

1 11-14-18 Cerritos BOT

2 >> President Lewis: Good

3 evening everyone and welcome to

4 the Cerritos College Board of

5 Trustees for November 14, 2018.

6 For the invocation we will have

7 a moment of silence and if you

8 could have a moment of silence

9 and we will let you know when we

10 continue. Thank you. Next we

11 will have the Pledge of

12 Allegiance done by Trustee

13 Birkey.

14 >> I pledge allegiance to the

15 flag to the United States of

16 America and to the Republic for

17 which it stands, one nation

18 under God, indivisible, with

19 liberty and justice for all.

20 >> President Lewis: Roll call

21 please.

22 >> Board President Zurich

23 Lewis.

24 >> Here.

25 >> Board Vice President Shin

Sample footer

2

1 Liu.

2 >> Here.

3 >> Board Clerk Martha

4 Camacho-Rodriguez is absent.

5 Member Carmen Avalos.

6 >> Will be late.

7 >> Member James Cody Birkey.

8 >> Present.

9 >> Member Marisa Perez is

10 absent. Member Sandra Salazar.

11 >> Here.

12 >> Student Trustee Phil

13 Herrera.

14 >> Present

15 >> And President Superintendent

16 Fierro.

17 >> Present.

18 >> President Lewis: All

19 right: We have a quorum. Next

20 we move to the agenda

21 organization. Is there a member

22 of the board wishing to

23 reorganize the agenda in anyway?

24 Seeing none we will move to

25 comments from the audience want

Sample footer

3

1 the first one is from Sam Cabot

2 on teaching and learning

3 conditions.

4 >> Hello my name is Sam Cabot

5 and an older returning student

6 to Cerritos College and I am

7 here to support labor union

8 organization in their efforts to

9 obtain a fair contract. Their

10 teaching conditions are our

11 learning conditions and it's

12 important to have stable and

13 contractual relations in

14 addition to having a health care

15 plan that is fair to them, so

16 with they urge the Board of

17 Trustees as well as Dr. Fierro

18 to afford them a fair contract

19 and give them what they need to

20 -- give them what they need to

21 survive. They're just trying to

22 survive. Thank you very much  
23 for your time.  
24 [Applause]  
25 >> President Lewis: All right

Sample footer

4

1 next speaker is Joseph Van  
2 Demortal.  
3 >> Good evening. Thank you  
4 very much. The topic I wanted  
5 to address briefly is the hidden  
6 cost of teaching at the college.  
7 I spend up to about \$4,000 a  
8 year on conferences like the  
9 American Academy of religion,  
10 American Philosophical  
11 Association. I am having a  
12 little problem due to the Santa  
13 Ana' but I will get through it  
14 and the charred conditions of  
15 California; right? So in  
16 addition to my regular expenses  
17 I try to put some money into  
18 these professional development  
19 opportunities because it's  
20 really essential for our

21 enthusiasm to be updated and as  
22 sometimes I tell the young new  
23 faculty if you don't go and do  
24 this you will burn out in a few  
25 years. In addition to that as

Sample footer

5

1 part of my work in world  
2 religions over the years I think  
3 I have done over 200 field trips  
4 to various temples, mosques,  
5 synagogues, throughout  
6 California places in L.A. and  
7 it's important to me and I do it  
8 voluntarily and at my own  
9 expense and usually on weekends  
10 so I think that an adequate  
11 salary helps to sort of under  
12 write some of the activities. I  
13 think there are a lot of other  
14 professors on the campus putting  
15 out a lot of extra time on their  
16 own that you don't actually see  
17 so I wanted sort of make that  
18 argument to you to see if you

19 could put that into your  
20 reasoning about a salary  
21 increase. Thank you for  
22 listening.  
23 [Applause]  
24 >> President Lewis: Our next  
25 speaker is Ray Greer.

Sample footer

6

1 >> Good evening President, Dr.  
2 Fierro, Board Trustees, students  
3 and teachers. My name is Ray.  
4 I am President of the ABC  
5 Federation of Teachers which is  
6 right down the street. I don't  
7 make it a routine or habit to go  
8 speak at functions of other  
9 locals and I especially don't  
10 make it a habit to go and speak  
11 at board meetings of other  
12 organizations, but and my first  
13 thought I wouldn't have anything  
14 to offer here, but after doing a  
15 little research I did see that  
16 there was something that did  
17 impact ABC and that I needed to

18 speak about. ABC Unified School  
19 District we serve 20,000  
20 students in 30 schools. 45% of  
21 the students are Latino and  
22 they're just one segment of our  
23 population that's very diverse.  
24 Cerritos College is one of the  
25 top five institutions in

Sample footer

7

1 enrolling Latino graduates in  
2 California and 70% of the  
3 college student body is Latino  
4 and most are first generation  
5 students. 85% receive need  
6 based fee waivers. The Cerritos  
7 Complete program provides  
8 multiple examples how effective  
9 college counseling can provide  
10 positive positively impact  
11 college enrollment and later  
12 success even before students  
13 graduate from school. Last year  
14 counselors involved with  
15 Cerritos Complete met with 1,094

16 students and 954 parents nights  
17 throughout our district.  
18 Contact with the community  
19 through parent nights is an  
20 effective intervention for  
21 parents and students that yields  
22 results. Students and parents  
23 who never considered college  
24 begin to consider it when they  
25 meet knowledgeable experts from

Sample footer

8

1 the college who can explain this  
2 process because they live it.  
3 Of the 358 ABC students that  
4 applied to the Cerritos College  
5 via the Cerritos Complete  
6 program last year 315  
7 participated in the Falcon edge  
8 orientation program last spring.  
9 264 completed the summer  
10 connections counseling class and  
11 264 enrolled in Math and English  
12 courses in the fall. This sets  
13 them up to succeed here at the  
14 college and to transfer within



15 three years. Counselors are  
16 crucial and involved in every  
17 step of the way for student  
18 induction. It's part of the  
19 articulation process. We do  
20 that at the K-12 and that  
21 ensures success as you go from  
22 facility to facility and site to  
23 site. This type of student come  
24 community and contact insure  
25 considered integral to the

Sample footer

9

1 students and counselor's work of  
2 the college and part of the one  
3 most important duties that a  
4 counselor could do. I have  
5 heard that the district wants to  
6 remove planning and execution of  
7 these programs from types of  
8 counselor's scheduled time to  
9 allow for one-on-one contact  
10 with students. While no one  
11 would argue that increased  
12 one-on-one contact is a bad

13 thing losing the ability to  
14 develop the innovative  
15 interventions would be a  
16 disaster. Now I am kind of  
17 being selfish because I am  
18 speaking for ABC students but I  
19 know these supports are  
20 important and mirrored in other  
21 surrounding districts. The  
22 articulation supports provided  
23 by the counselors invaluable for  
24 all high school students as they  
25 transition into college. In the

Sample footer

10

1 age of competition for students  
2 it's those organizations that  
3 will offer support for students  
4 and viewed as the most desirable  
5 and where they want to go. Now  
6 in the ABC School District we're  
7 out of 80 districts in L.A.  
8 County. We were voted the  
9 exemplary district in L.A. which  
10 means that we the top high  
11 school in the State of

12 California, and all of our  
13 academic achievement is at the  
14 highest level. Now we got there  
15 because teachers, Administrators  
16 are given time to do planning.  
17 Planning time is an invaluable  
18 part of making things work. At  
19 the K-12 district we have Common  
20 Core state standards so that  
21 came after "No Child Left  
22 Behind," wrote memorization and  
23 scripted lessons and teachers  
24 had to learn not to be siloed  
25 out and work collaboratively and

Sample footer

11

1 the State of California with  
2 LCAP mandated this and the  
3 students and part of the process  
4 and teachers and Administrators  
5 all worked collaboratively. It  
6 takes time and takes meeting so  
7 I urge you to consider the value  
8 of the planning time so that  
9 these counselors can support the

10 educational success of students  
11 that want to come to Cerritos so  
12 a gentleman talked about  
13 reaching conditions are the  
14 learning conditions of our  
15 opportunities and we need to do  
16 the best so they have the  
17 academic support that they need  
18 to succeed here at the college.  
19 Thank you for your  
20 consideration.  
21 [Applause]  
22 >> President Lewis: Our next  
23 speaker is Linda Waldman.  
24 >> Okay. Hello. Thank you  
25 for having me speak. My name is

Sample footer

12

1 Dr. Linda Waldman and the Chair  
2 of the Chemistry Department and  
3 coming to talk about two  
4 important topics to me and some  
5 is the part time adjunct  
6 information for them and the  
7 other is about Department Chair  
8 policies so first off currently

9 our adjuncts are paid almost  
10 half of what other area  
11 community colleges are paid and  
12 in addition they're not offered  
13 any health insurance or  
14 opportunities for insurance that  
15 many other local colleges offer.  
16 This adversely affects the  
17 quality of teaching at this  
18 college. Ours have a choice to  
19 where and prefer where they're  
20 respected and paid for that  
21 respect. If you don't pay them  
22 enough they're not going to keep  
23 coming here. We have loss three  
24 people from our department to go  
25 to other schools because of the

Sample footer

13

1 higher pay and the opportunity  
2 to have health care. That's a  
3 big impact on us. They're great  
4 hard working instructors and  
5 felt they deserved more. We  
6 lost great experienced

7 instructors. Second we have to  
8 hire at the last minute finding  
9 replacements which is stressful  
10 and challenging for our  
11 department. Number three, the  
12 new people need to be trained by  
13 the full time faculty further  
14 straining them and taking the  
15 time in order to teach them how  
16 to do the labs and be safe in  
17 the labs. We risk the safety of  
18 the students because of the less  
19 trained faculty and even though  
20 they're trained they don't know  
21 what to expect until running a  
22 classroom with the students and  
23 this is a big issue. We worry  
24 about the safety always. Last  
25 year we had to cancel classes

Sample footer

14

1 when replacements weren't found  
2 and canceled 6 last semester and  
3 only one or two qualifies.  
4 People apply they're not  
5 necessarily qualified. That

6 gives a limited choice, limited  
7 pool and they're not all  
8 teachers. Teaching is a skill  
9 that just because you have an  
10 education doesn't mean that you  
11 can do it. Many of these issues  
12 could be fixed if you were  
13 decide to appropriately pay our  
14 adjuncts. It's very important  
15 to me --  
16 [Applause]  
17 >> Thank you. It is very  
18 important to me that you help  
19 our adjuncts. This doesn't help  
20 me personally, doesn't benefit  
21 me financially but it's  
22 important to all of us that you  
23 do pay respect to our adjuncts  
24 by giving them appropriate pay  
25 and appropriate health care if

Sample footer

15

1 possible. Support for faculty  
2 is a great way to support our  
3 students. The students win when

4 the adjuncts are respected. My  
5 second point is about Department  
6 Chair duties. I have been a  
7 chair for ten years now. I have  
8 asked others to be Chair but  
9 gotten the response they don't  
10 want to because they don't know  
11 what it really entails. That is  
12 because things have changed in  
13 the ten years I have been  
14 Department Chair. Because the  
15 board has not set a contract  
16 that specifies the duties they  
17 keep changing. Since I became  
18 Chair my duties have tripled  
19 with no change in release time.  
20 When something new is mandated  
21 from Administration it's on the  
22 Chair's back to complete it.  
23 Seems like we should pass the  
24 buck to the other instructors  
25 but we have no management

Sample footer

1 authority and no authority to  
2 make them do anything and the



3 chairs are in (paused)  
4 And long with what authority we  
5 have to do about noncompliance.  
6 Thank you very much.  
7 [Applause]  
8 >> President Lewis: Our next  
9 speaker is -- [INAUDIBLE] did I  
10 say that right? You  
11 >> Actually did. I am amazed.  
12 >> Thank you.  
13 >> Excuse me and I am still in  
14 shock you said my name correctly  
15 I almost didn't answer. Thank  
16 you to the members of the board  
17 and thank you to the faculty and  
18 staff that is here right now.  
19 [Applause]  
20 >> I am the Political Director  
21 at the L.A. County Federation of  
22 Labor. We represent 300 unions  
23 and thousands of workers in the  
24 County of Los Angeles and last  
25 time I checked does include

