreen
LifeSTEPS Inc.	CHW <sup>3</sup>	SCC	12/12/19	Evergreen
Chalmers Dental, Inc.	Dental Asst.	SCC	12/17/19	Evergreen
Case Dental	Dental Asst.	SCC	12/18/19	Evergreen

<sup>1</sup>PTA/OTA: Physical Therapy Assistant/Occupational Therapy Assistant

<sup>2</sup>SLPA: Speech Language Pathology Assistant

<sup>3</sup>CHW: Community Health Worker

## ON-CAMPUS FACILITY USE AGREEMENTS

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Below are Facility Use Agreements for events where facilities are provided free of charge or the District has or will receive payment from the user.

Campus	Type of Agreement	Permit Number
CRC	Facility Use Permit	C20-0070
CRC	Facility Use Permit	C20-0071
CRC	Facility Use Permit	C20-0072
CRC	Facility Use Permit	C20-0073
SCC	Facility Use Permit	S20-0040
SCC	Facility Use Permit	S20-0059
SCC	Facility Use Permit	S20-0020
SCC	Facility Use Permit	S20-0043
SCC	Facility Use Permit	S20-0058
SCC	Facility Use Permit	S20-0053
SCC	Facility Use Permit	S20-0055
SCC	Facility Use Permit	S20-0056
Harris Center	Facility Use Permit	14917
Harris Center	Facility Use Permit	14371
Harris Center	Facility Use Permit	14372
Harris Center	Facility Use Permit	14402
Harris Center	Facility Use Permit	14373
Harris Center	Facility Use Permit	14374
Harris Center	Facility Use Permit	14375
Harris Center	Facility Use Permit	14209
Harris Center	Facility Use Permit	14360
Harris Center	Facility Use Permit	14376
Harris Center	Facility Use Permit	14896
Harris Center	Facility Use Permit	14938
Harris Center	Facility Use Permit	13659
Harris Center	Facility Use Permit	14296
Harris Center	Facility Use Permit	14351
Harris Center	Facility Use Permit	14378
Harris Center	Facility Use Permit	14894

Campus	Type of Agreement	Permit Number
Harris Center	Facility Use Permit	14893
Harris Center	Facility Use Permit	14379
Harris Center	Facility Use Permit	14977
Harris Center	Facility Use Permit	14941
Harris Center	Facility Use Permit	14338
Harris Center	Facility Use Permit	14347

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

SUBJECT:	Purchase Orders, Warrants, Checks and Electronic Transfers	ATTACHMENT: Yes	
		ENCLOSURE: None	
AGENDA ITEM:	Consent Item G	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	<i>Mario Rodriguez</i> Mario Rodriguez, Vice Chancellor Finance and Administration	CONSENT/ROUTINE	<input checked="" type="checkbox"/>
APPROVED FOR CONSIDERATION:	<i>Brian King</i> Brian King, Chancellor	FIRST READING	
		ACTION	
		INFORMATION	

## BACKGROUND:

A listing of purchase orders, warrants, checks and wires issued during the period of November 16, 2019 through December 15, 2019 is on file in the District Business Services Office for review.

## RECOMMENDATION:

It is recommended that the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the attached schedule.

<b>PURCHASE ORDERS</b>		
General Fund	0001109498-0001109949 B200864-B200882	\$ 7,528,475.31
Capital Outlay Fund	0003018413-0003018468	
Child Development Fund	0006000910-0006000910	
Self-Insurance Fund	0009000440-0009000441	
<b>WARRANTS</b>		
General Fund	787926-788709	\$ 15,794,251.81
General Fund-ARC Instructional Related	010358-010444	
General Fund-CRC Instructional Related	023555-023580	
General Fund-FLC Instructional Related	031646-031655	
General Fund-SCC Instructional Related	048138-048197	
Capital Outlay Fund	834346-834408	
Student Financial Aid Fund	900543-900544	
Child Development Fund	954800-954806	
Self-Insurance Fund	976581-976585	
ODSFD	-	
Payroll Warrants	455358-456993	\$ 8,949,573.47
Payroll Vendor Warrants	66421-66557	
December Leave Process	456994-458571	
<b>CHECKS</b>		
Financial Aid Disbursements (E-trans)	-	\$ 1,810,362.88
Clearing Checks	2819-2819	\$ 56,096.87
Parking Checks	3155-3155	\$ 258.00
Bookstore Fund – ARC	34083-34130	\$ 867,088.78
Bookstore Fund – CRC	28870-28896	
Bookstore Fund – FLC	10768-10798	
Bookstore Fund – SCC	51467-51525	
Student Clubs Agency Fund – ARC	6024-6039	\$ 64,630.72
Student Clubs Agency Fund – CRC	5318-5352	
Student Clubs Agency Fund – FLC	2801-2808	
Student Clubs Agency Fund – SCC	4354-4367	
Foundation – ARC	6589-6623	\$ 69,818.30
Foundation – CRC	2823-2834	
Foundation – FLC	1899-1911	
Foundation – SCC	5350-5367	
Foundation – DO	1151-1158	
Associated Students Trust Fund – ARC	1028-1033	\$ 13,526.35
Associated Students Trust Fund – CRC	0915-0915	
Associated Students Trust Fund – FLC	0753-0755	
Associated Students Trust Fund – SCC	-	
Regional Performing Arts Center Fund	USI Check System 7206-7290	\$ 621,561.29
<b>ELECTRONIC TRANSFERS</b>		
Board of Equalization	-	\$
PARS	-	\$ 39,527.57
Vendors	-	\$
International Wire- Ethan Way Center	-	\$
Backup Withholding	-	\$ -
Retiree Health Trust	-	\$ -
Self-Insurance	-	\$ 57,425.29
Bookstore	-	\$ 28,221.37
Payroll Direct Deposit Advices	1017043-1022373	\$ 14,185,014.91
Other Payroll Transactions	-	\$ 4,411.00
Foundation Scholarships	-	\$

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	Human Resources Transactions	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Consent Item H	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Jamey Nye, Deputy Chancellor <i>Jamey Nye</i>	CONSENT/ROUTINE	X
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	
		INFORMATION	

## RECOMMENDATION:

It is recommended that the Board of Trustees approve the Human Resources transactions on the attached pages.

## MANAGEMENT

**APPOINTMENT(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>		
Brown, Davin E. (Ph.Ed., Drexel University)	Vice President of Student Services	01/16/20
Lambert, Angelena G. (M.A., California State University, Sacramento)	Dean, Mathematics, Statistics & Engineering	01/16/20
Lee, Dennis J. (M.A.Ed., The University of Akron)	Dean of Behavioral and Social Sciences	01/16/20
Pitman, Gayle, E. (Ph.D., California School of Professional Psychology)	Dean of Planning, Research, and Institutional Effectiveness	01/16/20
Snowden, Robert L. (Ph.Ed., University of San Francisco)	Dean of the West Sacramento Center	01/16/20

**APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>		
Rollins, Tyler R. (Ph.D., University of Colorado)	Director (VI) of Academic and Student Support Projects	01/16/20 – 01/15/21
<u>American River College</u>		
Fish, Melissa M. (M.B.A., California State University, Sacramento)	Interim California Apprenticeship Initiative Grant Project Director (VI)	01/06/20 – 06/30/20

**APPOINTMENT(S) TO TEMPORARY POSITION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Booth, Derrick W. (Ph.D., University of Washington)	Interim Associate Vice President, Workforce Development	12/19/19 – 06/30/20
Brown, Davin E. (Ph.Ed., Drexel University)	Interim Vice President of Student Services	07/01/19 - 01/15/20 <i>(Revised)</i>

## MANAGEMENT

**APPOINTMENT(S) TO TEMPORARY POSITION(S) - CONTINUED**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
	<u>American River College</u>	
Sorensen, Kathryn H.	Interim Dean of Student Services, Counseling, and Transfer Services (Ph.D., University of Texas at Austin)	08/19/19 – 05/31/20 <i>(Revised)</i>
	<u>Sacramento City College</u>	
Lambert, Angelena G.	Interim Dean, Mathematics, Statistics & Engineering (M.A., California State University, Sacramento)	10/07/19 – 01/15/20 <i>(Revised)</i>
Sjovold, Carl-Petter	Interim Dean, Behavioral and Social Science (Ph.D., University of California, Davis)	11/01/19 – 01/15/20 <i>(Revised)</i>

**LEAVE(S) OF ABSENCE**

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
Buchanan, Sally A.	Director (VIII) of Donor Relations	Medical	10/07/19 – 01/13/20 <i>(Revised)</i>

## FACULTY

**APPOINTMENT(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Cosumnes River College</u>		
Drybread, Todd J. (D.C., Life Chiropractic College West)	Biology Assistant Professor	01/16/20
<u>Folsom Lake College</u>		
Ozeran, Megan (M.L.I.S., San Jose State University)	Public Services Librarian – Technology and Electronic Resources	01/16/20 <i>(Revised)</i>
<u>Sacramento City College</u>		
Jackson, Charisse I. (B.S., University of Phoenix)	Nursing (Licensed Vocational Nursing - LVN) Assistant Professor	01/16/20
Marquez, Sabrina L. (B.S., California State University, Stanislaus)	Cosmetology Assistant Professor	01/16/20

**APPOINTMENT(S) TO TEMPORARY POSITION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>American River College</u>		
Nigro, Rozalyn (M.S., University of California, San Francisco)	Pediatric Nursing (Registered Nursing-RN) Assistant Professor, L.T.T.	01/16/20 – 05/20/20
<u>Sacramento City College</u>		
Wallace, Nancy M. (M.L.I.S., San Jose State University)	Public Services Librarian, L.T.T.	08/22/19 – 05/20/20 <i>(Revised)</i>

## FACULTY

**LEAVE(S) OF ABSENCE**

<u>Name</u>	<u>Subject/Position</u>	<u>Type</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Urkofsky, Teresa E.	Hospitality Management Professor	Medical	10/21/19 – 12/31/19
<u>Sacramento City College</u>			
Bennett, Dianne A.	Chemistry Professor	Type C	08/20/20 – 12/17/20

**PRE-RETIREMENT WORKLOAD REDUCTION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>FTE</u>	<u>Effective Date(s)</u>
<u>American River College</u>			
Birdsall, Lill H.	Mathematics Professor	1.0 to 0.60	08/20/20 – 05/31/25

**RESIGNATION(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>		
Alvarado Alcivar, Claudio G.	Nursing Assistant Professor	12/20/19
Clark, Bonnie M.	Nursing Professor	12/20/19

**RETIREMENT(S)**

<u>Name</u>	<u>Subject/Position</u>	<u>Effective Date(s)</u>
<u>Sacramento City College</u>		
Yang, Richard L. (After 23+ years of regular service)	Counselor	07/01/20

**TEMPORARY, PART-TIME EMPLOYEES Fall 2019**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Barr III,Thomas C.	Horticulture	2 %
Clement Moore,Tamica L.	Gerontology	13 %
Frederick,Casey F.	Landscape Design & Maintenance	22 %
Fusco,Sandro	Mathematics, General	47 %
Gelotte,Danielle	Counselor	22 %
Hawe,Larry E.	Automotive Technology	8 %
Kientz,Michelle L.	Counselor	54 %
Kjelstrom,Andrea N	Gerontology	13 %
Lee,Fountain	Mathematics, General	43 %
McCann,Sean P.	Administration of Justice	1 %
Medcalf,John C.	Mathematics, General	42 %
Rodriguez-Rutten,Paula	Mathematics, General	53 %
Torres,Veronica C.	Interior Design and Merchandising	2 %
Wooden,Tami D.	Physical Education	11 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2019**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Brown,Cornelius L.	Business and Commerce, General	34 %
Fitzpatrick,Tamara Lynn	Business and Commerce, General	6 %
Fitzpatrick,Tamara Lynn	Small Business and Entrepreneurship	5 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2019**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Allen,Stephanie Dawn	Computer Programming	27 %
Hood,Khulan J	Music	32 %

**TEMPORARY, PART-TIME EMPLOYEES Fall 2019**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Guerrero,Monique A.	Cosmetology and Barbering	46 %
**(B5) Ponce,Armando N.	Cosmetology and Barbering	62 %
Reid-Cramer,Randell W.	Cosmetology and Barbering	53 %
Sotelo,Justin B.	Applied Photography	64 %
Suliven,Alex	Cosmetology and Barbering	2 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Delgado,Lydia A.	Counselor	6 %
Jones,Stanley M.	Landscape Design & Maintenance	20 %
Mays,Judy L.	Counselor	6 %
Miller,Bonnie J.	Counselor	6 %
Rodgers,Monique R.	Registered Nursing	10 %
Sichi,Cielo P.	Landscape Design & Maintenance	8 %
Youngs,Cynthia	Reading	33 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. \* = New Employee \*\* = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
**(A5) Beyrer, Gregory M.	History	20 %
Castagna, Christine N.	Geography	20 %
O'Brien, Teresa L.	Counselor	1 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Angove, Philip J.	Music	12 %
Griffin, Nicole P.	English	47 %
Lacy, David J.	English	52 %
Tavares, Tyrone Michael	Counselor	21 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Fall 2019**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
**(A4) Christian, Jeffery J.	Nurse	6 %
Dana, Maureen Woodard	Reading	1 %
Davila, Heidi L.	Coordinator	6 %
Fellman, Melissa M.	Dental Occupations	7 %
Hanson, Jon	Reading	1 %
Miller, Nicholas B.	Sociology	27 %
Myers, Troy A.	English	4 %
Roberts, Joshua M.	English	22 %
Vargas-Onate, Jacqueline	Coordinator	6 %

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adams, Grant C.	Spanish	53 %
**(A1) Adams, Jane P.	Counselor	26 %
**(A1) Adams, Jane P.	Counselor	11 %
Afshar, Zoha	Fashion	20 %
Afshar, Zoha	Fashion Merchandising	28 %
Aghabaeigi, Farah	Accounting	67 %
Aguilar, Susan L.	Classics-Humanities	20 %
Akawi, Robin	Psychology, General	40 %
Akkaziev, Dzhambul	Russian	53 %
Albrecht, Christian	Administration of Justice	1 %
Alexander, Helen M.	Librarian	26 %
Alvarez, Pelayo	Natural Resources	28 %
Amrhein, Jeannette A.	Child Development/Early Care and Education	20 %
Anderegg, Kristen M.	Counselor	5 %
Arai, Elizabeth L.	ESL Reading	27 %
Arai, Elizabeth L.	ESL Speaking/Listening	27 %
Ayers, Harold R.	Administration of Justice	1 %
Badea-Mic, Mihaela C.	Physiology (Includes Anatomy)	35 %
Balaam, Robert C.	Sign Language Interpreting	13 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. \* = New Employee \*\* = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Barela,Jesus A.	Painting & Drawing	28 %
Barrett,John P	Accounting	20 %
Bassett,Jason M.	Administration of Justice	1 %
Bastian,Gregory A.	Business Administration	20 %
Bastian,Gregory A.	Real Estate	20 %
Baxter,Kenneth W.	Political Science	20 %
Beckum,LaQuisha	Psychology, General	40 %
Bernacchi,Christopher S.	Administration of Justice	1 %
Bertinuson,Joy A.	Painting & Drawing	57 %
**(B5) Bibb,Akbar M.	Administration of Justice	1 %
Bickel,David T.	Administration of Justice	1 %
Bluette,Chad J.	Administration of Justice	1 %
Bohanec,Cogen	Classics-Humanities	40 %
Boroughs,Terry J.	Geology	35 %
Boroughs,Terry J.	Earth Science	15 %
**(A2) Bowles,Christy M.	Natural Resources	16 %
Cano Chavez,Veronica	Counselor	18 %
Ha,Annette A.	English	40 %
Hall,Neda Nicole	Child Development/Early Care and Education	40 %
Hamkar,Behzad	History	20 %
Harder,Elizabeth K.	Speech Communication	20 %
Harlan,Michael J.	Classics-Humanities	40 %
Harvey,David B.	Administration of Justice	1 %
Hathaway,Linnea A.	Child Development Administration and Management	13 %
**(A5) Hayes,David V.	Administration of Justice	1 %
Helleesen,Richard S.	Film Studies	20 %
Helleesen,Richard S.	Dramatic Arts	30 %
Helms,Shelby C.	Sign Language Interpreting	13 %
Henderson,James H.	Sign Language Interpreting	3 %
Herman,Kathryn M.	Counselor	60 %
Hernandez,Colleen L	Child Development/Early Care and Education	40 %
Hernandez,Henry V.	Business Administration	20 %
Herrera,Daniel A.	Multimedia	14 %
Herrera,Daniel A.	Computer Graphics and Digital Imagery	28 %
Hill,Michael S.	Business Management	60 %
**(B3) Hillenbrand,Collin D.	Sign Language	27 %
**(B3) Hillenbrand,Collin D.	Sign Language Interpreting	18 %
Himmelmann,Sarah E	Sign Language	27 %
Hindman,Clay A.	ESL Writing	27 %
Hindman,Clay A.	ESL Reading	27 %
Hisel,Kathleen L.	Counselor	43 %
Hoag,Steven E.	Counselor	21 %
Hoban-Higgins,Tana M.	Physiology (Includes Anatomy)	50 %
Hoffman,Ana B.	Spanish	53 %
Hoffman,Dale H.	Anthropology	15 %
Hojjat,Payam J	Computer Infrastructure and Support	24 %
Hudson,Michael R.	Administration of Justice	1 %
Huerta,Teresa A.	Administration of Justice	1 %
Huggins,Ross R.	Administration of Justice	20 %
Hughes,Tori	Administration of Justice	1 %
Humphers,Dorene Kay	ESL Reading	27 %
Hurner,Sheryl Marie	Business and Commerce, General	40 %
Iannone,Albert J.	Fire Technology	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Iverson,Janet Lopez	English	20 %
Jackson,Jillian J	Geographic Information Systems	22 %
James,Mary E.	Administration of Justice	1 %
Jameson,Richard L.	Administration of Justice	1 %
Jardine,Christian M.	History	40 %
Jay,Susan M.	General Work Experience	40 %
Jennings,Nathan P.	Geographic Information Systems	46 %
Jeske,Dawn L.	Child Development/Early Care and Education	20 %
Johnson,Hannah N.	ESL Writing	27 %
Johnson,Hannah N.	ESL Reading	27 %
Johnson,Robert S.	Commercial Music	40 %
Miranda,Yolanda O.	Counselor	10 %
Sakakihara,Paul	General Work Experience	40 %
Samadi,Parisa	Reading	27 %
**(B5) Schaumburg,Timothy A.	Automotive Technology	33 %
Schroeder-Evans,Kimbra S.	Spanish	53 %
Schwartz,Daniel C.	Drafting Technology	67 %
Scott,Steven	Microbiology	40 %
Scott,Tatiana N.	Music	45 %
Seguine,Richard K.	Fire Technology	40 %
Sevillo,Epifanio A.	Administration of Justice	1 %
Shah,Rabail R.	Classics-Humanities	20 %
**(A3) Shearer,Tracy F.	Dramatic Arts	66 %
Shepherd,Elden B.	Administration of Justice	1 %
**(A5) Shih,Ernest	Computer Infrastructure and Support	24 %
**(A5) Shih,Ernest	Computer Networking	26 %
Shiva,Maryam S.	Physics, General	20 %
Shragge,Bryan	Human Services	20 %
Simmons,Floyd Raymond	Administration of Justice	20 %
Simon,Sabina F.	ESL Writing	27 %
Simon,Sabina F.	ESL Integrated	27 %
Singer,Scott	Restaurant and Food Services Management	33 %
Sisneros,Linda L.	Electronics & Electric Technology	63 %
Smith,Forsynthia	Human Services	20 %
Snook,Robert W.	Administration of Justice	1 %
Tabrizi,Setareh H.	English	43 %
Tadlock,Duane A	Administration of Justice	1 %
Thai,Dai Thuy Trang	Chemistry, General	57 %
Thomas,Ramona S.	Children with Special Needs	20 %
Tittle,Matt G	English	27 %
Torres,Alex	Computer Infrastructure and Support	24 %
Torres,Santos	Sociology	20 %
Torres,Veronica C.	Drafting Technology	33 %
Tzou,Ann S.	ESL Writing	27 %
Tzou,Ann S.	ESL Reading	27 %
Umhauer,Teri J.	Fashion	20 %
Umhauer,Teri J.	Fashion Design	28 %
Uptegrove,Jim L.	Administration of Justice	1 %
Utter,Robert S.	Physics, General	35 %
Valenzona,Deborah A.	Reading	13 %
VanElls,Deborah B.	History	40 %
**(A5) VanRegenmorter,Heidi L.	Music	43 %
Vasquez,Karen M.	Speech Communication	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Verhage,Beth L.	ESL Writing	27 %
Verhage,Beth L.	ESL Reading	27 %
Vitaich,Jason M.	Political Science	40 %
Vittitow,Linda M.	Anthropology	35 %
Wake,Audra G.	Paralegal	20 %
Walker,Eric S.	Administration of Justice	1 %
Walters,Kimberly	Children with Special Needs	35 %
Warren,Marshall T.	Administration of Justice	1 %
Welch,David P.	Drafting Technology	33 %
Welch,Nicole M.	Business Management	20 %
Welkley,Debra L.	Sociology	40 %
Westre,Barbara J.	Counselor	60 %
Wheeler,Susan	Business and Commerce, General	20 %
Wheeler,Susan	Small Business and Entrepreneurship	13 %
White,Bryan C.	Mathematics, General	53 %
White,Gay A.	ESL Writing	53 %
Whitt,David	Fire Technology	20 %
Wilkinson,Cheryl	ESL Writing	27 %
Wilkinson,Cheryl	ESL Speaking/Listening	27 %
Williams,Michelle D.	Economics	40 %
Wilson,Keri K.	Administration of Justice	1 %
Winford,Geoffrey M.	Administration of Justice	1 %
Winter,Michael H.	Geography	20 %
Witteborg,Janina L.	Sign Language Interpreting	28 %
Wong,Kim W.	Administration of Justice	1 %

