I. CALL TO ORDER 6:00 p.m.
The meeting was called to order by Laura Perry at 6:23 p.m.

1. Roll Call
   Trustees: Laura Perry, Tony Ruiz, Mark Dover, Kent Child, Tom Breen, Mike Davenport, Walt Glines

2. Comments from the Public - This is a time for the public to address the Board
   None

3. Recess to closed Session
   The Board recessed to closed session at 6:24 p.m.

II. OPEN SESSION 7:00 p.m.
1. Call to Order
   The meeting was called to order by Laura Perry at 7:06 p.m.

2. Oath of Office – Student Trustee
   Laura Perry administered the Oath of Office to Student Trustee, Izzy Quistian III.

3. Roll Call
   Trustees: Laura Perry, Tony Ruiz, Mark Dover, Kent Child, Tom Breen, Mike Davenport, Walt Glines, Izzy Quistian III

   Dr. Steven M. Kinsella, Superintendent/President
   Dr. Kathleen Rose, Executive Vice President, Instructional Services
   Joe Keeler, Vice President, Administrative Services
   John Pruitt, Vice President, Student Services
   Dr. Debbie Klein, Academic Senate
   Dina Hampton, Professional Support Staff
   Angie Oropeza, Recording Secretary

   Others in Attendance: Susan Alonzo, Don Payne, Veronica Martinez, Diane Stone, Randy Brown, Jack Bachofer, Robert Segala, Terry Newman, Eric Ramones, Anne Ratto, Fran Lopez, Sherrean Carr, Carmen Hanson

4. Pledge of Allegiance
   The pledge of allegiance was led by Walt Glines.

   Laura Perry asked everyone to remain standing as a Gavilan community in a moment of thought and prayer for the injured basketball players.

5. Report of any Action Taken in Closed Session
   No action was taken in closed session.
6. Consent Agenda
   (a) Regular Board Meeting Minutes, October 11, 2011, Special Board Meeting Minutes, October 26, 2011
   (b) Personnel Actions
   (c) Warrants and Electronic Transfers Drawn on District Funds
   (d) Ratification of Agreements
   MSC (M.Dover/K.Child) 7 ayes, 0 nays, student trustee aye, to approve.

7. Approval of Agenda
   MSC (T.Breen/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.

8. Comments from the Public - This is a time for the public to address the Board.
   Susan Alonzo, CDC Director, invited everyone to the child development luncheon on November 18, 11:30 a.m., and the Christmas party on December 10 both at the child development center. Don Payne, Gilroy Unified School District Board of Education Trustee, stated that the child development center was a valuable resource for him and his family when he was a student parent at Gavilan. He has not seen a better center than Gavilan’s. The community college is built on the idea that the non-traditional students such as student parents should be given an opportunity for a college education since it is often under reached because of the need for child care. The center has been instrumental in students’ success getting a college education. Not every program can, or is meant to generate revenue. Education improves society.
   Robert Segala, Gilroy activist, stated that he is concerned when he sees issues that affect families and children. Education is an investment in the future and some families have difficulties with child care. By investing in this program, you are investing in students, their future, and the development of families with children. He urged the Board to do everything possible to keep the center.
   Leah Halper, GCFA President, distributed and reviewed a statement. She stated that she was asked by different groups to convey to the Board the dissatisfaction with the salary increase for Dr. Kinsella and the circumstances under which it was awarded. GCFA is working to create more responsive, transparent, and democratic processes and practices and feel this was not furthered by last week’s process. There has been confusion about the budget messages in the past several months. The GCFA leadership would like additional communication between trustees and faculty, staff, and students. They will set up an Advocacy Committee and a series of meet and greets for Trustees to speak to and hear from the college community about visions for the college.
   Ron Hannon, Athletic Director, reported on the status of the injured Gavilan basketball players.

9. Recognitions and Awards
   • Dr. Steven Kinsella presented the Gilroy Business Community Spirit Award to Dr. Greg Martinez, who provides videos and advice on a wide range of pet problems. He provides a valuable free service to the local community and to the broader community through the internet.
   • Laura Perry presented an award for special services provided to the Gavilan College Golf Course and Athletic Facilities to Mr. Dave Brown. Under his care the golf course is in a beautiful condition.

10. Officers’ Reports
    (a) Vice Presidents
        Joe Keeler introduced Eric Ramones, newly hired Human Resources Director.
        John Pruitt welcomed Izzy Quistian. He reported that recent legislation will impact student services including foster youth, veterans, repeat of courses, and financial aid.

