

MINUTES OF THE GOVERNING BOARD
OF THE CONTRA COSTA COMMUNITY COLLEGE DISTRICT

Special Meeting

Date: May 8, 2012

Time: 5:30 p.m. – Closed Session
6:00 p.m. – Open Session

Place: George R. Gordon Education Center
500 Court Street
Martinez, California 94553

Presiding
Officer: Tomi Van de Brooke, President

ROLL CALL

Present

Absent

Tomi Van de Brooke, President
Sheila A. Grilli, Vice President
John E. Márquez, Secretary
Robert Calone
John T. Nejedly
Francisco Hinojosa, Student Trustee

Those present constituted a quorum.

CALL TO ORDER

Board President Van de Brooke called the special meeting to order at 5:30 p.m. The Board then immediately recessed to closed session to discuss public employee discipline/ dismissal/ release; conference with legal counsel regarding existing litigation; and conference with labor negotiator.

RECONVENE PUBLIC SESSION

Board President Van de Brooke reconvened the public session at 6:05 p.m., and she led the Pledge of Allegiance to the U.S. flag. Ms. Van de Brooke said there were no reportable actions from closed session.

PUBLIC COMMENT

Diablo Valley College (DVC) Computer Center Coordinator Nancy Ryanen-Grant said the classified staff and managers have shouldered the burden for the last five years in terms of reductions. She said the classified and management groups have shouldered double burdens for the past five years through elimination of entire positions and reductions to positions. The massive cuts that are scheduled for 2013-14 should take a format that allows everyone in the District to share this burden. Ms. Ryanen-Grant said classified staff took a seven percent furlough in 2004,

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students served. Dr. Benjamin said this would equate to reductions in individuals, size of programs, and so on, and this is a different approach from that taken over the last 20 years.

Dr. Benjamin said this round of reductions in classified staff is primarily at LMC. During 2009-10, LMC had a very large reserve, and the college chose to use some of that reserve instead of reducing staff. She said that DVC and Contra Costa College (CCC), however, had large reductions of classified staff in 2009-10 and preserved their reserve. Since LMC used most of its reserve to prevent staff reductions in 2009-10, the current LMC reductions are necessary. She said she takes full responsibility for staff not having ongoing discussions regarding same. Dr. Benjamin said the challenge regarding reductions was not a Districtwide one. She said it was a college decision, and the impact was primarily on one college. Chancellor Benjamin said she apologized if staff failed to pay enough attention to this matter.

Chancellor Benjamin responded to Mr. West's comments regarding the classified job study. She said management tried for years to institute a job study but could not get agreement from Local 1. She finally got agreement this year to review at least two job classifications. Local 1 and the District have a responsibility to complete the job classification study. Dr. Benjamin said she continues to stress to Local 1 that evaluations for classified employees are necessary for classified employees who have moved beyond probation. Agreement has not been reached on that as well.

In response to Mr. West's comment regarding the Anthem/Blue Shield benefits package, Vice Chancellor, Human Resources/Chief Negotiator Gene Huff said the District received a bid from Anthem/Blue Shield on May 1, 2012. Mr. Huff said the District has tried to get competitive bids for years. He also said Anthem/Blue Shield cannot get a health contract unless all three District employee groups are on the same page.

Dr. Benjamin said the management team is protecting the reserve, and she added this is her job. Chancellor Benjamin said job reductions would have been even deeper if the reserves had not been protected. She stated the reserves are one-time money; once this money is spent, it is gone and does not come back. Dr. Benjamin said faculty is in a more protected position, but she added that class schedules have been reduced considerably. She said full-time faculty members have retraining rights, and faculty could move into another job for which they are qualified if their position was reduced or eliminated. Chancellor Benjamin said the District has one thousand part-time faculty members. The schedule would have to be decimated before a full-time faculty member could be reduced.

Mr. West said an environment needs to be created in which all employee groups can participate. He said the Board has the authority to mandate direction and make hard decisions regarding what the District will continue to pay for within the structural deficit. Mr. West said IBB allows people to look at interests and choose options. He said management needs to stop waiting and do what is necessary to secure the District structurally. Mr. West said he understands why downsizing is occurring, but he said there is a bigger picture the Board should look at in terms of the classified agenda. He said the Board needs to maintain equity. Mr. West said the Board needs to question how well it is doing to support retiree medical benefits. He said there is always a ten percent reserve in the preliminary budget. Mr. West said he does not believe staff is competent enough to deal with the issues at hand. He said staff is only interested in protecting the reserve.

Mr. Márquez said communication between staff and Local 1 should exist so that people have the opportunity for buy-in and have conversations about the decisions being considered. He said he considers Local 1's request to be a fair one.

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Chancellor Benjamin reiterated that she takes responsibility for the lack of communication that may have existed. She said if there is a perception that District staff did not communicate, there is a problem. She added this will not happen again.

Ms. Grilli said this topic concerns the reduction of positions, and she added it is difficult to consider same without mentioning the people in the positions who will be impacted. She said if the District has fewer students enrolled, it will have less work for some of its classified positions. Ms. Grilli said the District is being forced to serve fewer students. She also said sections are being cut on the academic side. She added the current decisions being made regarding reductions do not make them any more tolerable because they affect the people who fill these positions.