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Ahmadi,Abbas	Computer Networking	55 %
Almaraz,Ruben T.	Chemistry, General	57 %
Amini,Behrooz	Accounting	27 %
Angel,Elizabeth E	Mathematics, General	35 %
Aptekar,Rachel M.	Biology, General	50 %
Babka,Cary M.	Television (including combined TV/film/v	30 %
Bass,Charles W.	Chemistry, General	50 %
Benskin,Karena T.	Small Business and Entrepreneurship	20 %
Benskin,Karena T.	Office Technology/Office Computer Applicati	13 %
Beyer,Kimberlee M.D.	Counselor	15 %
Biesiadecki,Mary R.	Veterinary Technician (Licensed)	53 %
BoarerPitchford,Julie K.	Nutrition, Foods, and Culinary Arts	40 %
Bowns,Ross	Painting & Drawing	28 %
Bowns,Ross	Sculpture	28 %
Haas,Richard A.	Fire Technology	20 %
Hall,Laura Marie	Nutrition, Foods, and Culinary Arts	20 %
Hansen,Eric C.	Biology, General	40 %
Harris,Jonathan J.	Counselor	25 %
Hee,Benjamin B.	Mathematics, General	33 %
Henkens,Robert A	Fire Technology	20 %
Hernandez,Maria Victoria M.	Health Information Coding	33 %
Hewell Starnes,Tracy	Nurse	19 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020****Cosumnes River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Hicks,Charity C.	Information Technology, General	20 %
Hicks,Charity C.	Software Applications	13 %
Hoang,Frank A.	Chemistry, General	65 %
**(A5) Homan,Steve P.	Music	55 %
Houck,Ronald E.	Painting & Drawing	57 %
Howe,Dawn M.	Animal Science	28 %
Howe,Dawn M.	Equine Science	15 %
Huang,Zhi Hua	Accounting	27 %
Hull,John R.	Broadcast Journalism	28 %
Hull,John R.	Mass Communications	20 %
Inoue,Faye S.	Health Occupations, General	27 %
Johnson,John O.	E-Commerce (business emphasis)	20 %
Johnson,Robert K.	Business and Commerce, General	20 %
Sarkovich,Misha T.	Economics	40 %
Schirmer,Marie A.	Nutrition, Foods, and Culinary Arts	20 %
Schreiner,John M.	Information Technology, General	13 %
Schreiner,John M.	Computer Programming	20 %
Schulte,Wilfred H.	Mathematics, General	33 %
Short,Christina B.	Children with Special Needs	20 %
Silva,Evelyn D.	Child Development/Early Care and Education	20 %
Smith,Jeffrey D.	Automotive Technology	33 %
Song,Kur	Computer Programming	13 %
Tang,Skyeler A	Counselor	12 %
Tang,Skyeler A	Counselor	17 %
Terry,John D.	Architecture and Architectural Technology	33 %
Teves,Randall K.	Mathematics, General	35 %
Thaw,Min Min	Economics	40 %
Thomas-Garth,Andree K.	Counselor	21 %
Thunes,Clair	Equine Science	20 %
Torres,Jessica	Counselor	12 %
Vautin,Gary D.	Television (including combined TV/film/video production)	28 %
**(A2) Vest,Jefferson D.	Advertising	20 %
**(B5) Visger,Robert J.	Construction Crafts Technology	33 %
Watters,Cody	Biology, General	50 %
Wellington,Erica M.	Counselor	11 %
Whitehead,Pamela L.	Fine Arts, General	20 %
Wiggins,Marcelle F.	Art	28 %
Wiggins,Marcelle F.	Painting & Drawing	28 %
Wise,Kristine M.	Nutrition, Foods, and Culinary Arts	20 %

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Allen,Stephanie Dawn	Information Technology, General	12 %
Andrews-Cardoza,Kym M.	Human Services	20 %
Baltimore,Paul R.	History	40 %
Bauer,Christian A.	Philosophy	40 %
Beese,Michelle A.	Counselor	35 %
Benford,William	Physical Education	15 %
Benford,William	Intercollegiate Athletics	39 %
Bliss,Kellie C.	Child Development/Early Care and Education	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Bliss,Kellie C.	Preschool Age Children	43 %
BoarerPitchford,Julie K.	Nutrition, Foods, and Culinary Arts	20 %
Bologni,John F.	Music	27 %
Bolton,Sara Michele	Spanish	35 %
Darr-Glynn,Kristina D.	Counselor	64 %
**(A1) Haeuptle,Christina W.	Speech Communication	20 %
Hamkar,Behzad	History	40 %
Hanrahan,Molly P.	Physical Education	30 %
Hanrahan,Molly P.	Intercollegiate Athletics	30 %
Hart,Aleris E.	Sculpture	28 %
Hart,Aleris E.	Jewelry	28 %
Heiler,Felicia P.	Office Technology/Office Computer Applicati	7 %
Heiler,Felicia P.	Software Applications	23 %
Hendricks,Robert D.	Information Technology, General	40 %
Hendricks,Robert D.	Computer Programming	20 %
Hicks,Charity C.	Office Technology/Office Computer Applicati	32 %
Hilger-Estrada,Tanya D.	Chemistry, General	57 %
Hoffman,Dale H.	Anthropology	15 %
Holmes,Brett C.	Mathematics, General	27 %
Holmes,Brett C.	Mathematics Skills	13 %
Hood,Khulan J	Music	20 %
Hopkins,Don R.	Administration of Justice	40 %
Huddleston,Robert G.	Computer Programming	20 %
Jacques,Molly M.	Physical Education	45 %
Jazbi,Parisa	Biology, General	20 %
Johnson,Glenn Allen	Computer Programming	20 %
Johnson,Lewis E.	Music	43 %
McConnell,Joel E.	Counselor	18 %
Sanford,Jennifer K.	Human Services	40 %
Sayyedalhosseini,Sonia	Physiology (Includes Anatomy)	50 %
Schall,Erin	Cross Term	11 %
Selby,David A.	Political Science	20 %
Sellers,Gavin M.	Dramatic Arts	6 %
Sherrell-Davis,Elizabeth A.	Business and Commerce, General	20 %
Shoaei,Kamran	Physiology (Includes Anatomy)	50 %
Silva-Henry,Rachel A.	Job Seeking/Changing Skills	7 %
Silva-Henry,Rachel A.	Study Skills	40 %
Snow,Camille D.	Psychology, General	40 %
Snow,Camille D.	Counselor	20 %
Tees,Jonathan M.	Philosophy	40 %
Thompson,Janel D.	Anthropology	35 %
Tolopilo,Joshua D.	Chemistry, General	50 %
Tully,David D.	Computer Programming	20 %
Tully,David D.	Computer Networking	20 %
Van Camp,James	Dramatic Arts	30 %
Vitaich,Jason M.	Political Science	20 %
Wai,Newton Y.	Mathematics, General	53 %
Wallace,Jennifer C.	Dramatic Arts	40 %
Warman,James L.	Health Occupations, General	20 %
Warnes,Mathias	Philosophy	40 %
Watters,Stephen W.	Anthropology	20 %
Welsh,Susan	Geography	50 %
Welty,Margaret M.	Art	28 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Welty,Margaret M.	Painting & Drawing	28 %
Wenzel,Michael T.	Environmental Science	20 %
Wenzel,Michael T.	Biology, General	35 %
Williams,Joshua C.	Astronomy	35 %
Winters,Frances A.	Speech Communication	40 %

**TEMPORARY, PART-TIME EMPLOYEES Spring 2020****Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Abbott,Kate E.	English	40 %
Abe,Donyale K	Health Occupations, General	33 %
Adams,Stephen J.	History	40 %
Agee,Janice L.	English	20 %
Albumalalah,Aoss H.	Physiology (Includes Anatomy)	50 %
Aldabe,Bertrand C.	Environmental Control Technology (HVAC)	67 %
Aldrich,Cathleen	Reading	40 %
Alexander,Frances V.	Accounting	20 %
Alexander,Helen M.	Librarian	3 %
Amir,Yael A.	Coordinator-Instruct LAB	10 %
Anapolksky,Carol S.	Digital Media	21 %
Anapolksky,Carol S.	Computer Graphics and Digital Imagery	21 %
Anapolksky,Carol S.	Other Engineering and Related Industrial Te	15 %
Anderson,Jared A.	Speech Communication	60 %
Anderson,Kristen M.	Film Studies	40 %
Angello,James J.	Art	28 %
Anzini-Varesio,Rosemary	Sociology	40 %
Appel,Rolfe P.	Administration of Justice	40 %
Arack,James N.	Psychology, General	57 %
Arana,Juliya N.	ESL Writing	27 %
**(A1) Areson,Mark H.	Physical Fitness and Body Movement	30 %
Argent,Gala A.	Anthropology	20 %
Armstrong,Charles H.	Physics, General	15 %
Ashe,Chipo C.	Academic Guidance	40 %
**(A2) Austin,April J.	English	20 %
**(A2) Austin,April J.	Librarian	13 %
Austin,Leroy A.	Speech Communication	40 %
Avramenko,Liliana P.	Russian	27 %
Bailey,Amelita H.	Mathematics, General	60 %
**(A5) Bair,Lewis E	Information Technology, General	33 %
**(A5) Bair,Lewis E	Software Applications	18 %
Baltimore,Paul R.	History	20 %
Barela,Eva E.	Spanish	27 %
**(A5) Barrett,James M.	Economics	20 %
Barry,Anna Marie	Health Occupations, General	40 %
Bassi,Surinder	Mathematics, General	33 %
Bastian,Gregory A.	Business and Commerce, General	20 %
Batarseh,Joseph M.	Arabic	33 %
Batarseh,Joseph M.	History	20 %
Batarseh,Samer M.	Business and Commerce, General	3 %
Beatrice,Gabrielle	Commercial Music	20 %
Beddow,Margaret E	Child Development/Early Care and Educatio	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Bella,Cheryl B.	Sign Language	27 %
Beyer,Kimberlee M.D.	Counselor	15 %
Borders,Angela M.	English	40 %
Boyd,Alexandra R	Speech Communication	40 %
Cano Chavez,Veronica	Counselor	37 %
Dokes,Eugene E.	Business and Commerce, General	20 %
Dokes,Eugene E.	Management Development & Supervision	20 %
Dougherty,John J.	Ethnic and Cultural Studies	60 %
Hamilton,Timothy S.	History	20 %
Handy,Kimberly A.	Business and Commerce, General	60 %
Hansen,Eric C.	Natural History	15 %
Harker,Caroline J.	Librarian	31 %
Haroyan,Satenik	Mathematics, General	65 %
Harris,Richard A.	Administration of Justice	40 %
Hawes,Victoria A.	ESL Reading	27 %
**(A2) Hayashi,David I.	Physical Education	15 %
Heisinger,Kurt D.	Accounting	47 %
Hernandez,Israel	Administration of Justice	20 %
**(B3) Hillenbrand,Collin D.	Sign Language	20 %
Hogan,Heather N.	Digital Media	21 %
Hogan,Heather N.	Graphic Art and Design	21 %
Hoover,Jeffrey L.	Music	53 %
Hoskins,David L.	Physical Fitness and Body Movement	10 %
Howe,Judith D.	Library Science, General	7 %
Howland,Brandon	Physiology (Includes Anatomy)	50 %
Huddleston,Robert G.	Computer Programming	35 %
Hughes,Jonathan G.G.	Microbiology	20 %
Hunter,James W.	Business and Commerce, General	10 %
Hur,Soon S.	Asian (Chinese and Japanese excluded)	53 %
Imagine,Eve M.	English	40 %
**(A2) Imai,Stephen T.	Chemistry, General	57 %
Jackson,Angela M.	Coordinator-Instruct LAB	33 %
Jackson,Jillian J	Geography	40 %
Jacobsen,Ann	English	40 %
Jahanshahloo,Hoda	Mathematics, General	47 %
Jeppeson,Marsha S.	Speech Communication	40 %
Johansen,Trine B.	Anthropology	55 %
John,Jess R	Environmental Control Technology (HVAC)	20 %
Johnson,Samuel D.	Speech Communication	40 %
Saffold,Stephen P.	Dental Assistant	9 %
Saffold,Stephen P.	Dental Hygienist	18 %
Schemel,Nathan C.	Film Studies	40 %
Schumacher,Robert J.	Painting & Drawing	28 %
Schumacher,Robert J.	Ceramics	28 %
Schwartz,Steven D.	Anthropology	35 %
Screechfield,Rosalie M.	Mathematics, General	40 %
Seely,Megan E.	Sociology	20 %
Sekhon,Manjit K.	Other Foreign Languages	27 %
Shatwell,Jamie E.	Sign Language	53 %
Sheldon,Shara A.	Nutrition, Foods, and Culinary Arts	40 %
Sher,Adrienne R.	Dramatic Arts	58 %
Shull,Leslie C.	E-Commerce (business emphasis)	20 %
Shull,Leslie C.	Real Estate	20 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Simon,Sabina F.	ESL Integrated	10 %
Singh,Jatinder P.	Computer Programming	35 %
Smith,George W.	Digital Media	21 %
**(A1) Smith,Jennifer L.	Mathematics, General	52 %
**(A5) Taheri,Mansour	Engineering, General	53 %
**(B5) Talle,Tricia	Coordinator-Instruct LAB	50 %
Testeza,Tess	Russian	53 %
Tharalson,Julie A.	Nutrition, Foods, and Culinary Arts	20 %
Thorpe,Wade S.	Administration of Justice	20 %
Tinti,Sharee	ESL Writing	27 %
Tinti,Sharee	ESL Reading	10 %
Tittle,Matt G	English	40 %
Toy-Moy,Victoria T	ESL Writing	27 %
Treadway,Victoria A.	Child Development/Early Care and Education	20 %
Treon,Caron L.	English	27 %
Trimble,Jeremy M.	English	47 %
Trunnelle,Kelly J.	Chemistry, General	50 %
Tubra,Timothy D.	Physical Therapy Assistant	8 %
**(A5) Ulrich,Walter D.	Physical Education	15 %
Upton Benton,Tyffani A.	Speech Communication	40 %
Uram,Peter	Mathematics, General	60 %
Uram,Tatyana A.	Mathematics, General	60 %
Van Warmerdam,Wim L. G.	Mathematics, General	33 %
Van Zanten,Jill	English	20 %
VanAcker,Gregory	Software Applications	18 %
Vermeire,Adam A.	Painting & Drawing	28 %
Villec,John Lee	Commercial Music	63 %
Wagner,Erica L.	Biology, General	30 %
Wagner,Erica L.	Physiology (Includes Anatomy)	20 %
Wagner,Michelle D.	Coordinator-Instruct LAB	9 %
Walker,Jeffrey M.	Drafting Technology	43 %
Walker,Melissa C.	Dental Assistant	23 %
Walker,Sarah E.	Community Health Care Worker	23 %
Wallace,Jason	English	20 %
Walton,Nicole A.	Nursing	47 %
Waltonen,Karma J.	English	40 %
Waltz,Thomas W.	Administration of Justice	20 %
Ward-Richardson,Joycelyn M.	Child Development/Early Care and Education	20 %
Weast,Jonathan L	Computer Graphics and Digital Imagery	21 %
Weatherspoon,Lorraine	Child Development/Early Care and Education	20 %
Wergeland,Kari A.	Library Science, General	7 %
Wergeland,Kari A.	Librarian	39 %
Westover,Marie L.	Physiology (Includes Anatomy)	50 %
Wheeldon,Sandra M.	Dental Assistant	64 %
Whetstone,Sandy F.	ESL Reading	37 %
White,Daniel E.	Business Administration	40 %
Wiggins,Larisa M.	Physiology (Includes Anatomy)	50 %
Williams,Angelo A.	Sociology	60 %
Williams,Jasmine S.	Speech Communication	40 %
**(A5) Wilusz,John P.	Engineering, General	35 %
Wiseman,Maury I.	History	40 %
Wong,Malcolm E.	Mathematics, General	40 %