Sample footer

1 Cerritos and I am an Adjunct  
2 Professor so let's give it up  
3 for the adjunct staff.  
4 [Applause]  
5 >> And I'm even though the  
6 duties that they asked adjunct  
7 staff to do I don't think it's  
8 adjunct of us. I think  
9 sometimes I work double time and  
10 so I am definitely sensitive to  
11 that and a professor in the Los  
12 Angeles Community College  
13 district as well and a member of  
14 the union and I am have been  
15 coming here since 1993. I grew  
16 up in the big city next to you  
17 in Long Beach California. I  
18 have taken summer classes here.  
19 I told somebody who was  
20 escorting me I spend time on the  
21 football field here so Cerritos  
22 College has been a part of my  
23 life for a very long time so you  
24 imagine my surprise whether I  
25 hear from our faculty on the way

Sample footer

1 they have been treated, and I  
2 said there's no way this could  
3 be Cerritos College, not the  
4 Cerritos College that used to be  
5 an example throughout the state  
6 on how you merged -- how you  
7 treated your staff and treated  
8 your students.  
9 [Applause]  
10 >> Not that Cerritos College.  
11 I actually just flew in from  
12 Mississippi and came here  
13 because I couldn't believe what  
14 I was hearing and reading and  
15 some of the things they want to  
16 put towards your attention that  
17 is basic to me as a teacher and  
18 instructor and professor and  
19 importantly as a stakeholder in  
20 the community you have  
21 professors working without any  
22 clarification on their work  
23 assignments. And for 15 years  
24 that's been the case? You have  
25 adjunct professors who are paid

1 comparatively low to other  
2 districts constantly struggling  
3 to keep them here while we know  
4 there are pressures to increase  
5 the number of adjunct faculty.  
6 I believe that all faculty  
7 should be full time but that's a  
8 whole another conversation but  
9 given the increased numbers of  
10 adjunct faculty I think it's  
11 more important to treat them  
12 with respect because of the case  
13 load and the load that they  
14 carry in the importance that  
15 they carry on this campus but to  
16 have things like having  
17 uncertainty around due process.  
18 That's just basic as having a  
19 water fountain on your campus.  
20 If you can't be clear about what  
21 is fair once there is an  
22 evaluation made about what to do  
23 next then basically you don't  
24 have employees. I think what

25 you have and I hate to say

Sample footer

20

1 coming back from my home state  
2 of Mississippi it sounds like  
3 share cropping or slavery to me.  
4 Now I don't want to be over the  
5 top here but if you have a work  
6 force that is not clear on what  
7 happens once an evaluation is  
8 made and you can basically just  
9 make up the rules on along how  
10 you go then basically you don't  
11 have a real work force, and I  
12 ask you is this the Cerritos  
13 College they grew up around? Is  
14 this the Cerritos College they  
15 grew up hearing about? Because  
16 this doesn't hear about the  
17 Cerritos College that come to my  
18 school, to my school and we  
19 educate you as well as the CSU  
20 and UCs and we have a strong  
21 tradition here and I ask if you  
22 continue that tradition and  
23 reputation which I think you're

24 interested in some of the basic  
25 things you're hearing today from

Sample footer

21

1 faculty and staff and I know  
2 you're sitting down and looking  
3 at very important things on your  
4 laptops but I am very suspicious  
5 of --  
6 [Applause]  
7 >> I am very suspicious of  
8 people particularly with Dr. in  
9 front of your name and I have  
10 been how hard you had to work to  
11 get that. I am suspicious of  
12 Board Members of educational  
13 institutions when you had a room  
14 this full of people in red  
15 shirts that work for you don't  
16 have the courtesy to at least  
17 fake it and look like you're  
18 paying attention and so I would  
19 ask -- I would simply ask we're  
20 all working people here. Many  
21 of us have kids. The freeways

22 are packed. We have a lot of  
23 things to do. I don't think any  
24 of the folks in this room are  
25 asking for is not just needed

Sample footer

22

1 but basic. When is the next  
2 thing we're going to ask for?  
3 We're going to have a struggle  
4 about bringing pens and pencils  
5 on campus for students? I think  
6 what we're asking for is very  
7 basic respect. Once again I  
8 just want to thank you for the  
9 time that you have given me in  
10 terms of addressing this board.  
11 Also do know in my other  
12 capacity and I just have to say  
13 this I came up with this acronym  
14 called Temo and you were looking  
15 at me most of the time. That's  
16 okay.  
17 >> Can you wrap up the  
18 comments?  
19 >> It stands for take them out  
20 and as the Political Director I

21 want to offer this challenge to  
22 you that if tonight going  
23 forward they do not do right by  
24 you there is a process by which  
25 these individuals are elected --

Sample footer

23

1 the last time I checked; right?  
2 There is a process the last time  
3 I checked and we have a pretty  
4 good history particularly in  
5 this area of sending legislators  
6 from this area who don't do  
7 right by workers home on a  
8 permanent vacation. Thank you.  
9 [Applause]  
10 >> President Lewis: Thank  
11 you. I would ask that members  
12 of the audience not assume that  
13 what's on our laptops is  
14 something that is not related to  
15 this meeting here. Some of us  
16 take notes in the 21st century  
17 with laptops and with  
18 technology. Thank you.



19 >> Shin Liu: So I really  
20 appreciate you come here to see  
21 what I got.  
22 >> President Lewis: Thank  
23 you. Next we will have Tina.  
24 >> Hello. Trustees,  
25 faculties, professors,

Sample footer

24

1 [INAUDIBLE] thank you for your  
2 time. I am the Treasurer of  
3 ASCC at Cerritos College and I  
4 here [INAUDIBLE] today the  
5 legislation -- the student  
6 leaders of Cerritos College have  
7 passed legislation support for  
8 the Cerritos College Faculty  
9 Federation negotiation 2018.  
10 [Applause]  
11 >> This legislation has been  
12 entered by myself and seconded  
13 by [INAUDIBLE] and approved by  
14 the student leaders of Cerritos  
15 College, and I will go ahead and  
16 skip on the whereas's because  
17 we're -- the benefits of the

18 legislation I will go ahead and  
19 read it for us and the  
20 association student at Cerritos  
21 College [INAUDIBLE] negotiation  
22 of Cerritos College Faculty  
23 Federation in order to retain  
24 and attract the best qualified  
25 applicants and including

Sample footer

25

1 compensation and benefits for  
2 Cerritos College Faculty and  
3 resolve credible compensation  
4 for faculty to have office hours  
5 and [INAUDIBLE] student of  
6 Cerritos College and this  
7 Resolution to the Cerritos  
8 College Board of Trustees  
9 [INAUDIBLE] of Cerritos College,  
10 the President of Cerritos  
11 College Community District and  
12 Cerritos College federation --  
13 Faculty Federation so if you  
14 have any constituent that  
15 haven't received it yet check

16 the Email. I want to keep  
17 [INAUDIBLE] is that ASCC student  
18 I speak English as a second  
19 language. The faculty, the  
20 professor who [INAUDIBLE] is  
21 part time faculty who devoted  
22 their own time -- their valuable  
23 time to support me, myself and  
24 other students for who I am and  
25 who they are, the student today,

Sample footer

26

1 so with that being said the  
2 student leader urge the Board of  
3 Trustees will come to a  
4 reasonable negotiation with CCFE  
5 to support student outcome at  
6 Cerritos College. Thank you.  
7 [Applause]  
8 >> President Lewis: Our next  
9 speaker is Carrie Edwards.  
10 [Applause]  
11 >> Good evening Dr. Fierro and  
12 distinguished Board Members. My  
13 name is Carrie Edwards. Do you  
14 know me? Name Carrie Gleckner

15 when I started working here.  
16 Does this help you to know me?  
17 I have been teaching at Cerritos  
18 College for 23 years and my  
19 story is similar to so many of  
20 my fellow faculty. The names  
21 might be different, the projects  
22 might be different, the awards  
23 might be different but the  
24 energy, the passion, the  
25 commitment and the giving of

Sample footer

27

1 time to make things better is  
2 the same. I have received  
3 faculty of the year for my  
4 division on two different  
5 occasions, and I was exercise  
6 science instructor of the year  
7 for the State of California in  
8 2015. I was even featured on  
9 the back of our class schedule  
10 once.  
11 [Applause]  
12 >> I have developed written

13 and rewritten too many courses  
14 to count. I have written for  
15 certificate programs and  
16 2-degree programs. One of which  
17 was the ninth highest declared  
18 major of students in 2017.  
19 Perhaps that helps you to know  
20 me better. I worked at the call  
21 center soliciting votes for the  
22 first G.O. Bond. Where were  
23 you? I literally ran the show  
24 at the college's 50th  
25 anniversary party. Where were

Sample footer

28

1 you? At the time I have been at  
2 Cerritos College there have been  
3 many Administrators and many  
4 Board Members. They have come  
5 and they have gone. I am still  
6 here. Some of these  
7 Administrators and Board Members  
8 have been loved. I still miss  
9 Dr. Morgan Lynn. Some of these  
10 Administrators and Board Members  
11 we could not wait for them to

12 leave and many we don't even  
13 remember but the decisions that  
14 these Board Members and  
15 administrators have made have an  
16 on going effect on our lives.  
17 Do you care about the lasting  
18 effect that your decisions will  
19 have on my life when you are  
20 gone? Currently I'm the Chair  
21 of our college's Curriculum  
22 Committee. Curriculum is the  
23 heart of what we do, the heart  
24 of what makes this college  
25 great, and curriculum is faculty

Sample footer

29

1 driven. Being Chair is a  
2 thankless job. It takes an  
3 exorbitant amount of energy and  
4 it's so vital that we get it  
5 right. It connects to MIS data,  
6 apportionment and teaching  
7 schedules just to name a few,  
8 and I repeat curriculum is  
9 faculty driven. Guess what? An

10 Administrator from the past  
11 decided to sign us up as a  
12 beacon partner for Elumem for  
13 curriculum management. What did  
14 this beacon partnership get us?  
15 One, it saved the college a lot  
16 of money. Two, it created a lot  
17 of extra work for me and faculty  
18 working on curriculum. That  
19 Administrator might of had great  
20 plans but that Administrator is  
21 no longer here. The college  
22 saves money. The faculty give  
23 time. The Administrators move  
24 on. That sounds like a trend.  
25 Do you even know -- did you even

Sample footer

30

1 know we're using curriculum or  
2 Elumem for curriculum and how  
3 much extra work that has created  
4 for faculty? Did you know that  
5 faculty has risen to the  
6 occasion and doing the extra  
7 work to help it better without  
8 any compensation? Do you care?

9 Or do you just care that the  
10 college is saving money  
11 regardless that it is at the  
12 expense of faculty time and  
13 energy? I have given my time  
14 and my energy to improve the  
15 curriculum process and to  
16 optimistically encourage faculty  
17 to use Elumen so we can improve,  
18 give feedback and have a system  
19 that will work for us.  
20 Curriculum is the heart of what  
21 we do and faculty are the  
22 backbone of this institution.  
23 It is my work. It is our work  
24 that has made this institution  
25 great. It is our work that has

Sample footer

31

1 made our curriculum great. What  
2 would this college be without  
3 great curriculum, without the  
4 degrees and certificates? It  
5 makes me so sad to know that so  
6 little value and appreciation



7 has been placed on that hard  
8 work. It makes me so sad that  
9 the college is willing to  
10 exploit my work ethic but  
11 doesn't feel they even deserve  
12 COLA. My fellow faculty are  
13 awesome. Do you know them? Do  
14 you appreciate them? How will  
15 the decisions that you make  
16 impact our lives in this college  
17 when you are gone? Do you care?  
18 How do you want to be  
19 remembered? I would like to be  
20 able to remember you as the  
21 President and the board that  
22 cared about how their decisions  
23 impacted my life. You should  
24 care to want to be remembered  
25 that way too. Thank you.

