

**Minutes of the Regular Meeting of the Board of Trustees  
San Mateo County Community College District  
March 28, 2018, San Mateo, CA**

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

**Board Members Present:** President Richard Holober, Vice President Maurice Goodman, Trustee Dave Mandelkern, Trustee Thomas Mohr, Trustee Karen Schwarz

**ANNOUNCEMENT OF CLOSED SESSION ITEMS FOR DISCUSSION**

President Holober said that during Closed Session, the Board will hold a conference with legal counsel regarding three cases of existing litigation and one case of potential litigation 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 5:01 p.m.

**RECONVENE TO OPEN SESSION**

The Board reconvened to Open Session at 6:00 p.m.

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

**Others Present:** Chancellor Ron Galatolo, Executive Vice Chancellor Kathy Blackwood, Skyline College Vice President of Administrative Services Eloisa Briones, College of San Mateo President Michael Claire, Cañada College President Jamillah Moore, College of San Mateo Academic Senate President Jeramy Wallace

**PLEDGE OF ALLEGIENCE**

**DISCUSSION OF THE ORDER OF THE AGENDA**

None

President Holober announced that President Claire has requested that this meeting be adjourned in memory of Michael Perkins, a College of San Mateo student who tragically died in an automobile accident over the past weekend. The Board agreed unanimously to do so.

**MINUTES**

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to approve the minutes of the meeting of February 28, 2018. The motion carried, all members voting Aye.

It was moved by Trustee Mohr and seconded by Trustee Schwarz to approve the minutes of the meeting of March 14, 2018. The motion carried, with Trustees Holober, Mohr and Schwarz voting Aye and Trustees Goodman and Mandelkern abstaining.

**STATEMENTS FROM EXECUTIVES AND STUDENT REPRESENTATIVES**

Skyline College Vice President Briones thanked those who participated in the President's Council Breakfast. She said the College was able to generate the revenues that were projected.

College of San Mateo President Claire thanked the Board for recognizing Michael Perkins. He said Mr. Perkins was a popular young man who knew everyone on campus. He said he is reaching out to the family to offer support. President Claire said a faculty member spent the first day of his vacation with another student who survived the accident. He said this reflects what goes on every day at each of the Colleges among faculty, students and staff.

President Claire said that approximately one and one-half years ago, he brought concerns to the Board regarding the inability to staff the nursing program with full-time faculty. He said the program is now fully staffed and at this meeting, the Board is being asked to approve the appointment of a new Director of Nursing, Dr. Enna Trevathan. Dr. Trevathan currently serves as Associate Dean for Educational Outreach at the University of San Francisco. She has worked in a variety of hospitals as both a nurse and manager. She received her Associate Degree in Nursing from a California community college.

Cañada College President Moore thanked President Holober for giving the welcome address at the recent Awareness Summit and she thanked Trustee Mohr and Trustee Schwarz for attending the Summit. She thanked Chancellor Galatolo and Trustee Mohr for attending the retirees' luncheon, which was held at Cañada College. President Moore said Skyline College President Regina Stanback Stroud presented an excellent keynote address at the Women's Leadership Conference, which was hosted by Cañada College on March 24.

College of San Mateo Academic Senate President Wallace reported that District Academic Senate President Leigh Anne Shaw and three Senate appointees – Professor Joe Mangan from College of San Mateo, Professor Rebekah Taveau from Cañada College and Professor Kate Browne from Skyline College – attended the Faculty Hiring Institute in Sacramento held by the Center for Urban Development. He said President Shaw reports that this was a very impactful experience and she looks forward to making resolutions based on their learning at the Institute.

Christine Abella, Vice President of the Associated Students of Skyline College (ASSC) said a primary focus this year has been student advocacy. She said students are being encouraged to become involved through voting and engaging in political issues. Ms. Abella said one of the first issues the ASSC addressed was the blackface incident that occurred on the campus last year. Amirah Tullock, ASSC Senator and Chair of the Student Equity Committee, said the incident affected many students very deeply. She said the ASSC wanted to make sure that students did not feel ignored and that their concerns would be addressed. Working with fellow students, the Skyline College Academic Senate, and Director of Student Development Amory Cariadus, the ASSC Board unanimously adopted a resolution on “Commitment to Student Equity” in October 2017. Ms. Tullock read the resolution and said it will help keep equity as a focus at the College now and in the future. Vice President Goodman said that over the last few weeks, the country has seen the influence and power of the young voice. He said he is immensely proud to see Ms. Tullock and other young adults at Skyline College taking leadership roles throughout the process over the last year. He commended Ms. Cariadus and the Academic Senate for helping to provide opportunities for students to have a voice. Trustee Mohr said he would like to invite the equity leaders and student leaders from the Colleges to participate in the next Board discussion on race, class and privilege. He said there are a number of matters students would like to see addressed as outlined in the ASSC resolution and a discussion would accord them the opportunity to outline the status of their recommendations and inform the Board of the support they need. Trustee Schwarz commended the students for the work they are doing in equity. She said she looks forward to having students from all three Colleges included in future discussions.