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**TEMPORARY, PART-TIME EMPLOYEES Spring 2020****Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Wood,Eric S.	Art	28 %
Wood,Eric S.	Painting & Drawing	28 %
Wright,Stanley A.	Microbiology	20 %
Wright,Stanley A.	Zoology, General	35 %
Wright,Stanley A.	Natural History	9 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020****American River College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
**(A1) Afonso,Paulo M.J.	Astronomy	15 %
Alexander,Carie D.	Counselor	8 %
Aranda,Amanda L.	Counselor	8 %
Auyeung,Tak	Computer Programming	20 %
Beckhorn,Nisha B.	Coordinator	15 %
Bevens,Megan D.	Counselor	3 %
Bimbi,Pamela J.	Coordinator	20 %
Hanstad,Janet A.	Microbiology	40 %
Hayes,Rebecca W.	Information Technology, General	20 %
Hayes,Rebecca W.	Software Applications	10 %
Hermle,Ryan J.	Information Technology, General	20 %
Hernandez,Cecilia A.	Physics, General	20 %
Hess,John F.	English	20 %
Hoffpauir,Carina E.	English	10 %
Howard,Hugh H.	Geographic Information Systems	30 %
Howe,Susan R.	English	20 %
Jaecks,Glenn S.	Geography	20 %
Jenkins,Arthur	Guidance	3 %
Jenkins,Arthur	Counselor	7 %
Shaukat,Kahkashan	Software Applications	8 %
Shaukat,Kahkashan	Computer Programming	20 %
**(B2) Sjolund,Joe P.	Counselor	8 %
**(A2) Valdez,Judith	Guidance	7 %
**(A2) Valdez,Judith	Counselor	1 %
Vinsant,Denise T.	Academic Guidance	20 %
Vinsant,Denise T.	Counselor	4 %
Weissbart,Brian	Chemistry, General	35 %
Williamson,Kate C.	Librarian	6 %
Wolfe,David E.	Biology, General	40 %
Won,Dean K.	Biological and Physical Sciences (and Mathe	8 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020****Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Al Juboori,Suha H.	Computer Programming	55 %
Angove,Philip J.	Music	30 %
Bjerke,Ann Lynn	ESL Writing	27 %
Boylan,Catherine A.	Speech Communication	20 %
Hale,Daniel R.	Astronomy	50 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%.      \* = New Employee      \*\* = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020**  
**Folsom Lake College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Haug,Paula R.	Speech Communication	40 %
Jensen,Wayne C.	Mathematics, General	27 %
Jensen,Wayne C.	Mathematics Skills	13 %
Siegfried,Daniel J.	English	13 %
**(A5) Smith,Carolyn D.	Economics	20 %
Tavares,Tyrone Michael	Counselor	30 %
Tikhonova,Inna V.	Counselor	15 %
Tinoco,Diana Chang	ESL Writing	53 %
Tran,Kieuchinh T.	Accounting	20 %
**(A2) Wada,Eric B.	Botany, General	50 %
Wallace,Ian B.	Technical Theater	20 %
West,Jimmy D.	Photography	28 %
Williamson,Andrew D.	English	13 %

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Adkins,Jason M.	Painting & Drawing	15 %
Allen,Randy K.	Applied Photography	15 %
Anderson,Catherine	Fine Arts, General	20 %
Anderson,Catherine	Other Humanities	20 %
Anderson,Kevin M.	Computer Networking	56 %
Armstrong,Dana	English	20 %
Atkins,Tonya M.	Chemistry, General	20 %
**(A5) Avendano,Marisa	Physical Fitness and Body Movement	5 %
Barbaria,Miriam G.	Spanish	27 %
Barfield,Annette C.	Academic Guidance	20 %
Bazos,Andreas L.	Mathematics, General	13 %
Boguski,Mark E.	Sculpture	13 %
Bomberry,Deskaheh D.	Physical Fitness and Body Movement	8 %
Bomberry,Deskaheh D.	Coaching	20 %
**(B5) Bonawitz,Marcia C.	Cosmetology and Barbering	43 %
Boyd,Halsey J.	Mathematics, General	40 %
Dana,Maureen Woodard	English	20 %
Haag,Janis L.	Journalism	37 %
**(B5) Handy,Mae F.	Cosmetology and Barbering	39 %
Hanson,Luther E.	Dramatic Arts	40 %
Hanson,Steven A.	Intercollegiate Athletics	8 %
Hanson,Steven A.	Study Skills	5 %
Heningburg,Keith R. V.	History	20 %
Herlihy,John E.	Physical Education	10 %
Hernandez-Chaidez,Adan	Job Seeking/Changing Skills	7 %
Hernandez-Chaidez,Adan	Academic Guidance	20 %
Hernandez-Chaidez,Adan	General Work Experience	20 %
Hodge,Tracey L.	General Work Experience	20 %
Huang,Ling	Chemistry, General	30 %
Iredale,Michael J.	Nursing	29 %
James,Stephen C.	Natural History	2 %
Jean-Gilles,Reginald G.	Real Estate	20 %
Johnson,Ilana	Anthropology	15 %
Johnson,Ilana	Archaeology	20 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%.      \* = New Employee      \*\* = Returning Employee

Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2020**  
**Sacramento City College**

<u>Name</u>	<u>Subject</u>	<u>FTE</u>
Johnson,Lawrence F.	Aeronautical & Aviation Technology	27 %
**(A2) Schutte,Matthew L.	Mathematics, General	33 %
Scott,Mark W.	Administration of Justice	20 %
Serafini,Lisa L.	Botany, General	15 %
Shearer,Kirt B.	Commercial Music	28 %
Shewa,Wondimagegn T.	Chemistry, General	10 %
Shiflet,Kurt J.	Music	60 %
Tedla,Dagne	Political Science	40 %
Times,Kenneth J.	Academic Guidance	20 %
Tromborg,Chris T.	Psychology, General	20 %
Tuifua,Amelia S.	Academic Guidance	33 %
**(A5) Walker,Dannie E.	Study Skills	25 %
Wang,Hsiao J.	Mathematics, General	40 %
Wilson,Emily J.	Painting & Drawing	27 %
Wong,Peter W.	Cosmetology and Barbering	39 %

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. \* = New Employee \*\* = Returning Employee  
Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

## C L A S S I F I E D

<b>APPOINTMENT(S)</b>		<u>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>	<u>Position</u>		
Bachinsky, Vasiliy	Media Systems/Resources Technician I	CRC	01/13/20
Ngassam, Yolande Viviane	Laboratory Technician – Science (Chemistry), 10 months	SCC	01/13/20
Soller, Jeffrey A.	Information Technology Network Administrator Analyst II	DO	01/21/20
Unquera, Meghan A.	Instructional Assistant – Costuming and Makeup, 30%, 10 months	ARC	01/07/20

  

<b>LEAVE(S) OF ABSENCE</b>		<u>Type of Leave</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>	<u>Position</u>			
Cooper, Kenneth A.	Information Technology Business/Technical Analyst I	Personal, 40%	DO	01/18/20 – 05/20/20 (Revised)
Marshall, Jeri I.	Outreach Specialist	Personal, 20%	ARC	01/18/20 – 05/20/20
Moraru, Lyudmila E.	Instructional Assistant - Writing/English/Reading, 10 months	Personal, 20%	ARC	01/18/20 – 05/20/20
Pyrev, Sergey	Instructional Assistant - Campus Computer Laboratory, 80%	Personal, 25%	ARC	01/18/20 – 05/20/20

  

<b>PROMOTION(S)</b>		<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>				
Barber, Benjamin E.	Information Technology Business/Technology Analyst I (Web & Media Design Specialist)	DO ARC)		12/12/19
Lockhart, Valerie M.	Student Support Specialist (Student Personnel Assistant – Counseling)	SCC SCC)		01/02/20
Low, Ian S.	Administrative Assistant I (Account Clerk III)	CRC CRC)		01/01/20

## C L A S S I F I E D

**PROMOTION(S), CONTINUED**

<u>Name</u>	<u>New Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Ruiz, Javier L.	Admissions/Records Evaluator I (Admissions/Records Clerk II)	SCC SCC)	01/02/20
Thornton, Crystal J.	Instructional Services Assistant II (Clerk III)	SCC SCC)	01/06/20
Zigler, Lauren D.	Account Clerk III (Account Clerk I)	SCC SCC)	01/06/20

**RECLASSIFICATION(S)**

<u>Name</u>	<u>Proposed Position (Current Position)</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
DeCamp, Christine H.	Instructional Services Assistant II (Instructional Services Assistant I)	SCC SCC)	10/28/19
Said, Faryal A.	Tutorial Services Assistant (Student Personnel Assistant – Extended Opportunity Programs & Services (EOPS))	ARC	11/05/19

**RESCISSION OF PLACEMENT ON  
39- MONTH RE-EMPLOYMENT LIST**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Hogan, Chanice L.	Custodian	ARC	12/16/19

**RESIGNATION(S)**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Geraghty, Brianna M.	Account Clerk I	ARC	12/20/19
Kudin, Joan E.	Public Relations Technician	ARC	01/04/20
Tran, Hong T.	Student Personnel Assistant – Contract Education	ARC	01/07/20

**RETIREMENT(S)**

<u>Name</u>	<u>Position</u>	<u>Assigned to</u>	<u>Effective Date(s)</u>
Bendixen, Merllene K.	Confidential Administrative Assistant III (After 15+ years of regular service)	DO	07/01/20

## C L A S S I F I E D

<b>RETIREMENT(S), CONTINUED</b>		<u>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>	<u>Position</u>		
Montes, Arcelia	Confidential Human Resources Specialist I (After 14+ years of regular service)	DO	04/04/20
Schumacher, John L.	Senior Information Technology Systems/ Database Administrator Analyst (After 24 years of regular service)	DO	09/01/20

Temporary Classified Employees  
Education Code 88003 (Per AB 500)

*The individuals listed below are generally working in short term, intermittent or interim assignments during the time frame designated,*

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>	<u>End Date</u>
<u>American River College</u>			
Barrera,Stephanie N.	Special Projects	12/10/2019	06/30/2020
Culmsee,Rochelle R.	Advanced Interpreter	01/02/2020	06/30/2020
Foust,Jessica V.	Special Projects	12/09/2019	06/30/2020
Holmes,Donna C.	Instructional Assistant	01/01/2020	06/30/2020
Lawson,Marquis D.	Clerk I	12/02/2019	06/30/2020
Miranda,Cualnezca Tonantzin L.	Student Personnel Assistant	11/26/2019	06/30/2020
Rosca,Liliana	Instructional Assistant	11/25/2019	06/30/2020
Wang,Qi T.	Web & Media Design Specialist	12/16/2019	06/30/2020
Woodbine,Randi K	Special Projects	12/09/2019	06/30/2020
<u>Cosumnes River College</u>			
Riera,Stacey E.	Account Clerk II	11/26/2019	06/30/2020
Szemesi,Pamela M.	Special Projects	01/15/2020	06/30/2020
<u>District Office / Business and Economic Development Center / Facilities Management / Police Services</u>			
Bellinger Ryan,Donna J.	Special Projects	01/06/2020	06/30/2020
Espinosa-Santana,Alex	Cadet to Police Officer	12/03/2019	06/30/2020
Smith,Herschel L.	Special Projects	12/01/2019	06/30/2020
Vang,Xia	Cadet to Police Officer	12/03/2019	06/30/2020
<u>Folsom Lake College</u>			
Aguilar,Alma R.	Student Personnel Assistant	12/25/2019	06/30/2020
Goldman,Lori E.	Clerk III	12/25/2019	06/30/2020
<u>Sacramento City College</u>			
Hakimi,Ahmad S	Instructional Assistant	01/02/2020	06/30/2020
Salcedo,Ariel E.	Financial Aid Clerk I	01/02/2020	06/30/2020

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	Board Policy Revision: P-2523 Student Health Services	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	First Reading Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	JP Sherry, General Counsel <i>JP Sherry</i>	CONSENT/ROUTINE	
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	FIRST READING	X
		ACTION	
		INFORMATION	

## BACKGROUND:

Policy 2523 was amended in June of 2018 to expand the health services program at the colleges and imposed a student health fee. Originally, students enrolled through California Community Colleges Online Education Initiative Course Exchange ("OEI") were not exempted from this fee even though they did not participate in campus activities and would not seek health services through the colleges.

## STATUS:

The proposed change to Policy 2523 is to exempt students enrolled in a District course through OEI from paying the Student Health Fee. Students enrolled in a District course through OEI are ineligible to receive health services within the District unless they opt in to pay the Student Health Fee.

## RECOMMENDATION:

This policy is presented for first reading.

## 1.0 Student Health Services

- 1.1 Each College shall maintain a health service program that reflects the overall philosophy of the college and is responsive to the needs of its students, within the confines of available funding. (Education Code §§ 76400-76409)

## 2.0 Student Health Fee

- 2.1 All full-time and part-time students shall be charged a maximum health fee allowable each primary term enrolled to support health supervision and services for students. The following students are exempt from paying the fee:
- 2.1.1 Students who depend exclusively upon prayer for healing in accordance with the teachings of a bona fide religious sect, denomination, or organization.
  - 2.1.2 Students who are attending a community college under an approved apprenticeship training program.
  - 2.1.3 Students who meet the income standards for the California College Promise Grant (Part A only).
  - 2.1.4 Students currently incarcerated.
  - 2.1.5 Students admitted as special part-time students (K-12).
  - 2.1.6 Students enrolled only in Public Safety Training Center courses.
  - 2.1.7 Students enrolled only in UC Davis Co-Op program courses.
  - 2.1.72.1.8 Students whose home college is not one of the District's colleges but who are enrolled in courses at a District college through the California Community Colleges Online Education Initiative Course Exchange.
- 2.2 Students exempted under Section 2.1.4, 2.1.5, 2.1.6, ~~and~~ 2.1.7, and 2.1.8 above are not eligible to receive the services of the college health program, unless they opt to pay the fee; all other exempted students are eligible to receive the services.
- 2.3 Except in cases where it is allowable under the law, health services will not be provided to minors under the age of eighteen (18), unless the student has a consent for treatment signed by his or her parent or guardian.

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LRCCD

Policy Adopted: 6/30/65

Policy Revised: 4/23/69; 11/19/80; 2/10/82; 6/13/18

Policy Reviewed: 6/13/18

Adm. Regulation R-2523

Draft 10/23/19

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

SUBJECT:	Public Hearing: 2020-2023 Initial Collective Bargaining Proposals for LRCFT and LRCCD	ATTACHMENT: Yes
	ENCLOSURE: None	
AGENDA ITEM:	Collective Bargaining Item A	TYPE OF BOARD CONSIDERATION:
RECOMMENDED BY:	Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	FIRST READING
	Brian King	ACTION
		X INFORMATION

## BACKGROUND:

Pursuant to Government Code Section 3547, et seq., all initial proposals of exclusive representatives of recognized employee groups and of the District are required to be presented at a public meeting of the District.

The Board and representatives of the Los Rios College Federation of Teachers (LRCFT) have agreed to engage in an interest-based collaborative approach to negotiations. The collective bargaining agreement with LRCFT expires on June 30, 2020. The parties wish to commence negotiations as soon as possible, with the goal of attempting to reach agreement as early as possible before the contract expires.

Consistent with the applicable code sections, the public has a right to be informed of those areas that the parties will be negotiating and to invite public comment at a meeting of the public school employer.

## STATUS:

Consistent with local regulations, on December 18, 2019, the Board of Trustees scheduled a public hearing for the January 15, 2020 meeting to allow public comments regarding the collective bargaining proposals. The enclosed initial collective bargaining proposals of the LRCFT and the District have been available for public review since being presented to the Board of Trustees at the December 18, 2019 meeting.

## RECOMMENDATION:

It is recommended that the Board of Trustees conduct a public hearing and adopt the initial collective bargaining proposals of the LRCFT and the District.

## 2020-2023 LRCFT Sunshine Proposals/Interests

December 4, 2019

In each of the areas below; we have an interest in negotiating:

### **General**

- *Incorporation of all pertinent language from the 2017-2020 MOUs into the contract; inclusion/deletion of sun shined language; clarification of language throughout the Agreement.*

### **Salaries**

- *Salary-related issues including but not limited to: lab/lecture parity; initial placement on salary schedules; initial placement on Salary Schedule B for overload assignments; eligibility for step placement and advancement on schedules A and B; salary schedule class adjustments; salary schedule advancement for Career Education faculty; compensation issues related to the establishment of a non-credit program.*

### **Fringe Benefits and Retirement**

- *Issues including, but not limited to: adjunct medical benefits; eligibility and affordability of benefits.*

### **Workload**

- *Issues including but not limited to: review of instructional modes; class maximums and minimums; the adjunct assignment process including hiring preference; the workload of online instructors; access to appropriate facilities; access to institutionally supported accessibility resources; scheduling flexibility for non-classroom faculty; part-time faculty office space; the adjunct office hour program; the implementation of new initiatives and the impact on counselor workload; Career Education faculty workload; and opportunities for part-time faculty to be considered for full-time positions; training related to any non-District off site assignment; issues related to increased workload as a result of current or recent legislation, and/or state initiatives; workload issues related to establishment of a non-credit program.*

### **Assignment of Personnel**

- *Issues including, but not limited to: the assignment scheduling processes for various faculty groups in all modalities*

### **Performance Review**

- *Issues including, but not limited to: the online review process; workstation observation limits for online and on-ground courses; composition of peer review teams; peer review training; evaluation of instructors of short term courses; evaluation process and procedures of adjunct faculty; training for any non-District off-site performance review.*

### **Leaves with Pay**

- *Issues including but not limited to: maternity/ paternity leave; family leave; disability leave; clarification and expansion of personal necessity and personal business leaves*

## **Dispute Resolution**

- *Issues including, but not limited to: the grievance process and binding arbitration; the unlawful discrimination complaint process and information requests.*

## **Academic Freedom**

- *Issues including, but not limited to: professional autonomy as it pertains to administrator access to the classroom; legislative incursions on academic freedom.*

## **Non-Discrimination**

- *Issues including, but not limited to: institutional support for faculty diversity programs and initiatives; examine processes and procedures that will increase institutional effectiveness as it pertains to non-discrimination*

## **Federation Rights**

- *Issues including, but not limited to: additional reassigned time for the LRCFT; information requests related to the unlawful discrimination complaint process*

## **Work Environment/Safety**

- *Issues including, but not limited to: standards for workplace security and safety; student interaction expectations (face-to-face or online) including support for mental health issues; the process for carrying out investigations regarding complaints against a faculty member; and; non-District law enforcement access to worksites.*

## **Contracting for Instructional Services**

- *Issues including, but not limited to: assurance that no work currently performed by unit members will be transferred out of the unit; any for-credit class contracted to an outside entity.*

## **Education Technology**

- *Issues including, but not limited to: availability and access to educational technology; training; distance education professional standards*

## **Intellectual Property**

- *Issues including, but not limited to: language clarification regarding ownership of copyrights*

## **Ratification and Duration**

- *Extension of the contract from July 1, 2020 through June 30, 2023.*

## **Appendix A**

- *Issues including, but not limited to, re-examination of the bargaining unit proportionate share*

  
KC Boylan; Chief Negotiator

**LCFT 2020-2023 Contract Negotiations**  
**District Interests**  
(not prioritized)

In each of the areas below, the District has an interest to:

**Article 2 – Salaries**

Review responsibilities for the Department Chair for currency and effectiveness.

Review Department Chair eligibility qualifications for effectiveness in completing responsibilities for large and small departments.

Review step and class placement language to ensure effective placement on salary schedule.

