

1 09-20-17 Cerritos BOT

2 >> President Lewis: One of

3 our own Cerritos College

4 employees. Barbara.

5 >> [INAUDIBLE] [Off Mic].

6 >> Amen. Thank you. Next we

7 will have the Pledge of

8 Allegiance done by Trustee Board

9 Member Camacho-Rodriguez.

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 Lewis: Next we

17 have the roll call please.

18 >> Board President Lewis.

19 >> Here.

20 >> Vice President Carmen

21 Avalos.

22 >> Present.

23 >> Board Clerk Shin Liu.

24 >> Dr. Fierro: She was

25 finishing up a meeting.

Sample footer

2

1 >> (calling roll).

2 >> Sandra Salazar.

3 >> Here.

4 >> Student Trustee Raul

5 Avalos.

6 >> Present.

7 >> Superintendent Dr. Fierro.

8 >> Present.

9 >> President Lewis: All

10 right. Is there any Board

11 Member wishing to reorganization

12 the agenda in any such way?

13 Seeing none we will move on to

14 the comments from the audience

15 and I have one comment card from

16 a couple of speakers on ASCC

17 updates on behalf of the ASCC

18 President Ms. Karen Patron.

19 >> (INAUDIBLE) [Off Mic].

20 >> President Lewis: Can you

21 used the mic please?

22 >> So good evening. I am

23 Esmeraldo and Chief of Staff of

24 ASCC.

25 >> Good evening I of course

Sample footer

3

1 appointed Pro Tem for the

2 Senate.

3 >> So we want to give you awe

4 few up dates what is happening

5 at long so I want to let you

6 that hope coming is October 21

7 and our football team is playing

8 against Studebaker.

9 >> So Bakersfield.

10 >> We handed out a flier and

11 this is a good time to enjoy a

12 good among students and for the

13 activities that the school

14 provided for us so it's a good

15 experience the Cerritos College

16 home coming is games and TETRA,

17 pacman and a really good event.

18 >> So our Senate was sals

19 officially sworn in today. I am

20 excited

21 [Applause]

22 we look working with our elected
23 students and student leaders.
24 As a previous Senator it's a
25 good way to explore other faces,

Sample footer

4

1 especially new students on
2 campus. They get to see what
3 Student Government is about and
4 how we assist students and what
5 we do and I am very happy and
6 excited I got appointed Pro Tem.
7 >> So lastly another event
8 we're working on is zombie fest
9 and near Halloween and the main
10 point is collect food to restock
11 food pantry on campus and again
12 a flier was passed out and that
13 states what could be donatedd
14 and if of you guys want to feel
15 free to donate food to student
16 activities and if you have
17 questions or concerns please
18 contact ASCC Karen Patron or
19 Vice President Dave Ramirez.
20 >> President Lewis: Thank

21 you. Quick question. Is there
22 going to be a competition for
23 the arcade game?
24 >> Yes, there competing for
25 prizes and it's just friendly

Sample footer

5

1 competition between clubs.
2 >> President Lewis: Does the
3 Board of Trustees count as a
4 club?
5 >> I'm not sure.
6 >> [INAUDIBLE] [Off Mic].
7 >> President Lewis: Tag team.
8 Thank you.
9 >> Yeah, there will be a
10 competition. Certain clubs are
11 building their own floats so we
12 will see the artistic designs
13 from the students.
14 >> President Lewis: Okay.
15 >> I say the Board of Trustees
16 get together to build a float.
17 >> President Lewis: With a
18 working Pacman game. We will

19 direct funding for that shortly.
20 All right. Thank you.
21 >> Thank you.
22 >> President Lewis: Next we
23 have a comment card from our --
24 another college employee, Sally
25 Havis former Assemblywoman

Sample footer

6

1 regarding AB 705.
2 >> [INAUDIBLE] [Off Mic].
3 >> The light is on.
4 >> Oh the blue light has to be
5 on.
6 [Laughter]
7 good thing I am not color blind.
8 Anyway I am here as in the
9 capacity of the President LULAC
10 Council the artisan Cerritos
11 Council and the legislative
12 representative of the greater
13 Los Angeles league of united
14 Latin American citizens, and one
15 of our members who needs to pay
16 his duce incidentally, but
17 anyway one of our members called

18 me andd and me to present this
19 information. I have my own
20 thoughts about it since I teach
21 English also on this campus but
22 this is what he wanted me to
23 present to the board, so that
24 you would be aware of a study
25 that was conducted -- he said

Sample footer

7

1 this AB 705 could possibly
2 impact quite negatively on
3 students who attend some high
4 schools, elementary and high
5 schools that do not meet their
6 needs, and anyway, so I read you
7 quickly "to identify the impact
8 of freshman entering Cerritos
9 College -- he saved this and a
10 former employee also. I forgot
11 to tell you -- at Cerritos
12 College focused on two cohorts
13 of freshmen students who entered
14 in the fall 2000 and 2001 terms
15 and the study examined where the

16 students tested for English,
17 reading and math. The sample of
18 students included all first time
19 enrollees at Cerritos College
20 with no prior history of the
21 attending another higher
22 education institution,
23 concurrent high school enrollees
24 were also excluded. The finding
25 were at that time until 95% of

Sample footer

8

1 first time students took at
2 least one assessment test.
3 Merely 94% of all first time
4 students entering Cerritos
5 College with a deficiency in at
6 least one area slightly less
7 than half, 48.9% entered the
8 college with deficiencies in all
9 three areas. Nearly 33%
10 recorded deficiencies in at
11 least two areas and 12%
12 deficiencies in one area, and so
13 forth. Approximately 58% first
14 time students tested through to

15 three to four levels below
16 college in math and slightly
17 half, 46.6 test 2D, three levels
18 below college level reading
19 skills with approximately 21%
20 testing into the lowest level of
21 reading. I remember that. I
22 remember it was like third grade
23 and I am told by some of my
24 current colleagues that it's
25 still about third or fourth

Sample footer

9

1 grade. About 36% of freshmen
2 students placed two levels below
3 college English and 33% placed
4 one level below freshmen
5 English. I attached a copy of
6 the Legislative Council's digest
7 which analyzes the changes that
8 are being proposed with this and
9 I realize that the board is --
10 if I haven't mention today
11 before supporting this bill, and
12 it's on the Governor's desk for

13 signature, for possible
14 signature, and the problem for
15 my former colleague is the fear
16 that there will be people
17 pushing to have only one measure
18 because according to the --
19 let's see what page is it on?
20 It's the third or fourth page.
21 It says that D -- Section two D
22 Roman numeral I1 and two and
23 three and at the heading is "a
24 Community College District or
25 college shall maximize the

Sample footer

10

1 probability that a student will
2 enter and complete transfer
3 level courses in English and
4 mathematics within a one year
5 time frame and use in the
6 placement of students into
7 English and mathematics courses
8 in order to achieve this goal
9 one or more of the following
10 measures. One or -- one is --
11 huh -- a little bit -- anyway

12 I've always said that our
13 students were kept too much too
14 long in the remedial or the
15 developmental courses, and I
16 sure do -- personally I agree
17 that there needs to be a way,
18 and I know our college is
19 looking at ways to include
20 multiple measures, not just one.
21 It says "at least." it doesn't
22 say you can do it with only one,
23 and it --
24 >> Can you wrap up your
25 comments in one minute please?

Sample footer

11

1 >> Yeah, I told him I would
2 read it and present to the board
3 and I think he taught. Oh a
4 long time before he retired and
5 he said he wants to caution the
6 community -- community college
7 people to be careful not to do
8 the old baby -- throw the baby
9 out with the bath water. That

10 maybe some kind of open entry,
11 open exit program could be put
12 in place to assist as the backup
13 that's stated in the bill
14 language, and I know personally
15 I have worked in open entry,
16 open exit programs and they are
17 effective because it says they
18 can take an English class but if
19 they need more help there could
20 be other courses they could
21 takes, and in my point of view
22 we have to be careful because of
23 the fact that the students are
24 only get there financial aid if
25 they are full time students so

Sample footer

12

1 that's something they know my
2 colleagues are looking at. The
3 second thing that I think is
4 really very important is that
5 those students who do not
6 receive financial aid, not
7 necessarily receive financial
8 aid, their parents may claim

9 them on their income taxes and
10 what happens is if they're not
11 full time students they cannot
12 claim them. The other thing is
13 their insurance rates for their
14 vehicle cost more. If the
15 students are not full time
16 students so there's a lot of
17 things to consider with the unit
18 values they're assigned. I
19 think great. I think it's great
20 --
21 >> Thank you for your time.
22 >> Okay. I will wrap it up.
23 >> We appreciate that.
24 >> Okay. I think it's a good
25 idea but we need to be cautious

Sample footer

13

1 because we just can't put them
2 in the courses and design a
3 program for failure.
4 >> President Lewis: Thank
5 you. All right. Next we will
6 move to on any reports and

7 comments from constituent
8 groups? Is there any
9 constituent group with a comment
10 or a report? Ms. Rosenblat.
11 >> Hello. Thank you. I am
12 pleased to announce that the
13 Cerritos College Faculty
14 Federation is ready to start
15 negotiations with the district.
16 Last May representatives for
17 CCFE and the district met to
18 discuss when we begin
19 negotiations for the agreement.
20 As you know the current contract
21 expires in June 2018. Together
22 we thought we would submit our
23 proposals at in September or
24 October and September 27 or the
25 October 4 board meeting where we

Sample footer

14

1 would do. The negotiating team
2 worked over the summer to make
3 sure we were ready to go but we
4 found out today that the
5 district needs more time. In

6 the spirit of collegiality we
7 agreed to wait until October and
8 we will share the proposals and
9 share the information with you
10 guys. There's still significant
11 non monetary portions of the
12 contribute contract to be
13 negotiated such as working
14 conditions so in order to make
15 up for the lost time we have
16 sent the district ground rules
17 and a proposed meeting schedule.
18 We expect to be able to make
19 significant progress on
20 completing the contract this
21 year and we're looking forward
22 to working with the district.
23 Thank you.
24 >> President Lewis: Thank
25 you. Anyone else wishing to

Sample footer

15

1 make a comment or a report?
2 Okay. Seeing none we'll move on
3 to our first agenda item. That

4 is the recognition of Classified
5 Employee of the Month in which
6 we will recognize Shannon
7 Estrada as Classified Employee
8 of the Month for August 2017
9 [Applause]
10 >> [INAUDIBLE] [Off Mic]
11 [Laughter]
12 >> Dr. Fierro: Good evening.
13 Shannon I was told they needed
14 to embarrass you in public. And
15 make sure you got really, really
16 red and I think you're halfway
17 there.
18 >> That's the way it goes.
19 >> Dr. Fierro: Very good so
20 you can count on your teammate.
21 We name Shannon Estrada as
22 Classified Employee of the Month
23 for August 2017. Shannon began
24 her career in the admission and
25 Arizona short term employee in