Ms. Abella said recent ASSC events included participation in the National School Walkout in solidarity with students in Parkland, Florida and a Women's History Month reception. She said the ASSC hopes to hold safety education workshops on April 20 in coordination with the Public Safety Department to honor victims of the 1999 Columbine High School shootings. The workshops will address anti-violence on campus and public safety protocols. In addition, leadership training opportunities are available to strengthen community and public service.

Ms. Abella said ASSC students serve on District and College participatory governance committees, task forces and work groups. Clubs are also a major part of campus life. There are 44 active clubs, including four new clubs – Middle College Student Council, National Society of Black Engineers, Programming Club, and Yogis.

Leandro Torres Mantilla, ASSC President, said student leaders attended the annual ASSC Leadership Retreat in January, where they participated in activities that allowed them to get to know each other better and communicate more effectively. He said activities during the semester included the Cyclone Gita Relief Fundraiser, a Valentine's Day event focusing on healthy relationships and personal responsibility, and a Lunar New Year Celebration. Upcoming events will include a College Lecture Series presentation by Rosa Clemente, Asian Heritage Festival, Day of Silence to celebrate the LGBT community, and Pacific Heritage Day. ASSC elections will be held from April 30 to May 3.

Trustee Schwarz asked for more information on the Middle College Student Council. Ms. Abella said this new club is composed of Middle College students whose focus is to engage more fully with other students on campus. Trustee Schwarz asked how recipients of fundraising activities are chosen. Ms. Abella said the Cyclone Gita Relief Fundraiser

was chosen because many Skyline College students are natives of American Samoa and this fundraiser could help their communities.

Trustee Mohr congratulated the ASSC students on their accomplishments. He said much learning goes on beyond the classroom, led by students themselves, and this is an essential part of the educational process.

Student Trustee Olguin thanked the student leaders for all of their hard work.

President Holober thanked the students for their informative report and for all they do for Skyline College.

Chancellor Galatolo recognized audience member Kalimah Salahuddin, who is a member of the Jefferson Union High School District Board of Trustees and a recent inductee into the San Mateo County Women's Hall of Fame. Ms. Salahuddin is the mother of Amirah Tullock who presented the resolution on Commitment to Student Equity.

**BOARD SERIES PRESENTATION – INNOVATIONS IN TEACHING, LEARNING AND SUPPORT SERVICES: RESOLUTIONS ON EQUITY FROM CAÑADA COLLEGE AND COLLEGE OF SAN MATEO (18-3-3C)**

Dr. Rebekah Taveau, Faculty Coordinator of the Academic Committee for Equity and Success (ACES) and ESL Professor at Cañada College, said the writing of the Cañada College Resolution on Equity was coordinated by ACES in collaboration with the Classified Senate, Academic Senate, Associated Students of Cañada College, and the Cañada College community. She said there was great support from the College administration as well. Professor Taveau read the College's Resolution on Equity.

Professor Jeramy Wallace said the College of San Mateo Academic Senate started working on their resolution last fall, thinking about how they could leverage the 10 + 1 purview to promote equity. He said the Senate realized that many faculty, staff and students on campus did not quite understand what educational equity means. Therefore, they decided to create a resolution that defines educational equity and can be used as a foundation for future equity work. This semester, the Academic Senate has decided to include an equity statement in the syllabi beginning next fall. The Senate is currently working on changes to program review to make it more equity focused. Professor Wallace thanked the Academic Senate Equity Task Force – Mike Sherer, Peter von Bleichert, Allie Fasth, Stephanie Roach, Student Body President Colby Riley and Director of Equity Jeremiah Sims. He also thanked President Claire and his Cabinet for their support and Professor Kate Browne and the Skyline College Academic Senate for starting the conversation last summer. Professor Wallace read the College of San Mateo Academic Senate's Resolution, "Commitment to Educational Equity at College of San Mateo."

Trustee Mohr said two things stood out to him during the readings of the resolutions: (1) the call for the Board to examine policies to see which might be strengthened or created to be supportive of the elements outlined in the resolutions, and (2) the emphasis on delivery of curriculum, which is the most important part of the mission of a community college.

Vice President Goodman said the fact that the Academic Senates took the lead in creating an environment in which conversations on equity can take place speaks volumes. He commended the leadership of the Academic Senates, starting with Skyline College and blossoming from there. He said that in addition to matters of policy and delivery of instruction, they are also sending a very powerful message about what we as a District will and will not stand for. Vice President Goodman said he hopes that the entire educational community gets this message.

Trustee Schwarz said the word that comes to mind while listening to the resolutions is "inclusive." She said the Board started the conversation on equity some time ago and it has grown as the Academic Senates, students, staff and faculty have come to join in the conversation. She said it makes her feel that we are now inclusive as a District and understand what is important to students, employees and their families, as well as understanding what we will and will not accept. Trustee Schwarz said she is proud of the work that has been done and is confident that the conversations will continue.

