

1 06-10-19 Cerritos BOT  
2 >> President Avalos: Welcome  
3 back everyone. It's Monday and  
4 we have a full room and thank  
5 you for hanging out for us on  
6 this summer day. This is a  
7 repeat of last week. Let's hope  
8 this goes well tonight. Thank  
9 you for being here. If you  
10 could please do roll call.  
11 >> [Off Mic].  
12 >> Present.  
13 >> [Off Mic].  
14 >> Present.  
15 >> [Off Mic].  
16 >> Present.  
17 >> [Off Mic].  
18 >> Here.  
19 >> [Off Mic].  
20 >> Here.  
21 >> President Avalos: Thank you  
22 very much Andrea. At this time  
23 we're going to move on to our  
24 agenda. Is there any Board

25 Member who would like to change

Sample footer

2

1 the order of business as

2 currently listed pursuant to

3 Board Policy.

4 >> Madam President we have the

5 Pledge of Allegiance.

6 >> Let's do the Pledge of

7 Allegiance. This is what

8 happens when we have a repeat.

9 >> Ready begin.

10 >> I pledge allegiance to the

11 flag to the United States of

12 America and to the Republic for

13 which it stands, one nation

14 under God, indivisible, with

15 liberty and justice for all.

16 >> President Avalos: Thank

17 you very much for that. I

18 appreciate that. All right. Is

19 there any Board Member that

20 wants to change the order of

21 business on the agenda tonight?

22 Okay. Seeing none then we'll

23 move it to the next item. Next

24 item is comments from the

25 audience. We received as

Sample footer

3

1 pursuant to the Government Code

2 we received three cards so our

3 first speaker today is Isabelle

4 and talking about CSEA

5 negotiations.

6 [Applause]

7 >> Hello. My name is Isabelle

8 Aguilar and a proud classified

9 employee of Cerritos College of

10 almost 20 years in century

11 students. I began my college

12 experience here after graduating

13 from Norwalk High so today I

14 wanted to comment on loyalty.

15 Just recently we had our

16 classified awards and the

17 highlight every year is the

18 anniversary is our employment

19 and when I attended one of these

20 events I was amazed how many

21 names were called for being

22 employed for 20,25 or 35 years.  
23 Of course we have wonderful  
24 benefits for not leaving a  
25 wonderful job and it's not just

Sample footer

4

1 work for us for the classified  
2 staff. I of course lucky for  
3 the students go towards the  
4 journey and attain their goal  
5 whether attaining or  
6 transferring.  
7 >> (paused (checking audio))  
8 We read local community  
9 influencers and why wouldn't we  
10 be? We're proud to be Falcons.  
11 We're asking the district to  
12 give us the same loyalty as  
13 classified staff and give us a  
14 contract that we deserve. Thank  
15 you.  
16 [Applause]  
17 >> President Avalos: Thank  
18 you very much. Next we do have  
19 Ms. Victoria Baja -- [INAUDIBLE]  
20 [Applause]

21 >> Good evening Dr. Fierro,  
22 elected Board Members, most  
23 importantly my union brothers  
24 and sisters.  
25 [Applause]

Sample footer

5

1 >> Tonight I am addressing the  
2 board because I strongly believe  
3 it is critical you continue to  
4 hear directly from union members  
5 to fully understand why we have  
6 brought forward specific  
7 requests in our negotiations.  
8 Tonight I hope to provide  
9 necessary perspective and  
10 insight regarding CSEA's  
11 requests for additional salary  
12 step and salary increase while  
13 highlighting the pivotal role we  
14 play at Cerritos College. For  
15 some the extra salary step is  
16 something to continue to work  
17 towards. Another milestone to  
18 achieve here at Cerritos

19 College. However, for our  
20 future brothers and sisters this  
21 salary step will be viewed as  
22 something that sets Cerritos  
23 College CSEA union classified  
24 team apart from other  
25 institutions. This will become

Sample footer

6

1 a draw for other like minded  
2 quality individuals that will  
3 continue to deliver the kind of  
4 service Cerritos College has  
5 become known for. We will  
6 attract prospective employees  
7 who will directly contribute to  
8 student success, deliver quality  
9 student experiences, and provide  
10 the support necessary to  
11 continue exceeding graduation  
12 rates, a great source of pride  
13 for Cerritos College. Beyond  
14 the six step the 4.71% increase  
15 we're asking for will also  
16 provide much needed financial  
17 support to pay bills, child

18 care, tuition for children or  
19 ourselves, mortgages, rent,  
20 assisting caring for sick and/or  
21 aging family members and a slew  
22 of other things. Like countless  
23 living in Southern California so  
24 many of us are living paycheck  
25 to paycheck. Any number of us

Sample footer

7

1 could be just one paycheck away  
2 from using all if any savings on  
3 an emergency or unforeseen  
4 expense. It will help close  
5 that wage gap that back in 2016  
6 even our state level elected  
7 officials recognized. Our State  
8 Senate became one of the first  
9 states to vote in and present to  
10 then Governor Brown who listened  
11 one week later signed into law a  
12 tiered minimum wage increase  
13 that would start on January 1,  
14 2017 raising the minimum over  
15 several years. Kevin DeLeon the

16 Senate President Pro Tem was  
17 quoted just after this vote had  
18 taken place in the L.A. Times as  
19 saying "at its core this  
20 proposal is about fairness, and  
21 this is a historic day and today  
22 I am proud to be a Californian."  
23 do you not want this feeling and  
24 the feeling of professional  
25 pride in doing what is right to

Sample footer

8

1 know that you have done all you  
2 can do to appropriately and  
3 fairly compensate the classified  
4 employees for our ongoing and  
5 tireless efforts? To keep us  
6 all earning the competitive and  
7 decent wageise deserve for  
8 having absorbed tasked inherited  
9 from the golden handshake,  
10 changes in curriculum oh process  
11 or policy or procedure. How  
12 about knowing you have been fair  
13 to all employee groups on campus  
14 across the board? I could give



15 you 268 individual reasons why  
16 you should approve the items our  
17 representatives have brought to  
18 the table but right now you're  
19 witness to the human reasons  
20 sitting before you. The members  
21 of CSEA Chapter 161 are here in  
22 this board room again tonight  
23 and will continue to stand  
24 before you and address you. We  
25 are a critical piece of student

