

1 02-06-19 Cerritos BOT tape
2 [GAVEL]
3 >> President Avalos: Good
4 evening welcome. Welcome to our
5 Cerritos College meeting. Today
6 is February 6 Wednesday. It is
7 7:04 p.m. If we could have the
8 Board Secretary do roll call.
9 >> Board President Avalos.
10 >> Present.
11 >> Board Vice President Marisa
12 Perez is absent.
13 >> [Off Mic].
14 >> She's on her way.
15 >> Board Clerk Martha
16 Camacho-Rodriguez.
17 >> Present.
18 >> Member James Cody Birkey.
19 >> Present.
20 >> Member Zurich Lewis.
21 >> Here.
22 >> Member Shin Liu.
23 >> Here.
24 >> Member Sandra Salazar

Sample footer

2

1 Herrera.

2 >> Present.

3 >> And President Superintendent

4 Fierro.

5 >> Here. I think Trustee

6 Salazar is walking. I think

7 that is her shadow.

8 >> President Avalos: Let's

9 confirm that. It is definitely

10 is, yes, and I skipped over the

11 invocation but we we'll do the

12 invocation followed by the

13 Pledge of Allegiance. I don't

14 know if we have anyone scheduled

15 tonight? No. If we could have

16 a moment of silence okay. Thank

17 you everyone. The Pledge of

18 Allegiance. Can I have

19 Mr. Birkey if you would lead us

20 in the pledge please.

21 >> I pledge allegiance to the

22 flag to the United States of

23 America and to the Republic for

24 which it stands, one nation

25 under God, indivisible, with

Sample footer

3

1 liberty and justice for all.

2 >> President Avalos: Okay.

3 At this time I would like to

4 know if any of my colleagues on

5 the board would like to have any

6 changes to the agenda items as

7 they are currently presented on

8 our agenda? Okay. All right.

9 Seeing none I would like to

10 bring on a walk on item and this

11 item was brought to the

12 attention of the board after the

13 posting of the agenda, and it

14 requires a 4/5 vote to be able

15 to have this discussion be

16 brought on to the agenda as well

17 as to be able to discuss it

18 tonight and it will be under --

19 is this under closed session?

20 >> Yes.

21 >> President Avalos: Under

22 closed session, so this item is
23 a liability claim with
24 significant exposure to
25 litigation and pursuant to the

Sample footer

4

1 Government Code Section as
2 cited.
3 It's a JPA liability claim. The
4 name of the claimant has been
5 withheld pursuant to the
6 Government Section 54961. However
7 the agency that the file has
8 been filed against is Cerritos
9 Community College District.
10 With that I would like to have
11 Andrea would you please call for
12 a vote to bring this on as an
13 walk on item?
14 >> Trustee Avalos.
15 >> Yes.
16 >> Trustee Camacho-Rodriguez.
17 >> Yes.
18 >> Trustee Lewis.
19 >> Aye.
20 >> Trustee Salazar.

21 >> Yes.

22 >> Trustee Board Member

23 Birkey.

24 >> Aye.

25 >> Trustee Liu.

Sample footer

5

1 >> Yes.

2 >> Student Trustee Herrera.

3 >> Aye.

4 >> President Avalos: All

5 right. Great. This item will

6 be added to our close session

7 agenda. At this time we would

8 like to call on folks who have

9 submitted cards and want to

10 discuss items either on the

11 agenda or not on the agenda. I

12 do have three speaker cards. I

13 would like to call Mr. --

14 [INAUDIBLE] Nigerian and he will

15 be talk on the matter of hiring

16 full time faculty positions

17 >> And I got a gift. Sorry. I

18 won't -- good evening everyone.

