

Adopted

HARTNELL COMMUNITY COLLEGE DISTRICT

MINUTES

Regular Meeting of the Board of Trustees
Hartnell College Board Room – CAB-112
411 Central Avenue
Salinas, California

June 22, 2010

- OPEN SESSION** Meeting called to order at 5:01 p.m.
- ROLL CALL** Patricia Donohue, President
Kevin Healy, Vice President (arrived at 5:04 p.m.)
Candi DePauw
Bill Freeman (arrived at 5:30 p.m.)
Elia Gonzalez-Castro
Ray Montemayor
Erica Padilla-Chavez
- Phoebe K. Helm, Superintendent-President/Board Secretary
Shaundra Taylor, Student Trustee – (advisory vote per Board Policy 1030)
- AGENDA** On a motion by Trustee Montemayor, seconded by Trustee DePauw, vote of 5-0, and by advisory vote of Aye (Taylor), the Board approved the agenda.
(Absent: Freeman, Healy)
- DISCLOSURE OF CLOSED SESSION ITEMS** Trustee Donohue disclosed items for Closed Session as authorized per Government Code Sections, 3549.1, 54956.9, 54957 and/or 54957.6:
- Health benefits for the following groups:
1. Contract Agreement – California School Employees Association
 2. Non-Bargained for Groups – Management, supervisors and confidentials
 3. Hartnell College Faculty Association Side Letter Agreement
 4. L-39, International Union of Operating Engineers
- PUBLIC COMMENTS REGARDING CLOSED SESSION** There were none.
- MOVED TO CLOSED SESSION** The Board of Trustees of Hartnell Community College District, Dr. Phoebe Helm, Superintendent-President, Kent Stephens, Vice President, Support Operations, and Terri Pyer, Associate Vice President, Human Resources, moved to Closed Session at 5:03 p.m. to consider legal, personnel, labor, and/or contract matters authorized for Closed Session per Government Code Sections, 3549.1, 54956.9, 54957 and/or 54957.6.
- RECONVENED OPEN SESSION** The public session reconvened at 6:00 p.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Trustee Montemayor.

REPORT OUT FROM CLOSED SESSION

Trustee Donohue reported out the following actions from closed session:

On a motion by Trustee Montemayor, seconded by Trustee Healy, vote of 6-0, the Board moved to approve the California School Employees Association side contract agreement dated June 8, 2010. (Absent: Freeman)

On a motion by Trustee Gonzalez-Castro, seconded by Trustee Padilla-Chavez, vote of 7-0, the Board moved to approve MCSIG, Option III health benefits for unrepresented groups.

On a motion by Trustee Padilla-Chavez, seconded by Trustee Healy, vote of 7-0, the Board moved to approve the Hartnell College Faculty Association side letter agreement, dated May 18, 2010.

On a motion by Trustee Healy, seconded by Trustee Padilla-Chavez, on a vote of 6-1 (Abstained: Montemayor), the Board approved to offer MCSIG, Option III health benefits at 100% of the cost of the base plan, 95% of cost of the base plan for eligible dependents to L-39, International Union of Operating Engineers.

PUBLIC COMMENTS

There were none

SWEARING IN OF 2010-2011 STUDENT TRUSTEE

Trustee Donohue swore in Shaundra B. Taylor as the 2010-2011 Student Trustee.

2009-2010 STUDENT SENATE

Dr. Greg Peterson, Vice President, Student Affairs, introduced Mercedes Quintero, Student Life Coordinator, and both presented certificates of appreciation to the 2009-2010 Student Senate.

2009-2010 Senate
Shaundra B. Taylor, Student Trustee and Senator
Julian Garcia, Student Senate President
Kara Lyman-Singleton, Executive Vice President
Stephanie Blancas, Vice President of Communications and Public Relations
Haydee Vargas, Vice President of Programs & Services
Maria De La Garma, Vice President, Inter-Club Council and Activities
Tamatha Eddings, Vice President of Finance
Senators: Esmeralda Rodriguez, Evangelina Quiroz, Joanna Romero, Karina Rey, Lynn Lingbeck, and Timothy Miguel

CONSTRUCTION PROGRAM

Mike Thomas and Firehawk Hulin described Hartnell's Green and Sustainable Construction Program. Two years ago, the industry formed a taskforce to review the program and since has been redesigned to include not only residential, but commercial, industrial, and heavy civil construction. Course curriculum now incorporates sustainability and students are now learning how to build "green" across the discipline.

