

MINUTES

BOARD OF TRUSTEES FEATHER RIVER COMMUNITY COLLEGE DISTRICT

President Elliott called the regular meeting of the Feather River Community College District Board of Trustees to order at 3:05 p.m. on Thursday, February 17, 2011 at Feather River College, Science Room 104, 570 Golden Eagle Avenue, Quincy, California.

Trustees present: Elliott, Schramel, Sheehan, West (via telephone), Student Trustee Oliphant

Trustees absent: Shamberger,

President Elliott announced that the Board of Trustees had met in Closed Session regarding litigation and that no action had been taken.

The regular and consent agendas for the February 17, 2011 meeting at Feather River College, Science Room 104, 570 Golden Eagle Avenue, Quincy, California were approved as presented, (Schramel/ Sheehan) unanimous.

The minutes of the Regular Meeting held on January 20, 2011 at Feather River College Science Room 104, 570 Golden Eagle Avenue, Quincy, California were approved as presented, (Sheehan/ Schramel) unanimous.

A. ITEMS FROM THE PUBLIC

None

B. CONSENT AGENDA

The Consent Agenda for the February 17, 2011 meeting was approved as presented, (Sheehan/Schramel), unanimous.

C. REGULAR AGENDA

*** 1. Motion Items**

- a) Michael Bagley requested approval of tenure for Terry Baumgartner, Head Baseball Coach and Physical Education Instructor, and Haley White, Head Women's Basketball Coach and Physical Education Instructor. Bagley noted that the tenure process is rigorous, taking four years and including student, peer, and administrator evaluations along with work matrices to demonstrate quality and excellence in teaching. Dr. Bagley introduced

Merle Trueblood, Director of Athletic Operations and Events, to speak about the tenure candidates on his behalf. Mr. Trueblood stated that Mr. Baumgartner brings excellent student-athletes to the campus, noting recent statewide recognition of the FRC Baseball program for academic excellence and the high transfer rate of students in the program. He noted Baumgartner's professionalism towards operations, expressing his respect and appreciation for his contributions to FRC Athletics. Mr. Trueblood stated that Ms. White brings integrity and quality players to FRC Athletics. He reported that both instructors provide guidance with the college's Health and Exercise Studies degree program. Dr. Bagley added that Ms. White's "Little Eagles" program provides student-athletes with an opportunity to provide community service and that both instructors serve actively on shared governance committees.

Mr. Baumgartner stated that he has enjoyed his time at FRC while facing the challenges of interconnecting athletics and academics. He added that both the Baseball and Women's Basketball teams provide community service opportunities. Ms. White added she strives to make a family community at FRC. Trustee Sheehan added the importance of having faculty such as Mr. Baumgartner and Ms. White in preparation for the coming years of economic instability and possible changes in how the state funds athletics. The Approval of Tenure was approved as presented, (Schramel/Sheehan), unanimous.

- b) Nick Boyd, Director of Facilities, requested for approval the acceptance of two vehicles from BCM Construction: one 2001 Chevrolet Silverado 2500; and one 2001 Ford F-250. The vehicles will be utilized mainly by maintenance staff serving the FRC Residence Halls and the Feather River Fitness and Recreation facilities. The request for Approval to Accept Donated Vehicles was approved as presented, (Sheehan/Schramel) unanimous.
- c) Nick Boyd requested approval to accept sub-contractor substitutions on the Learning Resource Center construction project. Mr. Boyd stated that three sub-contractors have filed for bankruptcy or failed to perform duties per their contracts. He reported according to Public Contract Code, when there is a change, Mr. Boyd is required to bring this forward to the Board and request approval for substitute contactors. The request for Approval to Accept Sub-Contractor Substitution on Learning Resource Center Construction Project was approved as presented, (Sheehan/Schramel), unanimous.
- d) Dr. Taylor requested for approval BP 3260, Integrated Program Review. He stated that the policy has been through the shared governance process. It essentially acts as an intention regarding the program review process which is related to BP 3250, and outlines the strategic planning process. Dr. Taylor added that the corresponding Administrative Procedure is currently being vetted in the shared governance process and will be approved at a later date. The request for Approval of BP 3260,

Integrated Program Review was approved as presented, (Oliphant/Sheehan), unanimous.

- e) Dr. Taylor requested for approval, the nomination for Outstanding Classified Employee of the Year, Dottie Arcangeli. Ms. Arcangeli's qualifications make her a strong candidate for the statewide competition. Dr. Taylor noted that Ms. Arcangeli has 21 years of service as FRC's Senior Program Assistant for the Library. She has an unwavering commitment to FRC's student, faculty and staff in the performance of her duties. She is positive in completing her duties, in interactions with students, and in keeping up with technology, in line with supporting the educational mission of the college in general and the educational goals of the students specifically. Dr. Taylor noted that one of the nomination criteria is strong participation in community services. Ms. Arcangeli has volunteered as a team mom for the Boy Scouts, and has been active with the American Cancer Society's Relay for Life fundraiser as well as FRC's Tough Enough to Wear Pink fundraiser for breast cancer, among her other efforts.

