

MINUTES

BOARD OF TRUSTEES FEATHER RIVER COMMUNITY COLLEGE DISTRICT

President Elliott called the special meeting of the Feather River Community College District Board of Trustees to order at 3:00 p.m. on Friday, March 4, 2011 at Feather River College, Science Room 104, 570 Golden Eagle Avenue, Quincy, California.

Trustees present: Elliott, Schramel, Shamberger, Sheehan, West, Student Trustee
Oliphant

Trustees absent: None

President Elliott announced that the Board of Trustees had met in Closed Session regarding public employee discipline/dismissal/release and conference with labor negotiator, and that no action had been taken.

The regular agenda for the March 4, 2011 special meeting at Feather River College, Science Room 104, 570 Golden Eagle Avenue, Quincy, California was approved as presented, (Sheehan /Schramel) unanimous.

A. ITEMS FROM THE PUBLIC

Mike Welser, Business Instructor and Faculty Federation Representative, reported that the agenda reflects incorrectly that the FRC Federation of Teachers was represented by Jamie Cannon, Director of Human Resources in the closed session and this should be stricken from the agenda.

Karen Paiva, Faculty Secretary and Classified Union Representative, stated her concern that all layoff possibilities have not been explored and that layoffs will fall on Classified staff.

Several students and community members commented on the Early Childhood Education (ECE) program. Concerns mentioned included how the ECE program has touched students' lives; how students were either local or came to FRC specifically for the quality of the ECE program and its students who work at the college's Child Development Center; how students got hands on experience and jobs while participating in the program; how the ECE program positively affects the regional economy, women and low income community members by putting a qualified workforce to work immediately in the discipline; and how Shelley Miller, ECE Instructor/Program Coordinator, has inspired many in the program to overcome obstacles to pursue their education and career goals in Early Childhood Education.

Trustee Elliott reminded the audience the proposed action to be taken is not a desired action but one that may have to be taken in response to the statewide budgetary situation.

Jodi Beynon, Program Manager for Transition Services, stated that she would like to have seen a more broad statement as far as reductions are concerned which should have been carefully analyzed between the March and May deadlines, including all the ramifications to faculty or program eliminations to make a careful and well thought out decision before the proposed, narrow pool that was presented in the Resolution. She was concerned that not enough process went into the decision. Ms. Beynon noted that students evaluate the faculty each semester; however the evaluations do not seem to be considered in faculty reductions adding that the students have a vested interest in the quality of the faculty.

Michael Bagley, Chief Instructional Officer, stated that the Board is making decisions on academic programs without his professional expertise, noting that he was not invited to the closed session. He added that faculty programs have been consistently eliminated without replacement due to retirement. Dr. Bagley apologized for the poor list of recommended faculty reductions noting their difficult decision regarding cuts. Noting economic development and the FRC residence halls, he mentioned that Don Williams, HES Instructor and Men's and Women's Soccer Head Coach, in his first two weeks in the position increased the roster from 12 players to 40, increasing the FTES for this year which will cover any savings identified in the proposed reductions. Dr. Bagley noted that in 2011-2012, 20 soccer players will be living in the FRC residence halls and ten local students will participate in the soccer program. Regarding the ECE program, Dr. Bagley reported that Ms. Miller has earned a statewide award for Student Learning Outcomes and Assessment, noting importance of having Ms. Miller on the College's Student Learning Outcomes Assessment Committee (SLOAC).

Anna Thompson, Biology Instructor, stated that the programs proposed for reduction, including ECE, Administrative Office Management, and Women's Basketball, all serve women and as such, it is an unfair burden that these programs are proposed for reduction.

Ms. Miller stated that childcare and development programs are part of the infrastructure of every community, and the ECE program is the backbone of early childhood development in both Plumas and Sierra Counties. She stated that the program is unique given that 83% of the students enrolled in the program this semester are local and 69% are concurrently employed in the ECE field. She added that the College's mission statement and strategic plan specifically address economic development, noting that economic development cannot exist without a strong early childhood education community which provides childcare for working families. As a former administrator and an advocate for children and families, Ms. Miller has been monitoring the budget issues closely and acknowledges the difficult decisions the Board must make; however, she hopes the decisions are based on sound

data, good planning, attention to the College's strategic plan and mission statement, and on the health of the community and that of the College. She added that while it's a preliminary action, the proposed pool of program reductions is too narrow.

Haley White, HES Instructor and Women's Basketball Head Coach, elaborated on the previous comments, particularly that the proposed reductions predominantly affect women. Referring to Title IX regulations, Ms. White reported that current FRC gender enrollment is 43% male and 56% female and that with regard to the athletic program, 69% of the student-athlete population is male while 31% are women. She stated that losing a female team will further broaden the discrepancy. Ms. White reported that transfer rates for the Women's Basketball program are very high and that many of her team members also populate the FRC Residence Halls, who generate approximately \$58,000 of revenue for that facility. She pointed out that only 10% of the residence hall population are general populations, so cutting athletic programs reduces occupancy, and reduces participation at the Feather Fitness and Recreation, in the classrooms and in the community. Ms. White pointed out that she had been before the Board last spring and that as a collaborative unit, there is an opportunity to negotiate based on data and facts to determine a reasonable solution for reductions.

Mr. Welser added that the proposed programs for cuts represent approximately 100 FTE at the base level of \$650,000, the teaching salary contribution margin is 50% of the base level leaving \$325,000 to be contributed to the College's general payables, leading to more cuts. He added that he had discussed with Dr. Taylor concessions the Union may have regarding commitment letters, that with firm budget figures there are still options for the College to save money, and that this be considered a budget issue and not an issue of faculty salaries specifically, but to the College as a whole.

B. CONSENT AGENDA

None

C. REGULAR AGENDA

*** 1. Motion Items**

None

*** 2. Roll Call Items**

President Elliott stated that the budgetary implications may total millions of dollars and the merits of the programs were very well stated and that the College is at the beginning of the negotiating process. It is their desire to utilize data to determine ways to balance the budget and that the action taken

that day may not need to be implemented, but the preliminary action must be taken to meet legal requirements.

Dr. Taylor summarized that the preliminary resolution addresses program elimination of: Men's Basketball; Women's Basketball; a portion of Physical Education; Early Childhood Education; and Administrative Office Management. He added that the action leads to March 15th letters for a few faculty, and the measure does not address budget impacts of classified staff or students outside the programs listed in terms of class cuts, rather there will be reductions in all areas.

Prior to voting on the resolution, Trustee Schramel moved to delete the Early Childhood Education program from the list of proposed reductions or discontinuance of programs. The motion was seconded by Trustee Sheehan. The Board engaged in a discussion to clarify that it was moved to delete the Early Childhood Education program from the list of programs in the Resolution. Dr. Taylor suggested a roll call vote on whether to amend the Resolution, and then vote on the Resolution.

The amendment to delete the Early Childhood Education program from the list of reductions or discontinuance of programs was passed by roll call vote as follows:

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| Ayes | Schramel, Shamberger, Sheehan, Student Trustee Oliphant |
| Noes | Elliott, West |
| Absent | None |
| Abstain | None |

The Resolution #10/11-8 was passed as amended by a roll call vote as follows:

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| Ayes | Elliott, Schramel, Shamberger, Sheehan, West |
| Noes | Student Trustee Oliphant |
| Absent | None |
| Abstain | None |

There being no further business, the meeting was adjourned at 3:34 p.m.

RT/lb