Sample footer

32

1 [Applause]  
2 >> President Lewis: Thank  
3 you. Our next speaker is Daniel  
4 Gardner.  
5 [Applause]

6 >> Dear Board of Trustees, Dr.  
7 Fierro, colleagues, I am here to  
8 advocate for comprehensive  
9 health care for our faculty,  
10 fair contract and increased pay  
11 for the adjunct faculty. I love  
12 my Cerritos family. Indeed it  
13 was my only family brought me to  
14 Cerritos. My mom has worked as  
15 a counselor here for over 30  
16 years. I, my brother, sister  
17 and countless other relatives  
18 and family friends have attended  
19 Cerritos, have worked and  
20 continue to work at Cerritos. I  
21 learned the value of our  
22 community college early on as I  
23 saw it could be a bridge to my  
24 dreams and the dreams of others.  
25 In the shade of the social

Sample footer

33

1 sciences building seated on its  
2 steps facing Alondra slices of  
3 Frantone's pizza were shared

4 between my dad and myself  
5 between the Anthropology class  
6 and his math class. He was  
7 earning college credit for work  
8 and I was transferring to UCLA.  
9 Two journeys, two stages of life  
10 connected in the memory to one  
11 place. That memory of my father  
12 is precious to me especially  
13 since he's gone taken by cancer  
14 a few years ago. Mom's health  
15 care covered it. No small  
16 consolation during a time when  
17 there was little. Without  
18 coverage the cost of the illness  
19 emotional and finance would have  
20 been too much to bear and a  
21 legacy and trauma relived from  
22 one generation to the next.  
23 That coverage provided us with  
24 reassurance he would be cared  
25 for. A gift which I am grateful

Sample footer

1 to the board for having made  
2 possible. Thank you for that at

3 that time. Soon after his  
4 passing I became a part of the  
5 Cerritos family as full time  
6 faculty. Members of the  
7 department and colleagues across  
8 campus and the staff that I see  
9 daily and the students I  
10 collaborate each with semester  
11 make this place dear to me. My  
12 experience with all have bound  
13 me to this place. A member knit  
14 to this campus body. I am proud  
15 of this family and like all  
16 families there's conflict.  
17 While conflict can be  
18 undesirable and painful to some  
19 extent it means there's still  
20 contact. The two sides are  
21 still engaged even if neither  
22 feels heard. I fear a time when  
23 protests subsides, when neither  
24 talks, a time of silence and  
25 withdraw. It is the death of a

Sample footer

1 relationship. I don't want to  
2 lose members of my Cerritos  
3 family but if they despair I  
4 fear they will depart. They may  
5 decide to leave to go elsewhere  
6 so their needs will be met and  
7 their voices heard. Who will  
8 come then to such a place? Who  
9 will remain when no one feels  
10 connected? What promise of  
11 support can we offer where none  
12 feel it resides? How can  
13 faculty offer students hope or  
14 reassurance when our connection  
15 is tenuous because the future of  
16 our loved one's care is  
17 uncertain? But as long as we  
18 talk and listen we have a chance  
19 to move forward together. My  
20 message is one of collaboration  
21 and support. We want to support  
22 you, the board, and  
23 Administration, and we want your  
24 support. When faculty feel  
25 supported so do the students.

Sample footer

1 Support for faculty means  
2 success for students.  
3 [Applause]  
4 >> Thank you for your time  
5 [Applause]  
6 >> President Lewis: Our next  
7 speaker is Haney Lee -- Harley  
8 Lee. Excuse me.  
9 >> Okay. Good evening Board  
10 of Trustees. My name is Harley  
11 Lee and I wanted to talk about  
12 the COLA fund. I come to you  
13 today with like a personal story  
14 about one of my English  
15 teachers, Ms. Danielleo and how  
16 much of an impact she was for me  
17 in English class. Essentially  
18 going into that class I wasn't  
19 very good in English in general  
20 in terms of writing, in terms  
21 citing sources and do an essay.  
22 Now she was an exception to me  
23 as a teacher because she  
24 provided the curriculum in such  
25 a way I was able to go at my own

1 pace providing videos and taking  
2 time out of her own day and  
3 providing personalized videos  
4 she would give to the students  
5 as requested and she would  
6 provide resources from off hand  
7 websites such and so. She  
8 represents an [INAUDIBLE]  
9 example of teachers that I  
10 appreciate when I go here to  
11 Cerritos College, and I hope  
12 that with this Resolution being  
13 passed that we keep teachers  
14 like her around. Yeah. Thank  
15 you.  
16 [Applause]  
17 >> President Lewis: Our next  
18 speaker is Andre.  
19 [Applause]  
20 >> Good evening Board of  
21 Trustees. My name is Andre and  
22 I have come here today in order  
23 to present a couple stories I  
24 have gathered around campus and

25 has to do with the COLA fund and

Sample footer

38

1 I am here in order to show the  
2 majority of the students of the  
3 COLA fund and paying our  
4 teachers livable wages so they  
5 can survive essentially so the  
6 first one I would like to bring  
7 up is from Jerine Telis. To me  
8 it's amazing the level of the  
9 teachers have that I understand  
10 the lessons they teach but  
11 effectively apply them in  
12 everyday life. There's a level  
13 of comfortability between the  
14 student teacher relationship  
15 that allows me to feel enough to  
16 seek guidance for matters that I  
17 have dealt with outside of  
18 school along with the  
19 comfortability there is a level  
20 of patience because when I find  
21 myself caught up in my feelings  
22 when seeking the guidance I am  
23 aware the professor has a life



24 as well. What I am saying it's

25 appreciated so I am taking the

Sample footer

39

1 time from school work, kids, me

2 time to make sure that the board

3 knows that it's not only

4 appreciated but your students --

5 Cerritos -- the student body

6 needs teachers. They need them

7 around. They need part time,

8 full time, all of them and in

9 order for them to survive they

10 need this fund so I feel

11 privileged to help mere, help me

12 help them help us. And so that

13 is one of the letters that I

14 have collected. Another letter

15 that I would like to bring up

16 and besides for my own story is

17 from Cassandra. No last name.

18 So she brings up the point that

19 teachers are important because

20 they're the ones that teach us

21 things even outside of class.

22 They're the ones who help us in  
23 our times of need whether that  
24 be a need for new knowledge or  
25 something even more. They're

Sample footer

40

1 mentors. They're our professors  
2 and even at times -- many times  
3 they're our friends and so for  
4 them to be able to succeed in  
5 their job in order for them to  
6 teach us to help students they  
7 need to be paid adequately.  
8 They need their lives to be  
9 adjusted to the rising wages  
10 within California and so I write  
11 this letter in order to persuade  
12 the Board of Trustees in order  
13 to help them essentially. And  
14 so those two of the many letters  
15 of students writing to have  
16 their teachers be supported and  
17 I would like to bring up the  
18 fact that there's an on going  
19 reality. If you want to see  
20 true horror just look at adjunct

21 teacher prostitution,  
22 homelessness. It's even a more  
23 prevalent fact with the fires in  
24 California. Part time and  
25 adjunct teachers, full time

Sample footer

41

1 teachers they're all teachers in  
2 the end and they need to be  
3 compensated as such so I am here  
4 to ask and beg the Board of  
5 Trustees that student success  
6 and teacher mentorship they're  
7 not a correlation.  
8 They're a causation. That's how  
9 we will find success. Thank  
10 you.  
11 [Applause]  
12 >> President Lewis: Our next  
13 speaker is Jerry.  
14 [Applause]  
15 >> Good evening President  
16 Lewis, Vice President Liu,  
17 student and Board Trustees and  
18 Dr. Fierro. My name is Jerry.

19 I am proud to say I am a  
20 lifelong Falcon class of 1970  
21 something --  
22 [Laughter]  
23 >> In fact it was so long ago  
24 my student number had a letter  
25 in it. I can remember it to

Sample footer

42

1 this day. Okay. I was born and  
2 raised just down the road in  
3 Artesia and a member of the EOPS  
4 Advisory Committee for the last  
5 three years and marveled how the  
6 college is reaching out to  
7 underserved members of the  
8 community. I am a Connor at La  
9 Mirada High School and part of  
10 the La Mirada Unified School  
11 District. I have ended my term  
12 as the National Education  
13 Association of Board of  
14 Directors representing public  
15 education for the last six years  
16 including Cerritos on federal  
17 education matters.

18 Now I have watched from afar as  
19 a Cerritos College Faculty  
20 Federation and the board  
21 struggled to find an agreement  
22 that is satisfactory to both  
23 sides. I fear for the  
24 underserved members of the  
25 community as they're the most

Sample footer

43

1 vulnerable and they're in  
2 greatest need yet the common  
3 struggle that is playing out as  
4 I speak here tonight. I fear  
5 for the student body for the  
6 number of part timers if  
7 professors increase they are the  
8 biggest losers. Now I was  
9 fortunate enough to be taught by  
10 professors whose name bring back  
11 memory was a forgotten time and  
12 I had these instructors and  
13 fortunate to have however there  
14 was one big difference between  
15 then and now. Each of those

16 professors had regular office  
17 hours that allowed me to come in  
18 and ask questions and I don't  
19 think that occurs now days  
20 especially with the adjunct  
21 professors. That is now the  
22 exception rather than the rule.  
23 Cerritos seems to be trending  
24 away from full time faculty in  
25 lieu of a financial reserve for

Sample footer

44

1 that rainy day. Guess what?  
2 It's raining.  
3 [Applause]  
4 >> It's raining when you  
5 refuse to pass along the COLA  
6 even though liege college is one  
7 of the biggest benefactors under  
8 the funding system. It's  
9 raining when part time faculty  
10 receives nothing in health  
11 benefits and full timers are  
12 asked to labor under a two tier  
13 system and proposal that  
14 penalizes faculty members that

15 have the audacity to raise a  
16 family. Those increases are  
17 nothing more than a pay cut in  
18 disguise and they deserve  
19 better. It is raining when you  
20 choose to sit on additional on  
21 going revenue rather than using  
22 it to attract and retain quality  
23 teachers which your students  
24 observe and your faculty  
25 demands.

