Pursuant to notice duly and regularly given, a regular meeting of the Governing Board of the Siskiyou Joint Community College District was held on **Tuesday, March 1st, at 5:00 p.m.**, in the Board Room and in Life Science Room #3 on the Weed Campus, Weed, CA.

A study session was held at 4:30 p.m. The Board received information on the budget as follows:

- Steve Crow reviewed the state budget. He distributed a packet of information which included publications from various agencies regarding the state budget, as well as a document prepared by Kent Gross showing three different budget scenarios. Steve discussed Proposition 98, noting that our revenue would be affected if it was suspended (which takes legislative action).
- Randy Lawrence discussed how COS is planning for next year’s budget based on the proposed state budget. The 3% freeze which was implemented in this year’s budget is permanent and the savings from this freeze will roll into next year’s budget. Because the Governor wants a budget in place by July 1st, we will need to be prepared to implement cuts at that time. The Administrators Group is currently discussing ideas on how to lower expenditures and raise revenue.
- Shawn Abbott discussed the new Budget Development Committee which is made up of representatives from all the constituent groups. Members have made a 3-year commitment to serve on this committee. They will work on a process for budget development starting next year. They are currently sitting in on the Administrators Group meetings to get a feel for how next year’s budget is being developed, and will start with oversight of the budget next fall. It was suggested that the Vice Chancellor of Finance or a representative from the Chancellor’s Office be invited to COS to meet with this committee.

**Item 1. Call to Order and Attendance**

At 5:05 p.m. Alan Dyar, President, called to order the 866th meeting, a regular meeting, of the Governing Board of the Siskiyou Joint Community College District in the Board Room on the Weed Campus.

**The following Members were Present:**
Alan Dyar, President
Barry Ohlund
James Hardy
Greg Hanna
Penny Heilman
Randall C. Lawrence, Superintendent/President

**Absent:**
Robert Rice, Vice President/Clerk
Marilyn Hall

**Also Present:**
Steve Crow, Vice President, Administrative Services/Technology
Nancy Miller, Director, Human Resources
Item 2. **Announcement of Closed Session Items**
Board President Alan Dyar reviewed the items to be addressed in closed session.

The Board convened into closed session at 5:06 p.m.

Item 3. **Closed Session**

- **Public Employee Appointment**
  - Adjunct Instructors, spring semester – 44 short-term positions
  - Adjunct Partial Overload Contracts – 23 short-term positions
  - Accompanist – 1 short-term position
  - Custodian – 1 permanent position
  - Expert Instructional Aide, Community Band – 1 short-term position
  - Instructional Support Specialist 1, Athletics – 1 short-term position
  - Instructional Support Specialist 1, ESL – 1 short-term position
  - Instructional Support Specialist 1, Upward Bound – 2 short-term positions
  - Instructional Support Specialist 2, Science – 1 permanent position
  - Instructional Support Specialist 2, Technology – 1 short-term position
  - Biology Instructor – 1 probationary faculty position
  - English Instructor – 1 probationary faculty position
  - Fire Instructor – 1 probationary faculty position
  - History Instructor – 1 probationary faculty position
  - Math Instructor – 1 probationary faculty position
  - Nursing Instructor – 2 probationary faculty positions
  - Physical Education Instructor/Coach -1 probationary faculty position
  - Speech Communications Instructor – 1 probationary faculty position
  - Theater Instructor – 2 probationary faculty positions
  - Student Services Specialist 2, Admissions and Records – 1 substitute position
  - Van Driver – 5 short-term positions
  - Volunteers – 25 positions

- **Public Employee Discipline/Dismissal/Release**
- **Consideration of Suspension or Other Disciplinary Action of a Student**
- **Labor Negotiations**
  - Name of Organization Representing Employee: CCCA/CTA/NEA
  - Name of Organization Representing Employee: CSEA
  - Name of Organization Representing Employee: Administrative Support/Management

- **Anticipated Litigation, 1 case, pursuant to subdivision (b) of California Government Code Section 54956.9**

The Board took a brief recess at 6:09 p.m.
The Board reconvened into open session in Life Science Room #3 at 6:26 p.m.

**Present After Closed Session:**
Tony Osa, Faculty  Kris Keyston, Student
Ahmed Ismail, Faculty  Kim Nile, Student
Brittany Lunney, Community Member  Sunny Greene, Faculty
Item 4. **Announcement of Open Forum Procedures**

Alan Dyar, Board President, announced that anyone wishing to address the Board on a non-agenda item may do so by completing the Open Forum Form and submitting a copy to the secretary. Randall Lawrence reviewed the parameters of open forum noting that three minutes will be allotted to each speaker and twenty minutes to each subject matter.

