GAVILAN JOINT COMMUNITY COLLEGE DISTRICT
SPECIAL MEETING OF THE BOARD OF TRUSTEES
BOARD SELF EVALUATION
October 13, 2014  6:00 p.m.
5055 Santa Teresa Blvd., Gilroy, CA  95020
Student Center, North/South Lounge

MINUTES

I. CALL TO ORDER 6:07 p.m.
1. Roll Call
   Trustees Present:  Tom Breen, Jonathan Brusco, Kent Child, Mark Dover, Walt Glines,
   Laura Perry
   Trustee Absent:  Tony Ruiz
   Dr. Steven Kinsella, Superintendent/President
   Nancy Bailey, Recorder
2. Approval of Minutes, November 26, 2013
   MSC (L. Perry/J .Brusco) 6 ayes, 0 nays to approve (T. Ruiz, absent)
3. Comments from the Public
   None

II. DISCUSSION ITEMS
1. Board Self Evaluation and Goals
   Trustees discussed the self-evaluation as follows:

   Part I
   • The role of a trustee and recognizing the level of involvement was discussed. It is the
     President’s role to review the details. Learning and asking questions about the
     operations of the district help to make informed decisions.
   • Board members agreed to have a shared governance workshop and a Brown Act
     workshop after new trustees are sworn. Future workshops on these topics could be held
     biennially.
   • A recommendation was made to review the board of trustee orientation process and
     packet. Jonathan Brusco and Laura Perry will assist the President in the review.
   • The new trustee orientation should include ethical and fiduciary responsibilities entrusted
     by the public. The public’s view of the college reflects on students and the people who
     work for the district. A formal ethics code was suggested.
   • A suggested best practice for board members when a difference of opinion occurs on a
     topic is to voice it during the discussion time. Once a vote has been taken, all members
     should support the decision. Supporting the board’s decision is an obligation of the
     trustee.
   • The time of year that the President’s self-evaluation is conducted was discussed but no
     changes were recommended.
   • A recommendation was made to review how trustee(s), both individually and collectively
     report out to the public.
   • The budget workshop was helpful. The complexity of the community college financial
     structure makes it difficult to rate oneself as “Best Practice.” Gavilan’s President has a
     good understanding of financial best practices.
Board goals are written with a broad scope and non-specific details. Many are long term goals so it is difficult to show progress. Updates with a brief review are helpful.

The Trustees felt the financial condition of the district was good with a reserve below 10%. The Board’s goal has been to remain stable through the economic peaks and valleys. Decisions have been made for the greater good of the college rather than individuals’ visions.

Upkeep of the landscaping along with the athletic fields is a concern during the drought period. A drought plan is being developed.

The Board understands the negotiation process with the employee unions without getting involved with the details. The Board is interested in continuing with an interest based bargaining (IBB) approach. IBB training is needed.

Trustees should continue to seek out conferences and seminars to increase their awareness and knowledge of their role.

The length and organization of the agenda was discussed. The critical decision making portion of the business is at the end.

The practice of selecting the Board President was reviewed. The benefit of a 2-year term was discussed along with the opportunity for interested members to serve. This is a topic for a Board retreat.

Review committee membership appointments after new trustees are sworn in.

Part II
Concerns Expressed:

- The need to hold an Athletic subcommittee meeting to review a proposal to address the PE facilities.
- Mobility for leadership within the district; keep staff motivated by hiring within. This also pertains to faculty and staff positions. The financial incentive is a factor.
- Balancing financial resources, workload, and outcome with department chair stipends. Concern over efficient use of resources. Need to move those resources to student needs.
- Awareness that Gavilan provided salary increases during difficult times when other districts laid off. Now those districts are “catching up”.

Like to see accomplished:

- Use remaining Measure E bond funds effectively and efficiently on related projects.
- Progress in the development the Coyote Valley and San Benito properties.

Needs and Concerns of Community:

- Always a priority

Part III
Recommended Goals for 2015:

Reoccurring themes provided by trustees during their self-evaluation include:

- Coyote Valley site development
- San Benito site development
- Funding strategy for needed improvements and ADA compliance of physical education and athletic facilities.

Additional goal:

- Permanent student Activities Director
It was agreed that Kent Child would prepare rough draft goals based on the self-evaluation results and bring them forward to the December regular board meeting as an information item. This will give new trustees an opportunity to provide input.

President Kinsella reported that state supported bonds are not likely in upcoming years with the exception of the state water bond. The success of a local bond is unknown.

Board members reviewed the status update of the 2014 goals.

III. CLOSING ITEMS
1. Adjournment
   The meeting was adjourned by consensus at 8:05 p.m.