



Chabot-Las Positas Community College District

Chancellor's Council

Tuesday, March 11, 2014

3:00-4:30 pm

District Office, Conference Room 1

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1. Review and Approval of Minutes: February 11, 2014 - (JJackson)

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2. Equivalency Follow Up - (TOrf)

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3. Faculty Hiring Update - (WFong)

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4. AB86 Update - (JJackson)

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5. Other

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Next Meeting: April 8, 2014
3:00-4:30pm
District Office Conference Room 1

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

CHANCELLOR'S COUNCIL

MINUTES

Meeting of March 11, 2014

Attendance: Jannett Jackson Charlotte Lofft
Rafi Ansari Janice Noble
Frances DeNisco Thomas Orf
Wyman Fong Lydia Penaflo
Cathy Gould Chris Southorn
Jeff Kingston
Kathy Kelley

Handouts:

- 1) Agenda
- 2) Minutes – February 11, 2014
- 3) Synopsis – AB 86 Adult Education Grant
- 4) Equivalency Process – San Mateo CCD
- 5) CLPCCD Minimum Qualifications and Equivalencies for Employment (Board approved June 18, 1991)

I. Approval of Minutes – February 11, 2014

Mr. Fong noted a correction to his name on page 3.

Dr. Lofft made a motion, seconded by Dr. Orf, to approve the Minutes of February 11, 2014 as corrected.

Motion carried.

II. Equivalency Follow-up

Dr. Orf reported that he discussed this topic with the Las Positas College Faculty Senate. Dr. Orf reported that a tie vote of the Equivalency Committee brought the topic of a tiebreaker process up for discussion. He reported that the Senate would like to bring this topic up in the Divisions before further discussions of the Senate. He reported that the Senate felt that if it comes to a tie vote then one faculty member from each campus should be contacted and if it still is a tie vote, it would go down as a no vote.

There was a lengthy discussion on this topic. Dr. Lofft cautioned that this should not be confused with Equivalency of FSA's.

Mr. Fong reported that there are two processes. 1) Verification that an applicant meets Minimum Qualifications for employment (directly or through equivalency); and 2) Application for additional FSA's for Seniority Purposes, which is in the FA Contract.

Mr. Fong distributed copies of the District's Minimum Qualifications and Equivalencies for Employment as approved by the Board of Trustees on June 18, 1991. He noted that it also refers to the Hiring Process which has been revised since that time. He also provided a copy of the San Mateo CCD Equivalency process. He suggested that the whole process may need to be reviewed and not just the tiebreaker process.

Dr. Jackson concurred with Mr. Fong's recommendation that this may be an opportune time to review the District's process in its entirety. She called attention to the Appeal Process in the San Mateo procedures.

Dr. Orf questioned if the concern was the Equivalency Process for Part-time Faculty or Full-time Faculty. Dr. Lofft reported that if a Faculty Member is already employed, Equivalency becomes a FA contract matter. First-time hires fall under the Hiring Equivalency Process. She suggested that the Faculty Senates review the process. Dr. Orf reported that this would be the purview of the LPC Equivalency Subcommittee.

Mr. Fong reported that he would review how this process ties in with the revision of Board Policies. He also noted that the District needs to finalize the Hiring Process as well.

III. **Faculty and Classified Professionals Hiring Update**

Ms. Penaflor presented an update by College of the Faculty Hiring Process.

Chabot College Faculty Hiring = 9 total openings. 4 current posted Instructor positions (English, Political Science, Math, and Computer Applications Systems). Pending: Art Instructor and Counselor/Instructor for DSP&S. In addition, there are three Counselor/Instructor Positions that need posting after consultation with President Sperling.

Las Positas College = 7 current posted Instructor positions (ESL, Librarian, Biology, Nutrition, Music, Women's Head Soccer Coach and Kinesiology, and Men's Head Basketball Coach). In addition, Mr. Fong is working with President Russell on two Counselor Positions.

Ms. Kelley raised the subject of the on-line application process, which was discussed. In addition, the application supplemental questionnaire and the notification for the site of the position were discussed.

Ms. Kelley raised the issue of a District Policy which was previously under discussion and never approved regarding the minimum number of applicants forwarded by Hiring Committees to the College Presidents. She expressed that because the faculty are the

discipline experts, it should be acceptable if they recommend forwarding only one applicant.

Dr. Jackson expressed that in some programs, it may be unrealistic to have more than one applicant to forward. She also expressed that Administrators have the option of rejecting the applicant(s) and requesting the position be re-advertised.

Mr. Fong reported that he would review the status of these procedures.

Mr. Fong and Ms. Penaflo reviewed by College the status of the Classified Professionals Recruitment Process.

At the request of Dr. Jackson, Mr. Fong reported that he would prepare an end-of the year report on the District's Recruitment/Hiring Process.

Dr. Lofft raised the issue of the 50% Law. Dr. Jackson and Mr. Fong confirmed that the District was in compliance. Dr. Jackson explained the Faculty Obligation Number (50% Law), which specifies that the District has to have a certain number of Faculty. Dr. Jackson reported on the State's 60/40 Rule, which states that spending is 60% on Instruction and 40% on Support Services. She also reported on the 75/25 Rule, which states that 75% of Faculty Need to be on Instructional Side and 25% on Student Services Side.

IV. AB 86 Update

Dr. Jackson distributed a one-page synopsis of AB 86, Adult Education Grant. She reported that it will be presented to the Board on March 18. She reported that there are multiple components to AB 86; one of which is the Career Pathways Trust, which is looking at the I-880 Corridor including Chabot, Oakland Unified Schools, and Contra Costa College. AB 86 is also looking at the I-680 Corridor, which includes Las Positas College, Ohlone College and Diablo Valley College. She reported that the District is not the lead of this component.

Dr. Jackson reported that an additional component of AB 86 is Adult Education. She explained that AB 86 provides for a planning and implementation grant for an adult education regional consortia, comprised of community college districts and K-12 school districts for the purpose of developing regional plans to: better serve the educational needs of adults; create seamless transitions to postsecondary education; and address existing gaps in programs and services. She reported that funding beyond the planning grant has not been determined at this time, but expressed concern regarding the anticipated funding amounts. She reported that Yvonne Wu-Craig (Chabot) and Vicki Shipman (LPC) are working on this grant. She reported that Faculty, both K-12 and Community Colleges, will be the ones to coordinate this effort. She also reported that Ms. Dozier is working on some of the issues, as some of it may be the purview of Contract Education.

V. Other

Dr. Jackson asked that in planning the End of Year Events, the Colleges attempt to coordinate to alleviate conflicts. She reported that Board Members try to have representation at all the events and conflicts make that problematic.

Dr. Jackson reported that a Memorial will be held for the passing of long-time Chabot College Administrator, Mr. Gerald Shimada, on Friday, March 14 at 2:00 p.m.

VI. Adjournment

Dr. Jackson adjourned the meeting.

VII. Next Meeting

April 8, 2014, 3:00-4:30 pm, District Office.

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Approved: April 8, 2014