Student Trustee Olguin said the discussions on equity have an impact on how students feel on their campuses. He thanked the Academic Senates and the students who have participated in the conversations. He said it is now important that the discussions be followed by actions. He said it is also important to find ways to spread the message to the broader San Mateo County community.

President Holober said the presentations on equity have covered a great deal of territory and have been expressed in different ways. He said recommendations have been presented to the Board, including recommendations by students. He said the recommendation to infuse equity issues into 10 + 1 topics sounds like a good way to give life to the issue. Keeping in mind that the Board gives deference to the participatory governance process, President Holober said he would like to know where the process stands in terms of bringing concrete plans for action to the Board, particularly with regard to the statement of recommendations formulated by Skyline College faculty and staff which were presented to the Board in August 2017. He said the statement included recommendations on curriculum, flex day workshops and other training.

Eugene Whitlock, Vice Chancellor of Human Resources and General Counsel, said he is a member of the Districtwide EEO Committee, along with members of the Academic Senate and bargaining units. He said the Committee has been working on developing a Districtwide program on equity in which all current and new employees would be required to participate. He said the Committee has developed a blueprint for what the courses would contain and how the program would be rolled out to faculty, staff and administrators. He said the Committee hopes to launch the program in spring of next year. Vice Chancellor Whitlock said innovation funding has been requested for the program.

Chancellor Galatolo said some of the recommendations made by both students and the Academic Senates concern curriculum and curriculum development. He said this is largely within the purview of faculty and the District is seeking guidance from them. Professor Kate Williams Browne, President of the Skyline College Academic Senate, said all of the Academic Senates have been working together and have been working hand-in-hand with students. Regarding curriculum, Professor Browne said Skyline College, under the direction and leadership of Dr. Tammy Robinson, is taking action to build an ethnic studies program that has a focus on social justice. At the same time, President Stanback Stroud, Vice President of Instruction Jennifer Taylor-Mendoza, Guided Pathways representatives and the Academic Senate have worked to create a request for innovative funding to focus on the Multicultural Center and a robust program that will work with students under the leadership of Lasana Hotep, Dean of Student Equity and Support Programs.

Professor Taveau said the resolution presented earlier was coordinated by the Cañada College Academic Committee for Equity and Success in close coordination with the Academic Senate. She said faculty, staff and administrators worked together on the resolution and now the group wants to continue working together to set up a plan for enacting some of the recommendations. She said they are currently working on seeking an equity position at the College.

Professor Wallace said that in addition to the syllabus statement mentioned earlier, College of San Mateo is focusing on professional development to make sure that faculty understand the meaning of educational equity.

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

Michele Hagggar, President of the Skyline College Classified Senate, said that during the last accreditation cycle, the accreditation team recommended that each employee group, including classified personnel and managers, have a professional code of ethics for their respective constituencies in order to be in full compliance with the Districtwide policy on ethical behaviors adopted by the Board under Policy 2.21. Ms. Hagggar said a team of classified employees from each College and the District Office has developed a statement of ethics for classified employees. She said the statement is intended to be a public declaration of the ethical underpinnings of classified employees' services to the District, its students and the community. She said the statement has gone through several rigorous iterations based on extensive research and many discussions to ensure a code that classified employees believe should be embodied in all of their interactions. She said a link to the statement will be added to Board Policy 2.21.

#### **NEW BUSINESS**

##### **APPROVAL OF PERSONNEL ITEMS: CHANGES IN ASSIGNMENT, COMPENSATION, PLACEMENT, LEAVES, STAFF ALLOCATIONS AND CLASSIFICATION OF ACADEMIC AND CLASSIFIED PERSONNEL (18-3-2A)**

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to approve the items in board report 18-3-2A. The motion carried, all members voting Aye.

**APPROVAL OF CONSENT AGENDA**

President Holober said the consent agenda consists of board reports 18-3-1CA and 18-3-2CA as listed on the printed agenda. It was moved by Vice President Goodman and seconded by Trustee Schwarz to approve the items on the consent agenda. The motion carried, all members voting Aye.

**Other Recommendations****VOTE TO ELECT MEMBERS TO THE CALIFORNIA COMMUNITY COLLEGE TRUSTEES (CCCT) BOARD, 2018 (18-3-1B)**

It was moved by Vice President Goodman and seconded by Trustee Schwarz to discuss the list of candidates and vote on a roster of candidates. The Board voted unanimously to cast its ballot for the following four candidates: Eric Payne, State Center Community College District; Greg Bonaccorsi, Ohlone Community College District; Don Edgar, Sonoma County Community College District; Suzanne Woods, Palo Verde Community College District.

**ACCEPTANCE OF 2017-18 MID-YEAR BUDGET REPORT AND APPROVAL OF BUDGETARY TRANSFERS AND INCOME ADJUSTMENTS FOR THE PERIOD ENDING DECEMBER 31, 2017 (18-3-100B)**

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to accept the budget report and approve the budgetary transfers and income adjustments. The motion carried, all members voting Aye.