Tom Davis, Librarian, stated that Ms. Arcangeli's contributions directly result in the effective running of the Library. He added that Ms. Arcangeli is friendly and helpful, and goes all out for students, faculty and staff. He stated that he could not be more pleased that she has been nominated for the award. The request for Approval of the Nomination of Outstanding Classified Employee of the Year was approved as presented, (Sheehan/Schramel), unanimous.

- f) Dr. Taylor requested approval of the direction to Administration concerning possible salary reduction for employees and collective bargaining. He stated that this was being presented in preparation for Board direction in the event of anticipated state funding cuts as related to collective bargaining and non-represented employees. He reported that he is collaborating on cut scenarios and this provides a direction to proceed with those discussions. President Elliott noted the difficult times in the coming few months given the severity of the likely cuts due to the statewide budgetary issues which are necessary for the long-term health of the college. The request for Approval of the Direction to Administration Concerning Possible Salary Reduction for Employees and Collective Bargaining was approved as presented (Sheehan/West), unanimous.

*** 2. Roll Call Items**

None

3. Special Items/Reports

- a) Jim Scoubes, Chief Financial Officer, presented the District's Monthly Financial Status Report as of February 17, 2001. He directed the Board to the Unrestricted General Fund Summary noting the District has received

\$5, 942, 000 which is 45% of the budget as of the end of January. He pointed out the expenditures total \$6, 465,000 which is 49% of the budget, adding that at this point in the year the total expenditures usually equal 58% of the budget. Mr. Scoubes has not received any further information from the Chancellor's Office Fiscal Services resources. He added that Umpqua Bank is still considering how to bundle the Learning Resource Center line of credit to a line of credit for the District. Umpqua's concern is collateral and security of the repayment of the funds. Mr. Scoubes explained that the funds would assist the District to cover deferrals of apportionment by the state for the coming six months. He is still unclear of the total amount of the deferrals; however he will forward the totals to Umpqua once the totals are announced. Mr. Scoubes recently learned of a mid-year TRAN, likely in late-March, and will share information with the Board once it is received.

- b) Merle Trueblood presented an update about the progress and noted trends at Feather River Fitness and Recreation. He started by reporting that since July 2010, memberships have increased from approximately 215 to 629, noting that 810 is needed to break even. The popular fitness program, Zumba, helped with this increase as well as an increase in senior memberships. He reported that the male to female ratio is even at 311 each.

Completed projects and improvements include: the repair of the spa; ten new TVs; increased hours of operation; all employees are CPR certified; improved outdoor signage; repaired heating and cooling systems; and an ADA compliant parking lot. Pending improvements will be a direct deposit system for some corporate members and a wellness program for college employees including facilities for use on campus. Mr. Trueblood will provide a more in depth report at the April Board meeting.

- c) Brian Murphy, Institutional Researcher, presented the annual Accountability Reporting for Community Colleges report. Mr. Murphy summarized that the report is based on MIS data submissions to the Chancellor's office and serves as a performance measurement system for California Community Colleges. He reported that data is grouped so the College's performance may be analyzed compared to peer colleges. Generally, it was determined that FRC students perform better than average for the College's peer group regarding the performance measures of student progress and achievement for degree/certificate/transfer students; however, persistence of FRC students was lower than state and peer group averages. Trustee Sheehan requested that future reports include a PowerPoint with bar charts to more easily view the data trends.
- d) Jim Scoubes introduced staff members from the Business Office, who gave brief summaries of their job duties. The staff represented the college's Business Office, Bookstore, Duplicating Center and Switchboard.

- e) Mike Welser, Business Instructor and Faculty Federation Representative, presented a history of the FRC faculty salaries. The summary included the FTES to full-time faculty ratios from 1989-90, with 653 FTES to 23 full-time faculty, to the present (including the addition of athletic head coaches as faculty members beginning in 2001-02) with approximately 1559 FTE (plus out of state students) to 25 full-time faculty.

Mr. Welser continued by describing the “Small College Average” salary structure adopted in 1993 which is a salary average of five other small community colleges (excluding FRC) utilizing salary schedule level of E-18. This average was used to demonstrate that FRC faculty salaries have historically fallen below those at the small, peer colleges. Currently the District is ranked 66th out of 72 districts at the E-18 faculty salary level. He added that the mechanism was instituted to provide competitive salaries, and to recruit well qualified faculty members, and that the average has been a fair system to resolve faculty salary levels.

To show comparison with the “50% Law”, Mr. Welser presented a historical view of academic salaries as a percentage of the District’s budget, starting in 2000-01 at 39% of the budget with 25 faculty members to 33% of the budget with 27 faculty in 2009-10. He shared his concern that the College is meeting the “50% Law”, which requires that colleges spend 50% of the current expenses of education each fiscal year on the payment for classroom instructors, and what may be the implications of not meeting the criteria. There was discourse regarding the different ways to look at faculty to FTES ratios. Trustee Elliott requested that at a future meeting, Dr. Taylor provide an administrative view about regulations relating to faculty salaries.

4. Communications, Presentations, and Reports

a) Board of Trustees

Trustee Sheenan reported that the Secure Rural Schools legislation may be funded at a level of 10% below the current year’s level, then dropping off each year over the next five years.

