



5055 Santa Teresa Blvd., Gilroy, CA 95020

www.gavilan.edu

(408) 848-4800

Dr. Kathleen A. Rose, Superintendent/President

GAVILAN JOINT COMMUNITY COLLEGE DISTRICT  
REGULAR MEETING, BOARD OF TRUSTEES  
Tuesday, November 14, 2017

Gavilan College, Student Center, North Lounge  
5055 Santa Teresa Blvd, Gilroy, CA 95020

MINUTES

I. CLOSED SESSION - CALL TO ORDER 6:00 p.m.

Trustee Laura Perry called the meeting to order at 6:02 p.m.

1. Roll Call

Trustees Present: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Laura Perry, Rachel Perez, and Lois Locci

Dr. Kathleen Rose, Superintendent/President  
Kathleen Moberg, Vice President, Student Services  
Dr. Michele Bresso, Vice President of Academic Affairs  
Fred Harris, Vice President of Administrative Services  
Wade Ellis, Associate Vice President of Business & Security Services  
Dr. Eric Ramones, Associate Vice President of Human Resources & Labor Relations  
Nancy Bailey, Executive Assistant to the President

2. Comments from the Public

None

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

President Laura Perry called the meeting to order at 7:00 p.m.

2. Roll Call

Trustees Present: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, and Daniel Chavez (student trustee)

Kathleen Rose, Superintendent/President  
Kathleen Moberg, Vice President, Student Services  
Michele Bresso, Vice President, Academic Affairs  
Fred Harris Vice President of Administrative Services  
Nikki Dequin, President, Academic Senate  
Jessica Fromm, Professional Support Staff Representative  
Nancy Bailey, Executive Assistant to the President (Recorder)

Board of Trustees: Tom Breen  
Laura A. Perry, Esq.

Kent Child  
Walt Glines

Mark Dover  
Lois Locci, Ed.D.

Jonathan Brusco  
Daniel Chavez



Others in Attendance: Jillian Wilson, Sherrean Carr, Bobbi Jo Palmer, Wade Ellis, Jan Bernstein Chargin, Fran Lozano, Peter Wruck, Susan Sweeney, Eric, Ramones, Nolan Golden, Megan Wong, Carlos Barros, Lisa Rivoallon, Phil Williams, Ken Wagman, Annette Gutierrez, Eduardo Cervantes, Jen Penkethman, Jane Maringer-Cantu, Debbie Christensen, Celia Marquez, John Lawton Haehl, Cherise Mantia, Leslie Tenney

3. Pledge of Allegiance

The Pledge of Allegiance was led by Daniel Chavez.

4. Report of any Action Taken in Closed Session

Laura Perry reported out action taken in closed session:

***Item #4 CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION – Significant exposure to litigation pursuant to paragraph (2) of subdivision (d) of Section 54956.9” One or more claims***

*The Board voted unanimously in closed session to approve a settlement agreement and release regarding employee #G00283845.*

*Vote:* 7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, to approve. 0 Noes

***Item #7 CONFERENCE WITH REAL PROPERTY NEGOTIATORS – Closed Pursuant to Government Code Section 54956.8***

*The Board voted (unanimously) in closed session to approve the following amendments with regard to the acquisition of a conservation easement encumbering Mariposa Peak Ranch:*

*(1) First Amendment to Conservation Easement Purchase Agreement between the District and Fairview Corners LLC, on the one hand, and Mariposa Peak, LLC, on the other hand.*

*(2) Fourth Amendment to Purchase and Sale Agreement and Joint Escrow Instructions for Hollister Campus Acquisition between the District and Fairview.*

*Vote:* 7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, to approve. 0 Noes

5. Approval of Agenda

MS and Amended MSC (W. Glines/J. Brusco) to approve the agenda as amended.

Trustee Dover requested that Action Item III.1(o), Ratification of GCFA Tentative Agreement, be moved forward on the agenda before Action Item III.1(a), Curriculum.

