

MINUTES OF THE BOARD OF TRUSTEES
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
OCTOBER 19, 1998
LIBRARY 105, SADDLEBACK COLLEGE

The open session of the regular meeting of the Board of Trustees was called to order by President Williams at 4:09 p.m.	CALLED TO ORDER
There were no public comments concerning items to be discussed in closed session.	PUBLIC COMMENTS
The open session was adjourned to closed session. The Board of Trustees met in closed session from 4:10 p.m. to 8:20 p.m. All trustees were present.	CLOSED SESSION
The open session of the regular meeting of the Board of Trustees was reconvened by President Williams at 8:25 p.m. Trustee Fortune led the pledge of allegiance and Trustee Lorch read words of inspiration.	RECONVENED
<u>Members of the Board of Trustees</u> John Williams, President Dorothy Fortune, Vice President Teddi Lorch, Clerk Steve Frogue, Member Joan Hueter, Member Dave Lang, Member Marcia Milchiker, Member Marie Hill, Student Member	PRESENT
<u>Administrative Officers</u> Cedric Sampson, Chancellor Bob Matthew, Acting Vice Chancellor, Fiscal Services Georganna Sizelove, Acting Vice Chancellor, Human Resources Kathleen O'C. Hodge, Vice Chancellor, Educational Services Dixie Bullock, President, Saddleback College Raghu Mathur, President, Irvine Valley College	
<u>Faculty Association</u> No representation	

Academic Senate

Maureen Smith
Richard Zucker

California School Employees Association

Mary Williams

Classified Senates/Council

Mike Bryant
Leslie Humphrey
Gail Stevenson

Associated Student Government

Suzanne Desaulniers
Ali Hojat

Motion by Trustee Lang, seconded by Trustee Frogue, to approve the agenda as presented, including replacement and/or additional pages to items 7a-1, 7a-2, 7b-1, 7b-2, 46, 47, and 52. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.

**APPROVAL
OF AGENDA**

Motion by Trustee Hueter, seconded by Student Trustee Hill, to approve minutes of the July 29, July 30, August 5, August 11, and August 12, 1998, special meetings of the Board of Trustees, and the September 14, 1998, regular meeting of the Board of Trustees with a change. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.

**APPROVAL
OF MINUTES**

Trustee Lorch, Clerk of the board, read out the following actions from closed session:

CLOSED SESSION

It was moved by Trustee Lorch, seconded by Trustee Fortune, to terminate a classified employee effective October 19, 1998, as the results of a disciplinary hearing. Motion carried with Trustee Frogue casting a negative vote. It was moved by Trustee Lang, seconded by Trustee Milchiker, to extend the MOU between CSEA and South Orange County Community College District and add one more retirement window period of September 5, 1998, to January 8, 1999. Motion carried with Trustee Frogue casting a negative vote. It was moved by Trustee Frogue, seconded by Trustee Milchiker, to empower the Chancellor to offer the MOU to extend the window for

retirement to the Faculty Association and clean up contractual language including release time and other matters. Motion carried with Trustee Hueter casting a negative vote and Trustee Lorch abstaining.

President Williams asked board candidates in the audience to introduce themselves, and Doug Chapman, Nancy Padberg, and Pete Maddox introduced themselves. Maureen Smith, President, Saddleback College Academic Senate, introduced fellow senators Bob Stewart and Lynn Bechtold. President Mathur introduced and welcomed the new Acting Vice President of Business Services at Irvine Valley College, Judith Christiansen.

INTRODUCTION
OF GUESTS

There were no public comments concerning items on the agenda.

PUBLIC COMMENTS

Items 2, 5, 15 and 17 were removed from the consent calendar for separate discussion. Motion by Student Trustee Hill, seconded by Trustee Lang, to approve the consent calendar as amended. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.

CONSENT
CALENDAR

Motion by Trustee Lang, seconded by Student Trustee Hill, to approve Professor Sharon MacMillan for a Spring 1998 – Fall 1998 one-year sabbatical. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.