Student Trustee Hinojosa said these reductions will have a huge impact on the student body. He asked that the District collect evidence that demonstrates the effect the current reductions will have on students.

Mr. Calone asked if there is any way that the impact of paying for medical benefits can be softened for those positions that will be reduced. Dr. Benjamin said the District is looking at options.

Board Report No. 1-S – Resolution for Reduction of Classified Staff – ROLL CALL VOTE REQUIRED. This action was taken due to lack of work and lack of funding. Facing unprecedented, anticipated reductions in state funding for the 2012-13 fiscal year, the District is in a position of having no option but to continue making reductions in staffing. On motion of Mr. Marquez, seconded by Ms. Grilli, by the following roll call vote: Ms. Van de Brooke – aye; Ms. Grilli – aye; Mr. Márquez – aye; Mr. Calone – aye; Mr. Nejedly – aye, the Governing Board unanimously approved the attached Resolution for Reduction of Classified Staff.

**RESOLUTION NO. 1-S
GOVERNING BOARD OF THE CONTRA COSTA COMMUNITY COLLEGE DISTRICT
COUNTY OF CONTRA COSTA, STATE OF CALIFORNIA**

RESOLUTION FOR REDUCTION OF CLASSIFIED STAFF

WHEREAS, the Governing Board finds it necessary to reduce classified staff of the District;
and

WHEREAS, in the opinion of this Board, certain services performed by classified employees should be reduced or eliminated.

NOW, THEREFORE, BE IT RESOLVED, that the services performed by classified employees be reduced by elimination or reduction in hours of the following positions:

CONTRA COSTA COLLEGE

<u>Reduced Positions</u>	<u>Percentage/Months Worked</u>	
	<u>From:</u>	<u>To:</u>
Educational Opportunity Program and Services Assistant (2FTE)	100%, 12 months	100%, 11 months
Student Services and Instructional Support Coordinator	100%, 12 months	100%, 11 months

DISTRICT OFFICE

<u>Eliminated Position</u>	<u>Percentage/Months Worked</u>
Senior Programmer/Analyst (2FTE)	100%, 12 months

LOS MEDANOS COLLEGE

<u>Eliminated Position</u>	<u>Percentage/Months Worked</u>
Custodian II	100%, 12 months

<u>Reduced Positions</u>	<u>Percentage/Months Worked</u>	
	<u>From:</u>	<u>To:</u>
Administrative Assistant	100%, 12 months	100%, 10.5 months
Athletic Trainer	100%, 11 months	100%, 10.5 months
Chemistry Laboratory Coordinator	100%, 12 months	100%, 10.5 months
Computer Aided Instruction Laboratory Coordinator	100%, 12 months	100%, 10.5 months
Computer Aided Instruction Laboratory Coordinator	75%, 12 months	75%, 10.5 months
Computer Center Technician II	80%, 12 months	75%, 10.5 months
Computer Center Technician II	75%, 12 months	68.8%, 10.5 months
Laboratory Equipment Technician II	100%, 12 months	100%, 10.5 months
Math Laboratory Coordinator (3FTE)	100%, 12 months	100%, 10.5 months
Media Design Specialist	100%, 12 months	100%, 11 months
Music Laboratory Coordinator	100%, 12 months	100%, 10.5 months
Science Laboratory Coordinator	100%, 12 months	100%, 10.5 months

<u>Reduced Positions</u>	<u>Percentage/Months Worked</u>	
	<u>From:</u>	<u>To:</u>
Science Laboratory Technician II	100%, 12 months	100%, 10.5 months
Scholarship Program Coordinator	100%, 12 months	100%, 11 months
Senior Administrative Secretary	100%, 12 months	50%, 12 months
Senior Web Administrator	100%, 12 months	100%, 11 months
Student Services and Instructional Support Coordinator	100%, 12 months	50%, 12 months

BE IT FURTHER RESOLVED that the Chancellor or her designee give notice of layoff to affected employees as required by law.

BE IT ALSO RESOLVED that the elimination of services be effective June 30, 2012.

PASSED AND ADOPTED this 8th day of May 2012, by the following vote:

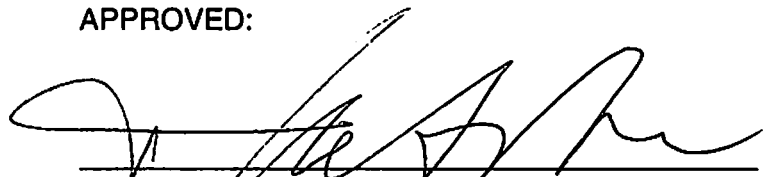
AYES: Tomi Van de Brooke, Sheila A. Grilli, John E. Márquez, Robert Calone,
John T. Nejedly

NOES: _____

ABSTAIN: _____

ABSENT: _____

APPROVED:



 Tomi Van de Brooke, President, Governing Board
 Contra Costa Community College District

Attest:



 John E. Márquez, Secretary, Governing Board
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ADJOURNMENT

There being no further business to come before the Governing Board, Ms. Van de Brooke adjourned the special meeting, at 6:46 p.m. The next regular meeting of the Governing Board will be held on Wednesday, May 23, 2012, at 6:00 p.m., at the George R. Gordon Education Center, 500 Court Street, Martinez, California.

Respectfully submitted,

Secretary

HB:pk