Sample footer

1 1987 and hire said as a
2 classified employee in

3 January 2008 as the reentry
4 resource specialist are if the
5 career service department.
6 Shannon is always ready and
7 willing to welcome and guide
8 students through the that the
9 department has to offer. Many
10 students are apprehensive about
11 returning to school and put them
12 at least and make them feel they
13 belong. She gained their trust
14 because she listen to them. Her
15 dedication and willingness to go
16 and above the needs of the
17 student and staff are
18 exceptional. We appreciate your
19 personal attributes and
20 outstanding effort. Thank you
21 for a job well done.
22 [Applause]
23 >> Thank you.
24 >> Dr. Fierro: I can't say
25 what it says about Shannon --

Sample footer

1 it's just very reduced version
2 of how she is with people and
3 students. As you can see always
4 smiling and making sure everyone
5 is enjoying their visits or you
6 know overall having a good time,
7 and being treated well, so thank
8 you very much for all that you
9 do. I think it's very well
10 deserve and congratulations
11 again.
12 >> Thank you.
13 >> Congratulations.
14 >> Thank you so much. Thank
15 you. Just a quick little
16 something. First I would like
17 to thank Terry for nominating me
18 and getting me up here. Also to
19 the committee to made the
20 decision. Thank you also and
21 Dr. Fierro, Dr. Johnson and the
22 Board of Trustees, everybody for
23 taking time out of your business
24 schedules to recognize us
25 employees of the month. We

Sample footer

1 appreciate it and to my friends
2 and family couldn't be here
3 tonight and I thank them. I
4 can't imagine not being here
5 doing what I do. I love my job
6 and love making students feel
7 welcome when they might want
8 have felt that way and I can't
9 imagine not doing that and in
10 February it will be 30 years
11 since I worked on the campus
12 both part time and full time and
13 it feels like a second home to
14 me and I feel when the coworkers
15 and people you work with feel
16 like family that makes it that
17 much more special so I thank you
18 [Applause]
19 >> Come back up Miya.
20 >> [INAUDIBLE] [Off Mic].
21 >> Thank you
22 [Applause]
23 >> President Lewis: Next we
24 will move it to a presentation
25 on the Cerritos Complete program

1 from Colleen McKinley.
2 >> Thank you. Good evening
3 and thank you for the
4 opportunity to give you an date
5 about Cerritos Complete and a
6 look at the future of the
7 program as well. I am joined
8 this evening by some important
9 people that are part of the
10 program who will also be helping
11 to present this evening, so our
12 coordinator Raquel and we also
13 have two point counselors who
14 work with the program, Sylvia
15 and Lara. We also have Jennifer
16 who is a counselor at Cerritos
17 high school and sharing her
18 perspective from the K-12
19 partner and we have two students
20 participating in the program
21 destiny in the sophomore year
22 and Eric that began at Cerritos
23 College in the fall. This is a
24 partnership between five school

Sample footer

20

1 Norwalk La Mirada and Downey and
2 paramount and we inducted the
3 third cohort of students in the
4 fall. The program began as a
5 bridge program where there was
6 no scholarship attached to it
7 and what's when the department
8 was born and it's become
9 Cerritos Complete and we have
10 been join by a variety of
11 departments on campus and every
12 department we coordinate with
13 and from aim to admission and
14 records and Assessment Center,
15 counselor, DSPS, EOPS
16 STUDENT: Financial aid, IT,
17 public affairs and school
18 relations are all involved in
19 this campus wide initiative so
20 Cerritos Complete is our
21 college's promise program and we
22 focus on students pledge to
23 complete the degrees and

24 certificates on time. We're
25 going to share with you those

Sample footer

21

1 requirements and I would like to
2 introduce Raquel our coordinator
3 to share some of the information
4 with you.
5 >> Hi. So the students of
6 Cerritos Complete receive many
7 benefits being in our program.
8 They receive one year free
9 tuition or I textbook voucher.
10 They receive early enrollment
11 during the will participation.
12 They receive step by step
13 assistance and strong support
14 service from our department like
15 counselors, financial aid and
16 more. Our students in this
17 program are better prepared
18 through college because of all
19 the step by step and strong
20 support services. They also
21 attend a clear exploration

22 workshop and receive a
23 personalized schedule for their
24 fall and spring semester that
25 they work on with counselors and

Sample footer

22

1 in the summer they attend a
2 summer connections class which
3 is a counselors 101A class. .
4 >> Once they become freshmen
5 they have to maintain -- they
6 need to maintain certain
7 requirements in order to keep
8 the scholarship for the next
9 semester and maintain a 2.0 GPA
10 they need to enroll and
11 successfully complete a math and
12 English course in both the fall
13 and the spring semester. In the
14 fall they're also attending a
15 education planning workshop with
16 the counselors in which they
17 meet one-on-one and pick their
18 schedule for spring and they're
19 also submitting a fall semester
20 progress report and this is a

21 early intervention for students
22 who may be at risk of not
23 maintaining the 2.0 or finishing
24 math or English with a C grade
25 so this is the data for the

Sample footer

23

1 cohorts of Cerritos Complete.
2 (lost audio)
3 We will go deeper into it and
4 offer six counseling classes to
5 (lost audio)
6 >> [INAUDIBLE] [Off Mic].
7 >> The counselors could better
8 explain that for you. Okay.
9 For cohort three our fall
10 semester we started with 262
11 from cohort one and remember it
12 didn't have the scholarship
13 attached to it to maintain their
14 scholarship. Cohort two we had
15 526 and cohort three we had 576
16 students started this fall
17 semester. Cohort one for spring
18 had 242 and cohort two had 205

19 and for spring semester that
20 will be determined by the end of
21 this semester and now Colleen
22 will talk about assessment and
23 placement.
24 >> So we like to provide a
25 little information to you about

Sample footer

24

1 the type of students and about
2 they are placed when they come
3 to Cerritos College. All of
4 them go through assessment and
5 at their high school so for this
6 past cohort, cohort three theres
7 were 18 that assessed at college
8 level English and four percent
9 for math and we review
10 transcripts and apply Multiple
11 Measures so we had 40% in
12 college English and 18% at
13 college level math so we still
14 are seeing that the majority our
15 students are not college ready
16 in both of the disciplines and
17 so the step by step assistance

18 is helping them meet that
19 requirement and always because
20 they have to take math and
21 English they're quickly getting
22 to the transferable level
23 courts.
24 >> [INAUDIBLE] [Off Mic].
25 >> Marisa Perez: Are we

Sample footer

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1 saying they're assessed at one
2 level and placed a different
3 level?
4 >> Yes they submit the
5 transcripts and the Counseling
6 Department looks at the
7 transcripts against a grid and I
8 think the counselors will walk
9 through the steps as well but
10 based on their completion of
11 courses in high school they can
12 get clearance for certain levels
13 and remember they're assessing
14 and the first couple of months
15 of the is second semester of

16 high school so they didn't
17 finish the courses of the senior
18 year so the combination with the
19 assessment and the high school
20 transcripts that's what
21 counseling determines the best
22 placement.
23 >> Because many of our
24 students enter at developmental
25 level we partnered with the aim

Sample footer

26

1 program and are working to have
2 students participate in this
3 program. Aim is decided to
4 offer accelerated programs where
5 students can complete two
6 classes in the first nine weeks
7 and the second nine weeks but
8 with that comes required
9 structure Study Sessions so we
10 are seeing in the preliminary
11 data that the success rate of
12 students who take classes in aim
13 is much greater than the average
14 student attending those courses

15 so those completion rates can
16 you see up here comparing market
17 60 for the students that -- Math
18 60 you can see the number that
19 completed and non aim the rate
20 was lower and because of the
21 interventions and because the
22 high touch making sure they're
23 at the Study Sessions with those
24 greater rates we have been
25 working to have our Cerritos

Sample footer

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1 Complete students participate in
2 aim. I would like to ask our
3 two counselors to come up to
4 present some counseling
5 information.
6 >> Well, hello and good
7 evening and thank you so much
8 for this opportunity to have us
9 discuss a little bit how
10 counseling is involved in the
11 Cerritos Complete program.
12 Together with my colleague and

13 fellow counselor Clara we're the
14 point counselors that have
15 responsible for implementing and
16 organizing many of the high
17 touch service for these
18 students. Those high touch
19 services include the parent
20 nights which are actually take
21 place at the district high
22 schools, in person orientations
23 on campus, intensive
24 individualized review of high
25 school transcripts as a means of

Sample footer

28

1 Multiple Measures for English
2 and math placement so you asked
3 the question what the difference
4 is? Students assess but we do
5 another review to make sure if
6 we can use Multiple Measures to
7 place them in a higher level we
8 do that and that's what those
9 numbers were indicating earlier.
10 The summer connections course
11 which is a counseling 101A

12 course. It's a four day student
13 orientation course to college.
14 We cover educational plans and
15 how they put together a school.
16 We know in high school students
17 aren't responsible for their
18 schedule and then then they come
19 to the college and asked to that
20 and there is information about
21 sequences and requisites that we
22 discuss and career exploration
23 and study skills. It's
24 basically an orientation and a
25 success to college course and

Sample footer

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1 that takes place over four days
2 in the summer. We offer
3 registration assistance,
4 educational planning and career
5 workshops throughout the
6 semester. We have drop in
7 counseling which is one of our
8 high risk interventions so as
9 was mentioned students are asked

10 to submit a progress report and
11 one of the things that we will
12 offer them is the ability to
13 come in a drop in basis and
14 speak so a counselor about what
15 is going on in their classes and
16 that is one of the high risk
17 intervention strategies. The
18 other strategy is offering them
19 an individual counseling
20 appointment to complete a
21 education plan and career
22 planning.
23 >> Good evening so supporting
24 all of the above steps and steps
25 for the Cerritos Complete

Sample footer

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1 students has taken more than us,
2 the entire counseling and career
3 department has been involved in
4 all aspect these services in the
5 planning process. let
6 department has remained focus
7 and diligent and committed to
8 college and career readiness

9 being aware of the career and
10 academic goals and meeting with
11 the parents and counselors and
12 students using this model. Some
13 of the partners and students are
14 here working with and being part
15 of the Cerritos Complete
16 program.