19 Very intimate group tonight.
20 Hello President Fierro and Board
21 of Trustees and my colleagues
22 and friends. I am here
23 representing the Fine Arts
24 Department regarding the recent
25 decision to reduce the number of

Sample footer

6

1 full time positions for the
2 year. This news came us to last
3 Friday via Email through Vice
4 President Fierro. It causes a
5 little bit of problem in our
6 area and I want to specify why.
7 I mean we did this very
8 diplomatically through the
9 Faculty Hiring Prioritization
10 Committee and I was on that
11 committee. I do feel that
12 committee was kind of a data
13 driven process that left out a
14 lot of specifics to the areas
15 like mine that got left out.
16 Why is it important we replace
17 our position? It's ceramics and

18 3D. We have a new building.
19 It's been very successful and
20 actually our enrollment is very
21 good and Steven Portico retired.
22 It's the whole almost 2/3 of the
23 first floor. It's a health and
24 safety issue really. We
25 currently have adjunct faculty

Sample footer

7

1 piecing it together and adult
2 hourly who are over worked.
3 There are glass kilns there,
4 chemicals and glazes that are
5 done there that need full
6 professional supervision by a
7 full timer. You don't have to
8 dig too far. There were 34
9 retirees last year. If they
10 hired all 24 they said they were
11 going to in the first round you
12 would still be saving money. We
13 have a \$70 million surplus.
14 We're projecting six million
15 dollars this year. To borrow

16 Solomen's quote "Are we a banker
17 or education institution here?"
18 It's not helping students or
19 faculty. President Fierro
20 supports the art and has been to
21 our functions and we provide a
22 lot of good things to the campus
23 community. And again anyone
24 that needs a replacement
25 position ours is pretty

Sample footer

8

1 detrimental because I think it's
2 a health and safety issue and
3 also just the momentum and
4 rapport of the program. If you
5 don't know what the Art
6 Department does and I think in
7 this case the categories that
8 did the FHP and didn't allow me
9 to specialize on what we do that
10 and why we need the importance
11 of this job. So I don't know if
12 I can change minds and we like
13 to did our jobs and you're doing
14 your job and moving forward and

15 I would encourage maybe the
16 President to sway the Trustees
17 and can go over that FON number.
18 Again we didn't see the FON
19 number to advertise the position
20 and we had over 60 applicants
21 apply and say sorry we're not
22 doing this. We don't look good.
23 Anyway that's an embarrassment.
24 Thank you for your time. The
25 Fine Art Department is making

Sample footer

9

1 the request and say please do
2 this. Another year without a
3 full time faculty member in that
4 position causes a lot of
5 problems and I have been here
6 since 1999 and at these meetings
7 and it's sad that we're
8 squabbling over this and it's a
9 business and the time and the
10 money and not the human
11 condition of the students or the
12 faculty and what we're trying to

13 do when we work. Thank you for
14 your time.
15 >> President Avalos: Great.
16 Thank you very much for your
17 comments. Next we have
18 Mr. Scott Collins.
19 >> Good evening President
20 Avalos, Dr. Fierro, and Board
21 Members. My name is Scott
22 Collins. I'm the Senior Field
23 Deputy for State Senator Bob
24 Archuleta. I cover this area.
25 I cover Downey, Cerritos,

Sample footer

10

1 Artesia, Hawaiian Gardens and
2 Bellflower, so I wanted to come
3 out and formally introduce
4 myself. I'm terribly sorry I
5 don't have cards. We're getting
6 ready to move so they don't want
7 to print the cards until they
8 have the new phone number on it
9 and I took the time to talk to
10 your Public Affairs Department
11 and she has my contact

12 information so forth. If there
13 is anything you need please
14 don't hesitate to reach out. I
15 picked up Cerritos College
16 because the Norwalk deputy and I
17 flipped a coin to see who would
18 cover Cerritos College --
19 >> You're the loser.
20 >> Half of the institution
21 falls in Norwalk so I won the
22 coin toss so here I am so I look
23 forward to working with all of
24 you.
25 >> Thank you.