    (b) College President
        Dr. Steven Kinsella reported that there has been some see-saw activity in Sacramento with the budget during the year, and it will continue to change. Sacramento is not giving a clear message about the final revenue. The Board has authorized expenditure of additional
resources this year that will result in a deficit unless other expenditures are reduced. We have ample resources to take risks if necessary and to maintain specific programs if the Board decides that is also important. One of the programs they have decided to continue for this year is the child development center. It is an area we need to focus on to see if we can reduce the cost. The center is a wonderful program, but the state doesn’t fund it. It is a tradeoff between what we provide for academic programs and what we provide for services such as the center. As we go into the next year and the economy continues to improve, the college’s revenue will stabilize and we can expand our courses. We’ve done a good job in generating more surpluses than deficits. Our financial condition today is far better than when we started the downward swing in 2008 because the Board has exercised the discipline necessary to follow a financial plan and stick to it. We have ample resources to keep our condition stable. The need to reduce the schedule is because we cannot continue to offer more class sections that the state will reimburse. The state is paying for 5,000 FTEs and we need to bring our instructional program to that level and fit our support services underneath that. We have allowed the courses to backfill and generate the FTE levels that go above the enrollment cap.

Regarding the Board’s recent action on his employment agreement; he is disappointed by what was described in GCFA’s statement. That is not the relationship we have had in the nine years he has been here. This college has had nothing but transparent relationships with the unions. If some feel otherwise, it may be because they have not participated in the process. If there are areas of concern, we have a governance process to deal with it, and he encourages anyone to bring them forward. We work on various topics each year but they aren’t crises or problems that can’t be resolved but they don’t rise to the things described here. He made a choice regarding a change in his career trajectory and pursue a chancellor position of a multiple college district. What was offered was something that meant he would trade off the opportunity to pursue a chancellor position and stay here. The salary is bigger, but it also means that he trades off a career opportunity. He has decided to stay here as long as the Board allows. It is a great organization and the Board is the best he has seen. While the salary was increased, there were some tradeoffs on his side as well.

(c) Academic Senate
Dr. Debbie Klein reported that the Senate has been working on coordinating conversation on the SB1143 student success recommendations. Public input has been gathered through a website, town halls, and professional meetings. Gavilan, through the Senate and other groups, submitted feedback through a cover letter and resolution which will be one of the documents the task force will receive. Marlene Bumgarner and Susan Alonzo attended a Senate meeting and gave a history of the child development center. She encouraged everyone to look at the Senate minutes from that meeting. Faculty have been concerned about trimming the schedule and will continue to work on the best balance. They continue to work on a two-year schedule to make sure students get the courses they need in a time frame they would like to complete. This is her last meeting as Senate president. She thanked Steve Kinsella for his support of the Academic Senate, the faculty, and the process of shared governance. She thanked him for his mentorship and encouragement for the three years that she has served as Senate President. She thanked the Board, including Deb Smith, for their support of the process of shared governance and working collegially with faculty. Through her work at the state level she has learned that not all Boards and college presidents appreciate that shared governance makes a college stronger, more unified, and more effective for students. She thanked everyone for making her feel welcome as a representative of faculty. It has been a great learning experience.

(d) Professional Support Staff
Dina Hampton reported that CSEA is holding an opportunity drawing for a large screen TV with the proceeds going toward student scholarships. She invited everyone to the CSEA holiday party on December 6, 12-2, in the north lounge.
(e) Student Representative
Izzy Quistian reported that the Halloween activities and the Cosmetology fashion show were a success. Activities are being planned for November Native American awareness month. A banner has been set up in the cafeteria in honor of Veteran’s Day. The ASB will survey students regarding college hour and will present the results to the Board. They are preparing for next semester’s registration, and they are trying to revise the qualifications for the textbook scholarship program to help more students. Several ASB members attended the Student Senate General Assembly. Major issues included the fact that there are 2.6 million college students in California and only one student and two alternates represent them, and a resolution on how health care fees are spent. On November 17, Student Veteran Voices will gather input from veterans regarding what services they would like to see on campus.

