



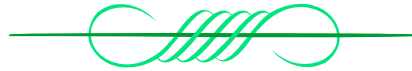
WEST HILLS COMMUNITY COLLEGE DISTRICT

Board of Trustees
9900 Cody Street
Coalinga, CA 93210
(559) 934-2100

MINUTES OF THE REGULAR MEETING OF THE GOVERNING BOARD

ANNUAL BOARD RETREAT

January 28 & 29, 2011



CALL TO ORDER / OPEN SESSION

President McKean called the meeting of the Board of Trustees to order at 8:33 a.m.

Board members present:

Mark McKean, President
Bill Henry, Vice President
Nina Oxborrow, Clerk
Jeff Levinson
Edna Ivans
Jack Minnite
Steve Cantu

Board members absent:

Ryan Cardoza, Student Trustee

Administrators present:

Frank Gornick, Chancellor
Pedro Avila, Vice Chancellor of Institutional Effectiveness and Enrollment Management
Carole Goldsmith, Vice Chancellor of Educational Services and Workforce Development
Willard Lewallen, President, West Hills College Coalinga
Don Warkentin, President, West Hills College Lemoore
Jill Stearns, Vice President of Educational Services, West Hills College Coalinga
Dave Bolt, Vice President of Educational Services, West Hills College Lemoore
Sylvia Dorsey-Robinson, Vice President of Student Services, West Hills College Lemoore
Susan Whitener, Associate Vice Chancellor of Educational Planning
Frances Squire, Executive Director of West Hills Community College Foundation
David Castillo, Director of Westside Institute of Technology (WIT)

Introduction of Guests

There were no guests introduced at this time.

Public Comments

There were no public comments made at this time.

PERSONNEL SERVICES

PS-8 New Administrative Job Descriptions – Trustee Minnite asked for more justification on the new administrative job descriptions and suggested that they be tabled for another meeting. President McKean stated that he would like to have a discussion. Dr. Frank Gornick explained that the Associate Vice Chancellor position is needed for a number of reasons. Mr. Pedro Avila explained that Ms. Darlene Georgatos used to be the district’s registrar. She retired over a year ago and the duties of her position were then absorbed by Mr. Keith Stearns and Ms. Maria Lourenco. Mr. Avila explained that he is restructuring Mr. Stearns’ area and he will have more responsibility and will be in charge of research and data. Mr. Avila explained that Mr. Stearns took on quite a bit of Ms. Georgatos’ duties. He stated that he is trying to make sure we have an accurate job description and give Mr. Stearns leverage with the title. Ms. Lourenco’s current job description is totally outdated and does not reflect her actual duties. The new job description (item PS-9) takes care of this and compensates her accurately. Trustee Minnite questioned if anyone in the district or community can apply for these jobs or if these job descriptions are specific to what is already being done. Dr. Gornick commented on reorganizing functions and stated that the job descriptions are for the individuals being discussed.

Trustee Minnite stated that it looks like we are spending \$100,000 for all of the proposed changes, but at the last Board meeting the Board was told we may have to cut our budget due to reductions from the state. Dr. Gornick explained that the dollar amount for the changes are almost budget neutral. Trustee Oxborrow questioned the placement on the salary schedule, particularly for the proposed new Associate Vice Chancellor position. She stated that it shows a step increase of two levels instead of just one. Dr. Gornick explained that the placement on the schedule has to do with when each individual is scheduled to receive their annual step increase. In a few instances, that meant moving them more than one step so that their compensation would not be less than if they had stayed where they were. Trustee Oxborrow commented on the lack of information provided. Dr. Gornick commented on not adding additional staff, but adding additional responsibilities and changing job titles to reflect this.

