

**PUBLIC MEETING OF GOVERNING BOARD**

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT**

**Grossmont College**

**Griffin Gate**

**8800 GROSSMONT COLLEGE DRIVE**

**EL CAJON, CALIFORNIA**

**REGULAR MEETING - TUESDAY, FEBRUARY 15, 2000, 6:30 P.M.**

**100 Call to Order**

105 **Adjourn to Closed Session:** In accordance with the Ralph M. Brown Act, the Governing Board will adjourn to closed session until approximately 7:30 p.m., at the Griffin Gate, pursuant to Government Code Section 54957.6 to confer with the District Chief Negotiator regarding United Faculty, California School Employees Association (CSEA), Administrators' Association, and Supervisory/Confidential matters; and Section 57957 to consider provisions of the employment contracts for the President, Cuyamaca College; President, Grossmont College; Vice Chancellor, Business Services; and Vice Chancellor, Human Resources and Administrative Services.

106 **Reconvene in Open Session**

107 **Pledge of Allegiance**

108 **Announcement of Closed Session Action(s)**

109 **Approval of Minutes:** January 18, 2000, regular meeting, and February 1, 2000, special meeting

120 **Call for Removal of Items From/Changes to the Docket of Business**

130 **Report of the Board President**

135 **ANNOUNCEMENT(S) RELATED TO AGREEMENTS(S) WITH EXCLUSIVE AGENTS REPRESENTING EMPLOYEES** In accordance with Government Code Section 3547 et al, the following tentative agreements between the Grossmont-Cuyamaca Community College District and exclusive agents representing employees are announced, and public comment is invited:

136 **Announcement of Proposed Tentative Agreement Between the District and the California School Employees Association (CSEA), Chapter 707**—A tentative agreement between the District and the California School Employees Association, Chapter 707, has been reached on successor agreements from January 1, 1999, through December 31, 1999, and from January 1, 2000, to December 31, 2002, as detailed in Attachment A of this Docket. Proposals are posted in the following locations: Governing Board Office, Office the Vice Chancellor-Human Resources, and Learning Resource Centers at each college.

137 **Announcement of Proposed Tentative Agreement Between the District and the United Faculty**—A tentative agreement between the District and the United Faculty has been reached for a successor agreement on modifications to an existing agreement and a successor agreement from July 1, 2000, through June 30, 2003, as detailed in Attachment B of this Docket. Proposals are posted in the following

locations: Governing Board Office, Office the Vice Chancellor-Human Resources, and Learning Resource Centers at each college.

140 **Reports of the Governing Board Members**

150 **Report of the Chancellor**

151 Chancellor/Classified Senate Award:

Award for December 1999 to Marilyn Marshall, Administrative Secretary, Grossmont College, and

Award for January 2000 to Joann Carcioppolo, Administrative Secretary, Grossmont College

160 **Development of Consent Calendar**

170 **Adoption of Consent Calendar** There will be no separate discussion of these items unless a Governing Board member or member of the public requests that particular item(s) be removed from the Consent Calendar for discussion. Any items that are removed will be considered separately. All matters remaining under the Consent Calendar will be approved by one motion. Sufficient backup material will be available in advance so the Board members will have complete data regarding the item.

200 **OPERATIONS**

201 **New Governing Board Policy 545—Curriculum Development/Alignment—** Approve new Governing Board Policy 545, Curriculum Development/Alignment, as recommended by the Chancellor.

300 **BUDGET AND FINANCE**

301 **Budget Transfers and Augmentations—**Grant authority to the Chancellor or designee to approve budget transfers and augmentations.

302 **Ratification of Signatures on Grants and Augmentations to Restricted Programs—**Ratify the action of the Chancellor or designee in accepting grants and augmentations to Restricted Programs, and grant authority to accept, budget, and spend these funds.

303 **Purchase Orders and Warrants, January 2000—**Ratify the action of the Chancellor or designee in approving purchase orders and warrants issued during the month of January 2000, and grant authority to execute appropriate documents.

