



Board Agenda

**Compton Community College District
1111 E. Artesia Blvd., Compton, CA 90221**

Closed Session to Commence at 12:00 noon

Open Session to Commence at 4:00 PM

Tuesday, January 15, 2008

District Board Room

1111 E. Artesia Boulevard

Compton, California 90221

- I. Call to Order at 12:00 noon**
- II. Roll Call**
- III. Requests to Address the Board of Trustees – Closed Session Agenda Matters**
- IV. Recess to Closed Session for Discussion and/or Action on the following items in accordance with the Brown Act, Government Code Section 54950 et seq., and the Education Code and pursuant to Government Code Section 54954.5**
 - A. CONFERENCE WITH LEGAL COUNSEL - PENDING LITIGATION:**
 1. Conference with legal counsel--existing litigation (Subdivision (a) of Section 54956.9)
 - 1) Roach vs. Compton CCD
 - 2) Rabun vs. Compton CCD
 - 3) Department of Education vs. Compton CCD-ACN 09-2006-7278 and ACN: 09-2007-79419
 - 4) Grievance of Manzoor Ahmad
 - 5) Grievances of Estina Pratt and Eleanor Sonido

B. CONFERENCE WITH LEGAL COUNSEL–ANTICIPATED LITIGATION:

1. Significant exposure to litigation pursuant to Government Code Section 54956.9(b)(1) and (3)(C) the following claims or complaints:
(None)

C. INITIATION OF LITIGATION PURSUANT TO SUBDIVISION (C) OF SECTION 54956.9:

(One Matter)

D. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO SECTION 54957.6:

1. Agency designated representative: Doris P. Givens, CEO/Provost
Employee organizations: Compton Community College
Federation of Employees, Classified Employees
Federation of Employees, Certificated Employees
2. Employee Organization: Compton Community College District
Police Officers' Association

E. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE:

(Eight Matters)

V. Reconvene to Open Session at 4:00 PM

VI. Roll Call

VII. A Reflective Moment

VIII. The Pledge of Allegiance

IX. Report of Actions Taken in Closed Session Pursuant to Government Code Section 54957.1

X. Reports from Representatives and Employee Organizations

- A. Student Trustee Report – Vacant
- B. Faculty Representative Report – Art Flemming
- C. Classified Representative Report – Vacant
- D. Academic Senate President Report – Saul Panski
- E. CCCDFE Certificated Employees Report – Rodney Murray
- F. CCCDFE Classified Employees Report – Joseph Lewis
- G. Confidential/Supervisory Representative Report – Roy Patterson

H. Associated Student Body Report – Ignacio Alvarez

XI. Requests to Address the Board of Trustees – Agenda/Non-Agenda Matters (including Closed Session Items)

XII. Information/Presentation – Chief Executive Officer

- A. Ms. Sonya Doelker, Retirement Services Manager, Orange County Teachers' Federal Credit Union – New laws governing the administration of Tax Sheltered Annuity Plans
- B. Dr. Doris P. Givens – Center Update

XIII. Approval of Minutes of December 18, 2007

XIV. Discussion/Action Agenda

- A. BT1 Resolution to Reinstate Classified Position and to Offer Reemployment to a Laid-Off Classified Employee
- BT2 Agreement Between the Compton Community College District and the Compton Community College District Police Officers' Association Regarding the Merger of District Police Services with those of the El Camino Community College District.

- B. Business Services Actions/Consent Calendar
 - BSD1 Purchase Orders
 - BSD2 Agreements and Contracts
 - BSD3 Stale Dated Warrants
 - BSD4 Local Agreement for Child Development Services (Revenue) – CIMS 7177
 - BSD5 Signature Resolution for California Department of Education/Child Development Services – Fiscal year 2007-2008 – CIMS - 7177

- D. Business Services Actions/Action Calendar
 - BSD6 Facilities Planning and Development Routine Report – Measure CC. Proposition 39 Projects

- E. Human Resources Actions/Consent Calendar
 - HRD 1 Management Team Personnel Actions
 - HRD 2 Academic Employment Personnel Changes
 - HRD 3 Certificated Job Descriptions
 - HRD 4 Classified Personnel
 - HRD 5 New Classifications for Classified Positions
 - HRD 6 Temporary Non-Classified Service Employees
 - HRD 7 Approval and Ratification of Agreement between the Compton Community College District and the Compton Community College Federation of Employees, Classified Unit

XV. Next meeting date: Tuesday, February 19, 2008

Closed session begins at 12:00 noon

Open session begins at 4:00 PM

XVI. Adjournment

*Please note: If you would like a copy of any of the support documents/attachments, please contact
Paula VanBrown at (310) 900-1600, Ext. 2274.*

Thank you!

COMPTON COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES REGULAR MEETING

Tuesday, December 18, 2007

MINUTES

- I. The Board of Trustees Meeting was called to order at 12:00 p.m.
- II. Roll Call
Members Present:
 Dr. Peter Landsberger, Special Trustee
 Dr. Doris Givens, Provost/CEO
- III. Requests to address the Board of Trustees – Closed Session Agenda Matters – Saul Panski
- IV. Recess to Closed Session at 12:05 p.m. for Discussion and/or Action in accordance with the Brown Act, Government Code Section 54950 et.esq, and the Education Code and pursuant to Government Code Section 54954.5.
- V. Reconvene to Open Session of the Board of Trustees at 4:00 p.m.
- VI. Roll Call
Members Present:
 Peter Landsberger
 Doris Givens
- VII. A Reflective Moment – Dr. Givens
- VIII. Pledge of Allegiance
- IX. Report of Actions Taken in Closed Session (Subdivision (a), Section 54956.9)
No reportable action.
- X. Reports from Representatives and Employee Organizations
 - 1) Faculty Representative Report – Art Flemming
 - 2) Academic Senate President Report – Saul Panski
 - 3) CCCDFE Certificated Employees Report – Rodney Murray - No Report
 - 4) CCCDFE Classified Employees Report – Joseph Lewis
 - 5) Confidential/Supervisory Representative Report – No Report
 - 6) Associated Student Body Report – Ignacio Alvarez

XI. Requests to address the Board of Trustees – Agenda/Non-Agenda Matters

Those who spoke are listed below:

- 1) Fredwil Hernandez – student
- 2) John C. Williams, President, Universal College of Beauty
- 3) Nehasi Lee – student
- 4) Lorraine Cervantes – Elected board member

XII. Information/Presentation – Chief Executive Officer, Dr. Givens

XIII. Approval of Minutes of November 20, 2007 – **Approved by Special Trustee**

XIV. **Discussion/Action Agenda**

- A. BT 1 Resolution to Reinstate Classified Position – **Approved by Special Trustee Landsberger**
- B. Student Services Actions – **Approved**
 - SSD 1 Approval of Matriculation Plan
 - SSD 2 Approval of 2007-2008 Enrollment Management Plan
- C. Business Services Actions/Consent Calendar – **Approved**
 - BSD 1 Purchase Orders
 - BSD 2 Agreements/Contracts
 - BSD 3 Quarterly Financial Status Report – From CCFS-311Q
 - BSD 4 Authorize Signature Resolution (LACOE)
 - BSD 7 Amendment to Local Agreement for Child Development Services (Revenue) – CCTR – 7132
 - BSD 8 Amendment to Agreement with Vavrinek, Trine, Day & Co.
- D. Business Services Actions/Action Calendar – **Approved**
 - BSD 5 Establishment of Planning Budget
 - BSD 6 Budget Revisions
- E. Human Resources Actions/Consent Calendar – **Approved, as revised, by Special Trustee Landsberger**
 - HRD 1 Management Team Personnel Action
 - HRD 2 Academic Employment Personnel Changes
 - HRD 3 Certificated Job Descriptions
 - HRD 4 Classified Personnel
 - HRD 5 Temporary Non-Classified Service Employees
 - HRD 6 Senior Classified Administrative Positions
 - HRD 7 Eligibility Lists

(Revision: HRD 6, Item #2 – Removed by Special Trustee)

XV. **Next Scheduled Regular Meeting: January 15, 2008**

Closed Session: 12:00 Noon

Open Session: 4:00 p.m.

XVI. Adjournment 5:37 p.m.

**Compton Community College District
1111 East Artesia Boulevard - Compton, California 90220**

**Agenda for the Compton Community College District Board of Trustees
from
Special Trustee**

XIII. REPORT / DISCUSSION / ACTION

- BT1 Approval of Resolution #07/08-01/15/08
It is recommended that the Special Trustee approve Resolution #07/08-01-15-08 – Resolution to Reinstate Classified Position and to Offer Reemployment to Laid-Off Classified Employee

BT 1

COMPTON COMMUNITY COLLEGE DISTRICT

Resolution No. 07/08- 01/15/08

**RESOLUTION TO REINSTATE CLASSIFIED POSITION AND TO OFFER
REEMPLOYMENT TO LAID OFF CLASSIFIED EMPLOYEE**

WHEREAS, the Board of Trustees of the Compton Community College District took action on April 25, 2006, to eliminate positions in the classified service because of lack of funds, and to lay off classified employees serving in the affected positions in the classified service because of lack of funds.

WHEREAS, the Special Trustee finds and determines that it is necessary to reinstate, effective January 15, 2008, the following classified position that was eliminated:

Classification	Number of Full Time Equivalent (F.T.E.) Positions
Bus Driver/Mechanic	1

WHEREAS, the Special Trustee finds and determines that the classified employee who resigned in good standing from the reinstated position in the classified service may be offered reemployment in the reinstated position in preference to new applicants, pursuant to Education Code section 88128.

NOW THEREFORE, BE IT RESOLVED that the following position in the classified service be reinstated effective January 15, 2008:

Classification	Number of Full Time Equivalent (F.T.E.) Positions
Bus Driver/Mechanic	1

BE IT FURTHER RESOLVED that Administration offer reemployment in the reinstated position in the classified service to the classified employee who resigned from the position in preference to new applicants.

Action taken on January 15, 2008, by the Special Trustee of the Compton Community College District.

Special Trustee for Compton Community College
District

Agenda for the Compton Community College District Board of Trustees
from
Special Trustee

- BT2 It is recommended that the Special Trustee approve the Agreement between the Compton Community College District and the Compton Community College District Police Officers' Association Regarding the Merger of District Police Services with those of the El Camino Community College District

BT 2

**AGREEMENT BETWEEN THE
COMPTON COMMUNITY COLLEGE DISTRICT AND THE COMPTON
COMMUNITY COLLEGE DISTRICT POLICE OFFICERS' ASSOCIATION
REGARDING THE MERGER OF DISTRICT POLICE SERVICES
WITH THOSE OF THE EL CAMINO COMMUNITY COLLEGE DISTRICT**

THIS AGREEMENT, dated for purposes of reference only, January 15, 2008, is made between the COMPTON COMMUNITY COLLEGE DISTRICT ("Compton") and the COMPTON COMMUNITY COLLEGE DISTRICT POLICE OFFICERS ASSOCIATION ("the POA"), hereinafter collectively referred to as "the Parties." In response to the contemplated merger of police services between Compton and the El Camino Community College District ("El Camino"), the Parties hereby agree to the following:

- I. Compton may enter into a separate agreement with El Camino ("Transfer Agreement") entitled "AGREEMENT FOR TRANSFER OF POLICE PERSONNEL, EQUIPMENT, FACILITIES, AND SERVICES BETWEEN THE COMPTON COMMUNITY COLLEGE DISTRICT AND THE EL CAMINO COMMUNITY COLLEGE DISTRICT." Compton anticipates that the Transfer Agreement will contain provisions consistent with the following:
 - (A) El Camino will create separate classifications for the placement of any current Compton police officers who may be employed by El Camino after the effective date of the Transfer Agreement. For purposes of the Transfer Agreement, El Camino will establish the new classifications of El Camino College Compton Center Police Officer, and El Camino College Compton Center Sergeant.
 - (B) Compton anticipates that El Camino will create the new classification of El Camino College Compton Center Lieutenant. Incumbents in the classification of El Camino College Compton Center Lieutenant shall report to the El Camino District's Chief of Police, and be primarily responsible for supervision of police services at the Compton Center. The El Camino District's Chief of Police shall be in charge of all law enforcement activities at Compton.
 - (C) The parties acknowledge and agree that the creation of the separate classifications set forth above, is made in recognition of the differences in responsibilities and duties between the current Compton police officer classifications and the current El Camino police officer classifications. The parties further acknowledge and agree that the creation of separate classifications based on location is necessary to protect the rehire rights of former Compton police officers, should it be determined at a later time that Compton will again provide police services itself, rather than through a separate entity.
 - (D) Any Compton police officer hired by El Camino shall become a permanent employee on the date of hire with El Camino and shall not be subject to a probationary period.