Student Trustee Oliphant reported that the first monthly Diversity Dinner, honoring Black History Month, was held on the first Thursday in February and was a success. The next dinner will be held on March 3rd at which they will discuss preparations for ASFRC elections. She reported that three students recently attended a Region One Student Leadership summit at Butte College. The students are preparing to send FRC students to a “March in March” to join their peers in speaking out about the budget issues as related to higher education. In April, Student Representative Katherine (no last name given), will be attending a state assembly meeting attended by representatives of all California regions. The students are excited to becoming involved in statewide student politics in order for FRC’s voice to be heard.

b) Associated Students

The ASFRC representative was not in attendance; see above.

c) Academic Senate

Tom Davis, Academic Senate President, congratulated Mr. Baumgartner and Ms. White on the approval of their tenure. He noted their contributions to the Academic Senate, community service and their focus on the academic success of their student-athletes. He commented that he is pleased to have learned that the College was recently removed from warning status by the ACCJC, and commended the work of Dr. Bagley as the Accreditation Liaison Officer.

d) Classified Senate

Connie Litz, Classified Senate President, congratulated Dottie Arcangeli for her nomination as Classified Senate Employee of the year, noting her dedication to the students, the College and the community. She added that Ms. Arcangeli is an active member of the Classified Senate, acting as Treasurer for several years. Ms. Litz noted that all of the Business Office staff are Classified Senate members, perform vital behind the scenes duties, and are active members of the Classified Senate.

e) Instruction

Dr. Bagley reported that Instruction has been busy with the tenure review process with eight faculty members currently going through the process. He thanked Mr. Davis for the support of his efforts with the accreditation process, noting that not many colleges go through two accreditation processes at the same time. He reported that the second phase of the accreditation self-study will begin the following week with Chis Connell, English Instructor and Self-Study Writer, making a comprehensive report draft from the contributions of approximately 60 administrators, faculty and staff. Dr. Bagley invited Board members to participate on any one of the four ad hoc Standard Committees. He also provided Board members with "Making the Grade", a guide for Board members to provide quality education through the accreditation process.

f) Student Services

Lisa Kelly, Interim Associate Dean of Student Services, reported that the Strategic Enrollment Management committee is working on a definition of "programs" as relating to what attracts students to the College. She mentioned the importance of customer service and how it shapes enrollment behavior. She reported that Student Services is working on community, particularly at the residence halls where there are 28 new students this semester. The Diversity Committee is hosting a presentation by FRC graduate, Jeff Crawford, who will make a presentation on the history of the mill which historically was a leader in promoting diversity and integration.

g) Superintendent/President

Dr. Taylor reported that the Banner 8 upgrade is continuing, which will include a "black out" day for testing on April 8th. Stressing the importance of the College supporting community relations, recently, 178 high school students

completed testing to receive college credit for the PUSD/FRC articulated Business and Finance class, with the help of Mike Welser. He stated that an economic forum was recently held on campus, and has hopes for continued College involvement in economic development the future. Several FRC faculty members participated in a "teach-in" regarding Egypt presenting a variety of perspectives of its culture in light of recent events. The event was well attended, reflective and informative. Dr. Taylor mentioned the recent removal of the College from warning status with the ACCJC, noting that he included the letter and team report in the Board member's packets. These materials remind the District that we are under the Standards and obligated to make progress through the self-study process. He also acknowledged Dr. Bagley's efforts as Accreditation Liaison Officer. New information was received by Dr. Taylor regarding redistricting based on census information from 2010 and will report further on this in April or May. He hopes to work with PUSD and other county agencies under the same obligation. He reported that some discussion at the federal level may cause a reduction of the maximum Pell Grant by \$845. It is currently at \$5,550 per year and the reduction represents a loss of \$323,000 for FRC students. Dr. Taylor appealed to Rep. McClintock's office to maintain the Pell Grant at the current level. He handed out a summary of the State's budget situation stating that the "best case scenario" is a 7% reduction at approximately \$800,000; the "worst case scenario" is a 15% reduction at approximately \$1,800,000. Both scenarios would be difficult to absorb and devastating to the District. Dr. Taylor related the impact that the college has on the local economy by citing Brian Murphy's research that each dollar in the college budget generates approximately \$1.64 to the local economy, therefore the 7% cut represents a \$1,300,000 loss to the local economy while the 15% cut would equal a \$3,000,000 loss. He added that FRC students spent approximately \$10,000,000 in 09-10 in the local economy. He and staff are currently working on scenarios to cut the budget, with another group working on potential new revenue sources. Dr. Taylor stressed that along with budget cuts, discussions at the state level include increasing student fees, and adjusting enrollment priorities by changing the process in which current students having priority registration over new students. These priorities include capping students' ability to enroll at 90 units and ensuring that newly graduated high school students have seats open to them at the college level. He summarized by stating that the state budget issues are complex including the future of the college as well as the state, noting a recent study by researchers at UC Berkeley found that the State has been historically reliant upon strong investment in education.

There being no further business, the meeting was adjourned at 5:15 p.m.

RT/lb