17 >> At this time I would like
18 to introduce a very special
19 colleague and counselor from
20 Cerritos High School. She has
21 been one of our most
22 enthusiastic supporters of
23 Cerritos Complete. During the
24 parent nights she's provided
25 several hundred parents and

Sample footer

31

1 students so we can speak to them
2 about Cerritos Complete. I just
3 learned this evening she
4 recently completed her doctorate
5 in educational leadership. I
6 would like to introduce Jennifer

7 [Applause]
8 >> Wow thank you for that
9 great introduction. If I can
10 before I begin take 30 seconds
11 to give background about myself
12 and why this program is so near
13 and dear to this heart. I grew
14 up in Cerritos. I graduated
15 from Cerritos school 20 year
16 years ago. I was an 18 year old
17 student that did well in school
18 but I didn't know what I wanted
19 to do in life. I think that's
20 what our students go through.
21 We hold their hand in elementary
22 and middle and high school and
23 tell them the classes to get
24 their diploma and things like
25 that and once they're 18 we

Sample footer

32

1 launch them off and say good
2 luck in the real world and I was
3 torn between what am I going to
4 do? Do I go to some of the
5 colleges I had applied to and

6 gotten into or not? I came here
7 and attended Cerritos College
8 and it was here that was able to
9 interact with the professors on
10 campus. When I applied it was
11 as a Biology major at one school
12 and math major at another and
13 communication at another and I
14 didn't know what I wanted to do.
15 When I found here I found
16 purpose. I interacted with
17 professors and showed me what
18 education was about and here I
19 decided to become an education
20 major. I transferred a couple
21 of semesters later, did my under
22 graduate and graduate at UCLA
23 and it was an amazing experience
24 but I credit a lot of that to
25 Cerritos College and I think

Sample footer

33

1 that's one of the reasons I I am
2 able to sell the program so well
3 and we have so many students in

4 the high schools that don't know
5 what they want to do when they
6 grow up and that's okay and we
7 have to continue to tell the
8 children it's okay not to know
9 and take one step at a time, not
10 too slow, but to think through
11 the choices so as a counselor
12 each of our counselors at the
13 school they work at have 500
14 students we oversee and it gets
15 hectic especially around the
16 fall with the seniors. They're
17 the kids we're trying to get to
18 graduate and walk the stage in
19 June and get on to the next
20 stage of their life wherever
21 that may be. I cannot tell you
22 how incredible this program is
23 and the impact on our campus.
24 As a counselor I meet one-on-one
25 with most of my students and how

Sample footer

1 to create an application, fill
2 out forms how to answer

3 questions, citizenship
4 questions, financial aid
5 questions, and now with Cerritos
6 Complete the program they bring
7 all those resources to our
8 campus directly. I am able to
9 gather just simply by promoting
10 this event gather hundreds of
11 students and parents together
12 for a night of financial aid
13 support from Cerritos College.
14 For the assessment team to come
15 out and actually give our
16 students the assessment. That's
17 huge. I can't honestly tell you
18 how many don't go to college
19 because they won't go to the
20 college to take a simple
21 assessment test. They don't
22 where to go or park or what to
23 bring and don't know anything
24 and "I guess I will just sit at
25 home" and that's the reality of

Sample footer

1 some of the student for the team
2 to bring the resources to our
3 campus. I can tell the kid to
4 go straight to the library and
5 it comforts them because they
6 know where it is and for the
7 Cerritos College team help with
8 that transition. We're not hand
9 holding anymore but giving a
10 high five, a nudge along the way
11 and it's amazing what the kids
12 can do with just that
13 encouragement so really this
14 program has done such an amazing
15 job on our campus alone. Our
16 campus has a high rate of
17 college going students I am
18 proud to say and steal them away
19 from Cypress and push them
20 towards Cerritos and with free
21 tuition comes a long with with
22 our students and parents and we
23 did the transcript evaluation
24 with our seniors and not one of
25 them left our college and career

Sample footer

1 center without at least know
2 going this option and knowing --
3 you know because that really is
4 what our job is as counselors.
5 We want to give them all the
6 options and choose what fits
7 them so they at least know about
8 the great opportunity they have
9 there the students under me get
10 more because I push them towards
11 the college here because I was a
12 Falcon as well and proud to be
13 one and a product of this
14 school. Thank you so much.
15 [Applause]
16 >> Thank you so much
17 Ms. Jennifer. I have the
18 pleasure of introducing one of
19 our students Ms. Destiny. She
20 is a graduate of Bellflower high
21 school and a student of our
22 second cohort of Cerritos
23 Complete. She's currently in
24 the sophomore here and
25 educational goal and

1 transferring to a university in
2 liberal studies and in the
3 teacher tract program and a
4 leader on campus. Please
5 welcome destiny
6 [Applause]
7 >> Hi everyone. Okay. So
8 this is my second year of being
9 at Cerritos College and I am so
10 glad they enrolled here because
11 it really wasn't my school
12 planned to be here. I was going
13 to Long Beach City college
14 because they introduced their
15 program first and I remember
16 actually going to the workshop
17 to actually sign up for the
18 application and I just ended up
19 walking away because when I went
20 to the meeting of the Cerritos
21 Complete it had so many good
22 opportunities to start off
23 because as a high schooler -- as
24 a senior in high school I was so

25 confused. I didn't know if I

Sample footer

38

1 was going to college or not
2 because I don't think I have a
3 future because I didn't have
4 straight A's. I loved Cerritos
5 and the staff was amazing and
6 opportunities with the
7 scholarships and vouchers and
8 everything and I was on the
9 teacher tract program in the
10 summer I enrolled here and
11 opened up so many doors and I
12 got over six scholarships. I
13 got to work with the educational
14 partnerships and I went to
15 Artesia High School to be a TA
16 and met so amazing professors
17 along the way and I am glad I
18 got here and I believe things
19 happen for a reason and I don't
20 believe I had a future and I'm a
21 first generation student or a
22 first generation child that ever
23 went to college so I didn't know

24 where to start. I didn't know

25 have any support system of my

Sample footer

39

1 family because they didn't go to

2 college and I am trying to be a

3 role model in my family and get

4 more people to join college and

5 I got my friends to join

6 Cerritos Complete and they love

7 it and thank me to this day they

8 got to join and I am glad I get

9 to help people along the way and

10 I get to see my future shine

11 bright and I am so glad I got to

12 meet everyone in the educational

13 partnership because they really

14 helped me a lot and my parents

15 always say they're proud of me

16 because they didn't think I

17 would go this far and I honestly

18 didn't either but this is a

19 really bright start to my

20 college at Cerritos College

21 and -- future at Cerritos

22 College and I am so glad I am
23 here
24 [Applause]
25 >> Carmen Avalos: You know

Sample footer

40

1 we're going to record this so we
2 can play it over and over.
3 >> I am so happy to introduce
4 the next student speaker. Eric
5 is part of the current cohort of
6 students so it's his first
7 semester in college. Eric plans
8 to major in nursing. He is the
9 youngest of five children, a
10 graduate from Warren High School
11 and a first generation college
12 student. Please welcome Eric.
13 [Applause]
14 >> Well I hope you're having a
15 wonderful day. This meeting is
16 almost over
17 [Laughter]
18 but my transition from high
19 school to college was fairly
20 easy. One, because I was

21 working with the college and
22 career advisers at Warren High
23 School and plus the Cerritos
24 Complete staff and counselors
25 and I remember thinking to

Sample footer

41

1 myself where am I going to get
2 into college and barely minimum
3 2.0? No where. They don't
4 accept that but luckily I
5 remember Cerritos sent an
6 administrator I believe --
7 Adriana Martinez I believe that
8 was her name and spoke to us
9 about Cerritos Complete so the
10 moment I started hearing about
11 they offer, the staff members --
12 of course they no longer baby
13 sit you but if you fall back
14 they're there to pick you back
15 up so I was all for it and I
16 joined it and I remember we had
17 to attend a summer connection
18 course for almost an entire week

19 and I was thinking this is my
20 summer I should be enjoying
21 this. I am already going to
22 start school either way next
23 month and my personally I didn't
24 think it was necessary. They
25 were just going through schedule

Sample footer

42

1 plus, canvass, how to set
2 appointments with professors and
3 staff problems, but throughout
4 the end of the week I really
5 enjoyed the fact they showed us
6 -- not only me but everyone else
7 that signed up for it how to
8 apply for the fall semester, you
9 know. It's very different from
10 high school because you're no
11 longer having your hand held all
12 the time. The counselors no
13 longer doing the Ed Planning.
14 It's you now and it's you the
15 one that is paying now, so it
16 was really a wake up call and I
17 have to get my grades up. I

18 can't slack off anymore but
19 something I really loved about
20 being part of the Cerritos
21 Complete program was the fact
22 that the counseling members and
23 staff really cared about you and
24 your future, not only your life
25 but your future as well, no

Sample footer

43

1 matter where you came from, no
2 matter your background you have,
3 no matter what GPA you had
4 they're always there to keep you
5 motivated, to pursue, to
6 transfer into a four year
7 college. That's the plan and
8 that's what I really enjoyed and
9 I felt I do have a purpose in
10 life and I plan to transfer to
11 Cal State L.A. and get my
12 Bachelor's Degree in nursing and
13 transfer to UCLA or a
14 prestigious school to get my
15 masters in the future so thank

16 you.
17 [Applause]
18 >> I want to thank Jennifer
19 and destiny and Eric who are
20 here voluntarily and were want
21 paid for their message but we
22 appreciate your time this
23 evening and they're going to be
24 very tough act to follow but to
25 conclude here we I think have a

Sample footer

44

1 very bright future with Cerritos
2 Complete. As you can see from
3 the testimonials this evening I
4 think that this program is more
5 than a promise program with the
6 high touch services that we
7 provide. We are really seeing
8 some amazing kids come into our
9 school. For the future of
10 course there are certain things
11 that will be evolving as this
12 program grows. We are having to
13 plan around those things, and we
14 are planning for 25% increase as

15 we work with the schools for
16 those parent nights and those
17 orientations and application
18 workshops. There's the
19 potential of adding continuation
20 high schools but all of the
21 comprehensive high schools in
22 the area as that I mentioned
23 earlier do participate and
24 funding is another thing to plan
25 for of course and you can see

Sample footer

45

1 we're gaining momentum aware
2 wear in the community and I
3 think it put Cerritos College as
4 being considered as a student in
5 any path whether looks for a
6 certificate or transfer to a
7 prestigious college.
8 I think our place as a
9 community college is increasing
10 as our community gains awareness
11 for the program and so we have
12 the privilege and educational

13 partnerships and programs of
14 coordinating this program. I
15 was fortunate to join this team
16 last Halloween and because of
17 the amount of coordinating we do
18 with all of the other
19 departments I gotten to know
20 everyone on campus and we have
21 many of our partners here today
22 and this is I want to stress a
23 coordinate the effort from every
24 department on campus and it's
25 been amazing to see how everyone

Sample footer

46

1 has banded together as we want
2 to provide excellent programs
3 for our students and my last
4 shout out to the staff who is
5 also here. Carla York is the
6 originally coordinator and the
7 now the Dual Enrollment Manager.
8 She got ill today unfortunately
9 and not able to be here but I
10 want to give her and my
11 predecessors of Sue Parsons as

