I. CALL TO ORDER 6:00 p.m.
Kent Child called the meeting to order at 6:00 p.m.

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

2. Comments from the Public
   Colette Marie McLaughlin, faculty, expressed concern and dissatisfaction that her efforts to have a successful digital media program have been undermined. She believes that what she has given her students really matters. She believes career tech matters and her students have skills to compete in the market. She expressed concern about losing courses in her program due to low enrollment. She stated she has compiled data and sent letters but no one will work with her. She has not received any curriculum changes. She asked the Board why she has been treated this way and could not understand how they could do this to students. She said some of these things are obscene. She stated that the administration says it's about the money. Colette said she earns $17,000 with the reduced class schedule and she knows that the college makes more than that from the enrollment. She stated that “you are killing my courses and it doesn’t make sense.” Colette said she wouldn’t be back “because it doesn’t do any good”.

3. Recess to Closed Session
   The Board recessed to closed session at 6:04 p.m.

II. OPEN SESSION 7:00 p.m.
1. Call to Order
   Kent Child called the meeting to order at 7:00 p.m.

2. Oath of Office – Student Trustee
   Kent Child administered the oath of office to student trustee Gabriel Sawyer.

3. Roll Call
   Trustees: Tom Breen, Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Laura Perry, Tony Ruiz and Gabriel Sawyer
4. Pledge of Allegiance
   The Pledge of Allegiance was led by Gabriel Sawyer.

5. Report of any Action Taken in Closed Session
   No reportable action took place in closed session.

6. Approval of Agenda
   MSC (W.Glines/L. Perry) 7 ayes, 0 nays, Student Trustee, aye to approve.

7. Consent Agenda
   (a) Regular Meeting of the Board of Trustees Minutes, September 9, 2014
   (b) Personnel Actions
   (c) Warrants and Electronic Transfers Drawn on District Funds
   (d) Payroll Warrants Drawn on District Funds
   (e) Ratification of Agreements
   (f) Monthly Financial Report
   (g) Measure E Bond Quarterly Financial Status Report at June 30, 2014
   (h) Santa Clara County Treasury Investment Portfolio Status as of June 30, 2014
   (i) Retiree Health Benefit Trust Investment Portfolio Status as of June 30, 2014
   (j) Budget Adjustments
   MSC (L. Perry/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. A maximum of 5 minutes is allotted to each speaker.
   Fran Lopez announced the grand opening of the Veteran’s Resource Center on Tuesday, November 4 from 11:50 a.m. - 1:50 p.m. Keynote speaker will be the Secretary of California Department of Veterans Affairs retired General Peter J. Gravett.
   Dr. Debbie Klein – Anthropology instructor and President of the faculty union, provided a petition to the Board of Trustees from Gavilan College Faculty Association with the names of 165 faculty. She expressed a frustration with the negotiation process this year and felt that a major source of the frustration stems from a misunderstanding or a misperception of how hard Gavilan faculty work. She said faculty was in attendance to share how they are working with their students and their programs. She stated faculty at Gavilan want to settle a fair contract.
   Kimberly Smith – English instructor, stated that Gavilan faculty support the mission of the district and are instrumental in providing a community of learners. She stated they are part of a cultural and social climate that is inclusive of students, staff and community. Kimberly said they value the collaborative process with the district in interest based bargaining. However, they are concerned that their voices are not being heard at the table. Over 7 months they have been working hard at the table to address long standing issues including part time
faculty and full time faculty compensation and workload. She said that progress has been made over the years on part time faculty evaluation and rehire rights and maintaining health benefits.

Steve Smith – Administration of Justice instructor, said faculty support the negotiating team in coming to a mutual contract that includes fair compensation that recognizes faculty value of service to the college and a fair load factor of compensation that recognizes the full cost of time and labor required to teach labs. Steve Smith said that teaching does not fit on a spreadsheet. In 2001 when he began as the only full-time faculty member, 10 students graduated from the program. Now they average between 30-50 graduates a year. He stated that he has human contact with students that go beyond the classroom.

Andrew Delunas – Part time Philosophy instructor discouraged cancelling courses with enrollment lower than 20 students. He said he is a product of a community college education and believes that community colleges serve as a beacon of hope for those who believe a college education is beyond them. He said it doesn’t serve them well when we cancel courses. He asked the trustees to reconsider the policy.