304 **Ratification of Signatures on Agreements—**Ratify the action of the Chancellor or designee in signing agreements, and grant authority to accept, budget, and spend any proceeds therefrom.

305 **Declaration of Surplus Property—**Declare personal property as surplus to the needs of the District, as recommended by the Chancellor, and authorize the Chancellor or designee to dispose of personal property by donation to another public educational institution, bid, public auction, private sale, or in the local sanitary landfill.

306 **Fixed Form Agreement—Facility Use Agreement for Conducting Continuing Education Classes—**Authorize the Chancellor or designee to: a) Approve use of the Facility Use Agreement for Conducting Continuing Education Classes as a Fixed Form Agreement, and b) Delegate signature authority to the Associate Dean, Continuing Education and Special Programs at Cuyamaca College.

307 **Fixed Form Agreement—Art Gallery Exhibits**—Authorize the Chancellor or designee to: a) Approve use of the Grossmont College Art Gallery Exhibit Agreement as a Fixed Form Agreement, and b) Delegate signature authority to: ) Dean, Communication and Fine Arts at Grossmont College; and 2) Vice President, Academic Affairs at Grossmont College.

308 **Out-of-Country Travel, Fulbright Scholar Program**—Authorize the Chancellor or designee to approve: a) participation by Jim Fenningham, Dean of Counseling, Matriculation & Student Development, Grossmont College, in the Fulbright Scholar Program; and b) travel to Germany March 25 to April 14, 2000.

309 **Tax Sheltered Account**—Authorize the Chancellor or designee to approve payroll deductions to Spelman & Company for tax sheltered accounts upon the request of employees of the Grossmont-Cuyamaca Community College District.

310 **Resolution 00-009—Supplemental Employee Retirement Plan**—Adopt Resolution 00-009, as recommended by the Chancellor, to establish a Supplemental Employee Retirement Plan for certain eligible employees effective February 15, 2000, in accordance with the collective bargaining agreement between the District and the United Faculty.

## 350 **SUPPLIES, EQUIPMENT, AND SERVICES**

351 **Bid C2022, Janitorial Supplies and Chemicals**—Authorize the Chancellor or designee to award Bid C2022—Janitorial Supplies and Chemicals, and execute appropriate documents to Cameo Paper and Janitorial, El Banna, Maintex, Mission Janitorial, Sunbelt Battery, Unisource, and Waxie, the lowest responsive bidders meeting terms, conditions, and specifications, as shown on bid summary.

## 400 **PUBLIC WORKS PROJECTS**

401 **Bid C1316, Grossmont-Cuyamaca Community College District Electrical Infrastructure Upgrade, Change Orders**—Authorize the Chancellor or designee to approve Change Orders on Bid C1316—Grossmont-Cuyamaca Community College District Electrical Infrastructure Upgrade.

402 **Bid C2093, Cuyamaca College One-Stop Student Services Center, Contract Award**—Ratify the action of the Chancellor or designee in awarding Bid C2093—Cuyamaca College One-Stop Student Services Center, to C & S Doctor, Inc., the lowest responsive bidder meeting terms, conditions, and specifications, in the amount of \$3,500,000.

## 500 **PERSONNEL**

501 **Personnel Actions**—Ratify the action of the Chancellor or designee in approving classified and academic personnel actions during the period of January 18, 2000, through February 14, 2000.

## 650 **INFORMATION**

651 **Status Report—Board Assignments**

652 **Employment of Probationary Faculty as Tenured Faculty Beginning with the 2000-2001 Academic Year**—Consider employment of probationary faculty members as tenured faculty beginning with the 2000-2001 academic year, as recommended by the Chancellor.

653 **Employment of Probationary Faculty with Two-Year Contracts, 2000-2001 and 2001-2002**—Consider employment of probationary faculty members who will be

employed with third-year contracts with two-year terms for the 2000-2001 and 2001-2002 academic years, as recommended by the Chancellor.

