



ADJOURNED PUBLIC MEETING OF GOVERNING BOARD

TUESDAY, FEBRUARY 24, 2004, 6:30 P.M.

**CUYAMACA COLLEGE
HERITAGE OF THE AMERICAS MUSEUM
900 RANCHO SAN DIEGO PARKWAY
EL CAJON, CALIFORNIA**

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 Heritage of the Americas Museum, 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.

106 **Reconvene in Open Session**

107 **Pledge of Allegiance**

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

110 **Approval of Minutes:** January 20, 2004, special; and January 20, 2004, regular meetings

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

130 **Report of the Board President**

131 Oath of Office—2004 Interim Student Trustee Peter Anderson, Grossmont College

135 **ANNOUNCEMENT(S) RELATED TO AGREEMENT(S) WITH EXCLUSIVE AGENTS**

REPRESENTING EMPLOYEES In accordance with Government Code Section 3547 et al, meeting and negotiating shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to enable the public to become informed and the public has the opportunity to express itself regarding the proposal at a meeting of the public school employer. After the public has had the opportunity to express itself, the public school employer shall, at the meeting, which is open to the public, adopt its initial proposal.

136A **Announcement Of Proposed Tentative Agreement Between The District And CSEA—**The Grossmont-Cuyamaca Community College District and the California School Employees Association, Chapter 707, have reached an agreement on changes to the agreement effective from January 1, 2003, through December 30, 2005. The Governing Board of the Grossmont Cuyamaca Community College District announces its intent to adopt initial proposals for changes to articles of the agreement related to Compensation and Benefits. The proposal is presented in Attachment A-1 of this Docket, and is posted in the following locations: Governing Board Office, Office of the Vice Chancellor-Human Resources, and Learning Resource Centers at each college.

136B **Public Comment Prior to Adoption of Management Proposals-CSEA—**The present collective bargaining agreement between Grossmont-Cuyamaca Community College District and the California School Employees Association (CSEA), Chapter 707, is effective January 1, 2003, through December 31, 2005. The current agreement provides that compensation and benefits shall be reopened each year. Both parties may reopen negotiations on changes to two other articles of the agreement. The District has received initial proposals from CSEA, Chapter 707, presented in Attachment A-2 of this Docket. The Governing Board of the Grossmont Cuyamaca Community College District announces its intent to adopt initial proposals for changes to articles of the agreement related to Compensation and Benefits, Retirement Incentive, and Layoff and Reemployment. The proposal is presented in Attachment A-3 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 United Faculty—**
The Grossmont-Cuyamaca Community College District and the United Faculty have reached agreement on a successor agreement effective from July 1, 2003, through June 30, 2006. The Governing Board of the Grossmont Cuyamaca Community College District announces its intent to adopt initial proposals for a successor agreement, and the United Faculty (UF) has submitted an initial proposal for a successor agreement. The proposals are presented in Attachment B of this Docket, and are posted in the following locations: Governing Board Office, Office of 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 District Technology Status Report
- 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 **Revise Board Policy 2725—Board Member Compensation—**Authorize revision of Board Policy 2725—Board Member Compensation, which would permit the Governing Board to increase its monthly compensation by five percent, as authorized by law.
- 202 **Resolution 04-016 Supporting Proposition 55—**Adopt Resolution 04-016 supporting Proposition 55, The Kindergarten-University Public Education Facilities Bond Act of 2004, on the March 2, 2004, ballot, as recommended by the Chancellor.
- 203 **Resolution 04-017 Supporting Proposition 57 and Resolution 04-018—**Supporting Proposition 58—Adopt Resolutions 04-017 supporting Proposition 57, The Economic Recovery Bond Act, and 04-018 supporting Proposition 58, The California Balanced Budget Act, on the March 2, 2004, ballot, as recommended by the Chancellor.
- 300 **BUDGET AND FINANCE**
- 301 **Budget Status and Requested Changes—**Accept a report on the current budget status, and grant authority to the Chancellor to approve budget changes.
- 302 **Budget Revisions—**Accept revenues, new grants, and revisions to the working budget, and grant authority to the Chancellor to budget these funds.
- 303 **Purchase Orders and Warrants—**Ratify the action of the Chancellor in approving purchase orders and warrants issued during the month of January 2004, and grant authority to execute appropriate documents.
- 304 **Ratification of Signatures on Agreements—**Ratify the action of the Chancellor in signing agreements, and grant authority to accept, budget, and spend any proceeds therefrom.
- 305 **Donations—**Grant authority to the Chancellor to accept, budget, and spend, as appropriate, donations to the Grossmont-Cuyamaca Community College District.
- 306 **Sale of Enron Bankruptcy Claims to Prime Shares—**Authorize the sale of Enron Corporation bankruptcy claims to Prime Shares, as recommended by the Chancellor, and authorize the Chancellor to execute all necessary documents.
- 307 **Out-of-County Travel to Florence, Italy, SDICCCA Study Abroad Consortium—**Grant authority to the Chancellor to authorize Marion de Koning, Art History Instructor, Grossmont College, to participate in the San Diego and Imperial Counties Community Colleges Association (SDICCCA) Study Abroad Consortium for one semester; and travel to Florence, Italy, for the period of September 9-December 4, 2004.