12 the pioneers to bring the
13 program to Cerritos College and
14 Monica Castro our secretary who
15 does the behind scenes work and
16 Paul Blake and the first person
17 the students come to see at the
18 counter and he's the one that
19 nags them and doing all of the
20 communicating so anyway I
21 appreciate the opportunity to
22 share this amazing program with
23 you this evening and if you have
24 questions we are ready.
25 [Applause]

Sample footer

47

1 >> Shin Liu: I have just have
2 a comment. Okay. I to thank
3 especially Jennifer because I
4 also live in the city of
5 Cerritos and my children are
6 graduates from Cerritos High
7 School. I really know that
8 Cerritos College and Cerritos
9 Complete and Cypress college and

10 I the counselor to help us to
11 bring the student to Cerritos
12 College, so thank you for
13 support and next I will go to
14 your event to tell you too.
15 Thank you very much.
16 [Applause]
17 >> Dr. Fierro: So there's a
18 couple of pieces again -- thank
19 you Jennifer. When you look at
20 the data a couple years ago we
21 nearly have zero students coming
22 from Cerritos high actually and
23 this here I think we had the
24 highest number of enrollment
25 that we've had in quite a few

Sample footer

48

1 years actually so thank you. I
2 think that is through your work
3 and the work of our team and
4 Cerritos Complete. They kind of
5 harvest enrollment that we
6 didn't have before and I think
7 it will continue to grow. It's
8 very important to look at some

9 of the numbers because I think
10 Colleen is being very optimistic
11 that the program is going to
12 grow 25%. If you look at the
13 previous growth and the first
14 year 100% and second year over
15 50% so if you do the math it
16 will be a little higher than the
17 25%.
18 >> [INAUDIBLE] [Off Mic].
19 >> Sure Dr. Fierro: Sure. So
20 I hope I win the bet obviously
21 but the interesting thing the
22 summer semester has gotten
23 bicker and bigger. This summer
24 we're saw 831 students and the
25 summer before there were 600

Sample footer

49

1 students and translate into more
2 sections and that translates
3 into higher enrollment during
4 the summer so we have seen as a
5 result of this program and other
6 summer entity, the summer

7 enrollment growth grow
8 significantly. The summer
9 enrollment has show larger
10 numbers than we've had in the
11 past and again thank you very
12 much for putting this cohorts
13 together and not only obviously
14 preparing our students to enter
15 the fall semester ready, but
16 obviously with additional
17 sections that translate into
18 higher enrollment. Another part
19 that I would like to mention
20 here -- another and don't like
21 to brag too much about the work
22 that they do but they host a
23 meeting every semester. They
24 bring all the stakeholders into
25 one room and what we mean with

Sample footer

50

1 all the stakeholders is every
2 single person that contributes
3 to the program, and it is a room
4 of over 20 people from every
5 single department within the

6 institution. This is remarkable
7 because we don't traditionally
8 have meetings that go across
9 departments that work in one
10 single initiative, and I think
11 it's something that need to be
12 celebrated and obviously
13 replicated across the campus
14 because the students only 11
15 thing. This is a college and we
16 teach them. They don't go to
17 student services and they don't
18 understand or really care to
19 understand whether student
20 services and Academic Affairs
21 need to get along. They need to
22 be served as one and they're
23 closing the boundaries within
24 departments and thank you and I
25 hope to continue to attend those

Sample footer

51

1 meetings. The next part of this
2 is obviously is Multiple
3 Measures. This group obviously

4 is placing 40% of English
5 students directly into college
6 credit classes. 18% of students
7 directly into math classes which
8 is a huge increase based on the
9 testing. There is still room to
10 go and more to go and the good
11 news the retention from fall to
12 spring semester is about 40 some
13 percent, almost 50% of the
14 students and when you look at
15 the number doesn't sound that
16 great but when you compare the
17 number of students that actually
18 complete math and English their
19 first year of enrollment it's an
20 increase of almost four folds
21 because we have single digits in
22 a really year of student
23 completing math in their first
24 year is not greater than 11 or
25 12%, but usually are single

Sample footer

1 digits and when talking about
2 40's and high 40's on retention

3 and thinking they were placed in
4 a college level course
5 regardless of their testing
6 score and then they successfully
7 completed those courses that is
8 also sending a strong message.
9 The other part to consider the
10 students that completed these
11 clauses and I don't want to put
12 out spot but I will -- is it 15
13 or 20 units during the first
14 year and almost twice as much as
15 non Cerritos Complete students?
16 >> Yeah, so we just working
17 with IRP to look at data now
18 that we is a cohort here for two
19 years and the number of students
20 is increasing and persisting and
21 from one year of the students
22 that start I think we are about
23 40, 50% of students are still
24 here the next semester or the
25 next year and we're at 70.

Sample footer

1 And the number of units
2 they're completing is far
3 greater than the average student
4 that is just beginning college
5 as well.
6 >> Dr. Fierro: So there is
7 reference on this and when
8 students complete 15, 20 -- the
9 more units they complete the
10 first year the greater chances
11 to graduate and but get to the 15
12 to 20 range they could graduate
13 if they continue at that rate at
14 150% of the time as
15 traditionally defined so
16 essentially three years. If you
17 remember within our strategic
18 educational Master Plan we
19 talked about increasing the
20 number of students that finish
21 in the 150% so three and four
22 year mark and obviously that
23 would lead to increase of the
24 two year mark. These numbers
25 are right now very promising.

Sample footer

1 The old graduation rate and
2 speed to graduation is doubled
3 to increase so hopefully by next
4 year we will have a number of
5 students who will begin
6 finishing their program because
7 we will have a full cohort of
8 150% and 200% of the time so
9 three and four year cohorts so
10 we should have a little more of
11 an idea. Now when we look at
12 the retention of the 40's and
13 50's it's clean and cut numbers
14 because remember if the students
15 do not complete the courses they
16 don't get to be part of the
17 program. They do not receive
18 the scholarship so these are
19 clean numbers essentially of
20 students certainly taking those
21 classes and have successfully
22 completed the courses. So we
23 like to think about this program
24 not just another promise
25 program. This is more than a

1 promise. This is as of right
2 now the only program in the
3 state that is a promise that is
4 connected to a academic
5 achievement so you do get the
6 support. You do get the tuition
7 waived if you committed to do
8 your academic work, and we are
9 adamant about maintaining that
10 level of standard because we do
11 not think if we provide free
12 tuition with no support and with
13 no accountability. If we hold
14 our students accountable and
15 provide the student and they
16 graduate and if they graduate we
17 have done our job so we continue
18 to do this and it's too early to
19 celebrate anything but I'm not
20 really sure and I was confirming
21 with Rick today and not with him
22 either how Cerritos Complete got
23 nominated for a bellwether award
24 for 2017. Now we have two

25 programs we're currently doing

Sample footer

56

1 that was nominated but the
2 surprise was Cerritos Complete
3 because there are many promise
4 programs around the nation but
5 for some reason we were recently
6 nominated for this award.
7 Bellwether award is a
8 prestigious award and nationally
9 recognized out of the University
10 of Florida so we will submit the
11 paperwork. I forgot to mention
12 that. I saw that last night and
13 I wasn't sure.
14 [Applause]
15 when I saw the Email I thought
16 it was the other program that we
17 were nominated and when I read
18 it I realize today was a second
19 program and Cerritos Complete
20 and congratulations and well
21 done guys.
22 [Applause]
23 it's too early to celebrate and

24 even if we get to the final we

25 have to do a presentation and

Sample footer

57

1 then they pick the winners but

2 at least the nomination that

3 came out of no where. I think

4 it has to do with the services

5 that are attached to the program

6 rather than the scholarship

7 part, so well done. Other than

8 that I really want to thank

9 everyone that has been

10 associated with Cerritos

11 Complete from the get G you guys

12 have done an amazing job. A lot

13 of accountability. They don't

14 let me get away with anything

15 but it's good and it's keeping

16 the program current and it's

17 really, really translating into

18 making sure the students perform

19 in the best possible way so

20 thank you very much.

21 >> Thank you.

22 [Applause]
23 >> President Lewis: Trustee
24 Perez.
25 >> Marisa Perez: Thank you

Sample footer

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1 everybody for being here today
2 and the presentation and
3 everybody who works on TI
4 appreciate you being here
5 tonight. I have a couple
6 questions and comments. In
7 general how many times do you
8 think Cerritos Complete students
9 meet with their counselors in
10 general from the start?
11 >> [INAUDIBLE] [Off Mic].
12 >> Marisa Perez: Yeah.
13 >> [INAUDIBLE] [Off Mic].
14 >> Marisa Perez: Well, I
15 think that is wonderful --
16 >> President Lewis: Five or
17 six is the answer for the
18 microphone.
19 >> Marisa Perez: I think that
20 is wonderful and we often talk

21 about the counselors and the
22 lack of counselors here and we
23 talk about the need for students
24 to access a counselor so I
25 definitely think it's wonderful

Sample footer

59

1 for these students to have these
2 resources and I hope one day
3 every student on campus has the
4 resources as well because we
5 hear that often. I know
6 everybody meeting students is
7 they can't meet a counselor.
8 They can't get an appointment
9 and many times I direct them to
10 your office that's still the
11 consistent problem we don't get
12 to meet with our counselor
13 enough so I definitely think
14 this success is going to further
15 support that and demonstrate
16 that students are more
17 successful when they can meet
18 with the counseling staff and

19 thank you everything that you do
20 for the students and hopefully
21 we can spread it across the
22 district for all students. I
23 wanted to add on to what Dr.
24 Fierro mentioned and I do see
25 the promise programs really

Sample footer

60

1 picking up momentum across the
2 state and right now the one
3 thing that I do agree with Dr.
4 Fierro while promise programs
5 really address access I think
6 our program really does address
7 success and I think that's very
8 key so when we talk about
9 Cerritos Complete that's
10 something I always try to
11 emphasize and yes we're
12 welcoming you here but once year
13 here we're going to try to make
14 you successful. The other thing
15 I would be remiss I didn't talk
16 about this and the promise
17 programs are growing across the

18 state and the nation there are
19 criticisms that you think you
20 have heard and Cerritos is
21 unique because the last time I
22 checked -- Dr. Johnson we're 2/3
23 of the BOG Fee Waiver, 2/3 of
24 the students and 76 sense I
25 believe and we're unique in this

Sample footer

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1 part in Southern California but
2 there are camp across the
3 state -- campus across the state
4 that aren't like this and with
5 the financial aid and there is
6 criticism and what are we doing
7 to really address our low income
8 students because again this
9 program doesn't -- anybody who
10 grades from high school can
11 apply for this and long there is
12 money available we're going to
13 give the textbook grant or waive
14 the tuition for the first year
15 but what does it do for the low