Review adjunct longevity language for clarity.

**Article 3 – Fringe Benefits and Retirement**

Update and modify language as appropriate to reflect current benefits, dates and changes during last three years.

**Article 4 – Workload**

Review classroom instructional and non-instructional mode language for currency.

Review college service language and criteria to ensure alignment of college and student needs, including the activity form and process.

Review oversize class pilot program language for effectiveness.

Review work experience language for currency and effectiveness.

Review language regarding online work for currency and effectiveness

Review classroom and non-classroom faculty work week and work day language for currency and effectiveness in meeting student and college needs.

Review counselor staffing language for currency and effectiveness.

Review preference language for clarity of terminology.

**Article 8 – Performance Review**

Ensure performance review criteria and professional responsibilities provide for effective evaluation, including retention, equity and diversity.

Review processes and timelines to ensure effective student review of faculty.

Review evaluation process timelines to ensure effectiveness.

Review online evaluation process and timeliness to ensure effective evaluation of online instruction.

Review special review processes and criteria for effectiveness.

**Article 9 – Leaves with Pay**

Ensure this section addresses appropriate current leave legislation.

**Article 11 – Professional Expectations & Development Oppty**

Ensure language reflects current and appropriate professional expectations.

**Article 18 – Non-Discrimination**

Ensure language reflects current state and federal law.

**Article 21 – Work Environment/Safety**

Review this section to ensure faculty safety and effective procedures.

**Article 27 – Just Cause and Formal Complaints**

Review this section to ensure clarity in processes.

**Appendices A-F and Forms:**

Review and update as appropriate.

Interest to review any temporary language and MOUs and incorporate as appropriate.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	Public Hearing: 2020-2023 Initial Collective Bargaining Proposals for LRCEA and LRCCD	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Collective Bargaining Item B	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	 Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	
		FIRST READING	
<b>APPROVED FOR CONSIDERATION:</b>	 Brian King, Chancellor	ACTION	X
		INFORMATION	

## BACKGROUND:

Pursuant to Government Code Section 3547, et seq., all initial proposals of exclusive representatives of recognized employee groups and of the District are required to be presented at a public meeting of the District.

The Board and representatives of the Los Rios Classified Employees Association (LRCEA) have agreed to engage in negotiations. The collective bargaining agreement with LRCEA expires on June 30, 2020. The parties wish to commence negotiations as soon as possible, with the goal of attempting to reach agreement as early as possible before the contract expires.

As part of the model of negotiations, the parties have identified their respective interests. The theory is that it is easier to reconcile interests than positions, affording both parties an opportunity to be heard throughout the negotiation process. Therefore, the initial proposals will be framed as interest as much as possible.

Consistent with the applicable code sections, the public has a right to be informed of those areas that the parties will be negotiating and to invite public comment at a meeting of the public school employer.

## STATUS:

Consistent with local regulations, on December 18, 2019, the Board of Trustees scheduled a public hearing for the January 15, 2020 meeting to allow public comments regarding the collective bargaining proposals. The enclosed initial collective bargaining proposals of LRCEA and the District have been available for public review since being presented to the Board of Trustees at the December 18, 2019 meeting.

## RECOMMENDATION:

It is recommended that the Board of Trustees conduct a public hearing and adopt the initial collective bargaining proposals of LRCEA and the District.

Los Rios Classified Employees Association (LRCEA)  
701 Howe Avenue, Suite D-39, Sacramento, California 95825

December 4, 2019

Board of Trustees  
Los Rios Community College District  
1919 Spanos Court  
Sacramento, California 95825



Dear President and Members of the Board:

Re: Initial LRCEA Collective Bargaining Proposal July 2020 through June 2023

Pursuant to the Educational Employment Relations Act, commencing with Section 3540 of the Government Code, attached is the initial LRCEA proposal for its 2020-2023 collective bargaining agreement with the District.

When reviewing this initial LRCEA proposal consider the following:

- Where no change is proposed, it is stated.
- New language is underlined and printed in bold type.
- Language proposed to be deleted has a horizontal line through it and is printed in bold type.
- Dollar amounts and/or percentages of dollar amounts to be negotiated by the parties during negotiations over this LRCEA proposal, are noted with an underlined blank space in appropriate articles/sections, or are referred to in the text of the attached proposal.
- Dates relevant to the terms of this new agreement are included in this LRCEA proposal, underlined and printed in bold type.
- The final agreement between LRCEA and the District is intended to include an Appendix and Table of Contents similar to those in the current Agreement

LRCEA requests the District to place this Initial LRCEA Proposal on the Agenda of the next meeting of the District Board of Trustees, and to notify LRCEA in writing regarding the date, locations and time of that meeting. LRCEA is prepared to meet and negotiate with the District upon completion of the public hearing process required by Section 3547 of the Government Code.

Respectfully,

Edward Bartolome, President

cc: LRCEA Executive Board

Preamble

No change to current language.

Article 1: Recognition and Bargaining Unit

1.1 Recognition

No change to current language.

1.2 Bargaining Unit

No change to current language except, where new position classification titles have been added to the LRCEA bargaining unit, and/or existing position classification titles have been amended, modified or deleted from the LRCEA Unit (Appendix B must be updated to show these changes).

1.2.1 (no title)

No change to current language.

1.2.1.1 (no title)

No change to current language.

1.2.2 (no title)

No change to current language.

1.2.3 (no title)

No change to current language

1.2.4 Contracting Out Work Prohibited

The District shall not contract out the work of any position classification in the LRCEA Unit during the life of this Agreement unless, expressly required by law to do so and, subject to negotiations between LRCEA and the District pursuant to the EERA, prior to such contract being entered into by the District.

1.2.5 No Layoff or Other Time-Base Reductions

The District shall not layoff or reduce the permanent annual, monthly, hourly or weekly work schedule of any employee in any position classification in the Unit during the life of this Agreement.

1.2.6 Individual Agreements Prohibited

The District shall not negotiate with, enter into any agreement with, adjust grievances for, grant rights and/or benefits not covered by this agreement, to any employee in the LRCEA Unit unless such action is with the express prior written agreement of LRCEA.

1.2.7 Bargaining Unit Work

The District shall not allow any person outside the Unit shall be allowed to perform the work of any position classification in the Unit without the prior express written agreement of LRCEA to do so.

Article 2: Organizational Rights

2.1 Exclusive Rights

No change to current language.

2.1.1 Right to Represent Employees in the Unit

No change to current language.

2.1.2 Access to Employees at Work

No change to current language.

2.1.3 Use of District Bulletin Boards

No change to current language.

2.1.3.1 Currency of Postings

No change to current language.

2.1.3.2 Copy of Postings

No change to current language.

2.1.4 Use of District Mailboxes and Mail Distribution System

No change to current language.

2.1.5 Use of District Communications

No change to current language.

2.1.6 Use of District Facilities

No change to current language.

2.1.6.1 Use of Employee Rest Space

No change to current language.

2.1.6.2 Facility Use Fee

No change to current language.

2.1.7 LRCEA Meetings

No change to current language.

2.1.8 Release Time - Grievance Processing

No change to current language.

2.1.9 Release Time - Negotiations

No change to current language

2.1.9.1 Preparation Time - Negotiations

No change to current language.

2.1.10 Exclusive Right to Payroll Deduction

No change to current language.

2.1.11 Exclusive right to Meet and Negotiate

No change to current language.

2.2 Additional Organizational Rights

2.2.1 Agenda and Minutes of the Board of Trustees

No change to current language.

2.2.2 District Strength Report

No change to current language.

2.2.3 Release Time - LRCEA Officers

No change to current language.

2.2.4 District Conduct with LRCEA Members and Officers

No change to current language.

2.2.5 Salary Change

No change to current language.

2.2.6 Distribution of Agreement

No change to current language.

2.2.7 Notice of New Employee to LRCEA

No change to current language.

2.2.8 LRCCD Policies and Administrative Regulations

No change to current language.

2.2.8.1 Chancellor's Cabinet

No change to current language.

2.2.8.2 Practices and Procedures

No change to current language.

2.2.9 Mailing Labels

No change to current language.

Article 3: Organizational Security

3.1 Application to Employees in the Unit and LRCEA

The organizational security provisions described in this Article of the Agreement apply to all employees in the LRCEA Bargaining Unit, to LRCEA, and to the District, pursuant to Section 3546 of the EERA.

3.2 Maintenance of Membership

Each employee who is a member of LRCEA on the effective date of this Agreement or who subsequently becomes a member of LRCEA shall, from that date forward, remain a member of LRCEA and pay his or her dues for the duration of this Agreement.

3.3 Payroll Deduction Authorization

To join LRCEA as a member an employee in the LRCEA Unit, or LRCEA on behalf of that employee, shall file a complete individual payroll deduction form with the District for automatic payroll deduction of his or her LRCEA dues. This payroll deduction authorization form shall be subject to mutual agreement to by LRCEA and the District before its use.

3.3.1 Prior Employee Authorization

The District shall not require any employee in the LRCEA Bargaining Unit who has LRCEA dues deducted from his or her pay prior to the effective date of this Agreement, or has LRCEA dues deducted from his or her pay during this Agreement, to provide the District with any additional payroll deduction form for such purpose.

3.4 Changes to Dues Schedule

LRCEA shall provide the District with a schedule of the dues for employees covered by this Agreement no later than September 1 of each year. In the event the District does not receive this dues schedule by September 1 reflecting changes to the dues schedule, the District shall continue to deduct the amount as provided under the last schedule.

3.5 Annual Notice to Members

LRCEA provides annual notices required by the EERA to its members.

3.6 District Payment of Deductions to LRCEA

The District shall forward to LRCEA within five (5) working days after each payroll distribution date, all LRCEA dues subject to payroll deduction along with appropriate deduction registers.

3.7 Hold Harmless

LRCEA agrees to indemnify and hold the District harmless (including reasonable attorney fees and costs) against any and all allegations, actions, claims, suits, orders or judgements brought or issued against

the District as a result of any action taken by agents of LRCEA or the LRCEA Executive Board pursuant to Article 31 of the Agreement. The District agrees to indemnify and hold LRCEA harmless (including reasonable attorneys' fees and costs) against any and all allegations, actions, claims, suits, orders or judgements brought or issued against LRCEA as a result of any action taken by agents of the District and/or Board of Trustees pursuant to the provisions of Article 3 of this Agreement.

#### 3.1.1 Agency Shop

The organizational security provisions described in this article of the Agreement constitute an Agency Shop. Within thirty (30) calendar days of the effective date of this Agreement or the employee being employed into a position in the Bargaining Unit, whichever comes first, each new employee shall either join LRCEA as a member and pay its membership dues ("dues"), remain a non-member of LRCEA and pay the fair share service fee ("fee") it charges, or, if qualified pursuant to Section 35467.3 of the EERA, pay the charitable contribution required by this Agreement.

#### 3.1.2 Maintenance of Membership

See language above for Section 3.2 of this LRCEA Initial Proposal.

#### 3.1.3 Religious Objector Claim

Any employee who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall file a declarations to that effect with LRCEA and the District within thirty (30) calendar days of the effective date of this Agreement or of the employee being employed in a position in the Bargaining Unit, whichever comes first. Such employee shall not be required to join or financially support LRCEA, except that he or she shall have deducted monthly from his or her paycheck, in lieu of a fair share service fee, a sum equal to such monthly fair share service fee which shall be paid to one of the following charitable organizations designated by the employee:

Sacramento Children's Home  
KVIE Sacramento Public Television  
The Los Rios Foundation

#### 3.1.4 Payroll Deduction Authorization

See language in Section 3.3 of this Initial LRCEA Proposal, above.

##### 3.1.4.1 Prior Employee Authorization

See language in Section 3.3.1 of this Initial LRCEA Proposal, above.

##### 3.1.4.2 No Employee Authorization

Should an employee fail or refuse to provide the District with the required payroll deduction authorization form as required by this

~~Agreement, the District shall notify LRCEA of that occurrence in a timely manner. Upon written notice from LRCEA to do so, the District shall commence payroll deduction of the fee from the pay of the employee. LRCEA reserves the right to pursue the collection of said amounts under lawful means.~~

3.1.5 Changes to Dues or Fee Schedule

See new language in Section 3.4 of this Initial LRCEA Proposal, above.

3.1.6 Annual Notice to Members and Non-Members

See new language in Section 3.5 of this Initial LRCEA Proposal, above.

3.1.7 District Payment of Deductions to LRCEA

See new language in Section 3.6 of this Initial LRCEA Proposal, above.

3.1.8 Hold Harmless

See new language in Section 3.7 of this Initial LRCEA Proposal, above.

Article 4: Evaluation of Job Performance

4.1 Purpose of Evaluating Job Performance

4.1.1

No change to current language.

4.1.2

No change to current language.

4.1.3

No change to current language.

4.1.4 Special Evaluation

A Special Evaluation of Job Performance may be made more frequently only when the overall rating of the employee's regular evaluation is "needs to improve" or "unacceptable", and then, only if that overall rating is the same rating as qualifying factors 1, 2, and/or 3 on that regular evaluation to address qualification factors in the Report of Job Performance if deemed advisable by the administrative officer. If, a special evaluation is conducted, the Evaluator will clearly define the employee performance factor(s) needing improvement and the review timeline/period(s). At the conclusion of the special evaluation period(s)/feedback will be provided and a normal evaluation cycle will resume, or the special evaluation period will be extended.

When an employee is placed on special evaluation the District shall, provide him or her with a reasonable period of time during which to improve his or her job performance in the area(s) documented as deficient, and shall provide him or her with the necessary resources during the special evaluation period, to improve his or her job performance.

4.2 Evaluator (Rater)

The evaluator of the job performance of an employee shall be a District manager or supervisor who is directly responsible for the District operating unit in which the employee is assigned, and except for such District manager or supervisor, no other employee in the Bargaining Unit or person outside the Bargaining Unit shall evaluate the job performance of any employee. All information and material used by the evaluator to evaluate the job performance of an employee will be subject to verification at the request of LRCEA, and that information and material shall be provided to LRCEA, promptly upon written request.

~~Employees in a lead capacity may be asked by the evaluator for input. Input received, however, cannot be factored into a report for job performance review unless it has been verified in writing by the evaluator.~~

4.3 Evaluator Training

4.3.1

No change to current language.

4.3.2

No change to current language.

4.4 Scope of Evaluation

No change to current language.

4.5 Categories and Factors for Report of Job Performance

No change to current language.

4.5.1 Quality of Work

No change to current language.

4.5.2 Quantity of work

No change to current language.

4.5.3 Work Habits and Attitudes

No change to current language.

4.5.4 Personal Qualities

No change to current language.

4.5.5 Relationship with Others

No change to current language.

4.5.6 Leadership Abilities (if applicable)

No change to current language.

4.5.7 Additional Factors

~~This section is used to identify additional factors not covered by previous areas or to evaluate success of previous performance improvement plan.~~

4.5.8 Overall Rating

No change to current language - renumbered to 4.5.7

4.6 Evaluation Process

4.6.1 Completing the Report of Job Performance

No change to current language.

4.6.2 Role of Reviewing Officer

No change to current language.

4.6.3 Meeting Between Primary Evaluator and Employee

The evaluator may shall present the employee with a draft Report of Performance review for comments prior to discussion of the final review, and this draft shall be signed and dated by the evaluator and the designated reviewing officer when provided to the employee. LRCEA Unit employees shall be allowed up to forty-eight (48) hours to review the signed and dated draft Report of Job Performance. If an employee chooses not to sign the final Report of Performance the evaluator shall annotate the Report of Job Performance accordingly and provide a copy to the employee at that time. One (1) copy of the Report of Job Performance will be given to the employee.

4.7 Evaluation of Conditional Employees

4.7.1 Definition

No change to current language.

4.7.2 Time Line

No change to current language.

4.7.3 Unsatisfactory Review of Conditions Employees

No change to current language.

4.8 Probationary Employees

4.8.1 Definition and Probationary Period

No change to current language.

4.8.2 Effect of Short Term and/or Substitute Assignment

No change to current language.

4.8.3 Effect of Absence on Probationary Employees

No change to current language.

4.8.4 Time Limit

No change to current language.

4.8.5 Unsatisfactory review of Probationary Employees

No change to current language.

4.9 Unsatisfactory Review of Permanent Employees - Appeal

4.9.1

No change to current language.

4.9.2

No change to current language.

4.9.3

No change to current language.

4.10 Grievance

The process used for the performance review of employees is subject to the grievance procedure including, However, the standards employed and judgment rendered in determining the ratings issued on the Report of Job Performance while subject to the appropriate process mentioned above, are not subject to the grievance procedure. The period in which the grievance is required to be filed shall not commence until after the employee receives the final evaluation of his or her job performance from the evaluator, or after the employee receives the written response from the District pursuant to Section 4.9 of this Agreement. The District agrees it will not use the procedures and processes pertaining to evaluating job performance of any employees to harass any employee covered by this agreement.

4.11 Representation for Evaluation Meetings

No change to current language.

4.12 Self-Evaluation

No change to current language.

4.13 Exclusive Process

No change to current language.

Article 5: Work Periods

5.1 Annual Work Schedules

No change to current language.

5.1.1 Fiscal Year

No change to current language.

5.1.2 Work Schedule - Twelve Month Positions

No change to current language.

5.1.3 Work Schedule - Eleven-Month Positions

No change to current language.

5.1.4 Work Schedule - Ten-Month Positions

No change to current language.

5.1.5 Work Schedule - Nine-Month Positions

No change to current language.

5.1.5.1 Less Than Full Time Nine-Month Positions

No change to current language.

5.1.5.2 Cafeteria and Children's Center Full-Time Employees

No change to current language.

5.1.5.3 Cafeteria Employees - School Vacations, Final Exam Week and Semester Breaks

Cafeterias normally operate on a reduced schedule during school vacations, final exam week and semester breaks. During these periods, food service employees shall be scheduled to perform their regular job duties during all hours cafeterias are open as needed and the work schedule adjusted accordingly. Seniority by regular job classification shall apply when be given equal consideration in such scheduling cafeteria work during these periods as needed and the work schedule adjusted accordingly. Seniority shall be given equal consideration in such scheduling.

5.1.5.4 Cafeteria Employees-Summer Session

When the District decides to operate a cafeteria during the summer session, the positions to be filled will be filled by food service employees in the Unit who will perform their regular duties in their regular job classifications at their regular pay rates during that summer session operation, as determined by the District manager or supervisor directly responsible for, with the work schedule for each

the affected cafeteria ~~will be~~ posted for five (5) working days not later than May 1 immediately preceding the summer session involved. Regular employees wishing to work during the summer schedule may request, in writing, to fill their regular positions one of the posted positions. Such assignments will be made on a seniority basis in each job classification provided the employee meets the minimum qualifications for the position requested. No employee of a District food service management consultant shall displace or replace food service employee in the Unit during such summer sessions.

#### 5.1.5.5 Short-Term Employees - Contractors and Their Employees

The District shall not employ any person who is not in a position classification in the LRCEA Unit, that displace, replace, or otherwise causes a negative impact on any employee, position, and position classification in the LRCEA Unit, regarding matters relating to wages, hours of employment, fringe benefits, and other terms and conditions of employment pursuant to Section 3543.2 of the EERA.