Sample footer

9

1 success at Cerritos College. I  
2 encourage you to take pride in  
3 doing what is right. I  
4 encourage you to listen to the  
5 previous comments of Student  
6 Member Herrera, to our faculty  
7 colleagues' word of support and  
8 please approve our proposal. In  
9 unity my brothers and sisters  
10 thank you for the time.  
11 [Applause]  
12 >> President Avalos: Thank

13 you for your comments. Next we  
14 have Ms. -- Mr. Jansen. Is that  
15 correct?  
16 [Applause]  
17 >> Good evening. It was a  
18 challenge to find the right  
19 words tonight and so much to say  
20 and so little time.  
21 I thought about the words that  
22 would distract you from your  
23 tablets and cell phones and  
24 think different about settling  
25 the classified contract.

Sample footer

10

1 Should I tell you I have been a  
2 full time employee since  
3 January 2, 1991 and definitely  
4 avoided to come speak before  
5 this board until now. That in  
6 itself demonstrates how  
7 important this issue is. And  
8 see that didn't work because now  
9 you're distracted wondering how  
10 the college hired me as a 13  
11 year old? We will just say they

12 did and here I am. How can I  
13 get the number that willing to  
14 speak before you is not  
15 representative of the true  
16 number they want to lend our  
17 support. We're adorable but  
18 when we come to speak at a board  
19 meeting especially in protest  
20 we're in a immediately different  
21 position than the faculty doing  
22 the same thing and they come  
23 with the warm blanket which is  
24 tenure. Speaking out at a  
25 meeting may result in negative

Sample footer

11

1 effects on our careers at the  
2 college. When I did this at the  
3 beginning it was referred to as  
4 career suicide. Maybe I should  
5 mention the incredulous  
6 reactions they get and  
7 representatives of the opposite  
8 are presenting our argument to  
9 you in closed session. I was

10 told it was comparable to have  
11 the prosecuting attorney give  
12 the argument to the defense and  
13 then their own odd. (LOW AUDIO)  
14 [INAUDIBLE]. That same argument  
15 could be used for every other  
16 constituent group yet you  
17 settled with them very  
18 generously in fact. We're the  
19 ones required to be here when  
20 some groups are not and spring  
21 break or that must have been  
22 forgotten. In fact the campus  
23 only closes when the classified  
24 have a holiday and by the --  
25 [INAUDIBLE] (LOW AUDIO). Should

Sample footer

12

1 I remind you of the number of  
2 classified who are voting  
3 members in the district? So  
4 many are family members and  
5 friends and others that ask for  
6 our opinions before voting  
7 because they know we work at the  
8 college and tell what and who is

9 best for students at the campus?  
10 Sorry perhaps I should tell you  
11 that during Dr. Fierro's speech  
12 and mentioning humorous titles  
13 is not for the -- [Off Mic]  
14 (LOW AUDIO) if you're not  
15 willing to back up the words  
16 with action to prove it. But  
17 after all of that I realized  
18 that my thoughts are centered on  
19 one word -- (paused)  
20 (checking audio)  
21 Step into your car and porch  
22 steps and step into your home.  
23 All of these steps moving you  
24 forward. From this moment  
25 wherever you go each time you

Sample footer

13

1 put a foot up and place it down  
2 I promise you will hear the  
3 unified voices of the classified  
4 echoing in your head saying  
5 "step, step, step" until you do  
6 what you know is morally and

7 ethically right and give us the  
8 raise and step that we have  
9 earned and deserve. Thank you.  
10 [Applause]  
11 >> President Avalos: Thank  
12 you very much for your words of  
13 wisdom on what your membership  
14 is feeling. We do appreciate  
15 hearing all of the comments.  
16 Next we do have reports from any  
17 constituent groups. At this  
18 time we don't have the ASCC  
19 President. I don't think. Next  
20 we have Faculty Senate President.  
21 Any comments? Nope. CCFF? I'm  
22 sorry, CCFF? No one.  
23 >> [Off Mic].  
24 >> I'm not there yet. I'm not  
25 done yet and next we have CSEA

Sample footer

14

1 President.  
2 [Applause]  
3 >> Good evening Board of  
4 Trustees, Dr. Fierro, faculty  
5 that have joined us, the

6 audience and most importantly  
7 again my brothers and sisters of  
8 Chapter 161. I love you all.  
9 [Applause]  
10 >> Tonight I want to remind  
11 you again what other groups on  
12 campus have received in  
13 compensation. The full time  
14 faculty, the 4.71 and  
15 [INAUDIBLE] 40 to 80. Part-time  
16 faculty received two additional  
17 steps and two and  
18 1 million-dollar for health and  
19 welfare. Confidential employees  
20 received their increase and  
21 after the longevity was put into  
22 the salary schedule. Again I  
23 don't understand this. Managers  
24 received the increase and plus  
25 the increase in vacation buy

Sample footer

15

1 back from 40 to 80 hours. We  
2 the classified staff are asking  
3 for a six step which equals

4 4.5%. And to be added toker  
5 salary schedule and the 4.71  
6 that all other groups have  
7 already received. At the last  
8 meeting one of the Board of  
9 Trustees talked about living  
10 wage, jobs for our students. I  
11 am Career Technical Education  
12 that's where the jobs are at so  
13 it made me think what is  
14 considered living wage so I  
15 looked it up at 2:36 a.m.. Did  
16 you know that living wage for  
17 2019 is 62,500 in L.A. County  
18 which equals \$30 per hour.  
19 Orange County living wage is  
20 54,200 which equals \$26 an hour  
21 given this information most of  
22 the classified staff don't make  
23 a living wage and highlighted in  
24 yellow only 20% of us do. You  
25 have to start at a range 37 on

