

**Minutes of the Regular Meeting of the Board of Trustees  
San Mateo County Community College District  
July 26, 2017, San Mateo, CA**

**The meeting was called to order at 5:00 p.m.**

**Board Members Present:** President Thomas Mohr, Vice President Richard Holoher, Trustee Maurice Goodman (via telephone), Trustee Dave Mandelkern, Trustee Karen Schwarz

**ANNOUNCEMENT OF CLOSED SESSION ITEMS FOR DISCUSSION**

President Mohr said that during closed session, the Board will (1) hold a conference with legal counsel regarding two cases of existing litigation and one case of potential litigation as listed on the printed agenda, (2) hold a meeting with agency labor negotiator Kathy Blackwood; the employee organization is AFT, and (3) review contracts for public employees as listed on the printed agenda.

**STATEMENTS FROM THE PUBLIC ON CLOSED SESSION ITEMS ONLY**

None

**RECESS TO CLOSED SESSION**

The Board recessed to Closed Session at 5:00 p.m.

**RECONVENE TO OPEN SESSION**

The Board reconvened to Open Session at 6:13 p.m.

**Board Members Present:** President Thomas Mohr, Vice President Richard Holoher, Trustee Dave Mandelkern, Trustee Karen Schwarz, Student Trustee Alfredo Olguin Jr.

**Others Present:** Chancellor Ron Galatolo, Executive Vice Chancellor Kathy Blackwood, Skyline College President Regina Stanback Stroud, College of San Mateo Vice President Jennifer Hughes, Cañada College Interim Vice President, Instruction David Johnson

**PLEDGE OF ALLEGIENCE**

**DISCUSSION OF THE ORDER OF THE AGENDA**

None

**MINUTES**

It was moved by Vice President Holoher and seconded by Trustee Mandelkern to approve the minutes of the meeting of June 28, 2017. The motion carried, all members present voting Aye.

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to approve the minutes of the meeting of July 12, 2017. The motion carried, all members present voting Aye.

**STATEMENTS FROM EXECUTIVES AND STUDENT REPRESENTATIVES**

Chancellor Galatolo said District Academic Senate President Leigh Anne Shaw is on vacation and will be back for the meeting of August 9. She submitted a message to the Board regarding the Academic Senate's focus for the fall and copies have been placed at Board members' places on the dais.

**STATEMENTS FROM THE PUBLIC ON NON-AGENDA ITEMS**

Maxine Turner, a member of the public, referenced a newspaper article about the Friends of San Mateo Gardens lawsuit coming to an end. She said she previously requested that she be provided the cost to the District to take the case to the Supreme Court and asked that this information be provided.

José Nuñez, Vice Chancellor of Facilities Planning, Maintenance and Operations, displayed the plaque provided to the District for receiving the APPA Sustainability Award for 2016. He said this is a very prestigious award and he congratulated Joe Fullerton, Energy and Sustainability Manager, and his team.

## **NEW BUSINESS**

### **APPROVAL OF PERSONNEL ITEMS: CHANGES IN ASSIGNMENT, COMPENSATION, PLACEMENT, LEAVES, STAFF ALLOCATIONS AND CLASSIFICATION OF ACADEMIC AND CLASSIFIED PERSONNEL (17-7-2A)**

It was moved by Vice President Holober and seconded by Trustee Schwarz to approve the items in board report 17-7-2A. The motion carried, all members present voting Aye.

### **APPROVAL/RATIFICATION OF DISTRICT ADMINISTRATOR CONTRACTS (17-7-3A)**

It was moved by Trustee Schwarz and seconded by Vice President Holober to approve/ratify the administrator contracts. David Feune, Director of Human Resources, said that per board report no. 17-7-3A, and as required by California Government Code 54953 effective January 1, 2017, he will provide an oral summary of the executive and administrator employment contracts. He proceeded to read the monthly compensation for each employee listed on the board report.

Maxine Terner said she believes the Chancellor's compensation is out of line with other college districts' chancellors. She questioned what metrics are used for evaluation when determining salaries. She said the District has major problems now that could cost a considerable amount in the future.