Trustee Oxborrow questioned reporting structures and adding layers. Trustee Minnite questioned if the positions the individuals are leaving will cease to exist. Dr. Gornick responded in the affirmative and stated that we are not adding more people. Trustee Minnite suggested that the titles be taken off of the organization charts and not left as vacant, and

removing the positions from the books. He questioned how the changes to improve the administration will benefit the colleges and the students. Mr. Avila stated that with regard to Mr. Stearns' area, we will be leveraging technology. Financial aid will be moved to this area and we will be able to automate those functions. Mr. Avila reported that Mr. Stearns will be giving a demonstration later on today with regard to one of the new functions. We will be automating reporting functions and be able to complete things in a more timely manner. He stated that we are focused on being efficient, being automated, and providing this information to staff and students. Dr. Gornick stated that much of the information will be able to be accessed more easily. Trustee Minnite questioned how well we are equipped and if we will be able to meet the demands of the increased work. Discussion took place regarding technology needs.

Trustee Oxborrow stated that she would like to go back to the discussion on job changes. She commented on not having enough information and stated that she doesn't know the advantages, financial meaning, etc. She stated that she wants to have a better understanding of why the changes are being made. She questioned if there are other staff that can take on the responsibilities besides administration and stated that she doesn't think we always need to remodel the jobs. Dr. Gornick commented on Trustee Minnite's remarks from a few months ago with regard to the "new normal." He again stated that we are not adding any additional staff. The organization is evolving and the proposed changes are a result of the Presidents and Vice Chancellors looking at the organizational structure. These are changes that they would like to make with regard to the efficiencies of the organization. Trustee Oxborrow questioned why this information wasn't shared with the Board previously. Dr. Gornick responded that when the additional Vice Chancellor positions were established, it was explained that other changes would be coming forward in the future. Trustee Oxborrow stated that she doesn't remember the conversation that way.

Mr. Don Warkentin stated that the Board is asking some great questions. He commented on the job description for the Dean of Categorical Programs and explained that the duties in that individual's area have been increased significantly. Discussion took place concerning job descriptions and responsibilities. President McKean stated that he doesn't agree with the Vice Chancellor of Business Services position being placed on the salary schedule. He stated that he would rather have that position remain on contract so that the Board has some leverage with regard to functions, reporting, and salary. Dr. Gornick stated that the Chief Executive Officers (CEOs) of districts and colleges are typically the only ones that are on

contract. All other positions are on a salary schedule. Dr. Gornick further stated that moving all of the Vice Chancellor positions to the salary schedule allows for more planning and advertising with regard to their salary. There is no other position that reports to the Board other than the CEO of the district. The Board has as much leverage as they want. The move of the positions to the salary schedule keeps us in line with standard practice. Trustee Oxborrow questioned the reason that the Vice Chancellor of Business Services was placed on contract in the first place. Dr. Gornick responded that it was the only Vice Chancellor position in the district.

Trustee Minnite questioned why Dr. Marcel Hetu does not appear on the list of changes and why his name has fallen off the radar on this issue. Trustee Cantu stated that he doesn't think that this discussion should be Board retreat material. President McKean stated that he mentioned the same thing earlier.

Ms. Anita Bart commented on item PS-11, stating that Ms. Marty Ennes has provided her with a statement to be read to the Board in her absence (Ms. Ennes was schedule to arrive after the lunch break):

"The faculty of this district listened when the administration, the board, the state, and the media told us that we're in a financial crisis. We heeded the Board's advice about retaining a flush reserve and even agreed to take furlough days. We have more students in our classes: a district-wide average of 39 students per class. We have fewer classes in the schedule, and we're using fewer adjunct instructors. Prior to the board's action, 39 faculty were on extended contracts. Only 31 of them still are. We did not take furloughs and additional work load just to have the savings fund more administrative positions and raises for administrators and classified management personnel when our financial future is still uncertain.

"With a district average class size of 39, our students no longer enjoy the one-on-one attention, encouragement, and help that used to draw them to WHCCD. Just as students need an education plan to know where they're going, they need help along the way. Many students are slipping through the cracks; many of them are first time college students who need personalized assistance in order to navigate college and be successful. Most faculty have 200 or more students each semester. This means there are many students whose names we will never learn, students we will never speak to one-on-one, and certainly many students whose personal situations we will never know.