Sample footer

1 our salary schedule to have a  
2 job here on campus that meeting



3 living wage for Orange County  
4 which most of us do not start at  
5 range 37 and a range 43 on the  
6 salary schedule for L.A. County.  
7 Not many of us start at range  
8 43. Most of the classified  
9 staff fall between the ranges of  
10 20 and 34 on the schedule so  
11 they fall short of living wage  
12 earners. Did you know that the  
13 adult hourly pay increased 17  
14 percent from 2016 to 2019? 17%  
15 and will continue to increase  
16 over the next few years. Hourly  
17 staff salaries and classified  
18 have not increased  
19 proportionately at the same rate  
20 leaving classify staff behind.  
21 It was heard during the  
22 classified confidential awards  
23 we're all members of the  
24 orchestra so shouldn't we all be  
25 paid accordingly? I don't think

Sample footer

1 anyone is paid differently. Our  
2 faculty is the 86 percentile in  
3 the State of California and  
4 we're in the 76 percentile.  
5 Meaning of equity comes to mind.  
6 How are the classified staff  
7 treated the same as other groups  
8 on campus? And again I ask to  
9 you recognize our hard work and  
10 dedication to Cerritos College  
11 by approving our compensation  
12 proposal submitted to the  
13 district's negotiating team.  
14 Thank you.  
15 [Applause]  
16 >> President Avalos: Great.  
17 Thank you very much for your  
18 words. Next we have ACCME if  
19 anyone is here? Okay. Seeing  
20 none we'll move on to the next  
21 item so last week we did have a  
22 couple folks retiring and we  
23 provided time to honor them as  
24 they had family members here and  
25 we will move to Number three

Sample footer

1 which is an line presentation by  
2 Dr. Michelle Lewellen. There  
3 she is. Thank you.  
4 >> Good evening. Thank you so  
5 much for allowing me to come  
6 back and I hope everyone is  
7 doing well so those that were  
8 sick. I just want to give an  
9 update what we're doing with the  
10 online initiative. The faculty  
11 has been great stepping up and  
12 really working on this with me  
13 and Cynthia as well as the  
14 Administration of course. The  
15 goal just remind you of the  
16 goals we had increase of the  
17 number of courses offerings by  
18 5%. We provide an environment  
19 for quality online teaching and  
20 learning and develop  
21 presidencies and procedures to  
22 increase the effectiveness of  
23 the online environment so the  
24 first on the left hand side you  
25 have the goal and the activities

1 will take place and the GE  
2 pathways and courses of  
3 communication, Business  
4 Administration and as well as a  
5 field manual for Geology with a  
6 lab. We have increased the  
7 number of oral communication  
8 speech 100 courses on campus  
9 from four in 2019 spring -- I'm  
10 sorry, 18, zero in 2018 to four  
11 in 2019 and five in the summer  
12 so if you remember Cal State  
13 released their moratorium on  
14 speech 100 so the Speech  
15 Department moved ahead up and to  
16 five courses which is a lot over  
17 the summer. Science with a lab  
18 is in progress. [INAUDIBLE]  
19 going to be working on that now  
20 but work on it when we come back  
21 -- when he came back from  
22 sabbatical as well and Business  
23 Administration has a clear  
24 pathway to an AA Degree now and

25 it's very exciting as the math

Sample footer

20

1 department is starting to put  
2 Math 80 online and that pathway  
3 can be used by other programs as  
4 well so we're very excited about  
5 those. And the manual for  
6 Geology is [INAUDIBLE] when he  
7 comes back from sabbatical.  
8 Under course development we  
9 wanted incentives for faculty to  
10 teach online and develop  
11 templates for departments and  
12 disciplines and we have done  
13 that. We increased the number  
14 of course offerings by 9%. Now  
15 this is kind of raw data coming  
16 out of the course catalog.  
17 There are probably -- there are  
18 numbers more solid and we're  
19 working on getting those  
20 nonetheless our goal was 5%. We  
21 hit 9% so working with Rick  
22 probably increase the goal and  
23 so we can stretch ourselves and

24 be better than this next year.

25 Course shells are developed in

Sample footer

21

1 several areas and expanding

2 Psychology, health, business,

3 Administration all share the

4 shelves and resources and there

5 were requests from several

6 departments to pull together SLO

7 assessments so they can be

8 shared across faculty. The OEI

9 consortium encourage faculty to

10 participate and those interest

11 and increase the number of

12 courses offered by OEI and the

13 rubric is updated and going with

14 the Chancellor's vision and

15 under construction at the moment

16 and at one is also updating the

17 training course to meet the

18 rubric.

19 Nonetheless we're moving forward

20 with what information we have

21 from at one to develop paced

- 22 training at Cerritos. Number
- 23 two and asking for more
- 24 technology training online
- 25 species and open certificate

Sample footer

22

- 1 training, increasing online
- 2 training and certificate
- 3 operating and conferences and
- 4 meetings to understanding the
- 5 online environment. We
- 6 increased the number of online
- 7 offerings mostly training with
- 8 technology which is increased
- 9 through the CTX and I am meeting
- 10 with the new coordinator on
- 11 Wednesday and hope to make sure
- 12 with him that we have good
- 13 technology and plenty of it in
- 14 the fall. Our online speakers
- 15 species is in progress. We are
- 16 currently trying to determine
- 17 whether the most urgent needs
- 18 and try to get those
- 19 professionals out here. The top
- 20 of the list is science with the

21 lab and having struggles moving  
22 forward in higher education in  
23 general and also here at  
24 Cerritos College. Explore the  
25 open entry and open exit

Sample footer

23

1 teaching certificate. We're  
2 looking at that and the biggest  
3 issue is how do we assess that  
4 since there's not a teacher  
5 containing it in the six, eight,  
6 12 week class and the committee  
7 will explore that in the fall.  
8 Increase the online trainings  
9 and certificates we did that and  
10 increased faculty up to 300.  
11 That is almost a 30% increase in  
12 the number of teachers that were  
13 trained and we went from 138  
14 that taught in the spring of  
15 2018 to 167 which is increase of  
16 about 25%. We did attend  
17 several online -- me and Cynthia  
18 attended several online



19 conferences and meet including  
20 accessibility training and that  
21 the biggest focus and the  
22 accessibility and challenges are  
23 unique online and we had no real  
24 training for that, and so we  
25 have been working diligently on

Sample footer

24

1 getting that up and ready for  
2 the faculty. Still under goal  
3 two our best practices. Posting  
4 to online website and brown bag  
5 lunches. We have done that and  
6 it's mostly accessibility  
7 information and all over campus  
8 and trying to combine those for  
9 online specifically and get  
10 those in one place and that is  
11 coming along well. We have brown  
12 bag lunches for faculty  
13 discussions but while we had  
14 initially planned to have two  
15 accessibility took longer for  
16 some of us to learn than we  
17 thought as it's fairly

18 complicated and technical. We  
19 offered one in the spring. We  
20 had over 20 people and the  
21 biggest one I have seen and  
22 included classified as well and  
23 super exciting to see the coming  
24 of faculty and classified to  
25 what is best for our students.