SABBATICAL
LEAVE
REQUEST

The board approved the Spring 1999 Emeritus Institute guest speakers and honoraria as listed.

EMERITUS
INSTITUTE

Professor Carol Bander thanked everyone who participated in creating the fourth edition of *The International Voice*, a publication by Saddleback College's ESL Department and international students, and introduced Professors Kathleen Smith and Janice Jensen, and student writer Cecilia Dicolla who read selections.

THE
INTERNATIONAL
VOICE

Motion by Student Trustee Hill, seconded by Trustee Frogue, to approve the award of funds in the amount of \$12,500 for the Business Education Statewide Advisory Committee project at IVC and travel expenses for advisory committee members to attend meetings in accordance with the terms of the contract. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.

GRANT/CONTRACT
ACCEPTANCE

The board accepted the award of \$9,375 to Saddleback College from the Underrepresented Student Special Projects Grant to provide intervention services and strategies in order to increase retention to DSPS students.

GRANT
ACCEPTANCE

Motion by Trustee Frogue, seconded by Trustee Hueter, to approve Option 1 or Option 2 for the SOCCCD/Prosolviva, Inc., Collaborative Agreement Addendum and Lease/Purchase Agreement for Hardware and Software to Develop Virtual Reality associated with the grant project. Chancellor Sampson recommended approval of Option 1 to the board, followed by a further review of the items by Dean Bergerud and Vice Chancellor Matthew. Motion by Trustee Hueter, seconded by Trustee Frogue, to approve Option 1, items 7a-1 and 7a-2. Trustee Fortune asked questions and suggested changes to the written recommendation on item 7a-2, but withdrew her suggestions following further discussion. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.

ECONOMIC
DEVELOPMENT/
BRIDGE GRANT

The board approved Saddleback College's Horticulture 189 Special Topics course which includes out-of-state travel.

FIELD TRIP

The board approved acceptance by Saddleback College of the \$5,000 Child Development Training Consortium Agreement from Yosemite Community College District.

CHILD DEVELOP-
MENT TRAINING
CONSORTIUM

The board approved the consulting agreement with Kenneth T. Miller, Ph.D., to serve as Medical Director of the Paramedic Training Program at Saddleback College for the 1998-99 fiscal year.

CONSULTANT
AGREEMENT

The board approved consultant agreements with the following individuals/organizations in order to meet the obligations of the Regional Health Occupation Resource Center grant project at Saddleback College: Diedre Pollock-Blevins; Peggy Wetsch; Carol Rudd; Susie Salazar, Bruce Hines, Denise Markus, Deborah Gatti, Jondea Orr, Kathleen Zajic, Susan Lobi, and Janet Reilly; Vidella Waller, Suzanne Tang, Lynda Grauso, Patricia Vega, Gloria Ervin, Maria Martin, Pamela Reber, Marilyn Overby, and Pamela Martin; Mt. San Antonio College; and St. Francis Career College.

RHORC
CONSULTANT
AGREEMENTS

The board approved payment of honoraria by Saddleback College to Elizabeth Styffe in the amount of \$200 for her presentation to Nursing N151 students; the individuals listed in the amount of \$1,200 total for their presentations for the Fall 1998/Spring 1999 Art Programs; Dr. Rosalie Gicchino Baker in the amount of \$500 for her presentation during the November 18 Humanities Hour; Dr. Michael Stone in the amount of \$300 for his presentation to students during Red Ribbon Week; and to the musicians listed in the amount of \$10,500 for their services as orchestra members for the 1999 Spring musical *Bye, Bye Birdie*.

HONORARIA

The board authorized a guest artist contract with Halau Hula Ka No Eau Hawaii Arts Ensemble for a single performance on Sunday, May 9, 1999, at Saddleback College for a fee not to exceed \$8,000.

GUEST
ARTIST
CONTRACT

The board approved the changes in the Saddleback College Spring 1999 curriculum as indicated.