Sample footer

45

1 [Applause]  
2 >> It is raining when there's  
3 not enough classes for students  
4 to complete the AA in two years  
5 as it was back in the day and La  
6 Mirada High School was hit  
7 personally. I didn't understand  
8 why -- I think I know now Y we  
9 busted our hump to sign up kids  
10 through the bridge program so  
11 our students could take a Math  
12 60 class first semester and Math

13 80 class second semester only to  
14 have the rug pulled on the on  
15 the first day of school leaving  
16 students without a class, mats  
17 classes they needed in order to  
18 graduate from La Mirada High  
19 School and continue their  
20 education here at Cerritos. Now  
21 Cerritos College has graciously  
22 reached out and we'll bring in a  
23 Math 80 class the second  
24 semester. These kids don't want  
25 it. They were burned by

Sample footer

46

1 Cerritos College. They don't  
2 want to be burned again and  
3 they're looking at Fullerton and  
4 Cypress and other schools and  
5 they're looking with a keen eye  
6 and I can't blame them for that.  
7 Trustees you have two choices  
8 build an ark that will overcome  
9 the Cerritos College community  
10 or provide teachers with  
11 students with protection from



12 the flood and you attract and  
13 retain faculty members who are  
14 looking at Rio Honda, Fullerton,  
15 Long Beach City College and  
16 Cypress and other community  
17 colleges and asking why not us?  
18 President Lewis, Trustees and  
19 Dr. Fierro many seniors at La  
20 Mirada High School are looking  
21 to attend other community  
22 colleges in the area and if  
23 things continue as they have  
24 been I am sorry to say I really  
25 can't blame them for that. You

Sample footer

47

1 have the ability to make things  
2 right. What you need is the  
3 belief in your stakeholders to  
4 do the right thing. Thank you  
5 very much.  
6 [Applause]  
7 >> President Lewis: Our next  
8 speaker is Heather Johnson.  
9 [Applause]

10 >> Good evening Dr. Fierro,  
11 Chair, and fellow Board of  
12 Trustees and faculty and part  
13 time faculty and my fellow  
14 students and Senators. I am  
15 glad we could all be here today  
16 to discuss this matter of  
17 importance. I am here to  
18 discuss student success and  
19 support and support of the  
20 negotiations for the faculty for  
21 part time faculty. I feel that  
22 this is of utmost importance not  
23 only to the faculty but to the  
24 students. Our success here at  
25 Cerritos College is Paramount on

Sample footer

48

1 the faculty having access to  
2 reliable resources and having  
3 access to pay that will grant  
4 them the ability to help the  
5 students succeed here at  
6 Cerritos. I haven't really seen  
7 much of that come through from  
8 the Board of Trustees, and I

9 would like to ask that they  
10 consider helping the faculty  
11 reach their goals. I myself  
12 have witnessed a number of  
13 teachers go beyond -- go above  
14 and beyond the call of duty of  
15 teaching to help their students  
16 succeed and I feel it's more  
17 than fair to ask them to be  
18 compensated adequately for their  
19 efforts so they continue to help  
20 us succeed as students here at  
21 Cerritos. I think the biggest  
22 thing that everyone is concerned  
23 about right now is how this will  
24 come about. I for one am very  
25 concerned about it because I

Sample footer

49

1 know as big as the budget  
2 surplus is I am concerned with  
3 where the money will come from  
4 in the future but that being  
5 said that should not stop you  
6 from helping the faculty now and

7 in the future. It only lends  
8 itself to student success.  
9 Students -- supporting the  
10 faculty lends itself to student  
11 success. Thank you.  
12 [Applause]  
13 >> President Lewis: Our next  
14 speaker is Giovanni Florez.  
15 >> Hello and thank you. Very  
16 quick. On Item 61 on the agenda  
17 states that funds will come from  
18 district revenue accounts.  
19 Where are these accounts from  
20 and can you clarify them when  
21 the item arises? Thank you.  
22 >> If the President Lewis:  
23 Thank you. Our final speaker is  
24 Liz Page.  
25 [Applause]

Sample footer

50

1 >> Good evening Dr. Fierro,  
2 Board of Trustees. My name is  
3 Liz Page and I am a counselor in  
4 DSPS and serve as our Department  
5 Chair. I worked at Cerritos

6 College for over 20 years.  
7 Cerritos College is my home.  
8 This is actually my first time  
9 addressing the board. I thought  
10 I am here because I thought it  
11 would be a good time to come  
12 forward and let you know about  
13 some of the good things that  
14 we're doing in DSPS. We have  
15 been providing accommodations to  
16 approximately 1400 students per  
17 year. That's our primary  
18 function in DSPS but in addition  
19 to this we have been  
20 collaborating with our Cerritos  
21 Complete colleagues so that we  
22 can connect with the many  
23 students with disabilities that  
24 choose this route to college and  
25 assist them with their education

Sample footer

51

1 plans. We have been  
2 implementing a computer program  
3 to track the services we report

4 to the Chancellor's Office and  
5 maximize our funding. We have  
6 been working with students to  
7 provide individualized support  
8 in their classes which is  
9 becoming even more crucial as we  
10 implement AB 705. We have been  
11 advocating for solutions to  
12 accessibility issues which can  
13 put our institution at risk of a  
14 lawsuit if left unaddressed. We  
15 collaborate with other areas to  
16 help them better understand how  
17 to work with students with  
18 disabilities. This includes  
19 tutors, faculty and various  
20 departments. We are all  
21 involved in shared governance  
22 and participate on accreditation  
23 committees. These are just a  
24 few of the many things that DSPS  
25 faculty is involved in on behalf

Sample footer

1 of students we serve. Last  
2 February I represented my

3 colleagues providing  
4 consultation at the negotiations  
5 table on numerous occasions in  
6 order to provide insight into  
7 the work that we do and help the  
8 district's team why we're asking  
9 for what we're asking for which  
10 simply is the status quo and  
11 represents the minimum  
12 requirements for our faculty to  
13 provide student" level of  
14 service they deserve from us and  
15 on behalf of my colleagues I am  
16 asking to address to the fair  
17 contract for us and our  
18 students. Many of us in DSPS  
19 are the primary bread winners in  
20 the households and we have  
21 spouses with significant health  
22 issues. It would be devastated  
23 without the health insurance  
24 that we receive and I am  
25 grateful and any other expenses

Sample footer

1 would be problematic for us when  
2 dealing with the rise of cost of  
3 living and lastly I believe many  
4 of us are caring for aging  
5 parents in addition to our own  
6 children. For one reason or  
7 another they're challenging  
8 times for most folks yet we  
9 continue to do the right thing  
10 by our students and colleagues  
11 and families. I am asking you  
12 to please do the right thing for  
13 the faculty that gives so much  
14 to Cerritos College so that we  
15 can continue to function at our  
16 best for the students that we  
17 are all here to serve. Thank  
18 you.

19 [Applause]

20 >> President Lewis: Thank  
21 you. We will now move on to our  
22 open session agenda. Agenda  
23 items four through 56 are  
24 presented as Consent Calendar --  
25 I'm sorry? I'm sorry. Reports

Sample footer



1 and comments from constituent  
2 groups. My apologies. CCFE  
3 President Stephanie Rosenblatt.  
4 [Applause]  
5 >> Good evening. The first  
6 thing I want to do is present  
7 change.org petition they think  
8 you know about. Over 1200  
9 people signed this petition,  
10 several of whom are here tonight  
11 so thank you. They weren't all  
12 my mother; right?  
13 [Applause]  
14 >> Their subjects from South  
15 Gate, Downey, Whittier, Norwalk,  
16 Cerritos, the LBC, Houston,  
17 L.A.. 1200 people and this is  
18 what the petition says. We ask  
19 that you support the instructors  
20 and specialists working at  
21 Cerritos College for the  
22 following reasons. Many of the  
23 students are first generation  
24 and come from low income  
25 communities. They deserve

1 teaching and high quality  
2 counselors services. We need to  
3 offer competitive wages for all  
4 teachers full and part time.  
5 Cost of living in L.A. County is  
6 4% and -- (paused) unlike other  
7 surrounding college communities.  
8 Our students lack adequate  
9 access to office hours because  
10 part time teachers are offered  
11 compensation for a fraction of  
12 the hours offered to full time  
13 teachers. For most of the 60  
14 year history through the worst  
15 of the recession the college  
16 prioritized the health care  
17 needs of all full time employees  
18 but earlier this year you  
19 proposed a two tier system that  
20 would hurt new teachers with  
21 families. Plus you capped the  
22 health care coverage of the full  
23 time employees and those with  
24 families with special needs need

25 to pay \$4,000 a year for their

Sample footer

56

1 health care. You have done all  
2 of this even though there is a  
3 \$14 million in additional  
4 revenue coming in. You have  
5 done all of this even though  
6 there is 70 million in taxpayer  
7 revenue sitting in reserves. We  
8 urge you to do the right thing  
9 and provide fair and competitive  
10 compensation for the teachers.  
11 Our students deserve these  
12 highly trained teachers and  
13 counselors and help us provide  
14 this for the Cerritos College  
15 students.  
16 [Applause]  
17 >> In addition as to what you  
18 have heard tonight there is more  
19 to the contract than just money.  
20 There's the fact that even  
21 though the union has been in  
22 existence for 15 years your  
23 predecessors didn't respect us

24 enough to memorialize our

25 working conditions in writing

Sample footer

57

1 and that disrespect has lead to

2 this. I would say that by in

3 large our faculty was probably

4 one of the most current

5 faculties in the state and

6 that's reflected by the fact we

7 were the last to unionize but

8 this compounded over time that

9 you inherited resulted in this.

10 We have people upset and people

11 on campus and in charge of the

12 accreditation committee and the

13 program review and chairs these

14 are the people that do the hard

15 work that keeps everything going

16 that manage to motivate their

17 colleagues even though we're not

18 required to do things often we

19 don't like to do but they make

20 us do them somehow and the other

21 part about working elsewhere and

22 the rules are not written down  
23 and they exist and it's past  
24 practice and it's well  
25 documented because we have been

Sample footer

58

1 scheduled a certain way for  
2 years but it means in order to  
3 assure that the rules are  
4 protected we have to build some  
5 kind of militant or vigilant  
6 kind of stance with the  
7 Administration so whenever new  
8 employees come here whether  
9 faculty or managers there's no  
10 place to look to understand the  
11 rules of this place. They have  
12 to be told them and just like a  
13 game of telephone those rules  
14 get garbled and then we can't  
15 file a grievance which generally  
16 goes well. We have a  
17 conversation with Human  
18 Resources. We look at the  
19 contract and figure out where  
20 the misunderstanding was.

21 Instead these misunderstandings  
22 lead to a charge which is a  
23 waste of everyone's time and  
24 creates bad feeling all around  
25 because when the rules are not

Sample footer

59

1 transparent new people coming in  
2 feel exploited and can be easily  
3 exploited and I don't think  
4 that's the intention of anyone  
5 that works here so I am just  
6 want to give you a taste what  
7 it's like to come in as a new  
8 manager or employee. You don't  
9 know how you're going to be  
10 scheduled. You don't know how  
11 many hours in a row you have to  
12 work. You don't know if you're  
13 new how many preps you have to  
14 take. If you're a part timer do  
15 you have to assess SLOs or not?  
16 If you're a counselor are you  
17 allowed to serve on a committee?  
18 Of course you are but those

19 rules aren't written down and  
20 when you first get here you're  
21 scared to ask about them so I am  
22 asking for you to rectify the  
23 mistakes that people in the past  
24 made and help us get our work  
25 rules memorialized and once

Sample footer

60

1 would have got that we can work  
2 on changing them but until we  
3 can do that we're stuck and when  
4 we're stuck we end up in this  
5 pattern we're in right now. We  
6 need a fair contract and we need  
7 it this year. Thank you.  
8 [Applause]  
9 >> President Lewis: Faculty  
10 Senate President April Griffin.  
11 [Applause]  
12 >> So a lot what my colleagues  
13 talked about tonight are the  
14 work -- what we're doing is what  
15 the state is calling a no cost  
16 initiative so AB 705 is a no  
17 cost initiative means no cost.