Sample footer

25

1 And finally student training  
2 look at mandatory readiness and  
3 book ends for Cerritos and tool  
4 boxes for universal orientations  
5 and we're coming along on that.  
6 We will explore this next fall  
7 and looking at those things as  
8 the technology base learning  
9 committee. Online mentoring  
10 matching novel faculties to  
11 online and we have done that and  
12 recruit the mentors in the fall  
13 and place them with mentees.  
14 Goal three, developing policies  
15 and procedures for effectiveness

16 and accreditation requirements  
17 as well as best practices and  
18 updating our distance education  
19 document. Some areas do need to  
20 be changed to include the online  
21 readiness, recommendations for  
22 teaching certificate as the  
23 technology learning base  
24 committee develops assessments  
25 for those as well as we're

Sample footer

26

1 waiting on some guidance from  
2 the OEI on the new updated  
3 vision from the Chancellor's  
4 Office and those goals there.  
5 Our OER is up and running. We  
6 have a dedicated liaison now in  
7 Bob Livingston and working on  
8 the adoption and we say manual  
9 for Geology online in the fall  
10 when [INAUDIBLE] returns. Our  
11 review processes we wanted to  
12 recommend online Guided  
13 Pathways. Those are in progress  
14 right now. We can't do anything

15 until the path ways are set up  
16 and we're working on those and  
17 as soon as they come down we  
18 will can department online  
19 pathways to make sure we have  
20 enough courses on line and if  
21 not we will recruit and get  
22 people to do that for our  
23 students. Student expectations.  
24 We do want to let students know  
25 what the expectations are. I am

Sample footer

27

1 sure many of you saw the data on  
2 millennials and it's a big thing  
3 for them and what do you expect  
4 of me? And we want to make sure  
5 that the students going into  
6 this environment because it's  
7 self motivated they really do  
8 understand what that expect with  
9 that and again the technology  
10 based learning committee is  
11 working on those this fall. DE  
12 Coordinator -- we requested a

13 50% coordinator and 50%  
14 instructional designer. Mostly  
15 the designer is who we're  
16 focusing on now and next year  
17 and super helpful for  
18 accessibility and Rick and staff  
19 and I have been in different  
20 conversations talking how that  
21 would work. We want to -- so  
22 testing integrity software is a  
23 big deal for the testing and  
24 integrity itself and also  
25 because accreditation verifies

Sample footer

28

1 who is in the online classes and  
2 this the easiest and the most  
3 effective ways. We invited  
4 proctorial out after a one year  
5 study on the software out there  
6 and it was best for ridge ridge  
7 and that recommendation was --  
8 Cerritos and that recommendation  
9 was made to the Senate and Rick  
10 is working with them on that.  
11 finally as I mentioned we spent

12 most of the time this year  
13 working with accessibility. We  
14 have developed some trainings.  
15 We are hoping to get this kind  
16 of permanent we like to talk  
17 with the Deans and the  
18 Administration about getting  
19 some permanent item in the  
20 division meetings so we're  
21 talking about accessibility  
22 every single month. We wanted  
23 to explore closed captioning  
24 cycle and easy for faculty and  
25 one of the biggest hang ups and

Sample footer

29

1 accessibility is the time it  
2 takes to create the captions.  
3 We're recommending the equitable  
4 access training that we have  
5 created as part of the online  
6 initiative to [INAUDIBLE] in the  
7 fall and art has been piloted --  
8 I did it. Kimberly Rosenfield  
9 from speech and piloting to make

10 sure it's what Cerritos needs  
11 and that is my report.  
12 >> President Avalos: Thank  
13 you very much. Do my colleagues  
14 have any questions or comments  
15 on this item?  
16 >> Zurich Lewis: You talk  
17 about the expectations that  
18 millennials and myself are  
19 looking into and I can confirm  
20 that first of all.  
21 Second of all what are the  
22 expectations for the faculty, in  
23 particular their ability for the  
24 students? Is there going to be  
25 an expectation of office hours

Sample footer

30

1 for them or should they -- the  
2 students expect only by  
3 appointment?  
4 >> No, I would -- so office  
5 hours are optional per the  
6 contract over the summer, so  
7 that is probably an individual  
8 instructor decision. I for

9 example chose not to hold office  
10 hours but I do meet with  
11 students every opportunity they  
12 request so I don't -- but I  
13 don't hold formal office hours.  
14 During the regular semester  
15 they're required and part of the  
16 load and office hours goes  
17 towards that. I think the thing  
18 we really want to get across to  
19 the faculty as well as the  
20 students and the community is  
21 that the difference between  
22 online and face-to-face should  
23 be almost identical; right? We  
24 should be -- they should get the  
25 same kind of learning

Sample footer

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1 opportunities, the kind of  
2 learning should occur in the  
3 online environment versus the  
4 face-to-face environment and we  
5 want to push that for the  
6 students as well as the faculty



7 and to our best ability make it  
8 as competitive as possible with  
9 the face-to-face courses. Does  
10 that answer the question?  
11 >> Yes. Thank you.  
12 >> Shin Liu: Online  
13 counseling and online class too?  
14 >> Yes. We are I might need  
15 Rick's help on this. I think  
16 we're working on this, correct?  
17 >> [Off Mic].  
18 >> Yes so they're looking into  
19 that. It's not part of the  
20 online initiative because it's a  
21 counseling issue. We're looking  
22 at instruction specifically but  
23 certainly I know that I've had  
24 talks with Yvette that she was  
25 looking into it so I hope that

Sample footer

32

1 would occur. We do have online  
2 tutoring which is very effective  
3 and that's available for  
4 students.  
5 >> Dr. Fierro: I do have

6 online counseling, a group of  
7 counselors working online and a  
8 pilot I want to say with 10, 12  
9 of them.