**APPROVAL OF SOLE SOURCE PURCHASE OF TECHNICAL ASSISTANCE SERVICES FROM THE FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES/CAREER LADDERS PROJECT (18-3-101B)**

It was moved by Vice President Goodman and seconded by Trustee Schwarz to approve the purchase as detailed in the report. The motion carried, all members voting Aye.

**AUTHORIZATION OF SOLE SOURCE PURCHASE OF REPORTING AND ANALYTICS FROM A. LANGE CONSULTING (18-3-102B)**

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to approve the purchase as detailed in the report. Trustee Mohr said the report makes mention of the formation of a college dashboard and he asked where the dashboard can be viewed. Vice President McVean said A. Lange Consulting is the group that has assisted in the development of the Tableau Dashboard. A. Lange is also part of the expansion of the SAP Analytics platform which was first used at Skyline College and is now becoming the District standard for analytics. He said there are approximately 200 different reports that are available through this business tool. He said the primary District dashboard was built in Tableau. Trustee Mohr asked if there will be a dashboard for each College. Vice President McVean said that as part of the expansion, each College will have not only a single dashboard, but will have a set of analytical tools for all of their programs and services. Trustee Schwarz asked for an example of the services that can be analyzed with this tool. Vice President McVean said an example is the expansion of the foster youth review report, which was developed at Skyline College and is being used at all of the Colleges. After this discussion, the motion carried, all members voting Aye.

**AUTHORIZATION OF SOLE SOURCE PURCHASE OF TRANSMITTER FOR KCSM-TV REPACKING ACTIVITIES AT SUTRO TOWER (18-3-103B)**

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to approve the purchase as detailed in the report. Trustee Mandelkern said there will be approximately \$1.8 million repacking funds available after paying for this transmitter. He asked if this amount will be sufficient to cover the remainder of the repacking conversion expenses. Executive Vice Chancellor Blackwood said it will be sufficient. President Holober noted that the request is for approval of a sole source purchase; he asked if the recommended manufacturer is the only entity that can perform the repacking activities needed at this time. Marilyn Lawrence, a consultant to the District, said staff investigated three manufacturers, but the one recommended is the only one that manufactures a transmitter that will fit into the space. She said that this would have been the manufacturer of choice in any case. After this discussion, the motion carried, all members voting Aye.

**AUTHORIZATION TO UTILIZE THE LEASE-LEASEBACK DELIVERY METHOD FOR SKYLINE FACULTY AND STAFF HOUSING DEVELOPMENT (18-3-104B)**

It was moved by Trustee Schwarz and seconded by President Holober to approve the utilization of the lease-leaseback delivery method as detailed in the report. Vice President Goodman asked if the lease-leaseback method is the best option for being able to control costs. He asked if there will be any concern or exposure to the District to have the costs

increase over the amount that was already stated. Chief of Staff Mitchell Bailey said staff believes this method will allow the District to control costs in the most effective way. Chancellor Galatolo said it is cost effective because the District already has the design and it still can be competitively bid for a contractor who can use the design. He said staff cannot be certain of the cost comparisons until bids are received. He said staff intends to keep the Board apprised of any unforeseen events. Trustee Mohr asked if the Board could discuss this item at the next meeting after having had the opportunity to study it further. Mr. Bailey said staff is concerned about the timeline, as the intention is to begin the Phase I site improvement component of the project during the summer when fewer people are in the area.

Trustee Mandelkern said he is comfortable using the lease-leaseback delivery method for the project. He asked if it will be conducted under the District's existing Project Labor Agreement (PLA). Mr. Bailey said this has not yet been determined. Trustee Mandelkern said he would not be comfortable proceeding if the project did not fall under the PLA.

President Holober said that with the District's previous bonds, project lists were developed under the PLA. He said that although the housing development is not bond funded, the Board can determine how to build the project as a matter of policy. He said he believes the project is sufficiently large in scope that building it under a PLA would be in keeping with the Board's philosophy.

Chancellor Galatolo said the project will essentially be paid for with the rents being charged to employees who live in the housing development and he sees a direct correlation between the rents and the cost of the project. He said the object is to build the development in the most cost-effective way. He asked the Board to allow him some latitude to determine what the costs would be following a strict PLA versus not following a strict PLA. Chancellor Galatolo said that if the costs are materially different, he would like to ask the Board to contemplate the issue further. He said if the difference is insignificant, he believes it would make sense to use the PLA.

Trustee Schwarz said the two previous housing development were not done under a PLA and were successful. She said only a small percentage of the work was done using non-union workers. She said she believes the Board should look at a comparison of costs between using and not using the PLA. She said the housing is being developed for the benefit of employees and as rents increase, fewer faculty and staff members are able to utilize the facility. Trustee Schwarz said she is not comfortable saying that using the PLA will be required before seeing the comparison.

Trustee Mohr said he is supportive of PLAs. However, he said he believes the Board has a duty to look at costs comparatively and base their decision on what is in the best interest of the people they serve. He said he does not believe the Board can make this decision without a cost analysis.