(E) Any Compton police officer who desires employment with El Camino shall be subject to the following hiring requirements:

- (1) Background Investigation: Prior to consideration for employment with El Camino, each Compton police officer must complete a standard El Camino application packet. Those Compton police officers must submit an application to the Director of Human Resources at El Camino no later than forty-five (45) days prior to the Transfer Date. All such applicants will be required to submit to Livescan fingerprinting. All applicants shall submit to a background examination as part of the application process for employment with El Camino. However, responses to the background examination will only require information relating to the ten (10) years preceding the date of the application, or the length of service in law enforcement, whichever is greater. Any applicant who has not had his or her background investigation completed prior to the date of the transfer of services ("Transfer Date") between Compton and El Camino will not be offered employment with El Camino until he or she has passed El Camino's background investigation. At that time, a conditional offer of employment will be made subject to successful completion of a medical examination.
- (2) Medical Examination. Upon passing a background investigation, each applicant who receives a conditional offer of employment will undergo a medical examination administered by El Camino (using "age-sensitive" standards and waiving the regular height and weight requirements), from which it shall be determined that such applicant is medically fit as of the Transfer Date, with or without reasonable accommodation, to perform the duties of the El Camino position for which such applicant is designated. Should the applicant pass the medical examination, the applicant will not be required to take a physical agility test. If, subsequent to the medical examination, but prior to the Transfer Date, any Compton employee is injured, disabled, or otherwise rendered unable to perform the duties of the position in which the applicant is to be employed by El Camino, said employee shall be required to pass a further medical examination as an additional condition of employment by El Camino.
- (3) Polygraph Examination: A polygraph examination will be required for applicants at the discretion of El Camino. The polygraph will be limited to questions concerning the ten (10) years preceding the date of the application, or the length of service in law enforcement, whichever is greater.
- (4) Psychological Evaluation. A psychological evaluation will be required for applicants at the discretion of El Camino, and will be performed by a licensed psychologist selected by El Camino.

- (F) Subject to timely completion of the application process set forth above, any Compton police officer hired by El Camino shall not suffer a break in service between employment with Compton and El Camino.
- (G) Any Compton police officer hired by El Camino shall be eligible for the following salary step enhancements pursuant to the current Labor Agreement between the El Camino and its Police Officer's Association, as follows:
 - (1) Up to 10 years experience - Step A
 - (2) Up to 15 years experience - Step B
 - (3) 15 years or more experience - Step C

Any Compton police sergeant hired by El Camino shall be eligible for the same salary step enhancements as set forth above.

- (H) Any Compton police officer hired by El Camino who is determined not to possess a basic POST certificate and/or is out of compliance with perishable skills or any other competence training shall have eighteen (18) months from date of hire to fulfill the necessary POST requirements, with applicable notice to POST and written confirmation of compliance by POST.
- (I) Any Compton police officer hired by El Camino shall be subject to the same terms and conditions of employment, including the provision of benefits, as set forth in the labor agreement between El Camino and its Police Officer's Association. Any Compton police officer hired by El Camino shall be subject to the El Camino Police Department Policy Manual, including, but not limited to El Camino's existing policy on secondary employment.
- (J) All Compton police officers hired by El Camino shall be assigned to the El Camino College Compton Center, or other Compton facilities or grounds. No employees within the classification of El Camino College Compton Center Police Officers shall be required to serve at any location other than the El Camino College Compton Center, or other Compton facilities or grounds, except in cases of emergency, special events, or circumstances requiring mutual aid. Any such emergency, special event or mutual aid assignment shall not result in a permanent transfer to the new location, or a change in classification.

2. In consideration for the inclusion of provisions consistent with those set forth in Section 1 of this Agreement in the Transfer Agreement between Compton and El Camino, the Parties hereto agree as follows:

- (A) Compton agrees that in the event that it should again independently provide police services, all former Compton police officers who are hired and continuously employed by El Camino shall be eligible for an automatic right of rehire with Compton.

- (B) The Parties acknowledge and agree that with execution of this Agreement between the Parties hereto, and complete execution of a Transfer Agreement between Compton and El Camino containing terms consistent with those set forth above, Compton will have completed any and all bargaining obligations it may have with respect to the decision to transfer police services to El Camino, including but not limited to the decision itself, and the associated layoff of Compton police officers. Upon the occurrence of the transfer of police services from Compton to El Camino, Compton's obligations to the POA under the Educational Employment Relations Act ("EERA"), Government Code Section 3540 et. seq. shall cease. The POA shall take all necessary steps, including the filing of documents with the Public Employment Relations Board, to accomplish the decertification of the POA as the exclusive representative of police officers in Compton on the same date as the Transfer Agreement between Compton and El Camino shall become effective.
 - (C) The POA and Compton agree that between the date of this Agreement, and the Transfer Date, the status quo shall be maintained with respect to the terms and conditions of employment currently in place between Compton and the POA, subject to modification only by written agreement of the Parties. Between the date of this Agreement and the Transfer Date, Compton shall be under no obligation to engage in further negotiations with the POA with respect to any matters within the scope of bargaining established by the EERA.
3. This Agreement constitutes the complete and entire agreement between Compton and the POA with respect to the issues set forth and supercedes any prior representations, understandings, communications, commitments, agreements or proposals, oral or written.
 4. The POA shall do all things necessary to accomplish the purposes of this Agreement.
 5. The individuals signing this Agreement on behalf of the Parties are authorized to do so by the POA and Compton's Special Trustee, respectively.

FOR THE COMPTON COMMUNITY COLLEGE DISTRICT
POLICE OFFICERS ASSOCIATION:

Clauzell Stallworth, President
Compton Community College District
Police Officers Association

Date: _____

FOR THE COMPTON COMMUNITY COLLEGE DISTRICT:

Dr. Doris P. Givens, Chief Executive Officer
Compton Community College District

Date: _____

**Agenda for the Compton Community College District Board of Trustees
from
Administrative Services
Reuben James, Director of Fiscal Affairs**

Consent Calendar

- BSD 1 Purchase Orders**
- BSD 2 Agreements/Contracts**
- BSD 3 Approval of Stale Dated Warrants**
- BSD 4 Local Agreement for Child Development Services (Revenue) – CIMS-7177**
- BSD 5 Signature Resolution FOR California Department Education/Child
Development – CIMS-7177**

Action Calendar

- BSD 6 Facilities Planning and Development Routine Report Measure CC Prop 39
Projects**

**Agenda for the Compton Community College District Board of Trustees
from
Administrative Services
Reuben James, Director of Fiscal Affairs**

**BSD 1 PURCHASE ORDERS AND BLANKET PURCHASE ORDERS FOR
DECEMBER 2007.**

District**1/7/2008 BOARD OF TRUSTEES PURCHASE ORDER LISTING****Meeting Date: 01/15/2008**

The following purchase orders have been issued in accordance with the District's purchasing policy and authorization of the Board of Trustees. It is recommended that the following purchase orders be approved and that payment be authorized upon delivery and acceptance of the items ordered.

P.O. Number	Vendor Name	Site Name	Description	P.O. Cost
Fund 01	Unrestricted-Compton Ed Center			
P0102149	Herff Jones, Inc.	Student Affairs	Non-Instruct Supplies	\$2,892.81
P0102150	Raycom	Student Affairs	Non-Instruct Supplies	\$181.86
P0102153	GST Systems Design	Information Technology	Equipment	\$1,430.59
P0102182	Walters Wholesale	Operations	Non-instructional Supplies	\$571.72
P0102184	Walters Wholesale	Operations	Non-instructional Supplies	\$617.26
P0102186	Wrhap	Student Affairs	Conferences Mgmt	\$160.00
P0102187	Keith Curry	Administration	Non-instructional Supplies	\$85.00
P0102208	Harold Bateman	Admissions/Records	PSA Contract Services	\$8,000.00
P0102209	Peter J. Landsberger	Board of Trustees	Transportation/ Mileage and	\$1,314.53
P0102210	Bellflower Unified	Office of the CEO	Non-Instruct Supplies	\$1,685.99
P0102211	National TV Radio Time	Public Information	Multi Media Advertising	\$74,084.00
P0102227	Skillpath Seminars	Campus Police	In-Service Training	\$222.76
P0102228	Ricky Shabazz	Student Recruitment	Non-Instruct Supplies	\$128.44
P0102229	GROSSMONT	Athletics	Travel and Conference	\$400.00
P0102230	Sampaguita	Athletics	Transportation/ Mileage and	\$694.73
P0102231	City of Long Beach, P.	Athletics	Other Services and Expenses	\$957.00
P0102232	Total Ergonomics	Counseling	Equipment	\$1,003.94
P0102233	Ricky Shabazz	Student Recruitment	Non-Instruct Supplies	\$223.06
P0102235	National Business	Campus Police	General Office Supplies	\$1,137.72
P0102252	4IMPRINT.COM	Student Recruitment	Non-Instruct Supplies	\$1,487.37
P0102253	Alert Services, Inc.	Athletics	Non-Instruct Supplies	\$209.41
P0102254	California State	Athletics	Non-Instruct Supplies	\$320.42
P0102255	Eps Express Printing	Student Recruitment	Printing	\$233.50
P0102256	Ricky Shabazz	Student Recruitment	Non-Instruct Supplies	\$54.02
P0102262	Konica Minolta	Office of the CEO	Dues and Memberships	\$102.85
P0102263	Airgas	Welding	Instructional Supplies/Lottery	\$317.35
P0102264	Bank of America	Board of Trustees	Transportation/ Mileage and	\$1,971.41
P0102265	Peter J. Landsberger	Board of Trustees	Travel and Conference	\$165.16
P0102276	Americas Best Value	Athletics	Travel and Conference	\$1,785.00
P0102277	Complete Welding	Construction	Instructional Supplies/Lottery	\$108.42
P0102278	Bellflower Unified	Office of the CEO	Non-Instruct Supplies	\$1,570.71
P0102280	City of Long Beach, P.	Athletics	Other Services and Expenses	\$562.00
P0102282	Ram Services	Operations	Non-instructional Supplies	\$700.00
P0102298	Meds Publishing, Inc.	Nursing	Instructional Supplies/Lottery	\$11,020.00
P0102299	Office Xpress	Nursing	General Office Supplies	\$1,048.24
P0102300	Harold Bateman	Admissions/Records	PSA Contract Services	\$8,000.00
P0102302	Life-Assist Inc.	Academic Affairs	Instructional Supplies/Lottery	\$175.04
P0102304	Complete Welding	Welding	Instructional Supplies/Lottery	\$154.12
P0102305	Albert Turner	Athletics	Non-Instruct Supplies	\$400.00
P0102374	Jeg Cleaners	Campus Police	Other Services and Expenses	\$63.90
P0102375	A A Equipment	Campus Police	Repairs Non-instructional	\$469.08

P0102376	School Web Services	Public Information	Multi Media Advertising	\$8,640.00
P0102387	International Academy	Academic Affairs	Building Rental	\$27,612.00
P0102388	Aquatech	Operations	Maintenance Contracts	\$580.05
P0102389	NPA	Student Recruitment	Printing	\$346.40
P0102421	El Camino Compton	Transfer Center	Other Services and Expenses	\$732.09
P0102428	GST Inc.	Information Technology	Equipment	\$11,264.87
P0102429	Ricky Shabazz	Student Recruitment	Non-Instruct Supplies	\$60.02
P0102430	La Opinion	Student Affairs	Non-Instruct Supplies	\$107.04
P0102431	Press Telegram	Student Affairs	Non-Instruct Supplies	\$108.48
P0102432	Compton Bulletin	Student Affairs	Non-Instruct Supplies	\$35.00
P0102441	Tour Coach Charter &	Athletics	Transportation/ Mileage and	\$1,916.63
P0102442	Howard Johnson	Athletics	Travel and Conference	\$1,679.79
P0102443	Airgas West	Welding	Instructional Supplies/Lottery	\$562.96
P0102444	Xpedx	Copy Center	Maintenance Contracts	\$42,128.35
P0102447	Virco Manufacturing	Academic Affairs	New Equipment - Instructional	\$19,725.86
P0102449	Xerox Capital Services,	Academic Affairs	Printing	\$425.22
P0102451	Installation Pros	Admissions/Records	Repairs Non-instructional	\$495.58
P0102460	South Bay Document	Institutional Services	Other Services and Expenses	\$1,663.60
P0102463	College Entrance Exam	Office of the CEO	Dues and Memberships	\$650.00
P0102464	Airgas West	Welding	Instructional Supplies/Lottery	\$602.14
P0102465	Burke, Williams &	Office of the CEO	Contract Services	\$230.00
Fund 01 Total: 62				\$246,275.49