*Vote:*

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

6. Consent Agenda

(a) Regular Meeting of the Board of Trustees minutes, October 10, 2017

(b) Personnel Actions

(c) Warrants and electronic transfers drawn on District Funds

(d) Payroll Warrants drawn on District Funds

(e) Purchase Order Ratification

- (f) Ratification of Agreements
- (g) Budget Adjustments
- (h) Monthly Financial Report
- (i) Retiree Health Benefit Trust Investment Portfolio Status as of September 30, 2017 MSC (W. Glines/M. Dover) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

7. Comments from the Public

Jillian Wilson –the advisor for the Student Veteran’s Club thanked everyone who attended the “Changing of Colors” ceremony held on November 9. She acknowledged the facilities and grounds crew, Bobbi Jo Palmer, Wade Ellis, VFW Post 9242, Ray Lopez, Dr. Rose, GCFA, ASGC, and Dewitt Stuckey.

Nolan Golden – Provided a handout and spoke about the difficulties the Inter Club Council is having in holding meetings, recruitment and retention of club members, and availability of faculty advisors due to the conflict of scheduled classes during college hour. He reported that approximately 516 students are currently enrolled in classes during college hour and that puts student life at Gavilan College at risk. Nolan Golden requested support from the board of trustees.

Trustee Glines requested this topic be placed on a future board of trustee meeting agenda.

Megan Wong – a part time Gavilan instructor described her typical working day. She read support letters from other faculty about faculty working conditions at Gavilan College. Kyle Hull wrote about equity gaps for both students and faculty and the need for the district to value all. Ben Pang wrote about the treatment of faculty and how that may affect students wanting to go into the teaching profession. An anonymous writer wrote that Gavilan faculty are exemplary and are not asking for much. Monica Herzi wrote about her activities in the English department and professional development. She felt it was inappropriate to ask professionals to work pro bono and wrote about her commitment to her students. Christine Salvin wrote about the difficulties of having so few full time faculty in the English department and the revolving door of adjunct faculty and the training and mentoring required for incoming adjunct.

Carla Barros – read letters related to faculty working conditions from Glenda Mora, Bea Lawn, Donna Cowan, and Sera Hirasuna. Glenda Mora wrote about her work load and the difficulty in attending meetings when teaching at two colleges. Bea Lawn wrote that she values inclusiveness in the classroom and shared governance. She believes in parity with her adjunct faculty peers. Donna Cowan wrote that adjunct faculty make up the majority of faculty at Gavilan College and expressed gratitude for their dedication to student learning and well-being. She said Gavilan needs to invest in their most valuable asset – their instructors. Sera Hirasuna wrote that she works as adjunct faculty and is invested in the treatment of adjuncts at Gavilan. She wrote about her family’s situation and the work load required in evaluating student work.

Lisa Rivoallon – read an anonymous letter that said it was a pleasure to work at Gavilan with the great ESL program, instructors, and co-workers. The writer said there are no office hours to assist students and prep time is not paid.

Phil Williams – said that as CTE adjunct faculty he spends time doing outreach for the program and has been elected the business department co-chairperson. He said regardless of what organization you are running, the employees are the most important resource.

Ken Wagman – said Gavilan College has a group of dedicated and committed faculty that support students. He encouraged the board members to visit them at work.

8. Recognition

(a) Recognition of the Employees of the Month

October, 2017 – Susie Chris, Senior Program Services Specialist for Admissions and Records Department was described by her supervisor, Candice Whitney, as cool under pressure, patient, and incredibly resourceful. Susie Chris took on the project of implementing new software to print diplomas on campus and did an excellent job.

9. Officers' Reports

(a) Vice Presidents

Michele Bresso – introduced Dr. John Lawton Haehl and students in character from the upcoming play, “Aesop’s Fables”. The play will be presented on November 18.