President Holober noted that approval of this recommendation would result in the use of the lease-leaseback delivery method for the project. He asked if the next step would be to go out to general contractors to solicit their ideas and costs. Chancellor Galatolo said the District would put the project out to bid, providing the ability to look at other potential contractors in addition to SummerHill Homes.

Trustee Mandelkern said he assumed the request was solely to approve the use of the lease-leaseback delivery method for the project. He said it now seems that this is a negotiating technique to see if SummerHill Homes will give the best price and will build the project under the agreement the District currently has with them. Chancellor Galatolo said the request at this meeting is only to approve the use of the lease-leaseback delivery method. He said the next phase will be the process of choosing a general contractor and this is a different matter. He said the cost of building the housing units previously given by Summerhill Homes was an estimate. He said if SummerHill's bid is not the most cost-effective, staff will bring a recommendation for another general contractor to the Board.

Trustee Mandelkern recalled that under the current agreement, SummerHill Homes would have the option to pay an extra \$2.8 million to the District in exchange for not having to provide a prevailing wage to workers. He said he would prefer to have the work done under a prevailing wage contract or a PLA, but wondered how the potential penalty would be addressed when the bid goes out to other general contractors. Chancellor Galatolo said the project will be prevailing wage under any circumstances. President Holober said that when the Board was first discussing the adoption of a PLA several years ago, there were presentations that included various ways in which non-union contractors create the facsimile of prevailing wage without actually providing prevailing wages. He said this presents an argument in favor of using a PLA. Chancellor Galatolo said there is a commitment to use union labor whenever possible but there might be very limited exceptions. He said that if there is a material departure from the PLA philosophy, he would like to come to

the Board to say that perhaps one or two subcontractors will pay prevailing wage. He said that in this case, the District would ensure that the workforce is qualified and would certify payrolls.

Vice President Goodman asked if the recommendation is that the Board approve the use of the lease-leaseback delivery method at this meeting and have the cost comparisons brought back to the Board before moving forward. Chancellor Galatolo confirmed that the Board if being asked to approve the delivery method only at this meeting.

Trustee Mandelkern said that given the confusion on this item, he would prefer to see the cost analysis before proceeding with any votes. Vice President Goodman said that it would have been beneficial to have the cost comparisons available at this meeting in order to make a more informed decision. Trustee Schwarz said she does not believe that approving the delivery method has anything to do with comparing costs of using a PLA versus prevailing wage. Trustee Mohr agreed. He said he assumed that if the Board approved the lease-leaseback delivery method, staff would come back with a recommendation regarding the use of a PLA or prevailing wage because it has always been done this way. Trustee Mohr said this Board has always been PLA-oriented and the only reason to ponder not using the PLA would be if the cost difference is too great.

President Holober said this discussion has made it clear once again that this is an important topic. He said the Board has had an ongoing dialogue about race, class and privilege but has not talked very much about class, which is an important part of the total equation. He said he believes the District should practice what it preaches by honoring good wages and supporting a high wage, union economy. President Holober said there are many places where the District could cut costs by paying minimum wage or contracting out work; however, it has been made clear that this is not the kind of institution we want to be even if it would save money. He said money is a part of the equation but not the final decision point for him in determining the right thing to do. Chancellor Galatolo said the philosophy espoused by President Holober is one with which he and his staff agree. He said that when looking at comparison of subcontractors, there are two factors to consider: (1) the wages paid to workers and (2) the margin that the owner wants to take. He said that analyses show that the problem often is not with wages but with the margin that goes to the owner.

Trustee Schwarz said she wanted to make it clear that she is a true supporter of the PLA. She said she is very sensitive that the purpose of this project is to give employees the opportunity to live in units that they can afford. Therefore, she could sway from supporting the use of the PLA in this case, depending on the cost comparisons that will be brought to the Board.

Trustee Mohr agreed that consideration of class is important and recognized that the Board will be making decisions that impact the livelihoods of people who hopefully live in the County. He said he is generally inclined to use the PLA but believes it is a responsibility of the Board to examine the cost comparisons.

After this discussion, the motion to approve the use of the lease-leaseback delivery method carried by a vote of four to one, with Trustees Goodman, Holober, Mohr and Schwarz voting Aye and Trustee Mandelkern voting No.

**ADOPTION OF RESOLUTION NO. 18-2 IN SUPPORT OF CALIFORNIA SENATE BILL 1348: ALLIED HEALTH PROFESSIONAL CLINICAL PROGRAMS REPORTING (18-3-105B)**

It was moved by Vice President Goodman and seconded by Trustee Mohr to adopt Resolution No. 18-2. Alan Wong, a member of the public, said he is responsible for community and political affairs for SEIU-United Healthcare Workers. He said he also went to community colleges while he was in high school, enabling him to graduate from a university when he was nineteen years old. Mr. Wong said SEIU is supporting SB 1348 at the state level. He said that last year, SEIU tried to push forward a measure to provide the minimum wage for clinical trainees. This was met with opposition with the assertion that it was difficult to secure placements for community college students in hospitals. SEIU investigated the issue and found that approximately 70 percent of allied health professional trainees are trained by for-profit colleges and approximately 30 percent by community colleges. SEIU also learned that for-profit colleges might be paying to get students into clinical placements. Mr. Wong said that if hospitals continually accept these payments, community college students are squeezed out and do not have the opportunity to become allied health professionals. He said SB 1348 would require that information be made available on where students are placed and their success rates. It would also require for-profit colleges to disclose if they are paying for placements. He added that for-profit colleges probably offer less quality and charge \$15,000 to \$40,000 per year for tuition.