10 >> [Off Mic].

11 >> Yeah, and it's going well.

12 The tutoring works well too. I  
13 think the key part of that which  
14 I am sure you already found is  
15 the consistency between the  
16 different courses so essentially  
17 when students go from my class  
18 to yours they shouldn't have to  
19 relearn the system and the  
20 organization of the class and  
21 how to navigate that. Usually  
22 that leads into the student  
23 leaving the environment.

24 >> I think those student

25 expectations will help kind of

Sample footer

33

1 set that up for students so they

2 know. Question?

3 >> Shin Liu: [INAUDIBLE].

4 >> I'm sorry. What?  
5 >> Line Canvas uses Net Tutor  
6 or use that or different  
7 tutoring service?  
8 >> [Off Mic].  
9 >> Yeah, and like Dr. Fierro  
10 said I don't know what it's like  
11 for the discipline. Psychology  
12 is outstanding so I teach  
13 Psychology so that's what I  
14 know.  
15 >> [Off Mic].  
16 >> I can't think of it either.  
17 >> [Off Mic].  
18 >> Shin Liu: Net Tutor is  
19 free.  
20 >> President Avalos: There it  
21 is.  
22 >> Thank you guys so much.  
23 >> President Avalos: One last  
24 question before you leave.  
25 >> Absolutely.

Sample footer

1 >> President Avalos: In terms  
2 of classes being offered and saw

3 that you have five speech  
4 classes and moving to speech  
5 from communication.  
6 >> That's correct.  
7 >> President Avalos: Has that  
8 been done?  
9 >> I believe it's past  
10 curriculum. Is that correct?  
11 Has it come to the board?  
12 >> [Off Mic].  
13 >> President Avalos: Yeah.  
14 Has it changed already and we're  
15 offered it last semester or this  
16 semester and in the fall and now  
17 communications 100.  
18 >> [Off Mic].  
19 >> President Avalos: Right.  
20 Okay.  
21 >> [Off Mic].  
22 >> President Avalos: And then  
23 last question is in terms how  
24 many students are admitted to  
25 the online courses versus on

Sample footer

1 campus course are those numbers  
2 any different? Do we for  
3 example have 100 in one course  
4 versus 50 in one? How is that  
5 working in terms of just  
6 accessibility who wants to take  
7 it because the one thing I  
8 noticed, right, in trying to  
9 sign up my own child for class  
10 and all the online classes are  
11 gone immediately and how many  
12 students are placed in the  
13 online courses?  
14 >> As far as I know it's the  
15 same percentage as we're  
16 face-to-face. I know it's the  
17 same percentage that we do  
18 face-to-face, but -- I would  
19 want to say yes but that's an  
20 individual instructor decision.  
21 I do it because retention is low  
22 in online class and I want to  
23 give everyone the opportunity  
24 because I know I will lose  
25 students over time but it is

Sample footer

1 difficult because I have 60  
2 students so if all of them staid  
3 that's a big work load for me,  
4 but yeah I can check into those  
5 numbers and see what the wait  
6 list is and let Dr. Fierro know  
7 and so he can tell you guys.  
8 >> President Avalos: That  
9 would be great and I am talking  
10 about the programs and easier to  
11 watch "Games of Thrones" than  
12 to sit through the class.  
13 I know we're competing with  
14 other factors with online  
15 courses and I guess my push  
16 would be not just online but  
17 more hybrid and I think there  
18 needs some balance even for  
19 students to check in. Hey did I  
20 turn everything in? What did I  
21 do wrong? What about this or  
22 that? If you miss a class  
23 online that's a whole class  
24 section gone and how do you  
25 recoup that because timeline

1 continues and those are some of  
2 the my concerns and doing some  
3 of the online classes. I will  
4 be honest with you I feel it's  
5 great but I felt cheated in  
6 terms of the curriculum?  
7 >> I agree and I think it's  
8 difficult -- I don't think it's  
9 as easy as it sounds and just  
10 transferring for sure but I do  
11 think there are faculty here  
12 that are just like me that are  
13 doing this because they want to  
14 make this better.  
15 >> (INAUDIBLE)  
16 >> I think we're moving in that  
17 direction. I do know and we  
18 could possibly look at this  
19 [INAUDIBLE] as a best practice  
20 that there's quite a few faculty  
21 that hold chat rooms online that  
22 are mandatory. They have to  
23 attend one or two over the  
24 semester, make sure that the

25 students are checking in and

Sample footer

38

1 zoom you can have the entire  
2 class there so communications,  
3 the speech 100, that's how  
4 they're running and all of the  
5 students fill the time and that  
6 might be a way and the concern  
7 of not just the students  
8 dropping out and not checking in  
9 and I agree it's an issue but  
10 there are students not here and  
11 I will get the numbers for you  
12 for sure.  
13 >> President Avalos: That's  
14 fine. I think the more  
15 accessible and easier to attend  
16 school is great. I'm a big  
17 advocate of accessibility so I  
18 think my main concern is for the  
19 students who feel like they're  
20 losing out somehow because I can  
21 tell you now that classes when I  
22 did my second masters I felt I  
23 got so much out of it comparing



24 to some of my other friends that

25 did it in class only and I felt

Sample footer

39

1 I was short changed and

2 obviously you can't do it all

3 online. There has to be more

4 dialogue, more of that happening

5 and I think when you're watching

6 the screen and everyone else is

7 typing and okay I got that and

8 you don't always comment on it.

9 >> I love Twitter but I have

10 seen tweets where people have

11 listed what they just cut and

12 paste into a discussion board

13 regardless of the class so I

14 agree that's an issue. I think

15 our faculty here, the ones that

16 I have observed here, are

17 cognizant of that and encourage

18 the students not to do that and

19 I agree and that's definitely an

20 issue.

21 >> President Avalos: I am

22 happy we're moving in that  
23 direction and with on line  
24 community college.  
25 >> 115th.

