

**Board meeting of March 4, 2013**

### SOME HEADLINES

#### Trustees approved or reviewed:

- Reductions in classified, faculty and administrator positions
- New board policy on service animals on campus
- New board policy on alcohol on campus
- Revisions to board policy on disclosing student records
- A new transfer degree at De Anza College
- New hires and retirements

To see background information for any of the items that appear below, go to <http://www.boarddocs.com/ca/fhda/Board.nsf/Public>. Click on "2013" and find the March 4 meeting. Click on that meeting and then click on "View the Agenda" to access all the supporting documents.

### INFORMATION & ACTION ITEMS

**Reductions or discontinuance in service:** To eliminate the district's ongoing budget deficit, the board unanimously approved the elimination or reduction of 61 full- and part-time classified positions, 27 faculty positions and three administrator positions, all for lack of work or funds, effective June 30.

About half the affected classified positions are currently vacant. Vice Chancellor of Human Resources **Dorene Novotny** reported that three of the faculty positions and three of the administrator positions are occupied. She said the affected faculty members will move into vacant positions or provide backfill for faculty who are on leave in 2013-14. One of the administrator positions is being eliminated because grant funding has been discontinued for the district, she said. Two of the affected administrators have the opportunity to return to classified service in the district, and one already has obtained outside employment.

Each board member individually expressed sadness and regret at the impact of the cuts on employees, students and the district. Trustee **Bruce Swenson** spoke about the district's "truly outstanding classified staff" and expressed hope that places can be found for all the talented employees who are being displaced and wish to stay. While the number of classified positions being reduced may seem inequitable, he noted that many part-time faculty members have lost employment with the district in recent years.

During this period, the district has tried to preserve as many classified positions as possible using one-time dollars. Partly as a result, the district is bumping up against the state's 50 percent law, which requires that salaries of classroom instructors make up at least 50 percent of the district's current educational expenses. As enrollment has declined, so has spending on

classroom instruction. Now the district's overall financial picture requires that it reduce the ongoing structural budget deficit and address the 50 percent law before the start of the next fiscal year.

Speaking as a member of the public, **Ken Horowitz**, a Foothill dental hygiene instructor, urged trustees to vote against the classified staff reductions. Taking note of recently published lists of employee compensation, he said the district should look closely at how much it is spending on overtime and extra pay for overload teaching assignments.

**Second quarter report:** Vice Chancellor of Business Services **Kevin McElroy** reported that the district is projecting that enrollment could be down 700 full-time-student equivalents (FTES) for the 2012-13 fiscal year. Efforts are being made to recoup enrollment in spring and summer, but if the projected decline holds, it would result in a reduction in the district's base funding estimated at \$3.2 million for 2013-14. He said there is good news in that the state may not impose a deficit factor that the district had budgeted in the current year, which would bring about \$2 million to the district's bottom line, and an increase in non-resident enrollment could result in up to \$1 million in new revenue. Expenses are holding steady for the year, he said, but could increase by as much as \$2 million next year unless further adjustments to spending are made. Based on current assumptions, the district is projecting a budget deficit for 2013-14 of \$3 million to \$5 million.

**New associate degree for transfer:** Board members approved a new associate in arts degree for transfer in child development and education at De Anza for submission to the state chancellor's office for approval. It is one of a number of new transfer degrees that have been developed at both colleges. Transfer degrees are intended for students who plan to complete a bachelor's degree in a similar major at a California State University campus. The transfer degree guarantees admission to the CSU system but not a particular campus or major.

**New policy on service animals:** Trustees reviewed a proposal for Board Policy 3440, which would allow an individual with a disability to use a service animal on campus to access district facilities and take part in activities, services and programs. A service animal is defined as a dog or miniature horse that has been individually trained to work for the benefit of the person with the disability. Under the new policy, the district would have the right to exclude any service animal if its continued presence presents a substantial risk of injury to people or district property, as allowed under law. The chancellor noted that the district's legal counsel has advised that miniature horses must be included in the policy.

**New policy on alcohol on campus:** Trustees reviewed a proposal for Board Policy 3500, which responds to a change in the law by creating an exception for special events from the ban on serving alcoholic beverages on campus. To qualify as a special event, the principal attendees must be members of the general public or invited guests, not district students. (Employee parties also do not qualify as special events.) The ability to serve wine and beer at special events on campus is expected to increase revenue generated by facility rentals. Other existing exceptions to the alcohol ban include Foothill-De Anza Foundation fundraising events and some events held at the Flint Center when it is under lease to a private, nonprofit corporation.

**Revisions to policy on disclosing student records:** Trustees reviewed proposed revisions to Board Policy 5050, which covers disclosure of student records, including what may and may not be disclosed. The recommended changes would streamline and update the district policy to conform to state and federal regulations. The revisions consolidate several related policies in one place. Trustee **Pearl Cheng** said she was pleased that the information on handling electronic information is so complete.

## HUMAN RESOURCES & PERSONNEL

**Employment:** Trustees approved the employment at Foothill of **Shahram Hassan** and **Diana Tran** as a financial aid assistants, and **Dasha Valerio** as a chemistry laboratory technician; and at De Anza of **Parvin Lonbani** as a teacher assistant in the Child Development Center.