Dr. Debbie Klein – Dr. Klein stated she is grateful to be building an anthropology program at Gavilan and is the only full time faculty member. To build the program she hosts luncheons to meet with part time colleagues to discuss goals, distribution of courses and student needs. She stated that Gavilan is competing with surrounding colleges for part-time faculty and she is hopeful that building a good working relationship with them will help keep them at Gavilan. She stated it would help if Gavilan was more competitive with the salary so that Gavilan became the College of Choice for our part-time faculty.

Dr. Arturo Rosette – Art instructor and department chair stated he supports the remarks made by his colleagues. He is concerned about class cancellations, faculty morale, and recruitment and retention of part-time faculty. He stated that many things are happening in the departments that are not reflected on the bottom line of a spreadsheet. He suggested that Board members seek them out and hear their stories.

9. Officers' Reports
(a) Vice Presidents
Dr. Kathleen Rose recognized the work of 3 faculty liaisons. Kyle Hull has done an amazing job in engaging faculty in professional development. Rob Overson as liaison for faculty mentoring is assisting 10 faculty participants who serve as mentors for both new and part-time faculty. Julian Kearn is the SLO faculty liaison. He has brought together the SLO Advisory Committee that share best practices based on student learning outcomes. Kathleen Moberg recognized the work of faculty, staff, and students in holding a successful health fair. She thanked Alice Dufresne-Reyes for doing a great job coordinating the event. A free flu shot clinic was held on October 14 for students, faculty, and staff. Kathleen Moberg added that October is wellness month.

Fred Harris said auditors were on campus for the final annual audit. He said that many topics are moving through the shared governance committees. The new well is being drilled as part of the water replacement system project. He reported that the Santa Clara Valley Habitat Agency denied the district’s application for mitigating the Coyote Valley property. Alternative options are being researched.

(b) College President – no report

(c) Academic Senate
Bea Lawn reported that the Student Success Plan and Student Equity Plan drafts were reviewed by departments and feedback was provided to the creators of the plans. Chair of the Student Learning Outcome committee, Julian Kearns, reported to Senate that the biggest challenge is getting faculty engaged. A plan is being drafted on how to proceed.
Bea said they resolved a situation for a department that didn’t have a representative on Senate. Bea stated it is important that all departments are represented and have input. Senate’s by-laws, dated 2001, will be revised. Bea Lawn reported that faculty participation and shared governance were topics discussed at their May retreat. They have had discussions since but cannot come to a consensus on how to proceed. Senate will probably write to faculty, speak to department chairs and tighten communications with its committees and faculty representatives. She said Senate asked for and received information on the status of Coyote Valley and San Benito County campuses and the use of Measure E funds. Bea reported that Senate discussed the relationship between Senate and the Institutional Effectiveness Committee to see if a link could be established between the two. She reported that Senate would like to hear what Learning Council is doing so that Senate can weigh in.

(d) Professional Support Staff – no report

(e) Student Representative
Gabriel Sawyer reported that 4 members are reviewing the ASB budget. ASB wants to establish long and short term goals to build and improve upon what students need along with faculty. They are developing money making strategies. Gabriel reported that they are looking at reorganizing the leadership structure.

(f) Board Member Comments
Trustees congratulated Gabriel Sawyer as Student Trustee and Nancy Bailey as Executive Assistant to the President.
Tony Ruiz- welcomed Gabriel Sawyer and Nancy Bailey.
Jonathan Brusco – attended the Morgan Hill Spirit Award breakfast and enjoyed the opportunity to reward those in the community who do exceptional things.
Mark Dover – stated he was looking forward to working the Gabriel Sawyer.
Laura Perry – attended the Morgan Hill Spirit Award breakfast and stated that the community appreciates Gavilan’s presence. Congratulations to President Kinsella on the birth of his first grandchild.
Tom Breen – attended the Superior Court building dedication in Hollister. On October 4th he and Kent Child worked in the Gavilan booth at the San Benito County fair. The Gavilan booth received a 3rd place award.
Walt Glines – attended the Morgan Hill Spirit Award breakfast and was pleased to highlight people, organizations and businesses that go the extra mile for the community. He reminded everyone that Gilroy’s Chamber Spirit Award ceremony is October 15 and Hollister’s event is October 22. Walt Glines’ advice to Gabriel Sawyer as a new student trustee was to ask questions and to read the agenda prior to the meeting.