CURRICULUM
ADJUSTMENTS

Motion by Trustee Milchiker, seconded by Trustee Frogue, to approve the Saddleback College Community Education 1998-99 offering for the Orange County Virtual Technology Education Center proficiency programs of virtual reality tools. Trustee Fortune moved to amend the motion, seconded by Trustee Lorch, to include the addition of the following statement to the recommendation: *Revenues generated by these fee-based courses will be credited to the Orange County Virtual Technology Education Center as revenue less an administrative fee retained by Saddleback College Community Services for enrolling participants.* Amendment passed unanimously. Main motion carried unanimously. Student Trustee Hill cast affirmative advisory votes to both.

CURRICULUM
ADMUSTS FOR
SPRING 1999

The board approved granting Certificates of Achievement to the students listed by Saddleback College.

CERTIFICATES OF
ACHIEVEMENT

<p>Motion by Trustee Lorch, seconded by Trustee Fortune, to approve the out-of-state travel request for up to ten Saddleback College students and an advisor November 20-25 to Washington D.C. at a cost not to exceed \$8,800. In response to Trustee Hueter's inquiry concerning the large number of students attending the Annual National Conference on Student Services and resultant high cost, Ms. Desaulniers stated that because ASG experienced cost savings on other conferences they decided to send additional students to Washington D.C. to participate in the Leadership Certification Course that is offered. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.</p>	<p>STUDENT OUT-OF-STATE TRAVEL</p>
<p>The board approved the request by the Saddleback College ASG to invite Sead Bekric and Karen Streeter to speak during the Abilities Awareness event on October 21, 1998.</p>	<p>GUEST SPEAKERS</p>
<p>The board approved the expenditures for the IVC Guest Lecture Series as presented for the academic year 1998-99 in an amount not to exceed an annual cost of \$10,000.</p>	<p>GUEST LECTURE SERIES</p>
<p>The board approved the workshops listed in the agenda item for the Curriculum and Professional Development in Business Education Program at IVC.</p>	<p>WORKSHOPS</p>
<p>The board approved the additional IVC Community Education programs and presenters' compensation for the 1998 fall season.</p>	<p>COMMUNITY EDUCATION</p>
<p>The board approved the participation of the District's Forensics Team and IVC Chinese Culture Association in hosting a showcase of the Peoples Republic of China Debate Team on November 6 at a cost not to exceed \$500.</p>	<p>SOC CCD DEBATE TEAM/CHINESE DEBATE TEAM</p>
<p>The board approved the IVC Dance Team's performance in Arizona at a cost not to exceed \$1,634.</p>	<p>DANCE TEAM PERFORMANCE</p>
<p>The board approved the expenditures for IVC's Choral Program concerts scheduled for the 1998-99 season in an amount not to exceed \$22,250.</p>	<p>CHORAL PROGRAM CONCERTS</p>
<p>The board approved the expenditures for the IVC Dance Department's activities scheduled during the 1998-99 season in an amount not to exceed \$20,000.</p>	<p>DANCE DEPARTMENT PRODUCTIONS</p>

The board approved the estimated expenditures for IVC's fall semester music recitals with projected expenditures not to exceed \$1,250.

MUSIC
RECITALS

The board approved the IVC Men's and Women's Tennis teams travel to Hawaii April 1-11, 1999.

TENNIS TEAM
TRAVEL

The board approved changing travel dates for the IVC Geology Club to attend the Annual Meeting of the Geology Society of America in Toronto in October, and the IVC Political Science Club to attend the National Model United Nations Conference in New York in March, in order to take advantage of more cost effective airfares.

CHANGE TO
CLUB TRAVEL
DATES

The board approved participation and related expenditures associated with the AmeriCorps Grant project at IVC as follows: travel expenses in the amount of \$600 for A. Ilene Barcenas, Advisory Committee Member, for attendance at the Community Service-Learning Conference November 4-6; and expenses in the amount of \$100 per student for four students to attend the Emergent Literacy for the 21st Century Conference on October 21.