Student Trustee Olguin said the salaries are astounding to him. He said many of the District's students do not have adequate housing and transportation. He questioned whether salaries or programs would be sacrificed if there were another recession. He said he hopes resources will be used for students.

Trustee Mandelkern said he appreciates the public comments on this issue. He said the Board has also received a number of communications from the public on this topic and this naturally raises questions and concerns. He said he takes his role as a steward of public funds very seriously and studies items carefully. He said he would like to address some of the claims and comments that have been made. Trustee Mandelkern said a number of emails cite data from Transparent California which claim that the Chancellor's compensation has increased by \$117,000 over the past three years. He said District payroll records, provided by Executive Vice Chancellor Kathy Blackwood, indicate that compensation for the Chancellor from 2013 through 2016 has actually increased by somewhat less than \$50,000 over these years. Regarding comparability with other community college districts in the Bay Area or in the State of California, Trustee Mandelkern said he is not aware of any organization that has renegotiated compensation to market rates every year for every employee. He said he believes the general assumption is that increases in pay come with longevity. He said the Chancellor has been with the District for 17 years. In some years, the Chancellor has received no increase in compensation and in some other years increases have been 5.67% (the highest), 4.13%, 4.72%, 3.76% and this year's increase of 2.82%. Trustee Mandelkern said that when he ran for the Board in 2003, he made a commitment that compensation for all employees should be fair and that increases should be proportionately equal across all employee groups. He said that for as long as he has been on the Board, every group has received the same percentage increase and he believes this is fair.

Vice President Holober said he appreciates the public comments made at this meeting and the emails with similar comments. He said he would like to clarify an item regarding comparability. He said there is a very widespread practice in the public sector in California of providing "walking-around money" which consists of stipends, car allowances, etc. He said the District eliminated this practice a few years ago with a few small exceptions as noted by Mr. Feune. Vice President Holober said he believes the law requiring a public reading of salaries is good because the public has a right to this information. However, to get a clear picture it should be clarified that the disparity between the increase in salary and what was reported in a local newspaper is due to "walking-around money" that was previously being paid but is now reflected in the salary. He said he believes many other districts are not following the same practice of transparency; therefore, while a salary may appear to be lower, stipends can add up to as much as \$100,000. Vice President Holober said this is information that can be accessed by the public, but is not obvious to a casual observer. He said he believes the District is doing something that is more transparent than many other surrounding districts.

Trustee Schwarz said all employee groups receive the same percentage increase and it is their prerogative to determine how to distribute the money in terms of salary, benefits, etc. She said the Board made a commitment that non-represented employees would also receive the same amount. She said neither the Chancellor nor any other employee has ever been given an extra increase. Trustee Schwarz said it is important to consider that most of the District's administrators, including the Chancellor, have been with the District for a long time and that increases accumulate over time. She said it is not valid to compare the Chancellor's salary with the Chancellor of City College of San Francisco

who has just assumed that position in the past year. Likewise, she said it is not valid to compare the Chancellor's salary with that of a chancellor who leads a one-college district. She said the Chancellor is responsible for the leadership of three colleges and she believes he leads very well. Trustee Schwarz said all of the employee groups except one have accepted the percentage increase that was offered. She said she believes it is fair that all groups receive the same increase and she is happy that the District can do this for employees.

President Mohr said he concurs with the comments made by the other three trustees. He said that when "walk-around money" is backed out, salaries become much more comparable. He said other factors to consider are the longevity of the Chancellor, the prestige that the District commands as one of the best, if not the best, district in the state, and the leadership of the Chancellor who is very highly regarded by other community college presidents, chancellors and the State Chancellor. President Mohr said he has observed the impact of leadership in various settings and noted that whoever sits in the Chancellor's chair is responsible for the vision, energy and devotion to duty that everyone in the District brings to bear. Therefore, the Board must be very careful who they place in that chair and who they place in the three college presidents' chairs because that is where partnerships with faculty and staff are formed around the strategic plan and goals. President Mohr said the organization is complex, with three colleges, and the Chancellor must bring everyone together in a constructive, positive partnership that focuses on teaching and learning. He said there will be stumbles along the way, but the accomplishments over the last 20 years are truly remarkable and are the result of leadership.