Fund 10 Restricted-Compton Ed Center

P0102151	Global Office Supplies	TRIO - Upward Bound	Indirect Costs	\$6,806.67
P0102152	Cate-R-Us Services	BFAP Augmentation	Special Events-Direct Costs	\$314.00
P0102195	Wrhap	EOPS	Conferences Other	\$1,200.00
P0102224	Arbor Travel	BFAP Augmentation	Conferences Other	\$652.08
P0102250	Greenwood Publishing	Matriculation	General Office Supplies	\$584.23
P0102266	BUSD/ Cater R Us	EOPS	Hospitality	\$489.79
P0102279	Donna M. Jones	Foster Care Ed	PSA Contract Services	\$1,300.00
P0102286	Linda Burton	Foster Care Ed	PSA Contract Services	\$450.00
P0102294	Houghton Mifflin	TRIO - Upward Bound	Non-Instruct Supplies	\$54.04
P0102295	...Black College Expo	TRIO - Upward Bound	Other Services And Expenses	\$460.00
P0102301	Paramount Trophy	TRIO - Upward Bound	Indirect Costs	\$119.00
P0102303	S & B Food Services	TRIO - Upward Bound	Non-Instruct Supplies	\$457.55
P0102422	Linda S. Jones	Foster Care Ed	PSA Contract Services	\$700.00
P0102423	April M. Laughlin	Foster Care Ed	PSA Contract Services	\$2,000.00
P0102426	Pamela Godfrey	Foster Care Ed	Non-Instruct Supplies	\$286.89
P0102433	Gst Inc.	TRIO - Talent Search	General Office Supplies	\$6,144.29
P0102445	TPF Systems	Matriculation	Non-Instruct Supplies	\$196.50
P0102446	Enco Tools	Construction	New Equipment - Instructional	\$4,398.63
P0102450	Brenda Parks	Foster Care Ed	PSA Contract Services	\$875.00
P0102466	TAJ Office & School	TRIO - Upward Bound	Indirect Costs	\$3,925.14
Fund 10 Total: 20				\$31,413.81

Fund 14 Gen Fund-Compton Ctr Related

P0102419	Jones & Mayer	Campus Police	Legal	\$1,058.28
Fund 14 Total: 1				\$1,058.28

Fund 30 Child Development Ctr - Compton

P0102212	Ammex	Careers in Child Care	General Office Supplies	\$137.13
----------	-------	-----------------------	-------------------------	----------

P0102296	Department of Social	CDC	License Fee/Site Licenses	\$100.00
P0102297	Department of Social	CDC	License Fee/Site Licenses	\$500.00
P0102425	Pamela Godfrey	Model Approaches to	Non-Instruct Supplies	\$352.78
P0102427	Maxine Mobley	Model Approaches to	Instructional Supplies/Lottery	\$563.94
Fund 30 Total: 5				\$1,653.85
Fund 40	Capital Outlay Fund-Compton Ed			
P0102281	TPF Systems	Scheduled Maintenance	Repairs Non-instructional	\$2,034.01
Fund 40 Total: 1				\$2,034.01
PO Funds Total: 89				\$282,435.44
Fund 01	Unrestricted-Compton Ed Center			
B0110965	Tartar Badminton Meal	Recreation	Non-Instruct Supplies	\$420.00
B0110970	Office Xpress	Fiscal Services	General Office Supplies	\$1,250.00
B0110973	Photography by Tony	Public Information	Contract Services	\$5,000.00
Fund 01 Total: 3				\$6,670.00
Fund 10	Restricted-Compton Ed Center			
B0102294	Houghton Mifflin	TRIO - Upward Bound	Non-Instruct Supplies	\$54.35
B0110977	Gst Inc.	TRIO - Talent Search	General Office Supplies	\$3,704.02
Fund 10 Total: 2				\$3,758.37
Fund 13	Compton Line of Credit			
B0110963	Carmen's Uniforms, Inc	Line of Credit Special	New Equipment -	\$13,500.00
Fund 13 Total: 1				\$13,500.00
BPO Funds Total: 6				\$23,928.37
<u>Grand Total POs and BPOs: 95</u>				\$306,363.81

Agenda for the Compton Community College District Board of Trustees
from
Administrative Services
Reuben James, Director of Fiscal Affairs

BSD 2 AGREEMENTS/CONTRACTS

1. Ratification of Agreement with Elijah Galarza to Provide Video Taping of Nine Football Games for the Compton Tartar Athletics Department and for use of Contractors Equipment
2. Ratification of Agreement with National Benefit Services, LLC and Orange County Teachers Federal Credit Union to Perform Services as Required for the Proper Administration of the District's Retirement Plans
3. Agreement with The McCallum Group, Inc., to Conduct the Assessment Phase of the Faculty Development Project as Outlined in a Memorandum of Understanding with the Faculty Union, Dated December 31, 2007

AGREEMENTS/CONTRACTS

1. RATIFICATION OF AGREEMENT WITH ELIJAH GALARZA TO PROVIDE VIDEO TAPING OF NINE FOOTBALL GAMES FOR THE COMPTON TARTAR ATHLETICS DEPARTMENT AND FOR USE OF CONTRACTOR’S EQUIPMENT

CONSULTANT: ELIJAH GALARZA
SERVICES: Provide video taping of nine football games for the Compton Tartar Athletics Department and for use of contractors equipment
REQUESTING DEPT: ATHLETICS DEPARTMENT
DATES: 09/01/07 – 12/14/07
NTE: \$1,900.00

2. RATIFICATION OF AGREEMENT WITH NATIONAL BENEFIT SERVICES, LLC AND ORANGE COUNTY TEACHERS FEDERAL CREDIT UNION TO PERFORM SERVICES AS REQUIRED FOR THE PROPER ADMINISTRATION OF THE DISTRICT’S RETIREMENT PLANS

CONSULTANT: NATIONAL BENEFIT SERVICES, LLC AND ORANGE COUNTY TEACHERS FEDERAL CREDIT UNION
SERVICES: To perform services as required for the proper administration of the District’s retirement plans that qualify under the 403(b) and 457 plans pursuant to changes initiated by the Internal Revenue Commission (IRC)
REQUESTING DEPT: HUMAN RESOURCES
DATES: 12/01/07 – 12/31/10 then ongoing until cancelled
NTE: No Cost

3. AGREEMENT WITH THE MCCALLUM GROUP, INC., TO CONDUCT THE ASSESSMENT PHASE OF THE FACULTY DEVELOPMENT PROJECT AS OUTLINED IN A MEMORANDUM OF UNDERSTANDING WITH THE FACULTY UNION, DATED DECEMBER 31, 2007

CONSULTANT: THE MCCALLUM GROUP, INC. (“MGI”)
SERVICES: To conduct the assessment phase of the faculty development project as outlined in a memorandum of understanding with the Faculty Union dated December 31, 2007
REQUESTING DEPT: OFFICE OF THE CEO/PROVOST
DATES: 01/15/08 – 06/30/08
NTE: \$75,000.00

District will pay MGI an amount not to exceed \$75,000 (seventy five thousand) to perform all tasks required to complete this project. Should MGI determine that additional compensation is necessary to

carry out the objectives of the project, a request for an increase in compensation will be submitted to District.

Of the monies paid to MGI: reimbursements to Districts giving released time to assessment team members to assist with the project shall not exceed \$12,000; payments to assessment team members shall not exceed \$25,000; and management costs shall not exceed \$30,000.

MGI will be responsible for payment of any and all compensation due to assessment team members.

An initial payment, in the amount of \$37,500, shall be made by District to MGI when services on the project commence. Subsequent payment will be made in accordance with terms to be agreed upon between District and MGI.

Agenda for the Compton Community College District Board of Trustees
from
Administrative Services
Reuben James, Director of Fiscal Affairs

BSD 3 APPROVAL OF STALE DATED WARRANTS

LACOE has determined that certain payroll checks have not been cashed and processed through the banking system. After six months, LACOE makes an entry to debit the uncashed amount back in the Cash Account of CCD. An "Other Local Income" account is credited for the same amount. The amount due to each employee will now need to be issued as a B-Warrant. It is recommended that the Special Trustee approve the following Stale Dated Warrants:

<u>WARRANTS #</u>	<u>AMOUNT</u>
W15143565	\$ 250.00

Agenda for the Compton Community College District Board of Trustees
from
Administrative Services
Reuben James, Director of Fiscal Affairs

**BSD 4 LOCAL AGREEMENT FOR CHILD DEVELOPMENT SERVICES
(REVENUE) – CIMS-7177**

Contract Support for Child Development Center to Purchase Instructional Materials
Needed in Child Care Services for 2007-2008 REVENUE

F.Y. 2007-08 – Total amount encumbered by this contract: \$3,237.00
Contract Number: CIMS-7177
Program Type: INSTRUCTIONAL MATERIALS
Project Number: 19-6442-00-7

The total amount payable to this agreement shall not exceed \$3,237.00



BSD 4

CALIFORNIA DEPARTMENT OF EDUCATION
1430 N Street
Sacramento, CA 95814-5901

F.Y. 07 - 08

DATE: July 01, 2007

CONTRACT NUMBER: CIMS-7177
PROGRAM TYPE: INSTRUCTIONAL MATERIALS

PROJECT NUMBER: 19-6442-00-7

LOCAL AGREEMENT FOR CHILD DEVELOPMENT SERVICES

CONTRACTOR'S NAME: COMPTON COMMUNITY COLLEGE DISTRICT

By signing this agreement and returning it to the State, you are agreeing to use the funds identified below for the purchase of instructional materials and supplies for the Child Development Program. These funds shall not be used for any purpose considered nonreimbursable pursuant to the 2007/2008 Funding Terms and Conditions (FT&C) and Title 5, California Code of Regulations. The contractor's signature also certifies compliance with "Standard Provisions for State Contracts" (Exhibit A), which are attached hereto and by this reference incorporated herein.

This contract is funded through a grant from the federal Department of Health and Human Services and subject to Code of Federal Regulations (CFR) 45, Parts 98 and 99, the Child Care and Development Block Grant Act of 1990, as amended, and Public Law 104-193, the Personal Responsibility and Work Opportunity Reconciliation Act 9 (PRWORA) of 1996, 42 USC 9858. If the Catalogue of Federal Domestic Assistance (CFDA) number in 93596 (shown as FC# in the funding block), the fund title is Child Care Mandatory and Matching Funds of the Child Care and Development Fund. If the CFDA number in 93575, the fund title is Child Care and Development Block Grant subject to the Child Care and Development Block Grant Act of 1990, the Omnibus Budget Reconciliation Act of 1990, Section 5082, Public Law 101-508, as amended, Section 658J and 658S, and Public Law 102-586.

Funding of this contract is contingent upon appropriation and availability of funds. The period for which expenditures may be made with these funds shall be from July 01, 2007 through June 30, 2008.

Expenditure of these funds shall be reported to Child Development Fiscal Services (CDFS) on form CDFS-9529 no later than July 20, 2008. For non-local educational agencies, expenditures made through June 30, 2008 shall be included in your 2008/2009 audit due in accordance with Section VI, I. of the Funding Terms and Conditions. The audits for School Districts and County Offices shall be submitted in accordance with Education Code Section 41020.

The total amount payable pursuant to this agreement shall not exceed \$3,237.00.

Any provision of this contract found to be in violation of Federal or State statute or regulation shall be invalid but such a finding shall not affect the remaining provisions of this contract. Exhibit A, Standard Provisions for State Contracts attached.