Kathleen Moberg – gave an overview of recent student service activities. They included Transfer Day, Veteran’s Changing of the Color, Foster Youth Connect event, and beginning on-line orientation for Kickstart. She said Alice Dufresne-Reyes will present a webinar supporting mental health initiatives.

Fred Harris – reported that progress is good on phase 2 of the solar project. However, he said there will be a delay in getting the power connected due to PG&E’s scheduling commitment. Fred Harris said the pool covers will be installed soon. He said the Facilities Master Plan Committee has been meeting and plan to bring a first reading to the board in February 2018. Lastly, he said the new GUSD signage will be installed.

(b) College President

Kathleen Rose – talked about the positive student leadership at Gavilan. She attended a “Leadership Jam” and experienced their leadership in action. She thanked the leadership of Leslie Tenney and Ryan Shook. She invited all to stop by her office and view her painting of the college’s duck pond. The painting was completed by Susan Peterson, administrative assistant in the President’s office. Kathleen Rose provided examples of Gavilan College’s caring community.

(c) Academic Senate

Nikki Dequin reported that the women’s volleyball team was playing for a championship and that men’s basketball will have a home game on November 15. Nikki Dequin noted the great work of faculty in guided pathways, shared governance and faculty handbooks, teacher preparation, and development of a pathway in child development and institutional learning outcomes.

(d) Professional Support Staff

Jessica Fromm reported that CSEA is holding a poinsettia plant sale. The chapter is donating \$99 to the CSEA emergency assistance fund for fire victims. She said the next meeting is scheduled for November 21.

(e) Student Representative

Daniel Chavez – reported that very few classes being taught during college hours have the required waiver. ASGC will be attending the General Assembly Conference and will vote on upcoming resolutions. He attended the Gavilan/DeAnza football game. Along with Dr. Rose and 4 other students, Daniel attended the Silicon Valley Leadership Group Annual Luncheon and will also be accompanying President Rose and trustee Perez to a forum and luncheon at Cabrillo College to meet Janet Napolitano.

(f) Board Member Reports

Lois Locci – participated in Anzar High School’s student exhibitions. She attended the San Benito County Spirit Award event and said it was very successful.

Kent Child – also attended the San Benito Spirit Award ceremony and said the local recipients were honored by the award. He added that Dr. Rose spoke eloquently and passionately at the event. Kent Child also attended an aviation advisory committee. He said the program is expanding and offers students great job opportunities after completion.

Jonathan Brusco – attended the Computer Using Educators Conference where emerging technology trends for educators are presented. He congratulated the spirit award winners. He is happy with the solar project. Jonathan Brusco thanked the vice presidents, administration, staff, and faculty for their work.

Rachel Perez – attended Dr. Rose’s coffee and conversation in San Martin. She attended the 30<sup>th</sup> anniversary celebration for LULAC in Hollister. Some Gavilan College staff and trustees purchased a table for the event so the college was well represented at the celebration. Rachel Perez attended the San Benito County spirit award event. She said the Changing of the Colors assembly was very moving. She acknowledged her many family members who served and gave back to their country. Rachel Perez will be attending the CCLC Conference in November.

Walt Glines – attended the Changing of Color ceremony and noted the participation of VFW Post 9242 of Hollister, Gavilan student veterans, and speaker Charles Weston. Walt Glines recognized all Gavilan staff and students for attending the ceremony. He will also be attending the CCLC conference.

Mark Dover – thanked the faculty for providing public comment. He stated he was pleased with the progress on the solar project. Mark Dover congratulated the men’s basketball team on their successes and also ASGC for their leadership.

(g) Board President

Laura Perry – attended the LULAC celebration and felt Gavilan College had a good presence there. She thanked everyone for their work on the veteran’s assembly.

10. Board Committee Reports

Board Self Evaluation Committee – Jonathan Brusco reported that a special meeting was held to discuss the Board’s Self Evaluation results. The survey results provided a self-assessment of how they are doing as a board; what’s working and what needs improvement.