"The rationale behind cutting the class schedule was because the state wasn't funding FTES at the same level. This same logic needs to be applied to the administrative and management positions. Where is the funding coming from?

Are more administrators and higher wages worth more to us than the success of our students?

“So when you’re considering the Personnel Service items on today’s agenda, please keep in mind the students we serve. Remember that faculty have been doing more for them with and for less. That we complied with the furlough days and that we have not had an increase to our salary schedule since the 2008-2009 academic year.

“With looming budget cuts of anywhere from two to four million dollars, creating new administrative positions and giving administrators and classified management personnel raises is not a fiscally prudent course of action.

“At the very least, faculty ask you to postpone a decision on funding these actions until after we know what cuts the state will ask of us for next year’s budget.”

Ms. Bart stated that we are doing a lot more with a lot less. Mr. Warkentin reported that West Hills College Lemoore brought on three new faculty this semester.

Trustee Cantu questioned if it would be to anyone’s advantage to break this information down. President McKean stated that we are getting behind on the schedule and asked for a motion to table the actions. He stated that there is a lot more here than meets the eye.

Trustee Minnite made a motion to table items PS-8, PS-9, PS-10, and PS-11. The motion was seconded by Trustee Cantu and carried unanimously. President McKean stated that the items will be on a future Board meeting agenda when more information is provided.

- PS-9** New Classified Management Job Description – Tabled (see motion above).
- PS-10** Administrative/Classified Management/Confidential Salary Schedule – Tabled (see motion above).
- PS-11** Changes in Assignment – Tabled (see motion above).

INFORMATION/DISCUSSION ITEMS

West Hills Community College District Vision, Mission and Goals

The revised vision, mission, and goals for the district were distributed for review. Dr. Gornick explained that one of the responsibilities with regard to accreditation is the review of the vision and mission statements for the colleges and district. He stated that

the college vision and mission statements were updated and reviewed in 2010 and have been approved by the Board of Trustees. Dr. Gornick explained that he will seek Board approval of the district's vision, mission and goals at the Board's next regular meeting.

Strategic Planning Update

Mr. Avila provided slides of the draft strategic plan report with the Board of Trustees which includes a letter from the Chancellor, history of the district, service area demographics, the strategic planning process, and the new strategic goals. Mr. Stearns provided a demonstration of Academic Tracker which relates to goal 1. He explained the program summary block, program requirements, degree competencies, general education areas, and other courses. With regard to goal 2, Mr. Avila commented that Mr. Ken Stoppenbrink will have information related to FTES at the Saturday session of the retreat. Goal 3 includes information on adult participation rates and the percent of feeder high school graduates enrolled at the West Hills Community College District. Ms. Susan Whitener provided information on goal 4 which addresses distance education and increasing access to educational programs and services. Dr. Carole Goldsmith discussed goal 5 and how it relates to vocational courses enrollment, retention, and success, along with degrees and certificates awarded. In closing, Mr. Avila also shared information on conferences and workshops at which staff have been invited to present with regard to our strategic planning model.

Closing the Gap Discussion/Update

Ms. Elaine Cash, Project Director for the Closing the Gap Project, provided an update on the project to date. She shared with the group the percentage of students who are at college level in terms of math and writing placement. She also shared the course retention and success rates. Ms. Cash explained that the Original Theory of Action is a slide that shows Riverdale High School's information as an example. Explanations were provided concerning college readiness versus California standards. Ms. Cash reported that meetings have been held with individual superintendents and a mini-summit was held in December, followed by an advisory group meeting in January. A decision has been made to keep the group small and include two high schools that feed into each college.