16 income students and I would be
17 remiss and didn't bring this up
18 and the criticism at least the
19 third time I have heard some by
20 other trustees across the state
21 and I think again the other key
22 point that Dr. Fierro mentioned
23 too is about the number of units
24 and I think as we get to a point
25 -- we're going to get a breaking

Sample footer

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1 point sooner or later and the
2 expansion is too much for what
3 we have to fund unless we come
4 up with the \$15 million right
5 away to fund all of our things
6 and I think moving students
7 again to full time I think that
8 again has to be at least
9 discussed and I know it's not
10 possible for a lot of students
11 because they have many different
12 commitments between their work
13 and family life and I understand
14 that but again as we start to

15 come to a point where we're
16 going to be saturated we need to
17 think about that too. How would
18 a student be even more
19 successful if we offered more
20 support to reach full time
21 status as students and we will
22 talk about it more too when we
23 talk about our comments but we I
24 will talk about in my comments
25 and not related to Cerritos

Sample footer

63

1 Complete.
2 >> Thank you for everything
3 that you do and all the work.
4 It's really exciting the
5 achievements so far.
6 >> President Lewis: All
7 right. Thank you. Any other
8 comments? Trustee Avalos.
9 >> Carmen Avalos: Thank you
10 very much. As a high school
11 teacher I appreciate what is
12 going to support students coming

13 to school and the Dual
14 Enrollment Program and address
15 part of what my colleague Marisa
16 discussed now which was breaking
17 the cycle of poverty and so I
18 think one of the things we're
19 lacking Marisa and I think about
20 this as I go back to -- I was a
21 college student at a community
22 college and where I started and
23 when I think how things are
24 portrayed -- even in our
25 families is the lack of

Sample footer

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1 information and I say that
2 because one of the pushes right
3 now is move the board of
4 Governor grants to rename it as
5 a promise grant because a lot of
6 students don't know what it is.
7 They don't know that the board
8 of Governor grant is money that
9 pays for the tuition and we know
10 we have the population of
11 students and take full

12 opportunity to utilize that then
13 we should be doing and
14 encouraging that and supporting
15 that and we should have classes
16 to tell them about it. If you
17 check it off or do one thing
18 wrong and can't do it again.
19 That's a problem. If you mess
20 up the one time you don't have a
21 chance to say it was wrong want
22 let me go back and correct Tit's
23 done. It's over so they're some
24 of the quick fixes that I see
25 and you know I think as a parent

Sample footer

65

1 of a student who came from a
2 community college and graduate
3 now of a university and one in
4 the system there's are some of
5 the things that I see and my
6 third child in high school I see
7 this is still an area
8 particularly in our
9 predominantly ethnic --

10 homogeneous ethnic group
11 communities there there isn't
12 that information available and
13 so I think that the more that we
14 do as a community college to
15 partner with our high schools
16 certainly but the districts in
17 general to offer this as part
18 the parent programs at the
19 district level I think we will
20 support more opportunity for
21 students to see going to college
22 pace more if you work a
23 part-time job and I don't think
24 there is that connection yet. I
25 know the connection because I am

Sample footer

66

1 able to put it on paper and show
2 students how it works but they
3 don't know how it works so when
4 you think about the earned
5 income credit which go ahead
6 give you as much as \$5,000 and
7 if you get your Pell Grant,
8 everything else you're making

9 \$12,000 a year. There is no
10 need to work. You can be a full
11 time student. That is your job
12 but until we make the
13 connections we will continue to
14 have the discussions and food
15 for thought and excited this is
16 taking place and we're getting
17 recognized and when we came on
18 the board and the board changed
19 its components we push for that
20 because many of us who are first
21 generation college students,
22 many of us on this board are
23 immigrants and we need to post
24 are at least one student
25 changing that cycle of poverty

Sample footer

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1 so thank you for that support.
2 We're excited and nice to be
3 recognized for things that we
4 know should be happening and
5 this program gets replicated not
6 just the local community

7 colleges but throughout the
8 state and until that culture
9 changes we will continue to have
10 the isolated discussions so I am
11 very excited so thank you. I
12 feel great now.
13 >> President Lewis: All
14 right. Anyone else. Trustee
15 Salazar.
16 >> Yes, I have a request.
17 Thank you for the presentation.
18 I would like to see the break
19 down the students per Trustee
20 district per school district and
21 ethnicity. Obviously not today.
22 Do you have any information of
23 that right now or is it
24 something that you would have to
25 put together?

Sample footer

68

1 >> Dr. Fierro: Yeah, I think
2 we have to put some of that
3 together. I think the raw data
4 and now we have students from
5 every school. Before we didn't

6 have students from all the
7 schools but we will have to
8 break it down a little more but
9 now we are currently partnered
10 with all of the districts and
11 Paramount so we can get that.

12 >> Sandra Salazar: Okay.

13 Thank you.

14 >> President Lewis: Anyone
15 else wish to make a comment?

16 Trustee Birkey.

17 >> James Cody Birkey: Thank
18 you for bringing the students to
19 talk us to today. I know you
20 said you were proud of yourself
21 and your families are proud and
22 we're proud of you. I want to
23 add that and you're the people
24 in our own district that this is
25 meant to effect so thank you

Sample footer

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1 very much for sharing and go

2 Falcons.

3 >> President Lewis: Go

4 Falcons. Absolutely. I echo
5 that comment along with everyone
6 else's comments on this item.
7 We're proud of the staff and the
8 students for making this really
9 a dream come true for us as an
10 institution as well for the
11 students who that are benefiting
12 from this and thank you and we
13 look forward it to hear more
14 about this and perhaps become
15 being finalists which to me is
16 not a surprise. We've done a
17 lot of great work on this. It's
18 a surprise for the nomination
19 but not a surprise that people
20 are recognizing our work. We're
21 well recognized for our unique
22 teacher tract program so why not
23 this? All right. Without any
24 other comments we will move on
25 to the annual equal employment

Sample footer

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1 opportunity report and diversity
2 activities and we will receive a

3 presentation on such. Hi.

4 >> Good evening members of the
5 board. I am Dr. Flores Church
6 and the President of Human
7 Resources. Today we will
8 presenting our annual update on
9 the equal employment opportunity
10 plan. We will talk about the
11 diversity plan and we will be
12 sharing data in regards to our
13 applicant pools and employee
14 demographics. Today my partner
15 in crime is Dr. Raphael and in
16 charge of compliance and Title
17 Nine coordinator and she will
18 start the presentation.

19 >> Okay. Just a quick
20 overview. We're going to go
21 over equal employment
22 opportunity plan and the EEO
23 plan and go over some
24 demographics and talk about the
25 diversity plan so in thinking

Sample footer

1 about what the E. O plan is
2 it's essentially the what of how
3 we enact our commit to
4 diversity. So the plan is a
5 framework. It's typically --
6 it's pretty much boiler plate.
7 Every school in the system has
8 to have one and it was
9 originally adopted in 2014 and
10 reaffirmed this past May in
11 2017. The language comes from
12 Title V and it supports the
13 educational Master Plan in a
14 couple of ways and I will talk
15 how we put that into action
16 after I get into the diversity
17 plan and data. It reflects the
18 commitment to EEO and how we
19 will recruit, how we will do our
20 entire hiring process and how we
21 will retain folks once they're
22 here on campus and managing
23 professional development in the
24 climate. It recognizes the
25 value of diverse and inclusive

Sample footer

1 work force and promotes mutual
2 understanding and respect and
3 suitable role model for all
4 students and once everybody is
5 here working for the district
6 how do we then model a
7 commitment to diversity and
8 inclusion for the students that
9 we're working with and serving?
10 It fosters and learning
11 environment that promotes
12 diversity and inclusion and
13 echoes the Master Plan mast and
14 having a culture of respect and
15 culture of completion. It
16 reflects want commitment to hire
17 and retain employees who are
18 knowledgeable and sensitive to
19 diversity which is in alignment
20 to our mission. So that's the
21 general framework. Are there
22 any questions before we talk
23 about our demographics, the who?
24 Okay. I will kick to back over
25 to you.

1 >> Thank you. Okay. So from
2 the local to the state level
3 there has been great interest to
4 increase the number of qualified
5 minorities in the applicant
6 pools. In order to determine if
7 our targeted recruitment efforts
8 have been successful we're
9 presenting this data to you and
10 it is based on the known self
11 reporting ethnicity, gender, age
12 and disability. So let me tell
13 you what we have in front so it
14 will kind of make sense, so the
15 first thing they want to mention
16 is that we have grouped the
17 classified -- I'm sorry, the
18 confidential and [INAUDIBLE]
19 positions with the classified --
20 not because they're the same but
21 because we didn't have a enough
22 information for them so we want
23 to present them together with
24 the classified group. Another

25 thing I want to mention is right

Sample footer

74

1 below the years it shows like 19
2 positions -- 23 positions, 24
3 positions and 19 positions but
4 then at the bottom you see total
5 number hire for 2014-2015 is 29
6 when there were 23 positions,
7 for 2015 shows 26 and 2016-2017
8 shows we hire 34 and why is
9 that? The reason we have that
10 information is because 19
11 positions were advertised;
12 however, there were some
13 positions in we hired more than
14 one individual like for example
15 we advertised for custodians and
16 hired five out of that
17 recruitment. Okay. Make sense?
18 Okay. So the first table that
19 we have here it gives you --
20 another disclaimer. Sorry. The
21 district implemented a new
22 applicant pool in the Fall 2015
23 which is people Ad Min and they

24 help us reach out to more
25 applicants. We were able to

Sample footer

75

1 increase our minority pools as
2 you can see. There's a
3 significant increase in the
4 number of qualified applicants
5 that we receive. You can see
6 right at the bottom it shows
7 that for the classified
8 confidential and CDC it
9 increased in two years from 64
10 to 7.9 percent.
11 >> Okay. So in regards in
12 regards to gender we also
13 have some information here. We
14 are required to gather
15 information in regards
16 applicants about here as well as
17 the disabled and what you see
18 here in the classified
19 confidential pools. The next
20 one is for full time faculty
21 positions and you can see

22 increase in the number of
23 minority groups applying for
24 positions. If you look in 2014
25 we had 387 applicants. Last

Sample footer

76

1 year we had over 1,000 minority
2 applicants so it was an
3 increase, definitely on the
4 number of applicants. Then for
5 the full time faculty also we
6 have information pertaining to
7 the male and female applicants.
8 It's pretty consistent that the
9 female applicants is higher than
10 the male applicants, and of
11 course what we're happy to see
12 that the disability applicants
13 are applying to our district.
14 We're very excited to see that
15 number increase. For part time
16 we collecting the data on this
17 information that you're seeing
18 here is coming directly from
19 people Ad Min so there is work
20 that we have to do to got more