Monica Malamud, Professor of Spanish at Cañada College and President of AFT Local 1493, pointed out that the faculty contract has not been settled. Regarding the salaries that were announced, she said she noticed cases in which employees are at Step 6 but have not been with the District for six years. She said her understanding is that employees move up one step per year and she asked for an explanation of these cases. Trustee Mandelkern said he believes the explanation is that not every employee begins at Step 1. Chancellor Galatolo and Executive Vice Chancellor Blackwood confirmed that this is the case.

After this discussion, the motion to approve/ratify the contracts carried, all members present voting Aye.

#### **APPROVAL OF CONSENT AGENDA**

President Mohr said the consent agenda consists of board reports 17-7-1CA through 17-7-9CA as listed on the printed agenda. Trustee Schwarz asked that items 17-7-6CA and 17-7-7CA be removed from the consent agenda for further discussion. Trustee Mandelkern asked that item 17-7-9CA be removed as well. It was moved by Vice President Holoher and seconded by Trustee Mandelkern to approve the remaining items on the consent agenda. The motion carried, all members present voting Aye.

#### **APPROVAL OF SOLE SOURCE PURCHASE OF A SIMULATOR MANNEQUIN FOR THE RESPIRATORY CARE PROGRAM AT SKYLINE COLLEGE FROM GAUMARD (17-7-6CA)**

It was moved Trustee Schwarz and seconded by Trustee Mandelkern to approve the purchase as detailed in the report. Trustee Schwarz asked when the determination was made that the simulator mannequin was needed. President Stanback Stroud said the Respiratory Care program recently went through the accreditation process which included identifying instruction, facilities and personnel needs. During the review, which followed the first year of the baccalaureate program, a need for this equipment was identified. After this discussion, the motion carried, all members present voting Aye.

#### **AUTHORIZATION OF THE USE OF CSU FULLERTON CONTRACT TO PURCHASE STUDENT SUCCESS COACHING, PROGRESS TRACKING AND REPORTING SERVICES FROM INSIDETRACK (17-7-7CA)**

It was moved by Vice President Holoher and seconded by Trustee Schwarz to authorize use of the contract as detailed in the report. Trustee Schwarz asked if this request is related to the METaS program as described in President Claire's written executive report. Vice President Jennifer Hughes said the request is related to the METaS program for which College of San Mateo received a grant. After this discussion, the motion carried, all members present voting Aye.

#### **ADOPTION OF RESOLUTION NO. 17-10 REGARDING BOARD ABSENCE (17-7-9CA)**

It was moved by Vice President Holoher and seconded by Trustee Mandelkern to adopt Resolution No. 17-10. Trustee Mandelkern said he asked that this item be removed from the consent agenda to allow the Board member affected by the resolution to abstain as is customary. After this explanation, the motion carried, with Trustee Schwarz abstaining and the remainder of Board members present voting Aye.

## **Other Recommendations**

### **APPROVAL OF REVISIONS TO BOARD POLICIES: 2.06, BOARD POLICIES AND ADMINISTRATIVE PROCEDURES AND 2.07, POLICY DEVELOPMENT (17-7-100B)**

It was moved by Trustee Mandelkern and seconded by Vice President Holober to approve the revisions as detailed in the report. Vice President Holober noted an error in item number 6 of Policy 2.06, pointing out that a reference to “nine areas” should be changed to “seven areas.” With this correction, the motion carried, all members present voting Aye.

### **APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT REGARDING THE MIDDLE COLLEGE AT SKYLINE COLLEGE (17-7-101B)**

It was moved by Trustee Schwarz and seconded by Vice President Holober to approve the Memorandum of Understanding. Trustee Schwarz asked if the amount that the high school district will pay the District is a good estimate of the cost to the District per student. President Stanback Stroud said the cost of food as itemized in the budget is a lesser amount than the actual cost of the food and the District subsidizes the difference.