### 5.2 Work Week

No change to current language.

#### 5.2.1 Work Week

No change to current language.

#### 5.2.2 Alternate Work Week Schedule - Consecutive Work Days

No change to current language in the text of this section.

#### 5.2.3 Work Week Limitations

No change to current language.

### 5.3 Work Day

The length of any employee work days shall be established by the District in compliance with this agreement and the law for each employee relative to the needs of the District.

#### 5.3.1 Permanent Changes to Work Day

Permanent changes in the employee work day schedule may be made after giving an employee thirty (30) twenty-one (21) calendar days written notice of such change, but no such change shall be made for arbitrary or capricious reason(s).

#### 5.3.2 Reduction to Permanent Work Assignment.

During this Agreement the District shall not reduce the permanent assignment of any employee in the LREA Unit Reducing the permanent assignment of any employee shall be subject to the provisions of the California Education Code regarding the layoff of classified employees

~~and shall be subject to meeting and negotiating with LRCEA on the effects of the layoff.~~

#### 5.4 Rest Periods

No change to current language.

##### 5.4.1 Taking Rest Periods

No change to current language.

#### 5.5 Lunch Periods

No change to current language.

#### 5.6 Academic Calendar

No change to current language.

##### 5.6.1 Compressed Academic Calendar

No change to current language.

#### 5.7 Alternate ~~Summer~~ Work Schedule

The following alternate work schedule applies to all employees in the Unit:

##### 5.7.1 Work Week - Five (5) Consecutive Eight (8) Hour Work Days

Any employee having a regular work week consisting of five (5) consecutive eight (8) hour work days may, request permanent reassignment for one of the following alternate work week schedules:

###### 5.7.1.1 4-10-40 Schedule

This alternate work week schedule consists of four consecutive ten (10) hour work days during each forty (40) hour work week.

###### 5.7.1.2 9-80 Schedule

This alternate work week schedule covers a fourteen (14) consecutive calendar day period consisting of two (2) work weeks, one (1) with four (4) consecutive nine (9) hour work days, and one (1) with four consecutive nine (9) hour workdays and one (1) eight (8) hour work day, together having a total of eight (80) regular duty hours during that fourteen (14) consecutive calendar day period.

##### 5.7.2 Work Week Consisting of Five (5) Consecutive Less than Eight (8) Hour Workdays

An employee having a regular work week schedule consisting of less than forty (40) hours, but with five (5) consecutive work days, may request permanent reassignment to one of the alternate work week schedules described in Sections 5.7.1.1 or 5.7.1.2 of this Agreement however, the

regular work week duty hours of the employee would be divided among the five (5) consecutive work days in the particular alternate work week schedule of the employee.

#### 5.7.3 Applying for Permanent Alternate Work Schedule

An employee in the Unit may apply for permanent assignment to one of the alternate work week schedules described in Sections 5.7.1.1, 5.7.1.2, or 5.7.2, of this Agreement, in writing, to his or her immediate supervisor or manager. The District will notify the applying employee of its decision on the request for the permanent reassignment, not more than forty-five (45) calendar days immediately after receiving the employee's application for the permanent reassignment.

#### 5.7.4 Alternate Summer Schedule

If the District decides to offer an alternate summer work schedule for employees covered by this Agreement, the District and LRCEA agree to meet and negotiate over the terms and conditions of the alternate summer work schedule by approximately May 1 prior to the summer session that the alternate summer work schedule applies to. Such alternate summer schedules apply to employees in the Unit who are not already permanently assigned to one of the alternate work week schedules described in Sections 5.7.1.1 or 5.7.1.2 of this Agreement.

#### 5.8 Alternate Work Schedules

During the term of this contract, LRCEA and the District shall gather appropriate data for review on alternate work schedules which may include, but is not limited to:

- 1) productivity issues;
- 2) year round calendaring impact (if any; and
- 3) various options to alternate work schedules (i.e., 5/40, 4/40, 9/80, etc.).

#### 5.9 Work Schedule Change

The District retains the right to establish or change work schedules or hours of work consistent with state and federal statutes and this Agreement. Any such change will not be made for arbitrary or capricious reasons.

##### 5.89.1 Notice of Schedule Change

Written notice of any permanent or temporary changes to the annual work schedule, work week, and/or work day of an employee in the Unit shall be delivered to him/her in writing by the District not less than fifteen (15) calendar days thirty (30) workdays before the change is proposed to be effective. In the case of such a change to the work schedule of an employee in the Unit, the District shall notify LRCEA in writing of the change, simultaneously with the written notice of the change delivered to the employee, and upon written request of LRCEA,

the District and LRCEA shall meet and negotiate over the impact of the schedule change on the employee, other employees in the Unit who may be impacted by the change, and on LRCEA.

5.8.2 (no title)

The District shall not negotiate with and/or enter into agreement with any employee in the Unit over any permanent change to his or her regular work schedule.

Article 6; Overtime

6.1 Non-Exempt Employees

No change to current language.

6.1.1 Non-Exempt - Salary Schedule

No change to current language.

6.2 Non-Exempt Overtime Criteria

No change to current language.

6.2.1 Full-Time Non-Exempt Employees - Overtime

No change to current language.

6.2.2 Part-Time Non-Exempt Employees - Overtime

No change to current language.

6.3 Non-Exempt Employee - Overtime Compensation Rate

No change to current language.

6.3.1 Effect of Paid Leave on Overtime

No change to current language.

6.3.2 Compensatory time Off

No change to current language.

6.3.2.1 Record of Compensatory Time

No change to current language.

6.3.3 Call-In and Regular Workday

No change to current language.

6.3.3.1 Additional Time-Less Than Two (2) Hours

No change to current language.

6.3.3.2 Additional Time-Between Two (2) and Four (4) Hours

No change to current language.

6.3.3.3 Additional Time - More Than Four (4) Hours But Less Than Six (6) Hours

No change to current language.

6.3.3.4 Additional Time - More Than Six (6) Hours But Less Than Eight (8) Hours

No change to current language.

6.3.3.5 Additional Time-More Than Eight (8) Hours

No change to current language.

6.3.4 Emergency Call Back Pay

No change to current language.

6.3.4.1 Review of Emergency Call Back Pay

No change to current language.

6.4 Non-Exempt Employees-Overtime During Holidays and Board-Granted Days Off

No change to current language.

6.4.1 Holiday Overtime Rate

No change to current language.

6.4.2 Effect of Working Both Holiday and In-Lieu of Day

No change to current language.

6.4.3 Effect If On Paid Leave of Absence

No change to current language.

6.5 Assignment of Overtime (title only)

6.5.1 Assignment of Volunteer Overtime

No change to current language.

6.5.2 Assignment of Involuntary Overtime

No change to current language.

Article 7: Leaves With Pay

7.1 Sick Leave - Personal Illness

No change to current language.

7.1.1 Accrual

No change to current language.

7.1.2 Use of Accrued Sick Leave

No change to current language.

7.1.2.1 Advance of Sick Leave When Accrued Sick Leave Is Exhausted

No change to current language.

7.1.2.2 Reimbursement of Sick Leave Advance Upon Termination

No change to current language.

7.1.2.3 Use of Sick Leave During Extra Assignment

No change to current language.

7.1.3 Regular Advance Notice Required

No change to current language.

7.1.3.1 Day Shift Notice

No change to current language.

7.1.3.2 Evening and Night Shift Notice

No change to current language.

7.1.3.3 Regular Advance Notice/Police Communication Dispatchers

No change to current language.

7.1.4 Optional Methods of Notifying Supervisors

No change to current language.

7.1.4.1 Extenuating Circumstances

No change to current language.

7.1.5 Physician's Statement

No change to current language.

7.1.5.1      Definition of Physician

No change to current language.

7.1.5.2      Physician's Statement for Absences of Ten (10) or More Days

No change to current language.

7.1.5.3      Physician's Statement for Any Illness

No change to current language.

7.1.5.4      Return to Work - Physician's Statement

No change to current language.

7.1.5.5      Content of Physician's Statement

No change to current language.

7.1.6 Pay for Absence Chargeable to Sick Leave

No change to current language.

7.2 Use of Accrued Sick Leave for Maternity/Paternity, Birth of Child

No change to current language.

7.2.1 Caring for Newborn Child or Mother of Newborn Child

No change to current language.

7.2.2 Adoption of a Child

No change to current language.

7.2.3 Parental Leave

No change to current language.

7.2.3.1      (no title)

No change to current language/

7.2.4 Birth of a Child or Adoption of a Child

No change to current language.

7.2.5 Compliance with Law - Family Care Leaves

No change to current language.

7.3 Use of Accrued Sick Leave for Personal Necessity

No change to current language - includes a) through i).

    7.3.1 Use of Personal Necessity During Extra Assignment

No change to current language.

    7.3.2 Use of Personal Necessity During Extra Assignment

No change to current language.

7.4 Definition of Immediate Family

No change to current language.

7.5 Transfer of Paid Sick Leave

No change to current language.

7.6 Entitlement to Other Sick Leave (Five Month Law)

No change to current language.

    7.6.1 Use of Other Sick Leave (Five Month Law)

No change to current language.

    7.6.2 Use of Other Sick Leave During Extra Assignment

No change to current language.

7.7 Use of Vacation for Illness Absence

No change to current language.

7.8 Industrial Accident

No change to current language.

    7.8.1 Allowable Days of Compensated Absence

No change to current language.

        7.8.1.1 (no title)

No change to current language.

        7.8.1.2 (no title)

No change to current language.

    7.8.2 Available During Industrial Accident Leave

No change to current language.

7.8.3 Reporting Industrial Accident

No change to current language.

7.8.3.1 (no title)

No change to current language.

7.8.4 Use of Earned Illness Leave

No change to current language.

7.8.4.1 (no title)

No change to current language.

7.8.4.2 (no title)

No change to current language.

7.8.4.3 (no title)

No change to current language.

7.8.5 Use of Earned Illness Leave

No change to current language.

7.8.5.1 (no title)

No change to current language.

7.8.6 Indemnity Checks

No change to current language.

7.8.7 Employee Status During Industrial Accident Leave

No change to current language.

7.8.8 Physician's Determination Regarding Employee's Health

No change to current language.

7.8.8.1 (no title)

No change to current language.

7.8.8.2 (no title)

No change to current language.

7.8.9 ADA/FEHA Reasonable Accommodation for Qualified Individuals  
with Disabilities

No change to current language.

7.8.10 Reemployment List

No change to current language.

7.9 Short-Term Military Leave

No change to current language.

7.9.1 Restriction on Use of Short-Term Military Leave During Extra Assignments

No change to current language.

7.9.2 Call to Active Duty

No change to current language.

7.9.3 Qualifications for Benefit

No change to current language.

7.10 Jury Duty

No change to current language.

7.10.1 Use of Jury Duty Leave During Extra Assignment

No change to current language.

7.10.2 Pay During Jury Duty Leave

No change to current language.

7.10.3 Adjustment of Work Schedule During Jury Duty Leave

No change to current language.

7.11 Bereavement Leave

No change to current language.

7.11.1 Immediate Family for Bereavement Leave

No change to current language.

7.11.2 Use of Bereavement Leave During Extra Assignment

No change to current language.

7.12 Required Court Appearance

No change to current language.

7.12.1 Use of Court Appearance Leave During Extra Assignment

No change to current language.

7.12.2 Absence Report Documentation

No change to current language.

7.12.3 Return to Work

No change to current language.

7.13 Personal Business

No change to current language.

7.13.1 Reasons for use of Personal Business Leave

No change to current language.

7.13.2 Minimum Personal Business Leave Use

No change to current language.

7.13.3 Approval Process for Personal Business Leave

No change to current language.

7.13.4 Restriction on Use of Personal Business During Extra Assignment

No change to current language.

7.14 Critical Illness

No change to current language.

7.14.1 Use of Critical Illness Leave During Extra Assignment

No change to current language.

7.15 Quarantine

No change to current language.

7.15.1 Physician Statement Required

No change to current language.

7.15.2 Use of Quarantine Leave During Extra Assignment

No change to current language.

7.16 Vacation

No change to current language.

7.16.1 Accrual with Less than Five (5) Years of Service

No change to current language.

7.16.2 Accrual After Five (5) Years of Service

Upon completion of five (5) full years of employment and continuing thereafter, all full-time regular classified employees will earn vacation allowance of 1.50 1.75 working days per month or ~~eighteen (18)~~ twenty-one (21) working days per fiscal year.

7.16.3 Accrual After Ten (10) Years of Service

Upon completion of ten (10) full years of employment and continuing thereafter, all full-time regular classified employee will earn vacation allowance of 1.75 2.0 working days per month or ~~twenty-one (21)~~ twenty-four (24) working days per fiscal year.

7.16.4 Accrual for Part-Time Employees

No change to current language.

7.16.5 Vested Accrual of Vacation

No change to current language.

7.16.6 Eligibility for Use of Vacation

No change to current language.

7.16.7 Pay for Earned Vacation

No change to current language.

7.16.7.1 Restriction on Use of Vacation Leave  
During Extra Assignment

No change to current language.

7.16.7.2 Options for Less than Twelve-Month  
Employees

No change to current language - also includes a) and b).

7.16.7.3 Payment for Accrued Vacation Upon  
Separation from Service

No change to current language.

7.16.8 Scheduling Vacations

No change to current language.

7.16.8.1 Submission of Vacation Requests

Vacations must be approved in advance by the employee's immediate supervisor. For full consideration, employees eligible for vacation shall submit vacation requests to their immediate supervisor in writing ~~sixty (60) thirty (30)~~ calendar days prior to the proposed start date of the vacation request, when the vacation request is for more than five (5) consecutive workdays. If a written response is not provided to the requesting employee within ten (10) working days of receipt (barring extenuating circumstances), the request shall be granted. Vacation requests submitted in writing less than ~~sixty (60) thirty (30)~~ calendar days prior to the proposed start date of the vacation request may be considered by the immediate supervisor.

7.16.8.1.1 (no title)

No change to current language.

7.16.9.2 Minimum Vacation Leave Use

No change to current language.

7.16.8.3 Vacation Accrual Limit

A full-time employee may accrue up to ~~three hundred sixty (360) four hundred (400) hours (forty-five 45 fifty (50)~~ days of unused vacation days as of September 1 of each fiscal year. The District will annually provide written notification to employees of their vacation balances. If an approved written request for use of accrued vacation days is subsequently denied and the days cannot be rescheduled within sixty (60) calendar days immediately after being denied, during the remainder of the year, the employee will be allowed to carry the requested amount as excess to the above stated amounts into the following year.

7.16.8.3.1 Vacation Accrual Limit for Part-Time Employees

~~Regular part-time employees may accrue up to 200 hours of unused vacation days (25 days) as of September 1 of each fiscal year. unused vacation days in proportion to the ratio of their total work hours bear to a 40-hour work week. [Example: Part-time employees working twenty (20) hours per week with a 9-, 10-, 11-, or 12-month work year may accrue a maximum of one hundred eighty (180) hours of unused vacation days as of September 1 of each work year.]~~

7.16.9 Effect of Holidays

No change to current language.

7.16.10 Interruption of Vacation  
No change to current language.

employee who enrolls in and completes prior-approved classes with a grade of "C" or higher at any accredited college, providing the following criteria have been met:

- a. (no title) No change to current language.
- b. (no title) No change to current language.
- c. (no title) No change to current language.
- d. (no title) No change to current language.
- e. (no title) No change to current language.

16.3.1 (no title)

FTE Classified Staff Development Funds shall be used for any tuition reimbursement above \$1800.00, up to a lifetime maximum of \$2400.00.

Article 17: Miscellaneous Provisions

17.1 Definitions

No change to current language.

17.1.1 Non-Exempt Employees

No change to current language.

17.1.2 Permanent Employees

No change to current language.

17.1.3 Probationary Employees

No change to current language.

17.1.4 Regular Employee

No change to current language.

17.1.5 Seniority

No change to current language.

17.1.6 Length of Service

No change to current language.

17.1.7 Hours in Paid Status

No change in current language.

17.2 Employee Discipline

No change to current language.

17.2.1 Right to Representation

The District shall not interview and/or question any employee in the Bargaining Unit, formally or informally, with the intent to impose discipline without the employee being advised of his or her right to have their LRCEA representative present during the meeting as per Board Regulation 6914, Section 2.1.5, but not before the District has contacted the LRCEA President regarding the intent to impose discipline on the employee, allowing a reasonable time for the employee to consult with LRCEA before such meeting is convened.

17.2.2 Board Policy and Administrative Regulations

No change to current language.

### 17.3 Work Locations

No change to current language.

- 17.3.1 (no title) No change to current language.
- 17.3.2 (no title) No change to current language.
- 17.3.3 (no title) No change to current language.
- 17.3.4 (no title) No change to current language.
- 17.3.5 (no title) No change to current language.

### 17.4 Personnel Records

No change to current language.

- 17.4.1 Grievance Files

No change to current language.

- 17.4.2 Review of Permanent Personnel File by Employee

No change to current language.

- 17.4.3 LRCEA Access to Employee Personnel File

No change to current language.

- 17.4.4 Material Excluded from Permanent Personnel File

No change to current language.

- 17.4.5 Disciplinary Documents

No change to current language.

- 17.4.6 Other Exclusions

No change to current language.

- 17.4.7 Employee's Right to Copy of Permanent Personnel File  
Contents

No change to current language.

### 17.5 Police Communication Dispatchers Uniforms

No change to current language.

- 17.5.1 Initial Issuance of Uniform

No change to current language.

17.5.2        Supplemental Uniform Allowance

The District agrees to provide a regular uniform allowance for Police Communication Dispatchers of \$500.00 \$450.00 for each fiscal year after the first year of the initial issuance of uniforms. This allowance maybe used to purchase specific items specified in Section 17.5.1.

17.6    Captions

No change to current language.

Article 18: Savings Provision

No change to current language.

Article 19: Support of Agreement

No change to current language.

Article 20: Effect of Agreement

No change to current language.

Article 21: No Strike and No Lock Out clause

**21.1 No Strike**

Employees represented by LRCEA and LRCEA agree not to sanction or participate in any strike, work stoppage, slow down, ~~picketing, or resulting in~~ refusal or failure to fully and faithfully perform job functions and responsibilities or other interference with the operation of the District, ~~including compliance with requests by other labor organizations to do so, except as allowed pursuant to the EERA,~~ during the term of this Agreement.

**21.2 No Lockout**

Similarly, the District agrees that it will not conduct a lockout of employees during the term of this Agreement.

Article 22: Management Rights

22.1 (no title)

The District retains the rights it is afforded pursuant to the EERA, subject to the terms and conditions of this Agreement and applicable law.

