



*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 10, 2022, 1:00-2:00 PM

Via Zoom

Chair: Chancellor	Lynn Neault	<input checked="" type="checkbox"/>	Confidential Admin Rep.	Jessica Robinson	<input checked="" type="checkbox"/>
VC Business Services	Todd McDonald (for Sahar Abushaban)	<input checked="" type="checkbox"/>	Confidential Employees Rep.	Cheryl Detwiler	<input type="checkbox"/>
Int VC Human Resources	Aimee Gallagher	<input checked="" type="checkbox"/>	Academic Senate Pres.-CC	Manuel Mancillas-Gomez	<input checked="" type="checkbox"/>
VC Student & Inst Success	<i>Vacant</i>		Academic Senate Pres.-GC	Pearl Lopez	<input checked="" type="checkbox"/>
President-GC	Denise Whisenhunt	<input checked="" type="checkbox"/>	Classified Senate Pres.-CC	Katie Cabral	<input checked="" type="checkbox"/>
President-CC	Julianna Barnes	<input type="checkbox"/>	Classified Senate Pres.-GC	Michele Martens	<input checked="" type="checkbox"/>
ASGCC President	Tristin Beery	<input type="checkbox"/>			
ASGC President	Benjamin Blevins (for Aundrea Kaiser)	<input checked="" type="checkbox"/>	Guests	Michele Clock	<input checked="" type="checkbox"/>
AFT Representative	Jim Mahler	<input type="checkbox"/>			
CSEA Representative	Kathleen Flynn	<input checked="" type="checkbox"/>	<b>Recorder:</b>		
Admin Association Rep.	Wayne Branker	<input type="checkbox"/>	Executive Assistant	Mike Williamson	<input checked="" type="checkbox"/>

Discussion items	Action/Follow-Up
A. Tuesday, January 18, 2022, Governing Board Regular Meeting Draft Docket	Chancellor provided highlights: <ul style="list-style-type: none"> <li>• Discussed virtual versus in-person meeting status.</li> <li>• UCSD reports COVID cases should start to subside after next week.</li> <li>• Explained the purpose of the new standing item on the agenda: Update on DEI Initiatives.</li> <li>• Responded to Kathleen F. regarding the org. mod. on the Personnel Report (Item 13.1). The CL45 position is being defunded and the CL48 is being added. This change was made at the recommendation of the IT Director based upon the external Cambridge review.</li> </ul>
B. Return to Work Update	Chancellor provided highlights: <ul style="list-style-type: none"> <li>• Cabinet is meeting this evening to discuss return of employees.</li> <li>• The next big decision is whether we extend remote work for one to two more weeks.</li> </ul>

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	<ul style="list-style-type: none"> <li>• There were a number of positive COVID cases in Athletics. Current variant is spreading quickly.</li> <li>• Southwestern is going to remain remote through the end of January. Other districts in the region are still trying to decide.</li> <li>• Pearl inquired re emergency remote teaching. All courses should get approved for emergency remote teaching.</li> <li>• Denise W. noted we are working with SDCCD to figure out how to get our courses approved for emergency remote teaching.</li> <li>• Mandatory testing for all employees is not being considered at this time; however, employees are encouraged to test frequently.</li> </ul>																								
<p>C. Educational Support Services Reorganization</p>	<p>Chancellor shared the graphic below.</p> <table border="1" data-bbox="812 949 1518 1199"> <thead> <tr> <th></th> <th>Salary</th> <th>Benefits</th> <th>Compensation</th> </tr> </thead> <tbody> <tr> <td>Defund - Vice Chancellor - Student &amp; Institutional Success</td> <td>(227,624)</td> <td>(113,812)</td> <td>(341,436)</td> </tr> <tr> <td>Defund - Executive Assistant III</td> <td>(81,996)</td> <td>(40,998)</td> <td>(122,994)</td> </tr> <tr> <td>Add - Associate Vice Chancellor - Education Support Services</td> <td>144,012</td> <td>72,006</td> <td>216,018</td> </tr> <tr> <td>Add - Two Business Analyst Positions</td> <td>156,480</td> <td>78,240</td> <td>234,720</td> </tr> <tr> <td><b>Net Savings</b></td> <td><b>(9,128)</b></td> <td><b>(4,564)</b></td> <td><b>(13,692)</b></td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>• The VC SIS position will be defunded</li> <li>• An AVC SIS position has been created.</li> <li>• The Admin Assistant III will be defunded.</li> <li>• Two new Business Analyst positions will be created.</li> <li>• Jessica R. expressed support for the reorganized structure. It makes the AVC position more attractive to applicants, with staff, and is a more efficient structure.</li> </ul>		Salary	Benefits	Compensation	Defund - Vice Chancellor - Student & Institutional Success	(227,624)	(113,812)	(341,436)	Defund - Executive Assistant III	(81,996)	(40,998)	(122,994)	Add - Associate Vice Chancellor - Education Support Services	144,012	72,006	216,018	Add - Two Business Analyst Positions	156,480	78,240	234,720	<b>Net Savings</b>	<b>(9,128)</b>	<b>(4,564)</b>	<b>(13,692)</b>
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<p>D. Human Resources Reorganization</p>	<p>Aimee G. provided highlights:</p> <ul style="list-style-type: none"> <li>• A Director of Risk Management will be added.</li> <li>• Hire two Health &amp; Safety Specialists, one at each campus.</li> <li>• Add Title IX/EEO Officer (new position).</li> <li>• Add an HR Technician in Recruitment. This new position will be at higher level than our current recruiter position, and will hopefully attract a stronger pool of applicants.</li> </ul>																								

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	<ul style="list-style-type: none"> <li>• Add an HR Coordinator for Labor Relations.</li> <li>• Add an HR Coordinator for Benefits.</li> <li>• These positions will start working their way through DSP&amp;BC for funding.</li> <li>• There is no additional cost.</li> <li>• Eventually in-house counsel should be added to HR using cost savings from legal expenses.</li> </ul>
<p>E. Board Policies and Administrative Procedures</p> <p><b>FIRST READS:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">BP/AP</a> 4020 Program, Curriculum, and Course Development           <ul style="list-style-type: none"> <li>○ Reviewed at SISC on 11/29/21</li> <li>○ CCLC-recommended changes to highlight DEI issues</li> <li>○ Additional “Credit Hour” explanation and assessment</li> <li>○ Significant additions to both the BP and AP</li> </ul> </li> </ul> <p><b>SECOND READS: None</b></p>	<p>BP/AP 4020 will come back for a second read in February.</p>
<p>ADDED: Merit System</p>	<p>Aimee G. provided highlights:</p> <ul style="list-style-type: none"> <li>• The District has identified a presenter to review the pros and cons of the Merit System.</li> <li>• Administration will be meeting with CSEA on Wednesday to begin negotiations on the election process and presentations to be made.</li> <li>• The 120 days to respond to CSEA’s request expires on March 9<sup>th</sup>.</li> <li>• Five community colleges in California are using Merit System.</li> </ul>
<p>F. Next Meeting</p>	<p>Monday, February 7, 2022, 1:00-2:00 PM          Via Zoom</p>