AMERICORPS
GRANT
EXPENDITURES

The board approved the LaserGrade Computer Testing Center Application, allowing IVC to proceed with additional testing capabilities at no additional cost.

AUTHORIZED
TESTING CENTER
APPLICATION

The board approved consultant agreements for IVC with Robert Lindbloom in the amount of \$70/hour with maximum cost not to exceed \$15,000 to provide programming services for the Early Alert program; with Louis Montulli in an amount up to \$5,000 to provide services required to meet the obligations of the Center for Applied Competitive Technologies grant; with Susan Raney in the amount of \$2,000 to provide services required to meet the obligations of the Curriculum and Professional Development in Business Education Program; with Anthony Salas in the amount of \$8,000 to provide services required to meet the obligations of the Statewide Delivery of Distance Education grant; and with Barbara Stockler in the amount of \$2,500 to provide services required to meet the obligations of the Statewide Delivery of Distance Education grant.

CONSULTANT
AGREEMENTS

The board approved utilizing the County of Orange Juvenile Court Work Program at a rate of \$375 per day as per the agreement and MOU included in the agenda item.

USE OF JUVENILE
COURT WORK
PROGRAM

<p>The board approved Change Order 1 to decrease the contract for the underground tank and soil remediation project at Saddleback College by \$17,003.88, accepted the project as complete, and authorized filing a Notice of Completion.</p>	<p>CHANGE ORDER/ NOTICE OF COMPLETION</p>
<p>The board accepted the ventilation system project in Building A-400 at IVC as complete and authorized filing a Notice of Completion.</p>	<p>NOTICE OF COMPLETION</p>
<p>The California Community Colleges Quarterly Financial Status Report as of September 30, 1998, was provided for the board's information.</p>	<p>QUARTERLY FINANCIAL STATUS REPORT</p>
<p>The board approved extending the contract with Collectech Systems, Inc., for the district's collection of outstanding accounts.</p>	<p>EXTENSION OF CONTRACT</p>
<p>The board approved awarding Bid 989 for a chilled water distribution system at Saddleback College to Refrigerated Air Mechanical Systems for \$152,209.</p>	<p>AWARD OF BID</p>
<p>The board adopted Resolution 98-56, Districtwide General Fund – Restricted Programs, to amend the 1998-99 General Fund Restricted Budget, and Resolution 98-57, Child Development Training Consortium, to amend the 1998-99 Childcare Fund Restricted Budget.</p>	<p>BUDGET AMENDMENTS</p>
<p>The board approved purchase orders 80293 through 80982 totaling \$851,683.75.</p>	<p>PURCHASE ORDERS</p>
<p>The board approved checks 96624 through 97656 totaling \$2,024,496.64; credit card purchases totaling \$13,259.10; SC Community Education checks 4023 through 4038 totaling \$100,761.29; and IVC Community Education checks 5404 through 5424 totaling \$120,434.59.</p>	<p>PAYMENT OF BILLS</p>
<p>The board approved the expenditures for the scheduled 1998-99 workshops and activities provided by District Services staff development funding.</p>	<p>STAFF DEVELOP- MENT WORKSHOPS/ ACTIVITIES</p>
<p>The board approved the trustees' requests to attend conferences and meetings, and/or local mileage reimbursement as indicated.</p>	<p>TRUSTEE TRAVEL/MILEAGE REIMBURSEMENT</p>
<p>The board approved mileage reimbursement for the trustees' attendance at required board meetings.</p>	

PUBLIC COMMENTS

Thirteen individuals addressed the board on various topics including previous board action concerning the Dean of Admissions and Records position, slate mailers, and requests for removal of the faculty advisor to the *Lariat*. Trustee Lorch stated that she would like to hear comments from the Chancellor and College President on the latter issue, and Chancellor Sampson said he would investigate the issue, respond to the board, and also ensure that Professor Walker receives a fair chance to be heard.