Item 5. **Administration of the Oath of Office – Student Trustee**

Penny Heilman, Interim Vice President/Clerk, administered the oath of office to Catherine Hager, who is the new Student Trustee.

Item 6. **Board Member Reports**

No reports were received from the Trustees.

Item 7. **Report of Administration, Student Trustee and Representatives at the Board Table**

In addition to the written report provided, the following reports were received:
Randy Lawrence:
- The follow-up accreditation report is being finalized and will need Board approval prior to being sent to ACCJC. A special board meeting will be held on March 8th at the Yreka campus at 5:30 p.m. Teleconferencing will be available.
- Randy asked the Trustees to decide on a good time to have a Board meeting with the Board of Supervisors. It was agreed that a Tuesday evening in April would work.
- Randy offered condolences to Barry Ohlund on the loss of his father, and recognized the service and contributions he made during his life to the area.

Dr. Robert Frost:
- Because of Rob’s absence, no report was made.

Steve Crow:
- In addition to the written report, Steve noted that the capital outlay program is on schedule. He was asked about campus signage, and responded by saying this is being worked on daily.

Student Trustee:
- Catherine Hager noted that the parking lots are in need of repair, and requested that we look at the budget to find funding to fix them. Students are also requesting that open gym be provided again. Concerns were raised regarding the smoking kiosk in the middle of campus (in front of LRC). It was requested that it be removed. Some COS students will be participating in the March of March in Sacramento on March 14th which will be to protest budget cuts to all K-12 schools, community colleges and universities. A COS student has been name as ASB Region 1 Vice President.

Foundation:
- Dawna Cozzalio noted that the Scholarship Fundraising Dinner will be held on Saturday, April 16th.

REPORTS/ NO ACTION

Item 8. Acceptance of an Award for Outstanding Design and Operation of a New Building
Board Report No. 4457 – Enclosed

Supt/President Randy Lawrence presented a plaque from the American Society of Heating, Refrigeration and Air Conditioning Engineers, Inc. to Board President Alan Dyar. COS received one of twenty honorable mentions in the Commercial Building Category, which involved a competition at the national level and is a remarkable achievement for our District.

Item 9. General Institution Procedure
Board Report No. 4463 – Enclosed

The Board was asked to review the attached General Institution Procedure, AP 3720. It was revised to include #IV – Student E-mail and was approved by the President’s Advisory Council at their February 8, 2011 meeting.
Consent Agenda

Item 10. Reading of the Minutes – Enclosed
Minutes of the 865th meeting, regular meeting, held on Tuesday, February 1, 2011 of the Governing Board of the Siskiyou Joint Community College District were approved.

Item 11. Monthly Summary of Revenue and Expenditures – Enclosed
Disbursement Summary – Enclosed
The statement of revenue and expenditures and summary of warrants for prior month showing approved budget, budget adjustments, actual revenue and expenditures including encumbrances and variances expressed as a percentage of the adjusted budget was approved.

The statement showing anticipated flow of cash in and out of cash treasury and projected balances at end of month for cash in treasury, cash in savings, cash in checking, and cash in Local Area Investment Fund (LAIF) was approved.

Item 13. Status of Reserves – Enclosed
A statement showing the status of reserves projected for the end of the current fiscal year was approved.

Adjustments to the 2010-11 budget were approved.

Item 15. Dates of Upcoming Meetings
- Tuesday, March 8, 2011 – Special Meeting
- Tuesday April 12, 2011
- Meeting with the Board of Supervisors – TBD
- Tuesday May 3, 2011
- Tuesday, June 2, 2011

It was moved and seconded (Heilman/Hardy) to approve the consent agenda. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 16. Open Forum
The following people spoke during open forum:

Angelica Polkowitz – Angelica read a letter which read in part, “Losing him (Tom Murdock) as an instructor could be detrimental to students in Theatre Arts and Speech Communications fields. His teaching methods and course material have been greatly conducive to student learning. As with other areas of study, Theatre Arts requires an extremely high level of experience and knowledge, in addition to communication skills. As you know, Tom Murdock has a MFA in Theatre and a BA in Communication, and his expertise in these areas has been proven. He is the ideal individual to instruct these courses. The circumstances under which Murdock is being denied tenure is unfair and misrepresented. Through my personal observation as well as the observation of others, I can say
without a doubt that Murdock has no problem showing collegial behavior among the majority of faculty at COS. I urge you to move forward on the decision to keep Tom Murdock as full time faculty and to award him tenure.” Attached to the letter was a list of students who supported it.