**Faculty retirements:** Trustees approved the resignations for the purpose of retirement of De Anza College instructors **Zaki Lisha** in creative arts, **Faith Milonas** in counseling and **Linda West** in business and computer information systems, all under Article 19 of the faculty agreement and all effective June 28.

**Classified retirements:** Trustees approved the retirements at Foothill of **Diana Morrow**, an instructional associate in fine arts and communications, effective March 28; and at De Anza of **Larry Bloom**, an adaptive physical education specialist, and **Susan Bloom**, a financial aid coordinator, both effective June 30.

## REPORTS & HEARINGS OF ITEMS NOT ON THE AGENDA

**Public comments:** Palo Alto resident Ken Horowitz, a Foothill College dental hygiene instructor, commented that in light of the number of overload classes being taught, the district should consider updating contract provisions regarding faculty teaching loads and hours. He urged the district to focus on improving student completion.

**Staff comments:** Foothill Academic Senate President **Dolores Davison** reported that English instructor **Scott Lankford** was presented earlier that day with a prestigious Gerald C. Hayward Award by Board of Governors of the California Community Colleges. Lankford is among three professors and a counselor to receive a 2013 Hayward Award for excellence in education, and Foothill's fifth recipient over the years. (Photos of the award ceremony are posted at <http://californiacommunitycolleges.cccco.edu/Newsroom/PhotoGallery.aspx>) She also noted that Lankford and Foothill faculty members **Keith Lee**, **Preston Ni** and **Jeremy Wallace** are among nine fellows for 2012-13 participating in the Stanford Human Rights Education Initiative.

De Anza Academic Senate President **Karen Chow** reported on the college's daylong Partner's in Learning conference March 8 (<http://www.deanza.edu/academic-services/pil/>). The keynote speaker will be **Diego Navarro**, founder of the Academy for College Excellence at Cabrillo College.

Foothill Classified Senate President **Erin Clifford Ortiz** reported that three busloads of Foothill students, faculty and staff had taken part that day in the annual March in March in Sacramento. She invited those present to a Women's History Month event March 12 from 1:30-2:30 in the Hearthside Lounge – a panel discussion about leadership featuring board President **Betsy Bechtel**, Chancellor **Linda Thor**, President **Judy Miner**, Foothill Student Trustee **Antonia Zavala**, and ASFC President **Joseline Diaz**.

**Presidents' comments:** De Anza President **Brian Murphy** noted that four buses from De Anza traveled to Sacramento for the March in March and expressed appreciation that Foothill-De Anza was so well represented. He reported on a panel discussion on campus last week featuring five De Anza students who are military veterans and **Brian Castner**, author of "The Long Walk: A Story of War and the Life That Follows." The event was part of Silicon Valley Reads. He commented on a recent African American student summit and a visit to De Anza by several hundred Latino students from east San Jose organized by **Rob Mieso**.

Foothill President Miner thanked board members for attending the open house last week at the new Physical Science and Engineering Center. She reported that Foothill has received a \$10,000 Palo Alto Rotary Club grant to support summer STEM camps for high school juniors and seniors. She said the aim of the camps is to attract underrepresented students to the sciences. She noted that **Betsy Nikolchev**, executive director of the Family Engagement Institute at Foothill College, will receive the Mountain View Chamber of Commerce's Athena Award on March 19.

**Chancellor's comments:** Chancellor Thor commented on the new carpeting in the district board room. Rather than waiting for the district office remodel, which has been delayed, replacement of the worn carpeting and vintage audience chairs is under way. She reported on attending a League for Innovation in the Community College retreat with board President Bechtel. U.S. Under Secretary of Education **Martha Kanter** was among speakers who addressed the group. The chancellor announced that it's now official: the quitclaim deed turning over 9.1 acres of land at the former Onizuka Air Force Station to Foothill-De Anza has been signed and recorded with Santa Clara County. Construction activities for a new education center there should begin within several months.

**Trustee comments:** Trustees Swenson and Bechtel reported on attending an event sponsored by the League of Women Voters of Mountain View-Los Altos that brings together members of the public with elected officials from local cities and school districts. President Bechtel gave a short overview of issues facing the district at the event. Trustee Swenson noted that many of the school districts reported increasing enrollments, which is good news for our district.

Trustees **Joan Barram**, **Laura Casas** and Cheng commented on the recent open house at Foothill's new Physical Science and Engineering Center and how pleased everyone is with the building.

## NEXT MEETING

The next regularly scheduled meeting of the Board of Trustees is Monday, March 11 at 6 p.m. in the Hearthside Lounge in the Campus Center at Foothill College. Agendas generally are posted 72 hours in advance at [http://www.fhda.edu/about\\_us/board/agenda/](http://www.fhda.edu/about_us/board/agenda/). Please check the agenda to verify time and location of the meeting.

*Board Highlights* is designed to communicate board meeting news to faculty and staff across the district. This publication is not the official minutes. The official minutes are available at [http://www.fhda.edu/about\\_us/board/minutes](http://www.fhda.edu/about_us/board/minutes) after their approval at a subsequent board meeting. Please contact Becky Bartindale at [bartindalebecky@fhda.edu](mailto:bartindalebecky@fhda.edu) or (650) 949-6107 with comments or questions about *Board Highlights*.