Sample footer

40

1 >> President Avalos: Okay.  
2 Even with that coming online our  
3 community looks forward to the  
4 local schools because that's  
5 what they know and they're more  
6 comfortable w right, but I think  
7 in making it more accessible is  
8 always a positive thing for  
9 anyone and thank you for the  
10 work you invested in making it  
11 more available and coming back  
12 with feedback on things that  
13 might not be working on and  
14 thank you for that.  
15 >> Thank you for having me.  
16 >> President Avalos: Any know  
17 else have any comments? Thank  
18 you very much. I appreciate it.  
19 >> Great job.  
20 >> President Avalos: Let's

21 see what is next on our list?  
22 All right. So next we do have  
23 Consent Calendar items and we  
24 have several items, items four,  
25 through Item 31. Is there

Sample footer

41

1 anyone who would like to pull an  
2 item for further discussion?  
3 Don't all jump out. Okay.  
4 Seeing no one pull any items I  
5 would -- Yes.  
6 >> Dr. Fierro: Sorry. I  
7 can't find the item, but just to  
8 be sure I want to point out that  
9 we are approving the selection  
10 of the architect to begin the  
11 [INAUDIBLE] so just in case if  
12 you didn't catch that make sure  
13 you look at it before you  
14 approve the consent.  
15 >> President Avalos: What  
16 item is that Dr. Fierro? --  
17 [Off Mic] [INAUDIBLE] was this  
18 the discounted rate?

19 [Laughter]  
20 >> Oh it is a discounted rate.  
21 Okay. All right. Anyone else  
22 have any other comments? No.  
23 All right. Well seeing no other  
24 comments and everyone -- no one  
25 objecting to anything I would

Sample footer

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1 like to move that we approve  
2 items 4- 31 on consent and let's  
3 see Item 32 -- oh wait up to  
4 Item 32. Oh 31 was -- okay.  
5 Got it.  
6 >> Zurich Lewis: So moved.  
7 >> President Avalos: Thank  
8 you. All those in favor? All  
9 opposed? There you have it.  
10 Next we have Item 33 which is  
11 informational item and that is  
12 the College Coordinating  
13 Committee minutes for April 22  
14 and May 6, 2019.  
15 >> Zurich Lewis: Motion to  
16 receive and file.  
17 >> President Avalos: Can I

18 get a second?  
19 >> [Off Mic].  
20 >> President Avalos: All  
21 those in favor say aye?  
22 >> Aye.  
23 >> Next is Item 34 on the  
24 informational item on the  
25 Citizens' Bond Oversight

Sample footer

43

1 Committee 2017-18 annual report.  
2 Any comments on that report?  
3 >> Motion to receive and file.  
4 >> President Avalos: Could I  
5 get a second please?  
6 >> Second.  
7 >> President Avalos: All  
8 those in favor say aye?  
9 >> Aye.  
10 >> Number 35 is informational  
11 item. Partnership for Adult and  
12 Academic Career Education PAACE  
13 three year plan for 2019-22.  
14 Any comments on that particular  
15 item?

16 >> Motion to receive and file.  
17 >> President Avalos: Thank  
18 you. Can I get a second please?  
19 >> Shin Liu: Second.  
20 >> Great. All in favor  
21 signify by saying aye.  
22 >> Aye.  
23 >> Item 36 Associated Students  
24 of Cerritos College ASCC  
25 financial report for period

Sample footer

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1 ending March 21, 2019. Motion  
2 to receive and file.  
3 >> Motion to receive and file.  
4 >> Great. Can I get --  
5 >> Second.  
6 >> All those in favor.  
7 >> Aye.  
8 >> All those pass. Thank you.  
9 Next we have Item 37 and 38  
10 administrative items. Item 37  
11 is consideration of approval of  
12 the Facilities Master Plan and  
13 the funding is per the G.O.  
14 Bond. Dr. Fierro you want to

15 give us a quick update on that?  
16 >> Dr. Fierro: Yeah, so the  
17 Facilities Master Plan we have  
18 been working on. They went  
19 through the consultative  
20 process. You got to see part of  
21 that during the Study Session  
22 and has been finalized and it's  
23 here for your approval so the  
24 way that it is not all projects  
25 -- in fact just maybe one of the

Sample footer

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1 projects could be funded through  
2 the current bond. However,  
3 approving Facilities Master Plan  
4 doesn't mean you have to go out  
5 for a bond. Simply give us  
6 direction on the construction  
7 and improvements will be done in  
8 the future if money is available  
9 and two, it's a requirement that  
10 we still have to meet  
11 regardless. The Facilities  
12 Master Plan changes they look at

13 the campus and continues to  
14 develop the campus in a way the  
15 previous Facilities Master Plan  
16 had done, increase the amount of  
17 working spaces making the walk  
18 across campus straight lines so  
19 you can see side to side and has  
20 very defined corridors.  
21 Addresses some of the needs for  
22 additional green areas, and will  
23 give us a projection of some of  
24 the buildings that we will need  
25 either upgrade or need to be

Sample footer

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1 replaced based on their useful  
2 life, and right now we have I  
3 think two buildings that are  
4 coming up that are pretty close  
5 to the part in the code for more  
6 of the presentation and give us  
7 an idea of the sequence these  
8 buildings will have to be  
9 addressed over a period of time,  
10 so if you have specific  
11 questions I could have Felipe or



12 our partners help us with  
13 additional explanation.  
14 >> [Off Mic].  
15 >> President Avalos: Any  
16 comments from my colleagues?  
17 Really? [INAUDIBLE].  
18 >> Dr. Fierro: You already  
19 received a full presentation on  
20 this.  
21 >> President Avalos: I am  
22 trying to wake them up Dr.  
23 Fierro. So no one has any  
24 comments on this? In that case  
25 we will motion to approve this

Sample footer

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1 Facilities Master Plan 2019.  
2 >> So moved.  
3 >> President Avalos: Second.  
4 >> Second.  
5 >> All in favor signify by  
6 saying aye.  
7 >> Aye.  
8 >> All those opposed? The  
9 ayes have it. Number 38 is