Enrollments have increased significantly. Last fall's enrollment was 118 students and this spring, enrollment was up to 420. Industry has supported the program financially and by sharing their talents. Over 160 industry representatives have helped develop curriculum, donated equipment and staff and have served as adjunct faculty. These donations have served as matching funds for federal and state grants totaling at least two million dollars. As part of a grant, full-time faculty, John Anderson and his students are retrofitting buildings in five cities up and down the valley. This effort has been supported by the Don Chapin Company through a donation of a truck to pull a restored trailer that is used to haul supplies and equipment for the Hartnell Community Response Team. This team, lead by Mr. Anderson has completed projects for the Center of Fine Arts and Rancho Cielo, among other community entities. Hartnell College continues its partnership with the City of Salinas and CHISPA where construction students build a house at least once a year. A program website has been created by Firehawk as well as DVDs for high school campus recruitment. A large percentage of the financial support for this program has been through the industry and grants. Workforce Investment and other grant funds have provided an opportunity for construction students to participate in the Achieving College Excellence (ACE) program (formerly known as Digital Bridge Academy or DBA). Other grants include the development of a partnership with local high schools and the University of California, Santa Cruz, in energy and efforts are underway to support adding sustainable design (architecture) to the curriculum.

**BOND
OVERSIGHT
COMMITTEE
UPDATE**

The Board received an oral report on the college's current construction projects. The written report is housed on the college's website: http://www.hartnell.edu/board/packets/June_2010_Regular_Meeting_Agenda_Packet.pdf (Page 162). The Board asked questions regarding the current projects to which Mr. Felice responded. Trustee Padilla-Chavez questioned why the Board is being asked to ratify a contract when the work has already started and she asked that the work of future projects not begin until after the Board has approved a contract because of liability. Dr. Helm responded that work typically begins after approval, but the timing this project (CAB Refresh, #3) is an important factor because the work needs to be completed prior to the start of fall.

CONSENT ITEMS Pulled for discussion only: Item D., Curriculum Committee Actions (Freeman).

Initially, Trustee Healy pulled Item F., DMC Contract/CAB Refresh Project, #3, for discussion only. Meanwhile, Trustee Montemayor made a motion, seconded by Trustee Padilla-Chavez to approve Consent items A through N. After some dialogue, Trustee Freeman called to amend the motion to pull Consent item F., for a separate discussion and vote.

On a motion by Trustee Montemayor, seconded by Trustee Padilla-Chavez, vote of 7-0, and by advisory vote of Aye, (Taylor), the Board moved to approve Consent Items A through E and G through N.

A. MINUTES Approved minutes of regular meeting of May 4, 2010 and special meeting of May 18, 2010.

B. DISBURSEMENTS Approved disbursements from any or all of the following funds: general; debt service; bookstore; child development; capital outlay projects; scheduled maintenance; property acquisition; bond projects; cafeteria; self-insurance; retirees health benefits; associated student body; scholarship, loan, and trust; and intercollegiate athletics.

- C. NON-CASH DONATIONS Accepted the non-cash donations from the Hartnell College Foundation.
- D. CURRICULUM COMMITTEE Ratified the recommendations from the Curriculum Committee.
Trustee Freeman asked why the HES courses were being moved to an inactive status. Dr. Helm responded that these courses were part of the Medical Laboratory Technician (MLT) program and that the students, who were in this program, completed their coursework in 2008. Since that time, the college has not offered these courses and this past spring, the Curriculum Committee moved the courses to an inactive status and this is merely a clean-up of that curriculum. In addition, an area consortia of colleges has been formed to support the development of small allied programs such as MLT.
- E. SUB-RECIPIENT OF GRANT FUNDS – UCSC/NSF Ratified an agreement to accept funds from the University of California, Santa Cruz (UCSC) as a sub-recipient of a grant from the National Science Foundation. The sub-award amount is \$50,000 over a period of two years. The purpose of the sub-award is to focus on providing students with an engaging remote laboratory for interactive experiments in renewable energy.
- F. DMC CONSTRUCTION CAB REFRESH PROJECT, #3 On a motion by Trustee Padilla-Chavez, seconded by Trustee Healy, by vote of 6-1 (No: Freeman), the Board ratified a contract with DMC Construction for the 2nd and 3rd floors of the Classroom Administration Building (CAB) Refresh Project, #3. The budget for this project is \$436,490 and paid by funds from Measure H.