Sample footer

11

1 >> President Avalos: Welcome
2 and we appreciate it and you got
3 lucky so welcome. Thank you
4 very much. And then we do have
5 one last card here by it's
6 regarding the evaluation and
7 Ms. Pilar Mata.
8 >> Good evening President
9 Avalos, Vice President Perez and

10 esteem Board Members. My name
11 is Pilar Mata and I have been
12 employed at Cerritos College in
13 the Math Department since fall
14 2000. That makes this spring
15 semester my 19th year. I want
16 to apologize to the board if I
17 offended anyone in the times I
18 have spoken before the board. As
19 you may guess I am passionate
20 about serving the needs of the
21 students of Cerritos College and
22 their continued success. I love
23 working for Cerritos College and
24 like many faculty have expressed
25 I am thankful for my job. I

Sample footer

12

1 want to the board to know that I
2 value my job and made the
3 changes necessary to improve to
4 the best of my ability. It is
5 been no secret that I have been
6 struggling personally with an
7 increasingly hostile environment
8 in the Math Department. This has

9 resulted in complaints to Human
10 Resources. Aside from Personnel
11 and Human Resources sitting in
12 our Math Department meetings
13 nothing came of my complaints.
14 In regards to my teaching all of
15 my triannual evaluations up
16 until the Administrative Review
17 has been satisfactory. During
18 my last evaluation the former
19 SCM Dean went so far to ask my
20 evaluators to mark me
21 unsatisfactory but they
22 wouldn't. The Administrative
23 Review Committee included the
24 individual that is most hostile
25 to me, the academic bully of the

Sample footer

13

1 department and this person was
2 allowed to serve all my
3 Administrative Review Team. I
4 asked for a new Administrative
5 Evaluation Committee free from
6 the bias of other committees and

7 have been denied. My student
8 rating of instructor evaluations
9 which weren't in the
10 administrative review included
11 "Ms. Mata is excellent math
12 teacher and really help me to
13 enjoy and understand math and an
14 excellent and caring teacher
15 that provides students with the
16 tools of success." This clearly
17 indicates I have been meeting
18 the needs of students. My
19 administrative review process
20 has been punitive in nature
21 instead of emphasizing continual
22 improvement of instruction as
23 set forth in Article 16.1 of the
24 CCFE contract. The
25 Administrative Review Committee

Sample footer

14

1 has failed to provide me clear
2 actionable recommendations.
3 Instead offering me vague
4 recommendations that raises more
5 questions than answers. The

6 committee has failed to provide
7 reasonable assistance for
8 improvement under article 16.8.3
9 instead out right refusing to
10 assist me by providing direction
11 and written clarification of the
12 recommendations. I have made
13 changes in good faith but
14 without clear guidelines on what
15 to work toward I will always
16 fall short. This is not about
17 instructional improvement but
18 instead getting someone trying
19 to get rid of someone trying to
20 improve the Math Department.
21 Thank you.
22 >> President Avalos: Great
23 thank you Ms. Mata. I
24 appreciate your comments
25 tonight. We have no other

Sample footer

15

1 speaker cards but I know some
2 folks are in traffic. Anyone
3 who didn't get here in time and

4 just arrived and like to speak?
5 All right. Seeing no one else I
6 will close the comment portion
7 of public comment tonight. Next
8 moving on to the next item. We
9 have reports and comments from
10 constituent groups. We have
11 ASCC, Faculty, CCFF, CSEA and
12 ACCME so I will start off with
13 the Associated Student College
14 President. Is anyone here on
15 their behalf? No. Okay. How
16 about Faculty Senate President.
17 Okay. Thank you.
18 >> Good evening Board of
19 Trustees, and Dr. Fierro and
20 audience members. My name is
21 Lisa Boutella and I am Secretary
22 of Faculty Senate. I am
23 representing the Senate tonight
24 because April Griffin couldn't
25 attend. I would like to share

