

SOUTH COUNTY JOINT JUNIOR COLLEGE DISTRICT
OF ALAMEDA COUNTY AND CONTRA COSTA COUNTY
BOARD OF TRUSTEES
ADJOURNED MEETING
June 18, 1974

M I N U T E S

PLACE South County Joint Junior College District, Chabot College Campus,
25555 Hesperian Boulevard, Hayward, California.

ATTENDANCE The meeting was called to order at 7:10 p.m. by President Hudgins.
The meeting was adjourned at 11:11 p.m. The Superintendent called
the roll.

Members Present: Mrs. Dorothy S. Hudgins
Mr. L. Arthur Van Etten
Mr. E. J. Chinn
Mr. Fred M. Duman
Mrs. Ann H. Duncan
Mr. James S. Martin
Mr. Charles W. Stone (7:28)

Administrators Present: Dr. Reed L. Buffington, Superintendent
Dr. Richard D. Yeo
Dr. Arthur L. Larson
Mr. Peter A. Barthelme
Dr. Edward Hart
Dr. Lee Hinckley
Mr. Don Milanese
Miss Gail Johnson
Mr. Wayne Williams

Secretary: Mrs. Betty D. Davis

Others Present Mr. Frank Abreu
Signing Roster: Mr. Harlan Barr
Mrs. Esperanza Bayol
Mrs. Sybel Beatty
Mr. Dan Bokuvka
Mr. Philip Castillo
Mr. C. S. Christian
Mrs. Elaine Crouse
Mr. Hae Daniels
Miss Doreen Francisco
Dr. David Hill
Mr. W. E. Hopper
Mrs. June Joyce
Mr. Sus Matsumoto
Mrs. Eleanor B. Meyer
Mr. Bob Norberg
Mr. Bruno Orsetti
Mr. L. J. Rochon
Mr. Tony Silva
Mrs. Dorothy Thomas
Mr. and Mrs. Warren Turner
Mr. E. O. Vigil
Mr. Floyd Widsteen

Upon questioning by Mr. Duman, Dr. Buffington said that there is an increase of .2% in benefits to the classified staff. Mr. Duman said that would be a total of 11.73% increase. Mrs. Duncan asked what the .2% was for. Dr. Buffington said the increased costs in retirement, workmen's compensation, long term disability insurance, and increased cost to Kaiser health plan. Mrs. Duncan asked for the same figure for certificated staff. Dr. Buffington said it was .9%.

MEDICAL GROUP
INSURANCE
BENEFITS FOR
RETIREEES

Mr. Duman asked if the classified representatives had anything to add to the consideration of payment of medical group insurance benefits for retirees. Mr. Widsteen noted the schools that provide retirement benefits and medical benefits up to age 65 at which time they pick up the difference between Medicare and Blue Cross or Kaiser. He said this is basically what the staff is requesting, based on ten years of service. Dr. Buffington said in considering this matter, the staff prepared a proposal for consideration by the Board and the classified staff. He said in essence, this proposal was a little different than that proposed by the staff.

Board members agreed to take a short recess while the classified representatives and the Board looked over the proposal.

RECESS

The Board recessed at 8:47 p.m. and reconvened at 8:57 p.m.

Mr. Widsteen noted that his proposal mentioned retirement after ten years or at age fifty-five and Dr. Buffington's proposal goes to age sixty. Mr. Widsteen said that the two proposals could probably be considered the same.

Motion #5

*
Mr. Duncan made a motion seconded by Mr. Duman that it shall be the policy of the Board of Trustees that the District will continue to pay the cost of the District's group medical insurance plan(s) for each certificated or classified employee and spouse, provided that the employee retires after June 28, 1974, has rendered 10 or more years of full time service with the District and retires at age 60 or older; a "retired" employee shall be defined as one who has retired from service and who is eligible for or is receiving a retirement allowance from the State Teachers Retirement System or the Public Employees Retirement System; Benefits will continue during the life of the retiree; when two employees who are married retire, the District will pay the cost of only one medical insurance plan for each person, to continue during their lifetime; the retired employee may pay the additional premium(s) necessary to provide coverage for eligible dependents other than spouse; the District payment will be limited to the coverage provided for active staff in the case of retirees under 65 years; or to the premiums which will replace or supplement Medicare, for retirees 65 years of age or older; retirees eligible for Medicare must enroll in all parts for which they are eligible; medical insurance plans cannot be switched by the retiree from one company to another after retirement; at the time of retirement, the retiree must be enrolled in a District group medical insurance plan and eligible for continuance under any special requirements which are a part of that plan.

