



*Vision: Transforming lives through learning.*

**DEC CHARGE:** The District Executive Council (DEC) serves in an advisory capacity to the Chancellor. DEC advises the Chancellor on District policy development and governance issues, and on matters referred to the council by the colleges, District Services, and/or college/District standing councils or committees. DEC reviews and recommends items for the Governing Board meeting dockets.

## **DISTRICT EXECUTIVE COUNCIL**

### **MEETING NOTES**

Monday, January 8, 2018, 2:00–3:00 PM  
Cuyamaca College Student Center, I-209

<b>Chair:</b> Chancellor	Cindy Miles	<input checked="" type="checkbox"/>	Confidential Admin Rep.	Kim Widdes	<input checked="" type="checkbox"/>
VC Business Services	Sue Rearic	<input checked="" type="checkbox"/>	Confidential Employees Rep.	Cheryl Detwiler	<input type="checkbox"/>
VC Human Resources	Tim Corcoran	<input checked="" type="checkbox"/>	Academic Senate President-CC	Kim Dudzik	<input checked="" type="checkbox"/>
President-GC	Nabil Abu-Ghazaleh	<input checked="" type="checkbox"/>	Academic Senate President-GC	Tate Hurvitz	<input type="checkbox"/>
President-CC	Julianna Barnes	<input checked="" type="checkbox"/>	Classified Senate President-GC	Monica Blando	<input type="checkbox"/>
ASGCC President	Jesus Suarez	<input type="checkbox"/>	VC Workforce & Organizational Dev	John Valencia	<input type="checkbox"/>
ASGC President	Skyler Delacruz	<input type="checkbox"/>	<b>Also Present:</b>		
AFT Representative	Jim Mahler	<input type="checkbox"/>	Executive Assistant	Jennifer Danks	<input checked="" type="checkbox"/>
CSEA President	Rocky Rose	<input checked="" type="checkbox"/>			
Admin Assoc. President	Aaron Starck	<input type="checkbox"/>			

Discussion items	Action/Follow-Up
<p>A. Tuesday, January 16, 2018, Governing Board Regular Meeting Draft <a href="#">Docket</a></p> <ul style="list-style-type: none"> <li>▪ 3:30 PM Budget &amp; Enrollment (Cuyamaca College Math/Science Bldg. H, H-119)</li> <li>▪ 6:30 PM Open Session</li> </ul>	<p>Cindy presented the docket and the following items were discussed in greater detail:</p> <ul style="list-style-type: none"> <li>▪ 3:30 PM Board workshop regarding budget and enrollment</li> <li>▪ <b>Item 202</b>—draft document and plans will be forwarded to DEC upon completion</li> <li>▪ <b>Item 303</b>—All funding for this travel to North Carolina, a banned state, is privately funded through the Foundation for Grossmont and Cuyamaca Colleges and landscape supporters</li> <li>▪ <b>Item 304</b>—the non-resident tuition rate will be discussed in today’s DSP&amp;BC meeting</li> <li>▪ <b>Items 501-503</b>—finalized dockets will be forwarded to DEC upon completion</li> <li>▪ <b>Item 651</b>—the audits will be presented by Christi White, CPA</li> </ul>
<p>B. Chancellor’s Cabinet Salary Schedule Presentation</p>	<p>Tim presented the following information concerning the proposed Cabinet salary schedule (item 501):</p> <ul style="list-style-type: none"> <li>▪ All GCCCD employee groups have a salary schedule except for the Chancellor’s Cabinet group</li> <li>▪ Governing Board direction concerning employee compensation in August 2013, March 2014, and 2017 goal</li> <li>▪ PERS and STRS legal requirements for salary schedules and positions</li> <li>▪ Explanation on the salary schedule structure – grade/steps</li> <li>▪ Reviewed all employee group salary schedules</li> <li>▪ Discussed compensation issues</li> </ul>

Discussion items	Action/Follow-Up
	<ul style="list-style-type: none"> <li>▪ RAF and SET allocations provided and discussed in relation to raising employee compensation groups to the median of the 9 comparable districts surveyed</li> <li>▪ Progress on salary system since 2012 in implementing reorganizations and restructures for instructional technicians and confidential executive assistants; realignment of CSEA job families from 12 families to 8; individual reclassification on specific jobs; and negotiated CBAs with Administrators’ Association, AFT, and CSEA, which had some compensation impact</li> <li>▪ Observations on all leadership groups discussed regarding issues with recruitments, high turnover/low retention, accreditation concerns, negative reputation and threatening organizational stability</li> <li>▪ Step/Column detail among SDICCCA colleges with proposed GCCCD schedule to include 9 steps and 4% between steps discussed</li> <li>▪ Discussion on proposed GCCCD confidential administrators’ salary schedule</li> <li>▪ Consistency of treatment, fairness, retention, competitiveness</li> <li>▪ Special Board meeting in December was held to discuss this item and address trustee questions</li> </ul> <p>Overall feeling of the group:</p> <ul style="list-style-type: none"> <li>▪ It’s about being competitive and retaining good administrators</li> <li>▪ It will help with accreditation issue</li> </ul>
<p>C. Board Policies/Administrative Procedures</p> <p><b>Final Read</b></p> <ul style="list-style-type: none"> <li>▪ <a href="#">BP</a> 1300 Educational Philosophy</li> <li>▪ <a href="#">BP/AP</a> 3505 Emergency Preparedness and Management Plan</li> <li>▪ <a href="#">BP/AP</a> 7265 Emeritus Status</li> </ul> <p><b>Pending Final Review</b></p> <ul style="list-style-type: none"> <li>▪ <a href="#">BP/AP</a> 3550 Drug-Free Environment and Drug Prevention Program</li> <li>▪ <a href="#">BP/AP</a> 3720 Computer and Network Use</li> <li>▪ <a href="#">BP/AP</a> 3820 Donations and Gifts</li> <li>▪ <a href="#">BP/AP</a> 6307 Debt Issuance and Management (New)</li> <li>▪ <a href="#">BP/AP</a> 6450 Wireless or Cellular Telephone Use</li> <li>▪ <a href="#">BP/AP</a> 7270 Student Workers</li> </ul>	<p>The following BP/APs were approved to move forward to the Board for adoption:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">BP</a> 1300 Educational Philosophy</li> <li>▪ <a href="#">BP/AP</a> 3505 Emergency Preparedness and Management Plan</li> <li>▪ <a href="#">BP/AP</a> 7265 Emeritus Status</li> </ul> <p>The BP/APs noted as pending final review will be reviewed at the February 12 meeting.</p>
<p>D. Next Meeting</p>	<p><b>Monday, February 12, 2018, 1:00–2:00 PM, Grossmont College Griffin Gate</b></p>