Accreditation

West Hills College Lemoore – Mr. Dave Bolt commented on the implementation of Student Learning Outcomes (SLOs). With regard to course objectives, he stated that if the student can't learn by what the teacher is teaching, then the teacher either needs to change the delivery or change the expectations. Mr. Bolt distributed updated timelines for the rubric for evaluating institutional effectiveness which was provided by the Accrediting Commission. He also distributed an example of an SLO worksheet. He stated that we have to be at a sustainable, continuous, quality improvement level. Dr.

Gornick commented on accreditation and stated that we need to be sufficiently at the proficiency level where we can easily move into the last level by 2012. This is what the visiting accreditation team will look at. Mr. Bolt explained that the accreditation team members will have access to the portal site and will be able to view the information.

West Hills College Coalinga – Ms. Jill Stearns reported that 100% of course level SLOs have been developed and 87% of course level SLOs have been assessed. West Hills College Coalinga is reaching 100% assessment and they have active collaboration with adjunct faculty which is lead by the SLO chair. Ms. Stearns also discussed the progress of program SLOs, stating that 24% have been developed and none have currently been assessed. In the spring of 2011 five programs have been targeted for assessment as part of the program review process. 16% of SLOs will be assessed by the end of spring 2011. Ms. Stearns also discussed degree level SLOs and core competencies, stating that 100% of degree level SLOs have been developed. She also shared the updated timeline for full implementation of SLO evaluation which will assure full compliance with the Accrediting Commission rubric by fall 2011.

Dr. Gornick again briefly commented on the proficiency level. Ms. Bart stated that program SLOs are done when program review are done.

District Educational Coordinating Council/District Curriculum Committee

Dr. Goldsmith provided a presentation on the District Educational Coordinating Council (DECC)/District Curriculum Committee. She discussed the framework and new realities which include the Student Transfer Achievement Reform Act and greater national and state accountability. Dr. Goldsmith outlined the areas of responsibility for the DECC and the challenges of a growing district. Discussion took place regarding the prerequisites challenge. Dr. Goldsmith provided a recent analysis of a political science course. Ms. Ennes commented on basic skills English which is below high school level. Dr. Gornick commented on timely dialogue being a statewide issue. The Board of Governors has voted to approve the Senate's proposal. The CEO group of the valley colleges voted against it. Dr. Gornick stated that we are in favor of prerequisites. Along with content review, there should be validation and that's where the argument is at. Ms. Bart commented on advisories and prerequisites. Dr. Goldsmith shared the concerns of the RP Group. Dr. Gornick commented on wanting to do what's best for students. He stated that the Board is the final vote on these matters. There is no villain in the discussion, we are just working our way through the process. Dr. Goldsmith shared the current Rule of 5 and the proposed Rule of 7 which would include prerequisites and course objectives.

Evaluation Checklist Document

The Checklist for Administrators Performing Faculty Evaluations was distributed for review. Dr. Gornick commented on wanting and needing consistency in the faculty

evaluation process. Ms. Ennes stated that the faculty appreciate the effort the administration has made on this issue. There have been some inconsistencies. It was agreed that the faculty and administration want to streamline the evaluation process. Ms. Ennes reported that the document has been distributed to faculty and she is waiting for feedback to move forward. Dr. Gornick explained that the next step is to attempt to develop a written template for the narrative so that evaluations are consistent. Brief discussion took place regarding the evaluation process and peer reviews.

Athletics

A draft athletics policy was distributed for review. Dr. Gornick stated that it is important for the Board to discuss this matter and it is a continued discussion from previous meetings. Discussion took place concerning facilities and additional sports. Mr. Warkentin stated that he thinks we have enough students within our area and local communities that we would not need to rely on recruiting out of state or internationally. The policy would not emphasize out of state athletes. Dr. Lewallen stated that the challenge at West Hills College Coalinga is having a limited pool of local students from Coalinga and Avenal. He commented that it is difficult to participate in the sports programs if you don't live in Coalinga. The focus is on local students, but it is also a challenge.

