

**Minutes of the Regular Meeting of the Board of Trustees
San Mateo County Community College District
July 25, 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 (1) hold a conference with legal counsel regarding four cases of existing litigation and one case of potential litigation as listed on the printed agenda, (2) hold a conference with real property negotiators as listed on the printed agenda, and (3) consider employee discipline, dismissal, release.

STATEMENTS FROM THE PUBLIC ON CLOSED SESSION ITEMS ONLY

None

RECESS TO CLOSED SESSION

The Board recessed to Closed Session at 5:02 p.m.

RECONVENE TO OPEN SESSION

The Board reconvened to Open Session at 6:10 p.m.

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

Others Present: Chancellor Ron Galatolo, Executive Vice Chancellor Kathy Blackwood, Skyline College President Regina Stanback Stroud, College of San Mateo Vice President of Student Services Kim Lopez, Cañada College President Jamillah Moore, District Academic Senate President Leigh Anne Shaw

PLEDGE OF ALLEGIENCE

ANNOUNCEMENT

President Holober announced that there was a request to adjourn the meeting in memory of former Trustee Tom Constantino who passed away recently. He said Mr. Constantino served on the District Board of Trustees from 1986 to 2003, eventually retiring as Board President and Trustee Emeritus. He had a very distinguished career in the military, retiring as a Marine Corps colonel after 31 years of service. He spent nearly 20 years at Visa, previously was with Bay View Bank, and served as a Congressional aide for California's 14th Congressional District. Community service was Mr. Constantino's passion and, in addition to serving on the District Board, he helped lead the Toys for Tots initiative, served on the U.S. Naval Academy admissions board and the Serra High School board, volunteered for Interplast, and belonged to the San Mateo Rotary Club. The Board agreed to adjourn the meeting in memory of Mr. Constantino.

DISCUSSION OF THE ORDER OF THE AGENDA

None

REPORT OF ACTION TAKEN DURING CLOSED SESSION

President Holober said the Board took no action during closed session.

STATEMENTS FROM EXECUTIVES AND STUDENT REPRESENTATIVES

Chancellor Galatolo said Former Trustee Constantino was an impactful individual on the Board and was an ambassador for the District. He said his passing is deeply felt by many in the District.

Skyline College President Stanback Stroud said the College was notified that it has received accreditation for the Bachelor's Degree program in Respiratory Care. She thanked Vice President of Instruction Jennifer Taylor Mendoza and Dean Ray Hernandez for all the work they did to make this possible.

Cañada College President Moore said the STEM Center has received another National Science Foundation grant in the amount of \$1.2 million, thanks to the work of Professor Carol Rhodes and Project Director Georganne Morin.

STATEMENTS FROM THE PUBLIC ON NON-AGENDA ITEMS

José Nuñez, Vice Chancellor of Facilities Planning, Maintenance and Operations, said the District will be receiving two prestigious design awards (Cañada's Kinesiology and Skyline's Environmental Studies Buildings) at the upcoming annual Community College Facilities Coalition (CCFC) Conference in September.

NEW BUSINESS

APPROVAL OF PERSONNEL ITEMS: CHANGES IN ASSIGNMENT, COMPENSATION, PLACEMENT, LEAVES, STAFF ALLOCATIONS AND CLASSIFICATION OF ACADEMIC AND CLASSIFIED PERSONNEL (18-7-2A)

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to approve the items in board report 18-7-2A. The motion carried, all members voting Aye.

APPROVAL OF THE ALLOCATION OF TOTAL COMPENSATION AND NEW SALARY SCHEDULES (18-7-3A)

It was moved by Trustee Mohr and seconded by Trustee Schwarz to approve the allocations detailed in the report. David Feune, Director of Human Resources, said that in order to comply with Government Code 54953, staff is summarizing the material terms of the proposed allocation of total compensation and new salary schedules as follows:

1. There is no allocation of total compensation for AFT. However, AFT has met with its Executive Committee and will be informing the District of its proposed allocation of total compensation in time for staff to present AFT's decision at the Board meeting in August. This timeline is consistent with the start of the academic year.
2. AFSCME members voted to allocate their 2018-19 funds entirely to the salary schedule, resulting in a 3.03% increase effective July 1, 2018. The increase is reflected in the Buildings and Grounds Salary Schedule 70.
3. CSEA members voted to allocate their 2018-19 funds to the salary schedule, resulting in a 4.17% increase effective July 1, 2018, and to the medical cap, resulting in an increase of \$30 for a single party plan, \$75 for a two-party plan and \$100 for a family plan effective January 1, 2019. The increase in salary is reflected in the Classified Salary Schedule 60.
4. Non-Represented Non-Exempt employees voted via a survey to allocate their 2018-19 funds entirely to the salary schedule, resulting in a 4.33% increase effective July 1, 2018. The increase is reflected in the Classified Professional Supervisory Salary Schedule 40 and the Confidential Salary Schedule 50.
5. Non-Represented Exempt employees voted via a survey to allocate their 2018-19 funds entirely to the salary schedule, resulting in a 4.58% increase effective July 1, 2018. The increase is reflected in the Executive Salary Schedule 10, the Management Salary Schedule 20 and the Academic-Classified Exempt Supervisory Salary Schedule 35.

The motion to approve the allocation of available compensation for each employee group and the salary schedules reflecting the agreed-upon salary increases carried, all members voting Aye.

APPROVAL OF CONSENT AGENDA

President Holober said the consent agenda consists of board reports 18-7-1CA through 18-7-10CA as listed on the printed agenda. Vice President Goodman asked that items 18-7-7CA and 18-7-8CA be removed from the consent agenda for further discussion. Trustee Mohr asked that item 18-7-5CA be removed from the consent agenda for further discussion. It was moved by Trustee Mandelkern and seconded by Trustee Mohr to approve the remaining items on the consent agenda. The motion carried, all members voting Aye.

DISPOSITION OF DISTRICT RECORDS (18-7-7CA)

Vice President Goodman asked how items for destruction are identified. Executive Vice Chancellor Blackwood said that when the District archives materials, destruction dates are specified along with identification of the class the materials fall into and, in general terms, what the materials are. She said Class 3 records are disposable and these are

the types of records that are recommended for destruction. Vice President Goodman asked if there are examples of records/reports that might be slated for destruction. Executive Vice Chancellor Blackwood said it would not be unusual to recommend for destruction items that have gone to the Board and have been kept for the required period of time.

DECLARATION OF SURPLUS PROPERTY (18-7-8CA)

Vice President Goodman asked if it is possible to provide a more itemized list of surplus property, e.g. the number of vehicles and their condition. Executive Vice Chancellor Blackwood said she will provide that information and will include a more itemized list on future reports.

ACCEPTANCE OF INNOVATION AWARD IN HIGHER EDUCATION FUNDS FROM THE BOARD OF GOVERNORS, CALIFORNIA COMMUNITY COLLEGES CHANCELLOR'S OFFICE (18-7-5CA)

Trustee Mohr said the District was in competition with all other community colleges in California for these funds and it is an honor for the District to have received the award. Executive Vice Chancellor Blackwood noted that the District received \$3 million of the \$20 million that was awarded, which is more than any other district received. Trustee Mohr asked for further information on how the funds are used. President Stanback Stroud said allowed the Colleges to provide more Promise Scholarships and to do work around supporting Promise Scholars. She said the three Colleges worked together, under the leadership of Vice Chancellor Aaron McVean, to apply for innovation funds.

It was moved by Trustee Mandelkern and seconded by Trustee Mohr to approve items 18-7-5CA, 18-7-7CA and 18-7-8CA. The motion carried, all members voting Aye.

Other Recommendations

NAMING OF EMPLOYEE HOUSING DEVELOPMENT AT SKYLINE COLLEGE (18-7-101B)

It was moved by Trustee Schwarz and seconded by Trustee Mohr to approve naming the housing development "College Ridge." Trustee Mandelkern said he is disappointed that "Skyline Vista" cannot be used because another apartment complex uses the name. He said he hopes that the private road in the complex can be named "Barbara Way" or "Barbara Court" in honor of former Director of Community/Government Relations Barbara Christensen who worked on all of the housing developments. Chief of Staff Mitchell Bailey said that since SummerHill Homes owns a larger share of the roadway property, they will have the right to name the street. After this discussion, the motion carried, all members voting Aye.