18 All of the faculty in the  
19 audience are like that's a lie  
20 but recently our State Senate  
21 said this isn't a no cost  
22 initiative in fact we want the  
23 Chancellor's Office to look at  
24 and asking districts to  
25 recalculate how much money

Sample footer

61

1 implementing this actually costs  
2 because the State Senate  
3 realized that faculty work costs  
4 something but we're still going  
5 to do it because we're here and  
6 we're passionate about student  
7 success and support, and so no  
8 initiative is no cost; right?  
9 And at the state level we're  
10 trying to rectify that and we're  
11 trying to get some reimbursement  
12 from the state from the  
13 Chancellor's Office. We will  
14 see how that works, right, we  
15 don't know, but locally we're



16 still being treated like all  
17 these initiatives are no cost  
18 when really there is a cost and  
19 faculty will continue to do work  
20 because we're passionate about  
21 student success and support, but  
22 all these faculty lead  
23 initiatives are at a cost and we  
24 just would like to make sure  
25 we're given that or given the

Sample footer

62

1 pay for that. consequently on  
2 October 23, 2018 the Faculty  
3 Senate passed a Resolution in  
4 support of the negotiation  
5 efforts and brought to us by the  
6 faculty and it was adopted by  
7 acclamation and Tina said she  
8 doesn't like to read the  
9 Resolution and I would read a  
10 couple of the whereas whereas  
11 and went to and Dr. Fierro also.  
12 And whereas provide students  
13 with high quality programs and  
14 support services that improve

15 student success and offer cloth  
16 pathways to achieve personal and  
17 career goals and this is central  
18 to student success and  
19 empowerment and whereas Cerritos  
20 College currently and  
21 historically enjoys strong  
22 reserves and healthy budget  
23 surpluses whereas Cerritos  
24 College received a 2.7 1% cost  
25 of living adjustment for the

Sample footer

63

1 2018-19 fiscal year which the  
2 district choose to not to pass  
3 along to faculty or to staff  
4 despite an already projected  
5 \$5.7 million surplus and whereas  
6 Cerritos College is expected to  
7 hire an additional 27 full time  
8 faculty positions to meet its  
9 FON requirement and whereas the  
10 lack of competitive wages have  
11 lead to high turn over of part  
12 time faculty and detrimental

13 impact on student success and  
14 whereas the district backed  
15 iFalcon and rightfully  
16 reinforces the idea of greater  
17 contact between students and  
18 faculty and the district limits  
19 the support for part time  
20 faculty to hold office hours  
21 deemed necessary for student  
22 success and whereas it is  
23 imperative to the education of  
24 students that outstanding  
25 faculty be attracted to apply

Sample footer

64

1 for future employment or remain  
2 at Cerritos College and whereas  
3 a fully comprehensive and fair  
4 contract is indicative of what  
5 California community college  
6 faculty throughout the state  
7 have enjoyed for decades would  
8 allow for a more vibrant and  
9 productive work environment here  
10 at Cerritos College -- even  
11 though we're already productive

12 and be resolved that the Faculty  
13 Senate at Cerritos College has  
14 support for the Cerritos College  
15 Faculty Federation in order to  
16 retain and attract the best  
17 qualified faculty applicants  
18 including competitive  
19 compensation and benefits for  
20 all Cerritos College Faculty,  
21 fair and equitable treatment for  
22 all faculty to hold office hours  
23 and dedicated space in which to  
24 hold them, an assignment article  
25 in the Collective Bargaining

Sample footer

65

1 Agreement that would describe  
2 what their job entails and a  
3 just cause article in the  
4 Collective Bargaining Agreement  
5 that would specify under what  
6 circumstances and the processes  
7 by which faculty can be  
8 disciplined. Be it finally  
9 resolved that the Faculty Senate

10 send a copy of the Resolution to  
11 the Board of Trustees and  
12 president Superintendent of the  
13 Cerritos Community College  
14 District and the Cerritos  
15 College Faculty Federation.  
16 Please support our faculty.  
17 [Applause]  
18 >> President Lewis: Is there  
19 any other constituent group  
20 wishing to give a report?  
21 Seeing none we will move on our  
22 open session agenda which  
23 includes our Consent Calendar  
24 items four through 56. I will  
25 entertain a motion to receive

Sample footer

66

1 and file or pull out any items.  
2 >> Motion to receive and file.  
3 >> President Lewis: We have a  
4 motion. Is there a second?  
5 >> Shin Liu: Second.  
6 >> Is there any objection to  
7 the Consent Calendar items --  
8 Dr. Salazar 4- 56.

9 >> I am wondering if we could  
10 get a report I believe the  
11 majority is from the Fine Arts.  
12 Could we get a summary?  
13 >> President Lewis: So would  
14 Trustee Birkey make a motion to  
15 ex ex clude8- 35.  
16 >> President Lewis: Without  
17 objection --  
18 >> [Off Mic].  
19 >> President Lewis: Motion to  
20 approve everything but 8- 35.  
21 Without objection to that  
22 amendment the amendment carries  
23 and is there any objection to  
24 the main motion as amended?  
25 Excluding items 8- 35 and seeing

Sample footer

67

1 none the motion carries and  
2 we'll move to items 8- 35 with a  
3 presentation.  
4 >> Dr. Fierro: Yes, so we  
5 have most of the items that you  
6 see as part performing arts it's

7 good that you request the  
8 presentation. We talked about  
9 it last time around in the Study  
10 Session but essentially the  
11 items -- we receive bids of the  
12 items and most are above the bid  
13 price based on the escalation  
14 cost that we will explain in a  
15 moment and the recommendation on  
16 the item if we forbid them today  
17 the bids will be higher based on  
18 the time that has lapsed. There  
19 are other items that we will  
20 explain in a minute and going  
21 back to bidding but not stop the  
22 progression of the project of  
23 the projections right now for  
24 construction recommended  
25 increase is 1% per month on the

Sample footer

68

1 on going costs based on the  
2 recommendation of the  
3 Chancellor's Office. We had  
4 calculated early on six to 8% of  
5 the construction costs but

6 because of the ability of work  
7 in the area construction costs  
8 have been escalating rapidly.  
9 We are having a hard time  
10 keeping up with it and the  
11 second part there is so much  
12 work out many of the contractors  
13 and subcontractors are not  
14 necessarily going out seeking  
15 additional work so I would like  
16 to ask probably Jim and he David  
17 if you could give us a quick run  
18 down on the items that first are  
19 going to be rebidded and why,  
20 and a little summary on the  
21 escalation costs on the items  
22 that are out for approval this  
23 evening.  
24 >> Good evening board. Jimmy  
25 Riordan with Tildon-Coil. As

Sample footer

69

1 noted the items for the bid  
2 categories for the Performing  
3 Arts Center that was bid in



4 September. Leading up to that  
5 there was a significant bid  
6 outreach and invitation process  
7 that we went through.  
8 As you know the college has a  
9 pre-qualification process for a  
10 number of critical trades. That  
11 starts at the beginning of each  
12 year so between the  
13 prequalification outreach  
14 efforts and the bid invitation  
15 efforts there were upwards to  
16 8,000 and also Emailing sent out  
17 throughout the year leading up  
18 to this very substantial  
19 project. There were 271  
20 contractors invited to bid the  
21 different categories. 151  
22 attended one of the two  
23 mandatory [INAUDIBLE] offered  
24 and bids were received from the  
25 community and as mentioned by

Sample footer

1 Dr. Fierro and included in the  
2 presentation you received last

3 week costs have been escalated  
4 exponentially over the last year  
5 or so. One example of that just  
6 material costs for steel we  
7 received letters from the steel  
8 contractor who is on this  
9 project from the steel suppliers  
10 and basically month over month  
11 for the past year steel has gone  
12 up \$30 a ton each month, \$60 a  
13 ton each month and resulted in a  
14 43% increase in the cost of  
15 steel alone from what was  
16 estimated a year ago so that --  
17 you think of steel I think of  
18 the steel columns and beams, the  
19 structure and I don't think  
20 beyond that. steel affects much  
21 more than the steel contractor.  
22 Electrical conduit, plumbing  
23 pipe, the grid that makes up the  
24 ceilings, metal stud framing so  
25 it affects every trade in the

Sample footer

1 building when you think about  
2 that and it's a significant  
3 increase in just that one  
4 component so for the bids -- how  
5 do I say it? Bid results were  
6 received across those  
7 categories. There were four  
8 different categories where there  
9 were unique items. That seems  
10 to be the going number on the  
11 last big buildings. Four bid  
12 categories and some unique  
13 aspect. Painting. Zero bids  
14 received for paint. The day  
15 prior to bid there were four  
16 confirmed painting contractors  
17 bidding. The morning of one was  
18 busy and one didn't show and the  
19 others were busy and that speaks  
20 to how much work is out in the  
21 market so that category is going  
22 to be rebid. Thankfully it's  
23 not a critical path for the  
24 schedule and we don't need the  
25 painter on board day one. The

Sample footer

1 general package category a lot  
2 of miscellaneous items and the  
3 elevators and toilets and  
4 signage and things like that.  
5 three bids were received. The  
6 low bidder made a clerical error  
7 that he showed to us and left  
8 out about \$50,000 he conveyed.  
9 The second low bit was another  
10 \$400,000 because that category  
11 was not critical to starting  
12 construction instead of just  
13 awarding another \$400,000 to go  
14 to the second number it makes  
15 sense to rebid that package and  
16 then the theatrical and rigging  
17 category is not critical. There  
18 were substantially higher costs  
19 than estimated in the design  
20 process there. There's  
21 significant room for value  
22 engineering to reduce the  
23 costings. We're looking at  
24 upwards to \$300,000 or \$400,000  
25 or more and take that out and

1 that is proposed to be rebid.  
2 Reduce the scope. Put the  
3 reduced scope out to bid and  
4 seek those competitive bids  
5 again. The fire alarm category  
6 as you're aware simplex is the  
7 system campus wide. All of the  
8 buildings are connected to it.  
9 Johnson controls recently  
10 purchased them so they're one in  
11 the same. They made an error in  
12 filling out their bid form so  
13 they have requested to be  
14 relieved of that clerical error  
15 so in lieu of rebidding it that  
16 amount would be corrected. The  
17 board previously approved a sole  
18 source agreement because again  
19 that campus wide system is  
20 simplex. Has to be simplex for  
21 new buildings and to enter into  
22 a sole source contractor  
23 piggyback awe of that sole  
24 source contract so that does it

25 for the rebid categories. I

Sample footer

74

1 don't know if there are any  
2 specific questions or any detail  
3 I am certainly happy to provide.  
4 >> President Lewis: Any  
5 questions? Trustee Birkey.  
6 >> James Cody Birkey: I just  
7 want to comment on that and your  
8 diligence in making sure these  
9 items are cost effective in the  
10 way they're bid I especially  
11 appreciate the fact this is done  
12 earlier in the process so that  
13 you have a chance to correct  
14 issues that come up along the  
15 way is really -- makes a big  
16 difference to our tax base  
17 because that allows us to do  
18 more on the back end because  
19 there is more in the bond money  
20 so I feel like those kind --  
21 that kind of work pays for  
22 itself so thank you very much.  
23 >> Thank you.

24 >> President Lewis: Trustee

25 Liu.

Sample footer

75

1 >> Shin Liu: Yeah, can you

2 tell us so far how many

3 percentage of the change for the

4 performing art project now?

5 >> I'm sorry, can you repeat.

6 >> Shin Liu: You know the

7 change of the cost so we were

8 allowed 10% ; right?

9 >> [INAUDIBLE].

10 >> So we haven't -- there

11 haven't been any change orders

12 yet for this particular project

13 which the code allow up to 10%

14 during construction. I think

15 you're referring to the

16 escalation and the percentages

17 have been talked B as Dr. Fierro

18 talked about and the

19 Chancellor's Office and others

20 1% a month and 12% a year. We

21 were tracking 4% a couple years

22 ago and six and 8%. This last  
23 year we did the math and backed  
24 in and saw 15.4% escalation is  
25 basically what that worked out.