President McKean commented on recruiting and featuring local athletes and questioned how we will encourage this. Dr. Gornick stated that we need to separate athlete from recruit. Discussion took place concerning the frustration with coaches who say that there are no local athletes, but they aren't looking. President McKean stated that even if there isn't anyone out there, we owe our area high schools a visit to talk to their students. Dr. Lewallen stated that the coaches attend the various high school games. President McKean shared an example of a Riverdale sports team that was valley champions and their students were not talked to about coming to West Hills. Those students ended up playing for a neighboring district. Dr. Lewallen agreed that we need to pay more attention to our local schools.

Trustee Levinson commented on the softball program and stated that he thinks it is a disaster. He stated that we have a team that struggles to get kids to play. We have to ask ourselves what we are accomplishing. He further commented that there is a similar situation with volleyball. He doesn't think we can recruit kids to come to Coalinga for the sport. Dr. Gornick commented on the softball issues and stated that Dr. Lewallen has approached the topic. The volleyball issue is difficult. The interesting thing is that for the ten years the coach has been here, the sport has attempted to be competitive. There have been some years where we have operated with only six students. The frustration is that he recruits locally, but students pass up West Hills College Coalinga to go elsewhere. Trustee Levinson commented on the soccer program and his opinion that this would be a successful program. Dr. Lewallen expressed his agreement and stated that it has been discussed. Ms. Stearns commented on the women's sports

program, stating that discussions have been held concerning women not seeing the sport as a career, where the men do. Dr. Lewallen commented on bringing on women's soccer and women's basketball. The thought was that they could be swapped out with volleyball and softball; however, there are some underlying issues to be taken into consideration. This change would guarantee that we will be under the microscope with Title IX. Title IX is about expanding women's opportunities. Interest is the other factor. The interest has not been there for softball and volleyball.

Trustee Minnite questioned what percentage of the budget is going to athletics. Mr. Warkentin responded that it is not much. The coaches are instructors and the coaching is just overload. Trustee Levinson stated that nothing has changed with regard to this topic. He believes the planning process is critical to the overall success of the district. Dr. Gornick questioned the comfort level with out of state versus local recruiting. Trustee Levinson commented that it is entertainment value. As long as out of state recruits are good students, it's okay. President McKean stated that he has a problem with not recruiting local students. If they say no, then that's fine, but we need to recruit them. Trustee Oxborrow questioned if all of the students in the dorms are from out of state. It was explained that some are from the surrounding communities. Trustee Oxborrow questioned if the coaches send letters to existing football seniors in the area. Dr. Lewallen responded in the affirmative. He stated that Trustee Levinson's comment about not rehashing this again in a year was good. He expressed that he got ahead of himself with making decisions about softball and volleyball. He has stepped back and reviewed the programs and gathered the data. The information was shared in July. Dr. Lewallen stated that he thinks we are in the right sequence with regard to planning. Trustee Levinson stated that he hopes we are closer to resolution by this time next year.

Trustee Ivans stated that she has heard a lot of positive comments about the rodeo program and commented that all of our coaches are doing a good job going to the schools.

Trustee Henry questioned the impact on the budget if we were to eliminate volleyball and softball. Dr. Gornick responded that the reduction in the budget would not be that much because we would still retain the instructors; however, it would negatively impact the student life. Further discussion took place regarding adding a women's soccer program. Dr. Gornick reported that the preference has always been to have a full time instructor with coaching duties.

President McKean questioned if this item should be placed on a future agenda for further discussion. Dr. Gornick stated that he will put it on the February Board meeting agenda for discussion. Trustee Henry stated that he would like to see the sports data again. Trustee Minnite stated that he wants some of the Board's ideas summarized in terms of additional information.