APPROVAL OF CONTRACT AWARD FOR MEAL SERVICES FOR THE CHILD DEVELOPMENT CENTERS AT COLLEGE OF SAN MATEO AND SKYLINE COLLEGE (18-7-102B)

It was moved by Trustee Schwarz and seconded by Trustee Mohr to approve the contract. Trustee Mandelkern said this item brings to mind a previous Board discussion about offering lunches to District students, similar to the free and reduced breakfast/lunch programs provided to students in the K-12 System. He said legislative efforts to expand the program to community colleges have not moved forward. He said the Board discussed developing a program for the District to provide low-cost meals and he would be interested in seeing a pilot program at one of the Colleges. Chancellor Galatolo said the Cañada College Bookstore, in partnership with the Student Senate and SparkPoint Center, have taken it upon themselves to provide low-cost brown bag lunches to students who need them. Trustee Mohr asked how much students pay for the meals. President Moore said the cost is between \$4.00 and \$7.00 but the meals are sometimes entirely subsidized. Chancellor Galatolo said the group is working with Pacific Dining to design a sustainable plan that will provide both hot meals and brown bag meals to students who are in need. He said the Board will hear more about this at the August meeting when the founders of the program will receive Above and Beyond awards.

Trustee Mandelkern said the Above and Beyond awards are Board driven and he would like to have a more detailed discussion and presentation on the program before making a decision regarding the award. Chancellor Galatolo said he did discuss the issuance of the Above and Beyond award with President Holober. President Holober asked if the Board had comments about a process to follow in granting the awards. Trustee Schwarz said the Board has not been aware of all of the details before awards were presented in the past. She said the Board receives more details on the night of the presentation and she does not believe they need to vet the entire circumstance in advance. She said that in this case, no one asked the group of employees to step up to help students in need and she is very interested in recognizing and thanking them, as she is for all employees who go above and beyond their regular duties. Trustee Mandelkern said that when awards were presented to the individual who started the first Veterans Resource Center and to the group of people who interceded to save the life of a student, the Board knew about the events in advance. Vice President

Goodman suggested that prior to the August meeting, the Board be sent background information about how the group acted to address food security at the college. Chancellor Galatolo said he will send information about the program to the entire Board prior to the meeting.

Trustee Mohr said special efforts put forth are important and show leadership, exemplifying the values of the District. He said he believes it would be worthwhile to discuss the issue of hunger more broadly at the same meeting during which the award is presented. He said this will put the Board in a better position to look at the importance of hunger in the total context of the issue. Trustee Schwarz said she understood from Chancellor Galatolo's comments that more detailed information about food security will be presented at the August meeting. Chief of Staff Bailey said that in late spring, staff conducted a student survey on food insecurity. He said data from the survey, as well as anecdotal information from the campuses, will be presented and staff will bring suggestions to the Board on potential ways to address food insecurity.

Vice President Goodman said there is also a statewide taskforce that was recently formed by the Chief Executive Officers of the California Community Colleges and work has been done by college presidents and by himself. He said there will be an opportunity to collaborate and share information.

President Holober said it is clear that no one questions the worthwhile efforts of the group that started the brown bag lunch program at Cañada College. Returning to the process of presenting Above and Beyond awards, he suggested that when someone brings special efforts to the attention of Chancellor Galatolo that he deems worthy of an award, he bring them to the attention of the Board before scheduling the presentation of an award.

Vice President Goodman said some concerns have been raised about Chefables, the vendor being recommended to provide meal services for the Child Development Centers, regarding California paid sick leave for employees. He said he would like the Board to be aware of this and to review it the next time the contract is up for renewal. President Holober thanked Vice President Goodman for sharing this information. He said this falls into the District's mission of social justice because that mission is not only about how the District treats its students and employees, but also about with whom the District chooses to do business. He said it is a privilege for an outside company to do business with the District and they should be held to certain standards. After this discussion, the motion to approve the contract award for meal services carried, all members voting Aye.

ACCEPTANCE OF SHUTTLE GRANT FUNDS IN SUPPORT OF THE SKYLINE COLLEGE EXPRESS PROJECT AND APPROVAL OF CONTRACT WITH MV TRANSPORTATION AS OPERATOR OF THE SERVICE (18-7-103B)

It was moved by Vice President Goodman and seconded by Trustee Mohr to accept the grant funds and approve the contract. Trustee Mandelkern said ridership has exceeded expectations and he is pleased to see the program continuing. He said he would be interested in hearing whether the other two colleges are considering similar services. Trustee Schwarz complimented Skyline College for being willing to establish the shuttle service. She said it has been well received and is working well. Trustee Mohr said the need for shuttles in the District is considerable and he would like to see them at each of the colleges. Trustee Mandelkern noted that the shuttle service was a direct result of the initial Skyline College Success Summit, at which a key topic was Last Mile transportation. He complimented the President's Council for arranging the Summits and said another will take place in September. After this discussion, the motion carried, all members voting Aye.

APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT REGARDING SKYLINE COLLEGE MIDDLE COLLEGE (18-7-104B)

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to approve the Memorandum of Understanding. Trustee Mohr noted that the South San Francisco United School District pays the District \$6,800 for each student attending the Middle College. He asked what the true cost is of educating the student. President Stanback Stroud said that since the students have full access to all resources on campus, such as counseling, library, etc., it is difficult to determine the true cost. She said specific items such as textbooks, staffing and infrastructure were identified and used to set the cost at \$6,800. She said the intention is not to make a profit, but to break even. After this discussion, the motion carried, all members voting Aye.

APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH SAN MATEO UNION HIGH SCHOOL DISTRICT REGARDING SKYLINE COLLEGE MIDDLE COLLEGE (18-7-105B)

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to approve the Memorandum of Understanding as detailed in the report. Trustee Mandelkern said he assumes this agreement is for the purpose of accommodating students at Capuchino High School, which is in the San Mateo Union High School District but is located closer to Skyline College. He said he assumes that the high school district also has an agreement with College of San Mateo as well. Both assumptions were confirmed. Trustee Mandelkern noted that he has not seen an agreement with the Jefferson Union High School District (JUHSD). President Stanback Stroud said the JUHSD was involved in the original discussions about a Middle College but then had an interim superintendent who was not interested in the program. She said the new superintendent has expressed interest and they are engaged in conversations.

Trustee Mohr asked if the Middle Colleges are all at capacity; it was confirmed that they are. He asked if the three colleges would work together to accommodate a Middle College student who had a need to be on a campus other than the one specified in the MOU with the student's high school. President Stanback Stroud said she does not believe the colleges have the authority to grant this on their own. Vice President Goodman said it would involve the high schools' inter-district transfer process.

Trustee Schwarz said the Middle Colleges at College of San Mateo and Cañada College are different from the Middle College at Skyline College in terms of offerings, but students from the San Mateo Union High School District attend both College of San Mateo and Skyline College. She asked if the contracts with two high school districts are different from one another. President Stanback Stroud said one difference is that the Middle College at College of San Mateo has a principal who comes from the high school district, while Skyline College hires the director for its Middle College.

Trustee Mohr said he is surprised that the District has not had more inquiries about creating Early College High Schools on the campuses. He said there are more than one hundred programs around the country and they are very successful. He said he wonders if the JUHSD might be considering this model. President Stanback Stroud said the superintendent has expressed interest in exploring this option.

President Holober, noting that the Middle Colleges are at capacity, asked if demand exceeds capacity. Sandra Comerford, Vice President of Instruction at College of San Mateo, said she has not heard of any students who want to attend Middle College not being able to do so. President Stanback Stroud said she would need to explore the answer to the question. President Moore said there are more students who want to attend the Cañada College Middle College than there is room. Trustee Mandelkern noted that an agreement with the JUHSD would lead to increased capacity.

Trustee Mohr said it was just a couple of years ago that high school teachers assigned to the Cañada College Middle College had to go into the high schools to recruit students. He said the reputation and quality of education at the Middle Colleges has gained traction in the community. Trustee Schwarz said the Middle Colleges are all successful and helpful to students.

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

APPROVAL OF COLLEGE AND CAREER ACCESS PATHWAYS PARTNERSHIP AGREEMENT BETWEEN THE DISTRICT AND SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT (18-7-106B)

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to approve the partnership agreement. Trustee Mohr said he is not clear on what the engagements are relative to the pathways that will be developed. President Stanback Stroud said this speaks to the agreed-upon courses for dual enrollment. She said there are two aspects: (1) individual courses that are offered, and (2) career pathways whereby students take specific courses during their junior and senior years of high school and, therefore, have already completed four courses that are in the pathway by the time they come to the college. President Stanback Stroud said Skyline College has developed pathways for Early Childhood Education, Automotive Technician Certificate of Achievement, Computer Science, Paralegal Studies, Health Careers and Emergency Medical Care, Entrepreneurship Certificate, and Energy System Technology Management.