Trustee Mandelkern said he is delighted that there is now a thriving Middle College program at Skyline College along with the programs at Cañada College and College of San Mateo and that there is continuing support from the feeder high school districts. Chancellor Galatolo commended the Board for being willing to underwrite the program at Skyline College for the first two years because grant money was not available. President Stanback Stroud also thanked the Board for their commitment and support of the Middle College program. She acknowledged the leadership of Mary Gutierrez, Dean of Language Arts/Learning Resources and Dr. Ray Jones, Director of the Middle College program.

Kimberlee Messina, Interim Vice Chancellor of Educational Services and Planning, discussed data on Middle College students Districtwide. The data shows that the successful course completion rate for underserved students in the Middle College programs is higher than it is for students overall. Middle College students have accrued a significant number of college credits and are graduating with almost half of the units they need for an associate degree. Vice Chancellor Messina said the data is particularly gratifying because the program was designed for students who are at risk for dropping out of high school.

Trustee Schwarz said her impression is that Cañada College has promoted the ability to earn college credits through the Middle College program while the emphasis at Skyline College has been on finishing high school. President Stanback Stroud said it is correct that Skyline College was not as outspoken about the program being a quick means to earn an associate degree. However, the message has been changed after talking with parent groups and others.

President Mohr said he has talked with many students who chose to leave a traditional high school and enroll in a Middle College program. He said students report many reasons for attending Middle College, but one thing most have in common is feeling uncomfortable in the high school setting, often for social reasons. President Mohr said he has heard college professors remark on how much they enjoy the energy and participation of Middle College students. He noted that a large number of students in student governance at Cañada College are Middle College students.

After this discussion, the motion carried, all members present voting Aye.

### **APPROVAL OF AGREEMENT WITH SAN MATEO UNION HIGH SCHOOL DISTRICT REGARDING THE MIDDLE COLLEGE AT SKYLINE COLLEGE**

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to approve the Agreement. The motion carried, all members present voting Aye. President Mohr said this agreement makes it possible for students at Capuchino High School in San Bruno to attend the Middle College at Skyline College.

## **INFORMATION REPORTS**

### **REPORT ON ELECTRIC VEHICLE CHARGING STATIONS (17-7-3C)**

President Mohr said Vice Chancellor Nuñez and Joe Fullerton, Sustainability Manager, were available to answer questions. Trustee Mandelkern asked if the grant from the Bay Area Air Quality Management District (BAAQMD), in the amount of \$98,000, covers the cost of installation of the new charging stations. Mr. Fullerton said the BAAQMD grant and other grants have generally covered the infrastructure costs but the District is responsible for installation costs. Trustee Mandelkern asked what percentage of the total cost is covered by grants. Mr. Fullerton said the grants cover approximately 75% of the overall cost of the project. Chancellor Galatolo noted that the BAAQMD grant requires a

match of at least 25%. Vice Chancellor Nuñez said the grants help offset costs of a project that the District had planned to complete in any case.

Vice President Holober noted that the District only recently started assessing a fee for the use of the charging stations and the first four hours are free of charge. He asked about supply and demand, i.e. whether there is currently a shortage of charging stations. Vice Chancellor Nuñez said there is no longer a shortage because of the installation of the new stations. Mr. Fullerton said the industry standard recommends doubling the number of stations when the utilization rate reaches 75-80%. He said the District did that using the BAAQMD grant. He said utilization has dropped to approximately 50% but is climbing steadily. Trustee Mandelkern offered anecdotal evidence, stating that prior to the installation of additional stations, it was very difficult to get access to a charging station at the District Office. He said that with the additional stations, getting access is easier. President Stanback Stroud said that prior to installation of the new stations, the shortage at Skyline College was serious enough that users formed an email group to remind people to move their cars so that others could access the stations.