Sample footer

76

1 >> That's 12% plus the steel  
2 impact?  
3 >> In a sense. I think it  
4 would add up that way. The  
5 steel material costs alone was  
6 another million dollars for this  
7 project based on the volume.  
8 >> So how do we overcome or  
9 address those challenges of the  
10 increased cost with steel and  
11 among other --  
12 >> Certainly so one item I  
13 didn't cover there was one slide  
14 on it in the presentation last  
15 week, very high level. I can  
16 provide more detail on value  
17 engineering and done throughout  
18 the design process which has  
19 been basically going on for more  
20 than two years now working with



21 the architect and the plans have  
22 been sent to the state and  
23 approved so there are 97  
24 different items that have been  
25 reduced clarified, simplified,

Sample footer

77

1 deleted throughout that design  
2 process of every step of the way  
3 where the dollar numbers I could  
4 speak to are skewed like in  
5 schematic design the estimate  
6 came in -- let's call it  
7 \$70 million and reduced it down  
8 \$12 million based on reducing  
9 the square footage of the  
10 building at that time, deleting  
11 higher finish products in  
12 different areas, changing  
13 expensive concrete panel to a  
14 plaster finish on the wall so  
15 that list goes on and on and on  
16 through value engineering. The  
17 audiovisual systems in this  
18 high-tech very advanced

19 Performing Arts Center  
20 containing some of that to some  
21 extent. A lot it came down to  
22 the square footage of the  
23 building. Corridor widths were  
24 reduced from 10 feet to 8 feet  
25 where feasible and have enough

Sample footer

78

1 room to move a grand piano to a  
2 performance space so that was  
3 done at schematic design, the  
4 design development process,  
5 construction documents once the  
6 details of the plans are  
7 defined, and then those plans  
8 were submitted to DSA. The  
9 estimates were updated last  
10 summer. Another round of value  
11 engineering was done. Then once  
12 they were DSA approved changes  
13 were made during that plan check  
14 all. More value engineering was  
15 done and then through the bid  
16 period things that weren't clear  
17 to bidders instead of them

18 adding more money to it  
19 questions were asked. We were  
20 able to clarify and contain most  
21 of the costs and working with  
22 the users of the future building  
23 again and getting their feedback  
24 okay what can you work with  
25 versus what everybody wanted and

Sample footer

79

1 we can reduce further so there's  
2 potentially seven figures  
3 further that are being explored  
4 currently that can be reduced  
5 from these costs as construction  
6 takes off.  
7 >> Thank you.  
8 >> President thank you.  
9 >> I have a question.  
10 >> Trustee Herrera.  
11 >> Maybe this is for Felipe.  
12 Were the ratifications or these  
13 considered or included in the  
14 presentation given last week as  
15 far as the spread sheet we were

16 given?  
17 >> So part of my presentation  
18 done last week did include a  
19 slide that talked about all the  
20 steps of value engineering that  
21 we have done. The spreadsheet  
22 provided at the end did include  
23 the overall adjusted cost on  
24 based on the bid results of the  
25 building and so all those

Sample footer

80

1 efforts of value engineering  
2 from the design process all the  
3 way up to basically bid date and  
4 then also another round of value  
5 engineering once bids are  
6 actually received so knowing  
7 that trying to get a handle on  
8 the escalation we knew it was  
9 coming and so we put our best  
10 foot forward on you know trying  
11 to figure out what that is,  
12 looking at some of our  
13 neighboring districts, looking  
14 at bid results on theirs, trying

15 to gauge what that escalation  
16 costs really was, and so we went  
17 many rounds of value engineering  
18 taking outlook being at must  
19 haves versus wants in the  
20 building, reevaluating finishes.  
21 Jimmy mentioned something just  
22 the fact of replacing something  
23 with concrete with plaster  
24 significantly reduced the cost  
25 and those things so we went

Sample footer

81

1 through numerous rounds to get  
2 the cost down as much as we  
3 could because we knew that the  
4 escalation was going to hit us  
5 but we didn't know how far so  
6 hopefully you know -- so did  
7 that answer your question Phil?  
8 >> President Lewis: Trustee  
9 Avalos.  
10 >> Carmen Avalos: I have a  
11 question for Jimmy actually.  
12 Thank you very much. I know you

13 said the contractors who were  
14 originally going to submit  
15 basically nothing happened.  
16 They didn't submit. Are you  
17 reaching out to the local labor  
18 folks who they work and request  
19 they come on and understand the  
20 process? I know we're off of  
21 that and we were asking to hire  
22 more local change. It's not  
23 much of a change that I have  
24 seen, very little and now we're  
25 back to where we started so what

Sample footer

82

1 is going on in that regard to  
2 hire the more local folks to  
3 keep them in the loop.  
4 >> Sure as you're aware as  
5 others a few years ago there was  
6 a big effort in terms of local  
7 hire and outreach and that  
8 really fed into the  
9 prequalification pool of  
10 contractors that are  
11 prequalified with the college.

12 There aren't a lot of sizable or  
13 I guess contractors that do  
14 multi-million dollar contracts  
15 like these packages in Cerritos  
16 and Norwalk. There are some. I  
17 don't want --  
18 >> I am thinking L.A. L.A. is  
19 so large. I am sure we could  
20 find something. I am thinking  
21 there are painters and plasters  
22 and those folks can give you a  
23 slew of folks for the job.  
24 >> We work with the union  
25 folks and some attended the job

Sample footer

83

1 walks and reached out to their  
2 contractors. There are painters  
3 that are just a couple exits  
4 down the 91 freeway, done work  
5 on campus. They confirmed to  
6 bid. They too busy and that's  
7 what happened with the painting  
8 so we very much expect to have  
9 more acceptable bid results with

10 painting this next go around.  
11 >> All right.  
12 >> But we will definitely  
13 circle back with the local  
14 folks.  
15 >> Carmen Avalos: Yeah, that  
16 would be great.  
17 >> I would say Trustee Avalos  
18 just having my nose close to the  
19 ground in this particular area  
20 it's something that all colleges  
21 and universities right now that  
22 are under taking building  
23 projects are being faced with  
24 you have enormous amount cost  
25 escalation and part of the

Sample footer

84

1 reason for that is because  
2 there's such a shortage of  
3 trades people to meet the demand  
4 for the amount of jobs happening  
5 in California period, so the  
6 irony I think is that here we  
7 are as a community college  
8 trying to beef up our



9 community's work force so that  
10 we can put folks into the  
11 pipeline that would help to  
12 solve this problem that's not  
13 Cerritos College problem but a  
14 problem across the state right  
15 now, and the 1% a month is kind  
16 of mind blowing to begin with  
17 much less 15.9% so and that's  
18 part of -- partly driven by the  
19 fact that folks just aren't  
20 available.  
21 >> I was going to blame  
22 someone else for that but I  
23 leave it at that. Starts with a  
24 "T" .  
25 >> President Lewis: We

Sample footer

85

1 couldn't have guessed. Is there  
2 any other questions from other  
3 Board Members before we continue  
4 with this item -- these items?  
5 Seeing none thank you Jimmy.  
6 >> Thank you so much for

7 tonight's presentation on that.  
8 >> You're welcome.  
9 >> President Lewis: All  
10 right. Items 8- 35 I will  
11 entertain a motion or further  
12 discussion on these items. I  
13 will entertain a motion or  
14 further discussion on these  
15 items.  
16 >> Move to approve.  
17 >> President Lewis: Move to  
18 approve. Is there a second?  
19 >> Second.  
20 >> President Lewis. Second.  
21 Is there objection to said  
22 motion? Seeing none the motion  
23 carries and we move to item  
24 number 57. Information item,  
25 College Coordinating Committee

Sample footer

86

1 minutes. I will entertain a  
2 motion to receive and file.  
3 >> Carmen Avalos: Motion to  
4 receive and file.  
5 >> We have a motion. Is there

6 a second.

7 >> Second.

8 >> President Lewis: Is there

9 any objection to said motion?

10 Seeing none the motion carries.

11 Item 583 month look ahead to RFP

12 and RFQ. Is there a motion.

13 >> Motion to receive and file.

14 >> Second.

15 >> Is there any objection to

16 said motion? Seeing none the

17 motion carries. Item 59

18 received an addendum to the 2018

19 proposal of the CSEA Chapter 161

20 for the Collective Bargaining

21 Agreement for dated cited and

22 notification of the Public

23 Hearing at the December 12, 2018

24 regular board meeting. I will

25 entertain a motion.

Sample footer

87

1 >> I will give a motion for

2 receive and file.

3 >> Second.

4 >> Any objection? Seeing  
5 none. The motion carries.  
6 Number 60. Board of Trustees  
7 will review employment selection  
8 procedures for Vice President.  
9 >> Carmen Avalos: I have a  
10 question. I am wondering why  
11 there's a difference of the Vice  
12 President and student Selection  
13 Committee and ACCME has two  
14 appointed managers for the first  
15 one on business services and has  
16 three for the Academic Affairs  
17 component and classified has two  
18 verses -- I'm sorry, yeah  
19 classified has two and they  
20 continue to have only one at the  
21 Academic Affairs portion, and  
22 then faculty has two for  
23 Business Services but four for  
24 the student services Selection  
25 Committee, so I just think there

Sample footer

1 seems to be a larger number on  
2 one than the other and two I

3 noticed in the back some of the  
4 things noticed here there's a  
5 possibility of a non voting  
6 representative on the committee  
7 as part of the Selection  
8 Committees and these folks can  
9 come from the outside with  
10 certain expertise but they're  
11 non voting members and we keep  
12 talking about diversification  
13 and talk about equitability and  
14 talk about these things but the  
15 experience I've had sitting on  
16 different panels when you have  
17 someone in the outside looking  
18 at candidates and knowing what  
19 the college is looking for  
20 because they -- you know we tend  
21 to have categories that we want  
22 to fill I tend to see that we  
23 have more of an open mind when  
24 that happens and I certainly  
25 would like to see some of that

Sample footer

1 happen here at the college but  
2 more importantly I would like to  
3 see equitability in the  
4 committees and not just Vice  
5 President levels but all levels  
6 and I don't know if you can talk  
7 about that.

8 >> Dr. Fierro: Yeah. I will  
9 put you on the spot --

10 >> Sorry -- [INAUDIBLE].

11 >> Dr. Fierro: You can thank  
12 Carmen later but I can tell you  
13 before you get the details some  
14 of the variation on the  
15 composition of the committees  
16 has to do with the amount of  
17 members of a particular unit,  
18 the particular Vice President  
19 will oversee, so for instance in  
20 the case of student services  
21 when you do the ratio between  
22 faculty Administrators or  
23 classified staff the largest  
24 number of team members the Vice  
25 President will oversee or the

Sample footer

1 classified -- there are four --  
2 the input of the classified  
3 members have to be  
4 representative of the  
5 composition of the group that  
6 they will oversee but I will let  
7 Adriana explain more in detail  
8 what went behind the  
9 conversations on how to put  
10 different representatives into  
11 each of the committees.  
12 >> Okay. Thank you. So in  
13 regards to the development of  
14 this selection procedure we  
15 started the conversation with a  
16 Faculty Senate representative  
17 and Human Resources so we  
18 started the conversation because  
19 of course we knew that we needed  
20 to start the selection  
21 procedures for Vice Presidents.  
22 We were using the management  
23 procedures but we knew we needed  
24 to address the Vice Presidents  
25 so we met and we came up with an

1 initial draft. We then  
2 presented the draft to the  
3 diversity and Equal Employment  
4 Opportunity Advisory Committee.  
5 We presented the draft and then  
6 after minor changes we took it  
7 to Faculty Senate and we  
8 presented to all constituent  
9 groups. We give them the  
10 opportunity to make any comments  
11 and if there was any concern  
12 about the membership or anything  
13 that was stated in the process  
14 we asked them for feedback.  
15 After we received some feedback  
16 from the different groups we  
17 took it back to EEOC to tell  
18 them about the changes and  
19 pretty much after that it was  
20 okay.  
21 There were minor change that we  
22 needed to do before it went to  
23 College Coordinating Committee.  
24 We took it to College



Sample footer

92

1 also make a couple of  
2 suggestions and the draft that  
3 you have pretty much is the last  
4 document that was reviewed by  
5 Coordinating Committee.  
6 However, on Page 12 there was a  
7 change that we needed to make  
8 because going through the  
9 process of reviewing the work  
10 policies we realized there was a  
11 conflict with one of them  
12 related to the background  
13 investigation so the step we  
14 added under 11.6 is really not a  
15 background investigation so we  
16 wanted to address that by just  
17 changing or getting rid of the  
18 word "background" and then left  
19 it as HR review, and that's the  
20 only change so we won't have a  
21 conflict with the other policy  
22 that addresses the background.  
23 That change will go back to

24 Coordinating Committee next

25 Monday.

Sample footer

93

1 >> Carmen Avalos: So the  
2 question on this background why  
3 would you eliminate that?  
4 Because when I think about Vice  
5 President of Business Services,  
6 when I think about Academic  
7 Affairs we're doing -- one with  
8 substantial amount of monies in  
9 those departments and divisions.  
10 Why would we eliminate a  
11 background check?  
12 >> We didn't want to confuse  
13 with the actual background  
14 investigation that needs to be  
15 conducted for the final  
16 individual. This is like a  
17 pre-review that everything is  
18 okay in order for us to keep  
19 moving and invite the candidates  
20 for the interviews so on and so  
21 forth but once the process is

22 done before we hire someone yes  
23 we will go through the whole  
24 background investigation,  
25 reference check and everything

Sample footer

94

1 that we need to do.  
2 >> Carmen Avalos: So that was  
3 basically clean up language.  
4 >> Yes, Yes.  
5 >> Carmen Avalos: I was like  
6 why we would eliminate it --  
7 thank you.  
8 >> Any other questions?  
9 >> No Cody --  
10 >> President Lewis: Trustee  
11 Salazar.  
12 >> Sandra Salazar: What did  
13 composition of the Selection  
14 Committee look like before?  
15 >> To be honest it change  
16 because we didn't really have a  
17 procedure, so --  
18 >> Sandra Salazar: You  
19 mentioned this came about  
20 because we were using the

21 manager's hiring process,  
22 correct?  
23 >> Yes, the process itself,  
24 but not the composition.  
25 >> Dr. Fierro yeah.