Vice President Goodman said the partnership agreements with the South San Francisco Unified School District and the Sequoia Union High School District have the same name listed as the school district representative. President Stanback Stroud said staff will correct this error. With this correction, the motion carried, all members voting Aye.

APPROVAL OF COLLEGE AND CAREER ACCESS PATHWAYS PARTNERSHIP AGREEMENT BETWEEN THE DISTRICT AND SEQUOIA UNION HIGH SCHOOL DISTRICT (18-7-107B)

It was moved by Vice President Goodman and seconded by Trustee Mandelkern to approve the partnership agreement. The motion carried, all members voting Aye.

APPROVAL OF COLLEGE AND CAREER ACCESS PATHWAYS PARTNERSHIP AGREEMENT BETWEEN THE DISTRICT AND SAN MATEO UNION HIGH SCHOOL DISTRICT (18-7-108B)

It was moved by Trustee Mandelkern and seconded by President Holober to approve the partnership agreement. The motion carried, all members voting Aye.

APPROVAL OF COLLEGE AND CAREER ACCESS PATHWAYS PARTNERSHIP AGREEMENT BETWEEN THE DISTRICT AND JEFFERSON UNION HIGH SCHOOL DISTRICT (18-7-109B)

It was moved by Vice President Goodman and seconded by Trustee Mohr to approve the partnership agreement. The motion carried, all members voting Aye.

REQUEST FOR AUTHORIZATION FOR PURCHASE OF MATERIALS, EQUIPMENT, SUPPLIES AND SERVICES THROUGH OTHER PUBLIC AGENCY CONTRACTS (18-7-110B)

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to grant authorization as requested. The motion carried, all members voting Aye.

APPROVAL OF THE SOLE SOURCE PURCHASE OF LINKEDIN SERVICES (18-7-111B)

It was moved by Vice President Goodman and seconded by Trustee Mohr to approve the sole source purchase. The motion carried, all members voting Aye.

ACCEPTANCE OF GRANT FROM THE BAY AREA AIR QUALITY MANAGEMENT DISTRICT CLIMATE PROTECTION GRANT PROGRAM AND APPROVAL OF MATCHING FUNDS (18-7-112B)

It was moved by Trustee Schwarz and seconded by Trustee Mandelkern to accept the grant and approve the matching funds. The motion carried, all members voting Aye.

APPROVAL OF 2020-2024 FIVE-YEAR CAPITAL CONSTRUCTION PLAN (18-7-113B)

It was moved by Trustee Schwarz and seconded by Vice President Goodman to approve the Five-Year Capital Construction Plan. Trustee Schwarz noted that under the “Status” section for each project, it is stated several times that “The District currently does not have local District funding for this project.” Vice Chancellor Nuñez explained that all current local funds and Measure H dollars are allocated for CIP3 projects. If the new governor approves issuance of the state bond next year, the District will have to strategize how to find the required matching funds or forfeit the projects. Trustee Mohr asked if approval of these state-supported projects would fulfill all of the needs of the District. Vice Chancellor Nuñez said it would not. President Holober asked if the projects submitted to the state are ranked in order of priority and if the state honors that ranking. Vice Chancellor Nuñez said they are ranked when submitted and the state honors the prioritization. After this discussion, the motion carried, all members voting Aye.

APPROVAL OF CONTRACT AWARD FOR CAÑADA VISTA ENVELOPE REPAIR PROJECT (18-7-114B)

It was moved by Trustee Mohr and seconded by Trustee Schwarz to approve the contract award. President Holober said he is optimistic about the District’s chances of recovering costs for problematic work that was done. He said he is disappointed that if the recommendation is approved, the work will not be done under the District’s Project Labor Agreement (PLA). He said the original work was done outside of the PLA and there were informational picketing lines during construction as a result. He said that under the current recommendation, there will be one non-union subcontractor and this would typically result in informational picketing again. President Holober said he understands the importance of getting this project completed quickly but is disappointed that the contract award would not honor union labor. Trustee Mohr said President Holober summarized the Board’s position well. He said there has been consensus across the Board in favor of having projects done under the PLA. He said there is also recognition that this is an urgent project. Trustee Mandelkern said he also concurs with President Holober’s comments. He said the Board previously rejected a non-responsive bid for this project and it is unfortunate now that there is only one bidder. Trustee Schwarz said the original project was not done under the PLA and was one subcontractor short of being completely union. She said the contractor being recommended for the current project is already doing work on Building 9 at Cañada College and it could be to the District’s advantage to use a contractor who is already on site. She said she will support the recommendation because of the need to get the project completed as quickly as possible. Trustee

Mandelkern asked if the work on Building 9 is being done under the PLA. Vice Chancellor Nuñez said it is. President Holober said this shows that there is flexibility on the part of contractors when given the option to bid on contracts that will be under the PLA. He said he has not heard from the Building Trades Council about this recommendation, but he is torn and will abstain from voting because of the concerns he raised. After this discussion, the motion to approve the contract carried, with President Holober abstaining and all other members voting Aye.