Sample footer

16

1 some concerns that were voiced
2 during Faculty Senate yesterday

3 due to the recent news that
4 Cerritos College would no longer
5 be hiring 27 new full time
6 faculty that were announced in
7 the fall semester. Instead we
8 would be hiring only 13 to
9 account for the downward
10 revision in the FON number. The
11 Faculty Senate appreciates that
12 the Administration has already
13 identified areas of improvement
14 by better aligning planning and
15 hiring timelines with the
16 Chancellor's Office so that this
17 type of adjustment doesn't need
18 to be made in the future. The
19 Faculty Senate however continues
20 to have some concerns that I
21 will share briefly. First we
22 believe that fully staffing our
23 faculty will help to support
24 student success and completions
25 and thus benefit the college in

Sample footer

1 light of the new funding
2 formula. With the full time
3 faculty retirements that
4 occurred last year many programs
5 are struggling with low morale,
6 extra work load and loss of
7 program and institutional
8 knowledge. Second Faculty
9 Senators were concerned that
10 these positions were listed on
11 the HR website and then removed.
12 We hope that all applicants will
13 be contacted so they know their
14 applications are appreciated and
15 so the removal of the positions
16 doesn't reflect poorly on the
17 college and discourage future
18 applicants. Third there is
19 concern about adult education
20 not being part of the FON. We
21 heard from Vice President
22 Miranda that there was a
23 Chancellor's meeting about this
24 and we hope there is a prompt
25 solution to this problem.

Sample footer

1 Lastly we realize that the Board
2 of Trustees included a
3 Resolution as part of the SERP
4 to not hire above the FON but
5 many programs are truly in need
6 of full time faculty members so
7 we hope that you might over ride
8 the rule in some cases. My own
9 department as was discussed was
10 originally granted a hire for
11 ceramics and 3D design but now
12 this position has been removed.
13 While this might not seem like
14 an extremely urgent position as
15 he described we do have some
16 health and safety issues that
17 we're concerned about and with a
18 large percentage of the Fine
19 Arts building dedicated to
20 ceramics we have no full time
21 faculty member overseeing it.
22 In light of the comments we hope
23 that you support the full time
24 staffing levels. The challenge
25 of adult education and the

1 extenuating circumstances that
2 some programs are facing. Thank
3 you so much.

4 >> President Avalos: Thank
5 you very much for your updates.

6 Next we have Cerritos College
7 Faculty Federation is there any
8 comment? No? Thank you very
9 much and we have our Classified

10 School Employee Association
11 President. Would you Ms. Houge
12 -- correct? She's our new

13 President and I don't know if
14 you have any comments tonight?

15 >> [Off Mic].

16 >> President Avalos: Great.

17 Thank you. Last but not least
18 we have the Association of

19 Cerritos College Management
20 Employees. Any representative
21 here tonight? Okay. Seeing

22 none we'll move on to our Item

23 Number 4 which is Institutional

24 Presentation. We do have

Sample footer

20

1 and Dr. Nick Van Dean of
2 Technology will give that
3 presentation.
4 >> Thank you for taking the
5 time to recognize our retiree.
6 Tonight I am presenting Carolyn
7 Reed who is sitting over here
8 with the nice blue dress. She
9 began employment in December '97
10 on the campus working on as a
11 dispensary lab tech assistant in
12 the Cosmetology Department. She
13 received her Cosmetology license
14 from L.A. Trade Tech and
15 received more than 10 trophies
16 in student competitions when
17 working there. She spent 15
18 years working at various salons
19 until she joined the Cerritos
20 family. What she loved the most
21 work in the dispensary lab
22 helping the students to mix
23 formulas correctly. She loved

24 being a hair dresser and passed

25 on her passion to the students.

Sample footer

21

1 She has physical challenges as

2 well. She completed the L.A.

3 marathon in 1998.

4 Congratulations. She climbed

5 Mount Whitney which you may not

6 know but is the highest

7 mountain in California at

8 14,505 feet and was an avid

9 skier traveling with various

10 states with ski groups. Upon

11 retirement we wish you good

12 health and success and

13 fulfillment in the many years

14 ahead.

15 [Applause]

16 >> Thank you. Thank you so

17 much.

18 >> [Off Mic].

19

20

21

22

23

24

25

Sample footer