Trustee Healy questioned why only one bid was received. Damon stated that six contractors participated in the mandatory walks, but that only DMC submitted a bid, and that it was a fair bid for the work that is to be completed.

Dr. Helm announced that a workshop on how to do business with community colleges is tentatively scheduled in August. The workshop, hosted by the Salinas Builders Exchange, and in partnership with CHISPA and the Chamber of Commerce, is open to construction companies, chamber members, and the Board. The focus will be on the State's regulations for bidding, contracting, and purchasing for community colleges.
- G. WATER FEATURES FOR POOL Ratified a contract with Western Water Features for the pool renovation project. The budget for this project is \$545,000 and paid by funds from Measure H.
- H. COUNTY OF MONTEREY – SEVEN CHALLENGES Ratified a contract with the County of Monterey, Probation Department, for the coordination of trainings, training supplies, and use of facilities for the Seven Challenges Program. The contract will reimburse the Foster and Kinship Care Program \$31,300 through June 30, 2011.
- I. ALPERT/MCKEE GRANT WRITERS Approved and authorized the administration to enter into an agreement with Alpert/McKee Company, grant writer for the Hispanic Serving Institution, Title V CCRAA Grant. If awarded, the cost for these services will be 6% of the awarded funds in years one and two, 5% in year three, and 4% in years four and five.
- J. CITY OF SALINAS VOLUNTARY FITNESS PRGM Approved and authorized the administration to enter into an agreement with the City of Salinas for a Voluntary Fitness Program for its employees. The term of the agreement is June 25, 2010 to September 1, 2010.

- K. COUNTY OF MONTEREY-VOLUNTARY FITNESS PRGM Approved and authorized the administration to enter into an agreement with the County of Monterey, Probation Department for a Voluntary Fitness Program for its employees. The term of the agreement is June 1, 2010 to September 1, 2010.
- L. JM ELECTRIC CAMPUS LIGHTING PROJECT – PHASE II Approve and authorize the administration to enter into a contract with JM Electric for the Campus Lighting Project, Phase II. The project includes lighting along Central Avenue, Cypress Street, in front of the Learning Resource Center, and Parking Structure. The budget for this project is \$86,250 and paid by funds from Measure H.
- M. GSA AGREEMENT Approved the use of the General Services Administration Agreement for the purchase of computer comfort stations for the CAT Building. The projected cost for this purchase is \$250,000 and paid by funds from Measure H and the State.
- N. PERSONNEL ACTIONS Approved and/or ratified personnel actions (Appendix A).

ACTION ITEMS

- BUDGET REVISIONS On a motion by Trustee Healy, seconded by Trustee DePauw, by vote of 7-0, and by advisory vote of Aye (Taylor), the Board moved to approve budget revisions numbered 8783 to 8860.
- QUARTERLY FINANCIAL STATUS REPORT On a motion by Trustee Healy, seconded by Trustee Montemayor, by vote of 7-0, and by advisory vote of Aye (Taylor), the Board moved to ratify the quarterly financial status report for the quarter ended March 31, 2010.
- RESOLUTION 10:5 On a motion by Trustee Gonzalez-Castro, seconded by Trustee Padilla-Chavez, by roll-call vote of 7-0, and by advisory vote of Aye (Taylor), the Board adopted Resolution 10:5, Budget Revisions, 2009-2010.
- TENTATIVE BUDGET 2010-11 On a motion by Trustee Padilla-Chavez, seconded by Trustee Healy, by vote of 7-0, and by advisory vote of Aye (Taylor), the Board approved the tentative budget, set September 7, 2010 as the date and time to conduct a public hearing and as the date to adopt the budget for fiscal year 2010-2011.

Dr. Helm commended Kent Stephens, Vice President, Support Operations, Al Muñoz, Controller, Sharon Alheit, Grants Manager, and the Business Office staff for their outstanding work on preparing the budget. Further, she thanked Kent and Dr. Greg Peterson, Vice President, Student Services, for their leadership in presenting a clear and persuasive presentation to employee groups regarding health care benefits. She stated that starting July 1, the College is able to restore employee salaries and benefits to the level approved earlier this evening. She was pleased to announce that the College will start the new fiscal year with a budget that is not designed for deficit spending. She thanked the Board for their courage to make tough decisions and for their support to help make this happen. She reported that this was accomplished through employee concessions, board concessions, borrowing from the reserves, planning for a mid-year cut that did not materialize, and through stringent reductions in expenditures. She pointed out that the College would see an increase in expenses such as supplies simply because we had cut so severely in the past. Also, she expressed her gratitude to faculty leaders, Ann Wright and Melissa Stave for the many hours they spent in seeking out alternatives for health care

coverage. Their efforts significantly reduced health care cost for the district. In closing, she stated that she was pleased to see that everyone is working together, taking ownership of these costs, for the betterment of the college and community. For example, she pointed out that today's costs for the health care package provided in '08-'09 would have increased Hartnell's budget by \$2.4 million, but due to their hard work and cooperation, the increase for 2010-11 is estimated at \$500 thousand.