Trustee Schwarz thanked Mr. Wong for his comments and thanked President Holober for bringing this to the Board's attention. She said she supports adoption of the resolution.

Trustee Mohr said he believes it is important that for-profit colleges be required to adhere to the standards in the bill.

President Holober thanked Mr. Wong for providing the background to the bill. He said the Board has discussed for-profit institutions several times. He said many do a very poor job, leaving people in debt and without adequate training to find gainful employment, while taking credit for getting even minimum wage job placements. President Holober said he supports the bill and believes the data that would be made available could help students make better choices

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

**ADOPTION OF RESOLUTION NO. 18-3 IN SUPPORT OF THE MILLBRAE ELEMENTARY SCHOOL DISTRICT PARCEL TAX MEASURE (18-3-106B)**

It was moved by Trustee Schwarz and seconded by Trustee Mohr to approve adopt Resolution No. 18-3. Trustee Mandelkern said he is supportive of this measure and suggested that the Board consider supporting other County school districts' bond and parcel tax measures. President Holober said he was approached by a member of the Millbrae Elementary School District Board regarding this measure. He asked if the Board would be comfortable with placing support for other school district measures on a future agenda; there was consensus to do so. It was agreed that staff will scan the ballot and place support for bond and parcel tax measures on the next agenda. After this discussion, the motion carried, all members voting Aye.

**APPROVAL OF REVISIONS TO BOARD POLICIES: 1.30 COMPENSATION OF BOARD MEMBERS; 2.21 POLICY ON PROFESSIONAL ETHICS; 2.55 EMERGENCY RESPONSE PLAN; 2.80 RECOGNITION: HONORARY DEGREE, PRESIDENTIAL MEDALLION, NAMING OF FACILITIES; 6.90 COMMUNITY EDUCATION CLASSES; 8.07 DEBT ISSUANCE AND MANAGEMENT; 8.38 GIFTS AND DONATIONS (18-3-107B)**

It was moved by Vice President Goodman and seconded by Trustee Mandelkern to approve the revisions as detailed in the report. The Board unanimously approved the recommendations for Policies 1.30, 2.21, 2.55, 2.80 and 8.38.

Regarding Policy 6.90, President Holober said he recalled that this was brought to the Board a few months ago and was held over. Tom Bauer, Vice Chancellor of Community, Continuing and Corporate Education (CCCE), said it was brought in draft form in order to solicit initial feedback from the Board before taking it through the participatory governance process.

President Holober noted that the phrase, "are not appropriate for college credit but are appropriate to the functions of the Colleges" has been struck from paragraph 2. He said he understands that this is the general direction taken by CCCE but he is not comfortable with striking the language. He said he believes there should be a distinction between for-credit, career path and certificate path programs and programs that fall under the CCCE Department. Trustee Mohr said he believes this concern is covered in the new language in paragraph 12: "Community, Continuing and Corporate Education will offer not-for-credit, customized programs to support workforce development efforts at the Colleges. This can include the creation of programs, working collaboratively with College faculty and staff, that begin as not-for-credit programs and may develop into credit programs offered by the College." President Holober said he appreciates Trustee Mohr pointing out the language in paragraph 12. He said it is a modifier but he does not feel it is sufficient to say, "this can include the creation of programs. . ." He said he believes that striking the language in paragraph 2 was not accidental. He said he would prefer tighter language to make it clear that programs that are appropriate for for-credit may begin in CCCE provided that they transition into for-credit programs within some reasonable period of time. He said this would allow room for growth but not allow growth to go in a direction where programs that are appropriate for for-credit are not converted into for-credit programs.

Trustee Mandelkern said he was pleased to see the addition of paragraphs 5 and 6 stating that the College presidents will establish a process for reviewing CCCE courses and the District Academic Senate will also be involved in reviewing them. He said he believes this is a step in the right direction and makes the policy stronger.

Trustee Mohr said he is comfortable with the suggested revisions. He said the issue of working closely with the Colleges is important and he believes the changes indicate an attempt to work with the Colleges in a collaborative, thoughtful and expansive way.

Trustee Mandelkern asked why the language in paragraph 2 was struck and whether it would be problematic to leave the language in the policy. Vice Chancellor Bauer said the policy went through six to seven months of deliberation

during the participatory governance process and the constituencies believed that the new language in the policy addressed all concerns. He said he believes that making further revisions would negate the hard work of the participatory governance constituencies that approved the proposed revisions. Vice Chancellor Bauer noted that all courses that are brought forward have gone through the review processes established at the Colleges, through which the College presidents and all stakeholders have the opportunity to weigh in.