STATE OF CALIFORNIA		CONTRACTOR			
BY (AUTHORIZED SIGNATURE)		BY (AUTHORIZED SIGNATURE)			
PRINTED NAME OF PERSON SIGNING Margie Burke		PRINTED NAME AND TITLE OF PERSON SIGNING Reuben James, Director Fiscal Affairs			
TITLE Manager, Contracts & Purchasing Svcs		ADDRESS 1111 E. Artesia Boulevard, Compton, CA 90221			
AMOUNT ENCUMBERED BY THIS DOCUMENT \$ 3,237	PROGRAM/CATEGORY (CODE AND TITLE) Child Development Programs	FUND TITLE Federal		Department of General Services use only	
PRIOR AMOUNT ENCUMBERED FOR THIS CONTRACT \$ 0	(OPTIONAL USE) 0656 14130-6442	FC# 93.575	PC# 000326		
TOTAL AMOUNT ENCUMBERED TO DATE \$ 3,237	ITEM 30.10.020.901 6100-196-0890	CHAPTER 171	STATUTE 2007	FISCAL YEAR 2007-2008	
	OBJECT OF EXPENDITURE (CODE AND TITLE) 702 SACS: Res-5035 Rev-8290				
I hereby certify upon my own personal knowledge that budgeted funds are available for the period and purpose of the expenditure stated above.		T.B.A. NO.	B.R. NO.		
SIGNATURE OF ACCOUNTING OFFICER		DATE			

STANDARD PROVISIONS FOR STATE CONTRACTS

1. The Contractor agrees to indemnify, defend and save harmless the State, its officers, agents and employees from any and all claims and losses accruing or resulting to any and all contractors, subcontractors, suppliers, laborers, and any other person, firm or corporation furnishing or supplying work services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims and losses accruing or resulting to any person, firm or corporation who may be injured or damaged by Contractor in the performance of this Agreement.
2. Contractor, and the agents and employees of Contractor, in the performance of this Agreement, shall act in an independent capacity and not as officers or employees or agents of the State.
3. The State may terminate this Agreement and be relieved of any payments should the Contractor fail to perform the requirements of this Agreement at the time and in the manner herein provided. In the event of such termination the State may proceed with the work in any manner deemed proper by the State. All costs to the State shall be deducted from any sum due the Contractor under this Agreement and the balance, if any, shall be paid to the Contractor upon demand.
4. This Agreement is not assignable by the Contractor, either in whole or in part, without the consent of the State in the form of a formal written amendment.
5. Time is of the essence in this Agreement.
6. No amendment or variation of the terms of this Agreement shall be valid unless made in writing, signed by the parties and approved as required. No oral understanding or Agreement not incorporated in the Agreement is binding on any of the parties.
7. The consideration to be paid Contractor, as provided herein, shall be in compensation for all of Contractor's expenses incurred in the performance hereof, including travel, per diem, and taxes, unless otherwise expressly so provided.
8. Contractors entering into a contract funded wholly or in part with funds from the United States Government agree to amendments in funding to reflect any reductions in funds if the Congress does not appropriate sufficient funds. In addition, the contract is subject to any restrictions, limitations or enactments of congress which affect the provisions, terms or funding of this agreement in any manner. The State shall have the option to terminate the contract without cost to the State in the event that Congress does not appropriate funds or a United States agency withholds or fails to allocate funds.

Contractor Certification Clauses

The authorized signer of this Contract CERTIFIES UNDER PENALTY OF PERJURY that he/she are duly authorized to legally bind the Contractor to the clauses(s) listed below. This certification is made under the laws of the State of California.

1. NON-DISCRIMINATION CLAUSE: During the performance of this Agreement, Contractor and its subcontractors shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer), age (over 40), marital status, and denial of family care leave. Contractor and subcontractors shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. Contractor and subcontractors shall comply with the provisions of the Fair Employment and Housing Act (*Government Code* Section 12990 (a-f) et seq.) and the applicable regulations promulgated thereunder (*California Code of Regulations*, Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing *Government Code* Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the *California Code of Regulations*, are incorporated into this Agreement by reference and made a part hereof as if set forth in full. Contractor and its subcontractors shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

Contractor shall include the nondiscrimination and compliance provisions of this clause in all subcontracts to perform work under the Agreement. (Not applicable to public entities.)

2. **DRUG-FREE WORKPLACE CERTIFICATION:** By signing this contract, the contractor will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:
- a. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.
 - b. Establish a Drug-Free Awareness Program to inform employees about:
 - 1) the dangers of drug abuse in the workplace;
 - 2) the person's or organization's policy of maintaining a drug-free workplace;
 - 3) any available counseling, rehabilitation and employee assistance programs; and,
 - 4) penalties that may be imposed upon employees for drug abuse violations.
 - c. Every employee who works on the proposed contract will:
 - 1) receive a copy of the company's drug-free workplace policy statement; and,
 - 2) agree to abide by the terms of the company's statement as a condition of employment on the contract.

Failure to comply with these requirements may result in suspension of payments under this agreement or termination of this agreement or both and Contractor may be ineligible for award of any future State agreements if the department determines that any of the following has occurred: (1) the Contractor has made false certification, or (2) violated the certification by failing to carry out the requirements as noted above. (*Government Code 8350 et seq.*)

3. **NATIONAL LABOR RELATIONS BOARD CERTIFICATION:** Contractor certifies that no more than one (1) final unappealable finding of contempt of court by a Federal court has been issued against Contractor within the immediately preceding two-year period because of Contractor's failure to comply with an order of a Federal court, which orders Contractor to comply with an order of the National Labor Relations Board. (*Public Contract Code 10296*) (Not applicable to public entities.)
4. **EXPATRIATE CORPORATIONS:** Contractor hereby declares that it is not an expatriate corporation or subsidiary of an expatriate corporation within the meaning of *Public Contract Code* Section 10286 and 10286.1, and is eligible to contract with the State of California.
5. **SWEATFREE CODE OF CONDUCT:**
- a. All Contractors contracting for the procurement or laundering of apparel, garments or corresponding accessories, or the procurement of equipment, materials, or supplies, other than procurement related to a public works contract, declare under penalty of perjury that no apparel, garments or corresponding accessories, equipment, materials, or supplies furnished to the state pursuant to the contract have been laundered or produced in whole or in part by sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor, or with the benefit of sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor. The contractor further declares under penalty of perjury that they adhere to the Sweatfree Code of Conduct as set forth on the California Department of Industrial Relations website located at www.dir.ca.gov, and *Public Contract Code* Section 6108.
 - b. The contractor agrees to cooperate fully in providing reasonable access to the contractor's records, documents, agents or employees, or premises if reasonably required by authorized officials of the contracting agency, the Department of Industrial Relations, or the Department of Justice to determine the contractor's compliance with the requirements under paragraph (a).
6. **DOMESTIC PARTNERS:** For contracts over \$100,000 executed or amended after January 1, 2007, the contractor certifies that contractor is in compliance with *Public Contract Code* Section 10295.3.

Agenda for the Compton Community College District Board of Trustees
from
Administrative Services
Reuben James, Director of Fiscal Affairs

**BSD 5 SIGNATURE RESOLUTION FOR CALIFORNIA DEPARTMENT
EDUCATION/CHILD DEVELOPMENT SERVICES – FISCAL YEAR 2007-
2008 – CIMS-7177**

It is recommended that the Special Trustee approve the Signature Resolution of the California Department of Education for the purpose of providing support for Child Development Center to purchase instructional materials needed in child care services and to authorize the designated personnel to sign contract documents for Fiscal Year 2007-2008.

BSD 5

RESOLUTION

This resolution must be adopted in order to certify the approval of the Governing Board to enter into this transaction with the California Department of Education for the purpose of providing child care and development services **and to authorize the designated personnel to sign contract documents for Fiscal Year 2007/08.**

RESOLUTION

BE IT RESOLVED that the Governing Board of Compton Community College District

authorize entering into local agreement number/s CIMS-7177 and that the person/s who is/are listed below, is/are authorized to sign the transaction for the Governing Board

<u>NAME</u>	<u>TITLE</u>	<u>SIGNATURE</u>
<u>Reuben James III</u>	<u>Director of Fiscal Affairs</u>	_____
_____	_____	_____
_____	_____	_____

PASSED AND ADOPTED THIS _____ day of _____ 2007/08, by the Governing Board of Compton Community College District of Los Angeles County, California.

I, Dr. Peter Landsberger, Clerk of the Governing Board of Compton Community College District, of Los Angeles, County

California, certify that the foregoing is a full, true and correct copy of a resolution adopted by the said Board at a regular board meeting thereof held at a regular public place of meeting and the resolution is on file in the office of said Board.

(Clerk's signature) (Date)

Agenda for the Compton Community College District Board of Trustees
from
Administrative Services
Reuben James, Director of Fiscal Affairs

**BSD 6 FACILITIES PLANNING AND DEVELOPMENT ROUTINE REPORT –
MEASURE CC. PROP 39 PROJECTS.**

1. Change Order #6 Learning Resource Center Project (Bid Package #8)
2. Final Acceptance of Work for Angeles Contractor, Inc. at the Learning Resource Center Project (Bid Package # 8)

**1. CHANGE ORDER #6 LEARNING RESOURCE CENTER PROJECT
(Bid Package #8)**

It is recommended the following change order #6 be approved to amend Angeles Contractors' contract, LRC bid package #8.

<u>Contractor:</u>	<u>Amount:</u>
Angeles Contractors	\$ 2,097.38

Total Adjustment to Contract Price:	
Original Contract Sum:	\$176,000.00
Prior Adjustments:	(\$12,402.34)
Adjustment for this Change:	\$ 2,097.38
Revised Contract Sum:	\$165,695.04

Reason(s):

The contractor had various door hardware additions and credits; cleaning back charges. Amount: \$2,097.38

The change order amount falls within 10% of the original contract amount.

Adjustment to Contract Time:

Current Completion date:	May 31, 2006
Adjustment for this Change:	396 days
Revised Completion Date:	July 1, 2007

**2. FINAL ACCEPTANCE OF WORK FOR ANGELES CONTRACTOR, INC. AT
THE LEARNING RESOURCE CENTER PROJECT (Bid Package # 8)**

It is recommended that Final Acceptance of the Work done by the Doors, Frames and Hardware trade contractor, Angeles Contractor, Inc. be approved.

Angeles has submitted all of their contractual Closeout Documents required for Final Completion and Final Payment of their contract for the LRC Project.

**Agenda for the Compton Community College District Board of Trustees
from
Human Resources Division
Rachelle Sasser, Acting Dean, Human Resources**

Consent Calendar

- HRD 1 Management Team Personnel Action**
- HRD 2 Academic Employment Personnel Changes**
- HRD 3 Certificated Job Descriptions**
- HRD 4 Classified Personnel**
- HRD 5 New Classifications for Classified Positions**
- HRD 6 Temporary Non-Classified Service Employees**
- HRD 7 Approval and Ratification of Agreement between the Compton Community
College District and the Compton Community College Federation of
Employees, Classified Unit**

HRD 1 – MANAGEMENT TEAM PERSONNEL ACTION

1. Employment (ratification) - Mr. Wayne Olsen, Interim Dean, Vocational Technology, Level M3, Step 5, effective January 10, 2008.
2. Employment – Ms. Carol Reese, Chief Business Officer, Level M6, Step 2, effective February 1, 2008.

HRD 2 – ACADEMIC EMPLOYMENT AND PERSONNEL CHANGES

1. Resignation – Ms. Linda Butler, Instructor, Nursing, Class VI, Step 11, effective December 18, 2007.
2. Employment – Dr. Mohammad Ghafelebashi, Assistant Professor, Mathematics, Class VI, Step 15, effective February 9, 2008.
3. Employment – Dr. Jose Villalobos, Assistant Professor, Mathematics, Class VI, Step 13, effective February 9, 2008.
4. Employment – Ms. Laura Hill-Jones, part time vocational nursing instructor, Class I, Step 1, effective February 9, 2008.
5. Employment – Ms. Rosa Carrillo, part time ESL counselor, Class II, Step 1, effective February 9, 2008.
6. Employment (ratification) – Mr. Lorenz Krueger, speech instructor, Class II, Step 4, for the 2008 winter session effective January 2, 2008.
7. Employment – This list contains the names of full time instructors with overload assignments for the 2008 spring semester.

Name	Department
1. Aasi, Fazal	Anatomy
2. Adeva, Angelita	Anatomy
3. Aguilar, Carmela	ESL
4. Ahmad, Manzoor	Business
5. Arroyo, Celia	Counseling
6. Arroyo, Silvia	Counseling
7. Benson, Eugene	Welding
8. Bentley, Walter	Auto Tech.
9. Bernaudo, Jose	English
10. Boatwright, Eddie	Biological Sciences
11. Bunting, Ikaweba	Sociology
12. Clark, Leonard	Geology
13. Collins, Diane	Physical Education
14. Cortez-Perez, Aurora	ESL
15. Crosbie, Ivan	English
16. De, Silva, Vernell	Art
17. Estrada, Harvey	Music
18. Evans, Jerome	History
19. Fisher, Carroll	English (Reading)
20. Flemming, Arthur	Philosophy

21. Flor, Paul	Political Science
22. French-Preston, Essie	Counseling
23. Garcia, Annaruth	Business
24. Halligan, Christopher	English
25. Hathman, Hilda	Childhood Education
26. Haynes, Vanessa	Counseling
27. Heming, Deborah	Nursing
28. Hoffman, August	Psychology
29. Johnson, Renee	Nursing
30. Joiner, Robert	Business
31. Khalilzadeh, Mohammad	CIS
32. Lamm, Frederick	Auto Tech.
33. Lazar, Shemiran	ESL
34. Lyles, Cornelia	Admin. of Justice
35. Maradiaga, Axa	Spanish
36. Maruyama, David	English
37. McLaughlin, Patrick	English (Reading)
38. McPatchell, David	Psychology/Academic Strategies
39. Mendoza, Ladislao	Physical Education
40. Mitu, Zeniada	Nursing
41. Moore, Billie	Ethnic Studies
42. Morgan, Robert	Real Estate
43. Murray, Rodney	Business
44. My, Alexander	Counseling
45. Norton, Thomas	English
46. Odanaka, Michael	Counseling
47. Osanyinpeju, Abiodun	Biological Sciences
48. Panski, Saul	ESL/History
49. Parker, Norma	Spanish
50. Phillips, Marjeritta	Dance
51. Porter, Leroy	ESL
52. Roach, Ruth	English
53. Rydalch, Tommy	Auto Tech.
54. Sahebame, Mohsen	CIS
55. Sonido, Eleanor	Library
56. Stewart, Ella	Speech
57. Subramaniam, Thamizhchelvi	English
58. Sweeney, Elizabeth	Nursing
59. Thomas, Shirley	Nursing
60. Threadgill, Cheryl	Counseling
61. Uch, Mandeda	Music
62. Van Niel, Pieter	Theater Arts
63. Wallano, Eyob	Anatomy
64. Ward, Carolyn	Nursing
65. Wasserberger, Toni	English