(f) Board Member Comments
Mike Davenport reported that 20 years ago he was the sole survivor of an automobile accident similar to our students’. We need to make sure we rally around their families as well as our own. He stated that he is also a veteran and echoes the concerns about veteran services. He would like to work with our goals to see if there is a way we can be more aware as a Board about technology, what technologies are available, and what technologies we currently have. Walt Glines reported that West Valley College is considering closing their child development center. San Jose City, Evergreen, and Foothill have already closed their centers. We are doing the right thing keeping our center open and the staff is doing the right thing by looking at ways of reducing the deficit and increasing revenue. He thanked the staff for the tour last week. Mark Dover reported that he, Walt Glines, and administrative staff attended the Community Spirit Awards; it was a great event. He attended the alumni baseball game. He is glad to see student support for the basketball players. He stated that he has been a trustee for three terms and has always looked out for staff. He wonders how many staff would not be here if Dr. Kinsella was not our president. He stated that he comes from a district which has lost half of the classified, every classified has lost hours, everyone has been furloughed five days and are looking at five more. Gavilan has weathered the storm due to the leadership. He has been on the budget committee for 12 years, and in that time only two people have attended a meeting. Tom Breen reported that Hollister community leader, mentor, and educator, Julian Flores passed away last month. He attended the Gavilan Spirit Awards in Hollister. He and Kent Child attended the Vision San Benito County summit. Hollister won the Annual Prune Bowl. On Saturday at our theatre, El Dia De Los Muertos was presented by Community Solutions, it was fabulous. He attended Dr. Turetzky’s government classes and asked students if they had concerns about Gavilan; there weren’t many, other than car break-ins. He also reported that the Gavilan women’s volleyball team won their match last Wednesday, the program is online. He stated that he is also a veteran. Tony Ruiz reported that his brother was a WWII veteran. He is happy to see that the country is improving veteran services. He agrees that we need to look into technology. Kent Child reported that Dave Ellis is retiring. Dave has been at Gavilan for 36 l/2 years. He is dedicated to the faculty and famous for the end-of-the year parties at Christmas Hill Park. You couldn’t find a more compassionate and patient individual for the work he does with people who have physical impairments. His retirement is well earned and the college will lose a wonderful faculty member. Kent Child stated the he saw the child development center when it started and what it means to the students. The center provides competent, qualitative care for children so their parents are able to concentrate on their studies. None of that comes to bear when we deal with the economics of the institution. People that fail to do that sooner or later are pressed into bad choices. This is an effort to once again look at the deficit funding. It is through no fault of the program or staff but to the lack of our society to value it enough to support it. We are not unsympathetic, but we are doing the right thing by raising the issue. We will take the time to do it interactively and transparently. Kent Child stated that the action the Board took regarding the president’s contract was an unanticipated and quick decision but not a rash decision. He has
worked with all the presidents at Gavilan since it has been at this location. We have had the best president in dealing with the issues during these years. We have one of the most successful and effective presidents in California and probably the nation, and are seeing the results. None of us is irreplaceable but if we counted the lost efficiency, the money that goes into replacing individuals, and the time off task, we made a decision that will save the district money in the long run while keeping one of the best presidents in the system.

(g) Board President
Laura Perry congratulated and welcomed Izzy Quistian. Izzy will be speaking to the Morgan Hill Rotary Club as we honor veterans. She stated that she wants to address how the Board came to decision regarding the president’s contract and certain purviews the Board has in doing certain business in certain ways. When she was informed that Steve Kinsella was a finalist for a chancellor position, she asked for the reasons, and for the differences in the positions. It was not only about dollars. We checked with legal counsel to make sure we called a special meeting properly and noticed it appropriately. No one attended the open session. She stated that she has been on the Board during two prior presidents. At that time the college had huge deficits, layoffs, low morale, and the Board and president did not have the trust of the unions. Within one year of Steven Kinsella’s hire, we no longer had the financial problems we had before, we haven’t laid off a single person through downturn, we are in long-term contracts with the unions, we have a good relationship with faculty, staff, and students, and we are the only school in the area who offers summer session. It has been a different campus due to his leadership and the whole campus has contributed to our success. The Board examined the finances of the decision, and while we couldn’t match an immediate dollar for dollar, it was structured in such a way so that portions were deferred and he would have to stay for several years in order to receive the entire package. Regarding the child development center; it was never a done deal that we were going to close it. We have to examine everything on campus, not just the good things. We have to speak publicly about issues of concern so that they come to the surface and we examine them and find solutions.

11. Board Committee Reports
Tom Breen reported that the Community Education Subcommittee met today. The report is included in the Board packet.

12. Information/Staff Reports
(a) Recognition of the Employee of the Month
Veronica Martinez reported that Nick Yray is October Employee of the Month. Nick has been in Financial Aid since 2004. He is the Banner go-to person and is an outstanding, key employee. He has established wonderful relationships across campus.

(b) Contract and Community Education 2011 Annual Report
Mark Dover and Kent Child congratulated Terry Newman on the department’s profit status. Terry acknowledged her staff, Rosie Armstrong and Virginia Estrada.

(c) Student Success Report Fall 2011
Steve Kinsella reported that this is the report the college has been asked to present to the Accrediting Commission for Community and Junior Colleges in January. It is this reporting format that other colleges have not implemented and that is why they want us to present. Randy Brown reported that the short term things we track are on page one, the long term on page two. The page three evaluates program efforts we want to highlight, and on the final page are some developments of student success. We list these to highlight different innovation on campus. He acknowledged student Katie Hart, who assisted in gathering data. Kent Child and Walt Glines congratulated Randy Brown for the good work and easy to read format. Walt Glines asked that actual numbers be included in future reports in addition to percentages.
(d) Student Profile Report Fall 2011
Randy Brown reported that we do this report every term to get a sense of what our student population looks like. In response to Tony Ruiz’ question, Randy Brown stated that 36% of the total student population is full-time. Tony Ruiz stated that the fact we have a high percentage of part-time students is part of the problem of their continuing and finishing their education. Randy Brown stated that we have been increasing the proportion of full-time students.