Christopher Foster – Christopher noted that Mr. Murdock is the best and dedicated instructor on campus and should be allowed to stay.

Susan Villarreal – Susan is the theater teacher at Mt. Shasta High School and noted that in the past there has been lots of turnover in the theater department at COS. There needs to be consistency in the program. She has been pleased to send students here, and would like to see students stay in Siskiyou County. She reiterated the importance of making this work.

Kim Nile – Kim noted that she has a Bachelor of Arts in Liberal Studies and came to COS to take drama classes for fun. Because of the quality of Tom’s teaching, she decided to pursue a degree. She has spoken with approximately 50 people and noted that the community wants a strong theater program. She requested that tenure be extended to Tom.

Dennis Weathers – Dennis thanked the Board and Administration for being allowed to talk and for listening. He is a senior faculty member who has been at COS for 30 years. He has completed lots of evaluations, and has never felt that we got it wrong until this one. We are all victims here, and the process was done in a way he is not proud of. He feels that Tom is the best teacher in the theater department. Previously, there were 7 instructors in the last 15 years, and he felt that was no reason why the two instructors now in the department can’t work together. The problems have been allowed to fester from the very beginning. Students are the biggest victims. Tom is a phenomenal teacher, and it would be a huge mistake not to keep him here.

Mette Kolding – Mette was in the spring production last year and worked with Tom. She is an actor from Denmark and knows when she sees a good director. She was in awe of how he worked, and felt that he has taken the productions to a high level. She supports him staying here at COS.

Tammy Hamlin – Tammy is a student who came back to school after 25 years. She also has children who attend COS and have taken classes from Tom. They rave about him. Her son suffers from autism, and she noted that he has gotten a lot further in his abilities because of Tom. We have to keep the teachers to keep the seats full and Murdock is one of those. Their voices need to be heard. She further noted that she doesn’t want to see COS lose good instructors.

Andy Kramer – Andy is a community member who retired from the Forest Service and is a big fan of the theater. Since Tom’s arrival, the play selections and production quality is excellent. He hopes COS sees fit to support the program. He also noted that personnel issues need to be documented and are the responsibility of the supervisor. He recommended that Tom be granted tenure.

David Villarreal – David is an adult student as well as a musician. He felt that the program has thrived. Elaine is a fine musician, however, he has seen people come and go because of ego. Counselors should be brought in. It’s about young people and their sense of self. Both Tom and Elaine have a gift to give. Teaching is a ministry.
DeLeon Grabowski – DeLeon has been affiliated with the theater for the last 5 years. It was a mess then because of the conditions. Since Tom and Neil’s arrival, there has been a tremendous turnaround. Why do this again? He felt that Tom is one of the most qualified instructors he has ever worked with or met. When students leave here, their experiences will affect them forever. Tom has the patience to get students to want to participate in the productions. He would hate to see him go, both for the sake of the students, college and the community. Please find a way to keep Tom on board.

Jim Gilmore – Jim has been here for 11 years, and noted the difficulty in finding teachers. Tom was a good fit, and created a great program for the college and the community. The current system is corrupt, and he noted that as chair of the tenure committee, he was the minority vote. We are lucky to have Tom – he fits here. The student reviews were incredible. Tom has made a commitment to COS. Jim asked that the Board overturn the tenure committee’s recommendation.

Dave Clark – Dave teaches Biology. He asked the Board to consider the faculty recommendation, noting that the faculty has been trusted in the past. Please overturn this one. Of the 33 tenured faculty, 25 of them signed this petition. Dave read the petition, which said in part: “We feel that, if the committee had chosen to assess whether Mr. Murdock was collegial or not, they would have found that the majority of Mr. Murdock’s coworkers – faculty and staff – would have given him high marks. They did not, and therefore apparently based their decision on an unsolicited letter that Mr. Murdock did not see or have a chance to respond to, and on anecdotal remarks from committee members. Therefore, we the undersigned tenured faculty members of College of the Siskiyous, attest to Mr. Murdock’s collegiality and urge the Board of Trustees to consider this petition from faculty recommendation, and award full tenure status to Tom Murdock.”

Regular Agenda

Item 17. Associate of Arts in Communications Studies for Transfer (new program)
Board Report No. 4456 – Enclosed

The Board was asked to approve the new Associate of Arts Degree in Communication Studies for Transfer. The degree is a result of Senate Bill (SB) 1440, which requires community colleges to develop and offer associate degrees for transfer to the CSU system. This benefits the student, as it guarantees them a spot as a junior at a CSU university once they earn the degree.