- 654 **Employment of Probationary Faculty for Second One-Year Contracts, 2000-2001**—Consider employment of probationary faculty who will enter into second one-year contracts for the 2000-2001 academic year, as recommended by the Chancellor.
- 655 **Sabbatical Leave Requests**—Consider thirteen sabbatical leave requests, as presented by the Chancellor, for the Fall 2000, Spring 2001, and Fall 2001 semesters for Grossmont and Cuyamaca College academic faculty as follows: Fall 2000 and Spring 2001 – Virginia Berger, Tom Doyle; Fall 2000 – Jennifer Carmean, Joseph D’Amato, Jerry Humpert; Spring 2001 – Mary Courtney, Scott Eckert, John Maley, Drew Massicot, Angela Nesta, Jerry Riley, Patti Tsai; and Spring and Fall 2001 – James Tarvin,
- 656 **District Quarterly Financial Reports**—Consider Grossmont-Cuyamaca Community College District quarterly financial reports: a) Quarterly Financial Status Report for the period ending December 31, 1999; b) Quarterly Report on Trust Fund Balances as of December 31, 1999; and c) Schedule of Investments Report dated February 9, 2000.
- 700 **PUBLIC PRESENTATIONS** In accordance with Education Code Section 72121.5, citizens are invited to participate in the governance system of the District by utilizing the PUBLIC PRESENTATIONS section of the Docket of Business. Items on the Docket - Public presentations on items listed on the docket shall be heard at the time the item is discussed and prior to Board action on the item. Each presentation shall be limited to five minutes (a total of twenty minutes on the same subject) unless this time limit is waived by action of the Board. Items not on the Docket - Persons requesting presentations on items not on the docket shall be prepared to be heard by the Board at the conclusion of all other sections of the Board meeting docket. (The Board shall take no action other than an action of referral.) Each presentation shall be limited as indicated above. If you wish to submit questions to the Board in your presentation, they should be in writing. At the Board's request, the Chancellor will provide written responses to your questions as soon as possible after the Board meeting.
- 800 **STAFF COMMUNICATIONS**
- 900 **ADJOURNMENT**

Omero Suarez

Chancellor and

Secretary to the Governing Board mw/bp

**ANNOUNCEMENT OF PROPOSED TENTATIVE AGREEMENTS BETWEEN THE DISTRICT AND**

# EXCLUSIVE AGENTS REPRESENTING EMPLOYEES

In accordance with Government Code Section 3547.5, the following tentative agreement between the Grossmont-Cuyamaca Community College District and an exclusive agent representing employees is announced and public comment is invited:

1. The Grossmont-Cuyamaca Community College District and California School Employees Association, Chapter 707, have reached a tentative agreement on a successor agreements from January 1, 1999, through December 31, 1999, and from January 1, 2000 to December 31, 2002. Changes to the agreement with fiscal impact include:

a. Article 7 Compensation and Benefits

(1) A 1.14% adjustment to the salary schedule, Appendix A - "Salary Ranges for 12-month General Classified Employees," resulting from the 1998-99 Growth Share Formula (Estimated fiscal impact 1999-00 - \$112,884)

(2) A 1.44% adjustment to the salary schedule, Appendix A – "Salary Ranges for 12-month General Classified Employees," equal to the state COLA percentage July 1, 1999 (Estimated fiscal impact 1999-00 - \$199,889)

(3) Continuation of the anniversary and longevity step increases for eligible unit members in accordance with Appendix A – "Salary Ranges for 12-month General Classified Employees" (Estimated fiscal impact 1999-00 - \$235,387- 2.5%)

(4) A 9.78% increase in the District contribution for health and welfare benefits in order to continue the current benefits program (Estimated annual fiscal impact \$104,278)

(5) Contingent that 1999-00 enrollment meets base CAP and percent change in non-instructional costs does not exceed percent increase in District income, retroactive to July 1, 1999, compensation will be adjusted by a formula share of any increased base funding (growth funding) from the State. (Fiscal impact may vary dependent upon continuation of enrollment growth and increased base funding for growth from the State. All increases will be net of cost of instruction.)