Sample footer

95

1 >> Go ahead.  
2 >> Dr. Fierro: A little bit  
3 of history on that. two years  
4 ago I think when we were going  
5 to begin hire permanent Vice  
6 Presidents we asked for the  
7 procedures. The procedures were  
8 not in place so the steps were  
9 followed from the manager's  
10 hiring process, but the  
11 composition of the committee was  
12 done from Email that was  
13 exchanged about six years ago  
14 and when the Email got to me I  
15 reached out to several people  
16 and we exchanged Emails back and  
17 forth and essentially put some  
18 people in the committee and

19 agreed at that point we will  
20 actually create a procedure so I  
21 think at the time we had even  
22 number to begin with on Academic  
23 Affairs, even number of  
24 representatives from each unit.  
25 I think it was an even number

Sample footer

96

1 and I think for Business  
2 Services was an uneven number I  
3 believe and I think it had more  
4 -- or additional classified team  
5 member. I can't remember  
6 correctly. I don't know if you  
7 remember correctly whether we  
8 did the Business Services but  
9 essentially we created that  
10 based on pre-existing Emails and  
11 a couple of conversations we had  
12 so the point we decide we  
13 decided to have an actual  
14 procedure so we didn't -- we  
15 changed it every time and  
16 essentially don't want to want  
17 to be documented.

18 >> Sandra Salazar: Does this  
19 seem weighted evenly in terms of  
20 groups?  
21 >> Dr. Fierro: I think --  
22 >> The idea behind was that for  
23 example for the Business  
24 Services and Human Resources the  
25 idea was to have or to see as to

Sample footer

97

1 the representatives of the  
2 constituent groups that they  
3 Supervisor more often so that's  
4 why you see it a little bit  
5 heavier on faculty on the  
6 academic side and the student  
7 services because they oversee  
8 faculty members so that's why  
9 seems a little heavier on that.  
10 >> Carmen Avalos: Can I?  
11 Okay. So if that's what you're  
12 saying and this is what I am  
13 trying to understand is that the  
14 cases they're supervising have  
15 more access because of faculty

16 issues and should have more  
17 students as well because they're  
18 dealing with student services  
19 and impacts students so I assume  
20 we would have more student  
21 representation on that end as  
22 well as classified individuals  
23 because my understanding we have  
24 three classified on each Vice  
25 President committee currently?

Sample footer

98

1 Is that true or incorrect?  
2 Because now we diminish those  
3 numbers and two for students and  
4 I would be advocating increase  
5 the numbers on the student  
6 Selection Committee because the  
7 students only get one member and  
8 quite frankly if we're serving  
9 them I think they should be at  
10 the table to make decisions on  
11 someone looking over issues that  
12 impact students probably any  
13 other group.  
14 >> I agree with that. I mean

15 to only have one student for  
16 student services doesn't make  
17 sense to me and to clarify are  
18 they a voting member and do  
19 their votes and --  
20 >> Yes, they are.  
21 >> [INAUDIBLE].  
22 >> They're voting member.  
23 >> Sandra Salazar: Why do we  
24 only have one student for  
25 student affairs?

Sample footer

99

1 >> I think it was the same  
2 representation we had the last  
3 -- before this procedure was  
4 created.  
5 >> Sandra Salazar: But there  
6 was no procedure.  
7 >> On the process that we  
8 follow which was the manager  
9 with what Dr. Fierro was sprain  
10 explaining on the Emails but  
11 what I can do --  
12 >> Sandra Salazar: As we think



13 it through makes sense to have a  
14 strong student representation  
15 when the person serves them.  
16 >> Okay, I got it.  
17 >> Makes sense we think  
18 through that and how it should  
19 be weighted and to have one  
20 doesn't seem enough.  
21 >> Yeah, we can add it. That  
22 will be fine.  
23 >> President Lewis: But what  
24 is a good number for any of us  
25 to believe that student

Sample footer

100

1 representation would be  
2 enfranchised in this opinion?  
3 Because I agree having one  
4 person could easily be out voted  
5 by the rest of the professional  
6 staff.  
7 >> Carmen Avalos: Right.  
8 That is what is teams like. I'm  
9 sorry. I will let him speak.  
10 He should advocate for them.  
11 >> While I think it's great to

12 have more students on every  
13 committee and not just hiring  
14 committee. I sit myself -- Rick  
15 mentioned earlier on many, many  
16 committees as the student  
17 representative or the ASCC  
18 representative or whatever  
19 representative I am needed as  
20 and what I have seen as a  
21 problem on this campus -- now, I  
22 don't know if this is a symptom  
23 of our campus only or community  
24 colleges in general is a lack of  
25 interest of student

Sample footer

101

1 representatives to be on the  
2 committees. So it would be a  
3 shame to have too many student  
4 representatives to a point  
5 they're not making quorum to the  
6 point we're putting important  
7 issues like this off because of  
8 lack of student involvement, so  
9 that I understand is a problem

10 that we might have that we might  
11 want to work on promoting to the  
12 students but it is nonetheless a  
13 problem I have seen on this  
14 campus so that would be just one  
15 thing while we're talking about  
16 specific numbers of student  
17 representatives on any committee  
18 I think that's something that  
19 should be taken into  
20 consideration.  
21 >> Carmen Avalos: So you're  
22 okay with the one then is what  
23 you're saying? We want to make  
24 sure we understand and --  
25 [INAUDIBLE].

Sample footer

102

1 >> What I heard keep it to a  
2 pointed few that really drive  
3 the point.  
4 >> President Lewis: Yeah, not  
5 have too many many.  
6 >> Sandra Salazar: For  
7 example we could have the  
8 Student Trustee the Student Body

9 President and it's not happening  
10 very often anyway so you could  
11 have leadership positions serve  
12 on that committee.  
13 >> President Lewis: Would  
14 those people be able to Delegate  
15 or have an alternate.  
16 >> [INAUDIBLE].  
17 >> Dr. Fierro. May I --  
18 >> President Lewis: Dr.  
19 Fierro.  
20 >> [INAUDIBLE].  
21 >> Dr. Fierro: We are moving  
22 into an area a little far beyond  
23 what the discussion is. We can  
24 take comments, suggestions but  
25 remember this is a process that

Sample footer

103

1 involves all constituent groups,  
2 and while we can go back for  
3 discussion at Coordinating  
4 Committee we can't dictate at  
5 this table how many people go  
6 into the committee or who goes

7 into the committee. This is  
8 arranged between the different  
9 units on the group so we can  
10 take the feedback. I will  
11 caution you to appoint or  
12 determine the composition of the  
13 group. This is something that  
14 should come through the shared  
15 governance process and back to  
16 you for feedback when the time  
17 gets here.

18 >> Carmen Avalos: So this  
19 isn't a final; right? It's a  
20 draft and why we're making  
21 comments tonight.

22 >> Dr. Fierro: This is  
23 informational item only. We can  
24 collect the feedback and happy  
25 to bring it back for discussion.

Sample footer

104

1 >> Sandra Salazar: Thank you  
2 for the guidance. I would like  
3 to see it come back and the  
4 Shared Governance Committee talk  
5 about student representation and

6 input when testimony cans to  
7 student services.  
8 >> President Lewis: Faculty  
9 Senate President Griffin could  
10 you please approach the mic.  
11 >> So I want to say a couple  
12 of things. One is that Adriana  
13 -- Dr. Florez charge and HR --  
14 [INAUDIBLE] did a wonderful job  
15 on this. They worked so hard  
16 and vet this in front of the  
17 faculty Senate. They're  
18 appreciative of the way the  
19 faculty is distributed across  
20 the different VP committees  
21 because of the issues that come  
22 up with student services VP or  
23 academic VP or academic affairs  
24 and versus business services and  
25 HR so they are comfortable with

Sample footer

105

1 the numbers. The question is do  
2 we feel they're represented?  
3 The faculty do and I want to

4 speak a little bit to what our  
5 Student Trustee was saying about  
6 participation on committees. We  
7 also agree students should  
8 participate on committees and  
9 that's wonderful and want their  
10 voice included but this year  
11 specifically we had issues with  
12 the committees meeting quorum  
13 and because the student reps are  
14 voting members and consequently  
15 reached out to them and talked  
16 to them on the committee and on  
17 this particular committee do we  
18 need the student to be a voting  
19 member or not because they don't  
20 affect the quorum? Any hiring  
21 committee is very time consuming  
22 and my other fear I know the  
23 Student Trustee is really  
24 everywhere because I am in a lot  
25 of meetings and he is often

Sample footer

1 there with me and I can't  
2 imagine doing that plus having a

3 full load of classes so I want  
4 to make sure we're cognizant and  
5 keeping he's a student first and  
6 that oftentimes student loads  
7 and work loads outside the  
8 classroom make it difficult to  
9 serve on the hiring committees  
10 and I know they're few and far  
11 between hopefully but want to  
12 execute them in a timely matter  
13 to attract the best talent pool  
14 as well. Thank you.  
15 >> President Lewis. Thank  
16 you.  
17 >> Carmen Avalos: I can see  
18 that faculty is well  
19 represented. There is no  
20 concern there.  
21 >> Thank you. I wanted to  
22 address Dr. Fierro's question  
23 how many classified on the Vice  
24 Presidents. We went to Dr.  
25 Fierro and asked because you see

Sample footer



1 the procedure. There is only  
2 one classified. We went to Dr.  
3 Fierro and asked him for three  
4 classified on both of  
5 Dr. Loppers and the student  
6 services LP and we were given  
7 that so classified are not happy  
8 with this procedure because  
9 there's only one and we like to  
10 be on these committees because  
11 student services there's a lot  
12 of classified people under those  
13 -- under that VP so just a  
14 reminder we have three people on  
15 the open committee right now and  
16 we have three people when we  
17 hired Felipe Lopez so we  
18 advocate for the least three  
19 people on this and I hope it  
20 comes back to the committee and  
21 the committee hears us because  
22 we like to be a part of shared  
23 governance. Thank you.  
24 >> President Lewis: Thank  
25 you. Any other comments from

Sample footer

1 Trustees? Seeing none I will  
2 entertain a motion to receive  
3 and file this item.  
4 >> Just so we're clear --  
5 >> [INAUDIBLE] you don't  
6 receive it.  
7 >> President Lewis. Fair  
8 enough. We're receiving the  
9 feedback. How about that?  
10 >> [Off Mic].  
11 >> President Lewis: There we  
12 go. We will hand it off to you.  
13 >> Carmen Avalos: So this  
14 item will be brought back.  
15 >> President Lewis: This item  
16 will be brought back. Number 61  
17 consideration of allocate funds  
18 for students to be pursued for  
19 approved study abroad expenses  
20 and before comment I would like  
21 to go back to the community  
22 dearing public comment what  
23 district revenue accounts  
24 specifically means.  
25 >> Dr. Fierro: So this item

1 is to create a pool of \$25,000  
2 in order to be able to reimburse  
3 students that travel abroad of  
4 any of the programs. \$500 per  
5 student with receipts according  
6 to the college procedures upon  
7 their return. Any funds that  
8 will be left if any we will try  
9 to distribute them among the  
10 students that provided the  
11 documentation after all the  
12 travel has been completed.  
13 Revenue accounts maintaining the  
14 account -- facilities that  
15 generate income from the  
16 institution and it's not  
17 directly coming from taxpayers  
18 dollars. We can't utilize  
19 district state allocation for  
20 this type of activity so what we  
21 do we use parking lot or  
22 facility rental fees or vending  
23 machine or anything that comes  
24 to the district that isn't tax

25 revenue from either local or

Sample footer

110

1 state appropriations.