Members of the Board stated they were pleased with the way the budget is prepared, impressed that the budget is in good standing, expressed kudos to the staff for their efficiency and thanked everyone for their hard work during this past year.

MLT PROGRAM On a motion by Trustee DePauw, seconded by Trustee Healy, by roll-call vote of 7-0, and by advisory vote of Aye (Taylor), the Board approved to discontinue the Medical Laboratory Technician (MLT) Program as recommended by the administration.

BOARD BENEFITS On a motion by Trustee Montemayor, seconded by Trustee DePauw, by roll-call vote of 5-2 (No: Freeman, Gonzalez-Castro) and by advisory vote of Aye (Taylor), the Board approved to delay the reinstatement of Board benefits to August 2010.

Trustee Freeman stated that the Board approved, at their June 2009 meeting, to suspend benefits for 12 months only and that he does not support delaying the reinstatement because he believes, as public servants, the Board should receive compensation for doing the business of the college – that even the State legislators continue to get paid in spite of the State's economy. He expects the Board to vote on this item this evening and suggested that those Board members who do not want these benefits consider donating them to a charitable organization.

Dr. Helm stated that, while the Board approved to suspend benefits last June, technically, health benefits were not suspended until August 1, 2009, so, delaying the vote to the next month would conclude the 12 months they agreed to. Dr. Helm explained the delay and apologized that she did not have the answers needed to provide the board with their best options, but that the focus has been on negotiations with employee groups because they are in larger numbers. Trustee Padilla-Chavez asked if delaying the benefits included the meeting stipend and mileage, too. Trustee Donohue stated that she would like the Board to have an opportunity to discuss all of their options, similar to a cafeteria plan. This way, members could choose what they want for benefits (health care, meeting stipends, mileage reimbursement).

Trustee Gonzalez-Castro questioned why the Board was discussing this item when they approved to suspend benefits through June 30th and she questioned why the Board couldn't just move moved from Option I to III, similar to the non-represented groups.

Trustee Padilla-Chavez stated that other Boards donate their stipends to student scholarships and asked that this option be made available. Dr. Helm responded that IRS regulations prohibit this being a "group" decision, because each gift would have to be at the discretion of the donor.

Trustee Healy recalled that last year, the Board was first to make concessions and that he was not happy that they had to, but that he is pleased to have this discussion tonight because he anticipated this discussion would not happen for several years. And, he asked if it was the Board's fiduciary responsibility to delay. Dr. Helm stated her

recommendation is for two reasons: 1) the financial impact to the district; and 2) the board's policy is clear in that the Board's choice is to be an individual choice.

Trustee Freeman made a motion to vote for the meeting stipend only. The motion was seconded by Trustee Gonzalez-Castro; however, because there was a motion already on the table (Montemayor, DePauw) and neither Trustee Montemayor or Trustee DePauw agreed to amend their motion, the motion did not go forward. Trustee Donohue stated that the consideration of stipends, paid retroactively, could be discussed at next month's meeting.

INFORMATION ITEMS

FINANCIAL STATEMENTS The Board received and accepted the financial statements for the month ending April 30, 2010.

SENATE REPORTS Student Senate: Stephanie Blancas reported that the Senate is planning training workshops for its new officers.

Academic and Classified Senates: None

PRESIDENT'S REPORT Dr. Helm reported that earlier today, she had the pleasure, along with her colleague, Doug Garrison, Monterey Peninsula College President, to participate in leadership training for state university student senate presidents at the Panetta Institute.

Also, Dr. Helm reported that after a lot of review, analysis, and discussion with college staff, she made the decision not to open the Alisal Campus until January 2011 because she is unwilling to have student instruction disrupted and that there were too many variables for her to assure the faculty and students that this would not happen. She had found no downsides to this conservative approach other than the fact that we were all disappointed. She thanked Greg Peterson and his staff for their work to schedule classes back to the main campus with no cancellations.