(6) Continuation of the current Retirement Incentive Program summarized as follows:

Employees retiring between January 1, 1999, through December 31, 2002, shall be eligible for a retirement stipend with service to the District in the classified service as follows:

YEARS OF CLASSIFIED SERVICE WITH GCCCD	STIPEND AMOUNT
5-9	\$1,250
10-14	\$2,000
15-24	\$3,250
25+	\$5,000

(Estimated program costs are to be recovered in first year salary savings.)

These agreements shall be effective January 1, 1999, through December 31, 1999, and January 1, 2000, through December 31, 2002. Thereafter, the agreement shall continue in effect year-to-year unless one (1) of the Parties notifies the other in writing no later than July 15 of its request to modify, amend, or terminate the Agreement. The issues of compensation, fringe benefits and two (2) additional Articles shall be subject to renegotiation each year.

CEM/cmc 03/30/98

Q:\WP\BARGAIN\CSEA\NEGO\97-98\TA-ANN.BRD **ATTACHMENT A**

## ANNOUNCEMENT OF PROPOSED TENTATIVE AGREEMENTS BETWEEN THE DISTRICT AND EXCLUSIVE AGENTS REPRESENTING EMPLOYEES

In accordance with Government Code Section 3547.5, the following tentative agreement between the Grossmont-Cuyamaca Community College District and an exclusive agent representing employees is announced and public comment is invited:

1. The Grossmont-Cuyamaca Community College District and The United Faculty have reached a tentative agreement on modifications to an existing agreement and a successor agreement from July 1, 2000, through June 30, 2003. Changes to the agreement with fiscal impact include:

a. Article IX Compensation and Benefits

(1) A 1.44% adjustment to the faculty salary schedules, Appendices A through E, equal to the state COLA percentage July 1, 1999 (Estimated fiscal impact 1999-00 - \$468,656)

(2) Continuation of the anniversary step increases for eligible unit members in accordance with the faculty salary schedules, Appendices A through E, (Estimated fiscal impact 1999-00 - \$192,248 – 1.05%)

(3) An increase to the Coaching Stipends, Appendix F (Estimated fiscal impact 1999-00 - \$40,000)

(4) A 9.61% increase in the District contribution for health and welfare benefits in order to continue the current benefits program (Estimated annual fiscal impact \$104,348)

(5) Contingent that 1999-00 enrollment meets base CAP and the increased cost of instruction does not exceed the increase to base funding from growth received by the District, retroactive to July 1, 1999, compensation programs will be adjusted by a formula share of growth. (Fiscal impact may vary dependent upon continuation of enrollment growth and increased base funding for growth from the State. All increases will be net of cost of instruction.)

(6) A Retirement Incentive Program summarized as follows:

Qualified faculty will receive a yearly annuity benefit. The basic plan will provide income from an annuity for life or two (2) years, whichever is longer, equal to a percentage of their last annual salary according to the schedule below. (Two other variations will also be available.)

SERVICE AT GCCCD	% of Final Annual Contract Salary
10 - 14 YRS	3%
15 - 19 YRS	4%
20 - 24 YRS	5%
25 - 29 YRS	6%
30 + YRS	7%

(Estimated program costs are to be recovered in salary savings.)

This agreement shall be effective July 1, 1999, through June 30, 2003. Thereafter, the agreement shall continue in effect year-to-year unless one (1) of the Parties notifies the other in writing no later than July 15 of its request to modify, amend, or terminate the Agreement. The issues of compensation, fringe benefits, and two (2) additional Articles shall be subject to renegotiation each year.

CEM/cmc 03/30/98