REPORTS

Trustee Milchiker asked administration to investigate the concerns expressed by students regarding the *Lariat* advisor and provide a report to the board on remedying the situation. Trustee Milchiker stated she is looking forward to the reception for Chancellor Sampson and to the accreditation team visits.

Trustee Lang reported that he attended the ACCT Convention in September where issues such as technology, global education, CEO evaluation and leadership, purposeful accountability policies, and whether or not community colleges should be authorized to award Baccalaureate degrees were discussed, and noted he found the convention to be a particularly excellent opportunity for networking and sharing insights with other trustees and administrators. He stated that he selected materials from the conference to provide to Chancellor Sampson for sharing with board members and others. He congratulated Peter Morrison for election as Academic Senate President and the District Forensics Team for their excellent performances, and thanked the classified staff members who are retiring for their service to the district.

Trustee Hueter stated that she was saddened by the remarks of students concerning the *Lariat* and hopes that the situation will improve.

Trustee Frogue expressed concern over the trend of concentration of power among fewer and fewer people over the last thirty years that control the press, and commended the *Lariat* and *Voice* staff for fairly reporting issues concerning the recall campaign. He thanked Student Trustee Hill for her comments at his recent press conference, and stated that he is looking forward to attending the Chancellor's reception.

Student Trustee Hill reported that she, too, attended the ACCT Convention and would be happy to provide additional details on the event if anyone is interested. She added that she enjoyed attending Saddleback College's Homecoming festivities as well as the recent Senior Olympics where Saddleback College History Professor Carl Christensen won two gold medals.

Trustee Lorch read portions from an article titled *Growth of Consumer-Friendly Higher Education Spurs Competition for Students* from the CCLC publication, *The News*, and stated it supports the message she's been repeating for five years which is that community colleges need to make changes in order to compete with the many higher education options available today (a copy of the article is attached to the minutes). She stated that the district needs to find ways to offer different options, different schedules, different time frames, different ways in general to offer classes that adapt to the new reality and demands of the new reality. Trustee Lorch noted that a recent program on PBS, Channel 28, also covered the topic of the changing landscape of education, and urged the board and administration to study the issue to find ways to stay competitive. She recognized retiring classified staff members for their many years of dedication to the district.

Trustee Fortune expressed appreciation to faculty, staff, and students for their hard work for the good of the district and the community, and to Chancellor Sampson, the college presidents and vice presidents for their efforts toward increasing enrollment. She also thanked Director MacDougall for producing a requested wait list which totaled approximately 8,000 student for fall, and asked if a better system can be developed for spring. Trustee Fortune reported that she attended the ACCT convention also, and was particularly interested in the seminars on board/president relations and CEO evaluation. She added that the EDUCOM Conference she recently attended was fascinating and that she will provide a report on the conference at the next board meeting.

President Williams stated in response to an individual's remarks during Public Comments that there was nothing inappropriate or illegal in the letters he sent to trustee candidates or to slate mailer people. He reported that he was impressed with the quality of the EDUCOM Conference, and distributed an informative report on technology from the *Chronicle of Higher Education* representatives. President Williams added that he enjoyed attending the Kool Kats concert at Leisure World as well as the Senior Games at Saddleback College which he officially opened. He noted that there were approximately 600 competitors in the Senior Games, mostly in track and field, and the oldest competitor was ninety-one.

Ms. Desaulniers reported that on the success of the Homecoming activities and events including the pregame alumni barbecue attended by over 200 people, and noted that this is the first year ASG has presented the Betty Sherrer Award in honor of their long-time Pep Squad Advisor. She stated that Abilities Awareness Days are October 19-21, that Student Affairs Director Penny Skaff will attend the CSAW conference in Costa Mesa where ASG will present a workshop on cultural diversity, and ASG members recently attended the CalSACC Presidential Summit where they met Chancellor Nussbaum.