~~It is understood and agreed that the District retains all of its powers and authority to direct, manage and control to the full extent of the law. Included in, but not limited to, these duties and powers are, consistent with the terms of this Agreement and with applicable law, exclusive right to: determine the organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided and the methods and means of providing them; establish its educational policies, goals and objectives; insure the rights and educational opportunities of students; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of District operations; build, move or modify facilities; establish budget procedures and determine the methods of raising revenues; and take action on any matter in the event of an emergency. In addition, the Board retains the right to hire, classify, assign, evaluate, promote, terminate and discipline employees consistent with the terms of this Agreement and applicable law.~~

22.2 (no title)

~~The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms and in conformance with law.~~

22.3 (no title)

The district retains its right to amend, modify, or rescind policies and practices referred to in this Agreement in cases of emergency. The term "Cases of Emergency" as used above specifically refers to any Act of God, natural disaster, or other calamity affecting the District. The determination of whether or not an emergency exists is **solely** within the discretion of the Board. However, before the Board determines that an emergency exists, the Board must state a factual basis which justifies its determination and such action must be reasonably necessary.

Article 23: Committee Participation

23.1 LRCEA Committee Representation

No change to current language.

23.2 Joint Job Classification Review Committee

No change to current language.

23.3 Staff Development Leave

No change to current language.

23.4 Location and District Health and Safety Committee

No change to current language.

23.4.1 Location Health and Safety Committee

No change to current language.

23.4.2 District Health and Safety Committee

No change to current language.

23.5 District-wide Budget Advisory Committee

No change to current language.

23.6 Reclassification Review Board

No change to current language.

23.6.1 LRCEA Business Agent

No change to current language.

23.7 LRCEA/District Joint Labor Management Committee

No change to current language.

23.7.1 Committee Composition

No change to current language.

23.7.1.1 Committee Representation

No change to current language.

23.7.2 Committee Chair

No change to current language.

23.7.2.1 Meeting Schedule

No change to current language.

23.7.2.2 Operating Guidelines

No change to current language.

23.7.3 Release Time for Committee Meetings

No change to current language.

23.7.4 Purpose of Committee

No change to current language.

Article 24: Term of Agreement

**24.1 (no title)**

This Agreement shall be effective as of July 1, 2020, and shall be binding upon the Board, the LRCEA and its members; this Agreement shall remain in full force and effect through June 30, 2023. Provisions of this Agreement apply to those Unit members who are employees of record on the effective date of this Agreement and those employed throughout its term.

**24.2 (no title)**

The parties acknowledge that during the negotiations which results in this Agreement, each had the right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and LRCEA for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargaining collectively unless mutually agrees upon with respect to any subject or matter expressly covered by this Agreement, however, with regard to those matters expressly covered by this Agreement and new issues resulting from action by the District, the District shall meet and negotiate with LRCEA regarding such action by the District, upon written request to do so by LRCEA.

**24.3 (no title)**

In the Spring of 2021 for the 2021-22 fiscal year, and the Spring of 2022 for the 2022-23 fiscal year, the District and LRCEA will meet and negotiate regarding ~~to discuss possible options for~~ the redistribution of available revenues ~~that are currently defined referred to~~ in Appendix A of this Agreement. It is understood that the cost of any step increments that may be allocated or committed in the preceding fiscal years of this Agreement which relate to implementation of LRCEA's existing salary schedule shall have first priority of such available funds.

**24.4 (no title)**

No change to current language.

Appendix A: Salary and Benefits

It is the position of LRCEA that each provision regarding matters related to the wages, fringe benefits and other economic issues of employees in the LRCEA Unit, is subject to meeting and negotiating between LRCEA and the District pursuant to the EERA, including the information described in this Appendix (A), relative to the 2020-23 collective bargaining agreement between LRCEA and the District.

In addition to any other matter raised by LRCEA in this Proposal, LRCEA proposes to change the Open Enrollment to open September 1<sup>st</sup> and end October 1<sup>st</sup> each year.

Attachment 1: Calculations of Available Growth Revenues & Related Growth Costs

It is the position of LRCEA that each provision of Attachment 1 as referred to above by title, is subject to meeting and negotiating between LRCEA and the District pursuant to the EERA, relative to the 2020-23 collective bargaining agreement between LRCEA and the District.

Appendix B: Salary Schedule

It is the position of LRCEA that the Salary Schedule described in Appendix B of the current collective bargaining agreement (2017-20), will be the subject of meeting and negotiating regarding adjustments to salary ranges, salary steps, longevity steps, and other economic issues pursuant to the EERA, regarding said Salary Schedule for the LRCEA Unit, and for that negotiated Salary Schedule to be included in the collective bargaining agreement for the period July 1, 2020 through June 30, 2023.

Appendix C: Forms

The following documents/forms are not proposed to change except as may be necessary resulting from negotiation of this collective bargaining proposal for 2020-23.

- \* Report of Job Performance
- \* Employee Request/Authorization for Out of Classification Pay/Temporary Reclassification (P103E)
- \* LRCEA Grievance Form
- \* Request for Reclassification
- \* Compensatory Time Off Timesheet

Appendix D: Staff Development Leave

The language of the Memorandum of Understanding described in this Appendix (D) is not proposed to be changed for the successor 2020-23 collective bargaining agreement between LRCEA and the District, unless required by law.

7.17 Holidays

No change to current language.

    7.17.1 Holidays Observed

No change to current language.

    7.17.2 Observation of Holidays on Alternate Dates

No change to current language.

    7.17.3 Holidays on a Saturday or Sunday

No change to current language.

7.18 Board-Granted Days Off

No change to current language.

    7.18.1 Board-Granted Days Off Observed

No change to current language.

7.19 LRCEA Conferences

No change to current language.

    7.19.1 Allocation of Conference Leave

No change to current language.

    7.19.2 Purpose of Conference Leave

No change to current language.

    7.19.3 Carryover Restriction

No change to current language.

7.20 Education Code Required Proof of Leaves

No change to current language.

7.21 Staff Development Leave

No change to current language.

    7.21.1 Nature and Purpose

No change to current language.

    7.21.2 Staff Development Leave Committee

No change to current language.

7.21.2.1 Composition of Committee

No change to current language.

7.21.2.2 Release Time for Committee Members

No change to current language.

7.21.3 Number of Staff Development Leaves Per Year

No change to current language.

7.21.3.1 Eligibility

No change to current language.

7.21.3.2 Carryover (changes comply with MOU)

No change to current language.

7.21.4 Service Agreement with the District

No change to current language.

7.21.4.1 Penalty if Service Agreement Is Not  
Fulfilled

No change to current language.

7.21.4.2 Serious Illness or Injury During Staff  
Development Leave

No change to current language.

7.21.4.3 Impact of Death or Permanent Disability  
on Financial Obligation

No change to current language.

7.21.4.4 Written Agreement Required

No change to current language.

7.21.5 Eligibility for Leave

No change to current language.

7.21.5.1 Full Release from Duty While on Staff  
Development Leave

No change to current language.

7.21.5.2 Service Requirement Between Leaves Granted to the Same Employee

No change to current language.

7.21.6 Duration and Period of Leave

No change to current language.

7.21.6.1 Minimum Staff Development Leave Allowed

No change to current language.

7.21.7 Application Procedures

No change to current language.

7.21.7.1 Application Due Date

No change to current language.

7.21.7.2 Purpose of Leave - Disclosure

No change to current language.

7.21.7.3 Program and Activity Description Required

No change to current language.

7.21.7.4 Coverage During Leave

No change to current language.

7.21.7.5 Staff Development Leave Form

No change to current language.

7.21.7.6 Reimbursement of Enrollment Fees and Costs of Books if Enrolled at a Los Rios College

No change to current language.

7.21.7.7 Reimbursement of Tuition - Non-Los Rios College

No change to current language.

7.21.8 Selection of Candidates

No change to current language (includes a) through d).

7.21.8.1 Scoring Applications

No change to current language (includes a) through e).

7.21.8.2 Ranking Applications

No change to current language.

7.21.8.2.1 Composite Rating

No change to current language.

7.21.8.3 Appeal of Denial

No change to current language.

7.21.9 Reporting Requirements

No change to current language.

7.21.9.1 Transcripts and Documents Required

No change to current language.

7.21.9.2 Submission of Report

No change to current language.

7.21.9.3 Review of Report by Staff Development Leave Committee

No change to current language.

7.21.9.4 Recommendation of Staff Development Leave Committee Regarding the Report

No change to current language.

7.21.9.5 Penalty for Failure to Complete Report

No change to current language.

7.21.10 Salary and Benefits During Staff Development Leave

No change to current language.

7.21.10.1 Service Time During Leave

No change to current language.

7.21.10.2 Sick Leave Accrual During Leave

No change to current language.

7.21.11 Retirement Service Credit During Leave

No change to current language.

7.22 Catastrophic Illness or Injury Leave Program

No change to current language.

    7.22.1 Definitions

No change to current language.

        7.22.1.1 Catastrophic Illness or Injury

No change to current language.

        7.22.1.2 Eligible Employee

No change to current language.

        7.22.1.3 Immediate Family

No change to current language.

        7.23.1.4 Eligible Leave Credits

No change to current language.

    7.22.2 Catastrophic Illness or Injury Leave Bank

No change to current language.

        7.22.2.1 Donations

No change to current language.

        7.22.2.2 Probationary Employee Restriction

No change to current language.

        7.22.2.3 Solicitation of Donations

No change to current language.

        7.22.2.4 Accounting for Donations

No change to current language.

    7.22.3 Catastrophic Illness or Injury Committee

No change to current language.

        7.22.3.1 Committee Composition

No change to current language.

        7.22.3.2 Release Time

No change to current language.

7.22.3.3 Committee Charge

No change to current language.

7.22.3.4 Committee Limitation

No change to current language.

7.22.4 Application for Catastrophic Illness or Injury Leave

No change to current language.

7.22.4.1 Eligible Employee Vesting

No change to current language.

7.22.4.2 Physician Statement Required

No change to current language.

7.22.4.3 Length of Leave

No change to current language

7.22.4.4 Requirement to Exhaust All Eligible Paid Leave

No change to current language.

Article 8: Leaves Without Pay

8.1 Application for Leave Without Pay

No change to current language.

8.1.1 Salary and Benefits During Leave Without Pay

No change to current language.

8.1.2 Other Employment During Leave Without Pay

No change to current language.

8.1.3 Restriction on Combining Leaves Without Pay

No change to current language.

8.2 Long-Term Health Leave

No change to current language.

8.2.1 Eligibility for Long-term Health Leave

No change to current language.

8.2.2 Resumption of Duties

No change to current language.

8.2.3 Inability to Resume Duties - Placement on 39-Month Reemployment List

No change to current language.

8.2.3.1 Ability to Return to Work While on 39-Month Reemployment List

No change to current language.

8.3 Long-Term Military Leave

No change to current language.

8.4 Family Care Leave

No change to current language.

8.5 Child Care

No change to current language.

8.6 Personal Leave

No change to current language.

8.7 Full-Time Leave for Educational Purposes

No change to current language.

8.7.1 Eligibility for Full-Time Leave for Educational Purposes

No change to current language.

8.7.1.1 Course of Study

No change to current language.

8.7.1.2 Work Schedule

No change to current language.

8.7.1.3 Funds

No change to current language.

8.7.2 Participation in Staff Development Leave

No change to current language.

8.8 Part-Time Educational Leave

No change to current language.

8.8.1 Eligibility for Part-Time Educational Leave

No change to current language.

8.8.1.1 Course of Study

No change to current language.

8.8.1.2 Work Schedule

No change to current language.

8.8.1.3 Funds

No change to current language.

8.9 Peace Corps Leave

No change to current language.

Article 9: Compensation 2020 - 2023

9.1 Funding Sources for Salary & Benefits Improvements

The Bargaining Unit shall receive its proportionate share of eighty percent (80%) of new, and or increased unrestricted revenue, as defined in Appendices A, ~~which is above an established amount.~~

9.2 Salary Schedules and Initial Salary Placement

No change to current language.

9.3 Anniversary Date

No change to current language.

9.4 Earning a Step Increase

No change to title.

    9.4.1 (no title)

No change to current language.

    9.4.2 (no title)

No change to current language.

        9.4.2.1 (no title)

No change to current language.

        9.4.2.2 (no title)

No change to current language.

            9.4.2.2.1 (no title)

No change to current language.

9.5 Reclassification of Individual Position to Higher Salary

No change to current language.

9.6 Shift Differential

No change to title.

    9.6.1 (no title)

No change to current language.

    9.6.2 (no title)

No change to current language.

#### 9.7 Longevity

Step 7 is a longevity step and can only be attained after ten (10) full years of satisfactory service with the District. An additional longevity increment of four percent (4%) will be paid to members of the Bargaining Unit after fifteen (15) full years of service with the District. A third longevity increment of two four percent (2 4%) will be paid to members of the Bargaining Unit after twenty (20) full years of service with the District. A fourth third longevity increment of two percent (2%) will be paid to members of the Bargaining Unit after twenty-five (25) full years of service with the District.

#### 9.8 Regular Employee Preference Extension

If there is a need for additional classified staff during non-regular work periods, existing staff will be offered an extension of regular employment before temporary staff are hired. Employees working during non-regular work periods shall be placed in the same classification they are in during their regular annual work schedule and shall receive their appropriate rate of pay/benefits for that classification.

#### 9.9 Salary Computation

Salaries for White Collar Unit members are computed on an annual basis. The salary ranges for the White-Collar Bargaining Unit as reflected on the LRCEA Salary Schedule are contained in Appendix B.

##### 9.9.1 (no title)

No change to current language.

##### 9.9.2 (no title)

No change to current language.

###### a. (no title)

No change to current language.

###### b. (no title)

No change to current language (includes (1), (2) and (3)).

#### 9.10 Salary Calculations - Employment After July 1

No change to current language (includes a, b, c, and d).

#### 9.11 Salary Calculation - Termination Before June 30

No change to current language (includes a, b, c, and d).

#### 9.12 Voluntary Deduction - Less Than Twelve-Month Employee

No change to current language (includes a and b).

9.13 Repayment of Money Owed District or Employee

    9.13.1 Underpayment

No change to current language.

    9.13.2 Overpayment

No change to current language.

        9.13.2.1 (no title)

No change to current language.

        9.13.3 (no title)

No change to current language.

            9.13.3.1 (no title)

No change to current language.

            9.13.3.2 (no title)

No change to current language.

            9.13.3.3 (no title)

No change to current language.

            9.13.3.4 (no title)

No change to current language.

    9.13.4 (no title)

No change to current language.

    9.13.5 (no title)

No change to current language.

    9.13.6 (no title)

No change to current language.

    9.13.7 (no title)

No change to current language.

    9.13.8 (no title)

No change to current language.

9.13.9 (no title)

No change to current language.

Article 10: Fringe Benefits

10.0 Insurance Review Committee

No change to current language.

10.1 Section 125 Plan, Premium Only Plan, Dependent Care Assistant Program and Flexible Spending Accounts

10.1.1 Medical & Dental Premium (Premium Only Plan)

No change to current language.

10.1.2 Section 125 Plan - Dependent Care Assistance Program and Medical Expense Flexible Spending Account

No change to current language.

10.1.2.1 (no title)

No change to current language.

10.1.3 (no title)

No change to current language.

10.1.4 (no title)

No change to current language.

10.1.5 (no title)

No change to current language.

10.1.6 (no title)

No change to current language.

10.2 Health/Medical & Other Insurances

No change to language except dates of fiscal year.

10.2.1 (no title)

Change language to reflect negotiated amounts, and fiscal year to which those amounts apply.

10.3 Dental Insurance

No change to current language.

10.3.1 (no title)

Change language to reflect negotiated amounts, and fiscal year to which they apply.

10.4 Vision Plan

Change language to reflect negotiated amounts, and fiscal year to which they apply.

10.5. Medical/Dental Coverage - Work Assignment Increases

No change to current language.

10.6 District Contribution Levels for Employees Hired as of September 1, 1993

No change to current language (includes a and b).

    10.6.1       (no title)

No change to current language (includes a and b).

        10.6.1.1    (no title)

No change to current language.

10.7 District Contribution Levels for Employees Hired After September 1, 1993

No change to current language.

    10.7.1       (no title)

No change to current language.

    10.7.2       (no title)

No change to current language.

    10.7.3       (no title)

No change to current language.

10.8 Payroll Deduction Schedule

No change to current language.

    10.8.1       (no title)

No change to current language.

10.9 Disability Income Protection

No change to current language.

    10.9.1       (no title)

No change to current language.

10.9.2 (no title)

No change to current language.

10.9.3 (no title)

No change to current language.

10.9.4 (no title)

No change to current language.

10.9.5 (no title)

No change to current language.

## 10.10 Health Benefits for Retirees

No change to current language.

10.10.1 Retirement from District

No change to current language.

10.10.2 District Contribution for Post-Employment (Retiree) Medical Costs

No change to current language.

10.10.2.1 (no title)

No change to current language.

10.10.2.1.1 (no title)

No change to current language.

10.10.2.1.2 (no title)

No change to current language.

10.10.2.1.3 (no title)

No change to current language.

10.10.2.1.4 (no title)

No change to current language.

10.10.2.1.5 (no title)

No change to current language.

10.10.2.2 Amount and Processing of Contribution

No change to current language.

10.10.2.2.1 (no title)

No change to current language.

10.10.2.2.2 (no title)

No change to current language.

10.10.2.2.3 (no title)

No change to current language.

10.10.2.2.4 (no title)

No change to current language.

10.10.2.2.5 (no title)

No change to current language.

10.10.3 Eligibility to Participate in Retiree Medical Plans

No change to current language.

10.10.3.1 (no title)

No change to current language.

10.10.3.2 (no title)

No change to current language.

10.10.3.3 (no title)

No change to current language.

10.10.4 Selection of District Medical Plan

No change to current language.

10.10.5 Non-District Plan

No change to current language.

10.10.5.1 (no title)

No change to current language.

10.10.5.1.1 (no title)

No change to current language.

10.10.5.1.2 (no title)

No change to current language.

10.10.5.1.3 (no title)

No change to current language.

10.10.5.2 (no title)

No change to current language.

10.10.6 Retiree Dental

No change to current language.

10.11 Parking fee

No change to current language.

10.12 Life Insurance

No change to current language.

10.12.1 (no title)

No change to current language.

Article 11: Grievance Procedure

11.1 Definition

No change to current language.

11.2 Purpose

No change to current language.

11.3 Utilizing Procedure in Proper Order

No change to current language.

11.4 Consolidation of Grievances

No change to current language.

11.5 Exclusions (title only - no change)

11.5.1 Board Policies

No change to current language.

11.5.2 Other Exclusions (no change to current language)

11.5.2.1 Recognition

No change to current language.

11.5.2.2 ~~No Strike Clause~~

11.5.2.3 ~~Management Rights~~

11.5.2.4 ~~Evaluation standards employed or judgments rendered~~

11.5.2.6 Discipline or discharge

11.6 Conditions of Grievance Processing

No change to current language.

11.6.1 Right to Representation

No change to current language.

11.6.1.1 (no title)

No change to current language.

11.6.1.2 (no title)

No change to current language.

11.6.2 Filing a Grievance Without LRCEA Representation

No change to current language (includes title and a), b), c), d), and e).

11.6.3 Limit on Processing Grievances to Levels IV (Binding Arbitration) and ~~V~~ Without LRCEA Authorization

At levels ~~IV and V (Binding Arbitration Board of Review and Board of Trustees)~~ the grievant, before proceeding, must secure both:

- a) no change to current language.
- b) no change to current language.
- c) no change to current language.