It was moved and seconded (Hanna/Ohlund) to approve Board Report No. 4456. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 18. Authorization to Contract for Inspection Services for the Science Project
Board Report No. 4458 – Enclosed

The Board was asked to authorize the Administration to contract for Inspection Services for the science project. Steve Crow noted that the person recommended has also worked with COS for some of the bond projects, and his work was conducted in an effective, fair and professional manner.
It was moved and seconded (Hardy/Ohlund) to approve Board Report No. 4458. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 19. Authorization to Bid Phase II of the Science Project
Board Report No. 4459 – Enclosed

The Board was asked to authorize the Administration to conduct a formal bid process for the construction of Phase II of the science project (building construction). This is the next step after the approval of Phase I (demolition). The goal is to have a completed bid process for approval at the April 5, 2011 Board meeting.

It was moved and seconded (Hanna/Hardy) to approve Board Report No. 4459. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 20. Approval of a Capital Outlay Grant Financing Program for the new Science Project
Board Report No. 4460 – Enclosed

The Board was asked to consider the Capital Outlay Grant Financing Agreement administered by the California Community College Chancellor’s Office. This will allow us to receive the money up front from the Chancellor’s Office for construction of the science building.

It was moved and seconded (Hanna/Hardy) to approve Board Report No. 4460. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 21. Authorization to Contract for Construction Management Services for the Science Project
Board Report No. 4461 – Enclosed

The Board was asked to authorize the Administration to contract for construction management services for the science project. The Facilities Manager and the architect recruited D. Kevin Nolan for this contract. Mr. Nolan is currently working on several projects for the Siskiyou Union High School District. Board President Alan Dyar noted that he has personal knowledge of Mr. Nolan and said he gets the job done to specifications.

It was moved and seconded (Oglund/Heilman) to approve Board Report No. 4461. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 22. Acceptance of Enrollment Growth and Retention Grant for ADN/RN Programs
Board Report No. 4462 – Enclosed

The Board received information about a grant acquired from the California Community Colleges Chancellor’s Office and was asked to consider approval of expenditures. Randy noted that this is a nursing grant and was made possible by our excellent grant writer, Karen Tedsen, and the administration at RHSI. There is no required district match and the district will receive 4% indirect.
It was moved and seconded (Hardy/Ohlund) to approve Board Report No. 4462. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 23. **Changes to Board Policy #3250**  
Board Report No. **4464** – Enclosed

The Board was asked to approve changes to Board Policy #3250 as a second reading. The first reading of this policy change was presented to the Board at the February meeting. Our policy requires two readings for any policy changes. The change addresses one of ACCJC’s recommendations.

It was moved and seconded (Heilman/Ohlund) to approve Board Report No. 4464. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

Item 24. **Approval of Tentative Negotiated Agreement between Siskiyou Joint Community College District and College of the Siskiyous California School Employees Association (CSEA) Chapter No. 581**  
Board Report No. **4465** – Enclosed

The Board was asked to consider approval of the Tentative Negotiated Agreement and successor contract between the District and CSEA Chapter No. 581. Nancy Miller noted that the changes in the contract involved revisions to 10 of the articles including: Article 3 – Definitions, Article 5 – CSEA Rights, Article 8 – Compensation, Article 9 – Health & Welfare Benefits, Article 11 – Employee Evaluations & Personnel Files, Article 12 – Work Year, Work Week, Work Day, Article 13 – Vacation, Article 14 – Holidays, Article 17 – Safety, and Article 20 – Filling of Vacancies.

It was moved and seconded (Heilman/Hardy) to approve Board Report No. 4465. The motion carried with the following vote: 5 ayes, 0 noes, 2 absent.

**Items from the Board**

No Items from the Board were presented.

The Board took a brief recess at 7:50 p.m.

**Item 25. Continuation of Closed Session**  
The Board reconvened into closed session at 8:02 p.m. in the Board Room.

The Board reconvened into open session at 9:29 p.m.

**Item 26. Report of Action From Closed Session**  
The Board unanimously approved the personnel list.
Item 27. **Adjournment**

There being no further business to discuss, President Alan Dyar declared the meeting adjourned at 9:31 p.m.

Respectfully Submitted,

Randall C. Lawrence  
Superintendent/President and the Secretary to the Governing Board of the Siskiyou Joint Community College District

Approved:

___________________________________President

___________________________________Clerk