APPROVAL OF RESOLUTION NO. 18-17 AND PROPOSED LETTER AGREEMENT AND PROPOSED CLOSING STATEMENT RELATING TO THE PURCHASE AGREEMENT AND ANCILLARY AGREEMENTS FOR THE SALE OF KCSM-TV (18-7-115B)

It was moved by Vice President Goodman and seconded by Trustee Schwarz to approve Resolution No. 18-17, the proposed letter agreement and the proposed closing statement. President Holober said he believes the recommended action is the right thing to do because of the circumstances in which the District finds itself. He said the District has been involved in extensive litigation that has been reported in the press regarding the failure of the spectrum auction. He said he shares with the Board strong confidence that the District will prevail. President Holober said he is hopeful that at a future time, the Board will take the opportunity to examine practices regarding contracting relationships and will be able to learn from this experience.

Trustee Mandelkern said this has been a long and tortured process that began during the recession and the financial crisis in which the District found itself in the 2010-11 timeframe. He said the District was turning away thousands of students because it could not afford to hire instructors at the same time it was subsidizing losses at KCSM-TV. He said he is an enthusiastic fan of public broadcasting and is pleased that with this agreement, the new owner, which is a committed public broadcaster, will have a large presence throughout the Bay Area. Trustee Mandelkern said he believes that with this agreement, the District will be doing the right thing for the legacy of KCSM-TV.

Trustee Mohr said KCSM-TV had a history of running a very serious deficit. He said that taking money from the general fund to subsidize the station became very painful when classes were being cut and students were being turned away. He said he believes the Board showed leadership in wanting to erase the deficit and use general fund dollars for the educational enterprise in a more direct way.

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

INFORMATION REPORTS

DISTRICT FINANCIAL SUMMARY FOR THE QUARTER ENDING MARCH 31, 2018 (18-7-4C)

The Board accepted the report.

THIRD QUARTER REPORT OF AUXILIARY OPERATIONS, 2017-18 (18-7-5C)

The Board accepted the report.

DISCUSSION OF BOARD OF TRUSTEES SELF-EVALUATION (18-7-6C)

The Board discussed items arising from in Board members' rankings and/or comments contained in the self-evaluation.

Trustee Mandelkern said past practice has been for the Board President and Chancellor to determine the agenda for Board meetings prior to each meeting. He said that when he was Board President, he met with then Vice President Mohr after meeting with Chancellor Galatolo in order to explain the rationale for agenda items and get input from the Vice President. Trustee Mohr said he believes it would be worthwhile to have the Board President and Vice President meet with the Chancellor to set the agenda in order to have different frames of reference and different points of view. Trustee Schwarz agreed with this idea. Vice President Goodman said this could become the norm without having to change the policy which states that the agenda "shall be prepared jointly by the President of the Board or designee and Chancellor." Trustee Mandelkern suggested that the Board discuss this in more detail and President Holober agreed.

Trustee Mohr said he advocates providing an opportunity for individuals who regularly attend Board meetings to give their honest reaction to how the Board exercises its governance responsibility. He said he composed a list of seven questions to consider asking attendees. Trustee Mandelkern said this issue was discussed at the Board Retreat in April and Board members were asked at that time to submit a list of suggested questions. He said he has submitted his list. He said it was also suggested that individuals who speak during "Comments from the Public on Non-Agenda Items" be given the opportunity to complete a survey about their experience, e.g. how they were treated by the Board, etc.

President Holober said he also submitted his proposed questions for regular Board meeting attendees and he encouraged Board members who have not yet submitted their suggestions to do so. He recommended that the Board review all of proposed questions at one time.