11.7 Definition of a Day

No change to current language.

11.8 Time Limits

No change to current language.

11.9 Withdrawing a Grievance

No change to current language.

11.10 Release Time

No change to current language.

11.11 Grievant Rights

No change to current language.

11.11.1 no change to current language.

11.11.2 No change to current language.

11.11.3 No change to current language.

11.11.4 No change to current language.

11.11.5 No change to current language.

11.11.6 No change to current language.

11.12 Grievance Records

No change to current language.

11.13 Non-Reprisal

No change to current language.

11.14 Processing of Grievance

No change to current language.

11.15 Informal Grievance Procedure\

No change to current language.

11.16 Formal Grievance Levels (no change to title)

    11.16.1     Grievance Form

No change to current language.

    11.16.2     Level I - Immediate Supervisor

No change to current language.

        11.16.2.1   Information Required

No change to current language.

        11.16.2.2   Meeting of the Parties

No change to current language.

        11.16.2.3   Proposed Resolution

No change to current language.

    11.16.3     Level II - President/Designee (College)  
                  Chancellor/Designee (District Office/Facilities  
                  Management)

No change to current language.

        11.16.3.1   Filing the Appeal

No change to current language.

        11.16.3.2   Material Required for Appeal

No change to current language.

        11.16.3.3   Meeting of the Parties

No change to current language.

        11.16.3.4   Proposed Resolution

No change to current language.

11.16.4 Level III - Chancellor/Designee

No change to current language.

11.16.4.1 Filing the Appeal

No change to current language.

11.16.4.2 Material Required for Appeal

No change to current language.

11.16.4.3 Meeting of the Parties

No change to current language.

11.16.4.4 Proposed Resolution

No change to current language.

11.16.5 Level IV - Binding Arbitration Board of Review

LRCEA, on behalf of the grievant, may appeal the decision of Level III within thirty (30) five (5) days after receipt of the written decision of the Chancellor/Designee to binding arbitration a board of review.

11.16.5.1 Filing the Appeal

No change to current language.

11.16.5.2 Material Required for the Appeal

No change to current language.

11.16.5.3 Arbitration of the Grievance  
Composition of the Board of Review

The grievance shall be arbitrated by an arbitrator selected from a list obtained from the State Mediation and Conciliation Service or obtained from a list developed by the PERB. The Board of Review shall consists of three (3) members. These eligible to serve as chairperson for the Board of Review shall be limited to those obtained from a list from the State Mediation and Conciliation Service or obtained from a listed developed by the PERB.

11.16.5.3.1 Selection of the Arbitrator  
Members by the Parties

The list of arbitrators shall be requested in writing by the District within ten (10) days of its receipt of the written request to arbitrate the grievance from LRCEA. A copy of the written request for the list of arbitrators shall be delivered to the LRCEA President when that request is delivered to the State Mediation and Conciliation Service or to the PERB, whichever applies to the particular list request. Within five (5) days of receipt of the appeal, each party shall select a

~~member of the Board of Review and shall so notify the office of the Associate Vice Chancellor of Human Resources.~~

11.16.5.3.2 Cost of the Arbitrator Chairperson List

The cost of the services of the ~~arbitrator chairperson of the Board of Review~~, including per diem expenses, if any, travel and subsistence expenses, the cost of recording the hearing, the cost of any hearing room, and any cost ordered by the ~~arbitrator chairperson~~ will be shared equally by the parties. All other costs will be borne by the party incurring them.

11.16.5.3.3 Selection of the Arbitrator Selection of Chairperson

~~Within five (5) workdays of receipt of the list of arbitrators from the State Mediation and Conciliation Service or the PERB, whichever list applies to the particular request for arbitrators, the LRCEA President/Designee and Chancellor/Designee shall alternate strike names from the list of arbitrators until one name remains. The individual whose name remains shall serve as the arbitrator of the grievance. Within five (5) days of the receipt of the list of names of individuals who can serve as chairperson of the Board of Review, the LRCEA President/designee and Chancellor/designee shall alternately strike names from the list until one name remains. The individual whose name remains shall serve as the chairperson of the Board of Review for the grievance.~~

11.16.5.4 Arbitration Hearing Cost of the Chairperson

~~The arbitrator shall conduct a hearing on the grievance with the parties to the grievance within thirty (30) days or as soon as he or she is able to schedule the hearing. Every reasonable effort shall be made to conduct the hearing by the Board of Review with the parties to the grievance within thirty (30) days of the selection of the chairperson of the Board of Review.~~

11.16.5.5 Decision of the Arbitrator Hearing Schedule

~~The arbitrator shall issue his or her written decision on the grievance no less than thirty (30) days immediately following the close of the hearing on the grievance, and that arbitrator's decision shall include findings of fact, reasoning and conclusions on issues submitted, shall be promptly transmitted to LRCEA and the District, and the arbitrator's decision is final and binding on all parties to the grievance. Every reasonable effort shall be made to conduct the hearing by the Board of Review with the parties to the grievance within thirty (30) days of the selection of the chairperson of the Board of Review.~~

11.16.5.6 Attendance at Hearings

The parties to the grievance will be allowed to attend all hearings at which information is given to the arbitrator Board of Review.

Sessions of the ~~arbitration Board of Review~~ shall be private, with attendance limited to the ~~arbitrator members of the Board of Review~~, the parties to the grievance, their representatives if any, and witnesses called by the ~~arbitrator Board of Review~~.

11.16.5.7 Limit on Disclosure of Proceedings

During the pendency of a proceeding before the arbitrator Board of Review, no disclosure of the proceedings shall be made public without concurrence of the ~~arbitrator chairperson~~ and the parties to the grievance.

11.16.5.8 ~~Decision of the Arbitrator Board of Review~~

The ~~arbitrator Board of Review~~ shall issue ~~his or her its~~ written decision on the grievance no later than ~~thirty (30) twenty (20)~~ days from the date of the close of the ~~arbitration~~ hearing. ~~The decision of the arbitrator Its decision~~ shall be in writing, shall include findings of fact, reasoning and conclusions on issues submitted, and shall be transmitted promptly to LRCEA and the District.

11.16.5.9 Limit on Decision of the ~~Arbitrator Board of Review~~

The ~~arbitrator Board of Review~~ shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The ~~arbitrator they~~ shall consider and decide only the specific issue submitted to him or her them in writing by the Board's representative and the aggrieved and shall have no authority to make recommendations on any other issue not so submitted to ~~him or her them~~. The ~~arbitrator~~ Board of Review shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way to applicable laws and rules and regulations having the force and effect of law.

11.16.5.10 Effect of the Decision of the ~~Arbitrator Board of Review~~

The decision of the ~~arbitrator Board of Review on the grievance~~ shall supersede all previous decisions ~~on the grievance~~ and shall become binding on all parties ~~to the grievance, effective when issued to the parties to the grievance by the arbitrator unless appealed in writing to the Board of Trustees by LRCEA or the District within five (5) days after receiving the Board of Review decision.~~

11.16.6 Level V-Board of Trustees

~~The decision of the Board of Trustees shall supersede all previous decisions on the grievance and shall become binding on all parties. The Board of Trustees shall render a final decision within forty-five (45) days after receipt of the appeal and shall transmit it promptly to LRCEA, the Chancellor, and members of the Board of Review.~~

**11.16.16.1 Limits on Evidence**

~~If, during deliberations on the matter, the Board of Trustees receives evidence from either party to the grievance, it shall receive evidence from both parties on the issue(s) in question before it renders its final decision.~~

Article 12: Health & Safety

12.1 Safety

No change to current language.

12.2 Illness/Injury Prevention Plan

No change to current language.

12.3 Resolving Disputes

No change to current language.

12.3.1 Work Location Safety Officer

No change to current language.

12.4 Location Health and Safety Committee

No change to current language.

12.4.1 Composition of Committees

No change to current language.

12.4.2. Membership List

No change to current language.

12.4.3 Committee Operating Procedure

No change to current language.

12.4.4 Committee Review

No change to current language.

12.4.4.1 Accident Report

No change to current language.

12.4.4.2 Report of Other Health and Safety Problems

No change to current language.

12.4.4.3 Health and Safety Equipment/Training Updates

No change to current language.

12.4.5 Release Time for LRCEA Representatives

No change to current language.

12.4.6 Limit on Committee Authority

No change to current language.

12.5 Employee Safety Information Form

No change to current language.

12.5.1 Filing an Employee Safety Information Form

No change to current language.

12.6 District Health and Safety Committee

No change to current language.

12.6.1 Release Time for LRCEA Representation

No change to current language.

12.7 Annual Review

No change to current language.

Article 13: Non-Discrimination

13.1 Acknowledgment of the Parties

No change to current language.

13.2 Complaint

No change to current language.

13.2.1 Meetings Regarding Complaints

No change to current language.

13.2.2 Notice to LRCEA

No change to current language.

Article 14: Transfer and Reassignment

14.1 Definitions

No change to current language.

14.1.1 Transfers

No change to current language.

14.1.1.1 Administrative Transfers

No change to current language.

14.1.1.2 Voluntary Transfer

No change to current language.

14.1.1.3 Reassignment

No change to current language.

14.1.2 Work Locations

No change to current language.

14.1.2.1 (no title)

No change to current language.

14.1.2.2 (no title)

No change to current language.

14.1.2.3 (no title)

No change to current language.

14.1.2.4 (no title)

No change to current language.

14.1.2.5 (no title)

No change to current language.

14.1.3 Vacancy

A vacancy is ~~an authorized~~ position in the Bargaining Unit without an incumbent who is a regular classified employee ~~that the District intends to fill~~.

14.1.4 Reclassification

No change to current language.

14.1.5 Promotion

No change to current language.

14.2 Vacancy

The District shall fill a vacant position in the Bargaining Unit within ninety (90) days of the date the position becomes vacant or, if the District intends to change the vacant position, it shall meet and negotiate with LRCEA regarding its proposed change within the foresaid ninety (90) days. The District reserves the right not to fill a position when it becomes vacant. Prior to announcing a vacancy, the District may modify the position, change or reduce the hours of the position, convert the position FTE to a different position, or relocate the position to another operating unit or work location.

14.2.1 Announcing Vacancy

Vacancies will be announced to classified staff a minimum of fifteen (15) working days in advance of its closing date for applicants. The District reserves the right to open all vacancies to the public if the vacancy is not filled pursuant to the voluntary transfer/promotion process described in Section 14.3 of this Agreement. The District further agrees it is the District's intent to fill a vacancy within ninety (90) days of the vacancy announcement.

14.3 Voluntary Transfer/Promotion Process

No change to current language.

14.4 Selection Process

No change to current language.

14.4.1 Hiring Committee

No change to current language.

14.5 Administrative Transfers

No change to current language.

14.5.1 Increase in Daily Commute

In the event that an administrative transfer results in an increase daily round-trip commute of more than five (5) twelve (12) miles, the District will reimburse the affected employee for the increased commute mileage at the rate authorized by Board Policies for the period of twelve (12) full calendar months from the effective date of the administrative transfer.

14.5.2 Rate of Pay

No change to current language.

14.5.3       Appeal of Administrative Transfer

No change to current language.

14.5.4       Notice of Administrative Transfer

An employee who is administratively transferred permanently will receive written notice no less than thirty (30) days in advance of the effective date of the transfer as follows:

**14.5.4.1**       (no title)

~~Within the work location - minimum of two (2) working days; or~~

**14.5.4.2**       (no title)

~~To a satellite of the work location - minimum of five (5) working days; or~~

**14.5.4.3**       (no title)

~~To other locations - minimum of ten (10) working days.~~

14.6 Employment Status - Voluntary Transfer/Promotion

No change to current language.

14.6.1       Probationary Employee

No change to current status.

14.6.2       Permanent Employee

No change to current language.

Article 15: Working Out of Classification and Reclassification

15.1 Working Out of Classification

No change to current language.

15.1.1 Definition

No change to current language.

15.1.2 Out of Classification Pay

No change to current language.

15.1.3 Effects of Holiday and Board-Granted Days Off on Out of Classification Pay

No change to current language.

15.1.4 Compensation for Sick Leave When Working Out of Classification

No change to current language.

15.1.5 Compensation for Other Leaves When Working Out of Classification

No change to current language.

15.1.6 Request for Out of Classification Pay

When an affected employee believes he/she is working out of his/her classification for more than five (5) working days out of any fifteen (15) calendar day period, and the manager or supervisor has not notified the employee in writing of the out of classification work, and/or has not initiated the process to pay the employee out of classification pay for the out of classification work the employee has performed, the employee must file an Employee Request for Out of Classification Pay form P-103E. The employee Request for Out of Classification Pay form must be filed no later than forty-five (45) workdays after the employee discovers he/she is working out of classification conclusion of the fifteen (15) day period the employee claims to be working out of classification. ~~An employee may not claim compensation for out of classification work that occurred more than six months prior to the claims identified in the Employee Request for Out of Classification Pay form.~~ A written request from an employee for out of classification pay shall be made to his or her immediate supervisor/manager. The immediate supervisor/manager of the employee shall respond to the written request for out of classification pay in writing within ten (10) workdays of receipt of the written request.

15.1.6.1 Out of Classification Form

Written requests for out of classification pay from the employee shall be made on Employee Request for Out of Classification Pay form P-103E

Attached as part of this Agreement in Appendix C. This form shall be distributed by the supervisor/manager to the employee at the employee's request is made by the as directed on said form at the time the request is completed and once a determination supervisor/manager.

15.1.7 Denial of Out of Classification Pay

No change to current language.

15.2 Reclassification

No change to current language.

15.2.1 Duties of White-Collar Employees

No change to current language.

15.2.2 Performance Limitations

No change to current language.

15.2.3 Approval of Reclassification

No change to current language.

15.2.4 Request for Reclassification

No change to current language.

15.2.5 Investigation of a Request for Reclassification

No change to current language.

15.2.6 Reclassification Review Board Review of Recommended Requests for Reclassification

No change to current language.

15.2.7 Appeal of Denial to Reclassification Review Board

No change to current language.

15.3 Job Classification Review

No change to current language.

15.3.1 Selection of Classification Families

No change to current language.

15.3.2 Joint Job Classification Review Committee

No change to current language.

15.3.3 Scope of Job Classification Review

No change to current language.

15.3.4 Preparation of Material for Employee Review

No change to current language.

15.3.5 Distribution of Material to Employees

No change to current language.

15.3.6 Timelines for Employee Comments

No change to current language.

15.3.6.1 Content of Employee Comments

No change to current language.

15.3.7 Committee Review of Employee Comments

No change to current language.

15.3.8 Deliberations of the Committee

No change to current language.

15.3.9 Meeting of the Parties

No change to current language.

15.3.9.1 Release Time for Meeting and Negotiating

No change to current language.

15.3.10 Mediation

No change to current language.

15.3.11 Fact-finding

No change to current language.

15.3.12 Implementation

No change to current language.

15.3.13 Cost of Implementation

No change to the current language.

15.3.14 Review of Reclassification Process

No change to current language.

15.3.14.1 Committee Recommendations

No change to current language (includes a) and b).

Article 16: Professional Growth and Career Development

16.1 District Commitment and Funding

No change to current language.

16.1.1 Source of Funds (conforms to MOU)

The District will allocate up to \$84,716 for professional development activities each contract year, and this allocation includes any remaining balance of the Staff Development Leave Program allocation, and any remaining balance of the carryover from prior contract years. Any amount in excess of the \$84,716 will be included as a Unit specific resource as defined in A.1.8 of this Agreement.

~~Each Spring, the District and LRCEA shall meet to review the projected balance of staff development funds both from prior years and the current allocation from unused staff development leaves related to the LRCEA Staff Development Leave Program described in Article 7 of this Agreement to determine whether the full amount shall be carried forward or re-directed to support other unit costs.~~

16.1.2 Allocation to District Work Locations

No change to current language.

16.1.2.1 District Work Locations

No change to current language.

16.1.3 Use of Funds

No change to current language.

16.1.4 Promotion of Staff Development Leave Program

No change to current language.

16.2 Reimbursement of Enrollment Fees and Books - Los Rios Courses

Employees who enroll in Los Rios courses will not be charged tuition fees for such courses. The District will reimburse fees, including the Universal Transit Pass and Student Representation Fee, and cost of books, not to exceed \$1100.00 ~~\$1000.00~~ per Los Rios fiscal year, for any regular employee who enrolls in any of the district colleges and outreach centers. Classes must be taken outside the employee's scheduled work assignment and books must be purchased at a Los Rios bookstore and required for the classes taken and completed under this section. Receipts and grade reports or transcripts must accompany the request for reimbursement. Any amount received from selling back the books must be deducted from the original cost of the books.

16.3 Reimbursement of Tuition Fees - Non-Los Rios College

The District will reimburse tuition fees up to \$1200 per Los Rios

**LRCEA 2020-2023 Negotiations**  
**District Interests**  
(Not prioritized)

**Article 2: Organizational Rights and Article 3: Organizational Security**

The District has an interest to discuss updating related contract wording to reflect current processes with regard to practices involving union dues and related onboarding.

**Article 4: Evaluation of Job Performance**

The District has an interest in reviewing contract language to determine if further clarity of the evaluation processes would be beneficial.

**Article 7: Leaves With Pay**

For purposes of providing clarity of leave processes, the District has an interest in reviewing the current language for any needed updates.

**Article 9: Compensation**

For purposes of providing clarification for members, the District has an interest in reviewing the current language for shift differential pay hours, longevity for those who work less than full-time, and similar areas of this article as determined.

**Article 10: Fringe Benefits**

The District has an interest in reviewing the current fringe benefit language for effectiveness, and to better reflect our processes.

**Article 12: Health & Safety**

The District has an interest in reviewing processes and updating language as needed regarding the reporting of safety issues, and the roles and responsibilities of District-wide safety committees.

**Appendix A Salary & Benefits and Attachment One**

The District has an interest to update the language for currency and incorporation of memorandums of understanding, if applicable.

**Contract Language Updates**

The District has an interest in incorporating any applicable MOUs, and in re-examining contract language with respect to consistency and currency, including:

- Review of the definition of terms for updated language or needed clarity
- Update of language to reflect compliance with new and existing laws
- Revise or delete references to expired years, and language that is obsolete or no longer applicable

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

SUBJECT:	Public Hearing: 2020-2023 Initial Collective Bargaining Proposals for SEIU and LRCCD	ATTACHMENT: Yes	
	ENCLOSURE: None		
AGENDA ITEM:	Collective Bargaining Item C	TYPE OF BOARD CONSIDERATION:	
RECOMMENDED BY:	Jamey Nye Jamey Nye, Deputy Chancellor	CONSENT/ROUTINE	
APPROVED FOR CONSIDERATION:	Brian King Brian King, Chancellor	FIRST READING	
		ACTION	X
		INFORMATION	

## BACKGROUND:

Pursuant to Government Code Section 3547, et seq., all initial proposals of exclusive representatives of recognized employee groups and of the District are required to be presented at a public meeting of the District.

The Board and representatives of the Service Employees International Union, Local #1021 (SEIU) have agreed to engage in negotiations. The collective bargaining agreement with SEIU expires on June 30, 2020. The parties wish to commence negotiations as soon as possible, with the goal of attempting to reach agreement as early as possible before the contract expires.