ASG REPORTS

Mr. Hojat reported that ASIVC is honored to be participating in hosting the Chinese debate team who will debate the SOCCCD Forensics Team on November 6. He also reported on the IVC Honor Society Induction, student participation in upcoming accreditation visits, the combination of the ASIVC cabinet and senate and resultant change to their by-laws, and their review of the board policy and related administrative regulation regarding dissemination of information. Mr. Hojat asked that, in the future, Student Trustee Hill consult with ASIVC before making statements that could be interpreted as representing the students at both campuses.

Professor Smith reported that last spring the state Academic Senate passed a resolution urging all community colleges to adopt a faculty code of ethics and professional standards statement, and distributed copies of the completed Saddleback College Academic Senate document. She added that they have not yet begun a discussion of a process of censure but that will be the next step.

ACADEMIC SENATES' REPORTS

Professor Zucker announced that Peter Morrison was elected Senate President by 85% of the voters and ran unopposed. He indicated that the Senate is working on a survey in an effort to gather information on the organizational structure as requested by the Chancellor and President, and will forward the results to the Chancellor by the end of the week. Professor Zucker reported that the Senate is also working on the faculty hiring priority list and recently adopted a philosophy requiring each of the academic schools to hire to a minimum of 55% full-time faculty members out of the available full-time equivalent faculty members in that school.

Ms. Williams thanked Chancellor Sampson for bringing forward to the board a proposal to enhance classified retirements benefits based on the recent signing of AB1102 by the governor, and noted that 8 of the 15 staff members retiring will be able to significantly increase their benefits. She indicated that the chapter has been served with decertification papers that they believe will not pass preliminary review, and with another lawsuit to remove current officers from office. Ms. Williams reported that CSEA is selling *Entertainment* books to raise money and presented Chancellor Sampson with one of the books as a welcome gift.

CSEA REPORT

Chancellor Sampson indicated that he would like to call a trustee study session on November 2 to discuss some items of significance, followed by another meeting yet to be scheduled. He stated that the board needs to have time to discuss issues with the presidents, deans, faculty and staff about hiring proposals, administrative structure suggestions, board goals, and the Tustin Base, without taking action. Chancellor Sampson added that he looks forward to meeting community members, faculty and staff at the reception being held in his honor.

CHANCELLOR'S
REPORT

President Bullock reported that classified staff member Mary Amelotte contacted Cal Tech concerning the possibility of purchasing a seismograph for the campus and Cal Tech surprised the college by donating the equipment, which will be installed when an appropriate location is determined. She announced that the preliminary report from the Board of Registered Nursing concerning reapproval of Saddleback College's Nursing Program is very promising and reflected a high regard for faculty and staff. President Bullock also reported on the upcoming reception for the accreditation team members, the success of the Senior Games, the new Alzheimers Center, telephone registration commencing on November 9, and the recognition of Professor Bill Holston at the Teacher of the Year ceremony on November 9.

PRESIDENTS'
REPORTS

President Mathur reminded everyone that they are invited to a breakfast reception on October 27 for the visiting accreditation team. He congratulated the SOCCCD Forensics Team for their outstanding performances, Professor Morrison for his election to the position of IVC Academic Senate President, and Professor Lewis Long who will be recognized at the Teacher of the Year ceremony. President Mathur brought the attention of the board to his written report and highlighted noted speakers who will provide presentations through the new IVC Lecture Series.

Motion by Trustee Milchiker, seconded by Trustee Hueter, to approve the submitted academic personnel actions, including replacement pages. Trustee Fortune made a motion to remove the second listing under *Equivalency* in item F, *Academic Temporary Part-Time/Substitute Staff*, to be brought back to the next board meeting with more detailed information. Motion carried unanimously as amended.