66. West, Pamella	Childhood Education
67. Williams, Herkie	Psychology
68. Wu, Hung	Chemistry
69. Yahye, Abdirashid	CIS

8. Employment – Hourly (adjunct) assignments for the 2008 spring semester.

1. Adams, Eugene	Counseling
2. Alexander, Thomas	ESL
3. Alvarado, Carolina	Cosmetology (contracted program)
4. Antler, Abram	English
5. Armstrong, Sunny	Reading
6. Barber, Lessie	Nursing
7. Biffle, Lamar	Physical Education
8. Booker, D'shaun	Theater Arts
9. Brown, Jason	Physical Education
10. Buenaventura, Nenita	Library
11. Cantrell, Lana	Cosmetology (contracted program)
12. Colby, Anita	Library
13. Cornelio, Alice	Library
14. De La Cruz, Nancy	Nursing
15. Espinola, Nelson	Counseling
16. Ghazae, Nahid	Nursing
17. Green, Heather	Art
18. Hayes-Cushenberry, Frances	Nursing
19. Jackson, Broderick	Physical Education
20. James, Ibanga	Anatomy
21. Johnson, Eric	ESL
22. Johnson, Glen	Coaching (Track)
23. Klonecky, Loretta	ESL
24. Krueger, Lorenz	Speech
25. Lakatos, Cathy	Counseling
26. Leonard, Chester	Admin. of Justice
27. Livingston, Rose	Childhood Ed.
28. Martino, Samuel	Film/Video
29. McCauley, Virginia	Cosmetology (contracted program)
30. McNeil, Tracey	Physical Education
31. Meza-Bohon, Rosa	Cosmetology (contracted program)
32. Most, Rosemary	Childhood Education
33. Ndoley, Mashidu	Spanish
34. Neumann, Craig	Fire Technology
35. Nwabuzor, Ozo	Nursing
36. Onwudiwe, Hyginus	Biological Sciences
37. Page, Rita	Humanities

38. Petersen, Bruce	Anatomy
39. Pinto, Cristo	Art
40. Pittman, Lowerence	Art
41. Potter, Keschia	Music
42. Quinones, Juan	English
43. Quintero, Paul	Counseling
44. Radcliffe, Kendahl	History
45. Ratcliff, Priscilla	Fashion Design
46. Rivera-Mitu, Eliza	Nursing
47. Ross, Dovard	CIS
48. Ruiz, Raul	Coaching (Soccer)
49. Russell, Bruce	Library
50. Scranton, Sandra	Childhood Education
51. Shannon, Mark	Speech
52. Shigg, Cheryl	Nursing
53. Simmons, Meta	Nursing
54. Smith, Darwin	Philosophy
55. Taylor, Loetta	Childhood Education
56. Toles, Wesley	Admin. of Justice
57. Tung, Faith	Machine Tech.
58. Turner, Albert	Physical Education
59. Ulate, Isai	Machine Tech.
60. Vogel, Karen	Library
61. Walker, Gregory	Anatomy
62. Williams, Shannon	Physical Education
63. Willis, Edna	Nursing
64. Youngblood, Aaron	Physical Education

HRD 3 – CERTIFICATED JOB DESCRIPTION

It is recommended that the Special Trustee approve the following amended job description for Director of CalWORKS (requested title: Director CalWORKS/TANF/GAIN/Special Resource Center).



COMPTON COMMUNITY COLLEGE DISTRICT
Director, California Work Opportunity and Responsibility to Kids (CALWORKS),
Temporary Assistance for Needy Families (TANF), GREATER Avenues for
Independence(GAIN) and Special Resource Center (DSP&S)

POSITION DESCRIPTION: Under the supervision of the Dean of Student Services, the Director of CALWORKS/TANF/GAIN and Special Resource Center is responsible for administering the CALWORKS/TANF/ GAIN programs and Special Resource Center.

RESPONSIBILITIES/DUTIES:

- 1) Establish and monitor yearly CALWORKS/TANF/GAIN and Special Resource Center budgets.
- 2) Prepare CALWORKS/TANF/ GAIN and Special Resource Center annual reports and other State and College required reports.
- 3) Administer CALWORKS/TANF/GAIN and Special Resource Center program: staff selection, staff supervision and staff evaluation.
- 4) Gathers and analyzes data in a responsible, logical and accurate manner.
- 5) Collects and coordinates CALWORKS/TANF/ GAIN and Special Resource Center student data required by the Chancellor's Office.
- 6) Chair and conduct staff meetings with CALWORKS/TANF/GAIN and Special Resource Center staff.
- 7) Provides professional development opportunities to CALWORKS/TANF/GAIN and Special Resource Center staff through conference attendance and training workshops.
- 8) Represent program at college, regional, and state levels as appropriate.
- 9) Facilitate CALWORKS/TANF/GAIN Advisory Committee functions.
- 10) Works closely with CALWORKS/TANF/GAIN counselors.
- 11) Serve as liaison between college departments and CALWORKS/TANF/GAIN and Special Resource Center.
- 12) Serve on college committees to represent, promote and enhance awareness, understanding, sensitivity and support toward CALWORKS/TANF/ GAIN and Special Resource Center students.
- 13) Perform a variety of specialized duties in support of employment placement and career development for CALWORKS/TANF/ GAIN and assigned workforce grants; coordinate activities and services to provide students with employment, internship, volunteer, mentoring, job shadowing and cooperative education opportunities in an efficient and timely manner; monitor and adjust activities to student and employer needs.
- 14) Provide marketing and outreach services to develop and maintain an employer and non-profit agency base for student placement; establish and maintain contact with employers and other agencies in promotion of services and enhancement of employment opportunities; explain and assist organizations with selecting career development, training and employment placement services.

- 15) Plan, develop, implement and promote job fairs, workshops, meetings and other special events in support of employment placement and recruitment; recruit and coordinate employers, armed forces and other representatives for job fair participation; arrange for guest speakers; research and obtain event funding; reserve and set up facilities and services for events.
- 16) Research and evaluate local and regional labor market data and information to identify trends in employment and career opportunities; conduct labor market, student and employer surveys as required; advise administrators and faculty concerning labor market trends; monitor, evaluate and provide recommendations concerning the effectiveness of employment services and systems.
- 17) Provide the services that meet the requirements mandated under DSPS regulations and service mandated by Title V and Section 504 of the Rehabilitation Act of 1973. Prepare all mandated reports for funding purposes and ensure compliance through participation in Program Review. Maintain and secure all required eligibility medical and psychological information ensuring mandated legislation for confidentiality.
- 18) Provide a curriculum that meets the requirements of California Education Code for Educational Development and Sign Language Interpreter Training. Remain current in instructional support for all types of disabilities accommodations including Section 508 of the Rehabilitation Act and the production of alternate media. Plan and schedule semester courses. Review and revise the college catalog pertaining to the Special Resource Center, accommodations for students with disabilities and standards for grievances related to disability.
- 19) Provide requests for supplies, equipment, maintenance, and improvement of facilities in accordance with legal mandates for access of individuals with disabilities and in cooperation with faculty and Dean of Student Services.
- 20) Facilitate communication by oral, writing and signed modes of communication between the Special Resource Center, on-campus entities (i.e. division offices, student services, facilities maintenance) and off-campus entities (Department of Rehabilitation, independent living programs, direct service providers and advocacy agencies).
- 21) Remain current on legal precedence in assistive technology, alternate media production, and accommodation procedures/practices for students with disabilities.
- 22) Review proposed legislation affecting instruction and accommodations for individuals with disabilities in postsecondary education and implement changes in policy and procedures accordingly. Gather and share statistical data regarding instruction and accommodations for individuals with disabilities from governmental and non-governmental sources. Communicate changes in State and Federal legislation affecting accommodations and instruction for individuals with disabilities to appropriate college personnel.
- 23) Act as a resource for curriculum development and program evaluation according to DSPS regulations and Title V regulations for special classes. Recruit and maintain an active faculty, specialist, and counselor list to meet department needs.
- 24) Research, secure and implement internal and external funding from grants and other fund raising activities in support of Special Resource Center programs and services.
- 25) Interpret and implement the administrative policies, rules, regulations, and recommendations of the college regarding instruction and accommodations for students

with disabilities. Assist in resolving staff and/or student problems in the Special Resource Center.

- 26) Articulate the legal mandates required for institutions of higher education to local high schools, community agencies and state agencies such as the Department of Rehabilitation.
- 27) Maintain an advisory committee for the Special Resource Center and Sign Language Interpreter Training Program, and serve as the chairperson or appoint a designee at all meetings.
- 28) Perform other duties and assume other responsibilities as assigned.

XV. MINIMUM QUALIFICATIONS:

- 1) Possession of a California Community College Credential authorizing administrative service at the community college level or
- 2) Possession of a Master's degree from an accredited institution preferably in special education, counseling, educational administration, higher education, rehabilitation counseling, or other related field; **AND**
- 3) Two years of formal training, internship, or leadership experience reasonably related to the administrator's administrative assignment.
- 4) Sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.
- 5) Satisfy the California Community College minimum standards required for Special Education (Handicapped) or Counseling, and Supervision or Administration

HRD 4 – CLASSIFIED PERSONNEL

It is recommended that the Special Trustee approve the employment and personnel changes for classified employees as shown below.

A. Leave of Absence

1. Ms. Flor Ortiz (paid, FMLA), Office Coordinator, Range 22, Step F, Business Office, Administrative Affairs Area, effective January 1, 2008 through February 29, 2008, extension of leave.

B. Reinstatement

1. Ratification -- Ms. Franceola Armstrong - Administrative Assistant, Range 20, Step F, Maintenance & Operations, Administrative Affairs Area, effective January 9, 2008, reinstatement in lower classification.
2. Mr. Raymond Box - College Police Lieutenant, Range 29, Step F, Campus Police Department, Administrative Affairs Area, effective January 16, 2008.
3. Mr. Eric Marshall - Bus Driver/Mechanic, Range 26, Step C, Maintenance & Operations, Administrative Affairs Area, effective January 16, 2008.
4. Mr. Jack Wilson - Utility Maintenance Worker, Range 17, Step F, Maintenance & Operations, Administrative Affairs Area, effective January 16, 2008, reinstatement in lower classification.

C. Employment

1. Ratification -- Ms. Pamela Hembrick-Godfrey - Coordinator of Foster and Kinship Care Education, Range 29, Step C, Foster Care/Kinship, Student Affairs Area, effective January 7, 2008, probation.
2. Ms. Jenny Bapp - EOP&S Coordinator, Range 31, Step A, EOP&S/CARE, Student Affairs Area, effective January 16, 2007, probation.

D. Provisional Employment

1. Ms. Priscilla Beas - Categorically Funded Program Specialist, Range CFP3, Step A, Outreach and School Relations, Student Affairs Area, effective January 16, 2008 through June 30, 2008, not to exceed 120 days. (NTE 35 hours per week).
2. Mr. Stuart Melvin - College Police Officer, Range 25, Step A, College Police, Administrative Affairs Area, effective January 15, 2008 through April 15, 2008, not to exceed 120 days. (NTE 35 hours per week).
3. Ms. Renada Mescudi - Categorically Funded Program Specialist, Range CFP3, Step A, Outreach and School Relations, Student Affairs Area, effective January 16, 2008 through June 30, 2008, not to exceed 120 days. (NTE 35 hours per week).

HRD 5. NEW CLASSIFICATIONS FOR CLASSIFIED POSITIONS:

It is recommended that the Special Trustee approve the new classifications for classified positions.

A. RECORDS AND EVALUATIONS SPECIALIST

POSITION DESCRIPTION: Under direction of assigned supervisor, evaluates student records to determine graduation eligibility, certification of general education transfer requirements, and eligibility for certificates of completion and competence. Performs other related duties as assigned.