Note

Mr. Stone inquired if a person retired at age 55 after ten years of service or longer and when he reached sixty if the medical benefits would become effective. Dr. Buffington said no. Mr. Stone said he would suggest the proposal be amended to make this possible. Dr. Buffington said someone might leave the District at forty after starting at thirty and come back at fifty-five wanting retirement after not being here for fifteen years. Mr. Stone said according to this policy, a person would lose all of his continuing medical benefits but if he stays until sixty he may not work any longer than the one who retires at fifty-five. He said it wasn't fair; the one after sixty who served the minimum number of years or more would be eligible at age 60 for these benefits. Mr. Chinn pointed out that the policy said a person could retire after ten years of service up to age sixty. Mr. Stone said he was saying there could be any number of reasons a person would retire at age fifty-five after working twenty or twenty-five years, but if he retires at fifty-five, he loses his medical benefits. He said if a person starts working at age fifty and leaves at sixty, he gets more than the person who works longer.

Mr. Duman said Mr. Stone made an extremely pertinent point and he was in agreement with the issue, but he would suggest that in the interest of passing this motion, that the Board pass it and request the Superintendent to come back with a report as to whether there is any pertinent impact. He said he understood a person could retire at fifty-five and come back and collect at sixty. He asked if there were any reasons why the Board could not do this. Dr. Buffington said no reason at all. Mr. Van Etten said Dr. Buffington pointed out that nothing monetary could be retroactive for the classified staff. Dr. Buffington said that was correct and this proposal would not be applicable to any member of the classified staff at this time because there is no one retiring at this time. Mr. Stone said the employees have asked for age fifty-five and what he said was a good compromise and it won't cost the District anything at this time.

Amendment to Motion #5

Mr. Stone made a motion to amend Motion #5 that a person who serves a minimum length of time and retires at age fifty-five will be eligible for medical benefits at age sixty.

Mr. Chinn said there were other considerations to look at also. Mr. Stone said he wanted this in the record that he has that much humanity. Mr. Martin said he wanted it in the record that because he voted against this amendment, he did not feel he was not humane. Mr. Chinn echoed Mr. Martin's statement.

Amendment died for lack of a second.

The question was called on Motion #5.

Motion carried by the following vote:

AYES: Trustees Hudgins, Van Etten, Chinn, Duman, Duncan, Martin
NOES: Trustee Stone
ABSTENTIONS: None

Mr. Stone said he voted no on the motion because of the inclination not to include his amendment.

Mr. Duman said he would suggest instructing the staff to consider Mr. Stone's proposal that an employee be eligible for retirement if he has ten years of service or more, retires at age fifty-five years and is eligible to collect his benefits at age sixty, and report back to the Board. Dr. Buffington was so instructed by the Board.

Motion #6

Mr. Van Etten made a motion seconded by Mr. Stone for a condensed work week of 7-7½ hours per day for the classified staff.

Mrs. Hudgins asked which Mr. Van Etten wanted - 7 hours per day or 7½ hours per day. Mr. Orsetti responded that the hours relate to those on the night shift. Dr. Buffington explained there are staff members who work the night shift of 7½ hours per day and the 7 hours is for those staff members, while the 7½ hour day is for those who work eight hours. Mr. Martin said this would mean the day staff would take a half hour off per day. Mrs. Hudgins asked if that was the intent of the motion. Mr. Van Etten said the representatives said the staff could do the work without any extra people being hired. Mr. Van Etten said he smiled when this request was made but he really thought the staff could cooperate and get the work done.

Mrs. Duncan asked for a rationale for reducing the work week. Mr. Van Etten said this was being done even before he retired. Mrs. Duncan asked why for Chabot College? Mr. Stone said he wanted to do this before it became mandatory. Mr. Widsteen said there are several reasons - it seems to be the trend; staff should be given some of the benefits employees of other public agencies are given; time off gives a person incentive to work harder and provide more constructive work with a little more cooperation; and he thought the 37½ hour week could be handled very easily. Mr. Martin said he understood the rationale to go back to a 36 hour week to give more employment in the trades. He said assuming this were the argument, this wouldn't be the staff's position. Mr. Duman said most people give the rationale primarily for more leisure time. Mr. Martin asked if it would be in the best interest of the District to provide more leisure time for the classified staff. Mr. Duman said he would vote against it, primarily because he didn't think the administration is prepared to institute it. He said he did feel that a 37½ hour work week benefit is fair and he would like to see, between now and next year, a study on the part of the administration of the implications to put this into effect and

CONDENSED
WORK WEEK

SOUTH COUNTY COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES
ADJOURNED MEETING
July 15, 1975

M I N U T E S

PLACE. South County Community College District, Chabot College Campus,
25555 Hesperian Boulevard, Hayward, California.