(g) Board President
Kent Child attended both the San Benito County Fair and the Morgan Hill Spirit Award Breakfast. He stated that the spirit award event is a gratifying part of what trustees do. He said that being part of the community allows you to hear students’ stories and experiences. He added that Gavilan influences lives.

10. Board Committee Reports
President Kent Child reported that the Board of Trustees held a special meeting on October 13 to conduct a 2014 self-evaluation. They began the process of developing Board goals for 2015. The goals will be finalized after input is gathered from the new student trustee and newly elected trustees.
11. Information/Staff Reports

(a) Recognition of the Employee of the Month
Dr. Rose introduced Loretta Carrillo, ESL instructor, as August 2014 Employee of the Month. Loretta has supported the ESL program for over 33 years. She has served as a tutor, mentor, advisor, and mediator. She is known for the caring and giving nature she shares with students.

Fran Lopez introduced Rosalinda Barbosa-Moreno, Disability Resource Office Assistant, as September 2014 Employee of the Month. Fran Lopez said she is a wealth of information and serves students and assists staff all day long with a pleasant smile. Rosalinda always remains courteous and friendly. Rosalinda Barbosa-Moreno added that she loves doing her job.

(b) Status Update of 2014 Board Goals
Dr. Steve Kinsella reported that the Board’s annual goals are in addition to the college’s strategies. The status update tracks the progress made in meeting the goals. Dr. Kinsella said the goals will be updated quarterly and serve as communication to those interested in tracking the progress. Trustees Walt Glines and Kent Child thanked Dr. Kinsella for providing the report.

(c) 2013-2014 Institutional Effectiveness Committee (IEC) Report
Dr. Rose presented the report as a culmination of work in the last academic year. She stated that program review is an opportunity for the selected departments to do an in-depth self-study and assessment using quantitative and qualitative variables that look at the health of their program. The IEC, under the leadership of Erin Crook, meets throughout the year along with department staff to complete the review. This is part of the integrated planning process. Kent Child acknowledged the staff work involved in completing the program review.

ADDED ITEM: Introduction of Trustee Candidates – Kent Child introduced 2 of the 3 candidates running for the two open Gavilan Board of Trustee seats in San Benito County District 3. They are Lois Lucci and Elizabeth Dirks. Kent Child is the third candidate.

(d) Fall 2014 Student Success Scorecard
Dr. Steve Kinsella introduced Dr. Randy Brown who is currently serving as the Interim Associate Dean of Community Development and Chris Myers who is interim Institutional Researcher. The scorecard data presented is from Spring 2014. The state report presents the data in percentages. Trustee Ruiz asked what the researchers felt were the top trends affecting enrollment. Chris Myers responded that the economy is a factor. Enrollment over the last couple of years has seen a slight decrease. Chris Myers said the economy has an inverse relationship with the economy due to loss of employment and/or retraining opportunities. He said this affects most community colleges. Dr. Brown responded to a question from Tony Ruiz about college programs keeping up with the labor market demands. Dr. Brown cited a labor market data report which identified the top 4 areas of hiring for our service area and Silicon Valley. Programming positions were the highest hired positions. This information is shared within the district for planning purposes. Tom Breen asked for a correction on the narrative portion of the report which incorrectly identifies Gilroy as the city where the district started in 1919.

(e) GECA Update
Sonia Flores was introduced as the Principal of the Gilroy Early College Academy (GECA). Sonia Flores provided a handout identifying the successes of the Academy.
Enrollment is at 242. GECA exceeds the national early college statistics in graduation rate, those that receive college credits and also those that immediately enroll in college. Sonia Flores acknowledged the commitment and great partnership of both the districts and added that she continues to work the Dr. Kathleen Rose and Kathleen Moberg in streamlining the enrollment process. Sonia Flores noted that the GECA construction project is near completion with the construction of the new multi-purpose building scheduled for May. She reported on partnership goals for the future.

Walt Glines said he has reported on the successful early college program at statewide conferences he’s attended. Sonia Flores responded to Kent Child’s question that 51% of the students were from Gilroy Unified School District and 49% are from outside the district. Deceased staff members John Pruitt and Dr. T. J. Owens were remembered for being instrumental and supportive in the development of this partnership.