21 information in regards to the
22 part time faculty at this moment
23 at we're able to present this
24 information by ethnicity.
25 In regards to management

Sample footer

77

1 positions we also saw an
2 increase -- we also saw increase
3 in the minorities applying for
4 positions. We're excited about
5 it. As you know the management
6 full time positions recruitment
7 is done fashion wide. Then this
8 is information about gender and
9 disabled applicants and 40 plus.
10 This is a summary of ethnic
11 minorities that have applied by
12 group. The percentage that it
13 shows there for classified it
14 has increased. For full time
15 faculty it has stayed at 50% and
16 for management also it has
17 increased. What are our
18 recruitment sources? We have

19 several diversity recruitment
20 sources, but we also depending
21 on the discipline we do target
22 recruitment. In regards to this
23 website it was interesting to
24 see that the applicants come
25 from for the most part from CCC

Sample footer

78

1 registry from of course from our
2 website, Higher Ed.com and we
3 were surprised -- [INAUDIBLE].
4 That was an interesting finding.
5 So this is of course from the
6 applicant's side. Now, how do
7 we look as an institution?
8 These are the employee
9 demographics. The classified
10 confidential and CDC have not
11 pretty much changed. They kind
12 of stay like kind of steady. In
13 regards full time faculty we saw
14 an increase on the number of
15 minorities employed by this
16 district in the past years, and
17 then for part time faculty it's

18 pretty much the same, the 40%,
19 and the management we also saw
20 an increase, so that's the
21 information pertaining to the
22 applicants and the employee
23 demographics and I will give it
24 back over to Dr. Raphael.
25 >> All right. So far we

Sample footer

79

1 talked about the what and the
2 framework of the plan and we
3 talked about who in terms of our
4 demographics and now we're going
5 to talk about how and the
6 diversity plan. I will cover
7 three questions here. What say
8 diversity plan? How it relates
9 to the other plans and what
10 activities and entity are relate
11 to the the diversity plan? It's
12 essentially our action plan of
13 how we're going to enact the EE
14 O plan and seven overarching
15 goals and span from reviewing

16 policies and procedures,
17 reviewing practices, providing
18 professional development and
19 continuing education and then
20 also fostering a culture and
21 climate of diversity and
22 inclusion. It was established
23 in May 2014 and hasn't been
24 updated yet and we started to do
25 a campus audit so we can review

Sample footer

80

1 what is happening on campus,
2 take stock how well we have been
3 implementing the diversity plan
4 and ensure that the diversity
5 plan that we will update has all
6 of the Master Plan goals
7 entrenched in it so we started
8 this last year but wanted to
9 make sure that the Ed Master
10 Plan was finished so we can make
11 sure they're aligned. In the
12 past the EEO plan and the
13 diversity plan were two separate
14 plans but now as when you

15 approve the the 2017 version of
16 the plan you noticed that
17 diversity plan is an appendix
18 and now one in the same and
19 we'll have an update of the
20 diversity plan -- we don't know
21 when. We will see how well
22 we're doing and make sure it's
23 thorough and attainable. So in
24 terms how the diversity plan
25 relates to other plans I have

Sample footer

81

1 mention the a couple times it's
2 focused on campus climate and we
3 want to make sure it aligns with
4 our campus mission because we
5 value the diversity population
6 and make sure the plan echoes
7 that. It also ensures that our
8 hiring process adheres to the
9 EEO plan and we talked a little
10 bit about ethnicity and our
11 numbers but we also are paying
12 attention to a lot of other

13 factors. We have a lot veterans
14 on campus both employed here and
15 students so we want make sure
16 we're not just thinking about
17 race and ethnicity but the broad
18 spectrum of what it means. We
19 provide opportunities for
20 individuals to build and
21 knowledge of cultures and
22 beliefs and we have activities
23 that allow folks to examine and
24 interspect on their own identity
25 and how it relates and connect

Sample footer

82

1 with others. And so in terms
2 how the plan diversity plan and
3 student equity plan and Master
4 Plan your goals relate I want to
5 talk about a couple of things
6 we're doing so I mentioned the
7 audit and I Chair the Diversity
8 Equal Employment Opportunity
9 Advisory Committee and it's
10 advisory to HR and to the
11 campus. It's a Shared

12 Governance Committee and we have
13 been working to build some
14 shared -- Sub-Committees through
15 shared governance to make sure
16 we can have a broad
17 representation on the
18 Sub-Committees and continue to
19 communicate across campus. So a
20 couple ways that we're
21 implementing this through
22 activities and entity so we will
23 be rolling out a campus climate
24 survey this spring and we
25 already took some data from

Sample footer

83

1 students through the assessment
2 in 2016 and had diversity and
3 inclusion markers and but we
4 serving employees. We continued
5 the processing training for
6 Screening Committees with that
7 training we do include
8 implicitly bias so we want to
9 make sure people are taking

10 stock of their own biases but
11 empowered so if something comes
12 up that pushes against the
13 values that we want in that
14 hiring process that people are
15 empowered to speak up and
16 continue the dialogue. We will
17 be attending the queue -- center
18 for urban education and hiring
19 and the institute next week and
20 taking a team of ten faculty and
21 administrators and HR. Yeah. I
22 am excited about it too. So
23 we're taking a team of ten to
24 the summit and we are really
25 looking forward to learning more

Sample footer

84

1 and bringing that back to campus
2 implementing it in the hiring
3 process and when you look at the
4 numbers and particularly around
5 the Native American category and
6 they're low and we have been
7 doing target outreach because
8 we're in a community that is

9 over represented and so we've
10 partnered with a couple of folks
11 so we've attended a recent
12 Native American Indian
13 Commissioners meeting for L.A.
14 city and county. We went to the
15 united American Indian
16 involvement Inc. Indian day on
17 September 8 and we partnered
18 with them and they have a
19 clubhouse here on campus. They
20 meet every Tuesday in Adult Ed
21 so we're working with partners
22 to ensure that our Native
23 American Indian students here on
24 campus -- we have 4% of the
25 student population is Native

Sample footer

85

1 American Indian identified and
2 the broader community know that
3 this is a good place to go to
4 school and a great place to work
5 so we have been doing that
6 targeted outreach. We've know

7 continued the online workshops
8 for flex credit and a great
9 incentive for faculty to partner
10 with us and elevate that with
11 diversity and inclusion and a
12 lot of collaborations and CTX
13 for the professional
14 development, student activities
15 to partner with ASSC and create
16 other opportunities as well and
17 Adult Ed and because they're
18 more community facing they have
19 a lot of good programs we have
20 been partnering with. And just
21 to list here just a couple of
22 things that we do on an annual
23 basis and I will highlight
24 because we're coming up on
25 Hispanic Heritage Month and had

Sample footer

86

1 a great series and had a great
2 one last year and we're in the
3 midst of a great one and Black
4 History Month is happening and
5 meeting next month and Womens'

6 History Month is meeting to
7 start planning so we we've got a
8 lot of events that great. I
9 know the festival of Asian cuts
10 was amazing and supporting that
11 well and I listed other s and
12 the list has grown and hoping to
13 sudden this but maybe sure that
14 we have capacity to support this
15 in the future thank you so much
16 so for the opportunity for us to
17 share this work with you and we
18 can take questions.

19 >> President Lewis: All
20 right. Is there any questions?
21 >> Dr. Fierro: I'm sorry. You
22 said in the combination of the
23 subgroups that you had not
24 enough information because you
25 mean they're smaller subgroups

Sample footer

87

1 when you combined classified and
2 --
3 >> Yeah. Thank you. Like for

4 example --
5 >> Dr. Fierro: Because of the
6 sample size?
7 >> Yes, on the example on the
8 CDC and one year we had for that
9 so I wanted to something that
10 went across the three years.
11 Same with the confidential.
12 There is a minimum number of
13 positions that we have so I
14 didn't want one table for each
15 one so I combined them all. .
16 >> Dr. Fierro: You're talking
17 about the size and
18 identification of the person
19 hired. That's what you're
20 trying to say?
21 >> [INAUDIBLE] [Off Mic].
22 >> President Lewis: Okay.
23 Trusty Perez.
24 >> Marisa Perez: Thank you
25 very much for the presentation

Sample footer

1 and especially time and I was
2 pointed to the board and

3 President of the EEO and
4 Diversity Committee in the
5 office and I attended
6 Chancellor's Office and it was
7 way over my head and thank you
8 for briefing me and what I was
9 getting into and Cerritos
10 College is a leader in this and
11 evident in the work and even
12 with this presentation and I
13 want to acknowledge the work
14 because we've come a long way on
15 this issue since I started on
16 the board since 2012 and thank
17 you and everybody in HR because
18 I know it's a huge amount of
19 work thank you so much. In
20 regards to training for or
21 hiring committee members so
22 every time we put members on a
23 hiring committee what type of
24 training do they get? Are they
25 required every time before they

Sample footer

1 serve on a committee? Is it an
2 annual basis or every three
3 years?
4 >> So we have two types of
5 training. One is required to
6 serve in any selection process
7 and then there is second one
8 that is to serve as process
9 monitor. The one that is to
10 serve as process monitor is a
11 little bit more complex and it
12 requires more information
13 pertaining to the law, so it is
14 a little bit more in-depth type
15 of training, but of course for
16 the regular training just to
17 serve in the committee then they
18 need to be very familiar with
19 the selection procedures with
20 policies and things like that.
21 We emphasize in the confidential
22 the process and -- [INAUDIBLE]
23 and what to do.
24 >> Marisa Perez: Okay. How
25 do we build within that training

1 diversity and cultural
2 sensitivity and again I can't
3 imagine the training that long
4 but how can we encourage and
5 support it more? And not again
6 to answer but off the top of my
7 head we should figure out how to
8 expand the training on that
9 because the other thing too, the
10 big push as we talk across the
11 state is how do we get our
12 faculty to mirror the diversity
13 of our students? And even with
14 the numbers improving -- we're
15 in the 40's, 40%. We're still
16 not near the 2/3 majority
17 students in general; right? So
18 we still have a right to go but
19 we're definitely making
20 progress. So I again want to
21 continue to push everybody to
22 realize that is the ultimate
23 goal and have the faculty
24 reflect the diverse population
25 here and I think the other thing

1 I just wanted to particularly
2 the slide where we had
3 recruitment sources if you could
4 go to that? I don't see the
5 number on here, but I also
6 wanted to congratulate that as
7 well too because that's a huge
8 difference, a very visual
9 difference again when I started
10 on this board and where we're at
11 now. When we got here we were
12 told it was difficult to find
13 qualified minorities to not only
14 apply and be hired for part time
15 and full time faculty positions
16 and I think we demonstrate it is
17 achieve afternoon it's just
18 harder to reach them and applaud
19 everyone and I know it's a long
20 effort too and it was a very
21 visual presentation. I would
22 add one more group. I think
23 what would help with the Native
24 American is the society for the