10 consideration of approval of  
11 naming of facility of John J.  
12 DeMott lobby and John J. DeMott  
13 Endowed Scholarship and for the  
14 Fine Arts building. The purpose  
15 is create an endowment  
16 scholarship payment of \$25,000  
17 over the next five years and  
18 donors will supplement the  
19 endowment with the planned gift  
20 of \$50,000 at the end of their  
21 lives.  
22 >> They have been donors for 20  
23 plus years consistently. They  
24 awarded scholarships every year  
25 and Ms. DeMott is deciding to

Sample footer

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1 honor her brother and naming the  
2 Fine Arts addition with the  
3 yearly contributions to the  
4 scholarship so eventually what  
5 she is looking for is create an  
6 endowment in perpetuity so that  
7 the scholarship continues to be  
8 funded after they pass so the

9 cash value, the initial cash  
10 value is 25,000, and the will  
11 have additional \$50,000 in the  
12 plan given which we already have  
13 paperwork for that as well.  
14 Their main connection to the  
15 campuses with the Fine Arts  
16 Department as John DeMott was  
17 former student here. One of his  
18 paintings got the best in show  
19 award in the 80's I believe, and  
20 he will show case the  
21 participating once a month --  
22 once a year during one month in  
23 honor of John.  
24 >> President Avalos: Well,  
25 thank you for the update. First

Sample footer

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1 off thank you to the DeMott  
2 family to continue to invest in  
3 our students and you know giving  
4 regardless whether someone in  
5 your family is heir and  
6 ultimately impact so many and

7 the best gift you can give for  
8 someone to thrive and be  
9 successful. If you're watching  
10 thank you for the contribution.  
11 On that any comments? Can I get  
12 a motion to approve?  
13 >> So moved.  
14 >> President Avalos: Can I  
15 get a second?  
16 >> Second.  
17 >> President Avalos: All  
18 those in favor signify by saying  
19 aye.  
20 >> Aye  
21 Opposed? Ayes have it.  
22 Comments from district officials  
23 and start to my left this time  
24 around.  
25 >> Zurich Lewis: No report. I

Sample footer

50

1 am studying for the bar and  
2 don't have time.  
3 >> President Avalos: Ms. Shin  
4 Liu.  
5 >> Shin Liu: Came back from

6 Taiwan and last night and  
7 everyone is working hard. Thank  
8 you.  
9 >> President Avalos: Last  
10 time we had graduation and first  
11 off congratulations to the  
12 students and families for  
13 investing in yourself and  
14 education is a gift that you  
15 give to yourself and has so many  
16 positive ever lasting wonderful  
17 things that come with it. For  
18 me personally I am very honored  
19 to have my signature go on 5,000  
20 students very important piece of  
21 paper diploma or certificate or  
22 whatever it is that is their  
23 next achievement or goal in  
24 their life and that is one of my  
25 proudest things to do at the

Sample footer

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1 college and sign off on the very  
2 important pieces of paper. On a  
3 personal note my daughter

4 graduated eighth grade and have  
5 three in high school and one  
6 middle schooler and little more  
7 than halfway done and excited at  
8 opportunities they have with  
9 summer and folk the folks and  
10 community take advantage of the  
11 classes for the young people and  
12 eighth graders or tenth graders,  
13 whatever that might be. We have  
14 the early college Adult Ed  
15 programs and classes for  
16 students and I was sharing with  
17 Dr. Fierro that I was on the  
18 opposite end of the 710 freeway  
19 at East L.A. College and sort of  
20 I had first hand look of what  
21 our student guess through trying  
22 to register my child and making  
23 sure he gets the right class and  
24 what happens if it's canceled  
25 and you get bumped off because

Sample footer

1 you didn't take a class last  
2 semester and dealing with the

3 everyday things of the students  
4 and sharing with Dr. Fierro we  
5 talked about what we're trying  
6 to do and unify the different  
7 services on campus to make it  
8 again a one stop shop and people  
9 aren't going back and forth  
10 between offices all day long.  
11 That was a all day oar deal and  
12 just know kids while you're out  
13 there students we're  
14 experiencing the same things.  
15 We're trying to make it better  
16 for you. We had elections last  
17 week, special elections for the  
18 L.A. Unified School District  
19 which is one of the districts in  
20 the City of South Gate and there  
21 was a bond or a measure that was  
22 out there to increase property  
23 taxes for folks to supplement  
24 improving services for students  
25 and unfortunately it did not

Sample footer

1 pass and so you know as we talk  
2 about reinvesting in education  
3 truly making a difference and  
4 impact for students you know  
5 there is no -- absolutely  
6 nothing that I think is more  
7 important than that and  
8 unfortunately I think they just  
9 need to restructure what is  
10 going out to the public and I  
11 think there is a lot of folks  
12 and accountability was an  
13 important piece missing in the  
14 measure and I talk about that  
15 because we elected a new Senator  
16 in our area and congratulations  
17 to Ms. Gonzales on the election  
18 but we have so many other things  
19 happening across the state and  
20 let's just stay mindful --  
21 someone mentioned tonight we're  
22 up for an election soon. I am  
23 grateful to have the privilege  
24 to serve but I know we need to  
25 be fiscally responsible so as

Sample footer



1 folks are out there making  
2 choices and decisions know that  
3 this board is making choices and  
4 decisions how to best serve the  
5 community for many more years to  
6 come and I say that with all due  
7 respect of the classified and  
8 everyone that works on this  
9 campus it's not easy for us  
10 sometimes to make those  
11 difficult decisions and choices  
12 know that we have the best  
13 intention to serve the community  
14 as well and I hope everyone is  
15 enjoying the summer. Our first  
16 85 plus day degree day right so  
17 it's been hot but I hope  
18 everyone is enjoying their  
19 summer and take the opportunity  
20 to enhance the opportunities to  
21 continue to learn while on as I  
22 remember break so that's all I  
23 will say and looking forward to  
24 the many things that are going  
25 to be happening in the next