(f) 2014-2015 Student Success and Support Program (SSSP) Plan
Kathleen Moberg presented the SSSP Plan to the trustees with updated data and addendums. She recognized the work of the committee and chairperson Veronica Martinez. The budget will provided as information at November’s meeting.

Kent Child thanked everyone who assisted in preparing the Plan.

(g) Administrative Procedures and Board Policies
Dr. Kinsella reported that the updates presented are based on new legislation and/or changes in laws. They have been routed through the shared governance process. Policies will be presented in November for approval.

(h) Financial Aid Update
Veronica Martinez reported on the college’s 2011 cohort default rate. The rate is on the downward trend. The financial aid department’s goal is to reduce the rate even further next year as Gavilan’s rate is still above the state average. In answering Tony Ruiz’s question, Veronica Martinez said the economy is a factor for the reduction in the rate; students are now employed and able to pay their debt. Veronica Martinez responded to Walt Glines’ question about the penalty for colleges who have a default rate above 30%. The penalty is losing the ability to offer Title IV programs.

(i) Memorial Recognition for Frank Fletcher
Kent Child reported that a part-time faculty member who was also a student of deceased Gavilan political science instructor, Frank Fletcher, suggested memorializing Mr. Fletcher’s contribution to the district. Kent Child suggested a bronze plaque similar to existing ones on campus. This item will return to the Board at the November meeting. Walt Glines was a student of Frank Fletcher’s and said he was an excellent teacher.

III. ACTION ITEM
1. Old Business
   (a) Revised 14-15 Academic Calendar
      MSC (L. Perry/M. Dover) 7 ayes, 0 nays, Student Trustee, aye to approve

2. New Business
   (a) Curriculum
      MSC (L. Perry/J. Brusco) 7 ayes, 0 nays, Student Trustee, aye to approve
   (b) Quarterly Financial Status Report, CCFS 311Q at June 30, 2014
      MSC (T. Breen/L. Perry) 7 ayes, 0 nays, Student Trustee, aye to approve
   (c) Annual Financial and Budget Report, CCFS-311
MSC (M. Dover/W. Glines) 7 ayes, 0 nays, Student Trustee, aye to approve  
(d) Child Development Center Parent Handbook  
MSC (L. Perry/W. Glines) 7 ayes, 0 nays, Student Trustee, aye to approve  
(e) California Early Childhood Mentor Program  
MSC (W. Glines/J. Brusco) 7 ayes, 0 nays, Student Trustee, aye to approve  
(f) Child Development Training Consortium 2014-2015 Instructional Agreement  
MSC (T. Breen/W. Glines)  
Discussion: Tony Ruiz asked CDC Director, Susan Alonzo, if economic improvements increase the demand for childcare and she responded yes.  
Vote: 7 ayes, 0 nays, Student Trustee, aye to approve  
(g) Naming of the Gavilan College Arboretum  
MSC (W. Glines/L. Perry)  
Discussion: Walt Glines said he and Kent Child attended the dedication ceremony of the arboretum and were impressed by the hard work and dedication of Ray Williams. He said this is a nice gesture to recognize his contributions. Kent Child said Ray Williams was a visionary of his time. We now have a eucalyptus on campus that is the largest documented of its species in the world.  
Vote: 7 ayes, 0 nays, Student Trustee, aye to approve  
(h) Claim Against the District  
MSC (T. Breen/L. Perry) 7 ayes, 0 nays, Student Trustee, aye to approve  
(i) Capital Project Change Order  
MSC (L. Perry/M. Dover)  
Discussion: Walt Glines noted that several of the change order items were related to underground utilities and asked if it was due to inadequate records. Steve Kinsella agreed it is a common problem for an older campus.  
Vote: 7 ayes, 0 nays, Student Trustee, aye to approve  
(j) Disposal of Surplus Property  
MSC (W. Glines/M. Dover) 7 ayes, 0 nays, Student Trustee, aye to approve  
(k) Professional Services Agreement for Classification Study of Classified and Management Positions  
MSC (W. Glines/T. Breen) 7 ayes, 0 nays, Student Trustee, aye to approve  

IV. CLOSING ITEMS  
1. The next regularly scheduled Board meeting is Monday, November 10, 2014, Gilroy Campus, North/South Lounge.  
2. Adjournment  
The meeting was adjourned by consensus at 8:44 p.m.