Vice President Goodman called the question and President Holober called for a vote. The motion to approve the revisions to Policy 6.90 carried by a vote of four to one, with Trustees Goodman, Mandelkern, Mohr and Schwarz voting Aye and President Holober voting No.

Mr. Bailey said Policy 8.07 is a new policy. He said a new state law requires districts to have a policy addressing debt issuance and management. Trustee Mandelkern asked if the language is based on a model policy from the Community College League of California. Executive Vice Chancellor Blackwood said it is based on information from the League and from the San Jose-Evergreen Community College District which has already developed its policy. She said the proposed policy was also reviewed by the District's bond counsel. President Holober asked if there is anything outlined in the proposed policy that the District is not doing already. Executive Vice Chancellor Blackwood said there are some additional reporting requirements. After this discussion, the motion to approve Policy 8.07 carried, all members voting Aye.

## **INFORMATION REPORTS**

### **STUDENT SUCCESS SCORECARD REPORT 2017 (18-3-4C)**

Aaron McVean, Interim Vice President of Planning, Research and Institutional Effectiveness, said the Board has received the most recent Student Success Scorecard report from the State Chancellor's Office for each of the District's Colleges, as required by Section 84754(d) of the Education Code. He said the District received a memo from the State Chancellor's Office indicating that the metrics for success will be changing at the state level and they will be working on a consolidation of metrics of the next year for the 2018-19 report.

Vice President McVean said the 2017 Student Success Scorecard contains metrics for cohorts of students tracked over six years, from 2010-11 to 2015-16, representing approximately six percent of District students. The metrics include completion of degrees, transfer, persistence, completion of 30 units, progression from remedial English and Math, completion of Career Technical Education, transfer level English and Math completion, and Skills Builder metrics.

Trustee Mandelkern said he appreciates the consistency of the reporting format across the three Colleges. It was noted that statewide data is included for comparison as well.

Trustee Mohr said he examined the statewide data and believes it is quite favorable for the Colleges in terms of how they are progressing. Trustee Mohr said that Vice President McVean has made a tremendous difference in the amount of data being collected by the District and the way it is being used by the District and Colleges. He said there is more data than was available previously and said the data is meaningful and solid.

## **COMMUNICATIONS**

President Holober said the Board received a letter from the assistant to the San Mateo County Civil Grand Jury, following up on the District's response to the Grand Jury report on "Safety, Security, and Emergency Preparedness on the San Mateo County Community College Campuses." A reply was sent as requested.

## **STATEMENTS FROM BOARD MEMBERS**

Trustee Schwarz said the first annual Awareness Summit at Cañada College provided an outstanding program and speakers that resulted in good questions from the audience and good dialogue. Trustee Schwarz said she was happy to attend a meeting of the Redwood City City Council at which Trustee Mohr was honored for his service to education throughout the County. She said that what Trustee Mohr did as President of Cañada College to join with the community was a great model. She said that at the same meeting, there was discussion about the City's adoption of a local minimum wage that will rise in phases to \$15 per hour by 2020. She said she was impressed that a Labor Council representative's comments in support of the minimum wage increase focused on families and helping people in the community. Trustee Schwarz said she and Trustee Mohr are the Board's representatives on the San Mateo County Community Colleges Foundation Board of Directors. She said the Foundation Board has been working on an amendment to the Master Agreement between the District and the Foundation and she would like to have this

item placed on the agenda for the next meeting. She said she would like to see the agreement finalized and to see the Foundation go through the hiring process for a new executive director.

Vice President Goodman said he recently returned from a trip to South Africa, Botswana and Zimbabwe with Vice Chancellor Eugene Whitlock. He said the trip enabled him to more fully see and understand the benefit of having international students in the classroom. He said they add great value to the classroom by sharing their stories and narratives. Vice President Goodman said he attended the Skyline College President's Breakfast and it was a wonderful event. He said he was shocked to learn that the Brothers & Sisters conference scheduled to be held at Skyline College was canceled. He said events are often designed to address the most vulnerable populations and he believes the District needs to provide the support needed for staff to make sure they happen. Vice President Goodman said there is not a great deal of awareness in the North County about the November 2018 election for trustee seats. He recommended that the District administration assist with outreach to increase awareness. President Holober requested that this item be placed on the agenda for discussion at the next meeting.

Trustee Mohr said he hopes the Board will be willing to return to the topic of transgender individuals, particularly in light of the Trump administration's attacking the role of transgender people in the military. Trustee Mohr agreed that the agreement between the District and the Foundation should be considered as soon as possible. He said a great deal of work has been done on the agreement. Trustee Mohr said he attended the Skyline College President's Breakfast and believes it was the best ever held. He said he also was present for the walkout at College of San Mateo in response to the shooting at the high school in Parkland, Florida. He said he was touched to hear President Claire speak about the human suffering caused by access to guns and the use of guns in America. Trustee Mohr complimented President Moore on the retirees' luncheon held at Cañada College. He said she reached out to let the retirees know that they are an important part of the District. He also complimented President Moore as a leader, noting that it is unusual for a leader to reach out to someone who has also been a leader at the institution. Trustee Mohr said the food voucher program started by Jai Kumar, Bookstore Manager at Cañada College, is addressing food and nutrition issues.