Regarding the assessment of fees for usage, Mr. Fullerton clarified that the first four hours are free only for students, staff and faculty. He said members of the public are assessed a fee of \$0.35 per kWh. Vice President Holober said incentives are a good way to encourage the growth of an industry or sector. He said that at some point, the industry or sector becomes mature and should no longer need that kind of incentive. He said he wonders if the moment is approaching where paying for charging stations becomes part of the ownership and operation of an electric vehicle. Mr. Fullerton said the Sustainability program has formed a bridge with Human Resources and use of the stations is being offered as an employee benefit. Vice Chancellor Nuñez said he believes that free usage for faculty, staff and students was a Board directive. He said it can be re-evaluated and modified at the Board's discretion.

President Mohr thanked Vice Chancellor Nuñez and Mr. Fullerton for the information they provided on this timely issue.

### **COMMUNICATIONS**

None

### **STATEMENTS FROM BOARD MEMBERS**

Trustee Mandelkern said the announcement by the President earlier today of a ban on transgender people serving in the military reminded him of the George Santayana quote, "Those who cannot remember the past are condemned to repeat it." He said he feels the announcement represents a move back to the 1980s and early 1990s with the "Don't Ask, Don't Tell" policy. He said that policy was eventually changed and the military did not cease to be effective. He said there are examples of thousands of transgender people who have served with great honor, dignity and valor and are now being told they are not welcome to serve. Trustee Mandelkern said he would like to believe the country is making progress in addressing social change in particular. He said that if welcoming progress means being labeled a progressive, he is happy to accept the label.

Trustee Mandelkern said he believes there is a backward movement in terms of revisiting issues that the Board has visited in the past. He said one issue concerns allowing organizations that discriminate to come onto the campuses. He said the Board discussed this issue when people of various sexual orientations were not welcomed in the military services and, now again, there is a policy that is openly discriminatory against certain members of the San Mateo County community served by the District. Trustee Mandelkern said he feels duty-bound to raise the question of whether the District will continue to welcome the military services, which he fully supports and honors, onto the campuses to recruit students. He said he believes there should be further discussion and feedback on the policy regarding recruiting by discriminatory organizations. Chancellor Galatolo said this will be brought for discussion at a future meeting.

Vice President Holober referred to the request made during statements from the public on non-agenda items regarding a matter of litigation that is now concluded. He said the cost of the litigation should soon be known and asked that the request for information be honored and also shared with the Board as soon as the costs are known.

Trustee Schwarz said she serves on the board of the Redwood City Library and reported that the Library partnered with The Big Lift on a summer enrichment program for preschoolers. She said several schools throughout San Mateo County participated in the program. She said she attended the graduation ceremony at her neighborhood school and was impressed to hear that in only five weeks, the students progressed two months ahead of what they will be doing in kindergarten.

President Mohr thanked Trustee Mandelkern for his comments regarding the ban on transgender people serving in the military. He said they are timely and appropriate and align well with the values statement of the Board.

President Mohr said he attended a graduation ceremony for elementary and high school students who received math tutoring through their church, the AME Methodist Church in San Mateo. He discussed the importance of the sequencing of courses throughout the elementary, middle school, high school and college levels and the importance of all levels working together.

President Mohr said the Automotive Technology program at Skyline College was recognized by the State Chancellor's Office as one of the strong workforce stars in all 112 of the California community colleges. He said 70% of the students completing the program have acquired a living wage and 90% have found work within or close to their field of study.

President Mohr said Babcock Wilcox manufactures nuclear fuel elements, cores and other nuclear reactor parts. During a conversation with his son, who is an engineer at Babcock Wilcox, President Mohr learned that the company employs 800-900 technicians and has partnered with area community colleges to train the technicians in the skills they need.

**ADJOURNMENT**

The meeting was adjourned by consensus at 7:35 p.m.

Submitted by

Ron Galatolo, Secretary

Approved and entered into the proceedings of the August 9, 2017 meeting.

Richard Holober  
Vice President-Clerk