Sample footer

92

1 Native American and I went to
2 that conference every year and
3 changed my life. All these
4 opportunities I had --
5 especially as under represented
6 in science. It's a great
7 resource, nationwide. Fantastic
8 conferences. Very large group
9 of people and with strong
10 networks so I would add that
11 suggestion to your list and then
12 -- yeah, and again the other
13 thing the climate survey and
14 bravo with finally moving
15 forward on that. I know that has
16 been in the works. It has been
17 requested for a long time so I
18 am glad that is finally moving
19 to fruition too so thank you
20 very much ladies.
21 >> President Lewis: Thank
22 you. Any other questions or
23 comments? Nope? I do have one

24 question though. One of the you

25 mentioned that there are a

Sample footer

93

1 number of different factors that

2 go into the EOC along with race

3 and ethnicity and is nationality

4 as well and there are is a lot

5 of cultural diversity within the

6 races. Can you speak to that

7 how nationally might be in that

8 EEO plan?

9 >> Yeah, so nationality is a

10 protected class so in the plan

11 itself nationality is one of the

12 factors that we need to be

13 paying attention to as well so

14 it's part of the framework and

15 in terms how we implement it on

16 campus in terms of inclusion we

17 want to make sure we're offering

18 resources across identities

19 particularly around immigration

20 status, right, or languages and

21 thinking about that so one of

22 the programs we have been
23 working with is our AB 540 task
24 force and they have done
25 tremendous work to make sure

Sample footer

94

1 that we have a multitude of
2 resources. One of them is
3 making sure when the new
4 announcement of DACA came out we
5 held a forum for students to
6 come and talk about what they're
7 experiencing and what their
8 families are experiencing and in
9 terms of offering resources I
10 can provide an example in my
11 office. When I work with
12 students I make sure to have
13 cultural relevant resources for
14 them so for example for students
15 that maybe Spanish speaking
16 whether I work with an agency I
17 try to have materials in English
18 and Spanish and make sure that
19 when I do have resources that I
20 do connect them with that and

21 other languages and student
22 services we have the language
23 line which is a service on
24 campus where if someone doesn't
25 speak English as a first

Sample footer

95

1 language they can pick up a
2 phone and then be able to
3 communicate across the language
4 barriers. I also work with
5 Norma Rodriguez's office and
6 international student services
7 and we have a really good
8 partnership and I do training
9 for their students all the time
10 to make sure they fell welcomed
11 and they know what the rights
12 and resources are on campus and
13 the community so those are just
14 a couple of examples.
15 >> President Lewis: You
16 mentioned languages. Are there
17 plans to add more languages for
18 the Cerritos Colleges here say

19 for example Korean is one of the
20 languages that isn't offered on
21 campus or anywhere else that we
22 do have a significant Korean
23 population and go more towards
24 the eastern side of the district
25 so it's something --

Sample footer

96

1 >> Are you talking about La
2 Mirada? I am from La Mirada and
3 always trying to give them a
4 thought out.
5 >> [INAUDIBLE] [Off Mic].
6 >> We are always looking into
7 options of courses that are
8 needed for our community at
9 large. I have spoken with the
10 Dean of liberal arts and started
11 discussing if his faculty would
12 and the chairs of the Department
13 of language would look into the
14 option of creating a course and
15 as you know that's faculty
16 purview, and so they are
17 exploring that at this time, and

18 seeing who will have the
19 expertise to write a course
20 outline and record for this.
21 The other thing I would like to
22 do is also as populations change
23 in our local community it might
24 be we can put a survey out as
25 well and look for some requests

Sample footer

97

1 of what some of the up and
2 coming if you will languages
3 that are being requested as well
4 so it's being looked at with the
5 department level right now.
6 >> President Lewis: Thank
7 you. I hope that's one of the
8 emphasis we could put on to our
9 community and talking about
10 cultural diversity. I think the
11 best way to integrate is to
12 actually take down the language
13 barrier and you know one of the
14 things that many -- not just
15 students but our culture in

16 general we don't place enough
17 emphasis in learning a different
18 language. Go to Europe many of
19 the students know at least three
20 languages if not five and one of
21 the travesties here in
22 California and especially
23 Southern California there are
24 diversity and little towns and
25 Korea town and other towns and

Sample footer

98

1 within driving distance but we
2 don't place an emphasis in our
3 system for fluency and not just
4 taking the Spanish or another
5 class and moving on with your
6 life. It's a huge gap that
7 we're missing out for our
8 students that I hope that we can
9 help to alleviate at the college
10 level here as part of higher
11 education that we have something
12 along the lines of -- I don't
13 know like a polyglot certificate
14 that someone can be fluent in

15 multiple languages and that will
16 bring an immense resume enhance
17 that one individual that could
18 effectively communicate with all
19 the languages. We would be
20 interested in hiring that person
21 if they were available to speak
22 in multiple different language
23 languages that are spoken in the
24 community. That's one of the
25 visions I hope we can look

Sample footer

99

1 forward in the next few years to
2 work on so thank you for your
3 presentation.
4 >> Thank you. I would like to
5 publicly acknowledge the work
6 that Dr. Raphael has done
7 because many of the successes --
8 thank you to you.
9 >> President Lewis: Thank
10 you.
11 [Applause]
12 President Lewis: With that we

13 will move on to reports and
14 comments from district officials
15 starting with Student Trustee
16 Avalos.
17 >> So I just want to say thank
18 you to everyone that showed up
19 to the Cerritos City Council
20 meeting to support the TUP. And
21 telemark for covering the TUP
22 and I think it's time now that
23 the Board of Trustees get
24 together and start maybe
25 creating a budget how we're

Sample footer

100

1 going to allocate some of this
2 money. I believe Jim Edwards
3 Councilmember stated we state
4 down and discuss how much of the
5 money is going to be directed to
6 scholarship? Is it 5%? 10%?
7 Because some residents thought
8 we were all going to get a raise
9 or something like that so we got
10 to sit down and maybe start
11 discussing and figuring out

12 where this money is going to be
13 placed at now. I know a Board
14 Member stated we put this money
15 into a fund to reduce the
16 deficit but how much much?
17 Students aren't happy and we're
18 using it to reduce the deficit
19 and want give back to them and
20 how much money is going to
21 scholarships? So I ask that we
22 sit down and start discussing
23 how much is going to
24 scholarships? How much is going
25 to other departments? How much

Sample footer

101

1 is going to raises if we're
2 going to do that? But yeah
3 that's all I have to say. Thank
4 you.
5 >> President Lewis: Thank
6 you. Trustee Board Member
7 Camacho-Rodriguez.
8 >> I wanted to thank everyone
9 that showed up. I know as an

10 adult I was thinking to myself
11 as I watch and heard the kids
12 give testimony how important it
13 is you know to be true to
14 yourself, to be transparent and
15 to be a good person, and it felt
16 very sad and disheartening to
17 see a lot of adults that really
18 spoke their truths about how
19 they felt about our community
20 and as I looked around the room
21 and I saw all of the individuals
22 that represented Cerritos I felt
23 very happy and comforted and I
24 thought to myself you know what?
25 We're in a good place. We're in

Sample footer

102

1 a good place and moving in the
2 right direction and I think that
3 all of that showed up with the
4 vote and that was a good thing.
5 And also just continuing to
6 support all of our kids with
7 everything that is happening in
8 our political climate,

9 environmental climate and
10 school, you know so there's a
11 lot of things go on that affect
12 the daily feelings and keeping
13 in tune with that so I
14 appreciate the cultural climate
15 and economic and social climate
16 here. We're a good team. Thank
17 you.

18 >> President Lewis: Thank
19 you. Trustee Perez.

20 >> Marisa Perez: I have a
21 very long report and a lot of
22 information from the state so
23 get comfortable. First I want
24 to congratulate and recognize we
25 have a new School Board Member

Sample footer

103

1 in Bellflower Unified School
2 District. Hannah Flanagan
3 Florez was appointed to the
4 position that was vacated by the
5 retirement of Dr. Paul Hauser so
6 again congratulations to Hannah.

7 She's a may fair high school
8 mom. I wanted to thank
9 everybody that came out in
10 support of the temporary use --
11 permit at Cerritos and there
12 were people I didn't see on the
13 [INAUDIBLE]. Of course I wanted
14 to thank the City Council for
15 giving us this use permit and
16 for trusting us to be good
17 neighbors to the community and
18 to do something with that lot.
19 I want to thank all the student
20 s and the faculty members. I
21 saw Michelle -- you did a great
22 job. I saw several people and
23 Stephanie one of the classified
24 staff and a lot of people from
25 the Cerritos community and thank

Sample footer

104

1 the students too and it was a
2 very late night and all of the
3 community leaders, our chamber,
4 partners and business leaders
5 and again thank you. In regards

6 to how the money is being used
7 and I was under the impression
8 from the last meeting is it's
9 going through a shared
10 governance process.
11 >> yes.
12 >> So that's in the works to
13 address the money how the money
14 will be spent. I look forward
15 to the recommendations on that.
16 I also wanted to remind
17 everybody on September 30 is the
18 annual Hawaiian Gardens fun run.
19 I participated in the EEO
20 Diversity Committee that's to
21 the Chancellor in regards to the
22 multiple methods method and how
23 the funding is allocated. There
24 is possibly going to be changes
25 and the committee is going to

Sample footer

105

1 work on them and announce by the
2 next meeting so again whatever
3 change impact what Cerritos

4 College gets I think in general
5 college get between 50, \$60,000
6 a year from this source of
7 funding so we have to keep an
8 eye on that and I think most of
9 the stuff is from the triple CCC
10 meeting. I attended my second
11 meeting as a cal Community
12 College Trustee this weekend and
13 a lot of information and the BOG
14 Waiver has been renamed and now
15 is called the California
16 Community College promise grant
17 so you will see that everywhere.
18 Bog has been removed and
19 encourage Dr. Fierro to go to
20 the leadership economy in
21 July 2018 in Lake Tahoe and
22 everyone was in strong agree --
23 especially CEOs to go and I will
24 pull that plug. There's lots
25 discussion about state

Sample footer

106

1 legislation, financial aid and
2 DACA so I will start with DACA.