Trustee Goodman said responses from surveys could be provided to the Board in advance and could be considered during a candid conversation led by a third party facilitator at a Board retreat, followed by a discussion at a public meeting. He said this would not be in conflict with the concept of self-evaluation. Trustee Mandelkern said he believes it is within the purview of the Board to include input from others when doing their self-evaluation and he agrees that it would be helpful to have that feedback prior to completing the self-evaluation. He said the question of who to survey, how often, etc. can be discussed further.

Trustee Mohr speculated that what Board members say about themselves does not vary much from year to year. He said this raises the question of whether there is another point of view the Board should be referencing. Trustee Mandelkern said he believes the feedback contained in this year's self-evaluation is different than in previous years, with more diverse answers and comments.

Trustee Schwarz said that hearing from the public on how she is perceived would be helpful to her and she supports a 360 evaluation. She asked if the goal is to discontinue use of the current self-evaluation instrument and to look for something that is a more effective tool that would include input from others in order to improve the process. Vice President Goodman said he believes the goal is to enhance the process in order to help the Board be more efficient, work better as a team, and learn what the perception of the Board is in the community. He said that to do this, the Board needs to do more than check the boxes in order to meet the requirement to complete a self-evaluation annually. He said that discussing how to enhance the process indicates that the Board is on the right track. Trustee Mandelkern said the intent as discussed at the Board Retreat is to have a more circular process.

Trustee Mandelkern said that in the current self-evaluation, one Board member disagreed with the statement, "The Board regularly reviews accountability measures and standards for the District." He said he believes the Board has made tremendous strides in this regard during the last two to three years since the introduction of the Strategic Plan. Trustee Mohr read two of his suggested questions for individuals who regularly attend Board meetings that pertain to this area:

- Does the Board appear to be developing and supporting a culture of honest and open inquiry and does that spirit of openness result in the use of data and other sources of information that challenge normally held or traditional positions, and is the merit of investments made by the Board at least partially dependent on research connected with potential actions? Does the Board advocate for solutions based on analysis?
- Does the Board appear to be results oriented, measuring the organization's progress towards strategic goals and evaluate the performance of major programs and services?

Trustee Mohr said he believes it is important for the Board to evaluate themselves on these questions and to ascertain how they are perceived by the people who watch them in action.

President Holober said there seems to be consensus that the Board wishes to schedule a future agenda topic to review the current self-evaluation instrument and consider suggestions made by Board members for changes to the instrument and/or for enlarging the community providing feedback to the Board. Trustee Mandelkern suggested that the review be done soon, before the Board is under pressure to complete the next required self-evaluation.

Trustee Mandelkern said he believes the Board generally does a good job. He said he believes the Board is most effective when the focus is on the District's mission and on outcomes for students.

COMMUNICATIONS

None

STATEMENTS FROM BOARD MEMBERS

Trustee Mohr said the passing of Trustee Emeritus Constantino is a great loss. He said he knew Mr. Constantino well as they served on former Congressman Tom Lantos' Naval Academy Interview Board together for a long time. He said Mr. Constantino was a great champion of education.

Trustee Mohr said he received a telephone call from a newspaper reporter late today and one of the questions asked was where and why Trustee Mohr moved. Trustee Mohr said he would like to explain for the record that he and his wife moved to a condominium on Fourth Avenue in San Mateo from their home in San Mateo Park which was a move of three-fourth of a mile. He said they moved last April and the new trustee area lines were drawn the following October. Trustee Mohr said the move was associated only with his and his wife's personal decision and was not connected to any election.

Trustee Mohr requested that a discussion of race, class and privilege be placed on a future agenda and that the equity directors at the colleges be invited, along with any team members they would like to bring, to describe their activities and progress on the campuses. Trustee Mandelkern suggested that future discussions include an emphasis on class and economic stratification.

Trustee Mandelkern said he attended the following events:

- Latino Leadership Forum in Redwood City hosted by Memo Morantes, former member of the County Board of Education.
- Tour of Factory OS in Vallejo. Factory OS builds modular houses very cost-effectively through the Carpenters Union and Building Trade Councils in conjunction with funding from private industry and non-profit foundations. Trustee Mandelkern suggested that this be kept in mind for future faculty/staff housing or for student housing options.
- Labor Council dinner, at which Nadia Bledsoe, former senior business agent with AFSCME, was honored.