- 308 **Resolution 04-015—California Department of Education Materials and Supplies Grant—Grossmont College and Cuyamaca College Child Development Centers**—Adopt Resolution 04-015, as recommended by the Chancellor, certifying approval of California Department of Education Instructional Materials and Supplies Grant for Grossmont College and Cuyamaca College Child Development Centers, and authorizing designated personnel to sign contract documents for fiscal year 2003-2004.
- 309 **Student Parking Fees for 2004-2005**—Grant authority to the Chancellor to establish the Grossmont-Cuyamaca Community College District student parking fees for 2004-2005.
- 400 **PUBLIC WORKS PROJECTS**
- 401 **Bid Packages C4001-C4031—Grossmont College Learning Resource Center Expansion and Library Remodel/Technology Mall, Change Orders**—Grant authority to the Chancellor to approve Change Orders for Bid Packages C4001-C4031 for Grossmont College Learning Resource Center Expansion and Library Remodel/Technology Mall.
- 402 **Architectural Services Agreement—Grossmont College Parking Structure**—Grant authority to the Chancellor to enter into an agreement with International Parking Design, Inc., for architectural services for the Grossmont College parking structure.
- 403 **Architectural Services Agreement—Grossmont College Student Services and Student Center**—Grant authority to the Chancellor to enter into an agreement with Architects Mosher, Drew, Watson, Ferguson, for architectural services for the Grossmont College Student Services Center & Student Center.
- 404 **Architectural Services Agreement—Cuyamaca College Student Center**—Grant authority to the Chancellor to enter into an agreement with LPA, Inc., for architectural services for the Cuyamaca College Student Center.
- 405 **Bid C5327—Cuyamaca College Spectrometer System, Permission to Award**—Grant authority to the Chancellor to: a) award Bid C5327—Cuyamaca College Spectrometer System, to the lowest responsive bidder meeting terms, conditions, and specifications; and b) execute appropriate contract documents prior to ratification by the Governing Board at the next meeting following the bid opening.
- 500 **PERSONNEL**
- 501 **Personnel Actions**—Ratify the action of the Chancellor in approving classified and academic personnel actions during the period of January 21, 2004, through February 23, 2004.
- 502 **Short-Term Hourly Assignments**—Approve short-term temporary, non-academic assignments, and certify ending dates, as recommended by the Chancellor.
- 650 **INFORMATION**
- 651 **Status Report—Board Assignments**
- 652 **District Quarterly Financial Reports**—Consider the Grossmont-Cuyamaca Community College District quarterly financial reports, as presented by the Chancellor: a) Quarterly Financial Status Report for the period ending December 31, 2003; b) Quarterly Report on Trust Fund Balances as of December 31, 2003; and c) Schedule of Investments Report dated February 2, 2004.
- 653 **2002-2003 District Audit Report**—Consider the 2002-2003 Grossmont-Cuyamaca Community College District Audit Report, as presented by the Chancellor.
- 654 **2002-2003 Auxiliary and Foundations Audit Reports**—Consider the 2002-2003 Cuyamaca College and Grossmont College Foundation Audit Reports, and the Grossmont-Cuyamaca Community College District Auxiliary Organization Audit Report, as presented by the Chancellor.
- 655 **2002-2003 Pension Eligible Alternative Retirement (PEAR) Plan Audit Report**—Consider the 2002-2003 Grossmont-Cuyamaca Community College District Pension Eligible Alternative Retirement (PEAR) Plan Audit Report, as presented by the Chancellor.

- 656 **Employment of Probationary Faculty as Tenured Faculty Beginning with the 2004-2005 Academic Year**—Consider employment of probationary faculty members as tenured faculty beginning with the 2004-2005 academic year, as recommended by the Chancellor.
- 657 **Employment of Probationary Faculty with Two-Year Contracts 2004-2005 and 2005-2006**—Consider employment of probationary faculty members who will be employed with third-year contracts with two-year terms for the 2004-2005 and 2005-2006 academic years, as recommended by the Chancellor.
- 658 **Employment of Probationary Faculty for Second One-Year Contracts 2004-2005**—Consider employment of probationary faculty who will enter into second one-year contracts for the 2004-2005 academic year, as recommended by the Chancellor.
- 659 **Part-Time and Extra-Pay Assignments, January 20, 2003, through June 1, 2004**—Consider Grossmont-Cuyamaca Community College District part-time and extra-pay assignments report for the period of January 20, 2004, through June 1, 2004, as recommended by the Chancellor.
- 660 **Sabbatical Leave Requests Fall 2005**—Consider five sabbatical leave requests, as presented by the Chancellor, for the academic year Fall 2005 for Grossmont and Cuyamaca College academic faculty as follows: Grossmont: Marion de Koning, Sonia Gaine, Gary Jacobson. Cuyamaca: Pat Setzer.
- 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