Trustee Mohr said the Board has expressed interest in discussing with the bargaining units in open session what their concerns and interests are prior to the beginning of negotiations, rather than having bargaining unit members request meetings with one or two trustees at a time during negotiations. There was Board discussion about what would be appropriate to address in open session vs. closed session. Trustee Mandelkern suggested that understanding the intent of the discussions is critical. Trustee Mohr said his understanding of the Board's intent is to have a healthy, interactive, respectful and collaborative conversation with people who have a genuine set of issues of which they want the Board to be aware. Trustee Mandelkern said that in the past, the Board has given latitude during the public comment section of meetings for the bargaining units to talk about their concerns. He said that placing discussions with the bargaining units on the agenda simply opens time slots instead of hearing concerns during the public comment section. Trustee Schwarz said this would be an opportunity for the Board to listen but not to negotiate. Chancellor Galatolo said he would like to see the District move toward interest based, mutual gains bargaining, meaning that prior to sunshining a contract, both the constituents and the trustees would share their respective interests in an open session format prior to the beginning of negotiations. President Holober said that at this point, trustees would be able to talk only about their individual interests. Chancellor Galatolo said it would be important to discuss interests of the Board as a whole and he said the Board has identified some of those interests in the past.

Trustee Mandelkern suggested that the bargaining units be invited to separate meetings because their concerns might be quite different. Trustee Schwarz said there might be mutual interests and it could be beneficial to have all of the bargaining units at a meeting together. It was agreed that staff will ask the bargaining units for their preference regarding this question. It was also agreed that this item will be placed on the agenda for discussion during open session at the next meeting.

Student Trustee Olguin congratulated international student Franck Yao on receiving an Outstanding Delegate Award at "The Future We Want Model United Nations: A Global Initiative for Young Leaders" conference in New York. Student Trustee Olguin said he attended the Skyline College President's Breakfast and was moved by hearing a student speak about her father's deportation. He said he is grateful to his family as he looks at where they have been and where they are now. He said he is one of only 13 percent of Latino students who transfer in three years. He said he has been accepted to the University of California, Santa Cruz. Student Trustee Olguin said it is wonderful to be a voice for students and it is an honor for him to sit on the Board.

Trustee Mandelkern congratulated Student Trustee Olguin on his acceptance to UC, Santa Cruz. Trustee Mandelkern said he was unable to attend the Skyline College President's Breakfast but he helped plan the event and heard good

things about it. He congratulated President Moore and President Stanback Stroud on the Women's Hall of Fame and Leadership Conference held at Cañada College. He said he heard good things about their presentations at that event. He also congratulated Kalimah Salahuddin on her induction into the San Mateo County Women's Hall of Fame.

Trustee Mandelkern said there has been another school shooting since the last Board meeting. He said this underscores the need for constant preparation. He said he is glad to hear the District is making progress on locks for all classroom doors. He said he agrees with President Holoher's request at the last meeting for information from other community college districts in the state about whether they have sworn and armed officers and what their experiences have been. In addition, he said he would like to learn whether there is quantitative data on whether the presence of armed officers made a difference in minimizing the consequences of attacks, stopping attacks or preventing attacks.

Trustee Mandelkern said the Department of Defense's policy toward transgender individuals is disappointing, complex and confusing. He said he would like to know what the District's policy is toward military recruiters coming to the campuses. He said it is unclear whether recruiters will talk to transgender individuals and say they can have a career in the armed forces or whether they will not consider transgender individuals because of a preconceived bias. He said this is complicated by legal actions against both the previous Department of Defense policy and the restated policy. Trustee Mandelkern said he believes the simple solution would be to ask the recruiters who want to come to the campuses what their policy is. It was agreed that this item will be added to the agenda for a future meeting. President Holoher said he heard a radio interview with a member of the Air Force who had been filled with anxiety and trepidation about what the response would be when asked if he was transgender. The response from everyone in his unit was that they were honored to serve with him.

President Holoher highly recommended the film, *Dolores*, which tells the story of Dolores Huerta. He said the film recently premiered on PBS. He said he is honored to have known Dolores Huerta for 35 years and she is one of the few people he knows personally that he considers a hero. He said she is a truly remarkable human being who is there whenever people are fighting for their freedom. He said she is the embodiment of human solidarity.

#### **ADJOURNMENT**

The meeting was adjourned by consensus at 9:15 p.m.

Submitted by

Ron Galatolo, Secretary

Approved and entered into the proceedings of the April 25, 2018 meeting.

Maurice Goodman  
Vice President-Clerk