Trustee Mandelkern said Colonel Constantino was a great man and great trustee. He said that when Col. Constantino came out of the Marine Corps, he worked on the staff of Pete McCloskey, a Republican Congressman who ran against Richard Nixon in the 1972 presidential primary because of his opposition to the Vietnam War and who was very impactful in Col. Constantino's life. Trustee Mandelkern said he ran for a seat on the Board of Trustees in 2003 when Col. Constantino retired and Col. Constantino was generous with help and advice.

Trustee Mandelkern said he visited with Kevin Skelly, the Superintendent of the San Mateo Union High School District, and discussed the College Promise Program, discrepancies regarding the number of high school students who attend the District's colleges, and Superintendent Skelly's interest in expanding the number of college classes that are taught on the high school campuses. Trustee Mandelkern noted that joint board meetings with school districts have been held in the past and an upcoming meeting with the Jefferson Union High School District is scheduled. He suggested that a joint meeting with the San Mateo Union High School District be scheduled for next year.

Trustee Schwarz said she was sad when Trustee Emeritus decided he could no longer function as a Board member due to health reasons.

Trustee Schwarz said she and Vice President Goodman serve on the Educational Housing Board of Directors which has a good balance, with several members from private industry. She said Chief of Staff Bailey and Board President Dennis McBride are organized and open when conducting meetings.

Trustee Schwarz said she is serving on a hiring committee for the Foundation Executive Director. She said the process is aboveboard with camaraderie and input from different people. She said she is confident that other hiring committees operate in the same manner.

President Holober said Trustee Mohr forwarded a request from a member of the public to make a presentation to the Board on Upward Scholars. He asked that this be placed on a future meeting agenda.

President Holober thanked Trustee Mandelkern for sending him an email regarding homeless issues and solutions that other communities are implementing, particularly the City of East Palo Alto which is teaming up with an organization called WeHOPE. President Holober suggested that this be studied to see if it might be an option for the District to pursue.

President Holober said that at the last meeting, there was a discussion about the Supreme Court ruling in the *Janus* case, including expressions of dismay with the ruling and solidarity with the labor organizations, along with interest in exploring what the District could do within the limits of the law. He said he spoke to David Rosenfeld, a well-known labor attorney, who sent him the following message: "The Supreme Court has rules that public entities have virtually

unfettered right of speech. Lead case is Pleasant Grove v. Summun, 555 U.S. 460 (2009). Thus any public entity can speak in favor of unions and joining unions. Employees and entities have that right as long as it is not coercive. District could adopt such a policy that management employees speak favorably about unions. District could print and pass out material supporting unions or require posting of such notices.” President Holober said that both Mr. Rosenfeld’s firm’s website and the website of Dannis Wolover Kelley, a firm used by the District, have posted information about a new law, SB 866 which was signed into law at the end of June as part of the California state budget. SB 866 spells out rules governing employer communication with workers around union rights. It makes clear that the communication cannot be done unilaterally, but must be done in some type of consultation and agreement with union representatives. If an agreement cannot be reached and the employer wishes to go forward with the communication, the union has a right to present its own case at the same time. President Holober said he would hope that, given the conversation at the last Board meeting, it would be easy to reach an agreement that would say positive things about workers’ rights to organize and become union members. He said he would like to continue the discussion at a future Board meeting. Trustee Mandelkern thanked President Holober for doing research on this issue and said he is in favor of pursuing it further, first as an information item and then directing staff regarding development of communications. Trustee Mohr said he sent information to AFT, CSEA and AFSCME about organizations around the country that are attempting to communicate with teachers and public workers in a very negative way about unions. He suggested that the Board discuss in a public session why it is in the best interest of the District to have healthy unions because they create a dialectic and are part of an arena in which people can think together creatively.

President Holober said he was contacted by a Board member of the San Mateo-Foster City School District requesting that the Board support the parcel tax measure that will be on the November ballot. He asked that support for the measure be placed on the agenda for the next Board meeting.

President Holober said that, reflecting on the conversation around race, class and privilege, he is reminded that on the night before he was assassinated, Martin Luther King, Jr. said there can be no racial justice without economic justice. He said he believes economic justice should be included in future conversations, including how it applies to the issues of labor and the District’s contracting operations.

ADJOURNMENT

The meeting was adjourned by consensus at 8:35 p.m.

Submitted by

Ron Galatolo, Secretary

Approved and entered into the proceedings of the August 22, 2018 meeting.

Maurice Goodman
Vice President-Clerk