ESSENTIAL DUTIES/FUNCTIONS:

- Review and evaluate academic records and transcripts to determine graduation eligibility and completion of general education transfer requirements.
- Determine eligibility for certificates of completion and competence.
- Determine equivalency of courses taken at other colleges and institutions.
- Interpret, apply, and explain complex rules, state regulations, District policies and procedures related to degrees, certificates, transfer, and probation/dismissal rules and status.
- Answer questions and provide technical information and assistance to students, counselors, faculty, and others concerning the evaluation of student records.
- Communicate with other District departments and personnel, educational institutions, community organizations, and other outside organizations and agencies to exchange information and coordinate activities.
- Prepare, update, and maintain graduation lists and statistics.
- Prepare and maintain a variety of technical and complex records and files related to evaluations activities and functions.
- Evaluate military courses and job-related training programs for college credit.
- Process degree verifications, enrollment verifications and transcripts as needed.
- Evaluate nursing admission requirements.
- Compile information and data and prepare relevant reports.
- Train and provide direction to student assistants and other personnel; assign/review work, and participate in selection/evaluation.
- Operate PC using software packages such as Datatel, MS Excel or MS word to update records, input data, generate reports, and verify student information; assure accuracy and completeness of data.
- Perform other related duties as assigned in the records and registration process.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Modern office practices, procedures, and equipment.
- Record-keeping techniques.
- Correct English usage, grammar, spelling, punctuation and vocabulary.

- Telephone techniques and etiquette.
- Applicable sections of the State Education Code and other applicable laws.
- Principles and practices of training and providing work direction.
- Technical aspects of field of specialty.
- State college and university curriculum requirements.

ABILITY TO:

- Evaluate student academic transcripts.
- Compute student grade point averages.
- Read, interpret, apply and explain, regulations, policies/procedures related to student degrees, certificates, and transfer.
- Type at an acceptable rate of speed.
- Work independently with little direction and confidentially with discretion.
- Establish and maintain cooperative and effective working relationships with others.
- Meet office hours, schedules, and timelines.
- Communicate effectively, both orally and in writing.
- Train and provide work direction to others.
- Use word processing and MS excel and other software packages
- Prepare statistical reports, and graduation lists.
- Maintain detailed records.
- Maintain policies in pertinent to section of the Education Code.
- Utilize interpersonal skills using tact, patients and courtesy.

REQUIRED QUALIFICATIONS:

- Any combination equivalent to AA degree or two years of college-level course work related to job qualifications in admissions and records, social sciences, human services, business, or related field; and
- Two years of increasingly responsible experience in an area of records and college and universities.

WORKING CONDITIONS:

- Office setting
- Some travel may be required
- Hand and finger dexterity to operate various office equipment
- Days and hours may vary
- Additional hours may be required

B. PART-TIME ASSISTANT ATHLETIC COACH - EXEMPT

POSITION DESCRIPTION: Under the direction of the Athletic Director, serves as a part-time Assistant Athletic Coach with the Compton Tartar Athletics Department.

ESSENTIAL DUTIES/FUNCTIONS:

The duties of the Assistant Athletic Coach may include, but not be limited to, the following:

- Understand and abide by the California Community College Athletic Association (CCCAA) rules and regulations that govern intercollegiate athletics at the community college level.
- Adhere to the El Camino College policies and procedures in conformity with the requirements of the California Community College Athletic Association (CCCAA).
- Assist Head Coach and Athletic Director in resolving cases where the student-athlete violates an applicable regulation.
- Assist with the coordination of all aspects of practice and competition within our Athletic Conference.
- Assist with the recruitment of high school athletes under the rules and regulations of the State Athletic Code.
- Cooperate with physicians, athletic trainers, and equipment staff to ensure student-athletes receive proper medical care, physical training, and safe equipment.
- Report all injuries, misconduct, or other unusual situations to the Head Coach and/or Athletic Director.
- Ensure appropriate safety measures are observed when conducting team activities.
- Advise and assist student athletes in achieving stated academic objectives and transfer to four-year institutions.
- Assist with the coordination of off-season training and conditioning program.
- Assist with the coordination of equipment, supplies, meals, transportation, and travel requests.
- Assist with the preparation of an annual budget.
- Participate in the Physical Education and Athletic Department program review process.
- Assist with the development and implementation of fundraising plans for the Compton Tartar Athletics Department.
- Attend appropriate Athletic Departmental staff meetings.
- Work with the athletic staff on the health and well-being of the student-athletes.
- Perform other related duties as assigned.

REQUIRED QUALIFICATIONS:

- Sensitivity to and understanding of multi-cultural, diverse environments and college students from diverse academic, socioeconomic, cultural, and ethnic backgrounds.
- Previous coaching experience in assigned sport is recommended.

SPECIAL INFORMATION:

- This position is not eligible for fringe benefits.
- This position is exempt from overtime.

XVI. **WORKING CONDITIONS:**

- Gymnasium setting.
- Frequent bending, twisting and reaching.
- Days and hours may vary.
- Interact with a variety of individuals.
- Indoor and outdoor work.

C. ASSESSMENT CENTER ASSISTANT

POSITION DESCRIPTION: Under direction of assigned supervisor, performs a variety of specialized and general clerical and office support duties in support of the El Camino College Compton Center Assessment Center programs, functions and office. Provides quality customer service in a multi-cultural diverse environment and performs other related duties as assigned.

ESSENTIAL DUTIES/FUNCTIONS:

- Participate in coordinating and conducting hands-on training for the El Camino College Compton Center counselors and outreach/recruitment staff to administer on-line placement tests at various high schools.
- Conduct on-line placement test sessions at various high schools; evaluate available computer and network equipment to determine compliance with minimum system requirements; set up available personal computers or administration of on-line testing; instruct students in correct procedures and proper usage of PCs and software.
- Provide assistance to students during the exam; troubleshoot general software, personal computer, and network-related problems throughout exam administration; consult with on-site network administrator/technician to resolve personal computer and network-related problems.
- Interpret and explain placement test results and course qualifications to each student; answer student questions regarding admission/matriculation requirements and available services at the El Camino College Compton Center; edit and compile student placement test records for on-line testing sessions.
- Administer, proctor and maintain records of various assessment instruments for paper-and-pencil based group examinations, as well as computerized testing on a network of computers at the Assessment/Testing Center; sign-up students to take exams; provide assistance and instruct students on correct procedures for completion of computerized exams and on assessment test forms for paper-and-pencil exams.
- Prepare and maintain test records and score rosters; generate assessment-related statistical data.
- Score paper-and-pencil exams; prepare result cards according to established procedures.
- Troubleshoot routine computer software problems and perform minor computer maintenance on computers and servers in computerized testing lab; generate computerized reports from network server; edit and create student databases.
- Perform a full range of general clerical duties in support of assigned operations and programs; post information to operational, business and student records; type, screen, proofread, and duplicate a wide variety of documents; receive, sort and route mail; sort and file documents and records according to predetermined classifications, maintaining alphabetical, index, and cross-reference files.
- Answer the telephone and perform receptionist duties including assisting students, faculty, staff, and the general public; provide information and refer callers and visitors to appropriate personnel and offices as required.
- Correct errors on Student Uploads to the El Camino College Datatel Colleague System from Accuplacer; prepare statistical reports for test scores and class placement.
- Operate standard office equipment including a typewriter, personal computer, copier and other office equipment.

- Perform other related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Testing instruments and procedures including computerized placement testing software.
- Office procedures, methods and equipment including computers and applicable software applications such as word processing, spreadsheets and databases.
- Basic computer network operating systems.
- Principles and practices used to establish and maintain files and information retrieval systems.
- Correct English usage, grammar, spelling, punctuation, and vocabulary.
- Receptionist and telephone techniques and etiquette.

ABILITY TO:

- Perform a variety of specialized and general clerical work of average difficulty involving the use of independent judgment and personal initiative.
- Understand the organization, operation and services of the Assessment Center and of outside agencies as necessary to assume assigned responsibilities.
- Interpret and apply administrative and departmental policies and procedures.
- Operate office equipment including computers and supporting word processing, spreadsheet, and database applications.
- Troubleshoot routine computer network, hardware and specialized software problems.
- Adapt to changing technologies and learn functionality of new equipment and systems.
- Train staff in the use of applicable software applications.
- Accurately keyboard, type and proof work.
- Compile data, maintain records and files, and participate in the preparation of administrative or technical reports.
- Compile, generate, formulate, and organize assessment-related data for various institutional uses as well as for non-campus sources.
- Plan and organize work to meet changing priorities and deadlines.
- Respond to request and inquiries from the general public.
- Meet critical deadlines while working with frequent interruptions.
- Work independently in the absence of supervision.
- Exercise good judgment and maintain confidentiality in maintaining critical and sensitive information, records and reports.
- Maintain confidentiality of passwords used to access ACCUPLACER.
- Understand and follow oral and written instructions.
- Follow oral and written direction.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with those contacted in the course of work.

REQUIRED QUALIFICATIONS:

- Any combination equivalent to graduation from high school supplemented by specialized or college-level course work related to area of assignment; and
- Two years of clerical experience performing duties similar to those described above; or
- Any combination of training, education and experience that would provide the desired knowledge and ability to carry out successfully the assignments of the position.

WORKING CONDITIONS:

- Typical office setting.
- Some travel may be required.
- Hand and finger dexterity to operate various office equipment.
- Extensive computer work
- Long periods of standing and sitting.
- Lift and carry up to 25 lbs.
- Move from one work area to another as needed.
- Extensive interaction with students and the general public

HRD 6. TEMPORARY NON-CLASSIFIED SERVICE EMPLOYEES:

It is recommended that the Special Trustee approve the employment and personnel changes for non-classified employees as shown below.

1. Ratification -- Chinenye Asobiereonwu - Teacher Associate, \$22.80 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective December 19, 2007 through June 19, 2008, Upward Bound Math/Science, Student Affairs Area, to teach Geometry, Algebra I and Algebra II and reinforce student's current academics after school and some Saturdays, not to exceed 120 days. (NTE 100 hours).
2. Ratification -- Tina Clayton - Student Worker, \$8.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January 2, 2008 through February 5, 2008, Special Resources Center, Student Affairs Area, Student Worker to assist Special Resource Center students during classes with notetaking, not to exceed 120 days. (NTE 75 hours).
3. Ratification -- Crystal Eubanks - Teacher Associate, \$22.80 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January 5, 2008 through June 1, 2008, Upward Bound Program, Student Affairs Area, to provide English instruction to Upward Bound students, not to exceed 120 days. (NTE 100 hours).
4. Ratification -- Steven Hicks - Tutor, \$8.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective November 19, 2007 through December 14, 2007, Welding, Academic Affairs Area, Winter Session, not to exceed 120 days. (NTE 10 hours per week).
5. Athena Bondoc - Registration Aide, \$9.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January 16, 2008 through June 30, 2008, Outreach and School Relations, Student Affairs Area, to assist with outreach and recruitment during peak registration periods, not to exceed 120 days. (NTE 30 hours per week).
6. David Chavezticas - Tutor, \$8.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective February 4, 2008 through June 6, 2008, Student Support Services Program, Student Affairs Area, Tutor for the Student Support Services Program students in Science, not to exceed 120 days. (NTE 20 hours per week).
7. Tina Clayton - Student Worker, \$8.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective February 9, 2008 through June 6, 2008, Special Resources Center, Student Affairs Area, Student Worker to assist Special Resource Center students during classes with notetaking, not to exceed 120 days. (NTE 138 hours).
8. Raney Cross - Tutor, \$12.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective February 4, 2008 through June 6, 2008, Student Support Services Program, Student Affairs Area, Tutor for the Student Support Services Program students in English, not to exceed 120 days. (NTE 20 hours per week).
9. Humella Fluence - Part-Time Assistant Athletic Coach, \$8.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January

16, 2008 through June 1, 2008, Athletics, Student Affairs Area, Assistant Badminton Coach, not to exceed 120 days. (NTE 187 hours).

10. Mayda Gonzalez - Registration Aide, \$9.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January 17, 2008 through June 30, 2008, Admission and Records, Student Affairs Area, assist with Admissions, Registration, Records, Datatel programs, and counter information for 2007-2008, not to exceed 120 days. (NTE 35 hours per week).
11. Renee Jones - Part-Time Assistant Athletic Coach, \$8.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January 16, 2008 through June 1, 2008, Athletics, Student Affairs Area, Assistant Track and Field Coach, not to exceed 120 days. (NTE 187 hours).
12. Augustin Laguna - Part-Time Assistant Athletic Coach, \$8.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January 16, 2008 through June 1, 2008, Athletics, Student Affairs Area, Assistant Track and Field Coach, not to exceed 120 days. (NTE 187 hours).
13. Nikki Williams - Tutor, \$20.00 per hour, Monday through Friday (days vary), hours between 8:00 a.m. to 8:00 p.m. (hours vary), effective January 2, 2008 through June 30, 2008, Language Lab, Academic Affairs Area, Writing Tutor, not to exceed 120 days. (NTE 20 hours per week).