2 >> President Lewis: All

3 right. Sounds good. Thank you.

4 >> Dr. Fierro: We will do

5 that and bring it to your

6 attention once we start the

7 account but essentially it's

8 revenue non tax account.

9 >> President Lewis: Sure.

10 Any other questions or comments

11 from Board Members.

12 >> I have a comment.

13 >> Yes.

14 >> This is on behalf of my

15 constituent group and Mr. Florez

16 that was speaking earlier and

17 they're concerned that the

18 funding is from the book store

19 and vending machines and some of

20 the other revenue accounts, so I

21 think specifically we're

22 wondering which exact accounts

23 are being looked into and is

24 that going to affect the ASCC

25 funding? As the board is well

Sample footer

111

1 aware since we just approved the

2 budget for ASCC for the 2018-19

3 school year the budget has been

4 passed and proposed. Those

5 clubs and departments have

6 already been allocated the

7 funding for this year and any

8 funding taken out of those

9 accounts would ultimately affect

10 the budget of the ASCC most

11 likely result in them having to

12 take money out of their reserves

13 so is this specifically those

14 accounts? I did hear the

15 vending machine account as one

16 of the items that was spoken.

17 >> Dr. Fierro: Good question

18 Trustee Herrera. We use vending

19 machine because people are

20 familiar with that but rest

21 assured those accounts that go

22 through ASCC will not be touched  
23 for this particular activity.  
24 >> Thank you.  
25 >> President Lewis: Thank

Sample footer

112

1 you. Any other comments from  
2 other Board Members? Seeing  
3 none let me make sure  
4 consideration approval so a  
5 motion to approve this item. I  
6 will entertain as such. Is  
7 there anyone who will make such  
8 motion.  
9 >> [Off Mic].  
10 >> President Lewis: There's a  
11 motion. Do we have a second?  
12 >> Second.  
13 >> President Lewis: We have a  
14 second. Is there any objection  
15 to said motion? Seeing none and  
16 we move to comments and reports  
17 from officials and starting with  
18 Student Trustee Phil Herrera.  
19 >> Thank you very much.  
20 Exciting meeting tonight. I

21 would like to start off echoing  
22 what President Lewis said  
23 earlier just to clarify I was  
24 taking vigorous notes during  
25 public forum on the lap top.

Sample footer

113

1 Since events since the last  
2 meeting which was last  
3 Wednesday. Let's see what  
4 happened sing then? Last Friday  
5 via a teleconference I was  
6 selected at Vice-Chairperson of  
7 the CCC and I was selected and  
8 three other students were  
9 elected in the position of the  
10 region and was pretty exciting.  
11 I attended the performance at  
12 the Burnight performance and  
13 beautiful and I think I saw some  
14 of you there. Besides that I  
15 was part of the Selection  
16 Committee -- speaking of  
17 Selection Committees, for the  
18 new Police Captain. I will the

19 candidates will be coming to the  
20 board soon or to Dr. Fierro, and  
21 besides that this Friday Casey  
22 Petrosky's theater class will  
23 attend a live recording of the  
24 show "man with a plan" that is  
25 starring the actor that plays

Sample footer

114

1 Joey from "friends." anyway  
2 there's a few ASCC members  
3 joining us for that. If anyone  
4 is interested let me or Casey  
5 know and this Friday and lastly  
6 this is close to my heart and  
7 unfortunately with my school  
8 load and everything else all my  
9 other responsibilities I haven't  
10 been able to keep up on this  
11 year but excited to announce the  
12 go green task force is meeting  
13 again starting next Wednesday at  
14 3:30 p.m. in EOPS. We have  
15 three faculty members as part of  
16 our task force and I just wanted  
17 to thank them. I wanted to



18 thank Aaron Cole from the  
19 English Department and Henrietta  
20 from EOPS and one more and I  
21 know she will be mad if I forget  
22 her name.  
23 >> President Lewis: You're in  
24 trouble.  
25 >> I am in trouble anyway I

Sample footer

115

1 want to thank the students and  
2 faculty and make go green  
3 successful this year and if  
4 you're interested in joining us  
5 the first meeting is next  
6 Wednesday at 330 in EOPS.  
7 That's it.  
8 >> President Lewis: Thank  
9 you. Trustee Avalos.  
10 >> Carmen Avalos: I actually  
11 have nothing to report.  
12 >> President Lewis: Trustee  
13 Liu.  
14 >> Shin Liu: No report.  
15 >> President Lewis: Dr.

16 Fierro.  
17 >> Dr. Fierro: We had the  
18 opportunity to celebrate our  
19 veterans so we had a ceremony  
20 well attended. Very good and  
21 moving stories told by the  
22 keynote speakers. It is hard  
23 for many of us to understand  
24 what does it mean to actually be  
25 deployed and serve your country

Sample footer

116

1 that way, but the stories they  
2 were able to tell really put  
3 things into perspective as to  
4 what is it that we do, the  
5 relevance that we do and how it  
6 compares with what they have  
7 done and many continue to do  
8 when they choose to serve our  
9 country and be deployed and I  
10 can't imagine leaving coming  
11 back after seeing the things  
12 they have seen or -- I just have  
13 no words to explain that. you  
14 can't explain it since you

15 haven't done it, so I want to  
16 thank everyone that attended the  
17 ceremony, and thank everyone of  
18 our veterans, especially our  
19 student veterans for their  
20 service. And I promise now when  
21 I received a notice to go and do  
22 jury duty I will not complain  
23 because it seems a minimal  
24 effort to serve the community  
25 and the country versus what they

Sample footer

117

1 have done. We kicked off our  
2 international education week  
3 yesterday. We had the Provost  
4 of International Relations from  
5 UC Irvine as our Keynote  
6 Speaker. Very engaging -- I'm  
7 sorry, Riverside. UC Riverside.  
8 Very, very engaging speaker, and  
9 he told us a great story as to  
10 how he got his first  
11 professional job. He was a  
12 janitor and he came to this

13 country because he was motivated  
14 by the story of how Richard  
15 Nixon went from basically  
16 nothing, being a dishwasher, to  
17 becoming the President of the  
18 United States, and he said "I'm  
19 going to go to the United  
20 States. I'm going to go to  
21 college there but I'm going to  
22 be a dish washer too" and he  
23 became a dish washer and then a  
24 janitor and so on and his story  
25 was interesting. He went and

Sample footer

118

1 essentially started criticizing  
2 someone who was doing a  
3 professional job saying "I can  
4 do your job better than you can"  
5 and the person said "oh really"  
6 "yeah I can do that." "come  
7 back Monday and let's see if  
8 it's true." he showed up Monday  
9 dressed professionally and the  
10 person didn't recognize him or  
11 he would show up to this do this

12 person's job.  
13 He did. The person decided to  
14 move out of the desk. Explain  
15 the job she was doing at the  
16 time and he was actually able to  
17 do the job this person was doing  
18 just as effectively or faster  
19 than this person was doing it,  
20 and that lead to a friendship  
21 between the two of them who end  
22 up getting him his first job,  
23 professional job, and since then  
24 obviously he has done quite  
25 well.

Sample footer

119

1 >> [INAUDIBLE].  
2 >> President Lewis: He has  
3 been a ethical worker all his  
4 life and I hope everyone in the  
5 audience learned from his  
6 message and his message was  
7 essentially you work hard and  
8 you can too get ahead so he  
9 offered to come back and speak

10 of any of our classes that we  
11 want or any other event. Very,  
12 very gracious person and with  
13 great story to tell. Other than  
14 that that concludes my report.  
15 Thank you.  
16 >> President Lewis: Thank  
17 you. Trustee Birkey.  
18 >> James Cody Birkey: Nothing  
19 to report but I want to offer  
20 condolences to the friends and  
21 family of the acting  
22 Councilmember and former Mayor  
23 of Bellflower who died about a  
24 week and a half ago, and also a  
25 great example of public servant,

Sample footer

120

1 somebody who I think a lot  
2 people hated because he had a  
3 gruff manner and sometimes a  
4 wonderful manner but in the end  
5 it was amazing at his funeral  
6 how many people came out and  
7 testified that a lot of folks  
8 that had nothing he took in and

9 how many people he provided  
10 housing and assistance to and  
11 never told anyone. You know  
12 didn't do it for any other  
13 reason other than it was the  
14 right thing to do and I think a  
15 lot of people have been taught  
16 by that kind of legacy of  
17 someone who is selfless in the  
18 truest sense and I just  
19 appreciate that our community is  
20 made up of folks like that, and  
21 then also of course appreciate  
22 the moment of silence at the  
23 beginning of our session because  
24 there's a lot going in in  
25 Southern California right now

Sample footer

121

1 between what happened in  
2 Thousand Oaks and the fires and  
3 everything else, and there's a  
4 number of people who have been  
5 hit by a number of these things  
6 all at once and I just offer our

7 emotional support to those  
8 people. Thank you.  
9 >> President Lewis: Thank  
10 you. Trustee Salazar.  
11 >> Sandra Salazar: Just  
12 wanted to thank all the faculty  
13 that came out today and made  
14 time in their busy schedule and  
15 good to see democracy in action.  
16 >> Carmen Avalos: No report.  
17 I want to wish everyone a happy  
18 Thanksgiving and I am wrapping  
19 my head around that and enjoy  
20 your family and eat a lot and  
21 rest a lot and come back in the  
22 great spirit to help our  
23 students. Happy Thanksgiving.  
24 >> President Lewis. Thank  
25 you. I want to say tomorrow is

Sample footer

122

1 the foster road PTA dinner in La  
2 Mirada. I unfortunate can't  
3 make it because I have class but  
4 if you can --  
5 >> [INAUDIBLE].



6 >> Yes. Says Superintendent  
7 of Cerritos College just put  
8 that on record. But yes if you  
9 can they will be there Rotary  
10 Club of La Mirada is the main  
11 sponsor of that so without  
12 further adieu we will go to  
13 closed session which includes  
14 two items. One read out.  
15 Public employee employment of  
16 the Instructional Deans of  
17 science engineering math  
18 division and liberal arts and a  
19 conference with Labor  
20 Negotiators. Is there any  
21 public comment on these items?  
22 Seeing none we will have one  
23 read out and we'll come out to  
24 you shortly. Thank you  
25 [GAVEL]

Sample footer

123

1 >> (closed session).  
2 >> President Lewis: From the  
3 close session the Board of

4 Trustees appointed Andrew Vines  
5 as the Science, Technology,  
6 Engineering, Mathematics  
7 division step two. The vote was  
8 5-0. Thank you. That concludes  
9 our read outs for today. But we  
10 will continue.

11 >> (INAUDIBLE)

12 >> VINES. Vines. Yes. Yes.

13 SEM.

14

15

16

17

18

19

20

21

22

23

24

25

Sample footer