11. Information/Staff Reports

(a) 2017 Student Success Scorecard

Dean of Research, Planning, and Institutional Effectiveness, Peter Wruck presented the Chancellor’s Office California Community College 2017 Student Success Scorecard information which follows a six year trend. Peter Wruck said the college’s demographics are similar with peer institutions. He reviewed the criteria for a student to be reported in the data and highlighted some of the data results. In answering a question about the difference in transfer level achievement rates between Math and English, Peter Wruck said Math is much lower in year 1 for several reasons. He said students tend to wait to take their Math course and also more test into remedial Math than remedial English. In answering a question about whether there is an impact of teaching methods used in K-12 in Math, Peter Wruck said it may be too earlier as these statistic go back 6 years. He reported that Gavilan students do well in “Persistence” with an overall score of 74.3% and are trending upward in getting “30 units.”

He said the report allows our student outcomes to be compared to other institutions within the system. He concluded by saying there are new initiatives to streamline the process for students to get out of remediation more quickly. Peter Wruck said that CTE completion has increased 10%. When asked what he felt would have the most impact on the scorecard data, Peter Wruck said Guided Pathways. When asked what the biggest challenge is to the district, he said it was the statewide challenge of remediation. He said the district is beginning a lot of initiatives that will eventually have an impact.

(b) Fall 2017 Student Services Update

Vice President Kathleen Moberg provided a review of expanded services that the college has implemented over the last 3 years. She said in those 3 years the district has been asked to implement new initiatives such as SSSP, Equity, Basic Skills, Guided Pathways, Scorecard and Multiple Measures to show the college is succeeding in student learning. Kathleen Moberg said the new mandates required new staffing, integration and collaboration with instruction, technology purchases, and data to validate success. She said specific populations were targeted such as new college students. Mandated services for the new student include assessment, orientation, education plans, increase in degree awards, and follow up of "At Risk" students. They developed ways to track the "At Risk" student and provide intervention, outreach, and outcomes. Some services required new staffing in counseling and Professional Support Staff. These positions are funded through the new initiatives. She described the integration and collaboration that is taking place within the college departments and outside agencies. Kathleen Moberg said new technology has allowed for streamlining services, adding new services, and collecting data. Expanded services include mental health counseling, Food Pantry, Foster Youth and Dreamers support, and High School Partners. She identified the data that is currently being collected to assess the expanded services. Kathleen Moberg concluded by commending the student services' professionals for implementing the initiatives within the required mandated timeline.

Kathleen Moberg answered a question about the stability of the funding used to hire staff to perform the required services. She responded that it is a concern as the state has already made some reductions and the college may not be able to sustain the services. Kathleen Moberg serves as the President-Elect for the California Chief Student Officers and will voice this concern at the Chancellor's Office level. She said it is not sustainable for a small college although it is essential for success.

Kathleen Moberg was asked questions about student housing and international students.

(c) Integrated Plan (Basic Skills Initiative /Student Equity/Student Success and Support Program)

Eduardo Cervantes, Coordinator of TRIO/MESA presented the Integrated Plan. He said this is requirement of the Chancellor's Office and will be placed on the December agenda for approval consideration. He said many of the items that Kathleen Moberg reviewed are included in this plan. Eduardo Cervantes identified the five (5) goals common to each mandate. They are multiple measures, acceleration, guided pathways, cross discipline counselor resources, and professional learning.

(d) Draft Strategic Plan FY 2017 - 2018 Through FY 2021 – 2022

Kathleen Rose presented the work of the college's Strategic Planning Committee. She said this is a traditional five (5) year plan. It will be placed on the December agenda for approval

consideration. She said the next step is to assess the plan to determine how the college is doing in funding and reaching the goals. The committee will meet to prepare a three (3) plan aligned with the Educational Master Plan and also the upcoming Facilities Master Plan. Kathleen Rose said in discussions it was determined that a three (3) plan will be more operational for the district.