Consistent with the applicable code sections, the public has a right to be informed of those areas that the parties will be negotiating and to invite public comment at a meeting of the public school employer.

## STATUS:

Consistent with local regulations, on December 18, 2019, the Board of Trustees scheduled a public hearing for the January 15, 2020 meeting to allow public comments regarding the collective bargaining proposals. The enclosed initial collective bargaining proposals of SEIU and the District have been available for public review since being presented to the Board of Trustees at the December 18, 2019 meeting.

## RECOMMENDATION:

It is recommended that the Board of Trustees conduct a public hearing and adopt the initial collective bargaining proposals of SEIU and the District.

# LOCAL 1021



# SEIU

## Stronger Together

**Joseph Bryant**

President

**Akbar Bibb**

VP Region A (North Central)

**Mary Sandberg**

VP Region B (North Coast)

**Yeon Park**

VP Region C (East Bay)

**Theresa Rutherford**

VP Region D (San Francisco)

**Marcus Williams**

VP Region E  
(Amador/Calaveras/San Joaquin)

**Mary Duncan**

Secretary

**Amos Eaton**

Treasurer

**Sandra Lewis**

VP of Representation

**Gary Jimenez**

VP of Politics

**Ramsey Teon-Nichols**

VP of Organizing

**Executive Board**

Pete Albert

Tazamisha Alexander

John Arantes

Derrick Boutte

Lorraine Bowser

Monique Chaney-Williams

Felipe Cuevas

Evelyn Curiel

Sasha Cuttler

Nathan Dahl

Brandon Dawkins

Joel Evans-Fudem

Karla Faucett

Geneva Haines

Dellifinia Hardy

Cynthia Landry

Todd Nosanow

Harold Powell

Mercedes Riggleman

Robert Taylor

Richard Thoelle

Taffie Walter

Angel Valdez

Sandra Wall

Jim Wise

**Executive Board & Budget & Finance Committee**

Aaron Cramer

Rhea Davis

Tina Diep

Julie Meyers

Tom Popenuck

Sunny Santiago

Rachal Valtakis

## Initial Proposals for Successor Agreement for SEIU Local 1021

December 5, 2019

Dr. Brian King, Chancellor  
Los Rios Community College District  
1919 Spanos Court  
Sacramento, CA 95825

In accordance with the Collective Bargaining Agreement between SEIU Local 1021 and Los Rios Community College District, SEIU Local 1021 hereby notices intent for full contract negotiations for the three year period spanning: July 1, 2020 to June 30, 2023.

The Contract will expire on June 30, 2020. SEIU Local 1021 proposes to negotiate language, terms and conditions of the successor agreement on Article(s) 1 through Article 21 (Full Contract) including all appendices (A through D), attachments, all memorandum of understanding, and side letter agreements.

The Collective Bargaining Agreement between SEIU Local 1021 and Los Rios Community College District shall be renewed for a three (3) year period ending on June 30, 2023. Please 'sunshine' this letter as our request for full contract negotiations with the College Trustees as soon as practicable.

SEIU Local 1021 will submit specific proposals during the negotiations process. SEIU Local 1021 has the right to amend, modify, add or withdraw any proposal during the negotiations process.

Please find a list of our bargaining interests below, non-prioritized, with the caveat that we may add additional items from other unspecified Articles in the SEIU Local 1021 Collective Bargaining Agreement at any point in the negotiations process.

1. Article 16: Education incentives; stipend for work-related certifications; professional growth; tuition reimbursement.
2. Article 11: Longevity compensation; salary placement; emergency call back pay.
3. AB 119.and SB866



4. Article 16: Full Classification and Compensation study (performed by outside vendor).
5. Article 12: Deferred compensation; life insurance; Safety PERS.
6. Article 14: Binding Arbitration / CA State Mediation Conciliation Service.
7. Article 2: Clarifying Language
8. Article 6: Seniority as a weighted factor for site transfers, promotions, and shift bids.
9. Article 7: Clarification of work week and alternative work schedules, including shift differential parameters.
10. Article 8: Shift bids; temporary assignments.
11. Article 15: Uniform Allowance (all).
12. Article 9: Travel out of county/court appearances.
13. Article 2: Release time for Stewards, Bargaining Team and Chapter Officers for union business, training and education.
14. Article 2: Meetings: Chief of Police.
15. Other Articles (1 through 21) as needed to clean up outdated/changes to laws or titles, or as other discussions develop at the bargaining table, the Union reserves the right to add, subtract, delete or modify proposals to any and all articles, appendices, side letter agreements, memorandum of understanding, at any time during full contract negotiations.
16. Appendix A: Incentive pay; Retirement; Safety PERS; Staffing levels
17. Appendix C: Disciplinary Procedures (PD)
18. Notice timeframes for proposed position elimination or changes
19. PD as separate Unit with SEIU remaining as agent

Respectfully Submitted,

Valencia Kamara  
Field Representative  
SEIU Local 1021

cc: Dr. Brian King, Chancellor Los Rios Community College District  
Jake Knapp, Associate Vice Chancellor, Human Resources  
Brenda Balsamo, Director, Human Resources  
Kaden Kratzer, Education Council Field Director  
SEIU File

NH:cmd(opeiu 29 afl-cio,clc)

**SEIU 2020-2023 Negotiations**  
**District Interests**  
(Not prioritized)

**Article 2: Union Rights**

The District has an interest to discuss updating related contract wording to reflect current processes with regard to providing unit member information.

**Article 5: Check Off and Organizational Security**

The District has an interest in reviewing contract language to assure it reflects current processes involving union dues and related onboarding.

**Article 6: Personnel Policies**

The District has an interest in reviewing contract language to determine if further clarity of the evaluation processes would be beneficial.

**Article 9: Leaves With Pay**

For purposes of providing clarity of leave processes, the District has an interest in reviewing the current language for any needed updates.

**Article 11: Compensation**

The District has an interest in reviewing current language to provide further clarification of processes for service increments, emergency call backs, out of classification requests, and other areas as needed.

**Article 12: Fringe Benefits & Insurance Programs**

The District has an interest in reviewing the benefit language to best reflect current processes.

**Article 13: Safety**

The District has an interest in reviewing processes and updating language as needed regarding the reporting of safety issues, and the roles and responsibilities of District-wide safety committees.

**Article 15: Uniforms**

The District has an interest in reviewing uniform items provided, and uniform allocation and replacement processes.

**Article 16: Miscellaneous Provisions**

The District has an interest in reviewing current contract language regarding a job classification study for effectiveness.

**Appendix A Salary & Benefits and Attachment One**

The District has an interest to update the language for currency and incorporation of memorandums of understanding, if applicable.

### **Contract Language Updates**

The District has an interest in incorporating any applicable MOUs, and in re-examining contract language with respect to consistency and currency, including:

- Review of the definition of terms for updated language or needed clarity
- Update of language to reflect compliance with new and existing laws
- Revise or delete references to expired years, and language that is obsolete or no longer applicable

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

<b>SUBJECT:</b>	2020-21 Nonresident Tuition and Student Capital Outlay Fees	ATTACHMENT: Yes	
		ENCLOSURE: None	
<b>AGENDA ITEM:</b>	Action Item A	TYPE OF BOARD CONSIDERATION:	
<b>RECOMMENDED BY:</b>	Mario Rodriguez, Vice Chancellor Finance and Administration	Urgent	CONSENT/ROUTINE
			FIRST READING
<b>APPROVED FOR CONSIDERATION:</b>	Brian King, Chancellor <i>Brian King</i>	ACTION	X
		INFORMATION	

## BACKGROUND:

Education Code 76140 requires governing boards to establish a nonresident tuition fee for the succeeding fiscal year no later than March 1<sup>st</sup> of each year. Since the District does not receive any State funds for the education of out-of-state and international students, the District is required to assess these students for the cost of their education.

As prescribed in statute, the governing board may choose between these six (6) specified fee calculation options:

1. Los Rios' Current Expense for Education (CEE) per unit of Full-Time Equivalent Students (FTES) for 2018-19, increased by the projected compounded factor for the increase in the U.S. Consumer Price Index (USCPI) for the current and succeeding fiscal years (two-year-period).
2. The statewide average CEE per unit of FTES (2018-19) increased by the two-year projected USCPI increase.
3. A unit rate no greater than a contiguous district's established rate.
4. A unit rate greater than the statewide average and less than the district's calculated rate. (This option is only available to districts whose calculated rate is greater than the statewide average rate.)
5. Highest statewide calculated average rate for the succeeding, current and the past four years (highest calculated rate during these six years).
6. No more than the average of the nonresident tuition fees of public community colleges in no less than 12 states that are comparable to California in cost of living.

Districts may also elect to charge a capital outlay fee to nonresident students.

The District's 2019-20 nonresident tuition is \$265 per unit and the 2019-20 capital outlay fee is \$15 per unit.

**STATUS:**

A. The calculated 2020-21 nonresident tuition rate per the six options above are:

1. Los Rios Current Expense of Education (CEE), per unit	\$271
2. Statewide average CEE unit rate	\$290
3. No more than a contiguous district's established rate, or as recommended to its governing board ( <i>additional information below</i> )	n/a
4. Any rate greater than option 2 and less than option 1	
5. Highest of the statewide calculated average rates for last six years (2015-16 to 2020-21)	\$290
6. No more than the average of the nonresident tuition fees of public community colleges in no less than 12 comparable states (calculated by CCCCO)	\$414

<u>Option 3</u>	<u>Nonresident Tuition</u>	
	<u>Current Rate</u> <u>(2019-20)</u>	<u>Proposed Rate</u> <u>(2020-21)</u>
<u>Contiguous Districts</u>		
Lake Tahoe	\$266*	TBD*
San Joaquin Delta	\$265	TBD
Sierra Joint	\$251	TBD
Solano County	\$272	TBD
Yuba	\$265	TBD

\*Semester-equivalent unit rate, converted from the actual quarterly unit rate.

The rates proposed for 2020-21 by contiguous districts was not available at the time the agenda was prepared.

Since at least 2011-12, the Board has adopted nonresident tuition rates based upon option 5. In some years, more than one option may yield the same result but option 5 is the most consistent as far as being reasonably stable with moderate increases. Option 1 has spiked up and down in recent years due to the shifting of summer term FTES. Without contiguous district information, the range for 2020-21 is \$271 to \$290, as option 6 is not consistent with the District's interest to provide access to non-resident students to augment the diversity of our students. The recommendation is to select option 5 at \$290 per unit.

B. Capital Outlay Fee:

In addition to the nonresident tuition fee, Education Code 76141 authorizes districts to charge nonresident students a capital outlay fee not to exceed the prior year's expenditures for capital outlay per unit of instruction. The calculated capital outlay fee for 2020-21 is \$33 per unit, which is the maximum rate that may be used. It is recommended that the capital outlay fee be set at the rate of \$17 for 2020-21.

Historical data regarding nonresident tuition and international student capital outlay fee and other informational schedules are attached.

**RECOMMENDATION:**

It is recommended that the Board of Trustees adopt for 2020-21, a nonresident tuition fee rate of \$290 per unit effective for the summer 2020 term. In addition, it is recommended that the Board of Trustees adopt for 2020-21, the student capital outlay fee of \$17 per unit to be assessed to all nonresident students also effective for the summer 2020 term.

**Schedule A**

**LRCCD**  
**Nonresident Tuition and Capital Outlay Fee**  
**Calculation Worksheet**  
**For Fiscal Year 2020-21**

**Nonresident Tuition Fee:**

Base Year (2018-19) Expense of Education (EE)*	\$416,676,180
2018-19 Annual Attendance FTES (includes resident, nonresident and apprenticeship FTES)	53,444
Base Year (2018-19) Expense of Education per FTES	\$7,797
US CPI Factor (2 years)	4.2%
Estimated Cost per FTES for FY 2020-21	\$8,124
<b>Estimated Cost per Unit for FY 2020-21</b> (divide by 30)	<b>\$271</b>

<b>Options Available to District Governing Board To Set Nonresident Tuition Fee</b>	<b>2020-21 Options</b>
Option 1. District's unit cost of education (COE)	\$271
2. Statewide average	\$290
3. No more than a contiguous district's rate No less than statewide average (Option 2) and no more than	n/a
4. district COE (Option 1)	
5. Highest statewide average calculated rate for succeeding, current and past four years (2014-15 to 2019-20).	\$290
6. No more than the average nonresident tuition of 12 comparable states. (Calculated by CCCCO.) <i>(Option 4 is only available to districts whose unit cost of education exceeds the statewide average.)</i>	\$414

**Capital Outlay Fee:**

Total Capital Outlay Expenditures for 2018-19	\$53,226,167
2018-19 Annual Attendance FTES (includes nonresident and apprenticeship FTES)	53,444
Nonresident/International Student Cost per FTES for FY 2020-21	\$996
<b>Nonresident/International Student Charge per Unit for FY 2020-21</b> (divide by 30)	<b>NTE      \$33</b>

*\*Expense of Education includes categorical programs*

**Schedule B**

**CCC Districts with Significant Number of Nonresident Students  
and Districts Contiguous to Los Rios CCD  
2017-18 Attendance FTES and 2019-20 Nonresident Fees  
Sorted by 2017-18 Nonresident FTES**

		2017-18 Total FTES	2017-18 Nonresident FTES	2019-20 Nonresident Fee	2019-20 Capital Outlay Fee	2019-20 Total Tuition excl Enroll Fees
<b>Districts w/Large Nonresident FTES</b>						
Santa Monica		33,206	14,578	\$ 300	\$ 24	\$ 324
Foothill-DeAnza	*	28,925	4,441	266	-	266
Los Angeles		103,152	3,107	265	-	265
Coast		35,206	2,580	265	11	276
Contra Costa		31,828	2,410	265	10	275
Santa Barbara		14,459	2,014	258	27	285
Peralta		20,655	1,854	230	15	245
Pasadena Area		25,821	1,833	265	13	278
San Mateo Co.		17,497	1,774	265	8	273
South Orange Co.		28,638	1,662	265	30	295
San Diego	**	44,455	1,174	264	-	264
San Francisco		23,383	1,074	234	7	241
El Camino		20,621	978	285	-	285
Grossmont-Cuyamaca	**	18,051	870	265	-	265
Mt. San Antonio		33,562	841	265	30	295
Glendale		14,782	826	225	40	265
North Orange Co.		33,256	810	258	19	277
<b>Los Rios</b>		<b>45,103</b>	<b>790</b>	<b>265</b>	<b>15</b>	<b>280</b>
Riverside		31,258	723	265	12	277
Citrus		12,714	700	282	-	282
Rancho Santiago		30,045	666	265	35	300
Ohlone		7,489	656	261	4	265
Palomar		19,775	626	265	5	270
Santa Clarita		17,208	493	265	12	277
West Valley-Mission	**	13,133	461	265	-	265
Chabot-Las Positas		19,284	445	282	17	299
Sonoma Co.		19,865	414	265	65	330
State Center	**	31,962	394	265	-	265
Ventura Co.		27,057	389	247	10	257
Sierra Joint		15,617	388	251	21	272
Mira Costa	**	11,418	384	265	-	265
Desert		10,506	366	295	11	306
Long Beach		19,200	303	225	49	274
Chaffey		14,925	298	258	10	268
Cerritos		17,032	233	265	20	285
San Joaquin Delta	**	16,128	228	265	-	265
West Hills		5,963	213	265	67	332
<b>Statewide</b>	***	<b>1,148,145</b>	<b>44,763</b>	-	-	-
<b>Contiguous Districts</b>						
<b>Los Rios</b>		<b>45,103</b>	<b>790</b>	<b>265</b>	<b>15</b>	<b>280</b>
Sierra Joint		15,617	388	251	21	272
San Joaquin Delta	**	16,128	228	265	-	265
Yuba	**	7,736	110	265	-	265
Lake Tahoe	*	1,772	94	266	-	266
Solano County		8,078	91	272	10	282

\*Quarter system: converted to semester-equivalent unit rates for comparability.

\*\*Capital Outlay Fee data not available

\*\*\*Nonresident and Capital Outlay Fee data not available

**Schedule C**

**LOS RIOS COMMUNITY COLLEGE DISTRICT  
Attendance History of Nonresident Students  
(Out-of-State and International Students)**

	2010-11 FTES	2011-12 FTES	2012-13 FTES	2013-14 FTES	2014-15 FTES	2015-16 FTES	2016-17 FTES	2017-18 FTES	2018-19 FTES	2019-20 FTES
<b>Nonresident and International Enrollment *</b>										
ARC	252	206	189	229	261	257	249	205	204	TBD
CRC	115	91	87	80	107	106	107	109	113	TBD
FLC	58	40	37	41	57	54	78	91	84	TBD
SCC	227	205	238	276	331	333	385	428	411	TBD
District Total	652	542	551	626	756	750	819	833	812	TBD
<b>Nonresident and International Tuition and Fee Levels</b>										
Nonresident Fee, per unit	\$190	\$190	\$190	\$190	\$193	\$200	\$211	\$234	\$258	\$265
Capital Outlay Fee, per unit	\$18	\$18	\$18	\$18	\$18	\$18	\$18	\$16	\$13	\$15
<b>Revenue Generated by Nonresident and International Tuition and Fees</b>										
Out-of-State Tuition	\$1,200,800	\$1,309,437	\$1,229,617	\$1,492,779	\$2,136,395	\$2,257,326	\$2,415,783	\$3,018,308	\$3,081,458	TBD
Int'l Student Tuition	1,704,331	1,412,406	\$1,468,382	\$1,584,371	\$1,653,085	\$1,627,675	\$1,836,051	\$1,997,526	\$2,102,980	TBD
Capital Outlay Fee **	276,612	257,970	\$ 252,499	\$ 294,603	\$ 351,904	\$ 348,051	\$ 316,200	\$ 280,269	\$ 220,738	TBD
Total Revenue	\$ 3,181,743	\$ 2,979,813	\$ 2,950,498	\$ 3,371,753	\$ 4,141,384	\$ 4,233,052	\$ 4,568,034	\$ 5,296,103	\$ 5,405,176	TBD

\* FTES shown is achieved which may differ from reported dependent upon the summer "shift."

\*\* Through 2009-10 the Capital Outlay Fee was assessed to international students only;  
beginning in 2010-11 out-of-state students are also assessed for this fee.

# LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: January 15, 2020

SUBJECT:	Legislative Update	ATTACHMENT: None
ENCLOSURE: None		
AGENDA ITEM:	Information Item A	TYPE OF BOARD CONSIDERATION:
RECOMMENDED BY:	JP Sherry, General Counsel <i>JP Sherry</i>	CONSENT/ROUTINE
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	FIRST READING
		ACTION
		INFORMATION <input checked="" type="checkbox"/> X

## BACKGROUND:

Annually, staff provides the members of the Board of Trustees with an update on the District's government affairs efforts.

## STATUS:

The District's outside lobbying firm, Strategic Education Services, will provide an update for the Board of Trustees on the District's government affairs activities, the budget, and the key bills of the past legislative year. Furthermore, Strategic Education Services will provide insight as to what to expect from the Legislature for the coming year.

## RECOMMENDATION:

This item is presented for Board information and discussion.