3 A lot of things going on with
4 DACA and opportunities for
5 Cerritos College to get
6 involved. I think we will take
7 a position on the DACA
8 Resolution at the next board
9 meeting so that will be
10 interesting to see what we will
11 do. Many colleges have already
12 approved a DACA Resolution so I
13 hope we can as well here at
14 Cerritos College, and another
15 thing that the league has asked
16 if our college does approve the
17 Resolution send a letter out to
18 the Congresswoman Linda Sanchez.
19 The other big thing and I shared
20 this with some of the
21 administrators October 16 is
22 DACA advocacy week across the
23 State of California. That is
24 when Congress is back here and
25 they're out here in the district

Sample footer

1 and we have been asked to meet
2 with our Congresswoman so I have
3 asked Dr. Fierro to set up a
4 meeting that week with the board
5 and student leader and whoever
6 else can attend because we need
7 to show the effort state wide
8 and meet with her that week.
9 There's also going to be a
10 student advocacy effort too
11 related to DACA. There's going
12 to be a post card and phone
13 banking effort so hopefully you
14 can coordinate with the league
15 and get details how that is
16 going to happen and another
17 opportunity for students to get
18 very involved in this issue.
19 The deadline for the DACA
20 paperwork is October 5. I know
21 I have seen lots of things about
22 this so Social Media but again
23 the more we can share with our
24 students that have to only until
25 October 5 to complete their

Sample footer

1 paperwork. Let's see. The next
2 big issue we talked a lot about
3 was state legislation and there
4 are two bills they will bring up
5 and I don't think we have a
6 position yet on AB19 (lost
7 audio)
8 So just as we know here
9 enrollment is down across the
10 state. Many, many community
11 colleges and unfortunately many
12 of the community colleges that
13 were there did not successfully
14 get out and as a result they saw
15 big cut in their funding and one
16 thing which I thought was very
17 interesting and I can't remember
18 which college this Trustee was
19 from and went into stabilization
20 and didn't make it and in
21 retrospect one thing he would
22 have done was gotten 300 to 400
23 more students to take one more
24 class he could have addressed
25 his FTES problem by doing that

1 and that lend into a discussion
2 how do we get our students to
3 take one more class and a simple
4 solution. Give them a thousand
5 dollars. That's what they need
6 to take a class and support
7 themselves in regards to the
8 living expenses to to me that
9 seemed relatively easy. I don't
10 know. I thought that was
11 something he talked about. Take
12 one more class and give them
13 money and a way to get out of
14 the stabilization. I don't
15 know. The last area we talked
16 about Guided Pathways and that
17 is going to be the buzz word
18 everywhere you go so everybody
19 ask Dr. Fierro to schedule a
20 presentation about Guided
21 Pathways means because it's a
22 fundamental change in how
23 services are going to be
24 delivered. A lot of discussion

25 about that. Some colleges are

Sample footer

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1 very far ahead and Dr. Fierro
2 said we are and that's good to
3 know. The last thing they
4 wanted to see is to see about
5 having somebody from the
6 Chancellor's Office either come
7 down or do a video conference to
8 talk about the vision of success
9 blueprint and something recently
10 release and the spent time
11 talking about and again a
12 fascinating piece of data on
13 where the Chancellor wants take
14 the community college system so
15 I would ask that we consider
16 that in the future because it is
17 a really good Master Plan
18 document of where California
19 needs to go so again it was a
20 great -- oh one last plug. The
21 California Community College
22 changed leadership summit
23 October 5 and 6 in Irvine and

24 the other thing they talked
25 about is sending a tome to the

Sample footer

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1 Academic Affairs to this summit.
2 >> [INAUDIBLE] [Off Mic].
3 >> This is different than
4 Guided Pathways.
5 >> [INAUDIBLE] [Off Mic].
6 >> Marisa Perez: So we're
7 have a team from both? So
8 that's Tthe other thing I was
9 texting Dr. Fierro and everybody
10 is getting ready to go to the
11 American Association and
12 Cerritos College is not a
13 membership and there's lots of
14 opportunities for the six of you
15 to get involved on committees
16 and on boards and you know what?
17 The only way we will get money
18 from the state and federal
19 government is get involved so
20 there are six other people plus
21 the Student Trustee can be

22 involved in one of the
23 committees because there's a lot
24 of opportunities to do really
25 good things and I will put

Sample footer

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1 that plug there and I asked Dr.
2 Fierro consider to join the
3 association again and we can get
4 involved and there's lots of
5 opportunities for leadership.
6 Thank you. Trustee Avalos.
7 >> Carmen Avalos: Mine is so
8 short compared to yours. Thank
9 you for doing that. I
10 appreciate the work on behalf of
11 the board. Same thing for me
12 there are issues that continue
13 to surface and impact the State
14 of California. And the group of
15 Latino officials is having a
16 higher education conversation
17 this weekend Friday and
18 Saturday. I will be attending
19 -- I don't know who else is
20 attending. They are exciting

21 and on the forefront of issues
22 and really trying to set policy
23 to impact I think -- not just
24 Latino students but students of
25 color that will benefit from the

Sample footer

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1 policy changes and excited to
2 represent the college and happen
3 this Friday and Saturday and
4 other than that that's it.
5 >> President Lewis: All
6 right. Dr. Fierro.
7 >> Dr. Fierro: Well, I want
8 to say that Trustee Perez is on
9 the State Board and don't go
10 through the report and usually
11 my job and thank you very much.
12 We get similar information based
13 on the board and that we sit in
14 in and same information and
15 essentially the day before or
16 after depending how the
17 schedules fall so I want to
18 thank everyone that attended the

19 City Council, all those that
20 were pro and against. I thank
21 them all because it is a true
22 demonstration of the civic
23 engagement and Democratic
24 process and whether we agree or
25 not it showed a lot of

Sample footer

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1 engagement from everyone that
2 attended. Obviously we're happy
3 that the vote went to the
4 approval of the TUP but I want
5 to thank everyone that
6 participated whether in favor or
7 not. I think that is a very
8 good demonstration of civic
9 engagement and how engaged all
10 the community is. I will work
11 on the membership and bring it
12 for everyone's consideration
13 next time. If my memory serve
14 my right it's a simple process
15 so if there is any interest we
16 will process the paperwork to go
17 there. The vision for success I

18 will work on that and one of the
19 good things is current
20 educational Master Plan actually
21 has significant level of line
22 line with the vision for
23 success. Chancellor Oakley
24 proposed. On Friday we have the
25 first economic development

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1 summit hosted at Cerritos
2 College. We had to extend the
3 registration deadline and
4 actually change the location
5 because we had a lot more people
6 than expected. I think we're at
7 over 70 attendees and we were
8 expecting a little more than
9 half of that so we had to make
10 some changes which is actually
11 good. I am not complaining.
12 Tomorrow we have the 2017 health
13 expo at the student center and
14 show up and get your vitals
15 taken and make sure you're alive

16 and well.
17 If you haven't take the time to
18 talk to the [INAUDIBLE]
19 exhibition in our new gallery.
20 Looks super nice. The gallery
21 looks amazing. It looks like a
22 very professional gallery that
23 you find anywhere and the art
24 this year is amazing so I
25 encourage you to stop by. Very

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1 great artists from across the
2 nation actually. Some of them
3 came here personally to deliver
4 the work and some send the work
5 but great, great art. I had the
6 opportunity to attend a number
7 of staff meetings in the last
8 couple of weeks, and obviously
9 the common question is on around
10 the edges but essentially
11 translated job security, what
12 people have been asking me based
13 on the budget short fall that we
14 have, and I want to say this

15 publicly we will do everything
16 we have to do to balance and
17 maintain our budget without
18 reaching into current positions
19 so unless obviously things
20 happen we are committed to
21 maintain our current operations
22 the way they are so I think
23 right now essentially what I am
24 trying to tell the different
25 meetings they have attended that

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1 we are not considered in any
2 reduction on work force or
3 anything related to that. We
4 are working into any solutions
5 to maintain a balanced budget
6 without having to have those
7 conversations. Other than that
8 that's it.
9 >> President Lewis: All
10 right. Trustee Liu.
11 >> Shin Liu: I would like to
12 appreciate the City Council

13 member at Cerritos. Attach to
14 approve our parking lot project.
15 Thank you.
16 >> President Lewis: Okay.
17 Trustee Birkey.
18 >> James Cody Birkey: I would
19 like to echo Trustee Liu. I
20 really appreciate the city
21 meeting us where we're at in
22 terms of the use of that parking
23 lot. I also want to
24 congratulate all the people who
25 participated in that process.

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1 It was really very constructive
2 even though obviously we would
3 love if everything moved slowly
4 and now emotions either way but
5 ultimately it's I am really
6 pleased with the outcome, both
7 in terms of what was decided but
8 also in terms of the process
9 specifically in terms how it
10 engaged our community. I think
11 that community engagement is

12 really important for these kinds
13 of decisions. And then I just
14 wanted to mention that I am
15 looking forward to the economic
16 development summit on Friday. I
17 think that's something that's
18 really critical to our community
19 especially as we talk about
20 empowering student demographics
21 from a number of different
22 points in our conversation
23 today. I think that this is a
24 way to kind of look at things in
25 a holistic way so I am looking

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1 forward to that.
2 >> President Lewis: Thank
3 you. Trustee Salazar.
4 >> Sandra Salazar: Thank you.
5 I want to thank everyone for
6 going to the meeting and thank
7 the Council for approving the
8 CUP. Did see it on-line and
9 lengthy and thank everyone for

10 going to speak.
11 >> President Lewis: I want to
12 echo the comments too and thank
13 you to the Cerritos Council for
14 approving the TUP. We will
15 comply and be the best neighbors
16 we can be at the college level
17 and do the best that we can to
18 work with the residents
19 proactively to make sure that
20 they know every step of the
21 process that we're taking with
22 this lot over here. One quick
23 event I attended the patriots
24 awards breakfast hosted by Witt
25 her district Ralph Pacheco in

Sample footer

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1 south Wittier and hosted for 14
2 years now. It's basically a
3 9/11 remembrance in the area and
4 many of the local officials are
5 invited and the honoree was
6 police officer Keith Boyer
7 posthumously who was the most
8 recent officer to have an end of

9 watch in our area and we want to
10 recognize his service to the
11 Whittier area community and to
12 they presented it to his parents
13 for that area so we're very
14 grateful for all the men and
15 women in uniform to protect us
16 on the college campus and
17 throughout Los Angeles county
18 and the rest of the nation here
19 and we're grateful for the
20 sacrifices that they make,
21 sometimes the ultimate. I want
22 to take a moment of silence to
23 remember the over 100 victims of
24 the pair of earthquakes in
25 Mexico -- 200 now, the over 200

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1 recommend victims of the pair of
2 earthquakes in Mexico so if we
3 could take a few seconds to
4 remember them. Thank you. God
5 rest their souls. That's it for
6 me. We are going to finish this

7 open session and go into a
8 closed session with labor
9 negotiators so if there is no
10 comment on the close session
11 item then we move into closed
12 session. Thank you
13 [GAVEL]
14 and no read out; right?
15 >> Dr. Fierro: No read out.
16 >> President Lewis: No read
17 out.
18
19
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