(e) Measure E Bond Quarterly Preliminary Financial Status Report at September 30, 2011
Joe Keeler reported that we are in process of closing down the cosmo, business, and social science projects.

(f) Retiree Health Benefit Trust Investment Portfolio Status as of September 30, 2011
Joe Keeler reported that the last actuarial report we had put our debt to future at $5.3 million and we have $6.3 so we are doing well.

(g) Monthly Financial Report
Joe Keeler reported that this report is as of October 15 and everything is trending as it should. Salaries, benefits, and burdens are fine, operating expenses are tracking above 50%. We are working on that to get a better line so when we close the books we won’t have a big swing.

III. ACTION ITEM
1. New Business
   (a) Grant Award Notification – STEM MAGNET: Improving Pathways for Hispanic/Low-Income Students
   Dr. Kathleen Rose reported that the federal government awarded a STEM Grant to the college for $1.195 million per year for five years. We are 1 of 34 community colleges in the state to get an award of this size.
   MSC (K.Child/W.Glines) 7 ayes, 0 nays, student trustee aye, to approve.
   In response to Walt Glines’ questions, Kathleen Rose stated that we are in the process of placing an activity director, Fran Lozano is the grant director. Tony Ruiz stated that education of Hispanic students is not an equity, a civil rights, or a fairness issue. Out of the 10 million college degrees that we are going to need by 2015, if 5 million of those are not Hispanics, this country will be in serious trouble. It is a matter of survival. We are fortunate we have the funds, and will we have available resources at the end of the five years. Kathleen Rose stated that we have put some systems in place in technology with the GIDS system with a definite eye on the sustainability of these projects.
   (b) Citizens’ Oversight Committee Appointment
   MSC (W.Glines/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.
   (c) EOPS/CalWORKs/CARE Advisory Committee
   MSC (T.Breen/K.Child) 7 ayes, 0 nays, student trustee aye, to approve.
   (d) Disability Resource Center Workability III Advisory Committee
   MSC (K.Child/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.
   (e) Disability Resource Center Advisor
   MSC (K.Child/W.Glines) 7 ayes, 0 nays, student trustee aye, to approve.
   (f) Career Technical Education Advisory Boards
   MSC (T.Breen/W.Glines) 7 ayes, 0 nays, student trustee aye, to approve.
   Kent Child stated that he looks forward to seeing more representation from San Benito County on all the advisory committees.
(g) Curriculum
Kathleen Rose reported that the work of the Curriculum Committee includes the transfer of the Water Technology courses to the credit side.
MSC (K.Child/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.

(h) Child Development Training Consortium Agreement 2011-2012
MSC (K.Child/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.

(i) Policies and Procedures
In response to Tom Breen’s question, Steve Kinsella stated that the policies will be reviewed to fill in the “designate” blanks and brought back.

(j) Revision to Technology Master Plan
Joe Keeler reported that the Technology Master Plan has been revised to address the support for hand-held devices. Due to lack of staff, the MIS department will help set up the devices but can’t fix or provide support for them. The revision has been approved by the Tech Committee and President’s Council.
MSC (T.Breen/T.Ruiz) 4 ayes, 2 nays (M.Dover, M.Davenport), 1 abstention (W.Glines), student trustee aye, to approve.
In response to Mark Dover and Mike Davenport, Joe Keeler stated that staff will assist where they can.

*(k) Approval to Certify the Appointment of Alternate Representative to Joint Powers Authority for Self-Funded Workers’ Compensation Insurance Resolution No. 934
MSC (K.Child/M.Dover) roll call vote: 7 ayes, 0 nays, student trustee aye, to approve.

(l) Quarterly Financial Status Report, CCFS 311Q at September 30, 2011
MSC (T.Breen/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.

(m) Budget Adjustments
MSC (K.Child/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.

(n) BFGC-IBI Group Architecture and Planning (BFGC) Project Assignment Amendment (PAA) for Student Services/Administration HVAC
Joe Keeler reported that this for architectural services related with the air conditioning in the counseling and admissions and records area.
MSC (M.Davenport/M.Dover) 7 ayes, 0 nays, student trustee aye, to approve.

IV. CLOSING ITEMS
1. The next regularly scheduled Board meeting is December 13, 2011, Gilroy Campus, North/South Lounge.

2. Adjournment
The meeting was adjourned by consensus at 9:08 p.m.

*Roll Call Vote