HRD 7. APPROVAL AND RATIFICATION OF AGREEMENT BETWEEN THE COMPTON COMMUNITY COLLEGE DISTRICT AND THE COMPTON COMMUNITY COLLEGE FEDERATION OF EMPLOYEES, CLASSIFIED UNIT.

It is requested that the Special Trustee approve and ratify the tentative agreement reached between the Compton Community College District and the Compton Community College Federation of Employees, Classified Unit, for a successor agreement effective July 1, 2006 through June 30, 2009.

COMPTON COMMUNITY COLLEGE DISTRICT

TENTATIVE AGREEMENT

CCFE CLASSIFIED UNIT NEGOTIATIONS

Thursday, December 20, 2007

ARTICLE II: EMPLOYEE RIGHTS

- Modify paragraphs 1 and 3 to replace "Personnel Office" with "Human Resources Department."
- Delete paragraph 8 concerning removing derogatory materials from the personnel file.

ARTICLE IV: FEDERATION RIGHTS

- Modify paragraph 3 as follows:

The Federation shall have the right of access during non-work time to areas in which employees work provided such access does not interfere with District operations or unit member work. Federation representatives may engage in recruiting activities on District property provided they do not interfere with employees during work time. Federation representatives shall inform the Human Resources Department before a visit to the College. The Federation shall provide the District with names of representatives authorized to discuss organizational matters with District employees.

- Modify paragraph 10 as follows:

Upon request, the District agrees to provide members of the Executive Board who represent the Union with a list of name(s) of all new probationary hires within the unit and the positions and programs to which they are assigned within thirty (30) calendar days of assignment.

- Agree to side letter continuing to permit the Federation to meet with unit members on the third Friday of each month from 2:00 - 3:00 p.m., provided no more than one unit member may attend from each department and such release time does not unduly interfere with the operations of the department. This side letter will remain in effect for the duration of this Agreement.

ARTICLE VI: COMMITTEES

Delete paragraph 4 concerning committee representation.

ARTICLE VII: LEAVES OF ABSENCE

- Move paragraph A.4, Annual Vacations, to Article VIII and modify as follows:
See Article VIII

Admission day shall be a floating holiday. This holiday for the duration of this Agreement, ~~Admission Day shall be taken during the scheduled winter break.~~ The unit member shall make the request to his/her immediate supervisor five (5) working days prior to the requested floating holiday. The floating holiday must be approved by the supervisor and taken by the unit member within the current fiscal year.

- Modify paragraph E.2, Personal Necessity, to add a new paragraph as follows: "In all circumstances, personal necessity may not be used for the extension of a holiday or vacation, ~~or tending to matters which could reasonably be scheduled outside of working hours.~~"
- Modify paragraph I, Family Care and Medical Leave, as follows:
 1. Any bargaining unit member who has *been employed by the District for at least 12 months prior to the commencement of the family and medical leave and who has served actually worked* in the District ~~more than~~ *at least* 1,250 hours in the immediate preceding 12-month period shall be eligible to take unpaid family care ~~and medical care~~ and medical leave in accordance with the provisions of Title 29 of the United States Code, Section 2601, et seq. ("FMLA") and California Government Code Section 12945.2 ("*CFRA*").
 2. Family care and medical leave may be used for the following reasons:
 - (a) The birth of the bargaining unit member's child.
 - (b) The placement of a child with the bargaining unit member in connection with the bargaining unit member's adoption or foster care of the child.
 - (c) To care for serious health condition of the bargaining unit member's child, parent, ~~or spouse,~~ *or registered domestic partner (for CFRA leave only).*
 - (d) Because of the bargaining unit member's own serious health

condition that makes the bargaining unit member unable to perform the functions of the position in which the bargaining unit member is employed, ~~except for leave taken for disability on account of pregnancy, childbirth, or related medical conditions.~~

3. For purposes of this provision, "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves either:
 - (a) in-patient care in a hospital, hospice, or residential health care facility; or
 - (b) **absence of three consecutive working days and** continuing treatment or continuing supervision by a health care provider.
4. For purposes of this provision, "health care provider" has the same meaning as it is prescribed in Government Code Section 12945.2, subdivision (c)(6).
5. For purposes of this provision, "child" means a biological, adopted or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is either:
 - (a) under eighteen years of age; or
 - (b) ~~an adult dependent child~~ **18 or older and incapable of self-care because of mental or physical disability.**
6. For purposes of this provision, "Parent" means a biological, foster, or adoptive parent, a stepparent, a legal guardian, or other person who stood in loco parentis to the bargaining unit member when the bargaining unit member was a child.
7. ***For purposes of this provision, "spouse" means husband or wife.***
8. ***For purposes of this provision, "registered domestic partner" shall be those persons registered with the California Secretary of State pursuant to the provisions of California Family Code Section 297.***
79. A bargaining unit member is entitled to family care and medical leave ~~for no more than a total of~~ 12 workweeks within a 12-month period measured forward from the first day of the employee's

leave, unless additional leave is granted by the Superintendent. **District.** However, the entitlement to leave for the birth or placement of a child shall conclude at the end of the 12-month period beginning on the date of such birth or placement.

~~8. The determination as to the date on which the family care and medical leave shall begin and the duration of such leave shall be made at the discretion of the Superintendent/ President when considering the scheduling and replacement problems of the district and the reasonableness of the request.~~

910. Except in cases of emergency, a bargaining unit member shall give the District's ~~Director of Classified Personnel~~ **Human Resources Administrator** reasonable advance notice of his/her intent to take family care and medical leave.

(a) If the event necessitating family care leave is known more than 30 calendar days prior to the bargaining unit member's need for leave, the bargaining unit member must provide the District's ~~Director of Classified Personnel~~ **Human Resources Administrator** with a 30 calendar day advance written notice of the bargaining unit member's need for leave. **Failure to provide at least thirty (30) calendar days advance notice entitles the District to delay commencement of the leave until thirty (30) calendar days have passed from the date of the request.**

(b) If the event necessitating family care leave is unknown less than 30 calendar days prior to the bargaining unit member's need for leave, the bargaining unit member must provide the district ~~Director of Classified Personnel~~ **Human Resources Administrator** with as much advance notice as reasonably possible.; ~~however, under no circumstances except for cases of medical emergency or unforeseen circumstances, will a request for leave be made less than ten (10) working days in advance of the requested leave.~~

(c) If leave is needed for a planned medical treatment or supervision, the bargaining unit member shall make a reasonable effort to schedule the treatment or supervision to avoid disruption of District operations. This scheduling shall be subject to the health care provider's approval.

1011. Family care and medical leave can be taken in multiple periods **or intermittently, as medically necessary.**

- (a) The minimum duration of any family care and medical leave for reason of birth, adoption or foster care placement of a child of the employee shall be two weeks. However, the District must twice grant a bargaining unit member's request for family care leave of ~~at least one day but~~ less than two weeks duration if the bargaining unit member complies with all the requirements of the provisions to this section.
- (b) Family care and medical leave for the serious health condition of the employee's child, parent, ~~or~~ spouse, **or registered domestic partner (for CFRA leave only)**, or of the employee may be taken intermittently in one-day increments when medically necessary as determined by the health care provider of the person with the serious health condition.

During the period of leave taken pursuant to the provisions of this section, the bargaining unit member must concurrently use any accrued vacation leave, other accrued time off, or any other available paid leave. If the bargaining unit member takes a leave because of his/her own serious health condition the bargaining unit member must concurrently use any available sick leave during the period of the leave. However, a bargaining unit member shall not use sick leave in connection with a birth, adoption or foster care, or to care for a child, parent or spouse with a serious health condition, unless mutually agreed to by the District and the bargaining unit member.

- 12. The District shall maintain the bargaining unit member's health and welfare programs for the duration of the family care and medical leave; ~~not to exceed a cumulative maximum of 12 workweeks in a 12-month period.~~
- 13. The bargaining unit member shall retain his/her employee status with the District during the leave period and the leave shall not constitute a break in service for purposes of longevity, seniority, or any bargaining unit member benefit plan.
- 14. A bargaining unit member's request for family care and medical leave due to the birth of a child shall be supported by either a statement from a physician certifying the pregnancy or a birth certificate.
- 15. A bargaining unit member's request for leave to care for a child, spouse, **registered domestic partner (for CFRA leave only)**, or parent who has a serious health condition shall be supported by

a certification from the health care provider of the individual requiring care. This certification shall include:

- (a) The date on which the serious health condition commenced.
- (b) The probable duration of the condition.
- (c) An estimate of the amount of time that the health care provider believes the bargaining unit member needs to care for the individual requiring the care.
- (d) A statement that the serious health condition warrants the participation of the bargaining unit member to provide care during a period of the treatment or supervision of the individual requiring care.

16. A bargaining unit member's request for family care and medical leave because of the bargaining unit member's own serious health condition must be supported by a certification issued by his/her health care provider. That certification shall be sufficient if it includes all of the following:

- (a) The date on which the serious health condition commenced.
- (b) The probable duration of the condition.
- (c) A statement that, due to the serious health condition, the bargaining unit member is unable to perform the function of his or her position.

17. Upon expiration of the time estimated by the health care provider in paragraph 15, subparagraph b, and paragraph 16, subparagraph b, if additional leave is required, the District may require the bargaining unit member to obtain re-certification in accordance with the same procedures provided in paragraph 15 and 16.

18. In any case in which the District doubts the validity of the certification provided pursuant to paragraph 15 and 16, the District may require, at the District's expense, that the bargaining unit member obtain the opinion of a second health care provider designated or approved by the District concerning any information certified under paragraphs 15 and 16.

- (a) The health care provider designated by the District shall not be employed *or contracted with* on a regular basis by the District.

- (b) If the second opinion differs from the opinion in the original certification, the District may require, at the District's expense, that the bargaining unit member obtain the opinion of a third health care provider designated or approved jointly by the District and the bargaining unit member. ***The health care provider shall not be employed or contracted with on a regular basis by the District.*** The opinion of the third health care provider shall be final and binding on the district and bargaining unit member.
19. As a condition of a bargaining unit member's return from family care and medical leave because of the bargaining unit member's own serious health condition, the bargaining unit member must obtain certification from his/her health care provider that the bargaining unit member is able to resume work.
- ~~20. If both parents are employed by the District, the District shall not be required to grant leave in connection with the birth, adoption or foster care of a child that would allow the parents family care and medical leave totaling more than a cumulative total of 12 workweeks in a 12-month period.~~
20. ***A bargaining unit employee on a pregnancy disability leave shall not be required to use vacation leave, but may use vacation leave at her option. The 12 workweeks of family care and medical leave under CFRA shall not commence until the employee is no longer disabled due to pregnancy, childbirth, or related medical conditions. The 12 workweeks of FMLA leave shall commence on the first day of leave for pregnancy, childbirth, related medical conditions.***
21. Leave taken by a bargaining unit member pursuant to this section shall run concurrently with any accrued vacation leave, sick leave, other accrued time-off, or any other available paid leave taken as provided in paragraph 11 of this section, and shall run concurrently with leave taken pursuant to the FMLA or California Government Code Section 12945.2 ***CFRA*** and under no circumstances shall entitle a bargaining unit member to an aggregate amount of leave in excess of 12 workweeks in a 12-month period, ***except for a bargaining unit member's own pregnancy.***

ARTICLE VIII: HOLIDAYS

- For the duration of this Agreement, Cinco de Mayo, Ceasar Chavez and Admissions Day holidays shall be taken during the scheduled winter break. The scheduling of these holidays shall be determined by District administration.
- *Add new paragraph 5 as follows: Cinco de Mayo, Ceasar Chavez Day and Admission Day shall be taken by affected unit members during the scheduled winter break on days determined by District administration. Unit members shall be notified of these scheduled days by November 15th of each academic year.*

ARTICLE IX: HOURS OF EMPLOYMENT

- Modify paragraph A.1 as follows:

The guaranteed work week of a full-time unit member shall be no more than forty (40) hours, to consist of not more than five (5) work days within a work week. ~~The start of the work week for campus police shall be determined by the immediate supervisor.~~ *The start of the work week shall be determined by District administration. The District may establish a work week other than Monday through Friday.*
- Modify paragraph G.1. to add the following sentence at the beginning of the paragraph: The four day work schedule shall be determined by District administration.
- ~~Modify paragraph G.3 as follows: "The four day work week schedule shall be determined by District administration. The work day shall be extended by two (2) hours."~~

ARTICLE XI: GRIEVANCE PROCEDURE

- Delete paragraph 8, Level III Grievance Committee.
- Delete Personnel Commission paragraph 10, Level V Personnel Commission Review and clarify that the fee and costs of the arbitrator and transcripts shall be shared equally. Limit grievance to violation, misrepresentation or misapplication of specific provisions of this Agreement.