Solar Field Financing and District Office

Mr. Kevin Cobb distributed spreadsheets for each college and center site which outlined the project status in each area. He also provided a facilities historical recap, explaining that AP Architects has been serving the district since 1994. Since that time there have been over 200 projects. AP Architects serves as the architect of record, as well as the facility planner/program manager. Mr. Cobb provided an analysis of change orders, stating that the average change order for the district is less than 0.5%. Mr. Cobb discussed future facility challenges will include the capital outlay funding becoming more difficult; scheduled maintenance and hazardous materials funding being suspended; and the possibility that these may be permanent changes. There is currently over 350,000 gross square feet in the district and we will be adding 50% to 75% more with the current projects. The future staffing of maintenance and operations departments will become an issue as the current staffing serves an area of less than 200,000 square feet. A strategic facility plan will need to be initiated for West Hills College Coalinga concerning long-term building conditions and usage.

Mr. Cobb provided an update on the photovoltaic project, stating that the PG&E process is to be officially issued on February 2. A bidder's workshop is scheduled for February 8. Much discussion took place concerning the project and Mr. Cobb shared information on the spreadsheets concerning the project schedule and estimated production versus revenue.

Update on Elections by District

Due to the time, President McKean stated that this item will be moved to the agenda for Saturday.

ADJOURNMENT

There being no further business before the Board of Trustees, the retreat was adjourned for the day at 4:01 p.m.



January 29, 2011
West Hills College Coalinga, SAM A & B Conference Room
Coalinga, California

CALL TO ORDER / OPEN SESSION

President McKean called the meeting of the Board of Trustees to order at 8:34 a.m.

Board members present:

Mark McKean, President
Bill Henry, Vice President
Nina Oxborrow, Clerk
Jeff Levinson
Edna Ivans
Jack Minnite
Steve Cantu

Board members absent:

Ryan Cardoza, Student Trustee

Administrators present:

Frank Gornick, Chancellor
Pedro Avila, Vice Chancellor of Institutional Effectiveness and Enrollment Management
Carole Goldsmith, Vice Chancellor of Educational Services and Workforce Development
Willard Lewallen, President, West Hills College Coalinga
Don Warkentin, President, West Hills College Lemoore
Dave Bolt, Vice President of Educational Services, West Hills College Lemoore

Update on Elections by District

Dr. Gornick provided information on elections stating that we are waiting for the census data. He will provide the Board with an update in May or June. He reported that some of our options may include changing the voting method (i.e. currently at large) and possibly changing elections to even numbered years.

FTES Targets

It was stated that in times where we are trying to grow, the colleges need to stay within their allocated budgets. Discussion took place regarding having healthy reserves, but the state penalizing us for being more efficient. Mr. Avila reported that the colleges are doing more with less and are being more efficient.

Mr. Stoppenbrink shared information from the SWACC meeting he attended this week. He also discussed the budget and stating that we are taking current resources, spending them, and producing more FTES than we will ever need. Dr. Gornick stated that we would rather use our resources to hit our FTES target now. The beauty of the summer is that if we were short on FTES, we could get it in the summer. Mr. Stoppenbrink stated that we are currently funded on 4,985 FTES and we want to bring that target down to 4,500. The state is going to hit us with a \$2 million reduction in revenue. It is a lot to bite off in a short period of time. Discussion took place regarding how other districts are going to handle this reduction. Mr. Stoppenbrink explained that they will be taking furloughs, cutting classes, imposing layoffs, etc. Dr. Gornick stated that some additional things other colleges are doing is looking at their reserves and cutting class sizes; however, there are not a lot of options.

Mr. Avila discussed the average class size by location. He calculates the average class size by applying a formula to productivity, which is comparing apples to apples. Discussion took place concerning why we wouldn't try to grow the online program because the numbers are higher. Dr. Gornick commented on looking at some creative ways for funding. Mr. Avila stated that we are average and we are where we want to be with productivity.