ATTENDANCE The meeting was called to order at 7:35 p.m. by President Duman.
The meeting was adjourned at 9:28 p.m. The Superintendent called
the roll.

Members Present: Mr. Fred M. Duman
Mr. E. J. Chinn
Mrs. Dorothy S. Hudgins
Mr. Lawrence R. Jarvis
Mr. Charles W. Stone
Mr. L. Arthur Van Etten

Member Absent: Mrs. Ann H. Duncan

Administrators Present: Dr. Reed L. Buffington, Superintendent
Dr. Barbara Mertes
Mr. John R. McKinley
Mr. Peter A. Barthelme
Mr. Robert Hunter
Dr. Shanon Christiansen
Dr. Lee Hinckley
Mr. E. J. Simpson
Miss Linda Lucas
Mr. Wayne Williams

Secretary: Mrs. Betty D. Davis

Others Present Mrs. Betty Annable
Signing Roster: Mrs. Sybel Beatty
Mr. Dan Bokuvka
Mr. Robert Curry
Mr. Stephen Freiburger
Miss Doreen Francisco
Miss Robin Harrod
Dr. Bill Hopper
Mr. Raymond Jablonn
Mrs. Diane King
Mrs. Karen McLaughlin
Mr. Bob Norberg
Miss Linda Perreira
Mr. John Rodrigues, Jr.
Mr. Charles Sherman
Mrs. Barbara Silvia
Mrs. Dorothy Thomas

Mrs. Hudgins said she agreed with career advancement but not necessarily with increases based solely on the amount of years. Mr. Jarvis said he didn't agree that people get more valuable the longer they are on the job - that is not the only criteria. The question was called on Motion #6.

Motion carried by the following vote:

AYES: Trustees Duman, Chinn, Hudgins, Jarvis, Van Etten

NOES: None

ABSTENTIONS: Trustee Stone

Mr. Duman read Proposal 4 - Continuation of medical benefits for retirees at age 55 after 10 years of service.

Motion #7

Mrs. Hudgins made a motion seconded by Mr. Stone to amend Governing Board Policy 82 to change the service requirement for classified and administrative personnel as follows:

<u>Full Time Service</u>	<u>Age at Retirement</u>
15 Years	55 Years
14 Years	56 Years
13 Years	57 Years
12 Years	58 Years
11 Years	59 Years
10 Years	60 Years

Mr. Stone asked if this was only medical benefits and Dr. Buffington said yes, for employee and spouse as long as the employee is alive. The question was called on Motion #7.

Motion carried by the following vote:

AYES: Trustees Duman, Chinn, Hudgins, Jarvis, Stone, Van Etten

NOES: None

ABSTENTIONS: None

Mr. Duman read Proposal 5 - Medical benefits to be extended to spouse if the retiree should expire first. He said that the County Counsel advises it is illegal to extend medical benefits to a spouse after the retiree expires.

Motion #8

Mr. Chinn made a motion seconded by Mr. Van Etten to deny the request for the extension of medical benefits to surviving spouse.

Mr. Duman pointed out this is something that would have to be authorized by legislation and perhaps other organizations ought to be advised in order to have it changed. The question was called on Motion #8.

Motion carried by the following vote:

AYES: Trustees Duman, Chinn, Hudgins, Jarvis, Stone, Van Etten

NOES: None

ABSTENTIONS: None

Mr. Duman explained to the classified staff present that evening that the Board was very proud of them. He said that things are going well at Chabot College and it is largely because of the employees. He noted he had visited other entities and it is not the same. He said that on behalf of the Board, he wanted to let the classified staff know that the Board appreciates them. He extended his thanks to them.

CHILD CARE
PROPOSAL

Dr. Buffington said that Board members had in their folders a copy of a report on child care prepared by Mr. E. J. Simpson, Director of Student Activities. He said if the Board wished to levy an override tax for child care, it must be done by the August 5 Board meeting. He reviewed the current arrangements for child care and alternatives to the Chabot Child Care Center: 1) Campus Child Development Center; and 2) Family Day Care Homes. He pointed out it would not be wise to count on any state or federal funds and that once a program of this type is started, it is difficult to discontinue. He noted the estimated cost of operation for the proposed Chabot College Child Development Center. He said he could not advise the Board there are funds in the General Fund of the District to finance any of the child care programs described.

Mr. Van Etten noted that the proposal mentioned the capacity of the proposed Child Development Center included infants. He said that Dr. Wilson Riles, State Superintendent of Instruction, is trying to establish an early age for children to go to school. He noted from an article in the Chronicle that national educational organizations are pushing pre-school education. He said having these small children would really crowd the center. Dr. Buffington noted that infants five months to two and one-half years would be eligible.