- (e) Election of Board of Trustee Officers at December 12, 2017 Meeting  
Laura Perry asked trustees to start thinking about new officers that will be elected at the December 12, 2017 meeting and take office at the January 9, 2018.

### III. ACTION ITEMS

#### 1. New Business

##### **ACTION ITEM III.1 (O) MOVED FORWARD ON AGENDA**

##### **(o) Ratification of GCFA Tentative Agreement**

MSC (/M. Dover/W. Glines) to approve pending a positive vote from GCFA on Wednesday, 15, 2017.

Discussion: Ken Wagman thanked the board on behalf of the faculty for their willingness to take this vote pending GCFA approval.

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

##### (a) Curriculum

MSC (K. Child/W. Glines) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

##### (b) BoardDocs Pro Software Contract

MSC (J. Brusco/W. Glines) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

##### (c) GECA MOU Renewal

MSC (L. Lois/W. Glines) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- \* (d) Resolution #1032 Authorizing the Issuance of Gavilan Joint Community College District (Santa Clara and San Benito Counties, California) 2015 General Obligation Refunding Bonds  
MSC (D. Chavez/L. Locci) to approve

Discussion: Kathleen Rose thanked both Fred Harris and Wade Ellis for their work on refunding/refinancing 2004 General Obligation Bonds. She said it's a large savings to the taxpayers in our district. Fred Harris said the interest rate for the \$27,115,000 (Series A and D) being refinanced is reduced from 5.69% to 3% resulting in \$7 million dollars of interest savings. This is the 2<sup>nd</sup> refunding of the 2004 general obligation bond; Series C was refinanced in 2015. He said proper financial management of the Measure E bond funds has resulted in total interest savings to the taxpayers of \$10.5 million.

Roll Call Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (e) Mariposa Peak Ranch: Mitigation Consultant Fees for Fairview Corners  
MSC (W. Glines/M. Dover) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (f) Gymnasium Flooring and Bleachers, Change Order #3  
MSC (W. Glines/M. Dover) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (g) Gavilan Swimming Pool Renovation, Change Order #4  
MSC (W. Glines/M. Dover) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (h) Notice of Completion for the Coyote Valley Educational Center, Off Site Improvements  
MSC (W. Glines/J. Brusco) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (i) Quarterly Financial Status Report, CCFS 311 Q at June 30, 2017  
MSC (W. Glines/J. Brusco) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.



0 Noes

- (j) **REVISED** Annual Financial and Budget Report, CCFS 311  
MSC (W. Glines/J. Brusco) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (k) Quarterly Financial Status Report, CCFS 311 Q at September 30, 2017  
MSC (W. Glines/M. Dover) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (l) Agreement between the Child Development Training Consortium and Gavilan College for the 2017-2018 school. Agreement #17-18-2838  
MSC (W. Glines/M. Dover) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (m) Agreement between CA Early Childhood Mentor Program and Gavilan College for the 2017-2018 school year. Agreement #CN170146  
MSC (K. Child/J. Brusco) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (n) Budget Planning Calendar  
MSC (K. Child/J. Brusco) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.

0 Noes

- (o) Ratification of GCFA Tentative Agreement – Moved Forward Before Action Item III.1  
(a) Curriculum**

- (p) PG&E Interconnect Agreement for Solar PV Carport Project  
MSC (W. Glines/J. Brusco) to approve

Vote:

7 Ayes: Jonathan Brusco, Kent Child, Mark Dover, Walt Glines, Rachel Perez, Laura Perry, Lois Locci, (Daniel Chavez – student trustee) to approve.  
0 Noes

IV. CLOSING ITEMS

1. The next regularly scheduled Board meeting is December 12, 2017, **Student Center Lounge**.
2. Adjournment – The meeting was adjourned at 9:15 p.m.