PERSONNEL
ACTIONS

Motion by Trustee Hueter, seconded by Trustee Frogue, to approve the submitted classified personnel actions, including replacement pages. Trustee Lorch moved to amend the motion, seconded by Trustee Frogue, to include removal of item E-1 and E-2. Motion to amend carried with Trustees Hueter, Lang, and Milchiker casting negative votes. Trustee Lorch moved to amend the motion, seconded by Trustee Frogue, to remove G-1, Fiscal Specialist, to be brought back to the next board meeting with more information on the position. Motion to amend carried with Trustees Hueter, Lang, and Milchiker casting negative votes. Main motion as amended carried unanimously.

Motion by Trustee Lang, seconded by Trustee Hueter, to grant Executive and Administrative personnel a 1997-98 0% salary raise and the cost of living increases (COLA) on the appropriate salary schedules for fiscal years 1998-99 and 1999-2000 for the amount of COLA provided by the state budget for each of these two years (subject to the district maintaining its Unrestricted General Fund ending balance of at least 3%). The increase will represent a 2.26% raise for 1998-99 with the same benefit package provided for faculty to be provided for the Executive and Administrative employee group. Chancellor Sampson indicated that other groups have received cost of living increases and expressed his support for providing the same increases and benefits to the Executive and Administrative employee groups. Trustees Lorch and Fortune expressed opposition and stated that spiraling labor costs need to be curtailed, Executive and Administrative staff should be paid for performance, and that they already have exceptional benefits. Following considerable discussion, the board voted to call the question. Motion carried with Trustees Fortune, Lorch, and Williams casting negative votes.

**EXECUTIVE AND
ADMINISTRATIVE
EMPLOYEE GROUP
INCREASE IN COLA
AND BENEFITS**

Motion by Trustee Frogue, seconded by Student Trustee Hill, to grant Classified Leadership personnel a 1997-98 0% salary raise and the cost of living increases (COLA) on the appropriate salary schedules for fiscal years 1998-99 and 1999-2000 for the amount of COLA provided by the state budget for each of these two years (subject to the district maintaining its Unrestricted General Fund ending balance of at least 3%). The increase will represent a 2.26% raise for 1998-99 with the same benefit package provided for faculty to be provided for the Classified Leadership employee group. Motion to call the question by Trustee Lang failed. Motion by Trustee Lorch, seconded by Student Trustee Hill, to strike 1999-2000 from the recommendation. Trustee Frogue asked for reconsideration of the previous item, 48, and President Williams requested completion of the current item, 49, before returning to item 48. Following further discussion, amended motion carried with Trustees Hueter, Lang, and Milchiker casting negative votes. Main motion with amendment carried with Trustees Hueter and Lang casting negative votes.

**CLASSIFIED
LEADERSHIP
EMPLOYEE GROUP
INCREASE IN COLA
AND BENEFITS**

Motion by Trustee Frogue to reconsider item 48, seconded by Trustee Fortune. Motion to reconsider carried with Trustees Hueter, Lang, and Milchiker casting negative votes. Trustee Frogue moved to strike 1999-2000 from the recommendation for item 48. President Williams stated that he wants performance standards implemented and would like them to be brought to the November board meeting. Trustee Frogue revised his amendment to include striking 1999-2000 from the recommendation and adding "introduce by November of 1998 performance objectives to be used to determine raises," seconded by Trustee Fortune. Amended motion carried with Trustees Hueter, Lang, and Milchiker casting negative votes. Main motion carried with Trustees Fortune, Hueter, and Lorch casting negative votes.

RECONSIDERATION
OF ITEM 48

The board accepted the gifts listed in the agenda item.

GIFTS

Motion by Trustee Lang, seconded by Trustee Lorch, to approve the Student Abroad contractors associated with the Geology 189 and Anthropology 108 courses involving the mapping of the archaeological sites on Easter Island and the input of data into GIS at Saddleback College. Motion carried unanimously. Student Trustee Hill cast an affirmative advisory vote.

GIS MAPPING
OF EASTER
ISLAND

Information on the estimated cost of retirement incentives for faculty was provided for the board's review.

RETIREMENT
COSTS

The meeting was adjourned at 12:50 p.m. to closed session.

ADJOURNMENT


Cedric A. Sampson, Secretary