1 couple of weeks so with that Dr.  
2 Fierro or I'm going to go to --  
3 >> No report.  
4 >> Dr. Fierro: Thank you for  
5 giving me your time.  
6 >> President Avalos: Sorry I  
7 forgot to say her son graduated  
8 and two down and one to go.  
9 >> [Off Mic].  
10 >> Dr. Fierro: Now the  
11 expensive part comes. Would  
12 like to ask the board if we  
13 could close the meeting today in  
14 honor of Dr. Connie Mayfield our  
15 former music instructor. She  
16 passed recently and she  
17 remembered she made the nation  
18 exceeding the half million  
19 dollars for the Fine Arts-CIS  
20 Math and if we could close the  
21 meeting in our honor I would  
22 appreciate it.  
23 >> President Avalos: That's  
24 fine Dr. Fierro. I wonder if we

25 have service memoriam and

Sample footer

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1 closing the meeting tonight and  
2 thank you for the many things  
3 she did to inspire our students.  
4 >> Dr. Fierro: Absolutely.  
5 So the last Memorial Day I had  
6 the opportunity to spend our --  
7 go to the celebration in  
8 Norwalk, and it was a great  
9 celebration. Had a good time,  
10 but the highlight of the  
11 celebration was our keynote  
12 speakers of the celebration,  
13 Jerry Castro, one of our student  
14 veterans. He did a great job  
15 representing the district and  
16 obviously representing all  
17 veterans out there. They  
18 treated him extremely well and  
19 people were receptive to the  
20 message and nice to support him.  
21 Support. Lasted night I was  
22 notified that the health  
23 sciences building is in

24 discussion and we made it to the

25 list and this morning we're in

Sample footer

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1 the budget, so the countless

2 phone calls, letters and trips

3 to Sacramento seem to be paying

4 off. We are the list of the

5 budget so if things continue to

6 go the way it is we should be

7 receiving about \$10.5 million to

8 do the upgrade of that building,

9 so it's not a done deal yet.

10 Until the budget is signed and

11 final I guess we shouldn't

12 celebrate but it's a big step

13 because at the beginning of the

14 budget process we were not even

15 on the list so we have gone a

16 long way of not on the list to

17 be on the list of projects to be

18 funded so it's very good

19 progress. Thank you to everyone

20 that helped with this during the

21 process so we have the money

22 here ready to match the money  
23 from the state so we should be  
24 able to get going fairly quickly  
25 once the budget is signed. We

Sample footer

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1 had the scholarship ceremony a  
2 couple of weeks ago. It was a  
3 great event. We always have a  
4 large number of students that  
5 turn out and a special time  
6 because sometimes we think that  
7 a small contribution does not  
8 make a difference for our  
9 students and it clearly does.  
10 Sometimes the contribution is  
11 just \$500 and \$500 make the  
12 difference between finishing a  
13 semester and not coming back the  
14 rest of the semester, so it was  
15 very special celebration. There  
16 was a lot of energy in the room  
17 and many of our students  
18 attended the celebration to meet  
19 the donors and thank the donors  
20 personally. And the last couple

21 of weeks I have been doing and  
22 especially today a lot of work  
23 with donors and the foundation,  
24 and I think in the last couple  
25 of weeks we have been able to

Sample footer

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1 bring back a little over  
2 \$200,000 in cash gives and some  
3 pledges going forward. Today  
4 was a really good day in which  
5 we brought more than half of the  
6 200 they mentioned so the work  
7 that we're doing together in  
8 order to highlight the success  
9 of our students is also having a  
10 positive impact with donors.  
11 What I have found over the last  
12 couple of years with working  
13 with donors that they don't give  
14 for need because we have the  
15 need and have students that  
16 could benefit to the need. They  
17 tend to give to successful  
18 programs and the students that

19 have the potential and the  
20 students that do have the  
21 potential we have the programs  
22 and it's translated into success  
23 which makes it more attractive  
24 for future donors to work with  
25 us, and that's about it for my

Sample footer

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1 report.  
2 >> President Avalos: Seeing  
3 no one else we have our next  
4 item which is closed session.  
5 We have do four items on the  
6 list for tonight's meeting.  
7 Item 39 is liability claims and  
8 significant exposure to  
9 litigation pursuant to  
10 Government Code 54956.9. We do  
11 have claimant Mr. Hector Zamora  
12 versus the college. Item 40 is  
13 significant exposure to  
14 litigation pursuant to to  
15 Government Code 54956.9  
16 paragraph three of the  
17 subdivision E. We have Fata

18 Construction is a claimant  
19 against the college. And then  
20 next item discipline dismiss  
21 release Government Code 54957  
22 Case No. 92671107. Item 42 is  
23 public employee employment and  
24 that is for Executive Director  
25 the foundation, institutional

Sample footer

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1 advancement. Assistant Director  
2 of admissions and records.  
3 Extension of temporary contracts  
4 for the Acting Dean of Disabled  
5 Student Program, DSPS and  
6 extension of employment contract  
7 for Director of HR and Risk  
8 Management Captain campus  
9 services and Instructional Dean  
10 Liberal Arts manager.  
11 Operations Manager.  
12 Instructional Science,  
13 Technology, Engineering,  
14 Mathematics and next is  
15 conference with Labor



16 Negotiators pursuant to  
17 Government Code 54956.9.  
18 Adriana Flores-Church and Dr.  
19 Fierro as our representatives  
20 and then the organization --  
21 employee organizations  
22 negotiating with CSEA. Dr.  
23 Fierro is there anything you  
24 would like to add before we walk  
25 into closed session.

Sample footer

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1 >> Dr. Fierro: Not for closed  
2 session but I forgot something  
3 on the report.  
4 >> Yes.  
5 >> Dr. Fierro: I received a  
6 report from one of the faculty  
7 members and want reporting on  
8 the student honor admission  
9 rates and (LOW AUDIO) 94% to  
10 UCLA and 93% admitted to UCI.  
11 >> [Off Mic].  
12 >> Dr. Fierro: Yeah.  
13 >> [Off Mic].  
14 >> Dr. Fierro: Yeah.

15 >> President Avalos: Well,  
16 thank you for that. That's  
17 always a positive note to start  
18 off and let's go to closed  
19 session.  
20 Please stand by for the Board of  
21 Trustees to return from closed  
22 session.  
23  
24  
25

Sample footer