Economic Impact Study

Mr. Avila provided information from EMSI on the district's economic impact study. He explained that the district is a revenue source for the state. The average income at the career midpoint of someone with an associate's degree in our service area is 35% more than a student with a high school diploma. Mr. Avila shared statistics of incarceration rates by education level; probability of claiming welfare by education level; and unemployment rates by education level. He explained that all of the information in the study shows that the West Hills Community College District enriches the lives of students, increases students' lifetime income, generates government revenue, reduces the demand for social services, and contributes to the growth of the economy.

Parcel Tax

Dr. Gornick provided a presentation on a possible parcel tax and commented on the things we are doing to help with the budget situation. He stated that we need to begin looking at other sources of income from the state.

Dr. Gornick explained that California local governments were given the ability raise special taxes by a two-thirds vote under Proposition 13. Since 2000, there have been nearly 300 parcel tax elections. Of these elections, over two-thirds were successful. A successful parcel tax measure provides a district with a simple, straightforward method of producing additional revenues that can be used for general operation purposes. It is a uniform method of taxation and provides for annual revenues that are locally controlled. Revenues are deposited directly into the district's operational budget and there are no borrowing costs. A senior exemption is allowed and a parcel tax election requires a two-thirds majority of the ballots cast. Dr. Gornick shared information on the revenue potential to the district which could amount to approximately \$3.6 million annually. He explained that the type of election used for a parcel tax could be a general election, an off-cycle ballot, or mail only. Parcel tax election dates were reviewed. Dr. Gornick stated that in order to place a parcel tax measure on the ballot, the Board of Trustees would need to take action at least 88 days prior to the election date. A public hearing must be held prior to the passage of a resolution calling for the parcel tax election and the resolution must be approved by a simple majority of the Board. Discussion took place regarding voter registration and turnout. Dr. Gornick stated that the election cost can be anywhere from \$75,000 to \$150,000.

The next steps would include a refined analysis of land use, consideration of election timing and type of ballot, and survey research of voter attitudes. Board members expressed their opinions concerning another election and agreed that they want to know in advance the cost of a voter survey. They also want to know what questions would be asked before they would consider moving forward with a survey. Dr. Gornick responded that he would get this information for the Board.

Retirement Health Care Benefits

The previous Administrative/Management/Confidential Early Retirement Plan Proposal (which expired on June 30, 2009) was distributed. Along with the expired plan, a draft Administrative/Management/Confidential Employee Retirement Health Benefits Plan was distributed. Dr. Gornick shared information on the total GASB liability for 2007 and 2010 and the Annual Required Contribution (ARC) for the same years. It was stated that there is a three year gap because actuarial studies are done once every three years. Dr. Gornick explained that the GASB liability increase is \$700,000 and the ARC increase is \$29,278. Discussion took place regarding the need for the plan. Dr. Gornick stated that a survey of the administrative, management, and confidential employees was conducted in 2010 and employees were willing to give up vacation days in order to have a health benefits plan after retirement. Board members requested additional information concerning the draft plan and Dr. Gornick stated that he will provide them with the survey information and will also provide a cost analysis for further discussion. He stated that the plan does not need to be implemented right away. Board members stated that they want to have a term on the plan with regard to the effective/ending dates.

Board of Trustees Self Evaluation

Dr. Gornick reviewed the Board's self evaluation results, providing the final ratings for each question.

Trustee Levinson left the meeting at this time.

Comments were made concerning various topics discussed at the retreat over the past couple of days. Board members agreed that it would be good to have more information in advance. Trustee Henry discussed tax versus bond and stated that he likes the word bond better. He also stated that he thinks the Board can benefit by knowing more about Datatel and how the portal provides for the students. Brief comments were made regarding a parcel tax and how it impacts the communities, businesses and individuals. President McKean requested that in the future there be no action items at the Board retreat.

ADJOURNMENT

There being no further business before the Board of Trustees, the retreat was adjourned at 12:06 p.m.

Nina Oxborrow
Clerk of the Board of Trustees

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