BOARD COMMUNICATIONS Trustee Padilla-Chavez thanked Jackie Ortega-Cruz and all of the staff who attended the first community conversation and stated that this first meeting was an opportunity to learn how to plan future community conversations. She suggested that she, Trustee DePauw and Paulette Bumbalough, Dean of South County, meet to discuss an event in south county. Also, she expressed her pleasure in participating in this year's graduation because she felt it was a wonderful event.

Trustee Healy stated he was honored to participate in this year's graduation and complimented Dr. Helm and Trustee Donohue on their commencement speeches and complimented Trustee Gonzalez-Castro on her passionate translation; that due to the efforts of Neil Ledford and Steve Triano, his company may have an opportunity to work with a Hartnell Ag intern, and he expressed his disappointment over the cancellation of the summer weight room fee based class.

Trustee Freeman reported he spoke at the High School Equivalency recognition dinner after their ceremony and presented a plaque to the Board; that he spoke to Dan Teresa about establishing a scholarship in honor of the Big Sur marathon winner, Daniel Tapia; that he would like Hartnell College join the cities Los Angeles and San Francisco in boycotting Arizona because of their immigration laws; and he suggested the college consider an outside graduation ceremony.

Trustee Taylor thanked the student officers who attended this evening and stated that she was honored to participate in this year's graduation.

Trustee Montemayor stated that he was pleased to participate in this year's graduation and that he would support the board approving to pay members their stipends retroactively.

Trustee DePauw gave kudos to faculty leaders, Ann Wright and Melissa Stave; that she enjoyed participating in the graduation ceremony, but that she particularly enjoyed participating in the High School Equivalency (HEP) recognition ceremony.

Trustee Gonzalez-Castro said she was pleased and honored to be this year's translator for commencement and for the recognition ceremony for HEP; she thanked Jackie Ortega-Cruz for planning the community conversations – that Ms. Cruz planned an incredible event in a short time; that Dr. Helm's message at the community conversation was important for all to hear – that there are good things happening at Hartnell. Also, she encouraged members to sign a pledge in support of The Campaign for College Opportunity; she congratulated the Business Office staff for their work on the budget – that she is pleased the college is in good financial standing; and she explained she believes in fairness for everyone and that's the reason she supported the Board voting on benefits this evening. In closing, she thanked Dr. Helm for her outstanding leadership.

Trustee Donohue shared that, at the community conversation, a community member complimented Dr. Helm by stating "when you were interviewed, I asked you how you would engage the community. I just want to acknowledge and thank you, because you are doing it now." Trustee Donohue thanked Dr. Helm for this effort. Also, she not only attended graduation and the HEP recognition ceremony, but she attended the RN and LVN (nursing) pinning ceremonies, too, and that they were exciting. She estimated that 35% of the nursing graduates were male. She stated that she is pleased with the budget; thanked Kent and Al, and thanked Mike Thomas and Firehawk for all of their work with construction, grants and other priorities at Hartnell.

NEXT MEETING July 20, 2010, 5:00 p.m., Governing Board Room (CAB-112), 411 Central Avenue, Salinas.

ADJOURNMENT A motion was made, seconded, and unanimously carried, to adjourn the meeting at 8:20 p.m.

Patricia Donohue
Board of Trustees President

Phoebe K. Helm
Board Secretary

APPENDIX A

The following personnel actions were approved and/or ratified at the Hartnell College Board of Trustees Regular Meeting of June 22, 2010:

- I. Retirements, resignations, releases, and leave requests
 - A. Ratify retirement of regular personnel:
 1. Fred Etcheverry, Electronics Technology Instructor (#F-29), effective June 3, 2010.
 2. Patty McEfee, Administrative Assistant (#CF-11), effective June 9, 2010.
 3. Philip Adams, Business Instructor (#F-2), effective June 3, 2010.
 4. Robert Spier, Counselor (F78), effective June 9, 2010.
 - B. Ratify resignations of regular personnel:
 1. Jesse Asiñas, Administrative Assistant (#CC-1), effective August 6, 2010.
 - C. Approve request for leave of absence:
 1. Heidi Ramirez, English Instructor, for a one-semester leave of absence, effective August 16 through December 17, 2010, in accordance with the Education Code, laws of the State of California and Federal laws which govern pregnancy and family leave. The leave will be without pay for periods of time.
 2. Mohammad Hussain, Math Instructor, 33 percent of load for up to two years, unpaid leave of absence for professional development, beginning Fall semester, August 16, 2010. This is in accordance with Article 7 Section K of the Hartnell College Faculty Association (HCFA) contract.
- II. Appointments
 - A. Ratify appointment to regular classified positions.
 1. Yvonne Carreon, 40 hours per week, 12 months per year, Administrative Assistant (#CC-166), Student Services, Step B, effective June 7, 2010. This action reflects a promotion from Clerical Assistant (#CC-104), TRIO.
 2. Melissa Romero, 40 hours per week, 12 months per year, Financial Aid Specialist (#CC-93), Student Services, Step A, effective June 1, 2010. This action reflects a promotion from Financial Aid Technician (#CC-100), Student Services.
 - B. Ratify resignation of administrative position and re-appointment to faculty:
 1. Jennifer Lagier Fellguth, from Dean of Distance Learning, Evening, Weekend Programs and Adjunct Faculty Support (#A-44) effective June 30, 2010, to full-time faculty (#F-31).
 - C. Ratify appointment of part-time instructors for spring semester 2010:
 1. John Owens, Construction. Appointment based on equivalency as follows: meets core competencies equivalent to AA degree and general education requirements.
 - D. Ratify appointment of substitute positions:
 1. Eva Diaz, \$14.99/hr, (40 hrs/week), Administrative Assistant, May 7 – 21, 2010.

2. Maria Garepie, \$16.52/hr (40 hrs/week), Division Administrative Assistant, April 12 – June 30, 2010.
3. Ying Chu, \$14.99/hr (40 hrs/week), Administrative Assistant, April 26 – June 4, 2010.

E. Ratify appointment of Professional Experts:

- a. The Hartnell College Math Academy is a two-week, not-for-credit, non-graded pilot program designed for incoming freshmen whose placement scores on the Accuplacer diagnostic test do not qualify them for pre-algebra or for elementary algebra. Faculty had a retreat to prepare and demonstrate innovative teachings tools to be used in all math courses as well as the Summer and Winter Math Academies. Grant-funded.
 1. Patricia Garcia, \$35/hr, (15hrs), Math Instructor, April 30 – May 1, 2010.
- b. California Employment Department, Clean Energy Workforce Training Program, provides the creation of a green building pre-apprenticeship training program. With over 330 hours of college training and 300 hours of paid internship, the program is designed for motivated men and women eager to build knowledge and skills so that they can qualify to become part of the next generation of American builders:
 2. Michael DeArmond, \$5000/month, Internship Coordinator, March 1 – November 30, 2010, grant-funded.
- c. The High School Equivalency Program (HEP) is funded by the US Department of Education Office of Migrant Education. HEP is a migrant education program designed to assist migrant and seasonal field workers obtain their GED and either employment, military service, apprenticeship, Certificate of Skills Acquisition, Certificate of Achievement, or Associates Degree.
 3. Floriberto Garcia, \$12.02/hr, (20hrs/week), Instructional Aide.
- d. Administration of Justice 102 PC 832 Arrest and Firearms is designed to satisfy the curriculum standards of the Commission on Peace Officer Standards and Training (POST) as required by Penal Code 832, for the spring semester, January 25 – June 2, 2010:
 4. Anthony Gutierrez, \$25/hr (as needed), range safety assistant.
 5. John McCormick, \$25/hr (as needed), range safety assistant.
- e. Hartnell's theater arts program/The Western Stage (TWS) provides students the opportunity to learn their craft within a professional context. TWS' current season runs through June 30, 2010:
 6. John Englehorn, \$3000/season, preseason electrical department set up; lighting design.
 7. Richard Green, \$1000/season, photography for all publicity, productions and events.
 8. Diane Kelsey, \$1872/season, wardrobe supervision.
 9. Jeff Mockus, \$1000/season, survey current sound system and recommend improvements.

10. Carla Pantoja, \$1500/season, facilitator for the creation of theatre arts program at the Alisal Center.
11. David Parker, \$4250/season, scenic designer and actor.
12. Luana Speelman, \$2500/season, scenic and property crafts.
13. Reina Vasquez, \$1500/season, theatrical costume design and coordination.

- F. Ratify appointment of student workers for spring semester 2010:
1. Eliana Perez, Academic Learning Center, Student Worker I
 2. Steven Vuong, Art, Student Worker I