Mr. Jarvis expressed his concern about young mothers who fit into this category and are never able to get off welfare or get anywhere because of small children. He said he was disturbed that the Government would appropriate \$200,000 under AB229 and that the schools are locked into these rules, which drive the cost up so high.

The Board, Dr. Buffington and Mr. Simpson discussed the child care capacity and the number of hours and days of operation of a center. There followed a brief discussion regarding those parents who say they need the child care program and those who actually take advantage of it. Mr. Stone pointed out that the cost for the Campus Child Development Center had been figured on 52 weeks per year operation. Dr. Buffington said it should be figured on 46 weeks. Mr. Stone said that the estimated cost of operating the Center was inflated by about 10% because of this. He said he had

SOUTH COUNTY COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES
REGULAR MEETING
October 7, 1975

M I N U T E S

PLACE

South County Community College District, Chabot College,
25555 Hesperian Boulevard, Hayward, California.

ATTENDANCE

The meeting was called to order at 8:22 p.m. by President Duman.
The meeting was adjourned at 9:44 p.m. The Superintendent called
the roll.

Members Present: Mr. Fred M. Duman
Mr. E. J. Chim
Mr. Lawrence R. Jarvis
Mr. L. Arthur Van Etten

Members Absent: Mrs. Ann H. Duncan
Mrs. Dorothy S. Hudgins
Mr. Charles W. Stone

Administrators Present: Dr. Reed L. Buffington, Superintendent
Dr. Richard D. Yeo
Dr. Arthur L. Larson
Dr. Barbara Mertes
Mr. John R. McKinley
Mr. Peter A. Barthelme
Dr. Shanon Christiansen
Mr. Robert Hunter
Mr. Warren Hicks
Mr. Santiago Garza
Mr. Irving Batz
Mr. Don Mayo
Mr. Wayne Williams

Secretary: Mrs. Betty D. Davis

Others Present Mr. Ray Edwards, President, Faculty Senate
Signing Roster: Mr. Geoff Thatcher, ASCC President
Mr. Bob Norberg
Mr. J. W. Hilson

NO OPENING-
NO. 3-76 -
TELEVISION
EQUIPMENT

Mr. Duman announced that it was 8:23 p.m. and time to open the
bids on television equipment. He asked if there were any more
bids; there being none, he declared the bids closed. The
Superintendent opened the bids and the Business Manager read
them aloud:

Motion #24

REVISION OF
GOVERNING
BOARD POLICY
82-DISTRICT
PAID GROUP
MEDICAL
INSURANCE FOR
RETIREES

Mr. Jarvis made a motion seconded by Mr. Chinn to approve a revision of Governing Board Policy 82 - District Paid Group Medical Insurance for Retirees; and further, that this policy become effective upon adoption. ←

Motion carried by the following vote:

AYES: Trustees Duman, Chinn, Jarvis, Van Etten
NOES: None
ABSTENTIONS: None

Motion #25

REVISION OF
GOVERNING
BOARD POLICY
31 -
CERTIFICATED
SALARY
SCHEDULE

Mr. Chinn made a motion seconded by Mr. Jarvis to approve a revision of Governing Board Policy 31 - Certificated Salary Schedule; and further, that this policy become effective July 1, 1975, with the exception as noted.

Motion carried by the following vote:

AYES: Trustees Duman, Chinn, Jarvis, Van Etten
NOES: None
ABSTENTIONS: None

Motion #26

PURCHASE OF
VISION CARE
INSURANCE

Mr. Chinn made a motion seconded by Mr. Jarvis to authorize the purchase of a vision care insurance program for regular and contract faculty members and their dependents at an annual cost not to exceed \$66.00 per employee.

Motion carried by the following vote:

AYES: Trustees Duman, Chinn, Jarvis, Van Etten
NOES: None
ABSTENTIONS: None

Motion #27

SALE OF
CLASS
SCHEDULES

Mr. Chinn made a motion seconded by Mr. Van Etten to authorize the Superintendent to place surplus class schedules on sale in the College Bookstores; and also, to set the sale price as follows:

Schedule of Hayward Classes - 25¢ plus tax
Schedule of Valley Classes - 15¢ plus tax

And further, to authorize the Superintendent to adjust the sale price of the schedules from time to time to reflect changes in the actual cost of printing.

Motion carried by the following vote:

AYES: Trustees Duman, Chinn, Jarvis, Van Etten
NOES: None
ABSTENTIONS: None