ARTICLE XIII: LAYOFF

- *Add new paragraph 5 as follows: The order of layoff shall be based on the hire date as a probationary unit member within the affected classification.*

ARTICLE XV: NON-DISCRIMINATION

- Modify paragraph 1 to add new sentence as follows: “Alleged violations of this section shall be excluded from the grievance procedure under Article XI of this Agreement if an alternative venue exists under state or federal law.”
- Delete paragraph 2 concerning the application of federal and state laws.

ARTICLE XVII: COMPENSATION

- Increase the current classified salary schedule by 5.92% effective July 1, 2006.
- Provide a one-time off schedule bonus to full-time classified employees in paid status as of December 1, 2007, (prorated for part-time employees who are eligible for Health benefits) in the amount of \$3,000.

ARTICLE XVIII: FRINGE BENEFITS

- *Beginning the 2008-2009 insurance year, the District shall increase the annual maximum health benefit contribution up to \$10,000 for District medical, dental, and vision insurance for full-time eligible unit members who participate in the full District health benefit program. For unit members who select less than the full District health benefit program, or waive health benefits, any unused portion may be applied by the employee to a tax-sheltered annuity, the total amount, inclusive of any benefit selection, shall not exceed an annual maximum of \$7,000.*

ARTICLE XXI: GENERAL PROVISIONS

- Modify paragraph 6 as follows:

This Agreement shall remain in full force and effect through the period July 1, 2006, to June 30, 2009, and thereafter shall continue in effect year to year until a successor Agreement is reached. The parties may reopen negotiations on Article XVII Compensation, 2007-2008 and 2008-2009 school years and Article XVIII Fringe Benefits, during the 2008-09 school year.

ARTICLE XXII: CONCERTED ACTIVITIES

I. CCCFE Obligation

CCCFE hereby agrees that neither it nor its officers authorized agents or representatives shall incite, encourage, or participate in any strike or refusal to perform services as provided in this Agreement, or other work stoppage of any nature whatsoever, or any picketing of District premises, except for picketing that is solely informational in nature, during the life of this Agreement. In the event of any strike or refusal to perform services as provided in this Agreement, or other work stoppage of any nature whatsoever or threat thereof, or any picketing of District premises except for picketing that is solely information in nature, CCCFE and its officers will do everything within their power to end or avert the same. The District agrees it shall not engage in any lock - out of unit members.

2. Employee Obligations

Any employee authorizing, or engaging in, or practicing in, or encouraging, or sanctioning, or recognizing or assisting in any strike, or refusal to perform services as provided by this Agreement, or any work stoppage, or other concerted interference with District operations in violation of this Article, or refusing to perform duly assigned services in violation of this Article, shall not receive compensation for any period of time during which the employee was assigned but failed to perform required service to the District and any such employee may be subject to dismissal or suspension.

PERSONNEL COMMISSION RULES AND REGULATIONS

The above offer is subject to agreement by CCCFE on changes in the Personnel Rules and Regulations proposed by the Special Trustee serving as the Personnel Commission, pursuant to Education Code Section 71093(3)(d), which are within the scope of representation, including, but not limited to the following:

ARTICLE VII: LEAVES OF ABSENCE

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 "Bereavement Leave" and Rule 60.700.7 because the rules are superseded by Article VII.D(1)-(4).
- Modify paragraph D.3 to include "domestic partner registered with the California Secretary of State pursuant to the provisions of California Family Code Section 297."
- Modify section D.4 to substitute "Human Resources Department" for "Personnel Office."

ARTICLE IX: HOURS OF EMPLOYMENT

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 "Differential or Differential Pay" because the rule is superseded by Article IX.D(1)-(4).

ARTICLE VII: LEAVES OF ABSENCE

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 "Illness," Rule 10.100 "Illness Leave," Rule 10.100 "Sick Leave," and Rules 60.700.3 through 60.700.5 because the rules are superseded by Article VII.F(1)-(4).

- Modify Article VII.F to include certain portions of the former Rules, including:
 - a. “Sick leave may be taken at any time, provided that the new employees with probationary status may use only six days of paid sick leave during their initial probationary periods;”
 - b. “Pay for any day of sick leave shall be the same pay the employee would have received if he had worked that day, except as provided by Education Code section 88036 for part-time personnel;”
 - c. “In order to receive compensation while absent on sick leave, the employee must notify his supervisor of his absence within the first working hour of the first day absent, unless conditions make notification impossible. The burden of proof of impossible conditions shall be upon the employee.”
 - d. For absences of fifteen days or greater, the District shall notify the employee in writing in the event the District has placed a substitute or limited-term employee in the absent employee’s assignment. “At least one day prior to the employee expected return to work, the employee shall notify his/her supervisor in order that any substitute or limited term employee may be terminated. If the employee fails to notify his/her supervisor and both the employee and the substitute report, the substitute is entitled to the assignment, and the employee shall not receive pay for that day.”

ARTICLE VII: LEAVES OF ABSENCE

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 “Industrial Accident or Illness Leave,” and Rule 60.700.6 because the rules are superseded by Article VII.G(1)-(4).

ARTICLE VII: LEAVES OF ABSENCE

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 “Leave of Absence” because the rule is superseded by Article VII.B(1).

ARTICLE IX: HOURS OF EMPLOYMENT

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 “Overtime,” and Rule 70.300 (except Rule 70.300.4) because the rules are superseded by Article IX(A)-(C), (F), and (G).

ARTICLE VII: PERFORMANCE EVALUATION

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 "Performance Evaluation," and Rule 60.600 because the rules are superceded by Article X.

ARTICLE VII: LEAVES OF ABSENCE

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 "Personal Necessity Leave" and Rule 60.700.8 because the rules are superceded by Article VII E(1)-(4), except rule 30.200.7.D

ARTICLE XVII: COMPENSATION

- District intends to approve the action of the Personnel Commission to delete Rule 30.200.7 because the rule is superceded by Article XVII.13.
- Modify paragraph 13 as follows: "An employee may be required to perform duties that are reasonably related to the duties of the position as fixed by the Board. An employee may also be required to perform ~~duties~~ duties that are not reasonably related to the duties of the position as fixed by the Board with those assigned to the position by the governing Board provided that if such duties are worked for at least five (5) days within a fifteen (15) day period, his/her salary is adjusted upward for the entire period he/she is required to work out of classification. The employee will receive at least a one (1) step differential for the period worked out of classification.

ARTICLE XII: TRANSFER

- District intends to approve the action of the Personnel Commission to delete Rule 10.100 "Transfer" and Rule 60.200.1 because the rules are superceded by Article XII.

ARTICLE XI: HOURS OF EMPLOYMENT

- District intends to approve the action of the Personnel Commission to delete Rule 60.200.4(A) because the rule is superceded by Article IX(I).

ARTICLE VII: LEAVES OF ABSENCE

- District intends to approve the action of the Personnel Commission to delete Rule 60.700.1 because the rules are superceded by Article VII(A)(1)-(10).

ARTICLE VII: LEAVES OF ABSENCE

- District intends to approve the action of the Personnel Commission to delete Rule 60.700.4 because the rule is superceded by Article VII(F)(5).

ARTICLE VIII: HOLIDAYS

- District intends to approve the action of the Personnel Commission to delete Rule 70.400. because the rule is superceded by Article VII (F) (5), except 70.400.1(F).

ARTICLE XVIII: FRINGE BENEFITS

- District intends to approve the action of the Personnel Commission to delete Rule 70.700 because the rule is superceded by Article XVIII(2)-(4).

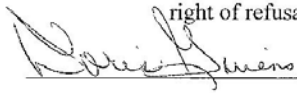
ARTICLE XI: GRIEVANCE PROCEDURES

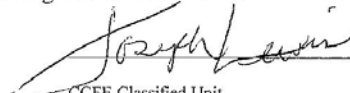
- District intends to approve the action of the Personnel Commission to amend/delete Rule 80.100 because the rule is superceded by Article XI.

SIDE LETTER

Draft the following Side Letters:

- Implement a IRC 125 plan for classified unit members, as soon as administratively possible.
- Acknowledge that future Personnel Commission Rules implemented within the jurisdiction of the Personal Commission, which provide greater benefits than the existing classified contract language, will apply to classified unit members.
- By **August 25** of each fiscal year, the District will identify specific departments that are subject to a work week other than Monday through Friday. For such modified work week schedules, the unit member with the greatest District seniority within the affected classification and department shall be given first right of refusal until that work assignment has been filled.

 12/20/07
Compton Community College District Date

 12/20/07
CCFE Classified Unit Date

COMPTON COMMUNITY COLLEGE DISTRICT
 PROPOSED CLASSIFIED SALARY SCHEDULE
 FISCAL YEAR 2006-07

Joseph Brown
 TA/OC
 11/10/08

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
10	17,922.00	18,818.00	19,759.00	20,747.00	21,784.00	22,874.00
11	18,818.00	19,759.00	20,747.00	21,784.00	22,874.00	24,017.00
12	19,759.00	20,747.00	21,784.00	22,874.00	24,017.00	25,218.00
13	20,747.00	21,784.00	22,874.00	24,017.00	25,218.00	26,479.00
14	21,784.00	22,874.00	24,017.00	25,218.00	26,479.00	27,803.00
15	22,874.00	24,017.00	25,218.00	26,479.00	27,803.00	29,193.00
16	24,017.00	25,218.00	26,479.00	27,803.00	29,193.00	30,653.00
17	25,218.00	26,479.00	27,803.00	29,193.00	30,653.00	32,185.00
18	26,479.00	27,803.00	29,193.00	30,653.00	32,185.00	33,794.00
19	27,803.00	29,193.00	30,653.00	32,185.00	33,794.00	35,484.00
20	29,193.00	30,653.00	32,185.00	33,794.00	35,484.00	37,258.00
21	30,653.00	32,185.00	33,794.00	35,484.00	37,258.00	39,121.00
22	32,185.00	33,794.00	35,484.00	37,258.00	39,121.00	41,077.00
23	33,794.00	35,484.00	37,258.00	39,121.00	41,077.00	43,131.00
24	35,484.00	37,258.00	39,121.00	41,077.00	43,131.00	45,288.00
25	37,258.00	39,121.00	41,077.00	43,131.00	45,288.00	47,552.00
26	39,121.00	41,077.00	43,131.00	45,288.00	47,552.00	49,930.00
27	41,077.00	43,131.00	45,288.00	47,552.00	49,930.00	52,426.00
28	43,131.00	45,288.00	47,552.00	49,930.00	52,426.00	55,047.00
29	45,288.00	47,552.00	49,930.00	52,426.00	55,047.00	57,800.00
30	47,552.00	49,930.00	52,426.00	55,047.00	57,800.00	60,690.00
31	49,930.00	52,426.00	55,047.00	57,800.00	60,690.00	63,724.00
32	52,426.00	55,047.00	57,800.00	60,690.00	63,724.00	66,910.00
33	55,047.00	57,800.00	60,690.00	63,724.00	66,910.00	70,266.00

COMPTON COMMUNITY COLLEGE DISTRICT
 PROPOSED CLASSIFIED SALARY SCHEDULE
 FOR CATEGORICAL PROGRAMS
 FISCAL YEAR 2006-07

Joseph Beeri
 TA/ok
 1/10/09
Stevens
 1/10/08

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
RANGE						
1	30,340.00	31,929.00	33,619.00	35,374.00	37,229.00	39,199.00
2	39,199.00	41,246.00	43,419.00	45,694.00	48,097.00	50,626.00
3	50,626.00	53,295.00	56,104.00	59,053.00	62,154.00	65,421.00

Fiscal Impact-Classified

1. The approximate increase in costs for the 2007-08 fiscal year based on the tentative agreement for compensation and benefits increases for the Classified Employee Unit for the 06/07 year are as follows:
 - a. The estimated cost to the Unrestricted General Fund for the proposed salary increase from July 1, 2006 through June 30, 2008 is \$597,040
 - b. The estimated cost for the proposed increase of total maximum fringe benefits from \$7,000 per year to \$10,000 in the current year is \$0.
 - c. The estimated cost for the one time bonus in lieu of the insurance contribution for 2007-2008 is \$363,000 for the Unrestricted General Fund
2. The source of funding for the proposed changes is the General Fund. The salary increase and the majority of the one time bonuses were provided for in the Final Budget, any short falls should be offset through use of salary savings from authorized and unfilled positions contained in the budget. The majority of the one time bonuses funding is contained in the Health and Welfare Accounts where it was anticipated the funds were to be expended at Final Budget Adoption.
3. Those positions of the Classified unit that are charged to the Restricted General Fund, or Funds other than the Unrestricted General Fund, the increased costs related to this agreement will be charged against the Revenues of their respective Funds.