**ANNOUNCEMENT OF PROPOSED TENTATIVE AGREEMENT BETWEEN THE DISTRICT
AND EXCLUSIVE
AGENTS REPRESENTING EMPLOYEES**

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

The Grossmont-Cuyamaca Community College District and California School Employees Association, Chapter 707, have reached an agreement on changes to the agreement effective from January 1, 2003, through December 30, 2005. Changes to the agreement that have fiscal impact include:

Article 7 Compensation and Benefits

- 1) Continuation of annual step advancement in accordance with salary schedule procedures (\$299,843 [2.18%] 2003-2004 budget year cost);
- 2) A 22.32% increase in the District contribution for health and welfare programs. (\$225,000 estimated 2003-2004 budget year cost and \$225,000 estimated 2004-2005 budget year cost);
- 3) A one-time contribution to health and welfare benefits for 2002-2003 plan costs in excess of agreed upon District contributions (\$168,960); and
- 4) Eliminate the Professional Skills Enhancement Program (\$6,000 annual savings).

**PUBLIC COMMENT PRIOR TO
ADOPTION OF MANAGEMENT PROPOSALS**

The present collective bargaining agreement between Grossmont-Cuyamaca Community College District and the California School Employees Association (CSEA), Chapter 707, is effective January 1, 2003, through December 31, 2005.

The current agreement provides that compensation and benefits shall be reopened each year. Both parties may reopen negotiations on changes to two other articles of the agreement.

The Governing Board of the Grossmont Cuyamaca Community College District announces intent to adopt initial proposals for changes to articles of the agreement.

The Chancellor has presented issues to be considered in negotiating changes to the agreement relating to **compensation and benefits, retirement incentive, and layoff and reemployment**. These topics are related to the following Articles:

Article VII Compensation and Benefits

Article XVII Layoff and Reemployment

Interests of the Governing Board are summarized below:

- Maintain financial stability of the District.
- Maintain focus on quality and productivity in programs and services to students.
- Fair compensation and benefits within availability of resources.
- Maintain open communication and a positive environment.

**ANNOUNCEMENT OF PROPOSED TENTATIVE AGREEMENT
BETWEEN THE DISTRICT AND EXCLUSIVE
AGENTS REPRESENTING EMPLOYEES**

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

The Grossmont-Cuyamaca Community College District and the United Faculty have reached an agreement on a successor agreement effective from July 1, 2003, through June 30, 2006. Changes to the agreement that have fiscal impact include:

- 1) Continuation of annual step advancement in accordance with salary schedule procedures (\$317,605 2003-2004 budget year cost);
- 2) A 28.62% increase in the District contribution for health and welfare programs. (\$284,750 estimated 2003-2004 budget year cost and \$284,750 estimated 2004-2005 budget year cost);
- 3) A one-time contribution to health and welfare benefits for 2002-2003 plan costs in excess of agreed upon District contributions (\$233,376 estimated 2002-2003 budget cost);
- 4) A 0.292% adjustment to the salary schedules, Appendices A thru E in the agreement, resulting from the outcome of the 2002-2003 SERP program formula calculations (\$110,250 2003-2004 budget year cost);
- 5) A 0.78% increase to the salary schedule, Appendices A thru E in the agreement, resulting from the outcome of the 2002-2003 growth formula calculations (\$292,212 2002-2003 budget year cost and \$292,212 2003-2004 budget year cost);
- 6) Schedule sabbatical leaves recommended in 2003-2004 for leave in 2005-2006. (\$195,000 estimated 2004-2005 budget year savings);
- 7) Revise SERP benefit schedule (\$90,000 estimated 2003-2004 budget year savings);
- 8) Delete Salary Schedule J and compensate Work Experience and similar assignments on Salary Schedule C (\$62,300 estimated 2003-2004 budget year savings);

- 9) Sunset agreement from 2000-2003 contract regarding reassigned time for first time experience teaching a class in a distance education format. (\$40,550 estimated 2004-2005 budget year savings);
- 10) Adjust reimbursement rate for reassigned time for United Faculty representatives (\$50,000 estimated 2004-2005 budget year savings); and
- 11) Reopen on salary and benefits with negotiations to commence upon the Governor's signing of the 2004-2005 State budget. Suspend advancement on the salary schedules Appendices A through E until an agreement is reached on compensation for 2004-2005. (\$325,000 estimated 2004-2005 budget year set aside)